

# Carlton County Breastfeeding Friendly Health Department Status – July 2016

Carlton County Public Health and Human Services

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[www.co.carlton.mn.us](http://www.co.carlton.mn.us)



## **What is a Breastfeeding Friendly Health Department, as defined by the Minnesota Department of Health?**

Completing some or all of the steps to being a Breastfeeding Friendly Health Department lends credibility and visibility to local public health agencies and demonstrates their support for new mothers and families.

## **What are the 10 steps for Breastfeeding Friendly Health Departments in Minnesota?**

The Ten Steps for Breastfeeding Friendly Health Departments provide a framework for health departments seeking to strengthen their ability to promote and support breastfeeding.

1. Establish a designated individual/group to lead the effort to become a breastfeeding friendly health department.
2. Have a written breastfeeding policy.
3. Coordinate support and promotion to establish breastfeeding as the “norm” in the community.
4. Collaborate with community partners to ensure access to breastfeeding classes.
5. Educate the community on breastfeeding support.
6. Encourage racially and ethnically diverse resources within the community.
7. Support mothers in initiating and maintaining breastfeeding for 12 months and beyond.
8. Encourage local public places to provide a breastfeeding friendly environment.
9. Select businesses each year and provide workplace lactation support training.
10. Facilitate access to information and training for local childcare centers to support breastfeeding.

*Breastfeeding Friendly Health Department Information:*  
<http://www.health.state.mn.us/divs/oshii/bf/healthdeptBFF.html>

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## Step One

Establish a designated individual/group to manage the following tasks including policy review, development, staff orientation and education.

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### **1A. Team to manage breastfeeding related policy development and review, staff orientation, and continuing education related to the breastfeeding policy:**

- Public Health Supervisors
- Parent Child Health Team Leader and Staff
- Lactation Trained Public Health Staff
- WIC Staff
- Public Health Educator

1A. Document Renewal Procedure:

	<p style="text-align: center;"><i>Carlton County, Minnesota</i> <i>Public Health and Human Services</i></p>
	<p style="text-align: right;">Adopted: 5/6/16 Revised:</p>
<p><b><u>Policy and Procedure Development, Implementation, and Review Process Policy</u></b></p>	
<p><b>Purpose</b></p> <p>To provide guidelines for the establishment of Public Health organization policy and procedure.</p>	
<p><b>Policy</b></p> <p>New policies are to be circulated to all Public Health staff members and included in the policy and procedure manual.</p>	
<p><b>Employer and Employee Responsibilities</b></p> <ul style="list-style-type: none"><li>• New policies are developed by the administrative team in conjunction with Public Health staff and approved by the program area supervisor and Public Health and Human Services Director. Policies are based upon regulatory needs, industry norms and standards of practice within the state.</li><li>• The Public Health advisory committee members and Quality Improvement Council may serve as a resource for policy development.</li><li>• Policy is developed using regulation, reimbursement, and practice setting resources.</li><li>• During the orientation process, all Public Health employees have an opportunity to review the current policies and procedures of the organization.</li><li>• Policies and procedures are reviewed at least annually.</li><li>• Policy revisions or deletions are based upon Public Health staff and administrative input.</li><li>• Policy revisions are available at Public Health staff meetings for review by all Public Health staff.</li><li>• Revised policies are distributed with Public Health staff meeting minutes for those staff not present. It is the responsibility of absent Public Health staff to review these revisions.</li><li>• Policy and procedure manuals are maintained and located in a central location to ensure access for Public Health staff during work hours.</li></ul>	
<p>Approval By: <u></u></p>	
<p>Approval Date: <u>5/6/16</u></p>	
<p>Approval By: _____</p>	
<p>Approval Date: _____</p>	

**1B-C. See Appendix A for the following:**

- Orientation checklist for new employees
- Breastfeeding Task Force of Carlton County Windshield Survey and results discussion at the Carlton County Breastfeeding Task Force Meeting (10/22/14)
- Carlton County Mother’s Survey (May 2015)

**1D. Breastfeeding Task Force Minutes (5/11/16):**

Breastfeeding Task Force of Carlton County

May 11, 2016; 2:00 pm  
 Carlton County Community Services  
 14 N 11th St, Cloquet, MN 55720



*Mission: To improve the health and wellbeing of infants and families by supporting, educating and empowering members of the community for breastfeeding success in Carlton County and Fond du Lac Reservation*  
*Value: To be a Breastfeeding Friendly Community.*

*Facilitator: Patti*  
*Minutes: Janessa and Patti*  
**Present:** Pam Galle, Patti Martin, Nicole Lourey, Janessa Novak

1. Welcome and introductions
2. Brief recap of last meeting - Please refer to meeting minutes Patti sent
3. Updates – Workplace, Health Departments, Hospitals, Child Care
 

Pam mentioned a Breastfeeding workshop coming August 10th in Virginia and August 11th at St. Luke's. This workshop will be talking about bridging community and hospital. More information will be sent out in the future. More information to follow. Nicole mentioned a workshop WIC staff attended at Holiday Inn recently on baby behavior. Patti shared that the Carlton County Public Health Department Breastfeeding Policy was approved 3/23/16 by Dave Lee, Director. Patti also mentioned CBS television spoke briefly about breastfeeding and maternity leave.
4. Library event for World Breastfeeding Week- August 1-7  
<http://worldbreastfeedingweek.org/>  
 Library event for World Breastfeeding Week August 1-7th: Planning to have information available during this week at both Cloquet and Moose Lake libraries. Nicole and Janessa plan to create a display board with resources available to be dropped off that Monday morning and picked up Friday afternoon. Pam will be checking with Kerri S. to see if she had contact with board director for permission to do so. Nicole will also check with Meghann L. to see if she connects with contacts at the libraries. Plan to include a bookmark provided by the Northland Breastfeeding Coalition that lists children's books related to breastfeeding, Carlton County's breastfeeding resource list, Business card with coalition websites and statute language, window clings available for people whom may know of or have a business/organization that would like to put one in their window (also give one to library if they would like to put one up), breastfeeding coloring books, and copies of "Nursing Mother's Rights" for people to be aware of... among other possible resources. Possibly Sue W., Carlton County Peer Counselor may help out with this event.
5. Workplace and Childcare recognitions by Carlton County Breastfeeding Taskforce  
 Janessa plans to talk with staff at the "Avenue C Coffee House" in Cloquet to see if they would like to be recognized as a Breastfeeding Friendly Workplace. Janessa would connect with them to see if they have a private place to express or breastfeed for moms. Also, checking to see if staff is educated in regards to acceptable/unacceptable behavior towards breastfeeding in public/at the workplace. Nicole plans to connect with Little Lumberjacks in Cloquet and Little B's in Barnum and recognizing them as Breastfeeding Friendly Childcare. Patti will create a certificate to recognize/honor their work and acceptance of being breastfeeding friendly. We will work on putting the recognition in the paper.
6. Discussed briefly future workplaces to contact and/or Chamber regarding workplace friendly recognitions.  
<http://www.health.state.mi.us/divs/osh/ld/RFFworkplace.html>
7. Other: Fond du Lac & Community Annual Baby Shower Event will be held Thursday, June 23rd from 4-7 at the Fond du Lac Head Start Gym. We plan to do some outreach about the Task Force at this event.

**NEXT MEETING DATES:** October 12 2-4 at Carlton County Community Services Building!!  
**Agenda items:** Update on Submission of Breastfeeding Friendly Health Department Application to MDH  
 2017 Meeting dates - January, May and October.....2nd Wednesday of the month from 2-4!

