On February 3 and 10, the Sauna Discussion Group met to investigate feasible solutions to the disparity in men's and women's sauna size. The minutes of those two meetings as well as the operating guidelines are included as addenda to this report. Both meetings were open to all. For the purpose of bringing together the individuals most involved in the issue, specific participants were invited to the meetings. Their names appear in the attached guidelines.

As you know, these meetings were the result of considerable dissatisfaction with the existing inequity in facilities for men and women in the Recreation Center. The dispute over the size of the women's sauna has become a type of "tradition" at Evergreen. Some think of this "tradition" as just another example of political minutia blown out of proportion by a radical few. It is clear, however, from the discussions which took place, that the message to women who are relegated to a facility which is both inadequate and inferior is that, in our society, women are inadequate, inferior, and not valued to the extent that men are. Buildings—solid, permanent creations—carry this message loud and clear when they fail to provide equally for women. To continue the "tradition" of the sauna conflict not only violates state law and the intent of Title IX, but creates a moral albatross for our community.

The need to act on this problem is based primarily on three concerns:

1. to act on our ethical convictions;
2. to comply with the Evergreen social contract and state and federal law, and;
3. to respond to a need—overcrowding in the women's sauna.

Many solutions and their ramifications and costs were examined. From these (see minutes of February 3, 1982 meeting) the three most feasible solutions were chosen to be presented as recommendations. In order for a solution to be feasible it had to:

1. be positive rather than negative in approach;
2. be reasonable in cost;
3. have minimal negative repercussions.

**SOLUTION #1. "SWITCHING"

The suggestion to switch locker rooms from year to year in order for the women to enjoy the larger facility every other year was suggested initially as the least expensive and most feasible solution. After much discussion of costs and repercussions, this solution was seen as being less ideal than originally thought, but still feasible. There are three different levels of cost representing three different approaches to the switch.
A. The Basic Volunteer Labor--Minimal Change Option

Changes:
- graphics - small boxes (signs) at doorways of lockerrooms
- switched - one additional box constructed for stairwell entrance to men's lockerroom
- sanitary napkin machines installed in existing men's lockerroom
- floor model graphic constructed for 1st floor hallway
- wall graphics painted over to eliminate the ♀ and ♂ from gender signs
- reassigning of lockers.

Costs:
- Labor - $33.50 ($3.35 x 10 hrs. for changes in records)
- Materials - $350.00 (approximate figures for paint, wood, stick-on letters)
- Total - $383.50

B. Facilities Charge Back Option (presented by Dave Wallbom)

Changes:
- all those in Option A
- additional painting to totally cover large wall graphics

Costs:
- Labor - $883.50
- Materials - $800.00
- Total - $1,683.50

C. Partial Volunteer Labor--Install Urinals Option

This option would be significantly better than A and B due to the addition of two urinals in the women's locker room next to the existing water closets.

Changes:
- all those in option A
- addition of two urinals in existing women's lockerroom

Costs:
- Labor - $ 33.50 (records change)
- Materials - $350.00 (graphics, paint)
- 900.00 (install urinals)
- 800.00 (urinals, etc.)
- Total - $2,083.50

Advantages of switching:
- Relatively low cost;
- Relieves situation for women--gesture of concern by men "giving up" better facility every other year;
- Does not eliminate the problem of an inadequate facility which can be an advantage in seeking funding for Phase II of the Recreation Center;
- Possible increase in revenue due to community approval of providing
more for women;
- Possible positive "PR" due to community approval of providing more for women;
- Possible positive reaction by legislators.

Disadvantages of switching:

- Yearly administrative and financial burden;
- Possible loss of revenue due to less desirable facility for men;
- "Atomization" (spray) of urine when males urinate in a conventional toilet (not a concern with Option C). Also, probable sloppiness by disgruntled males. Both causing significant increased sanitation and maintenance problems;
- Possible abuse of existing women's sauna by disgruntled males;
- Rescheduling of maintenance crews;
- Possible negative "PR";
- Possible negative reaction by legislators.

The consensus was that switching would have some negative and some positive repercussions and that the exact response is impossible to predict. Since this solution would only partially solve the problem, it was not seen as the optimum solution. If this solution is implemented, however, the group felt strongly about utilizing volunteers and choosing Option A or C.

SOLUTION #2 MODULAR SAUNA ADDITION

By adding a modular sauna unit in the women's lockerroom, the problem could be totally solved. A modular sauna unit is still a temporary solution which shouldn't affect funding for Phase II (although this, too, is hard to predict). Since this solution is a short-term one, the modular unit can be sold, or moved to another location when Phase II is completed.

