

# Breastfeeding Friendly Child Care

## — An Overview



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# Objectives

**After attending this presentation, participants will:**

- Identify basic concepts for breastfeeding friendly child care and resources
- Understand the role of the child care workforce in supporting breastfeeding friendly child care
- Understand how breastfeeding friendly child care can benefit marketing of your program

# Benefits of Being Breastfeeding Friendly

## Supporting Breastfeeding Employees: Breastfeeding Benefits Everyone

*Research clearly shows that breastfeeding is best for babies and healthiest for mothers, but did you know that supporting breastfeeding mothers also is good for business?*

### Supporting breastfeeding employees can save your business money.

- **Breastfeeding employees miss work less often.** One-day absences to care for sick children occur less than half as often for breastfeeding vs. formula-feeding mothers.
- **Breastfeeding lowers health care costs.** Participation in a lactation support program at work is associated with an annual savings of \$240,000 in health care costs. (See Business Case for Breastfeeding at the link below.)
- **Investing in a worksite lactation support program** can have these benefits:
  - \* Decreased turnover rates
  - \* Health care savings
  - \* Positive public relations
  - \* Increased employee productivity and loyalty

### Basic lactation support is easy to provide.

- **Privacy to Express Milk.** This can be a private office or an onsite, designated lactation room with an electrical outlet, where breastfeeding employees can use a pump to express milk during the work day. Employees should never be asked to express milk or breastfeed in a restroom.
- **Flexible Breaks.** Breastfeeding mothers need to express milk about every three hours, or 2-3 times during a typical work day. Milk expression takes about 15-20 minutes, plus time to go to and from the lactation room.
- **Education.** Employees value information that they receive through their worksite. Brochures, posters, classes, and other resources can help ease the transition back to work.
- **Support.** Supportive policies and management set the tone in the workplace, and send the message to all employees that breastfeeding is valued. This helps breastfeeding employees feel confident in their ability to continue breastfeeding after returning to work.

#### Where can I learn more?

The Department of Health and Human Services' Business Case for Breastfeeding is a comprehensive breastfeeding support program for businesses, including an extensive toolkit of resources. Download materials at [www.womenshealth.gov/breastfeeding/government-in-action/business-case.html](http://www.womenshealth.gov/breastfeeding/government-in-action/business-case.html)

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## Retains Employees, Desired By Parents



Breastfeeding Friendly Child Care.....

# Achieving Health Equity in Every Community

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<https://www.youtube.com/watch?v=8sLQ-xCiS5Q&feature=youtu.be>

# Ten Steps to Breastfeeding Friendly Child Care

- Optimal support (families and program staff)
- Specific evidence-based actions

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Based on the Carolina Global Breastfeeding Institute (2017)  
*Ten Steps to a Breastfeeding Friendly Child Care.*

[https://sph.unc.edu/files/2017/10/CGBI\\_Ten-Steps-to-BFCC-SW.pdf](https://sph.unc.edu/files/2017/10/CGBI_Ten-Steps-to-BFCC-SW.pdf)

**Step 1.** Have a **written policy** that reflects the program's commitment to **promoting** and **supporting breastfeeding**, especially exclusive breastfeeding, and share with employees and families.

- Policy is communicated to:
  - Staff
  - Current families
  - ALL potential families
- Understanding the policy is part of staff evaluations
- Policy supports program activities

**Ensures staff and families have a common understanding of your program's commitment to breastfeeding**

## Step 2. Train and evaluate all staff in the skills to support and promote optimal infant and young child feeding.



- Age-appropriate
- Storage and handling of human milk
- Recognizing infant hunger cues
- Risks and benefits of different infant feeding options
- Training in breastfeeding protection, promotion, and support, including support of exclusive breastfeeding

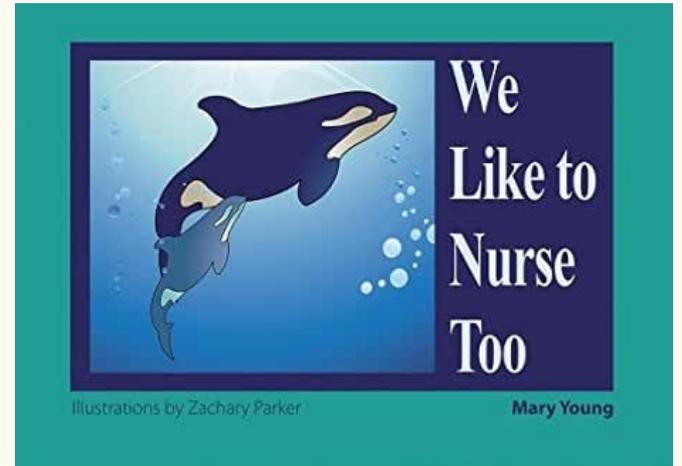
## Step 3. Inform women and families about the importance of breastfeeding.