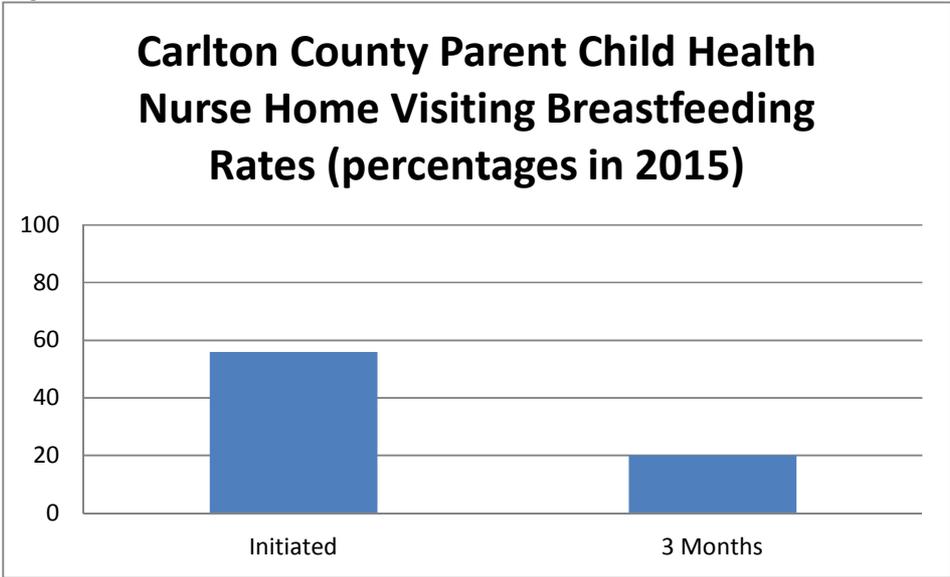
**Additional Community Assessment Information:**

According to the Minnesota Department of Health (MDH), Carlton County had 372 births in 2015 with 83.6% receiving prenatal care within the first trimester (state average = 82.3%, MDH).

Carlton County has a higher than state average teen pregnancy rate of 19.5/1,000 (ages 15-19) compared to the state at 17.0/1,000 (MDH, 2015). Carlton County also has a lower than average median household income at \$53,016 compared to the state at \$59,836 ([www.quickfacts.census.gov](http://www.quickfacts.census.gov)). Also according to MDH, over 25% of births in Carlton County were to mothers with the education of a high school GED or less (2015). These statistics highlight the importance of Carlton County’s Parent Child Health Nurse Home Visiting program.

MDH Source: <http://www.health.state.mn.us/divs/chs/countytables/profiles2015/bbirth14.pdf>

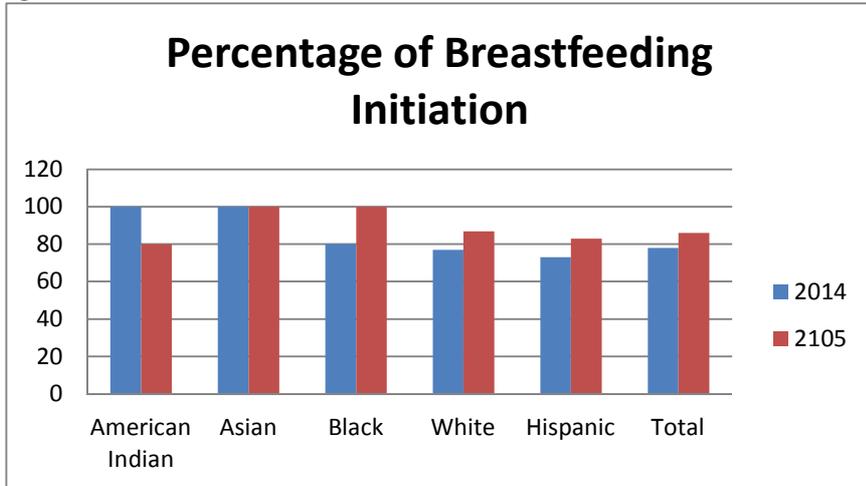
**Figure 1**



Source: Carlton County Electronic Health Record

Figure 1 shows the rates of mothers who reported breastfeeding at their home visits for both initiation and after three months. Parent Child Health Nurses recorded that in 2015, 55% of their clients initiated breastfeeding, and after three months 20% of the clients were still breastfeeding.

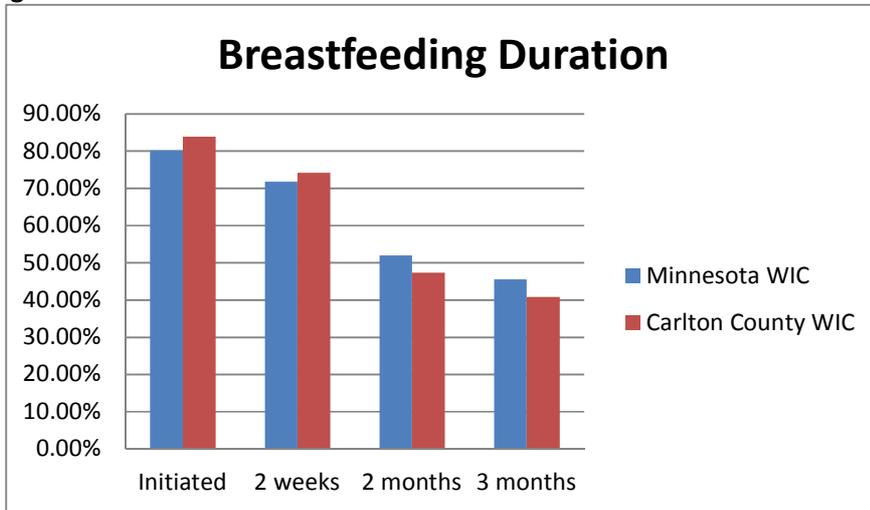
Figure 2



Source: Carlton County WIC

Figure 2 shows the percentage of WIC users who initiated breastfeeding in 2014 and 2015, respectively. The American Indian population was the only group that showed a decrease from 2014 to 2015 in the percentage of women who initiated. The Asian population remained steady from 2014 to 2015 with 100% of women initiating breastfeeding. Overall, there has been a slight increase in the percentage of women enrolled in WIC who initiated breastfeeding in 2015.

