Campus Change Team Report

Fall 2011 – Spring 2012

Amy Jindra and Jenelle Herry

May 15th, 2012
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Current Unit Change Team Representative

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Incoming UCT Representative

Incoming Members
Multicultural Center Student Leadership Council Unit Change Team

Current Members

1. Jenelle Herry
2. Amy Jindra
3. Blair Moses
4. Met Abegaz
5. Tawana Stocker
6. Sandra Gbeintor
7. Elizabeth Kray
8. Goldmee Xiong
9. Long Xiong
10. Cheng Xiong
11. Brenda Vue
12. Andrea Lares
13. Marvin Nieto Robles
14. Liliana Marin
15. Kyle Watson
16. Nicole Hackbarth
17. Kaitlin Norwood
18. Darcy Herman
19. Erica Karrels
20. Mindy Martin
21. Katie McDowell
22. Erin Schleusner
23. Katie Martineau
24. Jaime Anderson
25. Sze Leung
26. Chuhan Zong
27. Thu An Nguyen
28. Colin Lee
29. Weiwei Wu
30. Juan Peredo
31. Kim Dung Le
32. Akshay Sonis
33. Mariana Glitsos
34. Judy Breuer
35. Anna Hewitt
36. Sam Mccurry
37. Madeline Besta

Current Campus Change Team Representative

Jenelle Herry
Goal #1 – Increase Campus Awareness about the Multicultural Center

There are currently quite a few misconceptions that surround the Multicultural Center. As a proactive way of disabling those concepts it was originally planned that we would start with incoming students who are taken through the Multicultural Center as a part of their tour from admissions. Many of the organizations were not satisfied with the overheard descriptions of their organizations and decided as one of the primary initiatives for the year would be for the Multicultural Center Student Leadership Council Unit Change Team to work proactively. Our goal was to help, with assistance from Admissions, in the fostering of culturally knowledgeable campus tour guides who will adequately promote and provide information about the Multicultural Center resources, services, individual groups, and events. This applies to Strategic Plan Goals #1 and #2 in sponsoring a diverse and equitable campus climate.

Background

It has come to our attention that the campus tour guides when coming through the Multicultural Center, may have difficulty remembering all of the information pertaining to each cubical. We wanted to provide the opportunity for campus tour guides to have the option of attending a training session in which they could learn about the resources that are offered in the Multicultural Center, and can engage incoming students in what our center does.

Actions Taken

With the help of coordinators, directors, interns, and additional Office of Cultural Diversity staff there were about a dozen sessions offered to the students who volunteer as tour guides for the Admissions Office. There was a very good turnout for the first year that the additional training session was offered. The students were proactive in attending and were attentive throughout. After a brief presentation about the history of the Multicultural Center as well as covering the importance of the services that are offered, the group went through a tour of the Multicultural Center to familiarize themselves with this area and what each of the cubicles do. They were accompanied by at least one of the staff members from the Office of Cultural Diversity on this tour; therefore, tour guides could visit each cubicle and meet the students who frequently use the space. They were then hopefully better able to then understand what each office or cubicle does, who it serves, what is its purpose, and what resources it offers to students.
This allows the tour guides to have a clear background of the Multicultural Center and would hopefully feel more comfortable talking about the Multicultural Center and what each cubicle and offices do. Visitors, prospective students, and family members would also receive a better and more positive image of the Multicultural Center with these better and more informed tour guides causing them to feel welcome to get involved with this center and campus at large. In addition, we as a Council in an effort to assist the tour guides, decided to include information about each organization on the outside of each of the corresponding cubicles as way of helping with the process. The wording for the banners is complete and for the Fall of 2012 Semester they will be posted in the cubes ready for the incoming freshmen.

**Intended Outcomes**

It is intended that tour guides would now feel more comfortable talking about the Multicultural Center because they know the people who work and spend time in the space as well as having correct information. Potential students who are interested in attending this University would feel like the Multicultural Center is a comfortable place for everyone to connect and make use of, and would sustain this relationship while attending the University.