- The written policy is actively distributed
- Risks and benefits of different feeding options are:
  - Displayed
  - Actively distributed
  - Culturally Appropriate
  - Includes Educational Materials



## Step 4.

Provide learning  
and play  
opportunities that  
normalize  
breastfeeding for  
children.



## Step 5.

Ensure that all breastfeeding families you serve are able to properly store and label their breast milk for child care use.

### Human Milk Storage: Guidelines for Child Care Facilities

**Note: These guidelines are for childcare facilities only, and are stricter than home milk storage guidelines.**

#### North Carolina Guidelines:

	Refrigerator	Freezer
Freshly expressed milk	Up to 24 hours	Do not freeze
Frozen milk from home	Up to 24 hours	Up to 7 days
Previously frozen, thawed in refrigerator, but not warmed	Up to 24 hours	Do not refreeze
Previously frozen, brought to room temperature	Send home or discard, per feeding plan	Do not refreeze

#### National Guidelines\* (to be used where supported by state guidelines):

	Refrigerator	Freezer
Freshly expressed milk	5 days	3-6 months

\*These guidelines are in keeping with best practices described in *Caring for Our Children: National Health and Safety Performance Standards, Guidelines for Early Care and Education Programs, 3rd Ed. (2011)*. Individual states may have regulations that differ, so be sure you know what rules apply to your center.  
Reference: Academy of Breastfeeding Medicine Protocol Committee. 2010. Breastfeeding Med 5:127-30, and "Proper Handling and Storage of Human Milk" available from <http://www.cdc.gov/breastfeeding/>.

#### Important Reminders

- o The CDC classifies human milk as a FOOD, not a bodily fluid. It is not considered a biohazardous substance.
- o To prevent the spread of germs, wash your hands before preparing any bottle.
- o All human milk containers should have the child's name, the date received, and the date thawed.
- o An unfed bottle of human milk can be left at room temperature for up to 2 hours if brought from home, and up to 4 hours if freshly expressed at the child care center.
- o Thaw and feed the oldest milk first.
- o Do not refreeze previously-frozen human milk.
- o **NEVER** use a microwave to thaw or warm human milk.
- o Return all thawed and frozen milk to the child's parent/guardian, or discard, as indicated in the family's feeding plan.

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CHILD CARE  
CERTIFICATION  
SYSTEM

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In Collaboration With:  
NC Department of Health and Human Services  
NC Child Care Health and Safety  
Resource Center  
NC Infant/Toddler Enhancement Project  
Shape NC: Healthy Starts for Young Children  
Wake County Human Services and  
Wake County SmartStart

#### Breastfeeding and Child Care: What Moms Can Do



At our child care...

#### Breastfeeding: Making It Work



A Guide for  
Parents and  
Caregivers

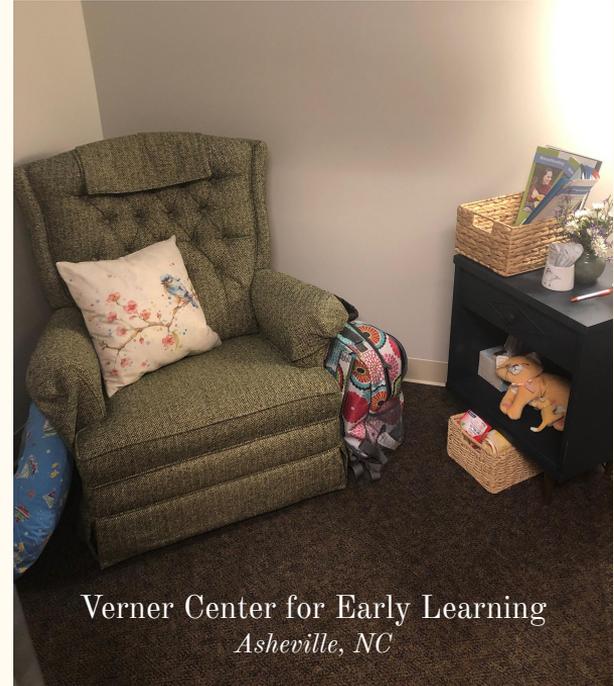
Interested in breastfeeding?