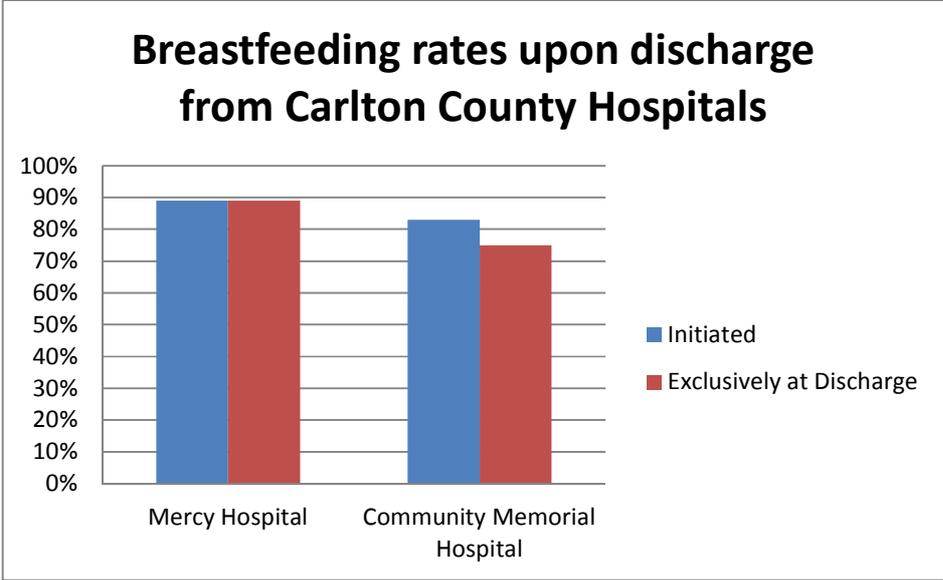
Figure 3:



Sources: Minnesota Department of Health WIC, Carlton County WIC

Figure 3 above shows the percentage of women enrolled in WIC who breastfeed at initiation, and those who continued at two weeks, two months, and three months. The rates for Carlton County WIC are compared to Minnesota WIC. Carlton County WIC shows higher rates of breastfeeding upon initiation and after two weeks, while Minnesota WIC shows higher rates after both two and three months. In both Minnesota and Carlton County WIC programs, breastfeeding significantly decreases at two months, and even more at three months.

Figure 4:



Sources: Mercy Hospital, Community Memorial Hospital

Figure 4 above shows the breastfeeding rates for one month at discharge for Mercy Hospital in Moose Lake and Community Memorial Hospital in Cloquet. The data shows that at Mercy Hospital every mother who initiated breastfeeding at or before discharge was also using breastfeeding as her exclusive method of feeding upon discharge. At Community Memorial Hospital, almost 10% of mothers who initiated breastfeeding were supplementing feeding prior to discharge.

## Step Two

Have a written breastfeeding policy that is routinely reviewed with department staff and meets the following criteria including addressing all BFHD 10 steps

### 2A-E. Carlton County Public Health Department Breastfeeding Policy Approved 3/23/16

**Public Health Department Breastfeeding Policy**

Carlton County

Policy #

Date issued

Date(s) Reviewed/Revised

**Breastfeeding Policy**

The Carlton County Public Health Department supports breastfeeding as the preferred feeding option for infants. Public Health will collaborate with community partners to identify and remove barriers for mothers who breastfeed, educate parents and community partners about the benefits of long term breastfeeding, incorporate breastfeeding messages into Public Health messaging about nutrition, provide training of public health staff about the advantages of breastfeeding and how to effectively communicate the information to clients.

**Purpose:**

To ensure Carlton County Public Health Department meets the 10 steps for successful Breastfeeding health department. The department will comply with breastfeeding laws and acts to increase the impact of broad population-based approaches to improve health in our communities. The Carlton County Public Health Department will actively promote, support and protect breastfeeding at individual, community and systems levels; provide information on the benefits and risks in decision making, to support optimal outcomes associated with breastfeeding; provide education and information to the community on the importance of breastfeeding and the health benefits it provides; and provide opportunities to increase community knowledge about infant feeding methods in order to dispel incorrect assumptions.

**Procedure / Definitions**

All Public Health staff will:

\*Receive & review information about the state and federal laws & statutes supporting breastfeeding.

\*Provide information on community resources that support breastfeeding families during service encounters or at client request,

\*Assure materials created and distributed by Carlton County Public Health Department will be free of references to and images of infant formula and images of baby bottles. Purchased material will be assessed by approving supervisory staff so it provides informed decision-making when discussing infant feeding practices.

\*Receive orientation that includes review of the breastfeeding policy and program –specific practice information for supporting breastfeeding (including volunteers, contract staff, and students).

\*Communicate and reinforce the written policy on breastfeeding promotion on an annual basis.

**Policy Statements:**

As a Breastfeeding Friendly Health Department, the Carlton County Public Health Department will:

1. Establish a designated individual/group to manage the following tasks including policy review, development, staff orientation and education.
2. Have a written breastfeeding policy that is routinely reviewed with department staff and meets the following criteria including addressing all BFHD 10 steps.
3. Coordinate breastfeeding support and promotion with other programs in the health department, private and public health care systems, and community organizations to establish breastfeeding as the "norm" in the community.
4. Collaborate with community partners to assure access to breastfeeding classes for prenatal women.
5. Educate the community on breastfeeding support.
6. Encourage racially and ethnically diverse resources within the community.
7. Support mothers in initiating and maintain breastfeeding up to 12 months and beyond.
8. Through community partners, encourage local public places to provide a breastfeeding friendly environment for families.
9. Select businesses each year and provide worksite lactation support training.
10. Facilitate access to information and training for local childcare centers/providers/schools on how to support a breastfeeding mother.

MN Statutes 617.23, 145.905, 181.939

Patient Protection and Affordable Care Act, H.R. 3590, 111<sup>th</sup> Congress (2010).

Public Health Law Center at William Mitchell College of Law. Legal Protections for Nursing Mothers in Minnesota: Nursing Mothers have Legal Protections in the Workplace and in Public; May 2011. [www.publichealthlawcenter.org](http://www.publichealthlawcenter.org) accessed November 3, 2011.

U.S. Department of Health and Human Services. The Surgeon General's Call to Action to Support Breastfeeding. Washington, DC: U.S. Department of Health and Human Services, Office of the Surgeon General; 2011  
<http://www.surgeongeneral.gov/topics/breastfeeding/index.html> accessed Aug 3, 2011;

Bartick, M., and Reinhold, A. The burden of suboptimal breastfeeding in the United States: a pediatric cost analysis, Pediatrics 2010; 125:e1048-e1056, April 5,2010.

American Academy of Pediatrics, Section of Breastfeeding, Breastfeeding and the use of human milk, Pediatrics 115(2):496-506, Feb 1, 2005.

<http://pediatrics.aappublications.org/content/115/2/496.long> accessed Aug 3 2011

American Academy of Pediatrics, Work Group on Breastfeeding, Breastfeeding and the use of human milk, Pediatrics 100(6): 1035-1039, December 1997.

<http://pediatrics.aappublications.org/content/100/6/1035.full> accessed Aug 3, 2011

Bail, T., Wright, A. Health Care Costs of Formula-feeding in the first year of life, Pediatrics 1999; 103: 870-876, December 12,2006.

Chen, A. Rogan, W.J. Breastfeeding and the risk of post neonatal death in the United States, Pediatrics 2004; 113: e435.

<http://pediatrics.aappublications.org/content/113/5/e435.full.html>

Distribution:

Approval by: 

Approval Date: 3/23/16

Date of Information:

## Step Three

Coordinate breastfeeding support and promotion with other programs in the health department, private and public health care systems, and community organizations to establish breastfeeding as the “norm” in the community.

