Employer Based Breastfeeding Support

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Understanding our populations and campus

- Breastfeeding research (past program, research projects, etc.)
- Income status
- Hourly v. salary
- Academic staff / support staff / students
- Visitors
- Space demands and challenges/opportunities
- Workplace awards – Working Mother
History of breastfeeding support at Cornell
University lactation policy

- from creation to implementation
- Other policy implications: Title IX
Space accommodations

- Universal signage
- Consultation with facility coordinators and Human Resource representatives
- Number of spaces...
- Importance of informal spaces
- Wide range of types of space
- Unsurprising Vet/Human Ecology most supportive
- Formal v. informal spaces
- Formal space requirements and recommendations
- The 5 minute walk
- Promotion of spaces
“The Restroom Issue”
Time away from work for pumping/expressing
Programmatic support and outreach

- Breastfeeding/parenting education workshops
- Email networks and parenting newsletters
- Private consultations (lactation, flexibility, dependent care)
- CU Parenting 101
Preparing for Baby Series
Transitions in culture

- Pumps, supplies, consultations
- Supervisor training
- Workplace flexibility
- Father participation
Key collaborations

- Disability access / General Neutral Restrooms
- Building coordinators
- Human Resource community
- Campus leadership
- Community breastfeeding advocates
- Past/current breastfeeding mothers
- Faculty in Human Ecology, Veterinary Medicine (research studies)
- Mini-grant
- Environmental Health and Safety – Reproductive consults
Vision for the future

- Collect utilization data of rooms
- Design standards for all facilities
- Central funding to support space accommodations
- Paid release time for hourly employees
- More advance communications prior to medical leave
- World Breastfeeding Week
- Cornell Cooperative Extension
My supervisor, [name omitted], has been the most amazing and supportive person EVER. It baffles me how him and my one colleague (there are three of us on my team), who is also a man, are completely supportive and open and both husbands of women who’ve breastfed... and she [next level leader] can’t be.
Also, having that opinion on breastfeeding and really, had I even wanted to give formula, it's expensive and it's not really an option financially for my family – it made it really interesting to have a boss who would say, “Why don’t you give him formula? Formula isn’t bad – you can just give him formula.”
I can now understand why dairy farmers have to give cows hormones to produce more milk... because in those conditions, I wouldn't be able to produce either! (that was a joke... but not a very good one).
The room is definitely not ideal. The smell of feces is the most horrible part. There is no separation aside from a curtain. Which is not great for privacy because everyone wants to check their outfit in the only full-length mirror, or chat on their phone, or stash their stuff while they go to the bathroom. You don’t know how many times I was just barged in on and not ONE of them were mothers who wanted to pump. And they were ALL mortified at my huge, bare breast staring them in the face.