



## Gender Neutral Bathroom Ordinance



Hello members of Tacoma's Community Vitality and Safety Committee,

First thank you for your time and consideration in regards to our proposed ordinance. We at Pride at Work are incredibly thankful to live in a city that is so committed to the rights and safety of all of its constituents. In your folders you will find:

### Letters of support from

- The Mayor of Bainbridge
- The Tacoma Rainbow Center
- The Greater Seattle Business Association
- The Pierce County Central Labor Council

### In addition...

- A few brief statements from community members about why this issue matters.
- A draft for the Tacoma Ordinance that has prepared by members of Pierce County Pride At Work, Tacoma's Human Rights Commision, and Tacoma's Office of Equity and Human Rights.

### Key Highlights of the Ordinance:

- Low fiscal impact that requires only new signage for existing and new facilities.
- Supported by the LGBTQ+ Community, Local Politicians, Businesses, and Labor.
- Only applies to single-stall restrooms.
- Can have the added benefit of supporting parents and caretakers in our community if we additionally add language to encourage (not mandate) that all single-stall bathrooms also contain changing tables
- Will immediately have impact reducing verbal and physical violence against members of our community

Taking action today to move this critical ordinance forward will go a long way towards increasing the safety and security of transgender and gender non-conforming individuals in Tacoma.

We thank you again for taking the time to address this incredibly important issue and doing the work needed to achieve the goals Tacoma's Equity and Empowerment Initiative.

Sincerely,

Pierce County Pride at Work



## Gender Neutral Bathroom Ordinance



If you have any questions please do not hesitate to call:

Jen Haggard, President

**Email:** [jen@defiancerealty.com](mailto:jen@defiancerealty.com)

**Phone:** 253-448-1022

Hannah Gilmore, Secretary

**Email:** [hannah@defiancerealty.com](mailto:hannah@defiancerealty.com)

**Phone:** 253-548-7941

Dana Coggan, Pierce County Labor Representative

**Email:** [danacoggon@gmail.com](mailto:danacoggon@gmail.com)

**Phone:** 253-230-1337

Jarel Sanders, Ordinance Composer

**Email:** [jarel.sanders@dcyf.wa.gov](mailto:jarel.sanders@dcyf.wa.gov)

**Phone:** 253-709-0275

Merissa Thomas, Ordinance Composer

**Email:** [mthomas@arffinancial.com](mailto:mthomas@arffinancial.com)

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# PIERCE COUNTY CENTRAL LABOR COUNCIL AFL-CIO

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Brenda Wiest

November 8, 2018

Mayor Woodards and Council Members  
Tacoma Municipal Building  
747 Market Street, 12<sup>th</sup> Floor  
Tacoma WA 98402

Dear Mayor Woodards and Members of the Tacoma City Council,

On behalf of the 86 local unions affiliated with the Pierce County Central Labor Council, AFL-CIO, representing more than 38,000 union members, we strongly urge you to pass an Ordinance establishing a gender inclusive restroom requirement.

Transgender and gender non-conforming individuals face violence, discrimination and lack of access at higher rates than other members of the community. Restrooms need to be more inclusive to families for assisting their children and people with disabilities who sometimes need to use the restroom with the help of a caregiver.

Businesses and public spaces will incur minimal costs. Single occupant restrooms will not be restricted to a specific sex or gender identity and shall use appropriate signage to indicate such restrooms are designated for use by any person, regardless of sex or gender.

Labor Council delegates voted to support an ordinance establishing gender inclusive restrooms at our meeting on October 10th. We urge you to support and adopt an Ordinance which protects the rights and dignity of all Tacoma residents.

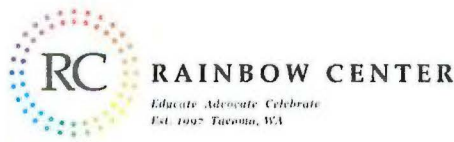
Sincerely,

A handwritten signature in black ink that reads "Patty Rose". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Patty Rose  
Secretary Treasurer

PR:js

*The Voice of Working Families in Pierce County for More Than 125 Years!*



October 26, 2018

Mayor Victoria Woodards  
Tacoma City Council  
Tacoma Municipal Building  
747 Market Street  
12<sup>th</sup> Floor  
Tacoma, WA 98402

RE: Rainbow Center Support for Gender Inclusive Restroom Ordinance

Dear Mayor Woodards:

Rainbow Center is delighted to learn that Tacoma's Human Rights Commission has recommended to your City Council passage of an All Gender Single Occupancy Bathroom ordinance. As the leading LGBTQ agency in Tacoma and Pierce County, Rainbow Center wholeheartedly endorse this recommendation and support its passage to become law in the City of Tacoma.

Rainbow Center's mission is to expand resources and safe space for lesbian, gay, bisexual, transgender, queer, and allies through advocacy, education, and celebration. Our community welcomes with open arms this ordinance, and offer our support in educating the public on the importance of such law. With the rights of transgender and gender non-conforming individuals under continual threat from our federal government, it is essential that local governments act to protect the rights and dignity of all its citizens.

