



# HOT TEA WITH TAY

**No, I will not be attending, or submitting, a proposal for your expensive conference several states away that has massive entrance fees and travel expenses, that is almost assured not to be a safe space for a disabled, gender non-conforming, queer and trans person of color.**

## All Gender Illusive Bathrooms

In my tenure as the Executive Director of Youth MOVE National, I have yet to encounter one permanent all gender bathroom in my travels. At best, I get a piece of paper taped over the women's restroom saying it's gender inclusive (and if they know the "queers are coming" sometimes it's even a printed sign - so fancy). And even with this, **RARELY** do I feel safe enough to actually use the space (I find the level of safety I feel, usually corresponds with the level of care and intention the organizers put into it, so a paper sign equals a paper sign level of safety and comfort). Sometimes I'll get an accessible single room bathroom that is more than likely separated from the rest of the bathrooms, 10 minutes away in some dark basement (and of course breaks are always like 5 minutes long). At worst however, I get nothing, just flabbergasted / appalled looks when I ask where the gender inclusive restroom is. The best way I can describe the look I get from hotel staff and event organizers over this question is, that it's like they had just seen a ghost and were terrified, while also simultaneously, somehow, not knowing what a ghost is, and they are directly mad at me over their horrified confusion. So, I usually end up having to go back to my hotel room which takes longer (and guess what folks, I'm not coming back down), or if the event is not at the hotel, I'm just stuck holding it till the end of the event (which truly can be awful, painful, and dangerous). If your event space doesn't have an all gender inclusive restroom - get another event space, and let them know why you are exploring a different option. Find the local pride center and see if you can rent out their space, the funds would go back not only to the local community and not some giant corporation, but to queer and trans folks. And if the city doesn't have a pride center, maybe you should be asking why you are having it in that city or state at all? Is their space too small, or they are busy? Pay them to table at the event and consult on best practices around bathrooms for non-cisgender people. Listen, mainly the events I attend are at least somewhat centered around having an equity lens, and guess what, if you don't have a gender inclusive bathroom, you don't have an equity lens, and that matters, because if your all gender bathroom is illusive - I will be too.



## A RESOURCE BREWED FOR YOU

**Beyond the Surface:  
Inclusive Event Planning  
Centering 2SLGBTQIA+,  
BIPOC, and Disabled  
Youth Communities**

This issue brief equips event organizers and facilitators with intentional considerations in service of creating welcoming and inclusive spaces. It emphasizes accessibility, and social justice integration, fosters a sense of belonging, and recognizes every person's inherent strengths and power.

**CHECK IT OUT >>>**