### 3A. Prenatal/Post-Partum Resource List:

CARLTON COUNTY RESOURCES FOR BREASTFEEDING FAMILIES		
<b>Certified Lactation Counselors</b> <b>Carlton County Public Health</b> 14 N. 11 <sup>th</sup> Street Cloquet, MN 55720 <a href="http://www.co.carlton.mn.us">http://www.co.carlton.mn.us</a> go to County Departments H-Z, Public Health and Human Services, Public Health, Parent & Child Health Programs	218-879-4511 1-888-818-4511	Jamie Baker RN, PHN, CLC Becky Rud RN, PHN, CLC Janessa Novak, RN, PHN, CLC Holly Schilling, RN, CLC Juanita O'Connor, RN, CLC Nicole Lourey, RN, CLC Or any Parent Child Health Nurse
<b>Fond du Lac Public Health and WIC</b>	218-879-1227	
<b>International Board Certified Lactation Consultant</b> Pam Galle, IBCLC, Private Practice	218-340-6203 (cell)	
<b>La Leche League, Breastfeeding Support</b> <a href="http://www.llli.org">http://www.llli.org</a> <a href="http://www.llofmdas.org/duluth.html">http://www.llofmdas.org/duluth.html</a>	Hotline 218-499-9504 Duluth	Cathy (763) 242-2143 Angie (218) 491-4555 Laura (218) 269-3145 Libby (218) 525-1356
<b>Community Memorial Hospital OB/ GYN</b>	218-879-4641	
<b>Mercy Hospital OB/ GYN</b>	218-485-4481	
<b>Northland Breastfeeding Coalition</b> <a href="http://www.northlandbreastfeedingcoalition.org">http://www.northlandbreastfeedingcoalition.org</a> go to Mothers and Families; Resources		
<b>WIC Program</b> Minnesota WIC (Women Infants and Children) Program provides pregnant women, new mothers and young children with nutrition information, breast feeding education and support through our Peer Counselor, referrals to health services and access to wholesome foods. Income-eligible women who are pregnant, breastfeeding or recently had a baby, infants, and children until their fifth birthday can participate. Call or go to <a href="http://www.co.carlton.mn.us">http://www.co.carlton.mn.us</a> County Departments H-Z, Public Health and Human Services, Public Health, WIC for more information	218-878-2853 1-888-818-4511	Jenny Barta, RN, PHN, CLS Nicole Lourey, RN, CLC Sue Wirkowski, Breastfeeding Peer Counselor
BREASTFEEDING SUPPLIES TO RENT OR PURCHASE		
<b>Ameda</b>	amedaonline.com	
<b>Medela</b> Essentia Medical 4418 Haines Road Airport Plaza, Suite 1200 Duluth, MN 55811	1-800-435-8316 <b>Medela &amp; Ameda</b> Breast Pumps and Tubing/Supplies for sale or rent Will take MA and Health Plan payments 1-218-722-3420 Fax: 1-218-720-6158	
Lake Superior Medical Equipment 523 E. 4 <sup>th</sup> Street Duluth, MN 55805	<b>Medela &amp; Ameda</b> Breast Pumps and Tubing/Supplies for sale or rent Will take MA and Health Plans 1-218-727-0600	
Lake Superior Medical Equipment 305 Broadway Street Cloquet, MN 55720 Business hours: 8:30-5:00 M-F	<b>Medela &amp; Ameda</b> Breast Pumps and Tubing/Supplies for sale or rent Will take MA and Health Plans 1-218-879-2211 FAX: 1-218-879-2233	
STEPS TO GET BREAST PUMP		
1) Speak with your OB nurse about getting a breast pump in the hospital. 2) Call your doctor, ask doctor to fax prescription for double electric pump to supplier of your choice. This prescription may need to be in baby's name if mom is not the one on Medical Assistance. 3) Call supplier, give them your name and insurance information (or baby's name and information) and tell them to expect doctor's fax. 4) Pick up the breast pump or ask if supplier will ship it out (it usually will be same day or next day).		
04/21/2016		

### **3B. Coordination of Breastfeeding Work:**

WIC Program: Nurses work/partner with the WIC Breastfeeding Peer Counselor. Often times, nurses and the peer counselor have a breastfeeding client in common and we are able to consult with one another to ensure optimal support to our clients. The peer counselor can refer a client to a Public Health Nurse and, in turn, a Public Health Nurse can refer a client to a peer counselor.

Schools: School nurses are familiar with our services and often refer a student who is pregnant for prenatal, postpartum and breastfeeding support.

Hospitals: Carlton County Public Health coordinates information for breastfeeding support and promotion with community hospitals, clinics, health care providers and Fond du Lac Reservation Home Visiting Staff by meeting quarterly and discussing our services along with a variety of breastfeeding topics. Additionally, we gather together annually providing one another with breastfeeding education for CEU requirements.

### **3C. Advocating for support and accommodation of breastfeeding women:**

A nurse attends the Northland Breastfeeding Coalition which is aimed at supporting, educating and empowering members of the community for breastfeeding success. We have an active Young Student Parent Program in our community which advocates and supports breastfeeding mothers who are attending college classes. Moms have a designated room/area in which they can pump or breastfeed at any time. Program nurses provide breastfeeding education and support. Moreover, we also have a Carlton County Breastfeeding Community Task Force that meets quarterly to discuss ways to advocate and support breastfeeding moms and their families.

Carlton County Public Health was instrumental in supporting Mercy Hospital and Community Memorial Hospital in establishing lactation support programs. Mercy Hospital has since achieved the Minnesota Department of Health Breastfeeding Friendly Workplace recognition (2015).

<http://www.pinejournal.com/news/3876751-carlton-county-among-breastfeeding-friendly-employers>

## Step Four

Collaborate with community partners to ensure access to breastfeeding classes for prenatal women.

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### 4A. Community Prenatal Breastfeeding Classes:

Community Memorial Hospital, Cloquet, MN:

<http://cloquethospital.com/services/the-birthing-suites/>

Essentia Health-St. Mary's Medical Center, Duluth, MN:

<http://www.essentiahealth.org/stmarysmedicalcenter/birthing-center.aspx>

Mercy Hospital, Moose Lake, MN:

<http://www.mercymooselake.org/Services/birthing.html>

St. Luke's Hospital, Duluth, MN:

[www.aboutbaby.org/](http://www.aboutbaby.org/)

### See Appendix B for:

- Community Memorial Hospital Brochure
- Essential Health-St. Mary's Medical Center 2016 Childbirth Class Brochure
- Mercy Hospital 2016 Childbirth Class Brochure
- St. Luke's Hospital 2016 Childbirth Class Brochure

### 4B-C. Collaborative work with community partners/OB Providers to fill gaps and eliminate barriers:

#### Barriers for attending classes:

Cost, transportation, and lack of childcare

#### Work Plan:

If a client is unable to attend a scheduled prenatal breastfeeding class, a Public Health Nurse may set up a 1:1 time with an OB Staff to bring the client in for a brief orientation. The orientation may include a tour of the OB unit/floor and education which allows time for the client to ask questions they may have. Public Health Nurses may call insurance providers or work alongside the client in calling their insurance to see if eligible for reimbursement for the class. A Public Health Nurse may coordinate with OB staff and client to utilize a sliding fee scale option if available.

A Public Health Nurse could potentially transport, or provide transportation resources to attend a class and a Public Health Nurse is able to provide a home visit with pre-natal and breastfeeding information.

## Step Five

Educate the community on breastfeeding support

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### 5A. Sharing Carlton County Breastfeeding Friendly Policy for Community

#### Awareness:

For staff, the health department's breastfeeding policy can be monitored through Carlton County's intranet, orientation packet and occasional emails.

The County added a summary of breastfeeding work to the Carlton County website, including the Carlton County Public Health Department Breastfeeding Policy. The policy has also been shared at the Carlton County Breastfeeding Task Force.

