

Lactation Policy Development for the City of Fontana

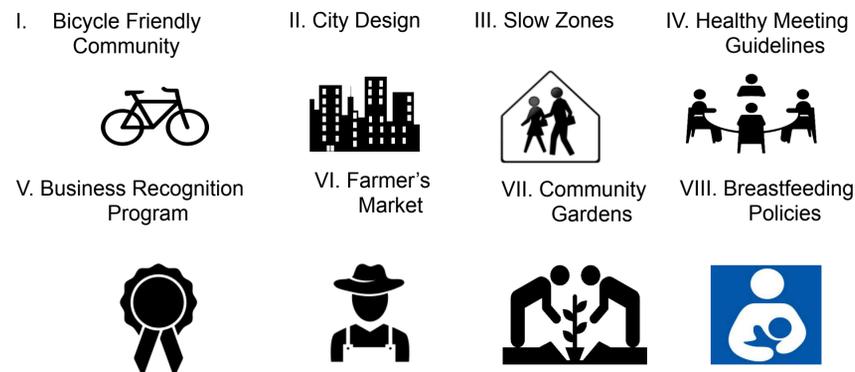
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Introduction



- In July 2012, the NLC joined forces with Let's Move Cities, Towns and Counties (LMCTC) to help city leaders and communities build better communities.
- In 2014, the City of Fontana was ranked #1 in the nation for achieving gold status for all 15 medals of the 5 goals of the LMCTC initiative supported by the NLC.
- In 2015, the NLC and the US Department of health and human services (DHHS), have proposed a list of 8 strategies for cities, towns and counties to choose from in order to achieve All-Star Recognition in the LMCTC initiative. Of the 8 strategies, cities are only required to implement 4 in order to achieve All-Star status.
- Though the City of Fontana has yet to officially choose their 4 strategies, in 2015 they began to consider working on Strategy VIII: Breastfeeding policies; by potentially developing a lactation policy for city employees. Strategy VIII: Breast feeding policies, is a strategy that supports developing and implementing breastfeeding policies for city/county facilities and employees that abides by state/federal law.

8 Strategies of LMCTC All-Star Initiative



Why Breastfeeding is important

A strategy to tackling obesity in children, is to encourage healthy nutritional habits in children at their earliest stage of development; infancy. Breastfeeding has been scientifically proven to improve the nutritional well-being of both the infant and the mothers (Heymann, Raub & Earle, 2013). According to research from 1997-2014 many studies have shown significant association between breastfeeding and childhood obesity. In fact, it was proven that breastfeeding is an effective tool that lowers obesity prevalence in children later in their life (Yan, Liu, Chu, Huang & Wang, 2014). According to Heymann et al., in addition to infants having increased well-being over their lifespan from the opportunity to breastfeed, mothers who breastfed had lower risk of maternal morbidity, lower risk to breast cancer and lower risks to osteoporosis (Heymann, Raub & Earle, 2013). Breastfeeding has great health impacts for communities.

Methods

WHAT HAVE I DONE?

Research:

- Compiled data and resources regarding breastfeeding laws in California cities such as; San Francisco, Los Angeles and Rancho Cucamonga

Stakeholder Meeting Activity:

- During Healthy Fontana stakeholder meeting in December of 2015, engaged with approximately 20 leaders to brainstorm ways to implement 3 chosen NLC strategies; including Strategy VII: Breastfeeding Policies

Key Informant Interview:

- Held interview and one on one informational presentation with certified lactation consultant Leslie Bramson, RN, MPH, RD, who had an influential role in developing a lactation policy in the City of Rancho Cucamonga
- Collected information from San Bernardino County Baby's Optimal Nutrition with Ultimate Support (BONUS) presentation done at Healthy Fontana event in April of 2016

Healthy Fontana Stakeholder Meeting

The following pictures are from December 2015, I led an interactive activity at Healthy Fontana's stakeholder meeting. The activity called for groups to work together to brainstorm how they would use their positions and skills to implement policies for the city. Stakeholders included: City of Fontana Community Services Department Manager, Inland Empire Health Plan, San Bernardino Department of Public Health, Fontana Residents, Certified Doula and San Bernardino County 211 and many more.



Image 1: San Bernardino 211 sharing information on county resources



Image 2: Randall Lewis Fellowship student leading interactive activity on developing policies



Image 3: Breastfeeding policy small group discussing how they would devise a policy



Image 4: Small group discussing developing breastfeeding policies for the City



Image 5: Randall Lewis Fellowship student addressing stakeholder group



Image 6: Small group presenting their brainstorm policy discussion

Breastfeeding Policy Adoption Timeline

- ❖ **November 2015:** Compile research on California cities, counties and towns with lactation policies, to develop a best practice strategy for the City of Fontana's policy adoption
- ❖ **December 2016-June 2016:** Have key informant interviews with key players such as; lactation consultants, leaders in other cities who have lactation policies, City of Fontana Human Resources (that will play a great role in implementing policy for City employees) to gain clear understanding on how to shape the policy for Fontana
- ❖ **July 2016-January 2017:** Hold focus group discussions with City employees to gain understanding on their desires and needs for a lactation policy and for additional resources (such as pumping space for breastfeeding employees, pumps, etc.)
- ❖ **February 2017-May 2017:** Develop an initial working draft of a lactation policy for the City of Fontana
- ❖ **May 2017-January 2018:** Create a polished policy to go up for review by City officials
- ❖ **Spring 2018:** Have an adopted lactation accommodation policy for City of Fontana Employees

Analysis of other cities' lactation accommodation policies



Similarities

- + Emphasize supportive environment for breast feeding
- + Discuss health benefits of breast feeding
- + Outline: amount of time for break, appropriate space to expire milk & expectations for compliance

Conclusions

The role I play as a fellow is a small part of a larger and complex process of creating this policy. Holding key informant interviews, collecting data from existing policies in other cities and compiling information and resources from experts in the field on breastfeeding and how employers can support breastfeeding mothers, lays down the foundation for Healthy Fontana staff, City leadership and collaborating departments, to further address the development of this policy. Adoption of this policy, enforces state law and regulation, pushes Fontana forward as leaders in initiating proactive initiatives to prevent obesity, which fosters an attitude of health and encourages a healthy community.