



All-Gender Restroom Access Committee Charge

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At Carnegie Mellon University, we are guided by our foundational values, including diversity, inclusion, integrity, empathy and respect for the dignity of every member of our CMU community. Members of our community and visitors to our campus should have access to safe restroom facilities that are configured for privacy and located in such a manner that all individuals can engage in their daily routine secure in the knowledge that they can use a suitable restroom without disruption.

Accordingly, we are establishing the All-Gender Restroom Access Committee, and asking Daryl Weinert (Chief of Staff and Vice President for Strategic Initiatives) and Holly Hippensteel (Associate Vice President for Community Standards and Diversity Initiatives) to Co-Chair this effort. Participating on this Committee will be faculty, staff and students, including those who identify as trans, intersex, and nonbinary; as well as representatives from Campus Design and Facilities Development; Facilities Management and Campus Services; and the Office of Title IX Initiatives. We are specifically asking this Committee to address the following issues pertaining to the restroom facilities on the Pittsburgh campus that are not within the University Housing system:

Existing Infrastructure

1. Establish mechanisms to properly review and maintain an accurate and accessible listing of all-gender restrooms across campus.
2. Create consistent signage on campus identifying all-gender and gendered restrooms and improving directional signage in campus buildings to indicate the location of all-gender and gendered restrooms.
3. Identify ready opportunities where existing restrooms can be re-purposed while adhering to all current local plumbing code requirements as well as anticipatory opportunities for timely changes that presume plumbing code updates.

Renovation Projects

1. Identify and guide a prototype effort on campus with the goal to move toward a more inclusive all-gender restroom environment on campus while increasing community familiarity with restroom design and configuration options.
2. Develop guidelines and prioritizations for restroom redesign and signage as a part of future campus renovation projects in existing facilities.



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New Construction

Review and revise guidelines for restroom design, location and signage in new construction projects that maximize access and inclusion. Revised guidelines will seek to maximize fiscal resources to drive innovative and creative solutions and assume more progressive plumbing codes will be adopted in Allegheny County.

Advocacy and Communications

1. Develop a communications strategy to seek broad community input; educate the CMU community concerning restroom access challenges and needs; and promote the successful evolution of the built restroom environment across campus.
2. Inform CMU's participation in advocacy efforts to update plumbing codes.

In addition, we are further charging the Committee with considering how we should develop goals and targets for progress, establish actionable timelines, and ultimately measure our success.

The issues to be addressed by the Committee are complex, challenging in their scope and potential capital expense, and influenced by the culture and historical context in which our community exists. This reality does not deter our shared commitment nor should it deter the committee's efforts to drive innovative solutions. The Committee should endeavor to be as inclusive and thorough as possible during its proceedings, enlist the assistance of experts when appropriate, and to make transparent efforts to improve Carnegie Mellon's restroom infrastructure. Significant progress is within our grasp and we look forward to the collective efforts of this Committee in partnership with the entire CMU community.

James H. Garrett, Jr.
Provost and Chief Academic Officer

Gina Casalegno
Vice President for Student Affairs and Dean of Students