

Safety Subcommittee Work Plan:

Introduction

It is the goal of the Safety subcommittee to make San Mateo County a safe and inclusive environment for LGBTQ+ residents and employees. Individuals in the LGBTQ community may not feel safe in gendered restrooms and access to gender neutral restrooms invite inclusion for all people to not only feel safe but welcome. Many government buildings in San Mateo County lack gender diverse inclusive restroom facilities for transgender/ non-binary residents and employees due to the age of the facilities. The challenge is to identify and establish more gender inclusive restroom facilities for residents and employees. In a series of Tiers outlined below we plan to make steady progress creating a safer and more inclusive space for gender diverse, Transgender/ non-binary residents and employees.

Goals

This subcommittee will facilitate compliance and/or create policy specific to gender neutral restrooms in all existing San Mateo County buildings. As well as encouraging the inclusion of gender-neutral restrooms in the floor plans of all newly constructed County buildings. Lastly, this group will learn about and potentially work with software location applications that identify gender neutral restrooms throughout San Mateo County

Objectives

- Establish an inventory of single stall used restrooms at existing County buildings.
- Work to ensure bathrooms have correct signage in compliance with [AB1732](#) by working with departments where they exist.
- This group will work to ensure that all new builds for the County include the availability of single-use gender neutral restrooms.
- Explore existing avenues and applications that could be used by residents and employees to locate gender inclusive restrooms in County buildings.

Timeline

This project began in June of 2020, by July 2021 the safety subcommittee plans to meet the measurables in Tier 1 (A) and (B). As well as progress towards Tier 2. We also plan to locate a community partner for all gender restroom location application.

Multi-year Safety subcommittee Tier Plan– Gender Neutral Restrooms

Process for each tier includes: 1) Gather Information; 2) Study Information 3) Create Action Plan

- **Tier 1:** (A). Existing County Buildings
(B). New County Builds
(C). Existing County Leased Buildings
- **Tier 2:** San Mateo County Library Buildings (11 sites)
- **Tier 3:** Municipal Outreach specific to Buildings and gender-neutral restrooms
- **Tier 4:** Community Outreach towards business compliance in conjunction with [AB1732](#)

Team Responsibilities

Dana Johnson: Safety Subcommittee co-lead

Terri Echelbarger: Safety Subcommittee co-lead

Craig Wiesner: Safety subcommittee member overseeing building coding/ language.

Tanya Beat, LGBTQ Commission Director: Staff support

Linda Wolin, Senior Legislative Aide, Supervisor Dave Pine Office: Staff Support