There is a reason behind everything in nature

Aristotle (384-322 BC)
Lactation Accommodation

What’s the big deal?
WHO benefits from lactation accommodation?

Businesses and Schools

Public Health

Our World
How lactation accommodation benefits... Public Health

 Mothers/ Employees

- Lower risk of some cancers, including breast and ovarian
- Lower risk of diabetes
- Lower risk of osteoporosis
- Lower rates of postpartum depression

 Infants/ Dependents

- First line of defense against obesity
- Lower risk of infections and illnesses
  - Ear infections
  - Respiratory infections
  - Dermatitis
  - Gastrointestinal disorders

The Surgeon General's Call to Action to Support Breastfeeding (2011).
Washington DC: United States Public Health Services
Breastfeeding creates healthier generations!

Babies today …

…students tomorrow…

…future employees!
How lactation accommodation benefits...PUBLIC HEALTH

Breastfeeding is a very important economic and public health issue.” Dr. Melissa Bartick, Harvard Medical School

- For every **1,000 babies not breastfed**, there is an excess of **2,033 physician visits, 212 days in the hospital**, and **609 prescriptions**.

- The United States would **save $13 billion per year** and **prevent an excess 911 deaths** - nearly all of which would be in infants - **if 90% of families would comply with medical recommendations**.

Lactation accommodation in the workplace

Did you know... Mothers are one of the fastest growing segments of the workplace?

In 2013, 62% of all mothers with infants were employed!

U.S. Census Bureau, 2013 American Community Survey (ACS) 1-year estimates chart by Women's Bureau, U.S. Department of Labor
How lactation accommodation benefits... WORKPLACES

- Decrease employee absenteeism?
  Absenteeism is 3 times higher for mothers of formula-fed infants compared to moms of breastfed infants

- Increase employee loyalty, retention, productivity as well as recruitment of top quality employees?
  91% of the “100 Best Companies for Working Women” support breastfeeding in the workplace

- Reduce health care costs?
  Companies that adopt breastfeeding support programs see a cost savings of $3 for every $1 invested in the program
  Insurers pay at least $3.6 billion each year to treat diseases and conditions preventable by breastfeeding

United States Breastfeeding Committee, 2002
How lactation accommodation benefits... OUR WORLD

- The manufacturing of packaging for artificial baby milk creates toxins and uses paper, plastic and tin.

- Each cow used to produce baby formula needs 10,000 square meters of land, which leads to deforestation and soil erosion.

- The production of artificial baby milk, baby bottles, nipples and other bottle feeding accessories require a great amount of energy worldwide.

United Nations Environment Program, 2015
Background

- In October 2010
  - Communities Putting Prevention to Work (CPPW)
  - County of San Diego Health and Human Services Agency (HHSA)
  - UC San Diego - Center for Community Health (UCSD)

- 15 Low-income businesses
- 10 Other businesses
- 7 School Districts
Lactation Supportive Environments (LSE)

Next phase, in 2013

- First 5 Commission of San Diego
- County of San Diego Health and Human Services Agency (HHSA)
- UC San Diego - Center for Community Health (UCSD)

✓ 30 Businesses
✓ 10 School Districts
✓ 6 Community Healthcare Centers
Lactation Supportive Environments

- Provide guidance and support through:
  - Assessment
  - Policy
  - Procedure Implementation
  - Technical assistance
  - Resources
Industry

So who exactly do you work with?
Recruitment of Sites

Where do you find sites?
Recruitment strategies

- Referrals
  - Partners
  - Co-workers

- Cross-threading
  - County of San Diego
  - SNAP-Ed Worksite Wellness program

- Presentations/Awareness efforts
  - Intercare - Corporate Wellness Council

- Advertisements
  - San Diego Business Journal

- Networking Events
  - Healthiest Business Awards
Contact

Who do you work with?
Key Players

- Human Resources (HR)
- Facilities
- Managers
Lactation Support Model for Success

Policy

Systems

Environment

Education & Resources
Policy adoption
Do I really need a policy?
Why is policy so important?

- Sustainability
- Directives
- Communication
- Compliance
Worksite

- Rady Children’s Hospital:
School districts

- Work force has high rate of women of childbearing age
- Schedules can be highly inflexible
- System wide change = high impact
School Districts – California School Boards Association policy
Systems Change

How do your employees know they will be accommodated?
Communication

- During hiring process
- Maternity Leave
- Before returning from leave
- Advertise during recruitment
- Supervisor and employee
- Trainings
- Health events
Environmental Change

Where do employees pump?
Space & Signage

- Facilities:
  - Temporary space
  - Designated lactation/mothers room
  - Breastfeeding friendly signage

“I have always been interested in creating productive, safe, and efficient workplaces, so that also meant expanding that concept to a lactation room,” - Jamie Hernandez, Facilities & Operations, CH2M Hill
Lactation Room
Education & Resources

What else do we need to know?
Education – Win-Win

- Train HR
- Train-the-trainer
- Staff trainings
Resources

- Welcome packet
- HR folder
- Maternity Leave Packet
- Employee binder
Surveys
Assessing our sites
Assessment

- Pre/Post employer surveys
- Administrative surveys
What now?
Breastfeeding-Friendly Community Health Clinics

- Breastfeeding-Friendly Office Environment Policy
- Infant Feeding Policy
- Workplace Lactation Accommodation Policy
- Staff Education
- Clinical Services
- Financial Sustainability
- Electronic Health Record
- Collaboration
- Community Resources
- Evaluation
Lessons Learned
What we know:

- Sometime you just have to ask
- Collective impact works
- Time
  - Policy
  - Relationship building
- We are always learning!

Lessons Learned
recognise mistakes
observe what works
document them
share them
We can’t do it alone!

We need Partners!
There is a reason behind everything in nature

Aristotle (384-322 BC)
Questions

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