



The mission of the **Breastfeeding Coalition of Placer County** is to promote and support breastfeeding as a vital part of the health and development of children and their families in our communities. We envision that breastfeeding is recognized as the normal method of infant and young child feeding in Placer County.

2019 Award Recipients—Breastfeeding Coalition of Placer County

Esurance located in Rocklin, has created a beautiful lactation room with couches, privacy, and secure access, which has been a wonderful welcoming space for new moms. Esurance also has an Outlook calendar for employees to reserve the space for specific times/days, which helps make smooth transitions throughout the day and also provides moms with confidence that their privacy will be respected. Management has always been understanding and open for all employees to use the space and Human Resources helps by educating new employees about the lactation room.

Roseville City School District Child Nutrition Department is very supportive of breastfeeding staff, providing a private lactation room with a comfy chair, sink, and refrigerator to store milk. Employees who have used the room, felt communication was very easy and that RCSDD is supportive of necessary breaks and mothers were always given ample time to pump. With this support, the nominating employee was able to reach her personal goal of 1 year of breastfeeding.

Sprouts Farmers Market Roseville is very family friendly and always puts employees first. They set an easy to communicate tone regarding pumping needs by having workplace videos on lactation and employees are open to discuss it. Sprouts also offers family-friendly activity days and are very supportive during pregnancy and accommodating to mothers' needs. They have an office which can only be accessed with the manager's keys that employees can use to pump in. Employees feel supported and are encouraged to put their families needs first!

Thank you for attending the 2019
Mother-Baby Friendly Workplace Awards!

A huge thank you to Senator Wiener for
sponsoring the award ceremony!

If you have questions about the awards ceremony, please contact Robbie at californiabreastfeeding@gmail.com.



Sponsored by:
**Senator
Scott Wiener
State Senator
District 11**

MOTHER-BABY FRIENDLY WORKPLACE AWARDS May 14, 2019

The State Capitol Basement Eureka Room
AGENDA

10:00 AM
Welcome
Robbie Gonzalez-Dow
Executive Director
California Breastfeeding Coalition

10:05 AM
Workplace Lactation
Support
Senator Scott Wiener

10:10 AM
Paid Family Leave
Senator Hannah-Beth Jackson

10:15 AM
Presentation of Awards
California Breastfeeding Coalition
Awardees by Senator Wiener and:

- *Senator Patricia Bates and Assemblymember Tasha Boerner Horvath*
- *Senator Toni Atkins and Assemblymember Brian Maienschein*
- *Senator Connie Leyva and Assemblymember Eloise Gomez Reyes*
- *Senator Jim Beall and Assemblymember Evan Low*

10:30 AM
Presentation of Awards
Sacramento Breastfeeding
Coalition Awardees by:

- *Senator Dr. Richard Pan*
- *Assemblymember Ken Cooley*
- *Assemblymember Jim Cooper*
- *Assemblymember Kevin McCarty*

10:45 AM
Presentation of Awards
Breastfeeding Coalition of Placer
County Awardees by:

- *Assemblymember Kevin Kiley*
- *Senator Jim Nielson*

10:55AM
Closing

11:00AM
Lunch





The **California Breastfeeding Coalition** is a grassroots coalition of 43 community breastfeeding coalitions, as well as public and private partnerships. Our mission is to improve the health and well-being of Californians by working collaboratively to protect, promote, and support breastfeeding. Our vision is that all families in California can meet their breastfeeding goals.

2019 Award Recipients—California Breastfeeding Coalition

The businesses awarded by the California Breastfeeding Coalition are being recognized because they make it *easy* for breastfeeding employees to express milk at work by (1) creating written breastfeeding policies; (2) ensuring all staff are aware of their policies; (3) informing expectant employees about accommodating their breastfeeding needs before and after leave; and (4) creating an atmosphere of support.

Mellano and Company in Escondido employs over 50 people. Human Resources coordinates all aspects of ensuring employees know about the breastfeeding policy and serves as liaison to educate all employees, inform supervisors and coordinate break times and use of the lactation space. They were crucial in guiding the shift in culture by relating how this policy benefits everyone in their messaging to executive leadership for initial buy-in and gently reminding workers' direct supervisors of their expected role of support. The lactation space serves a dual purpose—the room is also an employee relaxation space with wellness and nutrition resources, breastfeeding and pumping resources, yoga mats, exercise balls and weights, and climate control. Since the adoption of the baby-friendly workplace practices, almost half of the female workers were supported in being able to continue breastfeeding when returning to work.

