

2016  **NIRSA**SM
recreation
facilities
INSTITUTE

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OCTOBER 19-21 • TEMPE, ARIZONA

Me, You, Them and They

Creating an Inclusive Recreation Facility

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Design Principal

Hastings+Chivetta

ARCHITECTURE • PLANNING • ENGINEERING

Learning Objectives

- Understand the current inclusive environment and how it can impact your facility
- Find subtle and cost-effective ways to create a welcoming environment for all students, faculty and staff
- Understand the hard cost involved with making programming and design decisions that consider inclusivity

Agenda

- Introduction & Terms
- National Statistics
- Current Legislation
- What's Happening on Your Campus
- Building Design Issues
- Q&A



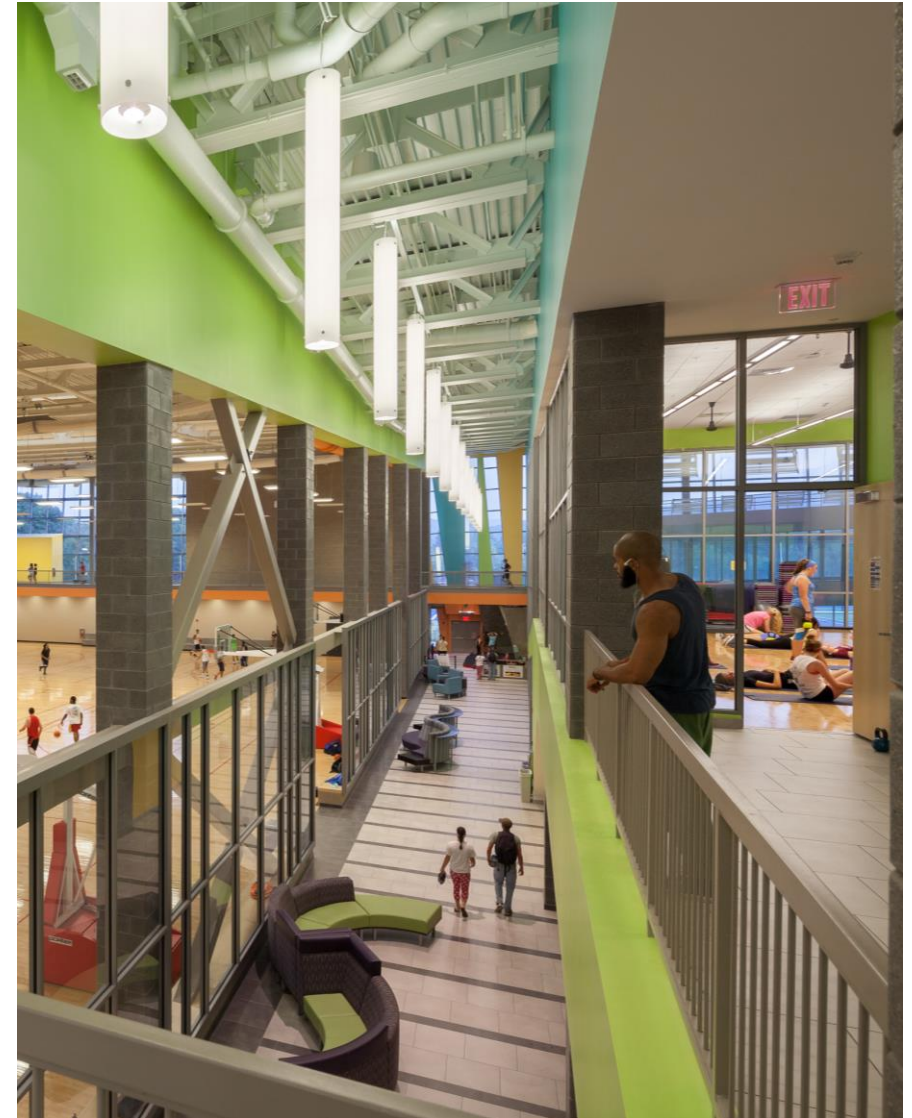
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Hastings+Chivetta Architects

- Collegiate Architects
- 215+ College & University Clients
- All Campus Building Types
- 190+ Recreation Centers
- \$2.5 Billion in Construction
- 1.3 Million Students Served



Terms

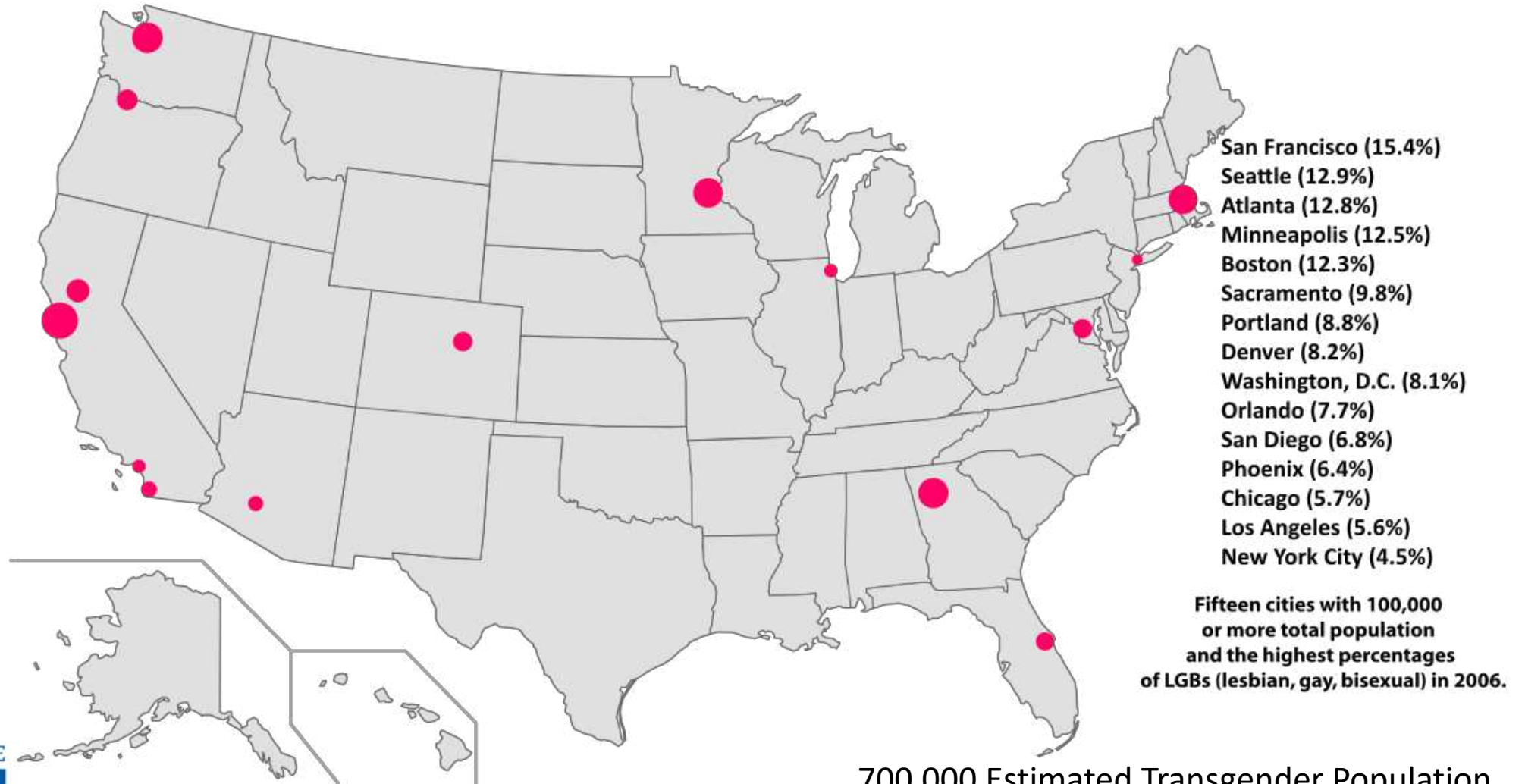
- L – Lesbian
- G – Gay
- B – Bisexual
- T – Transgender
- Q – *Queer* (one or all of the above) Or
Questioning (individuals exploring their identity)
- A – *Asexual*
Allies (straight individuals that support the LGBTQ
Community)

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National Statistics



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- **Current Legislation**
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Federal Legislation

- 2003 Consenting Adult Law
- 2011 Openly Gay in US Military
- 2015 Openly Transgender in US Military
- 2016 Marriage Act
- 1972 Title IX
 - Prohibits Discrimination "on the basis of sex" in educational programs that receive financial assistance from the federal government. The Obama administration has determined that this phrase is ambiguous and, in the absence of clarification from Congress, has interpreted it to cover discrimination on the basis of both genetic sex and [gender identity](#).

State Legislation – Bathroom Bills

- Arizona – Withdrawn for consideration
- Missouri – Vetoed by Governor
- Nevada – Died in Committee
- South Dakota – Vetoed by Governor
- Tennessee – Billed Failed to Become Law
- Texas – Two Bills Never Voted On
- Wisconsin – Bill Allows Gender Neutral Restrooms in Schools

State Legislation – Bathroom Bills

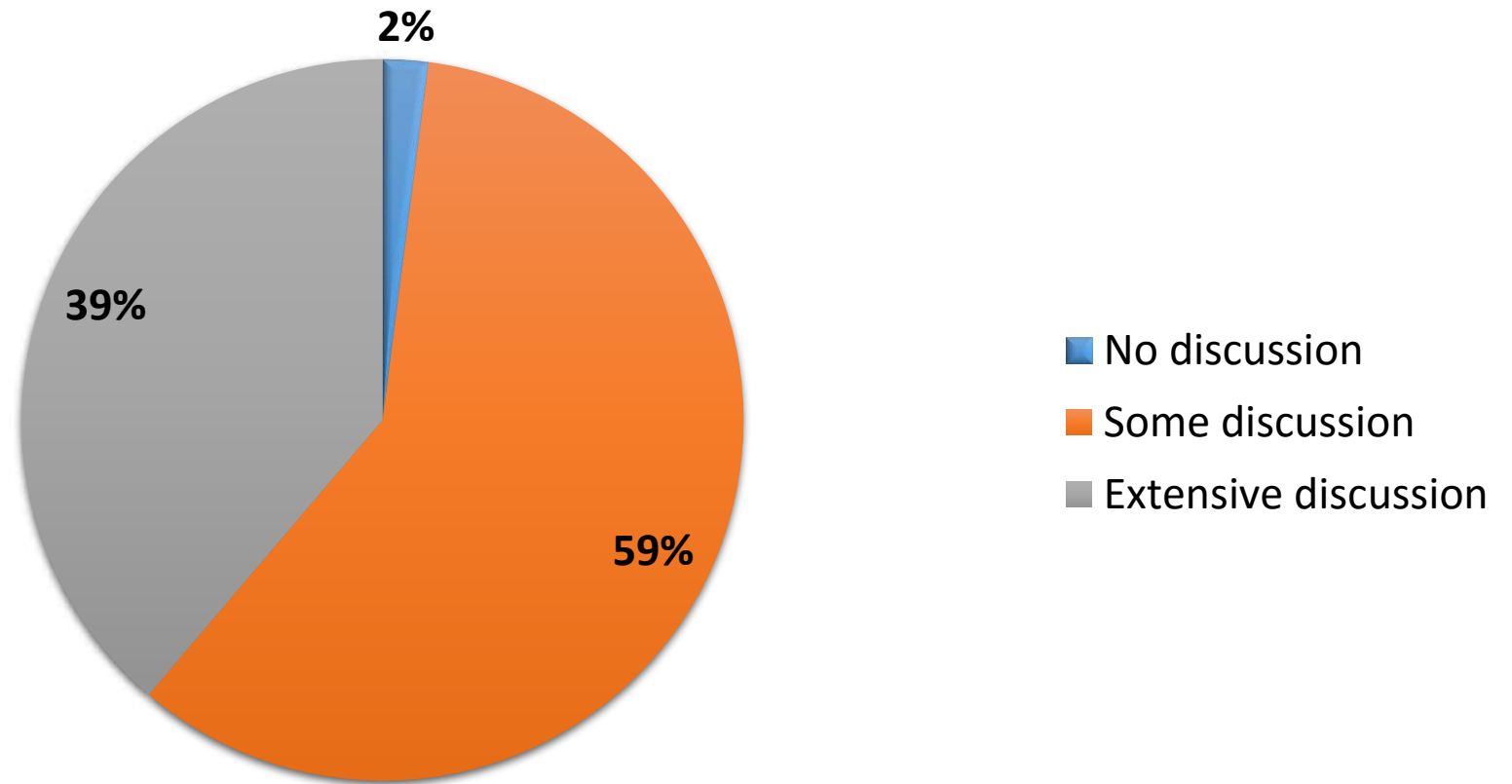
- North Carolina – Successful Passage of Bill
 - Public Facilities Privacy & Security Act
 - Affects students at North Carolina state schools
 - The bill also overturns an LGBT Anti-Discrimination ordinance
 - Prevents local governments in the state from enacting similar ordinances
 - Prevents cities from raising their minimum wages higher than that of the state
 - NCAA & NBA have