### 5B. Community awareness about breastfeeding support and management:

Basic breastfeeding support and management is provided through (but not limited to) the following:

- Lactation education with hospitals, clinics and Fond du Lac Public Health staff
- Posters
- Window clings
- Referrals
- Resources
- Healthy Northeast Minnesota Breastfeeding Summits
- WIC Breastfeeding Peer Counselor Program
- Northland Breastfeeding Coalition
- Carlton County Breastfeeding Task Force
- Fond du Lac Community Baby Shower
- Carlton County Breastfeeding Task Force community "Mother's Survey"
- World Breastfeeding Week display the first week of August (2016) at the library with distribution packets

### 5C. Communication method(s) to increase community awareness of breastfeeding friendly messages:

Community awareness of breastfeeding friendly messages may be demonstrated through websites, window clings, posters, resources/materials during home visits, tabling events, WIC peer outreach, press release article and a county newsletter to name a few.

## 5C. Carlton County Breastfeeding Friendly Workplace Recognition Press Release:



Carlton County, Minnesota  
**Office of the County Coordinator**  
301 Walnut Ave, P.O. Box 510, Carlton, Minnesota 55718

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Dennis Genereau, Jr., County Coordinator  
Phone 218.384.9141 Fax 218.384.9196

## Press Release

**FOR IMMEDIATE RELEASE**

**Today's Date: October 26, 2015**  
**Event: State Breastfeeding-Friendly Recognition**  
**Event Date/Time: October 23, 2015**  
**Location: Duluth, MN**  
**By: Dennis Genereau**

### Carlton County Receives State Breastfeeding-Friendly Recognition

**Carlton, Minnesota** — The Minnesota Department of Health (MDH) has named Carlton County as a Breastfeeding Friendly Workplace for its contributions to the health of mothers and their babies. MDH recognizes workplaces and county health departments that have demonstrated their commitment to supporting breastfeeding mothers by creating a workplace lactation support program. Breastfeeding is a foundational way to ensure that babies receive optimal nutrition during the first formative years of life. Studies show that infants who are breastfed have better health outcomes as they grow. MDH recognized organizations that have taken a leadership role to improve breastfeeding rates and meet Healthy 2020 goals.

The designation acknowledges Carlton County's commitment to acting as a model for the community by supporting healthy families and receiving the business benefits of supporting nursing mothers. The designation is achieved by adopting a written policy and educating staff about it; ensuring adequate break time for breastfeeding employees; providing a clean, private place to pump breast milk; and demonstrating a strong commitment to supporting breastfeeding in the workplace. These employers were recognized by MDH at the Minnesota Breastfeeding Coalition Meeting on Oct. 23 in Duluth:

- Carlton County
- CentraCare Health St. Cloud
- Cummins Power Generation
- Cuyuna Regional Medical Center
- Hastings Public Schools
- Lakewood Health System
- Mercy Hospital, Moose Lake

This is the first year of MDH's recognition program, which was created and supported by the state Women, Infants and Children program (WIC) and the Statewide Health Improvement Program (SHIP). Launched in 2008 as part of Minnesota's bipartisan health reform effort, SHIP works to help Minnesotans live longer, healthier lives while building healthy, vital communities. SHIP encourages healthy eating, active living and avoiding commercial tobacco by working with school, communities, workplaces and healthcare to make healthy choices easier.

5C. Carlton County Newsletter Recognition:

**Carlton County  
Coordinator/HR Office**

301 Walnut Avenue, Rm. 214  
PO Box 510  
Carlton, MN 55718  
Phone: (218) 384-9141  
Fax: (218) 384-9196  
[www.co.carlton.mn.us](http://www.co.carlton.mn.us)

# Carlton County

County-wide newsletter brought to you by the County Coordinator's Office

Issue 05 September/October 2015

## Carlton County Receives State Breastfeeding-Friendly Recognition



Right: Jenny Barta accepting the award

The Minnesota Department of Health (MDH) has named Carlton County as a Breastfeeding Friendly Workplace for its contributions to the health of mothers and their babies. MDH recognizes workplaces and county health departments that have demonstrated their commitment to supporting breastfeeding mothers by creating a workplace lactation support program.

Breastfeeding is a foundational way to ensure that babies receive optimal nutrition during the first formative years of life. Studies show that infants who are breastfed have better health outcomes as they grow. MDH recognized organizations that have taken a leadership role to improve breastfeeding rates and meet Healthy 2020 goals.

The designation acknowledges Carlton County's commitment to acting as a model for the community by supporting healthy families and receiving the business benefits of supporting nursing mothers. The designation is achieved by adopting a written policy and educating staff about it; ensuring adequate break time for breastfeeding employees; providing a clean, private place to pump breast milk; and demonstrating a strong commitment to supporting breastfeeding in the workplace.

These employers were recognized by MDH at the Minnesota Breastfeeding Coalition Meeting on October 23rd in Duluth:

- Carlton County
- CentraCare Health St. Cloud
- Cummins Power Generation
- Cuyuna Regional Medical Center
- Hastings Public Schools
- Lakewood Health System
- Mercy Hospital, Moose Lake

This is the first year of MDH's recognition program, which was created and supported by the state Women, Infants and Children program (WIC) and the Statewide Health Improvement Program (SHIP).

Launched in 2008 as part of Minnesota's bipartisan health reform effort, SHIP works to help Minnesotans live longer, healthier lives while building healthy, vital communities. SHIP encourages healthy eating, active living and avoiding commercial tobacco by working with school, communities, workplaces and healthcare to make healthy choices easier.

5C. Additional Carlton County Recognition (Pine Journal):



## 5C. Additional Carlton County Recognition (Pine Journal):

7/13/2016

Health Notes | Duluth News Tribune

### Health Notes

By John Lundy on Nov 3, 2015 at 12:00 a.m.



#### Carlton County among breastfeeding-friendly employers

Carlton County and Moose Lake's Mercy Hospital are two of seven employers recognized statewide as breastfeeding-friendly workplaces.

The Minnesota Department of Health also recognized two county health departments and one maternity center.

Dennis Genereau, Carlton County coordinator, said the county government's breastfeeding-friendly initiative grew out of the work of a policy committee established about a year and a half ago. After model policies were studied, lactation rooms were set up, and supportive services identified through the county's Health and Human Services Department.

The initiative also has won honors from Healthy Northland and from the Northland Breastfeeding Coalition, Genereau said.

This was the first year of the awards program, according to a news release from the Minnesota Department of Health. It was created and supported by the state Women, Infants and Children program and the Statewide Health Improvement Program.

The health department news release cited a study by the University of Minnesota School of Public Health that reported fewer than half of breastfeeding mothers who return to work after giving birth reported having access to basic accommodations for breastfeeding.

The health department also cited studies finding that infants who are breastfed have better health as they grow than those who are bottle-fed.

<http://www.duluthnewstribune.com/news/health/3874490-health-notes>

## Step Six

Encourage racially and ethnically diverse resources within the community

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### **6A. Racial, socio-economic and minority needs in Carlton County:**

Carlton County is 89.5% White, which is slightly higher than the state of Minnesota (85.7%). Carlton County has a much higher American Indian population (6% versus the state at 1.3%), and slightly lower African American population (1.6% versus the state at 5.9%). Among Carlton County's population of 35,571 people, 47.9% are female. Residents who are high school graduates make up 92.2% and 21.3% have a bachelor's degree or higher. The median household income in Carlton County is \$53,016, which is \$6,820 less than that of the state of Minnesota as a whole. Per capita annual income in Carlton County is \$24,434, which is \$6,479 less than the state of Minnesota. Data was retrieved from the 2014 census at [www.quickfacts.census.gov](http://www.quickfacts.census.gov). Please also refer to data and figures in Step 1.