"This education was sometimes challenging, as there are a lot of nuances to navigate in the agricultural industry, including how to accommodate new mothers who are typically out in the field all day. The crew chiefs have been very supportive of this new policy, and even drive employees back and forth from the lactation room."

Qualcomm Incorporated in San Diego employs 13,000 people across California. Their policy is robust, all managers are thoroughly trained, and they provide space to express breastmilk as well as a breastfeeding support group through their own intranet website. They offer maternity leave classes for staff to understand the process and options available to them and do this during paid work time. Employees have championed the support from within and the company has instilled a breastfeeding friendly culture for all.

"Qualcomm values foster a culture of empowerment and trust. This includes a supportive culture for breastfeeding. Premium mothers rooms, a lactation break policy, company funded breastfeeding support group that includes giveaways, lunches, information and resource exchange. The program also includes lactations consultations, emergency breastmilk pumping supplies funded by the company, working parent support groups, and in-person and virtual community employee support groups for working parents are available to all."

San Bernardino Department of Public Health in San Bernardino employs over 200 people. They offer private spaces with education materials for breastfeeding employees and managers receive training to ensure support is given. The policy is enforced through yearly assessments of each space and department and managers have strict disciplinary action if they do not follow the policy and support their employees.

"Rather than leaving lactation support up to the individual programs and supervisors, this employer has elected to make lactation accommodation a priority, department wide."

Santa Clara Valley Medical Center (SCVMC) in San Jose employs over 6,000 people. They provide a variety of private pumping spaces and lactation rooms throughout their facilities. SCVMC Center was recently designated a Baby Friendly Hospital in January 2019. They have worked to overcome barriers with lactation room usage, ensuring access with key cards that are issued to each mother. The room also locks from the inside, providing privacy, so others cannot enter when in use. SCVMC policy is clear in its support and provides a map to show where all lactation spaces are located and acknowledges that new buildings must maintain a lactation space as well. They also ensure mothers know who to call for support or if they experience any issue with expressing their breastmilk.

"Santa Clara Valley Medical Center is well deserving of this award in that they have made efforts to ease the access to breastfeeding staff at the facility." Karen Foster, Public Health Nutritionist



The **Sacramento Breastfeeding Coalition** is a non-profit association of regional representatives, businesses, mothers, lactation consultants and other health care professionals. We welcome anyone interested in improving infant, family and community health by making breastfeeding the societal norm as we promote, support and protect breastfeeding in all areas of life. The Sacramento Breastfeeding Coalition supports many activities in the county including the Mother-Baby Friendly Award Program, the Mommy Lounge at the California State Fair, and the Nursing Lounge at Golden 1 Center.

2019 Award Recipients—Sacramento Breastfeeding Coalition

Her Health First's mission is to improve health equity by providing support to African American women in Sacramento County. This mission is displayed not only in their work with pregnant clients and families, but in their support for breastfeeding employees. Her Health First believes breast is best, so provides encouragement and support for clients to breastfeed, and supports and encourages employees by providing time and a space to pump while at work.

"Working in an environment where nurturing families is exhibited through the work we do with our caseload and in our office with our own families, is rewarding and phenomenal."

The **Public Health Institute (PHI)** is dedicated to improving health and wellness through research, strengthening partnerships and programs, and advancing health policies. In addition to supporting breastfeeding as a public health issue, PHI fully supports its employees to continue to breastfeed their children after they return to work by having a dedicated lactation room at its Sacramento office and written policies in the Employee Handbook that ensure employees who wish to express breastmilk at work have the time and space to do so.

"The Public Health Institute's Sacramento office fully supported me to continue to breastfeed after returning to work when my son was five months old. Because of this support, I was able to exclusively breastfeed my son for six months and have continued to breastfeed him as of April 2019. In addition, PHI has a flexible work schedule and telecommute policy that allowed me to have the flexibility I needed to continue to breastfeed my son after I returned to work."

Starbucks has fostered a culture that values and supports breastfeeding and lactation accommodation among employees. As a busy, fast-paced work environment, they strive to accommodate breastfeeding partners (employees) and ensure they are comfortable pumping at work by providing a private room, and privacy screens for those who prefer to pump at a desk. Starbucks has supported each partners' goals to breastfeed and dealt with all requests with grace and in a timely manner.

"...[Starbucks has] shown that they want mothers to be comfortable and support 'most reasonable requests'."