**Continuing Actions**

Training sessions for any new admissions tour guides are being talked about for the continuation of knowledgeable tour guides for the Fall of 2012.

**Campus Partners**

- Office of Admissions
- Office of Cultural Diversity
Goal #2 Increasing the number of Gender Neutral Restrooms

The original goal that the Multicultural Center Student Leadership Council Unit Change Team had planned on working with was to increase the number of gender neutral restrooms. We thought that a simple sign change and the installation of a few locks would solve the problem and in doing so would create a more inclusive climate. As it turned out it became much more complicated than that. With the following information our goal to change a few restrooms became a journey to try and change the University of Minnesota system policy.

Background

It had come to the attention of various groups in the Multicultural Center, Access for All and the Queer Allied Student Union for example, that there were not enough restrooms available for a variety of students who did not feel comfortable using the standard gender specific restrooms. These restrooms posed as obstacles for people living with disabilities as well as those who identify as transgender or gender non-conforming. Our initial goal was to specifically work towards the changing of signage from gendered restrooms to unisex restrooms; thereby beginning a move toward the creation of a more accessible and accepting environment for everyone including families, persons with disabilities, breastfeeding mothers, and gender queer or intersex persons.

As cited from the University of Minnesota Mission Statement, the University system strives to provide an “environment that embodies the values of academic freedom, responsibility, integrity, and cooperation; that provides an atmosphere of mutual respect, free from racism, sexism, and other forms of prejudice and intolerance; that assists individuals, institutions, and communities in responding to a continuously changing world; that is conscious of and responsive to the needs of the many communities it is committed to serving”.

http://www.d.umn.edu/about/mission.html

The current setup of gendered restrooms prevents these persons from having access to University facilities by restricting access based upon gender. Through this restriction there is less access to persons with disabilities as it may be necessary to move to a different floor to access a facility that represents their gender. This can also be a problem for those who do not identify as either male or female, as there is not a facility available for them that are readily
accessible. Additionally, breastfeeding mothers and families may desire a private and safe area that is accessible, and a single-stall lockable unisex restroom is ideal.

Chancellor Black (as stated within his statement to Members of the UMD Campus Community), “One of my top priorities is to create a learning and working environment that embeds the values of equity, diversity, and inclusion into all aspects of our programs”.

http://www.d.umn.edu/chancellor/climate/

Actions Taken Timeline

- April 2011 – A proposal was submitted which urged the requests that signage on all existing single-stall lockable gendered restrooms located on the University Campus be changed to gender neutral terms.

- September 2011 – The issue was brought up during the Fall Multicultural Center Student Leadership Council Unit Change Team retreat. After discussion it became one of two goals for the leadership council to work on throughout the year. A subcommittee was then established to work further into the issue.

- October 2011 – Facilities Management attended the monthly campus change team meeting to start talking about the possibilities of switching signs and establishing more gender neutral restrooms. It was at this point that it would take much more than a simple sign change to switch the restrooms.

- April 2012 – A meeting was held with interested parties (Listed below) as to how to overcome the obstacle of the state wide University of Minnesota system policy that restricts the easy adaptation of single stall, lockable, handicap accessible restrooms. Representatives from BSA, QASU, WRAC, MPIRG, AFA, TRANS*FORMATION, Women’s Commission, Office of Cultural Diversity, Facilities Management, Capital Improvement, Office of Disability Resources and GLBT Services Directors, Coordinators, Vice Chancellor Student Life, GLBTQA Commission Unit Change Team were all present at this meeting.
- Since this meeting in April, four more restrooms have been converted to gender neutral. Two in Kirby Plaza and two in the Bagley Nature Center have been changed. (Appendix #1)

- May 2012 - Letters were sent to Suzanne Smith, the Assistant Vice President of Capital Planning/Project Management, to encourage the change of university policy to include gender neutral restrooms in all ongoing and future building plans.