Agenda

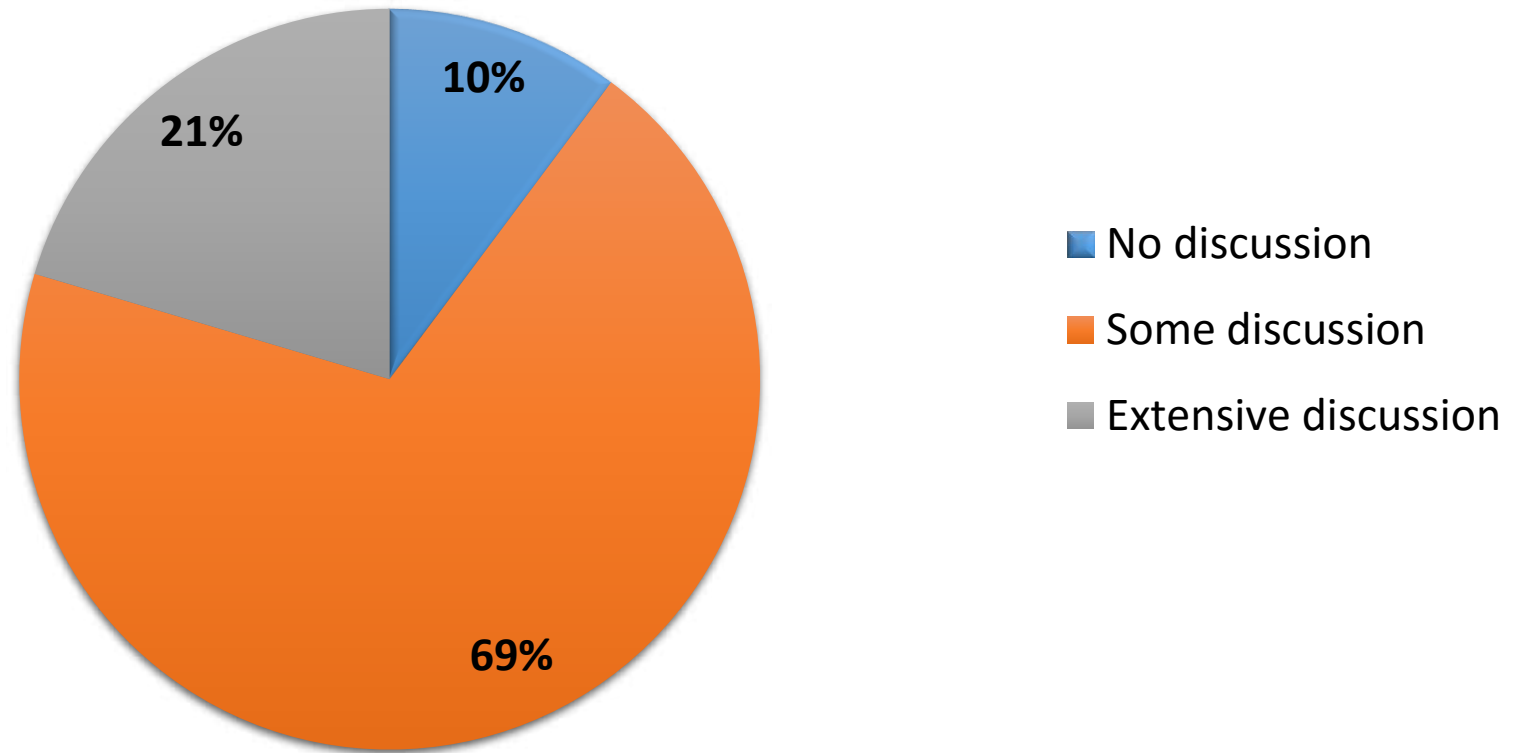
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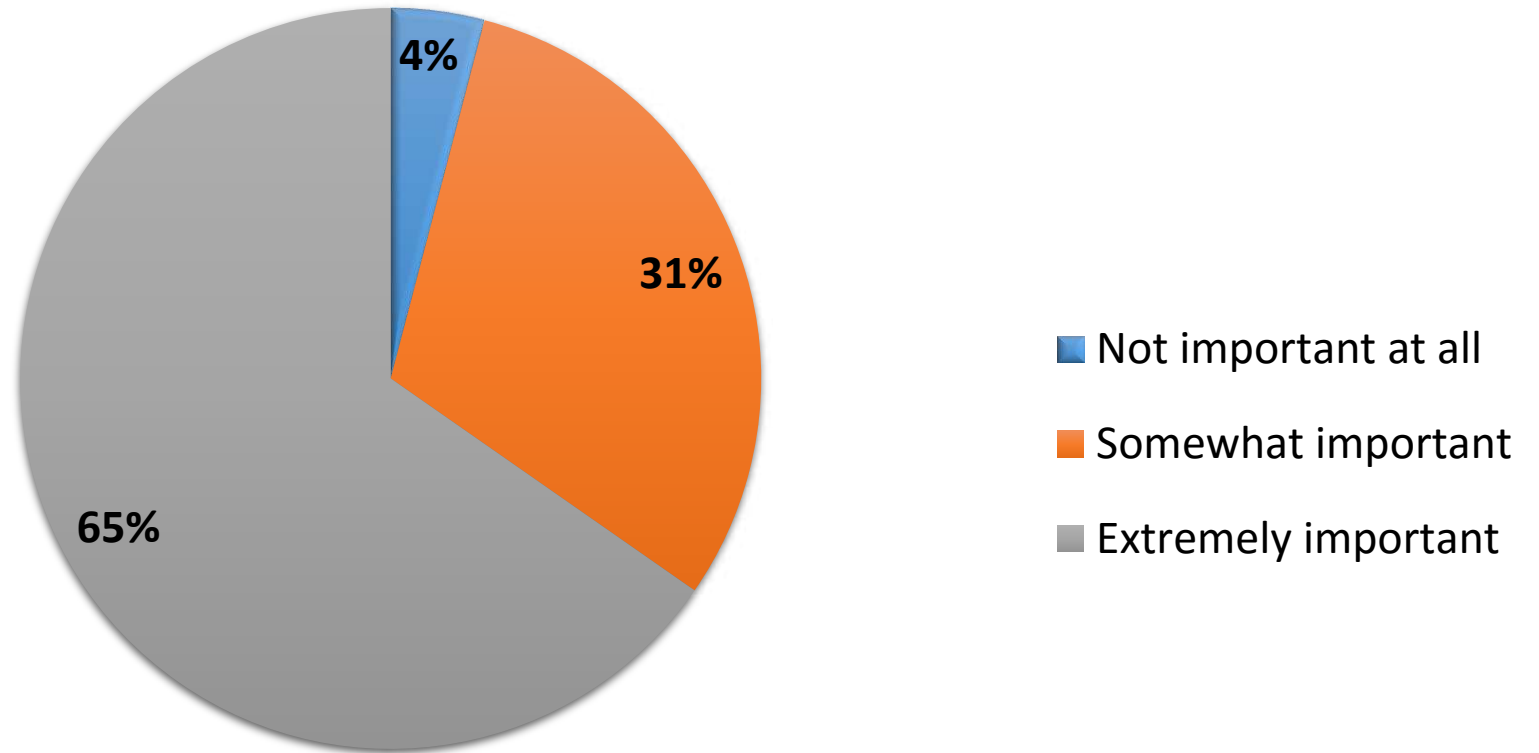
1. What is the current level of discussion regarding LGBTQ issues on your campus?



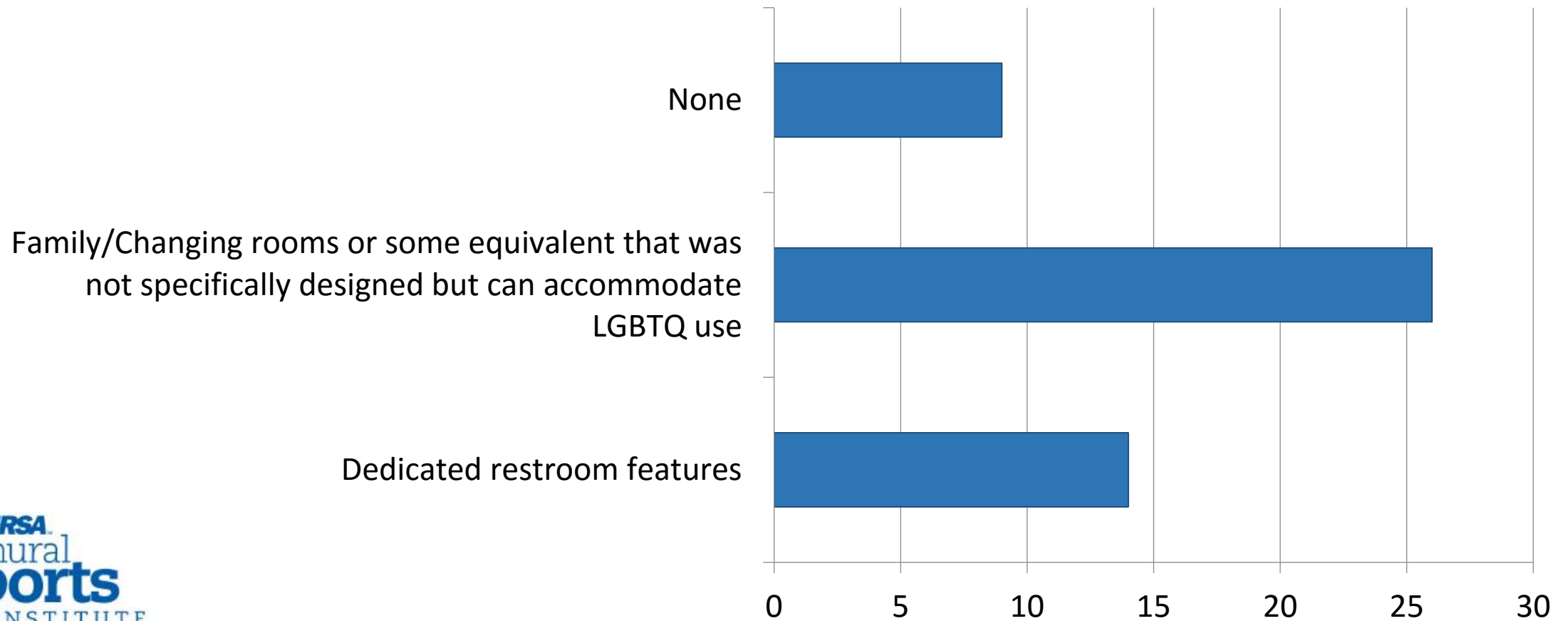
2. What is the current level of discussion regarding LGBTQ issues within your department of recreation?