Modular Sauna Costs

<table>
<thead>
<tr>
<th>Vendor</th>
<th>Size</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cedarbrook</td>
<td>10 x 12</td>
<td>$3,348.00</td>
</tr>
<tr>
<td>Ameroc</td>
<td>6 x 10</td>
<td>$3,322.00</td>
</tr>
<tr>
<td></td>
<td>9 x 8</td>
<td>$3,322.00</td>
</tr>
<tr>
<td></td>
<td>9 x 10</td>
<td>$3,675.00</td>
</tr>
<tr>
<td>Energy Works</td>
<td>10 x 12</td>
<td>$3,680.00</td>
</tr>
</tbody>
</table>

Custom sized units can be purchased from all of the above suppliers. The ideal location for such a unit would be in the drying area where drainage and electrical access are available. This location also enhances use due to the proximity to showers and the existing sauna.
SOLUTION # 3  BUILD A SAUNA ADDITION

The existing rooms 137 and 118 - Towel Issue - which are adjacent to the women's lockerroom are appropriate in size and location to be remodeled to serve as a second women's sauna. This construction could be done by a skilled volunteer crew under the direction of a facilities carpenter as crew leader. This, too, would be a better solution than switching because it would more completely solve the problem and not create any significant negative repercussions. A detailed cost estimate has not been done for this solution. If volunteer labor could be used, a rough estimate calls for between $500 and $1,000 worth of materials.

For both Solutions 2 and 3 the following considerations were discussed:

1) Volunteer Labor - although there are some drawbacks to utilizing volunteers, the group felt that interest in solving the problem was strong enough so that a competent crew of volunteers could be pulled together in a timely way to do either job.

2) Insurance - in case of injury to a non-employee, a lack of insurance coverage could be a problem. The group felt that this did not need to be a roadblock, however. Some type of short-term policy could be purchased, or the present policy on establishing a formal relationship between the college and volunteers as stated in the enclosed document, Insurance Coverage for Volunteers, could be implemented.

3) Donations - it was suggested that we work with Sue Washburn to secure donations of materials. An athletics booster club member has offered to provide cedar lumber at cost. There is also a possibility that the sauna companies would be interested in donating a unit because of the high volume of use and therefore advertising of their product. Involvement of service clubs which might wish to buy and resell a unit was discussed as a strong possibility. We saw this as a potentially ripe area to pursue with the Development Office.

4) Funding - it was generally agreed that S & A funds should be requested (probably from building reserves) for whatever solution is chosen. Sentiment exists that no institutional dollars be spent on a sauna because it is a luxury. On the other hand, the opinion is held by some that institutional dollars must be spent since the institution is violating the law and the rights of female students. A suitable compromise should be found here.

5) Traffic flow in the women's locker room - Jon Collier has prepared a drawing which is attached, showing the placement of the modular sauna and the remodelling of rooms 137 and 118 relative to the existing sauna, showers, lockerroom, and entry way. The modular sauna is superior in terms of traffic flow. Use of room 137 or 118 as a sauna will most likely create some traffic flow problems since women will move, for example, from the pool to the existing sauna, check the existing sauna for room and if full, move through the locker area to room 137 or 118. After finishing the sauna bath, users again travel through the locker area to the showers and back to the locker area.
The distance traveled is less significant than the constant crossing of traffic in the locker area, especially if room 118 becomes the location of the new sauna. With a modular unit located in the drying area adjacent to the showers, the distance traveled and crossing of traffic is greatly diminished. Also, it is not uncommon for a user to shower numerous times during the course of one sauna bath. Therefore, close proximity of the bath to the showers is a major consideration.

GENERAL CONSIDERATIONS FOR ALL SOLUTIONS

1) Labor Charge Back - the opinion is held by many that since the sauna inequity is a violation of the law it should be an institutional priority to solve this problem. Therefore, it seems reasonable that labor (and some materials) could be assigned without charge back to other budgets from both the Facilities and Recreation areas.

2) Timing - the consensus after much discussion is that we should move as quickly as possible to solve this problem, taking into consideration the following items:

   a. time to procure donations;
   b. time to organize volunteers;
   c. planning news releases;
   d. dealing with the legislature (c and d especially important if the switching solution is chosen).

The solution should be completed no later than September 1982.

CONCLUSION

The sentiment that I gleaned from the group was one of delight that our differences in opinions were worked through for the achievement of our common goal. The implementation of a solution will reaffirm our conviction that we can cooperate and succeed - even when the task seems formidable. Thank you for your willingness to involve us all and to do what you can to put an end to the problem. This group is ready to roll up our collective sleeves and do whatever physical tasks are required.