- Present – Currently awaiting a reply from Ms. Smith

- Future - In a statement released by the Chancellor’s Office future plans “Include at least one gender neutral restroom in the planned renovations of the following buildings currently on the campus six-year plan: Cina Hall, A.B Anderson Hall, Humanities, Marshall W. Alworth Hall and Voss Kovach Hall.”

Continuation Plan of Action

Some of these steps were indicated by the Chancellor in his email to the campus that was sent out on April 27th, 2012. More were added by the Multicultural Center Student Leadership Council Unit Change Team on the basis of what we as an organization thought that areas were not focused upon.

- Short Range Steps
  
  o Include at least one gender neutral restroom in the planned Heller Hall renovation project.
  
  o Work on advertising the changes of these newly established restrooms to current and incoming students/faculty/staff.

- Medium Range Steps
  
  o Continuous reminders to include Gender Neutral Restrooms in any renovation plans.
Multicultural Center Student Leadership Council Unit Change Team

- Include at least one gender neutral restroom in the planned renovations of the following buildings currently on the campus six-year plan: Cina Hall, A.B Anderson Hall, Humanities, Marshall W. Alworth Hall and Voss Kovach Hall.
- Indicate gender neutral restrooms on all signage throughout the campus.

- Long Range Steps
  - Include at least two gender neutral restrooms in the expansion and renovation of Kirby Student Center
  - Update all map changes, and signage with any new restrooms that are established on campus.
  - The continuous push to implement these changes in the other campuses within the University of Minnesota system.

Campus Partners

- Office of Cultural Diversity
- Office of Disability Resources
- Multicultural Center Student Organizations
- GLBT Services
- Vice Chancellor of Student Life
- Vice Chancellor of Finance and Operations
- TRANS*FORMATION
- Facilities Management
- GLBTQA Commission Unit Change Team
- Commission on Women Unit Change Team
Appendix #1 – Current Gender Neutral Restrooms

Black Dots indicate Current Gender Neutral Restrooms

**Locations**

<table>
<thead>
<tr>
<th>Location</th>
<th>Floors/Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.B. Anderson Hall (ABAH)</td>
<td>1st Floor, Next to 112, 2nd Floor, Next to 212</td>
</tr>
<tr>
<td>2 Restrooms</td>
<td></td>
</tr>
<tr>
<td>Bohannon Hall (BohH)</td>
<td>2nd Floor, Across from stairwell near Boh H 104</td>
</tr>
<tr>
<td>2 Restrooms</td>
<td></td>
</tr>
<tr>
<td>Library (L)</td>
<td>2nd, 3rd, and 4th Floors, Near back stairwells</td>
</tr>
<tr>
<td>4 Restrooms</td>
<td></td>
</tr>
<tr>
<td>Bagley Nature Center (BNC)</td>
<td>Near Entrance</td>
</tr>
<tr>
<td>2 Restrooms</td>
<td></td>
</tr>
<tr>
<td>Kirby Plaza (KPlz)</td>
<td>Above Bus Hub near CLA Dean’s Office</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Appendix #2 – At Least One Gender Neutral Restroom in Planned Renovations

Black Dots indicate Restrooms to be added in the planned renovations of the following buildings currently on the campus six-year plan

Locations

<table>
<thead>
<tr>
<th>Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cina Hall (CinaH)</td>
</tr>
<tr>
<td>Marshall W. Alworth Hall</td>
</tr>
<tr>
<td>A.B. Anderson Hall</td>
</tr>
<tr>
<td>Voss Kovach Hall</td>
</tr>
<tr>
<td>Humanities (H)</td>
</tr>
</tbody>
</table>
Appendix #3 – Chart of Restroom Locations and Findings

