

Healthy Communities Strategy H: Breastfeeding-Friendly Designation

Increase the number of facilities that are awarded and/or designated as breastfeeding-friendly.

Expected Outcome*:

Increase the number of facilities newly awarded and/or designated as breastfeeding-friendly.

Accepted awards or designations include: NC Maternity Center Breastfeeding-Friendly Designation; Family Friendly Clinic Award; NC Breastfeeding-Friendly Child Care Designation; Breastfeeding-Friendly Employers Award; and Breastfeeding-Friendly Community Partners Award.

*Health Departments must select at least one type of breastfeeding-friendly award and/or designation that partner facilities must pursue. Award/Designation-specific interim outcomes for the current state program year include:

Maternity Centers

- Increased number of maternity centers with at least two new standards met for the NC Maternity Center Breastfeeding-Friendly Designation.

Clinics

- Increased number of online preapplication breastfeeding assessments for outpatient healthcare clinics completed, and
- Increased number of outpatient healthcare clinics with at least 2 new required components met for the Family Friendly Clinic Award.

Childcares

- Increased number of childcare facilities with at least one new standard met for the NC Breastfeeding-Friendly Child Care Designation.

Employers

- Increased number of employers with all required components of the Breastfeeding-Friendly Employers Award met.

Community Partners

- Increased number of community partners with all required components of the Breastfeeding-Friendly Community Partners Award met.

Health Equity Planning Principals:

To address breastfeeding disparities, efforts should focus on racial and economic inequities. Establishing health equity related to breastfeeding requires the engagement and support of health care facilities, worksites, and communities. Where applicable, projects should prioritize settings serving African American women of childbearing age and/or employers with nonexempt (hourly) employees with low hourly rates.

Priority populations should be engaged in the planning, implementation, and evaluation of the strategy. This includes groups that have an increased susceptibility to adverse health outcomes and may be defined by demographic factors such as race/ethnicity,



income level, age, gender, education attainment, marital status, or health care coverage status; and/or geography such as a region of a state or a specific community. For example, women who return to low paying hourly jobs often face inequities in being provided time by their employers to pump at work, despite the 2010 amendment to the Fair Labor Standards Act – Break Time for Nursing Mothers provision – that requires employers to provide basic breastfeeding accommodations in the workplace. Once you identify the priority population for the strategy, you can select the best setting through which to reach the group.

Recommended Partners:

• local breastfeeding coalitions • local breastfeeding support groups • public health educators • community groups • community coalitions • community members that represent the population at greatest risk for health disparities related to breastfeeding • health organizations (e.g. hospitals, pediatric offices) • Women, Infants and Children (WIC) programs • faith communities • YMCAs • worksites • colleges and/or universities • local businesses • local civic groups • local chambers of commerce • lactation consultants

Intervention Examples:

- A. A maternity care practice follows eight of the 10 steps to successful breastfeeding including the development of a written breastfeeding policy for the facility and helping all mothers initiate breastfeeding within one hour of birth. They applied for and received the NC Four-Star Breastfeeding Friendly Designation. They are working toward completing all 10 steps and earning the full five-star designation.
- B. A pediatrics office adopted a breastfeeding-friendly office policy, and its providers have completed more than three hours of continuing education on breastfeeding. They refer clients to lactation specialists regularly.
- C. A coffee shop welcomes breastfeeding mothers, never asking them to leave, cover up or move. They have applied for the NC Breastfeeding-Friendly Community Partner Award and display the “We’re Breastfeeding-Friendly” window cling.
- D. An elementary school equipped a large storage room with a desk, comfortable chair, and small refrigerator for breastfeeding employees to use as a quiet, private space to pump. Breastfeeding teachers are allowed reasonable breaks to pump, and the school meets criteria for the NC Breastfeeding-Friendly Employers Award.
- E. A small retail establishment earned the NC Breastfeeding-Friendly Employers Award by allowing breastfeeding employees to schedule breaks to express milk in a private office around the time the baby would normally feed.

Related Programs

The Community and Clinical Connections for Prevention and Health Branch (CCCPH) collaborates with state and local partners **to implement interventions supportive of breastfeeding** that address one or more of the following:

1. **Continuity of care** – working with healthcare clinics (e.g., pediatrics, OB/GYN, outpatient medical clinics serving pregnant and postpartum women) in



developing comprehensive breastfeeding programs with the end result of earning the Family Friendly Clinic Award.

2. **Community support** – assisting community organizations (e.g., faith communities) and businesses with adopting breastfeeding-friendly policies and applying for the Breastfeeding-Friendly Community Partners Award.
3. **Workplace compliance with the federal lactation accommodation law** – collaborating with worksites to provide a private space and flexible breaks to express breast milk and applying for the NC Breastfeeding-Friendly Employers Award.

Recommended Tools /Resources:

- A. The Surgeon General's Call to Action to Support Breastfeeding
www.surgeongeneral.gov/library/calls/breastfeeding/index.html
- B. Centers for Disease Control and Prevention – Breastfeeding Resource Library
www.cdc.gov/breastfeeding/resources/index.htm

North Carolina Resources:

- A. Application for NC Breastfeeding Coalition's (NCBC) Breastfeeding-Friendly Employers and/or Community Partners Award
www.ncbfc.org/business-case-for-breastfeeding-1
- B. REQUIRED pre-assessment to complete prior to applying for NCBC's Family Friendly Clinic Award.
<https://survey.alchemer.com/s3/7411840/Pre-Application-Assessment-NCBC-Family-Friendly-Clinic-Award-July2023>
- C. Preview of the pre-application assessment for NCBC's Family Friendly Clinic Award
<https://surveygizmolibrary.s3.amazonaws.com/library/12181/PreApplicationAssessmentNCBCFamilyFriendlyClinicAwardupdatedJuly2023.pdf>
- D. Official Instructions and Application for NCBC's Family Friendly Clinic Award
<https://docs.google.com/document/d/1AVnEbEAdgPT4hxK3cJpEcMO1nomtV3Cf/edit?pli=1>
- E. NC Breastfeeding-Friendly Childcare Designation
<https://www.ncdhhs.gov/ncbfccdesignation>
- F. Making It Work Toolkit
www.WorkWellnc.com/NCMakingItWork.php
- G. Building a Breastfeeding-Friendly Environment in Your Faith Community Toolkit
www.eatsmartmovemorenc.com/resource/breastfeeding-friendly-faithcommunity/
- H. Handouts and support documents for moms and families in the community
www.eatsmartmovemorenc.com/myesmm/core-behavior-start-and-continue-to-breastfeed/
- I. BreastfeedNC – Breastfeeding tips for new moms, new dads, and practitioners as well as a resource toolkit
<https://breastfeednc.com/>
- J. Community Nutrition Services Training Center Staff Contacts by Region
<https://www.ncdhhs.gov/media/18147/download?attachment>



Data Sources:

- A. Social Determinants of Health by Regions
<http://nc.maps.arcgis.com/apps/MapSeries/index.html?appid=def612b7025b44eaa1e0d7af43f4702b>
- B. Community and Clinical Connections Data Site
www.communityclinicalconnections.com/data
- C. CDC Breastfeeding Report Card
<https://www.cdc.gov/breastfeeding/data/reportcard.htm>

