Worksite strategies

BREASTFEEDING SUPPORT

From organizational assessment, determine gaps and opportunities. Establish goals. Make improvements.

Foundation	**Conduct additional desired survey(s): What do moms and moms-to-be want for support at the workplace?**
Environment	**Mother's Room** Creation and maintenance of a mother's room Ideal features – Private, pleasant, clean space that locks from inside; chair; table; hospital-grade breast pump; electrical outlet; nearby water source; nearby storage for milk. (By Minnesota law, the space may not be a bathroom or toilet stall.)
Policy	**Breastfeeding support policy – could include:** • Creation and maintenance of a mother's/lactation room • Guidance regarding mom's time to express milk (and employee responsibility for keeping room clean, checking with supervisor and where to store milk). • Steps taken by human resources and manager when FMLA leave is requested • Manager/supervisor role in supporting new mom-to-be • Possible application for the MDH Breastfeeding Workplace Award
Systems	**Human resources support, training for managers/supervisors, tracking room usage -** Could include: • A mom-to-be packet (outlines organizational support for new moms)f • Information in an employee orientation packet • Managers/supervisors trained on supports • Once FMLA leave is requested, human resources notifies manager • Manager/supervisor takes mom-to-be on tour of mother's room • Mom is paired with a mentor (employee who previously used room) • Tracking: Assess usage [demand for use (public versus employee-only use), ease of access, tracking employee access/use] • Room sign up protocol – through online calendar or on paper.
Social Support	**Could include** • Mom who previously used mother's room mentors mom-to-be (tour of room, etc.) • Ongoing nursing/mothers' support group • Hold a celebration (shower) for the opening of the mother's room. Ask employees to donate items for moms and children that are then given to a local women's and children's shelter. • Employee Assistance Program (EAP) resources

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statewide health improvement partnership

This document developed based upon the *Healthy Worksites* consulting model at Blue Cross and Blue Shield of Minnesota.