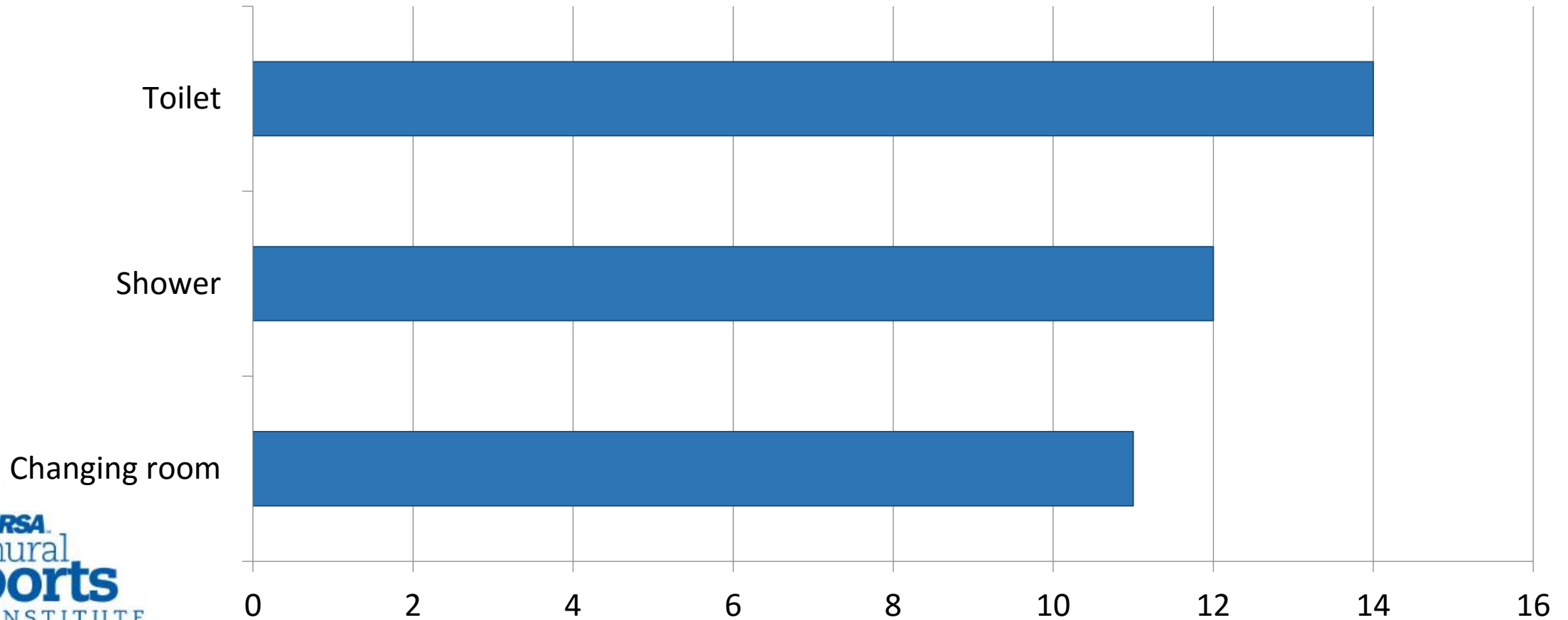
3. How important do you think LGBTQ accommodations are in recreation center design?



4. What level of LGBTQ accommodation are you currently providing in your recreation center?



5. What restroom features are included in your dedicated restroom?



6. What restroom signage is used in your recreation center?



41%



51%



51%



21%

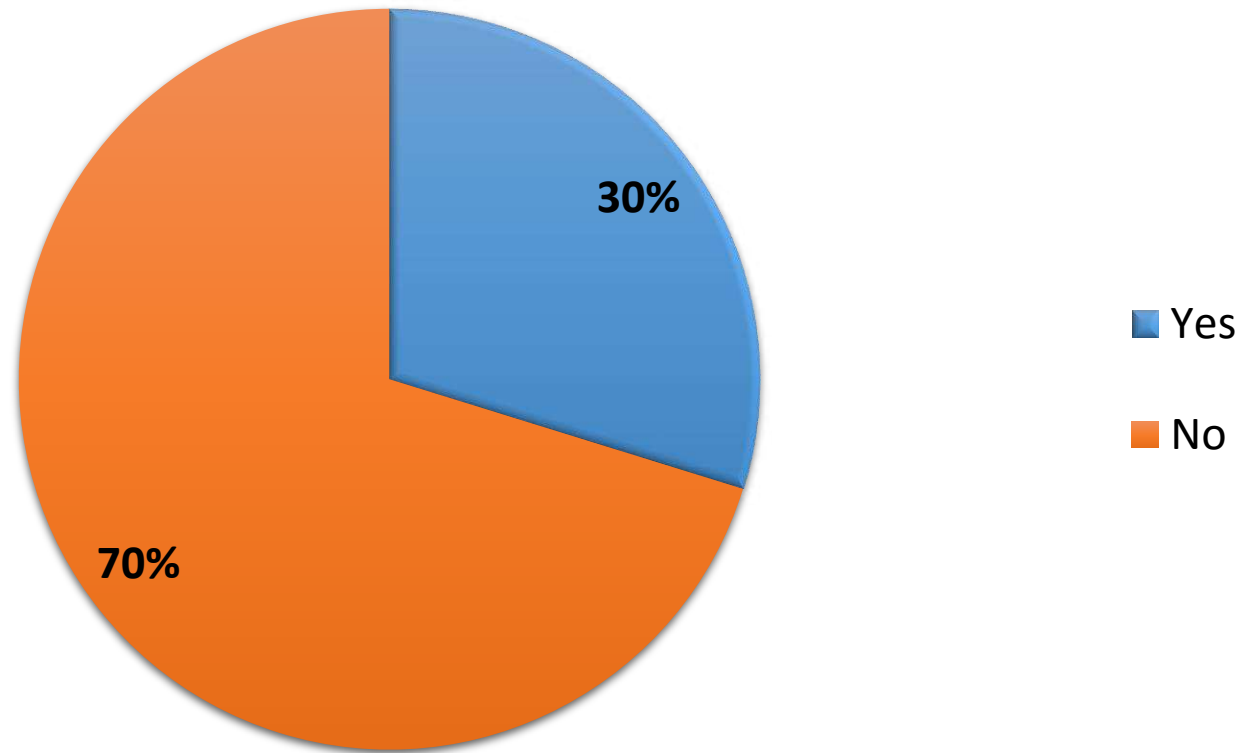


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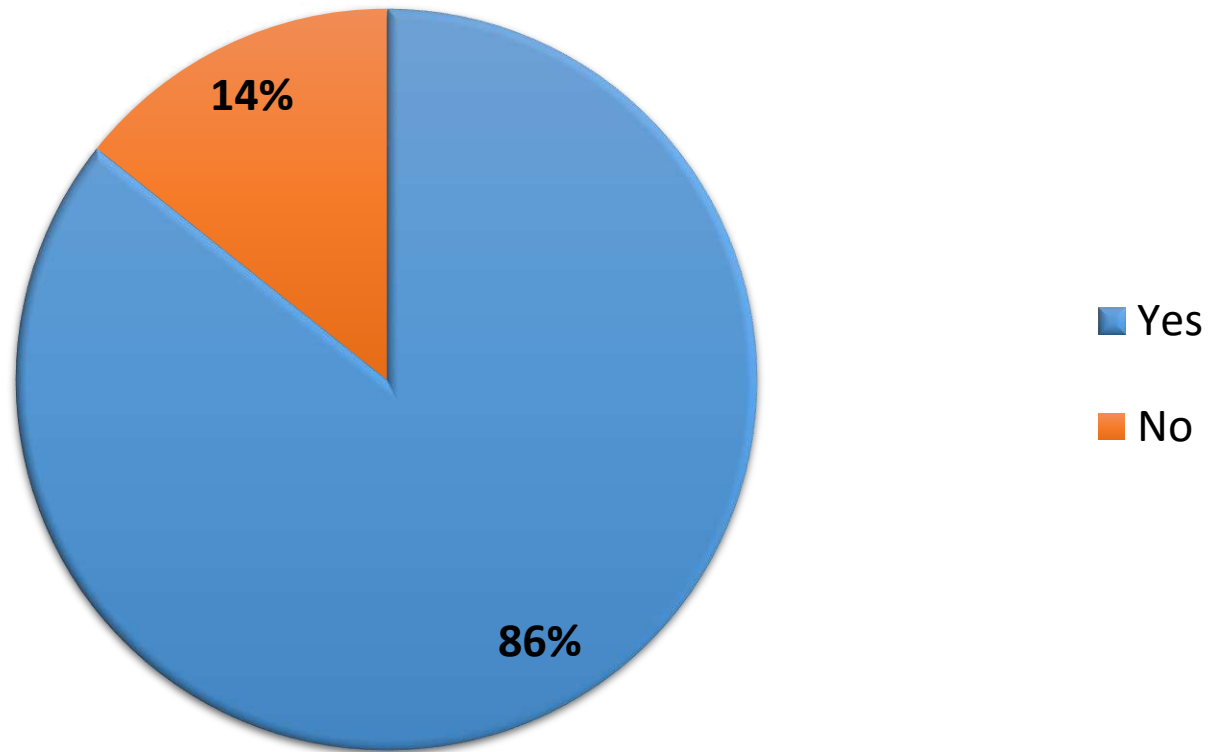


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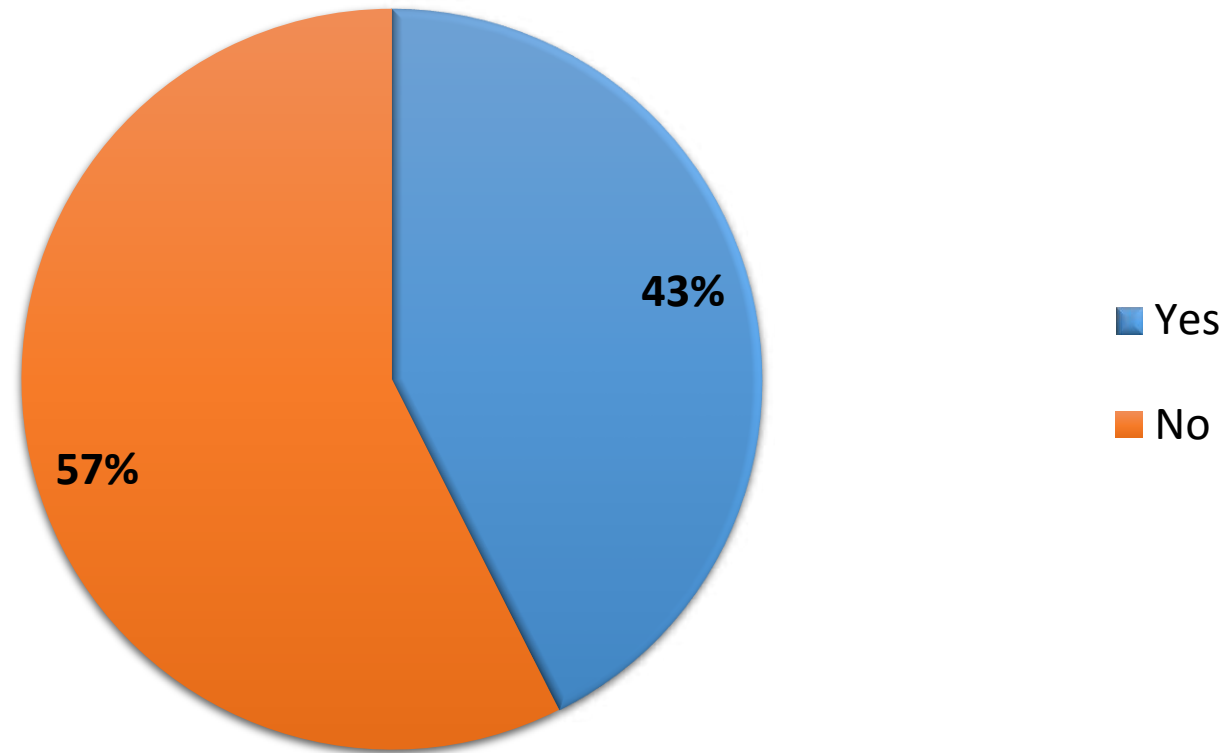
7. Are you planning new recreation facilities or major renovations?