Green: Current Gender Neutral Restrooms
Yellow: Converted - Needs locks/signage

<table>
<thead>
<tr>
<th>Campus Building</th>
<th>Floor</th>
<th>Description of Location</th>
<th>Gender Neutral</th>
<th>Single Stall</th>
<th>Lockable</th>
<th>Handicap Accessible</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.B Anderson Hall (ABAH)</td>
<td>1&lt;sup&gt;st&lt;/sup&gt;</td>
<td>Next to 112</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>Next to 212</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Bohannon Hall (BoH) (2 Restrooms)</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>Across from Stairwell near BohH 104</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Bagley Nature Center (BNC)</td>
<td>1&lt;sup&gt;st&lt;/sup&gt;</td>
<td>Near Entrance</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Chemistry (Chem) None</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Cina Hall (CinaH)</td>
<td>1&lt;sup&gt;st&lt;/sup&gt;</td>
<td>Between 111 and 119</td>
<td>No (Male)</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>No (Female)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Darland Administration Building (DAdb) None</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Education Endazhi-gikino'amaading (EduE) None</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Engineering (Engr) None</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Heller Hall (HH)</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt;</td>
<td>Room 335</td>
<td>No (Female)</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Humanities (H)</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>Between 231 and 221</td>
<td>No (Male)</td>
<td>Yes</td>
<td>Yes</td>
<td>Unsure</td>
</tr>
<tr>
<td></td>
<td>2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td></td>
<td>No (Female)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kirby Plaza (KPlz) (2 Restrooms)</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt;</td>
<td>Above Bus Hub, near CLA Dean’s Office</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Kirby Student Center (KSC) (None)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Library (L) (4 Restrooms)</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>Near Back Stairwell</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>3&lt;sup&gt;rd&lt;/sup&gt;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building Name</td>
<td>4th Floor</td>
<td>3rd Floor</td>
<td>2nd Floor</td>
<td>1st Floor</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----------</td>
<td>-----</td>
<td>-----</td>
</tr>
<tr>
<td>Labovitz School of Business &amp; Economics (LSBE)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Life Sciences (LSCI)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marshall Performing Arts Center (MPAC)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marshall W. Alworth Hall (MWAH)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>School of Medicine (SMed)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Solon Campus Center (SCC)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Sports and Health Center (SpHC)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Swenson Civil Engineering (Sciv)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Swenson Science Building (SSB)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Voss-Kovach Hall (VKH)</td>
<td>2nd</td>
<td>Between 217 and 207A</td>
<td>No (Male)</td>
<td>Yes</td>
<td>Yes</td>
<td>?</td>
</tr>
<tr>
<td>Ward Wells Field House (WWFH)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Weber Music Hall (WMH)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Accomplishments – Evidence for a Productive Year

In deciding to work with the two particular goals that were outlined, it was assumed that we would work hard to do our best in reaching these goals and we accomplished a lot. For example, Admissions tour guides were trained and positive feedback was received from a variety of students who were satisfied with the new comments about the cubicles and the Multicultural Center as a whole. This therefore gives us as a center a positive and accurate appearance to current and incoming UMD students. When it comes to the gender neutral restrooms, we have been successful, with the help of many campus partners, in having created four additional restrooms that will be available for a diverse UMD population. In addition to this, working on changing University policy has become a new goal for the Multicultural Center Student Leadership Council Unit Change Team that will hopefully be incorporated into all of the University of Minnesota campuses.

Closing Statement

After a year of dedicated work and with the collaboration with various offices across campus we have made progress on the two goals initially decided upon by the Multicultural Center Student Leadership Council Unit Change Team. These two areas of focus will be revisited further in the coming semesters. As we say goodbye to many students who were the driving forces behind the push of these important subjects we find ourselves with a new group of Student Leaders who are just as willing to pursue these goals along with creating some of their own.

Incoming UCT Representative

At the final Student Leaders Meeting it was decided by the council that the new representative for this Unit change team would be determined within the first few weeks of class.
Incoming Members

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