



Inclusive Washrooms

November 2017

Background

- ▶ Council has made developing an active and inclusive City one of their priorities
- ▶ Protection added to BC Human Rights Code in 2016 to include “gender identity and expression”

Previous Decisions

- ▶ Everyone has the right to define their own gender identity and to use the washroom that conforms with their chosen identity.
- ▶ Gender identity is not binary, it "includes but is not limited to people who identify as transgender, trans woman (male-to-female), trans man (female-to-male), transsexual, cross-dresser, gender non-conforming, gender variant or gender queer" (Ontario Human Rights Commission).

Scope of the project

- ▶ Research
 - ▶ Examining policies, Best Management Practices
 - ▶ Review of facilities – specifically washrooms, change rooms and signage
- ▶ Developing recommendations
 - ▶ for staff and public facilities
 - ▶ development of future facilities
 - ▶ signage standards
- ▶ Communication / Training Plan
 - ▶ Staff training workshops

What others are doing

- ▶ Many school districts (including SD23) have addressed this in their policies & signage for single-stall washrooms
- ▶ Vancouver Park Board launched a trans-inclusive campaign in 2015- educational brochures, new signage (including washrooms and change rooms), staff training and policies.
- ▶ Calgary: staff to engage with stakeholders to develop appropriate single-stall washroom signage, and policies to be developed to eventually make washrooms in city-owned buildings gender neutral, when buildings are renovated / constructed

Current washroom inventory

- ▶ 100 washrooms / change rooms labelled “male”
- ▶ 90 washrooms / change rooms labelled “female”
- ▶ 108 single stall washrooms labelled in a variety of ways
 - ▶ Airport – planning to build/renovate 2 more single stall washrooms in the next year

(does not include portable toilets)

Existing signage example



Public locations: no single stall

• Apple Bowl Stadium / Changerooms
• Belgo Park
• Cameron park
• Centennial Park (SE Kelowna)
• City Park: Jubilee Bowl
• City Park: Hot Sands
• East Kelowna stadium
• Edith Gay Park
• Elks Stadium Grandstand / Changerooms
• Gyro Park Central
• Gyro Park North
• Jack Robertson Park
• King's Stadium
• Kinsmen field house (in Mission Recreation Park)
• Kinsmen Park
• Knox Mountain Park Pavilion
• Lakeshore boat launch
• Lions Park
• Lombardy park
• Osprey park
• Rotary Park
• Rutland Sportsfield
• Sarsons Beach Park
• Strathcona Park
• Sutherland Park
• Waterfront Park

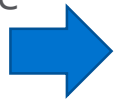
Staff locations: no single stall

- ▶ Rutland Fire hall

Sample proposed signage



Other sample
signage,
as applicable



Universal spaces benefit everybody, regardless of gender

- ▶ users with accessibility needs
- ▶ parents with young children
- ▶ caregivers of adults with cognitive impairments, including dementia

Recommendations

- ▶ Receive report for information;
- ▶ Adopt new signage standards for single-stall washrooms that focus on function rather than gender;
- ▶ The City continue to develop more single-stall, inclusive and accessible options in existing and new facilities in future.



Questions?

For more information, visit kelowna.ca.