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

10:55 AM Closing

11:00 AM 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 of their direct supervisory role in the 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 mother 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.”

**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

**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’.”