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19 home; and

20 **WHEREAS**, the absence of diaper changing stations in publicly accessible buildings  
21 and facilities can pose a health and safety hazard to young children and their caregivers; and

22 **WHEREAS**, Imagine Austin states that development should occur across the city in  
23 a manner friendly to families with children; and

24 **WHEREAS**, in Austin Strategic Direction 2023 (SD 23), Council adopted  
25 “Percentage of residents and employees who are satisfied with the condition of City-owned  
26 facilities (e.g. cleanliness, safety, accessibility)” as a metric to gauge progress towards a Top  
27 10 SD23 indicator; and

28 **WHEREAS**, Council unanimously approved Resolution No. 20190606-041 to  
29 identify areas in which the City of Austin could improve to become a more family-friendly  
30 employer; and

31 **WHEREAS**, Council created Chapter 4-16 of City Code requiring commercial  
32 facilities to install gender-neutral signage for single user restrooms; and

33 **WHEREAS**, in 2016, President Obama signed the bipartisan Bathrooms Accessible  
34 in Every Situation (BABIES) Act into law to require “safe, sanitary, and appropriate” baby  
35 changing facilities in both men’s and women’s restrooms in federal buildings that are open  
36 to the public; and

37           **WHEREAS**, the cities of Baltimore, Dallas, Miami, New York City, Pittsburgh, and  
38 San Francisco are peer cities that have recently adopted policies to expand gender-neutral  
39 access to changing stations; **NOW, THEREFORE**,

40 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

41           The Council directs the City Manager to work with community and business  
42 stakeholders and departments throughout the City including, but not limited to,  
43 Development Services, Building Services, Austin Public Health, and Austin Code to make  
44 the following advancements towards the goal of ensuring universal, gender-neutral access  
45 to at least one safe, sanitary, and convenient diaper changing station on each of a  
46 building's floor levels containing a public restroom:

- 47           1. For all public-serving City facilities, such as parks, libraries, recreation centers, and  
48           administrative buildings serving the public, the City Manager shall develop an  
49           estimate of the timeline and funding needed to install changing stations (as described  
50           above).
- 51           2. For non-City facilities with mercantile and assembly uses, as defined in City Code:
  - 52               a) The City Manager shall draft an ordinance amending City Code to require the  
53               provision of changing stations (as described above) at the time of new  
54               construction or major renovation. Major renovation means reconstruction,  
55               alteration, or renovation of a main structure that involves reconfiguration of a  
56               publicly available restroom. If there are necessary and appropriate exceptions

57 to this requirement, such as to ensure compliance with the Americans with  
58 Disabilities Act, they shall be included in this draft ordinance.

- 59 b) The City Manager shall prepare a feasibility report with options and potential  
60 exceptions for extending the requirement for the provision of changing stations  
61 (as described above), where not excessively burdensome, to all existing  
62 facilities with mercantile and assembly uses.

63 **BE IT FURTHER RESOLVED:**

64 The Council directs the City Manager to present for full Council consideration the  
65 time-and-cost estimate for City facilities no later than August 1, 2019, and the draft  
66 ordinance and feasibility report for non-City facilities no later than November 1, 2019.

67  
68 **ADOPTED:** \_\_\_\_\_, 2019

**ATTEST:** \_\_\_\_\_

69 Jannette S. Goodall  
70 City Clerk