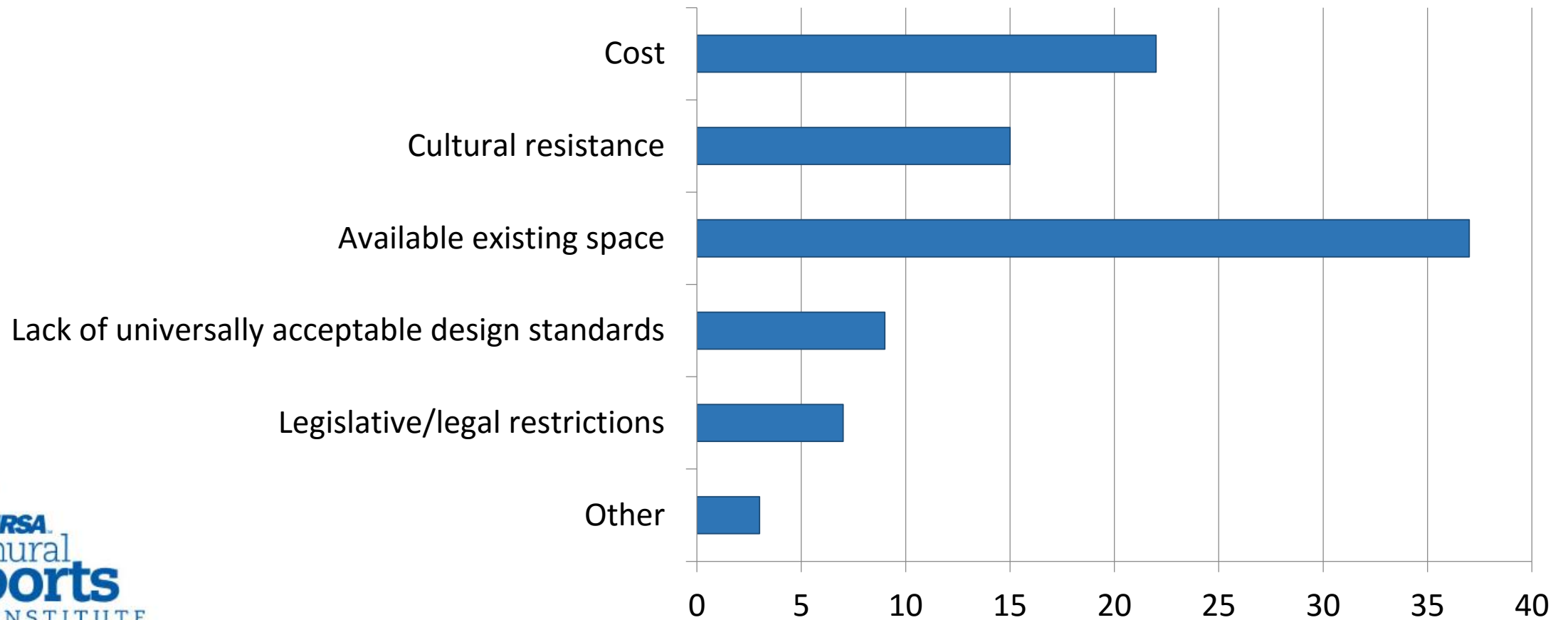
8. *If answered "Yes" to question 7- Are you planning LGBTQ accommodations?*



9. Are you planning recreation facility modifications specifically to meet the needs of LGBTQ Community?



10. What do you think are the greatest challenges in accommodating LGBTQ needs in your recreation center?



Comment highlights:

- I think as a society we are going too far to accommodate everyone.
- I don't care who is in the stall next to me.
- We currently have a work team of recreation professionals to discuss adapting our programs and facilities.
- Non-discrimination Policy Review and Gender Inclusive Spaces Policy Committee
- We are in North Carolina and are a public state institution so HB2 impacts us.
- One of the greatest challenges for gender-inclusive design is that it requires not only a change in our way of thinking, but the allocation of considerable resources to close this gap.
- Preexisting conditions of the Recreation Center make it difficult to make changes without changing the facility's infrastructure.

Comment Highlights

- Few, if any, modern collegiate rec centers were conceived with anything but a cisgender design.
- New facility
- All gender shower rooms
- Unisex bathrooms
- Lactation room
- Good to see surveys like this
- We are also going to have an initiative for LGBTQ folks to get involved in our programs during National Coming Out Month.
- “All Gender Restroom” but only includes pictures of one man and one woman (no wheelchair)

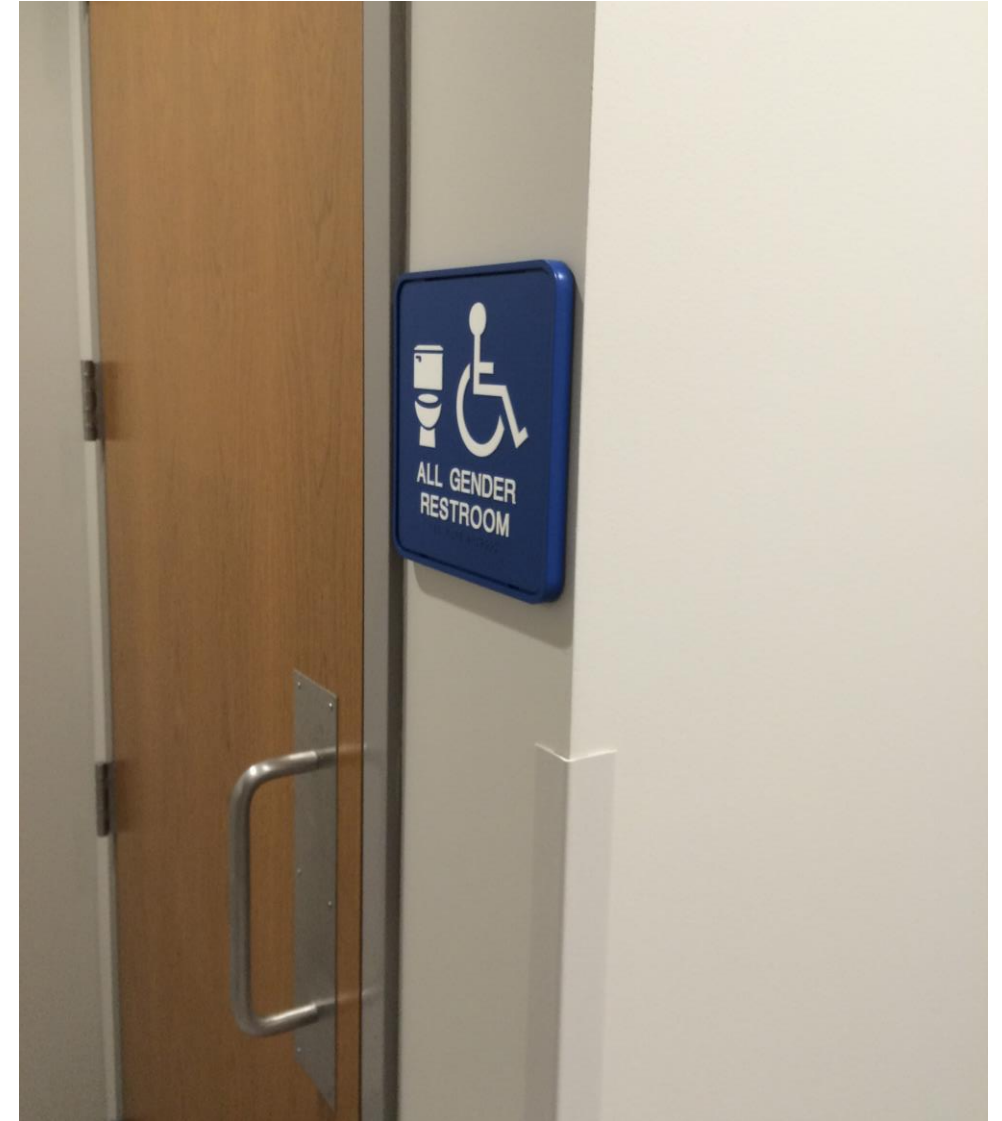
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Design Issues

- History
- Facility Privacy
- Types & Styles
 - Gender Inclusive Restrooms
 - Changing Rooms
 - Cabana Style Locker Rooms
 - Lactation Rooms
- Cost Considerations
- Codes
- Benefits to All



Design Issues

■ History

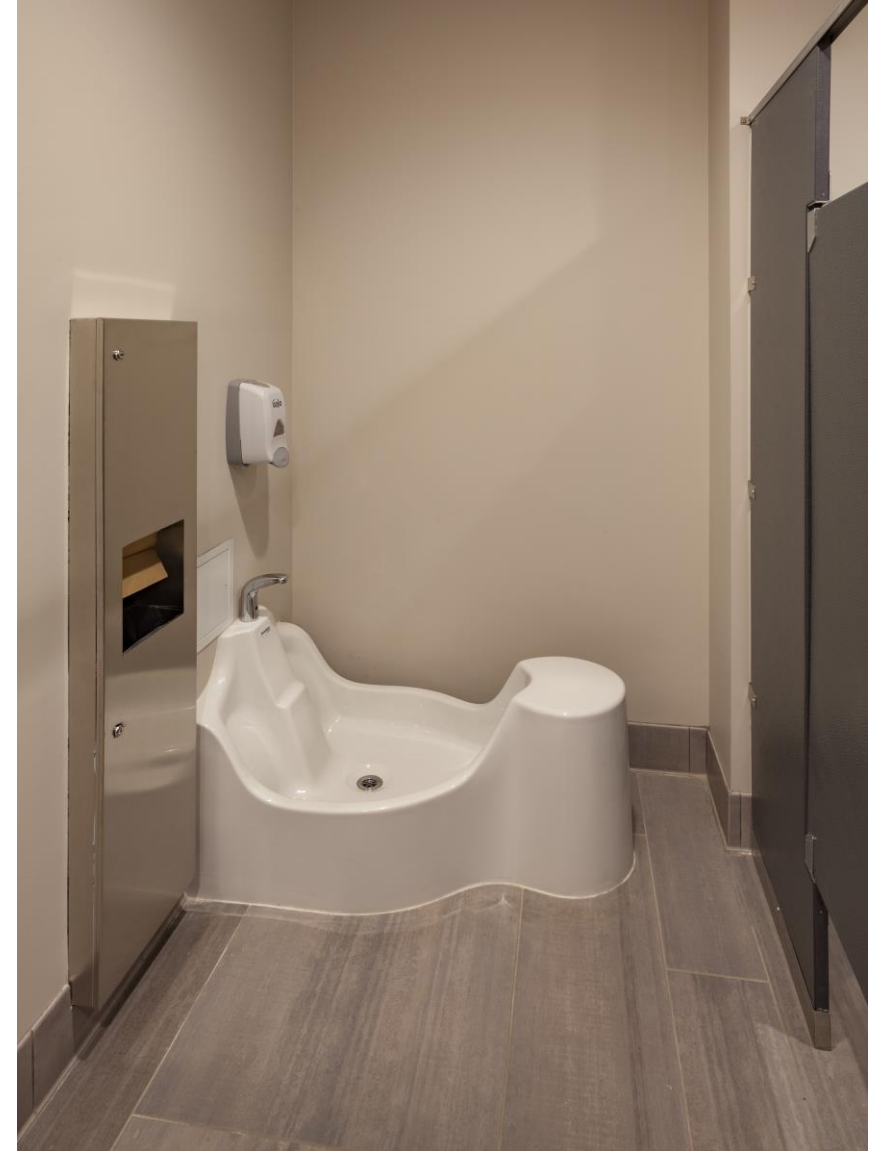
- Rome – Shared
- Outhouses – Shared
- Industrial Revolution –
Indoor Plumbing
- Women in the Work Force –
Separation of Facilities
- 150 Years Leading to Binding Codes Separating Facilities
- Changing Codes



Design Issues

■ Facility Privacy

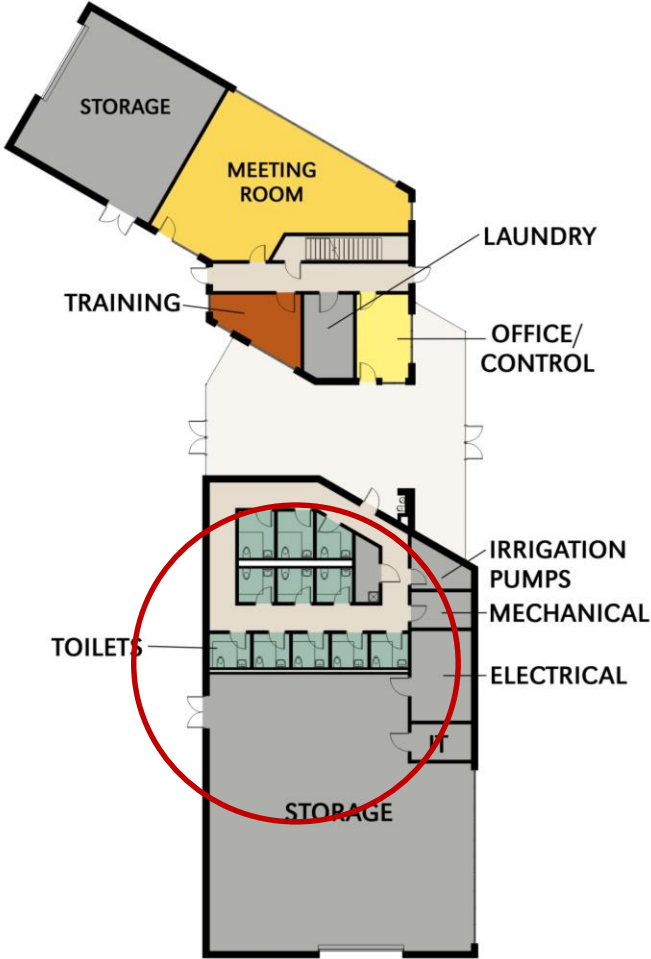
- Religious
 - Muslim Required wudu or ablutions before Praying
 - Female use of Locker Rooms
 - Female use of Swimming Facilities
- Body Image (locker rooms)
- Personal Space (restrooms & locker rooms)
- Cleanliness (shared toilets)



