



Texas Mother-Friendly Worksite Technical Assistance and Support Program (TMFW-TASP)

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Increasing Breastfeeding Support



- Suboptimal breastfeeding in the U.S.
 - 2,619 excess maternal deaths/year
 - 721 excess child deaths/year
- For every 597 women who optimally breastfeed, one maternal or child death is prevented.

Bartick MC, Schwarz EB, Green BD, Jegier BJ, Reinhold AG, Colaizy TT, Bogen DL, Schaefer AJ, Stuebe AM. Suboptimal breastfeeding in the United States: Maternal and pediatric health outcomes and costs. *Matern Child Nutr.* 2016 Sep. [Epub ahead of print]



Returning to work is one of the leading barriers to continued breastfeeding among working mothers

57%

mothers of infants are in the US labor force¹



63%

Reason for never breastfeeding among TX WIC working moms was need to return to work²

54%

TX WIC working moms' reason for weaning was related to return to work²

58%

TX WIC working moms who ever breastfed did not meet their own breastfeeding goals²

1. Bureau of Labor Statistics, U.S. Department of Labor, <http://www.bls.gov/news.release/famee.toc.htm> (Tables 5 and 6), 2013 annual averages. Available <http://www.dol.gov/wb/stats/recentfacts.htm#mothers>

2. DSHS. Texas WIC Infant Feeding Practices Survey. 2016



- Breaks for lactation are similar to other work breaks.
- When mother and child are separated for more than a few hours, the woman must express breast milk in order to maintain milk production.
- Decreased milk production and other undesirable consequences can occur after just 1 missed/skipped session.



Worksite Lactation Support: *An Easy Solution*

Definition: Basic arrangements that allow mothers to comfortably express and store breastmilk when separated from their babies during the work day.



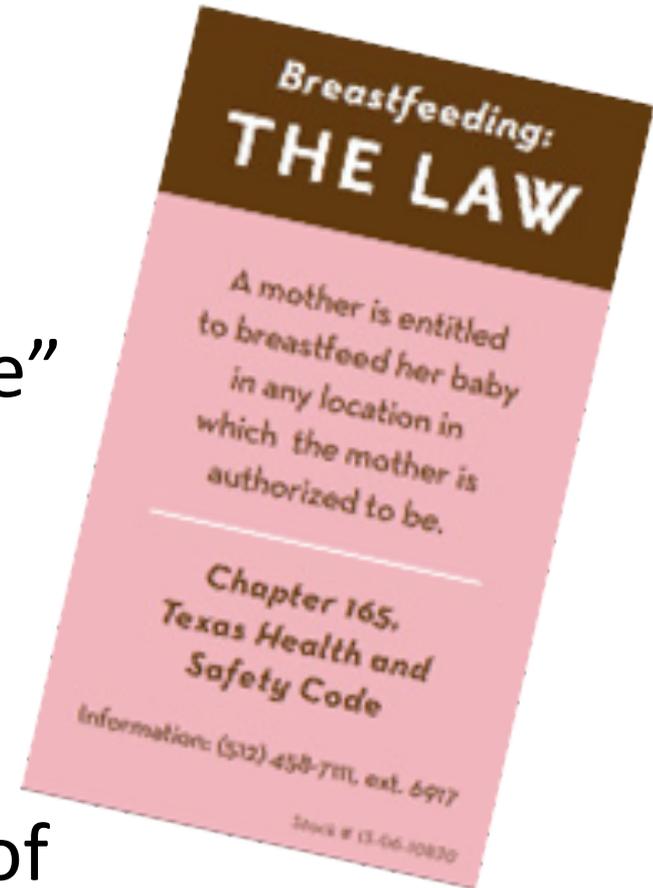
Simple. Easy. Affordable.

- Flexible programs designed to meet the needs of **both the employer and employee.**
- **Creativity and commitment** allow for supportive environments in just about *any* work setting.



Texas Health and Safety Code 165-Breastfeeding (est. 1995)

- Affirms a woman's right to breastfeed in any location in which she "is authorized to be"
- "Mother-Friendly" Business Designation
- Relevant laws of note: Dept. of Labor Break Time for Nursing Law; Gov't Code CH 619; EEOC



TEXAS MOTHER-FRIENDLY WORKSITE PROGRAM

Texas Department of State Health Services



A Texas Mother-Friendly Worksite

- Adheres to the definition of a mother-friendly business (as outlined in Texas law).
- A worksite that **actively promotes and supports breastfeeding by its employees** and that **maintains a written worksite lactation support policy** that is **regularly communicated to employees**.