### **6B. Culturally appropriate breastfeeding support opportunities available and work meeting racial/socio-economic and minority needs (identified above):**

WIC offers participants, who are pregnant and breastfeeding moms, the Peer Breastfeeding Support Program. This program offers mother to mother support through mailings, face-to-face meetings, and telephone and text interactions with the Carlton County WIC Peer Counselor, who is a former breastfeeding mom and WIC participant, and has had some breastfeeding training. She will visit with, call or text moms on a regular basis to offer help or encouragement in breastfeeding.

If a mother participating in WIC identifies as American Indian/Alaskan Native, we can refer her to Fond du Lac Public Health services, located in Cloquet or Duluth, for additional breastfeeding support and doula services that may better meet her needs.

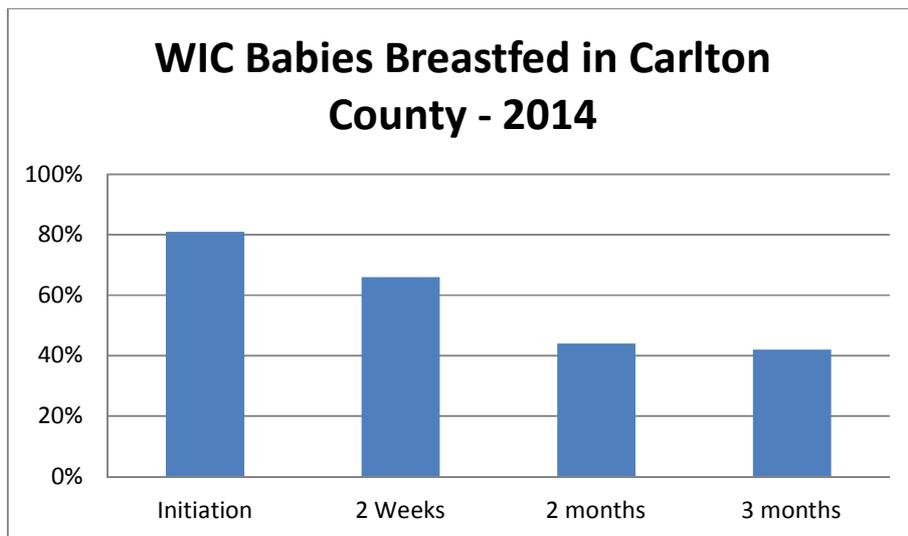
## Step Seven

Support mothers in initiating and maintaining breastfeeding for 12 months and beyond

### 7A. Education of parents and community partners about the importance of exclusive breastfeeding and the difficulty of reversing the decision not to breastfeed:

By ensuring home visiting and WIC nurses/staff are educated and made aware of the importance of exclusive breastfeeding and the difficulty of reversing the decision not to breastfeed. Six nurses, who provide breastfeeding education, have five days of lactation education.

Moreover, the importance of continuing education related to breastfeeding is either required or strongly encouraged. Collaborating and consulting regularly with community partners, such as hospitals and clinics, is a time to provide continuing education. Breastfeeding education is discussed with parents on home visits, in the office, or at community events including health fairs, wellness events, and our community baby shower. Breastfeeding education is also provided through our Young Student Parent Program held at Fond du Lac Tribal and Community College.



Source: Minnesota Department of Health

### 7B. Ensuring that mothers know how to access timely support and resources, express their milk, and obtain a breast pump when appropriate, to manage separation from their babies:

WIC and home visiting nurses work together to ensure mothers receive this information. A WIC breastfeeding peer counselor is available to meet with mothers prenatally and postpartum, in person or by phone or text. Home visiting nurses and WIC staff routinely educate and support with resources on expressing milk, obtaining a breast pump when appropriate, and how to manage separation from their babies. Lactation resources (list included in step 3) are available to the public upon request.

**7C. Working with local providers to ensure they are aware of resources that inform them about medication compatibility with breastfeeding:**

As needed, nurses will consult with and share available resources (Medications and Mother’s Milk, Lactmed) with mothers or physicians when it comes to ensuring medication compatibility with breastfeeding. This could include any of our local hospitals or clinics including Mercy Hospital, Community Memorial Hospital, St. Luke’s Hospital, Essentia Health Duluth, Gateway Clinic, or Raiter Clinic. All of the hospitals have received copies of resources.

**7D. Formal referral system for communicating mother's breastfeeding progress to staff as she moves from hospital to community/public health programs:**

The referral forms we receive from the hospitals currently have an area specifically related to feeding method for baby. Clinics will call and make referral directly to nurse. Public Health will make additional referrals as needed. Nurses receiving the referral will have an understanding of the feeding method and if there are any special considerations. Examples hospital nurses may comment on are: use of nipple shield, infant latch, sore nipples, bottle/pacifier use and follow up lactation appointments.

Referral Form – Community Memorial Hospital:

<b>#06393 PUBLIC HEALTH COUNTY REFERRAL</b>	
<b>Carlton County Public Health</b> (888) 818-4511 (218) 879-4511 Fax: (218) 878-2500	<b>Min-No-Aya-Win Public Health</b> Cloquet: (218) 878-2128 or 879-1227 Fax: (218) 878-2198 Duluth CAIR Office: (218) 726-1370 Fax: (218) 726-0501
<b>St. Louis County Health Department</b> (800) 450-9777 (Specify the office you want) Duluth: (218) 725-5210 Fax: (218) 725-5282 Virginia: (218) 749-0600 Fax: (218) 749-0601	<b>Aitkin County Nursing Service</b> (218) 927-7200 Fax: (218) 927-7210
<b>Pine County Public Health</b> (320) 216-4140 Fax: (320) 216-4101	
Mother's Name: _____ Birthdate: _____ Gravida: _____ Para: _____ Baby's Full Name: _____ Birthdate: _____ Sex: _____ Apgars: ____/____ Partner's Name or other contact (if applicable): _____ Street Address: _____ City: _____ State: _____ County: _____ Zip Code: _____ Phone Number: _____ Physician: _____ Hospital: <u>Community Memorial Hospital</u> Birth Weight: _____ Discharge Weight: _____ Feeding Method: _____ Parent aware of referral? _____ Special Considerations? _____ _____ _____ Baby's clinic appointment: Date: _____ Time: _____ Physician: _____ Hearing Screening: Right: <input type="checkbox"/> Pass <input type="checkbox"/> Refer Left: <input type="checkbox"/> Pass <input type="checkbox"/> Refer Re-Screening Appointment: <input type="checkbox"/> No <input type="checkbox"/> Yes Date: _____ Time: _____ Place: _____	
<b>Community Memorial Hospital</b> 511 Skyline Blvd, Cloquet MN 55720 (218) 879-4641 <small>#P-83732813</small>	 PUBLIC HEALTH COUNTY REFERRAL
PATIENT LABEL	

Referral Form – Mercy Hospital:



**MERCY HOSPITAL**

710 Kenwood Ave, Moose Lake, MN 55767  
218-485-4481

**Maternal Child Health Referral**

Parent name: _____ Birth Date: _____ Gravida _____ Para _____ Address: _____ Phone: _____ Alternate Contact: _____ Physician: _____	Infant name: _____ Birth Date: _____ Sex: F _____ M _____ Weeks Gestation: _____ Apgars: _____ Birth Weight: _____ Discharge Weight: _____ Pass Hearing Test: Yes _____ No _____ Feeding method: Breast _____ Bottle _____
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Referral Reason: (check all that apply)