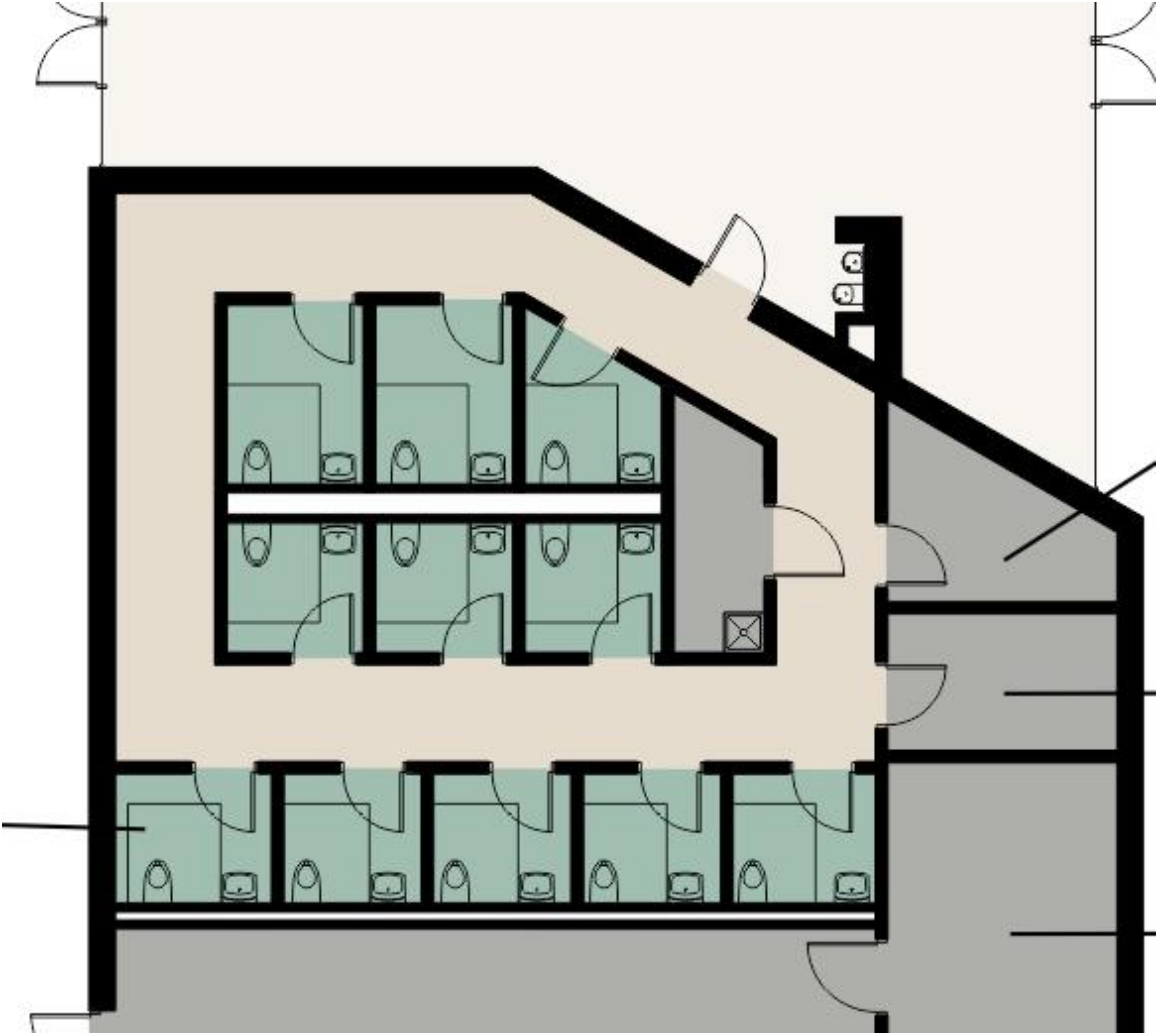
Types and Styles

- Home, Airplanes, Trains and Assembly Facilities
- Unisex, Gender Neutral, Gender Inclusive & All Gender
- Single User Restrooms Cost More Per SF
 - More Wall Surface & Finishes
 - Extra Drain, ADA Hand Rails, Lighting & Sink Depending on Quantity
- 6+ Single Rooms, Cost Per SF is Higher and More Building SF Required

Single Users Restrooms



Single Users Restrooms



Single Users Restrooms



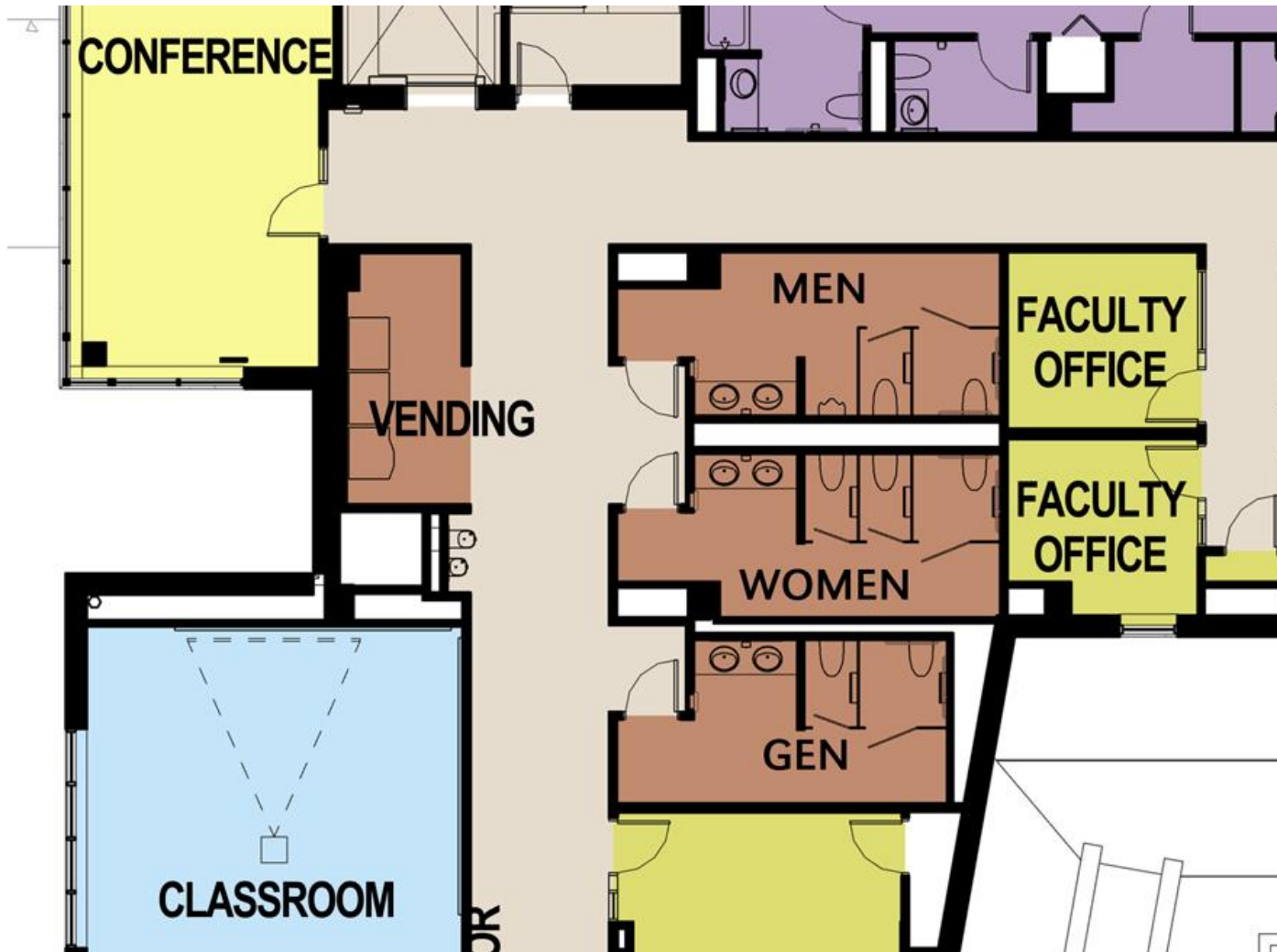
Single Users Restrooms



Multiple Stall Gender Inclusive Restrooms



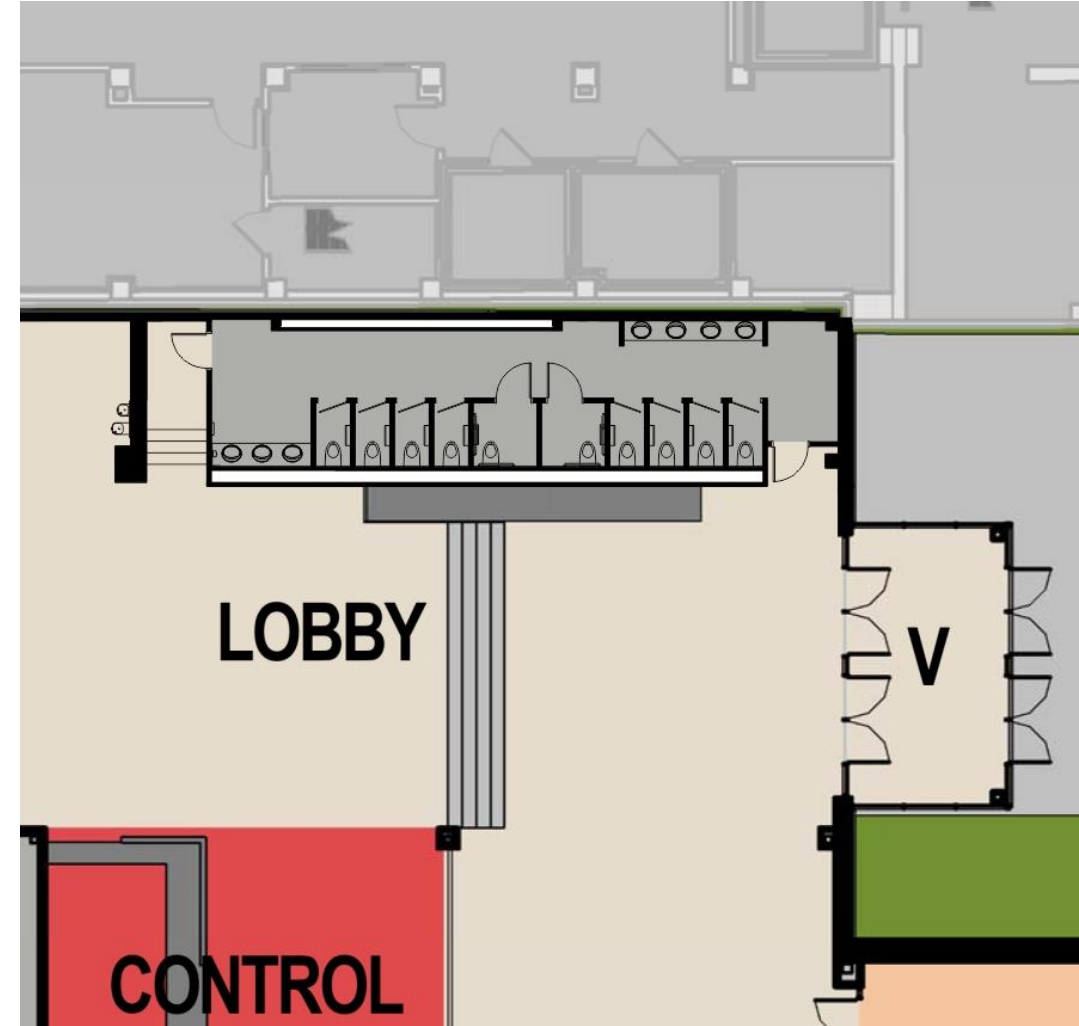
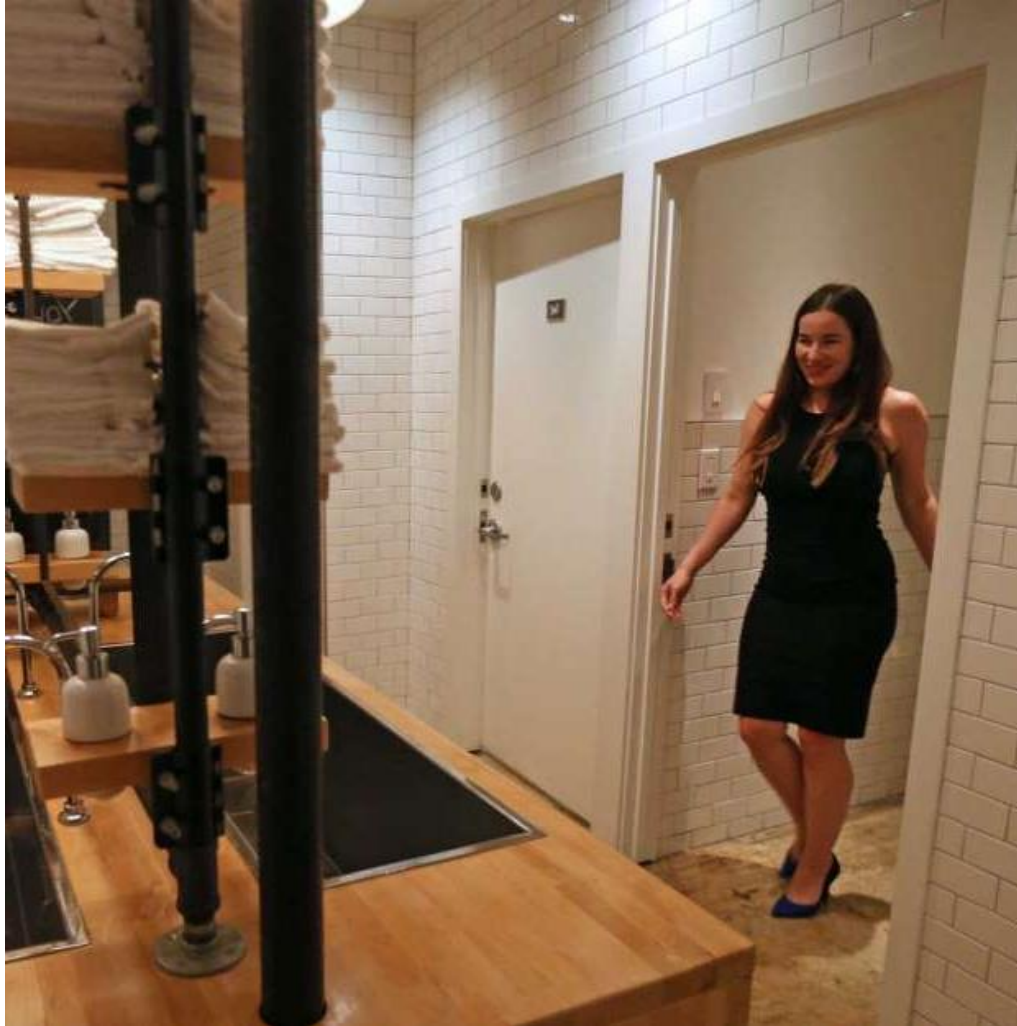
Multiple Stall Gender Inclusive Restrooms



