

## **Response to question on notice by the Sydney Bi+ Network and Trans Justice Project**

Below we have provided references for the point made in the hearing that making bathrooms gender neutral across the board can radically reduce wait times for women. Brief summaries of the study findings have also been provided.

**Reference 1)** Luc Bovens and Alexandru Marcoci, “The gender-neutral bathroom: a new frame and some nudges,” *Behavioural Public Policy* 7, no. 1 (2023): 1-24, <https://doi.org/10.1017/bpp.2020.23>

### **Summary of study**

Researchers ran algorithmic simulations based on bathrooms in the US workplace context. The study showed all-gender bathrooms notably reduced waiting times for women, and that wait times for men either decreased or remained slightly unchanged throughout the study, depending on variables like the intensity of bathroom usage and whether there were urinals in the bathrooms. In one simulation, based on a high bathroom usage context, the **wait time for women reduced from 11.5 minutes to under 1 minute** when gender-neutral bathrooms replaced gender-separated ones (p. 10).

**Reference 2)** Ghent University, “No More Queueing at the Ladies' Room: How Transgender Friendliness May Help in Battling Female-Unfriendly Toilet Culture.” *ScienceDaily*, July 14, 2017, [www.sciencedaily.com/releases/2017/07/170714142749.htm](http://www.sciencedaily.com/releases/2017/07/170714142749.htm)

### **Summary of study**

In this 2017 study, two queuing theorists at Ghent University in Belgium investigated restroom queues at music festivals. They found that moving from gendered to unisex toilets could significantly reduce waiting times for women, potentially **from over 6 minutes to less than a minute and a half**.

Outside of these university-generated studies, global architecture firm Chapman Taylor suggests, based on their architectural knowledge and common toilet usage, that changing gender separated toilets to gender neutral ones could **reduce women’s wait time from roughly 7 minutes and 40 seconds to 36 seconds**. The wait time for men increased from 27 seconds to 36 seconds, but this was considered minimal compared to the substantial benefit to women. Refer to the below source for this reference:

Luke Kendall, “Inclusive restroom provision,” Chapman Taylor, May 13, 2020. <https://www.chapmantaylor.com/insights/inclusive-restroom-provision>