Like many parents or caregivers, you probably have questions about breastfeeding. This booklet will cover topics, including

• Breastfeeding as your baby grows  
• Breastfeeding and feeding

## Step 6. Provide a breastfeeding-friendly environment.

- Breastfeed Everywhere and Anywhere
  - Actively invite (families & program staff)
- Clean-comfortable place(s)
- Display posters
- Distribute materials



# Step 7. Support breastfeeding employees



Breastfeeding employees are given appropriate breaks so that they may express milk and/or nurse their babies as needed.

The center provides a clean, comfortable, private place for employees to pump/express milk and/or nurse their babies as needed.

## Step 8. Ensure that each infant has a **feeding plan** that supports best feeding practices.



- Develop a plan with each new family
  - Accessible
  - Regularly updated
  - Breastfeeding support is explicitly included
  - Part of the standard form
- Respond to infants' hunger cues
  - Rather than feeding on a schedule
  - Feed on demand
- Support and Inform families about
  - Developmentally appropriate practices
  - Introduction of solid foods

## Step 9. Contact and coordinate with community breastfeeding support resources; the center actively refers mothers and families

- Provide a list of community breastfeeding resources to be used for referral
- Regularly refer families to community breastfeeding resources
- Track community referrals and follow up with families as needed



## Step 10. Train all staff (teaching and non-teaching) annually on the protection, promotion, and support of breastfeeding.



- The center has **up-to-date materials** on hand that include **information on breastfeeding** and human milk feeding
- Each staff member receives at least one hour per year of continuing education on human milk feeding and breastfeeding support
- The center provides a resource list, for staff, of local lactation consultants and community providers who can answer breastfeeding and human milk feeding questions

# Self Assessment

Choose an assessment to use to determine your baseline

CGBI Breastfeeding Self-Assessment:

[https://sph.unc.edu/wp-content/uploads/sites/112/2017/10/CGBI\\_BFCC-Self-Assessment-Sample-SW.pdf](https://sph.unc.edu/wp-content/uploads/sites/112/2017/10/CGBI_BFCC-Self-Assessment-Sample-SW.pdf)

GO NAPSACC Breastfeeding Self-Assessment: <https://www.gonapsacc.org/>

# Thanks to all of our partners!

- ENRICH Carolinas - Carolina Global Breastfeeding Institute (CGBI)
- Buncombe County Partnership for Children
- Orange County Partnership for Young Children
- NC Partnership for Children
- Breastfeed Durham
- Breastfeed Orange NC



# Breakout session

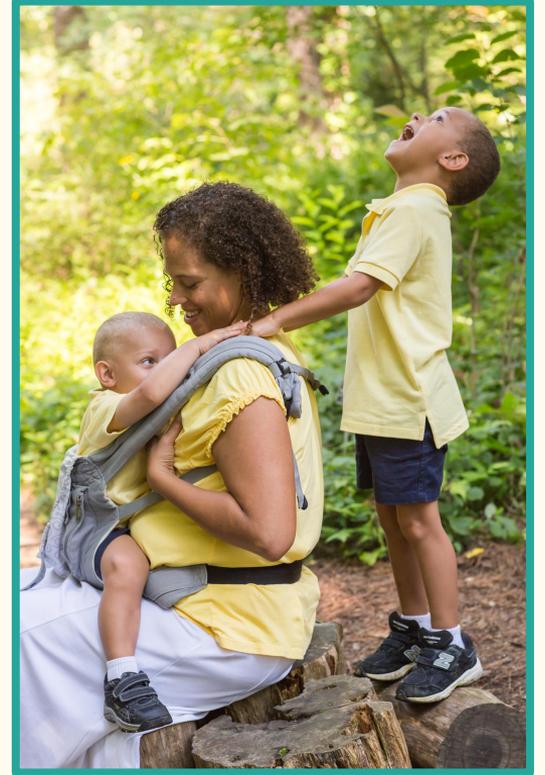
What are your next steps?

What is one goal you would set for going forward?

# We want to hear from you!

What would be most helpful for your program?

What other supports do you need for success?





This program was made possible in part by Breastfeeding Family Friendly Communities and the generosity of the Durham, NC community.

[BreastfeedingCommunities.org](https://www.breastfeedingcommunities.org)