All Gender Multiple Stall Restrooms



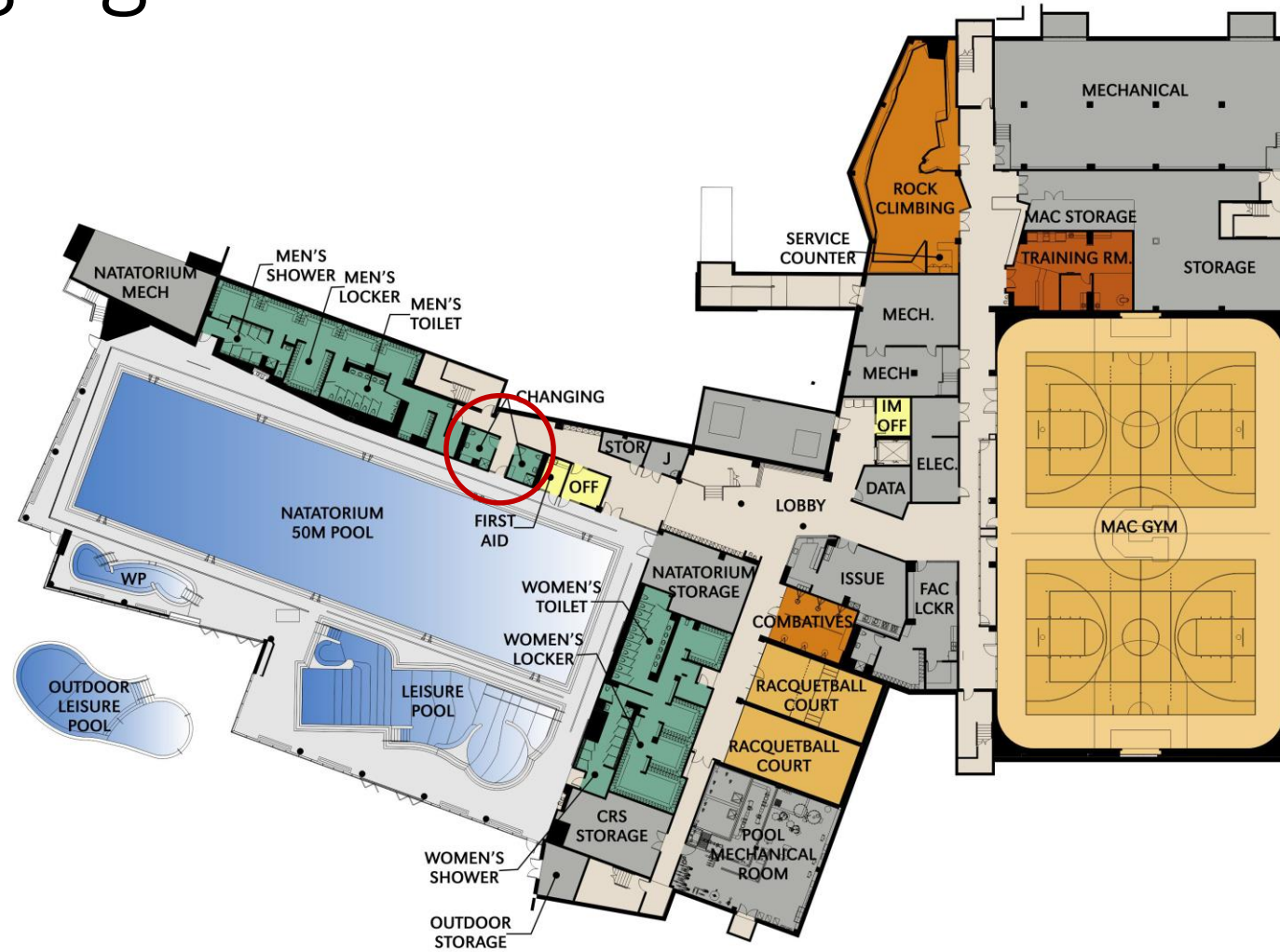
All Gender Multiple Stall Restrooms



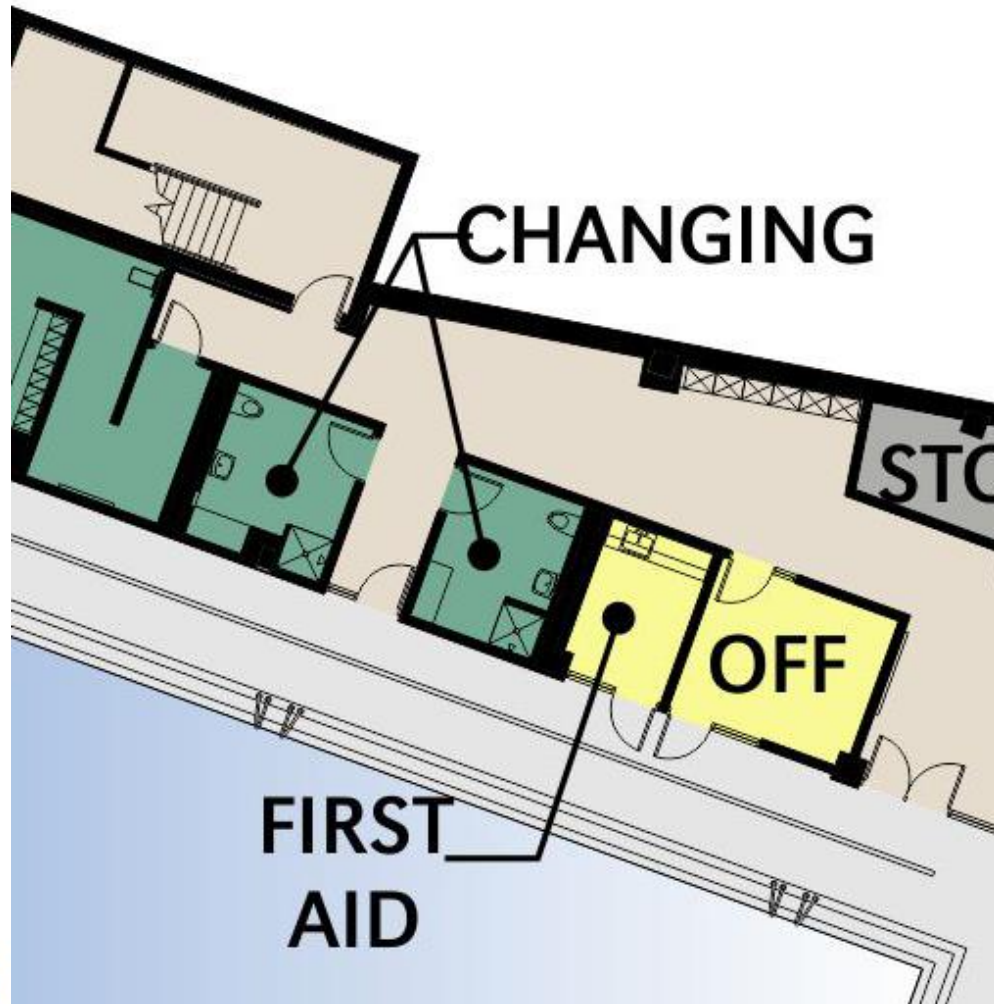
Changing Rooms

- Developed in US in early 1990s
- Municipal Facilitates (family changing rooms)
- Parent/Child Support
- Toilet, Sink, Shower, Bench & Changing Table
- Lockers Outside the Room
- Can Also NOT Have Toilet, Sink, Shower, Bench & Changing Table

