



OFFICE *of the* PRESIDENT

September 25, 2020

To the Allegheny County Board of Health:

As a global institution in a highly competitive market for talent, Carnegie Mellon University seeks and cultivates diverse populations and perspectives and promotes equity and inclusion within our university, and for the broader community. Diversity, equity and inclusion are critical to academic excellence and innovation and elevates all community members' experiences. We also affirm how critical this focus is in support of the health and well-being of our community.

I write today about an urgent issue for our community that university leadership is committed to addressing: creating a more safe and inclusive environment for our faculty, students and staff who teach, research, learn and work at the university and identify as transgender, intersex and non-binary (TIN). A critical strategy to achieve this commitment is to augment the number of gender-inclusive restrooms we provide across campus.

Current plumbing codes do not contain a design option that allow the use of toilet facilities by all persons, regardless of gender. The 2021 International Plumbing Code provides options for organizations like ours that are committed to creating a more inclusive restroom environment to support the basic human needs of accessing and using a restroom where comfort and safety are protected.

We ask that the Allegheny County Health Department incorporate into the proposed regulations changes from the 2021 International Plumbing Code (IPC) sections 403.1.1, 403.1.2 and 403.2, which provide design options for gender-inclusive toilet facilities. We know from our TIN community that such facilities are critically important to increasing a sense of safety and security.

Allegheny County prohibits discrimination against individuals on the basis of their gender identity or expression, but the current plumbing code prevents the owners of buildings from designing facilities that best meet the needs of our diverse community. Here at Carnegie Mellon we have been designing for and adding all-gender restrooms for nearly a decade, despite them not being factored into the current plumbing code's fixture count. By adopting the relevant IPC sections, the county would allow more efficient use of the university's resources and would greatly improve the climate and culture of the built environment on campus.

It is striking that public restrooms are the only everyday social institution remaining in which separation by gender is the norm. Carnegie Mellon University supports updating these anachronistic codes and making Allegheny County a more welcoming and safe environment for all. We greatly appreciate your attention to this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Daryl C. Weinert".

Daryl C. Weinert
Chief of Staff and Vice President for Strategic Initiatives