

Towards Gender Inclusive Learning and Work Environments in Post-secondary Education

David Pereira
Director
Sexual & Gender Diversity Office
University of Toronto
david.pereira@utoronto.ca



UNIVERSITY OF
TORONTO

Sexual & Gender
Diversity Office

opportunities in washroom inventory

- Building partnerships with other equity-related services on campus
 - Tri-campus collaborations
 - AODA Officer, Family Care Office, EDI Offices at UTM and UTSC, SGDO
 - Multi-Faith Centre, Accessibility Services
- Creates a safer, more inclusive space for:
 - Transgender, gender-expansive, and intersex people
 - People requiring assistance from a personal care attendant
 - People with young children
 - All people who would feel more comfortable in an all-gender space

washroom inclusivity strategy

- Working with campus community to identify and raise awareness of the need for inclusive washrooms
 - Signage
 - Online tools
 - Education
 - Connecting with campus facilities managers and security

on signage

- Terminology
- Icons / symbols
- Wayfinding
- What, and how much, information is needed?

moving away from binary gender

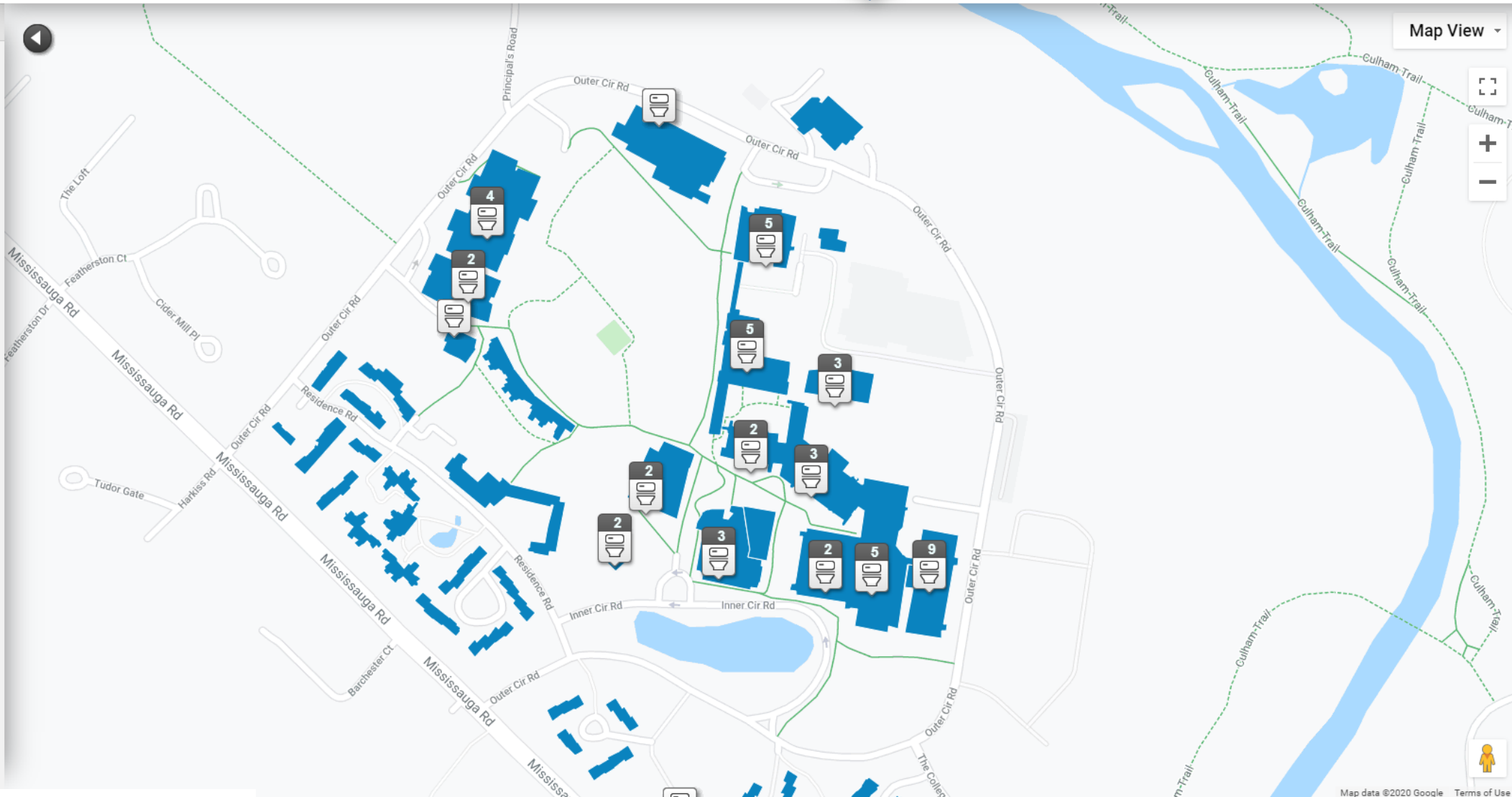


Layers Search Directions

Mississauga (UTM)

- Accessibility
- Food
- Green U of T
- Safety
- Smoke Free U of T
- Student Services
- Student Spaces
- Transportation
- Washrooms
 - Baby Change Station
 - Footbath
 - Men's
 - Men's Accessible
 - Multi-User All-Gender
 - Single-User Accessible
 - Single-User All-Gender
 - Women's
 - Women's Accessible
 - Check all

Clear all



education campaign

- Multi-tiered
- Print campaign
- Online information (e.g., interactive map)
- In-person discussions (e.g., caretaking staff)
- Press release

WHY IS THIS WASHROOM ALL-GENDER? 

All-gender washrooms provide inclusive options for everyone, including transgender people and people of diverse gender identities and expressions.

They also provide comfortable spaces for community members who require the assistance of a personal care attendant and those with young children.

Mens' and womens' washrooms are located on floors throughout this building.

For information about this initiative, please visit the Sexual & Gender Diversity Office website: sgdo.utoronto.ca/programs

challenges and more opportunities

- Facilities/financial
- Attitudinal barriers and ignorance
 - e.g., “Why can’t trans-people just use the bathroom with which they identify?”
- Tension with personal/religious beliefs
- Perceptions of safety/risk
 - e.g., “What about women who are survivors of sexual assault by men, and who are afraid to share a washroom with them?”