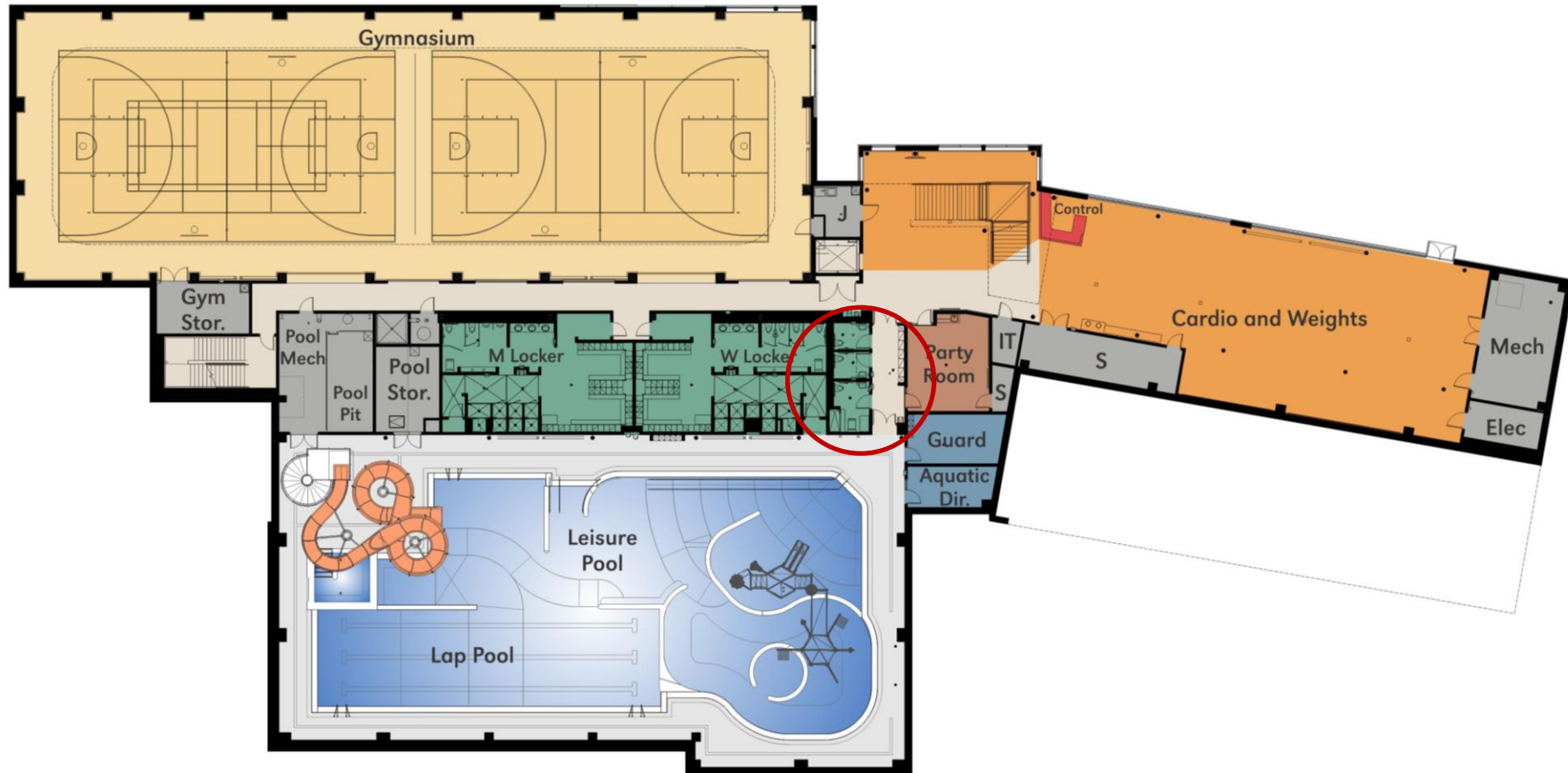
Changing Rooms



Changing Rooms



Changing Rooms



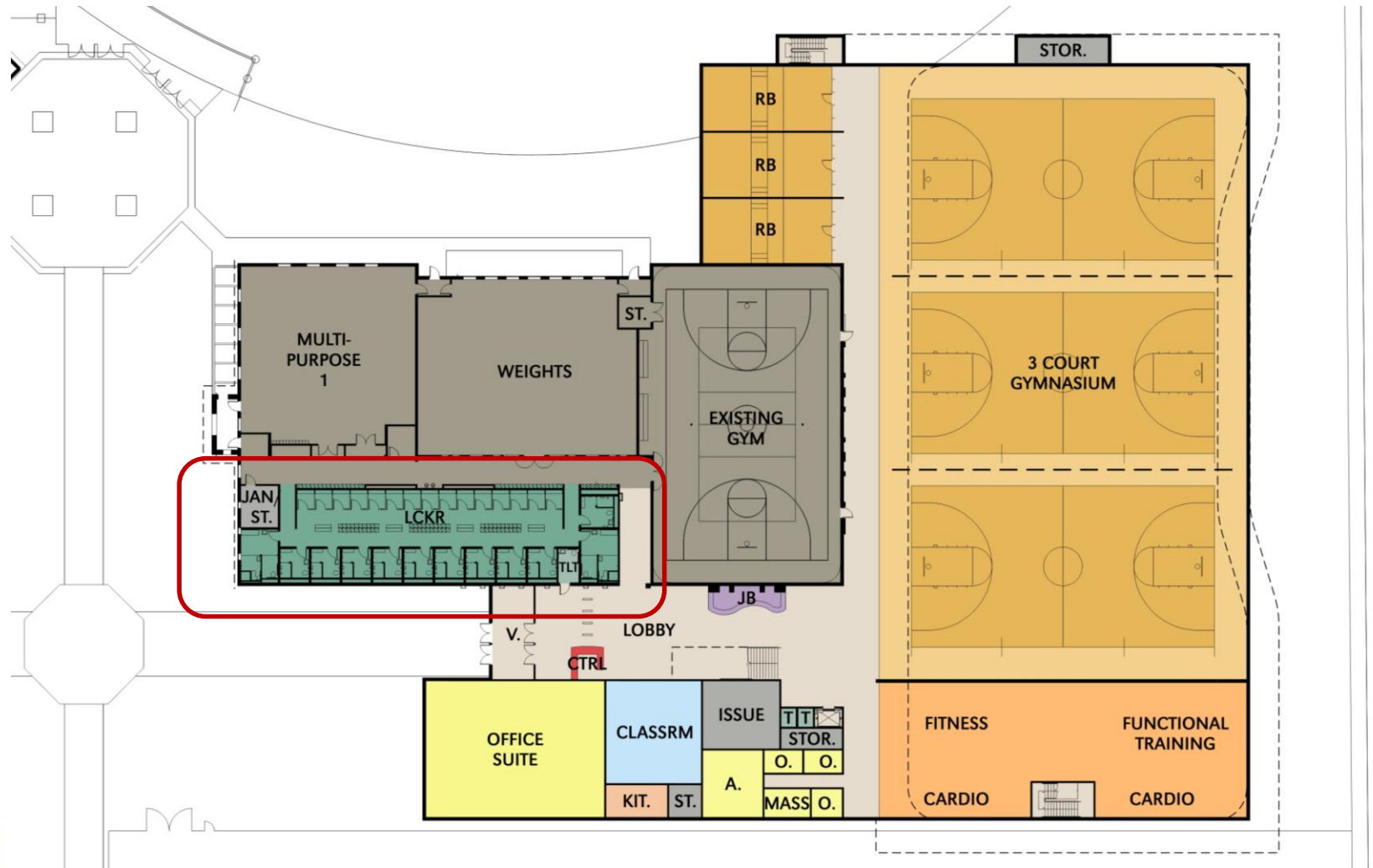
Changing Rooms



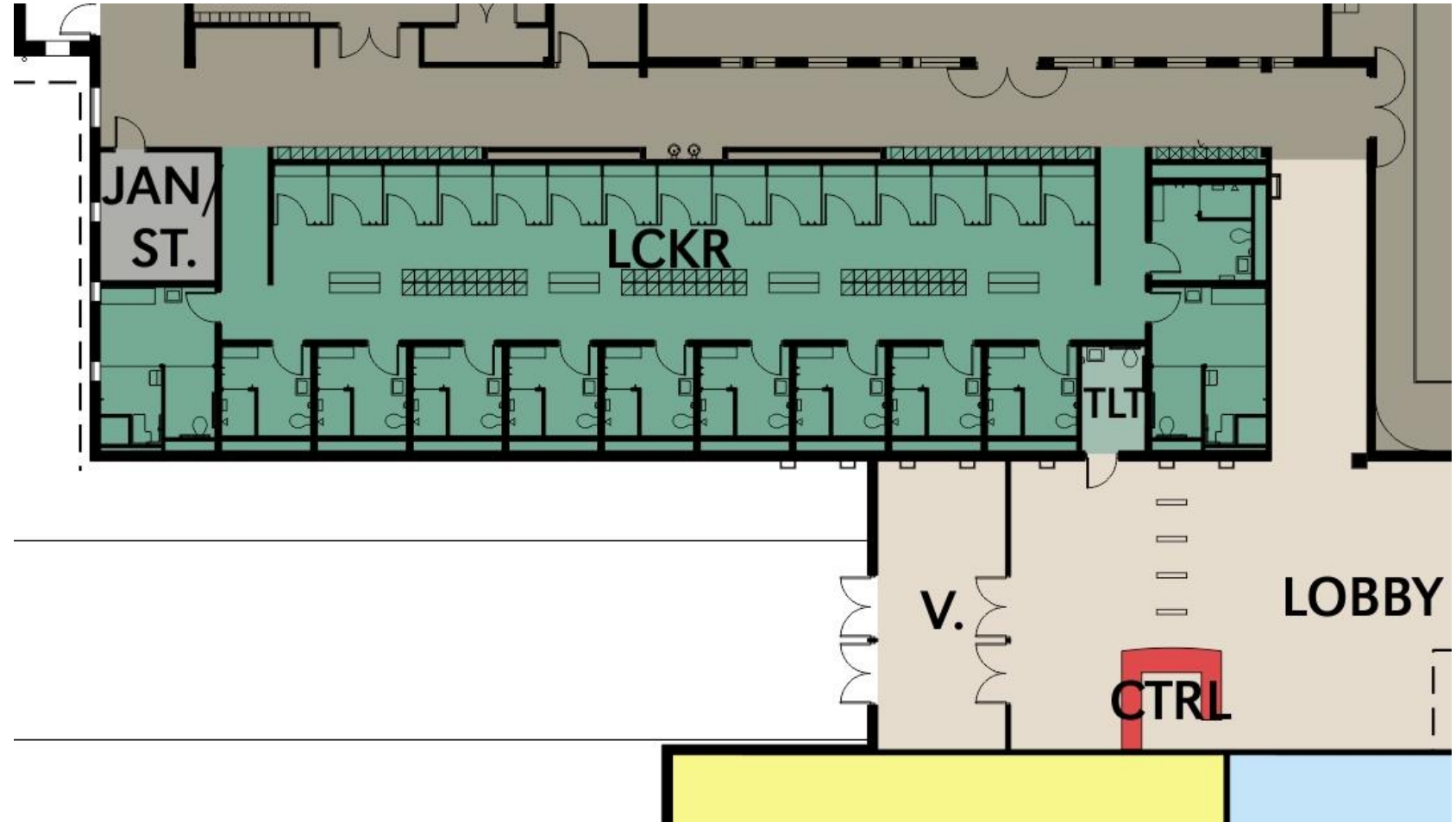
Cabana Style Locker Rooms

- Developed in Europe for over 30 years
- Introduced to Municipal Facilities in Last 10 Years
- 2016 introduced to Collegiate Facilities

Cabana Style Locker Rooms



Cabana Style Locker Rooms



Lactation Rooms

- Patient Protection and Affordable Care Act and amended Fair Labor Standards Act
- AIA Only Design Standard
- 7' x 7' Minimum Room

Lactation Room Design

Contributed by Liz York, AIA

The AIA collects and disseminates Best Practices as a service to AIA members without endorsement or recommendation. Appropriate use of the information provided is the responsibility of the reader.

SUMMARY

Mothers returning to the workplace after childbirth are incredibly driven to provide for their new babies but also to be productive members of the workforce. Companies that provide lactation rooms in the workplace help these employees achieve both of these goals. Following the design guidelines given here will yield a lactation room that is easy to use and offers comfort and respect to mothers.

BACKGROUND

The influx of women in the workplace starting in the 1960s was partly attributable to the development of infant formula. Formula gives mothers of newborn babies added freedom to return to work after childbirth.

However, in the past 40 years, research findings overwhelmingly in favor of breast milk over formula have instigated a marked increase in the number of mothers choosing to nurse their children for the first year of life or longer. The dramatic health benefits for infant and mother have influenced these mothers to dedicate long and tedious hours to pumping and storing breast milk when they are not with their babies. Many of these mothers return to work after just 6 to 12 weeks, and they need a dedicated place where they can comfortably and efficiently collect and store breast milk in the workplace.

ROOM REQUIREMENTS

Several times a day, a nursing mother needs to retreat to a quiet, closed room to collect expressed milk. She needs a calm restful environment with all the required elements for an efficient and safe pumping session.

A typical pumping session includes changing clothes, sitting at a desk in front of a pump for 15 to 30 minutes, placing milk in storage bottles, washing bottles and pump parts and packing them away until the next pumping session, and redressing and returning to work. At the end of the session, the pumped milk must be stored in a refrigerator or cooler. In an eight-hour work day two or three pumping sessions are normal.

Other considerations for lactation rooms, or mothers' rooms, include the need for actual and perceived privacy. Pumps can be noisy so sound dampening is important to

achieve auditory comfort in and around the space. Walls, doors, and locks must be substantial and provide a good sense of security.

Lactation rooms should provide, at a minimum, a lockable door, a work surface and chair, a small utility-type sink; storage for cleaning supplies and paper towels, adequate HVAC service, including a thermostat, and well-placed electrical outlets. Telephone service and network connections for the room are also recommended to increase worker safety and productivity. Accessibility guidelines should be met for all the features of the room.

Size

A minimum footprint of 7 feet by 7 feet is recommended as it allows for a 5-foot radius circle with 24-inch deep counters on two walls. Other configurations such as 10 feet by 5 feet work well, too.