If you have any questions, please feel free to contact me at [mannys@rainbowcntr.org](mailto:mannys@rainbowcntr.org) or (253) 383-2318, extension 101.

Sincerely,

J. Manny Santiago

Executive Director



October 29, 2018



Mayor Victoria Woodards  
Tacoma City Council  
Tacoma Municipal Building  
747 Market Street  
12<sup>th</sup> Floor  
Tacoma, WA 98402

RE: GSBA Support For Gender Inclusive Restroom Ordinance

Dear Mayor Woodards and Honorable Members of the Tacoma City Council,

GSBA – the Greater Seattle Business Association – is excited to hear that the Tacoma Human Rights Commission has recommended that the City Council pass an All Gender Single Occupancy Bathroom ordinance. GSBA enthusiastically endorses this recommendation and supports its passage into law in Tacoma.

With over 1,300 members in 17 counties across Washington State, GSBA is the largest chamber of commerce serving the LGBTQ and allied community in North America. Our organization was a strong proponent of Seattle's ordinance, as well as Bainbridge Island's recent efforts. Representing over a thousand Washington small businesses, we know that this ordinance is not a burden. Many of our member businesses had converted their single-use restrooms to all-gender spaces long before the Seattle and Bainbridge city councils passed their ordinances. Our small businesses that changed their signage under the terms of the ordinances have responded only with positive comments.

This meaningful legislation will help ensure that transgender and gender nonconforming people have safe and equal access to restroom facilities in City buildings and other places of accommodation in Tacoma. They will help ensure that the rights and dignity of transgender and gender nonconforming people – a large and growing community in the region – are protected and respected.

If you have any questions about the experience of GSBA or its membership, please feel free to contact Public Policy Manager Matt Landers at 206.363.9188 or [mattL@thegsba.org](mailto:mattL@thegsba.org).

Sincerely,

Louise Chernin, GSBA President & CEO





October 23, 2018

Mayor Victoria Woodards  
Tacoma City Council  
Tacoma Municipal Building  
747 Market Street  
12<sup>th</sup> Floor  
Tacoma, WA 98402

RE: City of Bainbridge Island Support for Gender Inclusive Restroom Ordinance

Dear Mayor Woodards:

The Bainbridge Island City Council is delighted to learn that Tacoma's Human Rights Commission has recommended to your City Council passage of an All Gender Single Occupancy Bathroom ordinance. We wholeheartedly endorse this recommendation and support its passage to become law in the City of Tacoma.

Bainbridge Island became the second city in Washington state to pass a Gender Inclusive Bathroom Ordinance in March of this year and it has recently gone into effect across our community. With the rights of transgender and gender non-conforming individuals under continual threat from our federal government, it is essential that local governments act to protect the rights and dignity of all its citizens.

If you have any questions, please feel free to contact Mayor Kol Medina at (206) 512-7155 or [kmedina@bainbridgewa.gov](mailto:kmedina@bainbridgewa.gov).

Sincerely,

Kol Medina  
Mayor

Cc: Tacoma City Council, City of Tacoma Human Rights Commission, Pierce County Commissioners, Kitsap County Commissioners

280 Madison Avenue North  
Bainbridge Island, Washington 98110-1812  
[www.bainbridgewa.gov](http://www.bainbridgewa.gov)  
206.842.7633



## Why Gender Neutral Bathrooms Matter

*voices from our community*



### **Kit D**

It is important to me because public spaces should, simply put, be designed for the public in mind. To refuse to acknowledge and strive to meet the needs of your public is to invite violence on them through erasure of their reality, which we know contributes to dehumanization. To hear the concerns and needs of people who navigate our public spaces and refuse to do what we can to make that navigation as natural for them as it is for yourself is to declare them lesser in a place we all contribute to in making our spaces what they are. If I expect to be welcome, I should expect others to want the same and share those spaces in my mind as well.

### **Alex N**

It's important to me because I feel safer when everyone has the option of using facilities without having to be treated inhumanely. Everybody gotta do their business!

### **Jen L**

Gender neutral bathrooms are an incredible safe haven where I don't have to worry about being harassed or interrogated about my body; a daily reality when using gendered bathrooms. I'm so proud to know that my community cares enough to protect its LGBTQ+ members in this way

### **Julian W**

They're important to me because, while I'm still read as female, I have to make the uncomfortable choice between feeling more right in the men's room and safer in the women's room. I've heard stories. The last thing I want is to be attacked by some random cis dude when I just wanna pee.

They're important because I tend to hold it in if a neutral option isn't available. This can be uncomfortable at best, and I've noticed I've had an increase in UTIs since coming out. I also tend to drink less water while out and about to avoid the issue entirely, which has led to me getting dehydrated much more often than I'd like.

They're important because I feel painfully embarrassed when someone I know catches me in the women's room. It doesn't happen often, but I hate it when it occurs.

And they're important to me because they're usually accessible. If I'm having a bad pain day, it's helpful to have those nice, sturdy bars to help me to my feet.