A Texas Mother-Friendly Worksite Policy:

Minimum Standards:

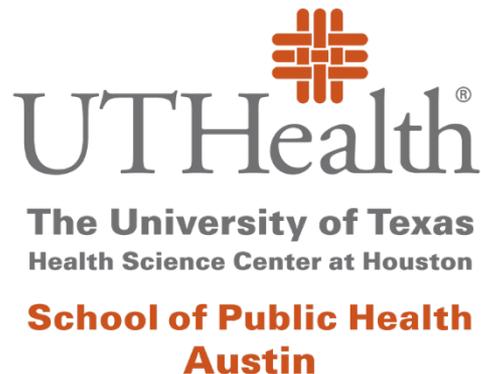
- Flexible scheduling to allow time for milk expression breaks
- Accessible private space other than a bathroom
- Accessible clean water source
- Accommodation of hygienic milk storage

Additional Accommodations could be:

- Designated lactation room with sink, comfortable chair, electrical outlet
- Paid family leave
- Option of telecommuting



TEXAS MOTHER-FRIENDLY WORKSITE TECHNICAL ASSISTANCE & SUPPORT PROGRAM (TMFW-TASP)



About the Program

- The Michael and Susan Dell Center for Healthy Living, in part with DSHS, provides guidance, tools, and recognition for employers to establish Texas Mother-Friendly worksite lactation support programs.
- More than 2,500 Texas employers have already received designation for their worksites.
- Designation includes a certificate, promotional items for the worksite(s) and listing in the online Texas Mother-Friendly Worksite directory.

www.texasmotherfriendly.org



Who We Work With

- Any worksite in Texas seeking TMFW designation or looking to learn more about lactation accommodations.
- We've assisted national corporations, restaurant and convenience store chains, entire municipalities, and small, local businesses.



Technical Assistance & Support

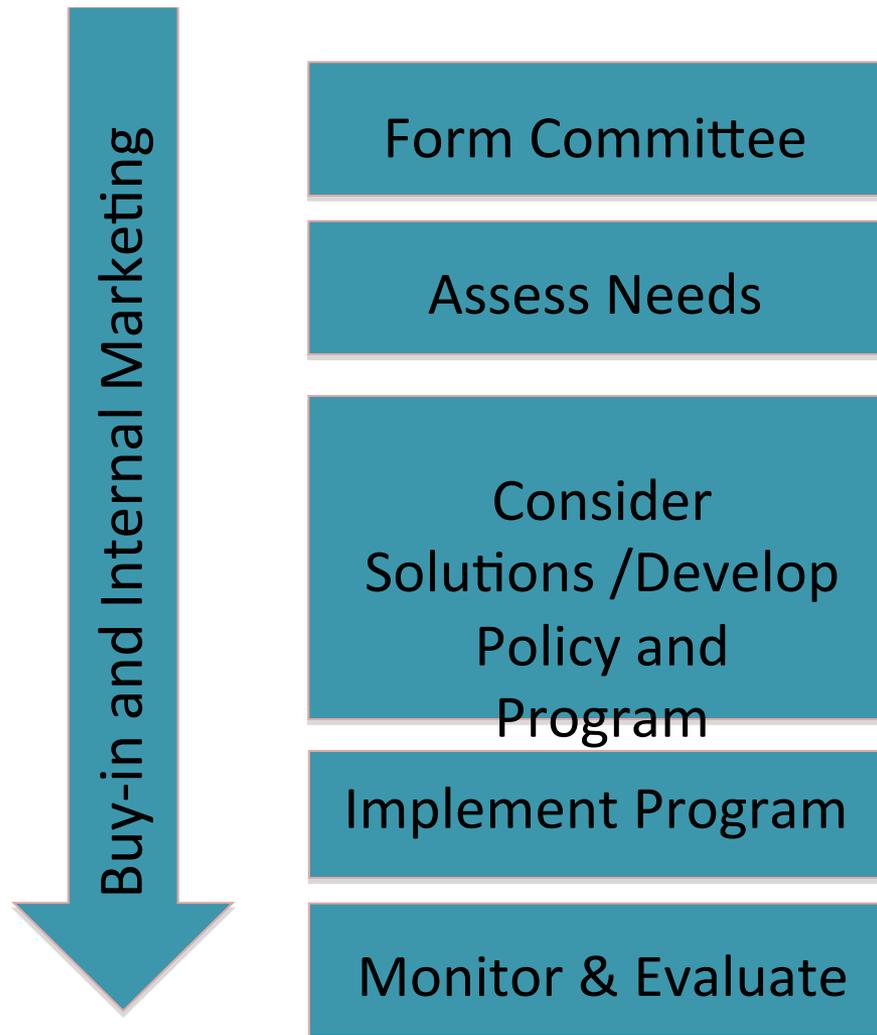
We offer...

- Free tools and resources to help businesses **build**, **evaluate**, **maintain**, and **market** a workplace lactation support program.
- **Free** assistance in developing a workplace lactation support policy.

www.texasmotherfriendly.org



Recommended Program Development Phases



www.texasmotherfriendly.org

- Apply to become a Texas Mother-Friendly Worksite
- Access to a *comprehensive* Employer toolkit
- Outreach partner toolkit
- Peer reviewed (Center TRT) “Practice-Tested” Program
- For Families: Breastmilkcounts.com (info, templates)

Some Highlights

- The number of Texas Mother-Friendly Worksites continues to grow.

**233 between
1995 - 2010**



**2,593
August 2017**

Over 1,000%
Increase!

- First edition of our newsletter, *Healthy Family Healthy Workplace* was published last week.
- A PhD student on our project is completing an evaluation of other worksite lactation recognition programs across the US.



Questions?

Texas Mother-Friendly Worksite

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