Location

Mothers' rooms should be located in a safe area accessible to all. They should not be located in areas that would not be suitable for the preparation and storage of food.

Privacy

Install a user-operated deadbolt for privacy. The best locks are indicator dead bolts that display an "occupied" message to discourage interruptions.

Sound Privacy

Walls should reach up to the structure above to minimize sound transmission over them into adjacent spaces. Install sound attenuation in walls to minimize sound transmission. Install fabric panels, curtains, carpeting, or other sound-dampening materials to minimize echoes.

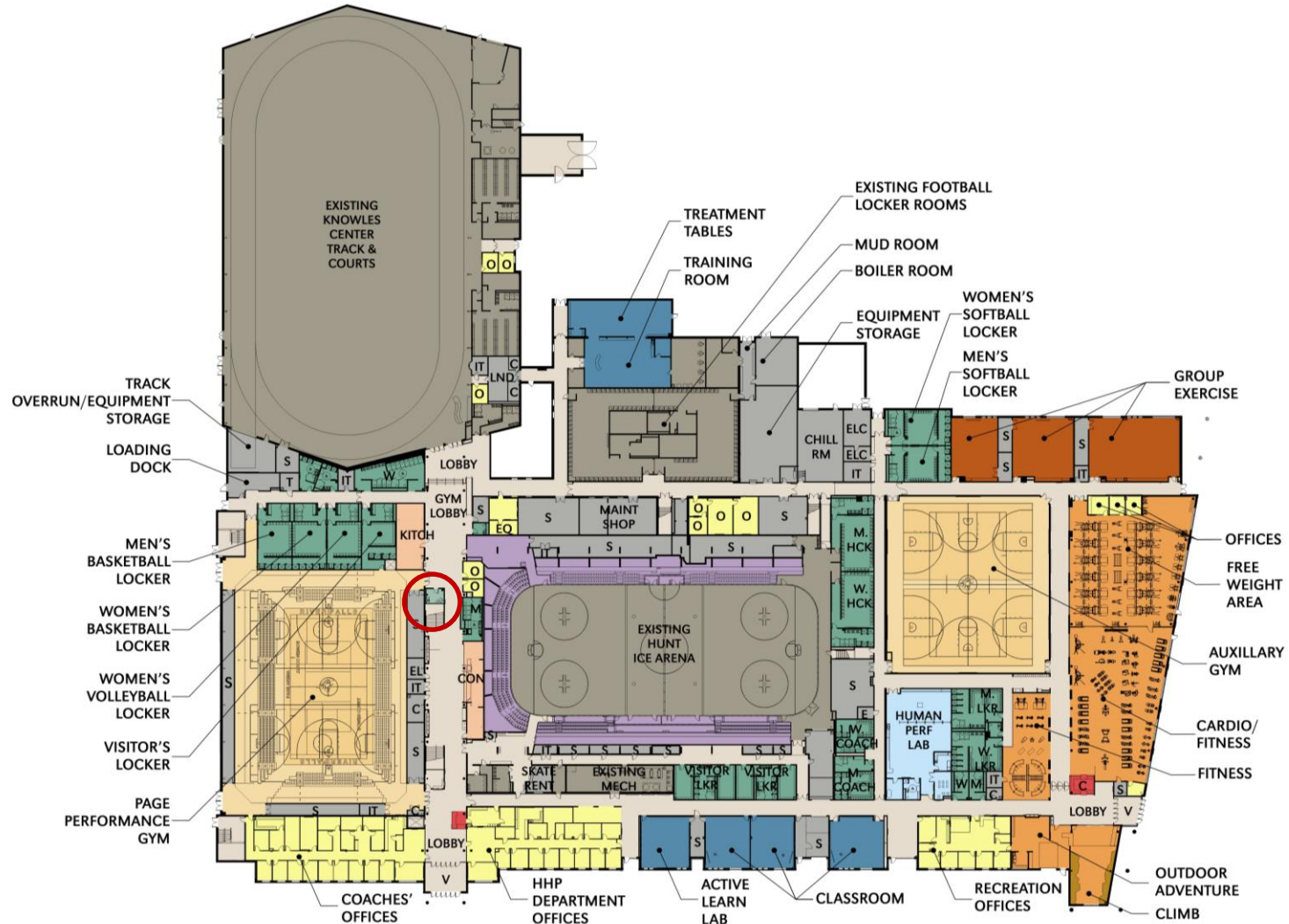
Chair

Provide a task chair suitable for a workstation. Seat, back, armrest, lumbar, tension, and height adjustments are preferable. Casters are also important to allow the user freedom of movement when hands are occupied with bottles of milk and pump parts.

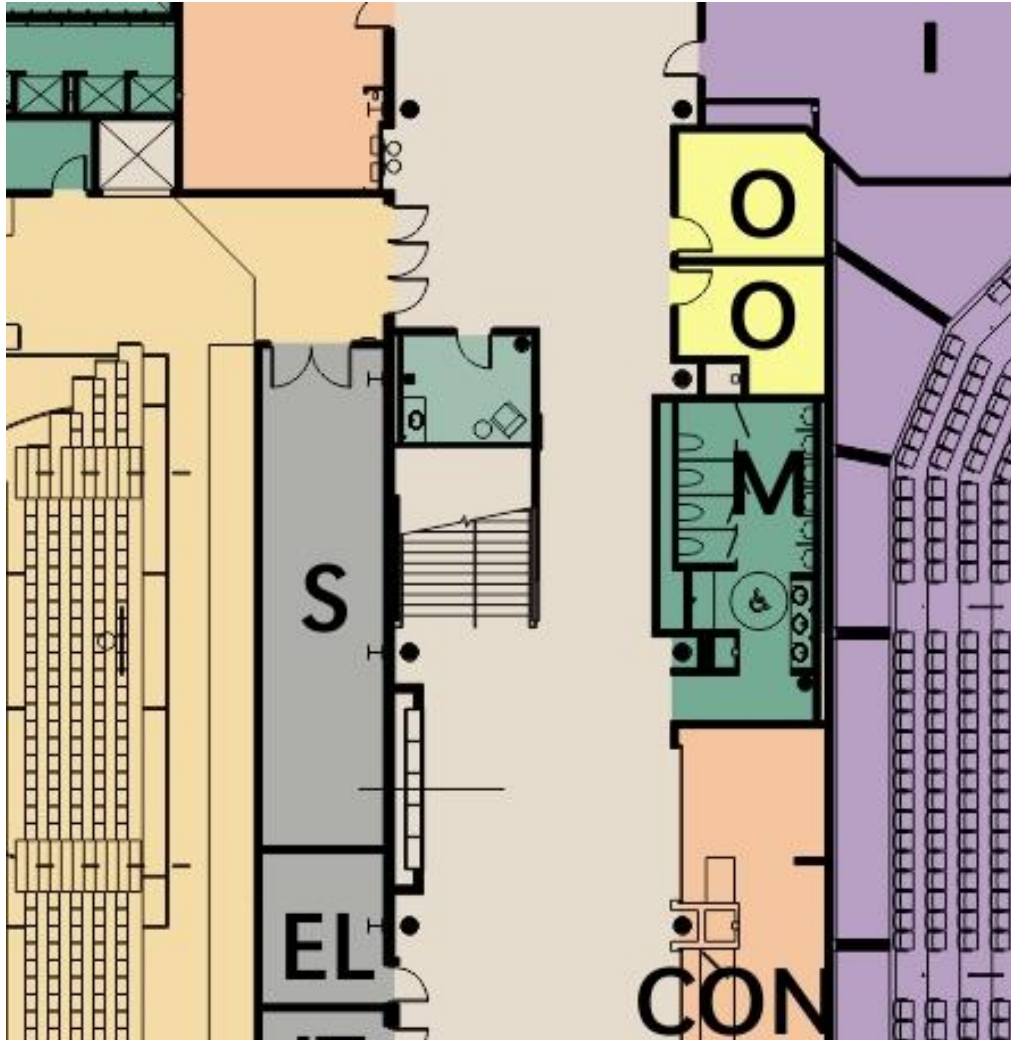
Table/Counter

Provide a minimum 20-inch deep by 30-inch wide plastic laminate or solid work surface for the pump and bottles to rest on in front of the task chair. Provide a 30-inch wide

Lactation Rooms



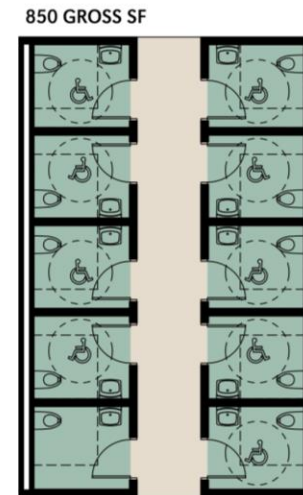
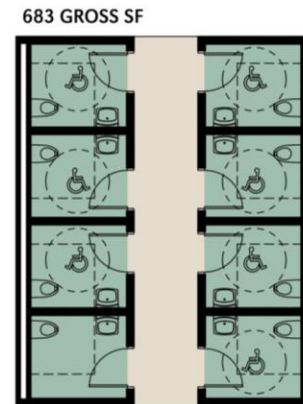
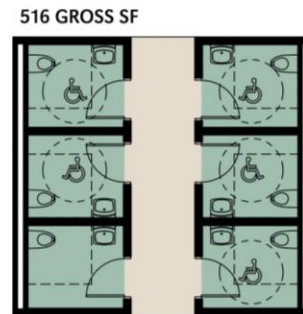
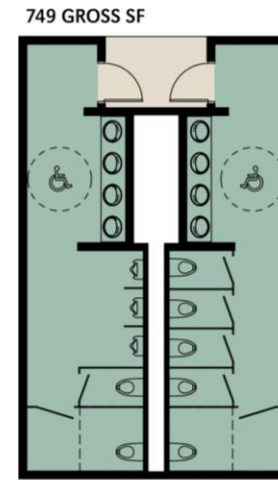
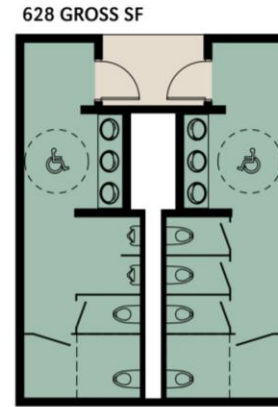
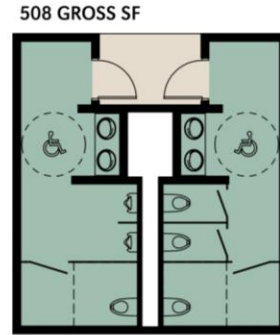
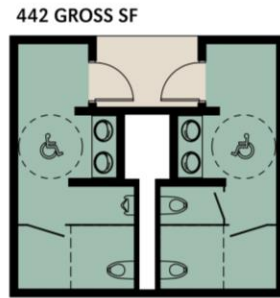
Lactation Rooms



Cost Considerations

- Up to Six Single User Rooms Equal Two-Three Fixture Restrooms in Square Footage
- Single User Restrooms Cost More Per SF
 - More Wall Surface & Finishes
 - Extra Drain, ADA Hand Rails, Lighting & Sink Depending on Quantity
- <6 Single Rooms Both Cost Per SF is Higher and More Building SF Required

Cost Considerations



-11%

12%

18%

22%

Code Issues

- Current Plumbing Code Requirements
 - National Plumbing Code
 - Requires Men's & Women's Restrooms
 - Assembly Facility Requirements
 - Stadiums, Airports, Train Stations (Family Assist Restrooms)
- Newly Developed Code Changes to Address Issue
- Starting in 2018 New National Plumbing Code

Code Specifics

- 2018 International Plumbing Code 403.1.2 (mirrors to the International Building Code IBC 2902.1.2)
- Single-occupancy toilet facility and bathing room fixtures
- The plumbing fixtures located in single-occupancy toilet facilities and bathing rooms, including family or assisted-use toilet and bathing rooms that are required by Section 1109.2.1 of the International Building Code, shall contribute towards the total number of required plumbing fixtures for a building or tenant space. Single-occupancy toilet facilities and bathing rooms, and family or assisted-use toilet and bathing rooms shall be identified for use by either sex.

Benefits to Single Users Restrooms

- Address Transgender use
- Allows signage on all existing single-occupancy restrooms to be changed from “men,” “women” to gender-neutral
- Reduces waiting lines for – “potty parity”
- Helps the 21 million Americans with shy bladder syndrome function in society
- Solves problem of opposite-sex parents and caregivers
- Often reduces square footage, construction costs and building energy consumption

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