

TO: All Legislators

FROM: Representative Brostoff, Representative Crowley

Senator Larson

DATE: Monday, November 25, 2019

RE: Co-sponsorship of LRB-4562, Relating to: requiring the installation and identification of diaper changing stations in public buildings and places of employment.

DEADLINE: Friday, December 6, 2019 at 5:00pm

In the 1980s and 1990s, growing availability of baby diaper changing stations in public places marked [a watershed moment for American parents](#). Where, previously, parents with children in diapers had been forced to choose between spending time with their children and going out to eat, shop, or run other errands, public baby diaper changing stations allowed busy families to bring their children along with them. Although by no means universal, the increased availability of changing stations in women's restrooms in particular meant that mothers with young children were no longer expected to stay home to care for their children, but could instead go about their daily lives secure in the knowledge that they would be able to find a safe and sanitary place to change diapers.

However, in the years since baby changing stations have started to become more widely available in women's restrooms, more dads than ever are also taking an actively involved role in caring for their young children on a day-to-day basis. [Analysis by the Pew Research Center](#) shows that a significant (and growing) number of stay-at-home parents are fathers, and this trend is particularly the case with Millennial families. However, despite these trends, the availability of baby changing stations in men's restrooms has not kept pace with changing societal norms, and many fathers report discrepancies in access to baby diaper changing stations in their everyday lives. Even in cases where public buildings may have diaper changing stations, these changing stations are often found only in women's restrooms. Unfortunately, this reality both upholds outmoded gender stereotypes and often forces fathers into the unenviable position of having to change their children's diapers on dirty floors or bathroom counters, increasing the risk of infection or injuries from falling.

LRB-4562 would help ensure equal and broad access to diaper changing stations by requiring the installation of changing tables in new and substantially-renovated public buildings (with certain exceptions). Similar bills have passed with significant bipartisan support in states as diverse as Arizona, Utah, California, Illinois, and New Mexico, and a number of other states have considered baby changing table legislation as well. Wisconsin's children and families are

the backbone of our state, and we owe it to our parents, caregivers, and children to become a national leader in access to safe and sanitary changing stations.

If you would like to sign onto this bill, please [reply to this email](#) by 5:00 p.m., **Friday, December 6.**

Analysis by the Legislative Reference Bureau

With certain exceptions, this bill requires the owner of a public building or place of employment (commercial building) that is constructed or renovated after the effective date of the bill and that has restrooms that are open to the public to install and maintain a diaper changing station in 1) a restroom designated for use by all genders; or 2) a restroom designated for use by women and a restroom designated for use by men. The bill also requires the owner of a commercial building that has restrooms that are open to the public to identify any restroom in the commercial building that contains a diaper changing station with an appropriate sign. For further information see the state and local fiscal estimate, which will be printed as an appendix to this bill.