<p><u>Prenatal</u></p> <input type="checkbox"/> Age at conception less than 18/over 35 <input type="checkbox"/> Chemical use/toxic substance exposure/smoking <input type="checkbox"/> Confirmed/suspected domestic violence <input type="checkbox"/> Emotional/mental instability <input type="checkbox"/> Excessive weight gain <input type="checkbox"/> Family history of infant/childhood death, neglect, or abuse <input type="checkbox"/> First pregnancy <input type="checkbox"/> History of fetal death, neonatal death, miscarriage or birth defect <input type="checkbox"/> Inadequate weight gain <input type="checkbox"/> Inadequate prenatal care <input type="checkbox"/> Maternal health factor (diabetes, pre-pregnancy underweight, hypertension, preterm labor, etc.) <input type="checkbox"/> Multiple fetuses <input type="checkbox"/> Parity greater than four <input type="checkbox"/> Planning to breastfeed for the first time <input type="checkbox"/> Recent pregnancy (within last two years) <input type="checkbox"/> Single/teen parent <input type="checkbox"/> Socioeconomic problems	<p><u>Postpartum</u></p> <input type="checkbox"/> Age at delivery less than 18/over 35 <input type="checkbox"/> Chemical use <input type="checkbox"/> Confirmed/suspected domestic violence or child neglect/abuse <input type="checkbox"/> Congenital birth defects/medical problems (low apgars, multiples, etc.) <input type="checkbox"/> Emotional/mental instability <input type="checkbox"/> Feeding problems <input type="checkbox"/> Fetal weight less than 5.5 pounds at birth <input type="checkbox"/> First time breastfeeding <input type="checkbox"/> History of fetal/neonatal death <input type="checkbox"/> Hypertension <input type="checkbox"/> Less than 37 weeks gestation <input type="checkbox"/> Parity greater than four <input type="checkbox"/> Single parent <input type="checkbox"/> Socioeconomic problems
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Relevant information/comments: \_\_\_\_\_

\_\_\_\_\_

RN Signature \_\_\_\_\_

Face sheet faxed with referral: \_\_\_\_\_ Date of referral: \_\_\_\_\_

<ul style="list-style-type: none"> <li>○ Pine Co. Health &amp; Human Services FH Case Aide 1610 Hwy 23 N Sandstone, MN 55072 Phone: 320-216-4150 Fax: 320-216-4101</li> <li>○ Carlton County Public Health 14 N 11<sup>th</sup> Street, Suite 100 Cloquet, MN 55720 Phone: 218-879-4511 Fax: 218-878-2500</li> </ul>	<ul style="list-style-type: none"> <li>○ Aitkin County Public Health Attn: Intake Worker 204 First Street NW Aitkin, MN 56431 Phone: 218-927-7200 Fax: 218-927-7210</li> <li>○ Kanabec Community Health WIC Coordinator / Sarah or Gail 905 E Forest Ave, Suite 127 Mora, MN 55051 Phone: 320-679-6330 Fax: 320-679-6435</li> </ul>
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Referral Form – Essential Health:

Name \_\_\_\_\_ Age \_\_\_\_\_ Infant's Name \_\_\_\_\_ Father's Name \_\_\_\_\_  
 Address \_\_\_\_\_ Telephone # (\_\_\_\_) \_\_\_\_\_  
 Undelivered/EDC \_\_\_\_\_ Gravida Para \_\_\_\_\_ (Gestation) \_\_\_\_\_ Apgars \_\_\_\_\_  
 Delivered/Date \_\_\_\_\_ Vaginal/C-Section Complications \_\_\_\_\_ Discharge Date \_\_\_\_\_  
 MD (mother) \_\_\_\_\_ (infant) \_\_\_\_\_ M/F Birth Weight \_\_\_\_\_ Length \_\_\_\_\_ OFC \_\_\_\_\_ Discharge Weight \_\_\_\_\_

**DEFERRAL REASON- PRENATAL/POSTNATAL RISK FACTORS (please check all that apply)**

<input type="checkbox"/> Age at conception under 18 years, over 35 years <input type="checkbox"/> *Inadequate prenatal medical care (# of visits/gestational age first visit) <input type="checkbox"/> *Tobacco/chemical/alcohol use – specify _____ <input type="checkbox"/> *Medications _____ <input type="checkbox"/> Multiple fetuses <input type="checkbox"/> History of fetal death, neonatal death, miscarriage <input type="checkbox"/> Inadequate nutritional status of mother <input type="checkbox"/> Maternal health factor (pre-eclampsia/obesity/hypertension/diabetes/under weight) <input type="checkbox"/> Recent pregnancy (12 months or less) <input type="checkbox"/> Parity greater than 5 <input type="checkbox"/> Pre-term labor/High risk pregnancy <input type="checkbox"/> Single parent <input type="checkbox"/> Baby received HIV prophylaxis <input type="checkbox"/> Baby received Hepatitis B prophylaxis	<input type="checkbox"/> Socio-economic/environmental <input type="checkbox"/> Excessive weight gain (mother/infant) <input type="checkbox"/> Inadequate weight gain (mother/infant) <input type="checkbox"/> Infant birthweight less than 5.5LB or less than 37 weeks gestation <input type="checkbox"/> *Congenital birth defects/medical conditions <input type="checkbox"/> *Breastfeeding <input type="checkbox"/> Infant feeding problems (formula type) <input type="checkbox"/> Primipara <input type="checkbox"/> Mother requests home visit <input type="checkbox"/> *Lack of bonding/inadequate parenting skills <input type="checkbox"/> *Emotional/Mental status <input type="checkbox"/> Neonatal death – Follow-up with family <input type="checkbox"/> WIC <input type="checkbox"/> Hearing screen passed OR <input type="checkbox"/> referred <input type="checkbox"/> R <input type="checkbox"/> L <input type="checkbox"/> Other _____
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\*Relevant Data (describe further) \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Mother Aware of Referral?  Yes  No

Referral Nurse/LSW Signature \_\_\_\_\_ Date Signed: \_\_\_\_\_  
 Faxed:  Yes Date: \_\_\_\_\_ Initials: \_\_\_\_\_

**Social Services to mail pink copy to appropriate County listed below (telephone to County if urgent):**

AltkIn: 1-218-927-3744 FAX: 1-218-927-7262	Cass Co Public Hth: 1-218-547-1340 FAX: 1-218-547-7232	Itasca: 1-218-327-2941 FAX: 1-218-327-5546	Virginia: 1-218-471-7600 FAX: 1-218-471-7601
Bayfield: 1-715-373-6109 FAX: 1-715-373-6307	Douglas: 1-715-395-1404 FAX: 1-715-395-1434	Koochiching: 1-218-283-7070 FAX: 1-218-283-7050	Washburn: 1-715-635-4400 FAX: 1-715-635-4418
CAIR Clin: 1-218-726-1370 FAX: 1-218-279-4117	Ely: 1-218-369-8220 FAX: 1-218-365-8217	Lake Co. H Serv: 1-218-834-8400 FAX: 1-218-834-8412	Other: _____
Carlton: 1-218-879-4511 FAX: 1-218-878-2500	Fond du lac: 1-218-878-2128 FAX: 1-218-878-2198	Pine: 1-800-450-7463 FAX: 1-320-216-4152	
Cook: 1-218-387-3272 FAX: 1-218-387-3020	Hibbing: 1-218-262-6000 FAX: 1-218-262-6049	St. Louis: 1-218-725-5210 FAX: 1-218-725-5282	

Instructions: 1. Complete form 2. Fax form to Agency 3. Yellow copy to Social Service box 4. File Original in mother's chart

 **Essentia Health** **PUBLIC HEALTH REFERRAL FORM** Patient Label  
**BIRTHPLACE**  
NSG.018 1/80; 2/02, 1/07, 06/12, 11/12, 03/13, 04/13 Original- Mother's Chart Yellow - Social Services

## 7E. Inform mothers of state and federal breastfeeding laws:

Carlton County nurses often lean toward giving out more information on Minnesota breastfeeding laws than on Federal laws since Minnesota laws tend to be stronger in protecting nursing mothers.

