

May 15, 2019

To: Mayor and Members of City Council
From: Patrick A. Duhaney, City Manager
Subject: **Installing Diaper Changing Tables in Women's and Men's Restrooms in Every Cincinnati Recreation Commission Recreation Center and in Cincinnati Parks**

REFERENCE DOCUMENT # 201800509

On March 21, 2019, the Budget and Finance Committee referred the following item for report:

MOTION, submitted by Councilmember Mann, WE MOVE that the Administration provide a funding estimate for installing diaper changing tables in women's and men's restrooms in every Cincinnati Recreation Commission Recreation Center. WE FURTHER MOVE that the Administration provide a funding estimate for designating a space, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public which may be used by an employee or by a member of the public to express breast milk in every Cincinnati Recreation Commission Recreation Center; WE FURTHER MOVE in partnership with the Cincinnati Parks Department, that the Administration also provide a funding estimate of installing diaper changing tables in the men's and women's restrooms in Cincinnati parks; WE FURTHER MOVE in partnership with the Cincinnati Parks Department, that the Administration provide a funding estimate for designating spaces, other than a bathroom, in every Cincinnati park that is shielded from view and free from intrusion from coworkers or the public, which may be used by an employee or member of the public to express breast milk; WE FURTHER MOVE, in partnership with the Cincinnati Parks Department, that the Administration report on the parks with the highest traffic that would most benefit from installation of changing tables and breast-feeding stations with the aim of implementing these installations in a phased approach.

The following report details current efforts made by Cincinnati Recreation Commission (CRC) and the Cincinnati Park Board (Parks) to install changing tables at recreation and park facilities and provides an estimate of costs for expansion consideration.

CURRENT CRC INSTALLATIONS

Currently, CRC has a total of 24 diaper changing tables installed in various centers. Clifton, Lincoln, Hirsch, Madisonville, McKie, Mt. Washington, Pleasant Ridge, Westwood and LeBlond Recreation Centers each have changing tables in every restroom. Hartwell and Millvale Recreation Centers have diaper changing tables in the women's restrooms and Price Hill Recreation Center has a changing table in the family restroom.

COST ESTIMATE FOR ADDITIONAL INSTALLATION

Bond Hill, Bush, College Hill, Corryville, Dunham, Evanston, North Avondale, Oakley, Over the Rhine, Price Hill, Sayler Park and Winton Hills Centers each have women's restrooms without a diaper changing table, totaling a need for 12 additional tables.

Bond Hill, Bush, College Hill, Corryville, Dunham, Evanston, Hartwell, Millvale, North Avondale, Oakley, Over the Rhine, Price Hill, Sayler Park and Winton Hills Centers each have men's restrooms without a diaper changing table, totaling a need for 14 additional tables. This is a total number of 26 restrooms without changing tables.

Basic diaper changing table installation cost an estimated \$500 per table. This estimate is based on City staff installing tables and assumes existing walls are stable and do not require modification. This cost would increase if a contractor is used and/or the existing wall requires work.

Total number of tables to be installed	26
Estimated cost of installation, per table	\$500
Estimated total cost of installation	\$13,000

CURRENT PARKS INSTALLATIONS AND COST ESTIMATE FOR ADDITIONAL INSTALLATION

Parks currently has 130 toilet rooms in various park facilities, 27 of which currently have changing stations and 103 toilet rooms which do not. It is important to note that due to space limitations, some existing toilet rooms may not be able to accommodate changing tables.

Total number of tables to be installed	103
Estimated cost of installation, per table	\$500
Estimated total cost of installation	\$51,500

Parks proposes a phased approach to address additional installation. The first phase option, based on park attendance, topography/physical environment and geographical balance would include the following costs:

Total number of tables to be installed	30
Estimated cost of installation, per table	\$500
Estimated total cost of installation	\$15,000

DESIGNATED AREAS TO EXPRESS BREAST MILK

Designating spaces other than bathrooms in every park that are shielded from view and free from intrusion for employees or members of the public to express breast milk will be challenging to implement within most parks. Creating such spaces may be possible in a limited number of park facilities such as rental pavilions, Krohn Conservatory and at select facilities along the riverfront. These unbudgeted improvements would have to be studied at cost to determine feasibility. The cost of a feasibility study can vary greatly depending on the depth and breadth of the study. A high quality, in-depth study can cost as much as \$100,000.

Over 100 parks and preserves do not have buildings or structures, and in some cases it would be physically infeasible to construct buildings in these areas. Constructing a new building at properties with a single restroom facility, that contain only toilets stalls and sinks, would be impractical given the facilities' size and configuration, and topography of most neighborhood parks.

CLOSING

CRC and Parks have identified locations for additional table installations and are committed to phasing in diaper changing stations as resources permit. However, with each department facing a multi-million-dollar backlog of capital projects, supplementary resources are needed to install more changing tables and for a feasibility study to determine what facilities can be reconfigured for nursing.