<b>Federal Law</b>	<b>Minnesota Law</b>
<ul style="list-style-type: none"> <li>▪ Passed in 2010 with Affordable Care Act</li> <li>▪ <b>Applies to businesses with &gt;50 employees</b></li> <li>▪ <b>Only applies to FLSA hourly employees</b></li> <li>▪ Requires unpaid break time up to one year after birth</li> <li>▪ Requires private space (Cannot be a bathroom)</li> <li>▪ Undue hardship protection for employers</li> </ul> <p><u>Enforcement Measures</u></p> <ul style="list-style-type: none"> <li>▪ <b>NONE</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ Passed in 1998 – updated in 2014</li> <li>▪ <b>Applies to businesses with &gt;1 employee</b></li> <li>▪ Requires reasonable unpaid break time</li> <li>▪ Private space must be shielded from view and free from intrusion (Cannot be a bathroom)</li> <li>▪ <b>Private space must include an electrical socket</b></li> <li>▪ Undue hardship protection for employers</li> </ul> <p><u>Enforcement Measures</u></p> <ul style="list-style-type: none"> <li>▪ <b>If retaliation occurs, employees have private right of action</b> <ul style="list-style-type: none"> <li>• Payment of back wages and required reinstatement can be enforced</li> </ul> </li> <li>▪ <b>Employer fines up to \$1,000 per violation</b></li> <li>▪ <b>Employee can file charge of discrimination with the Department of Human Rights</b></li> </ul>

Minnesota State Legislature, 1998. "S.F. 2751: Status in the Senate for the 80th Legislature (1997 - 1998)." *Minnesota State Legislature*. <https://www.revisor.mn.gov/bills/bill.php?b=senate&f=SF2751&son=0&y=1998> (January 1, 2015).

Source: <https://mnbreastfeedingcoalition.org/laws/>

Nurses who work with breastfeeding mothers often discuss state and federal breastfeeding laws when covering the topic of returning to work. Mothers receive a copy of "Your Guide to Breastfeeding" (<http://www.womenshealth.gov/publications/our-publications/breastfeeding-guide/>) which covers federal breastfeeding laws. Website references may include the following:

- Minnesota Law and workplace support at <http://www.revisor.leg.state.mn.us/stats/181/939.html>
- Indecent Exposure Exemption at <http://www.revisor.leg.state.mn.us/stats/617/23.html>
- Health Care Reform at <http://hr.blr.com/HR-news/Compensation/FLSA-Fair-Labor-Standards-Act/Healthcare-Reform-Update-BreastfeedingExpressing-R/>
- National Legislation at <http://thomas.loc.gov/>

Additional Resources:

<http://www.ncsl.org/research/health/breastfeeding-state-laws.aspx>



## Step Eight

Through community partners, encourage local public places to provide a breastfeeding friendly environment for families.

### 8A. Work with local public places such as libraries and community centers to provide a private space to breastfeed and/or express milk:

We currently hold a Carlton County Breastfeeding Task Force meeting at least twice per year. Until recently, we were meeting quarterly. Working with communities in our county to ensure private, clean, quiet spaces are available for breastfeeding mothers has and will be an ongoing essential task. For example, we have worked with a local coffeehouse in our community called, “Avenue C Coffeehouse,” that has a children’s play area. Staff at the coffeehouse has a private, quiet and clean space available to breastfeed. Moreover, employees are aware of acceptable vs. unacceptable behaviors and responses to breastfeeding, and breastfeeding friendly signage is posted in the coffeehouse’s front window. Our next plan is to work with our local libraries and daycares to encourage a breastfeeding friendly environment.

### 8B. Encourage the facility to educate staff on acceptable vs. unacceptable behaviors and responses towards breastfeeding women:

Recognition of state and federal laws are given to local facilities verbally and through written materials provided by our local Breastfeeding Task Force members. The “Avenue C Coffee house” has breastfeeding friendly signage in their front window.

### 8C. Encourage the facility to display signage identifying it as breastfeeding friendly:

Breastfeeding friendly window clings have been distributed to local businesses throughout the community by our local Breastfeeding Task Force Members. This sign is displayed both inside and outside of our Carlton County Public Health/WIC Reception area:



## Step Nine

Select businesses each year and provide workplace lactation support training.

### 9A-D. Two workplaces or business organizations Carlton County has worked with:

Carlton County and Mercy Hospital

#### 1) Carlton County Policy:



**Carlton County, Minnesota**  
**Lactation Support Policy for Breastfeeding Employees**

Adopted: August 12, 2014

**Lactation Support Policy for Breastfeeding Employees**

**Purpose**  
 In accordance with Minnesota Statute 181.939 and in recognition of the well documented health advantages of breastfeeding for infants and mothers, Carlton County has deemed it imperative to provide a supportive environment to enable breastfeeding employees to express their milk during work hours. This includes a county-wide lactation support program to be developed and administered through the Carlton County Human Resources (HR) Department in conjunction with the Carlton County Public Health & Human Services (PH&HS) Department.

**Policy**  
 Carlton County subscribes to the following worksite lactation support policy. This policy shall be communicated to all current employees upon its initial adoption and shall be included in new employee orientation training. It is expected that all employees will assist in providing a positive atmosphere of support for breastfeeding employees.

**Employer and Employee Responsibilities**  
 Carlton County, as the Employer, shall provide all of its employees who choose to continue with the breastfeeding of their children after returning to work with the following resources:

- **Milk Expression Breaks**  
 Breastfeeding employees shall be allowed to breastfeed or express milk during work hours using their normal breaks and meal times. For time that may be needed beyond the usual break times, employees may use personal leave or may make up the time as negotiated with their supervisor.
- **Lactation Room**  
 A lactation room, other than a restroom, that is shielded from view and free from intrusion from coworkers and the public, will be provided for employees to breastfeed or express milk. The room will be private and sanitary, and shall have an electrical outlet. The door to the room shall have a lock and signage to provide for privacy. If employees prefer, they may also breastfeed or express milk in other comfortable locations agreed upon in consultation with the employee's supervisor. Expressed milk can be stored in County refrigerators. Employees must label all expressed milk. Breastfeeding employees are responsible for keeping milk expression areas clean. When more than one breastfeeding employee needs to use a designated lactation room at the same time, room usage shall occur on a first-come, first-served basis. The use of sign-up sheets can be implemented if the need arises.
- **Breastfeeding Equipment**  
 Employees may use their own equipment or may contact Public Health's WIC or Parent Child Health Teams to review a list of breastfeeding equipment and resources available to rent or purchase, or to ask questions or seek assistance. Interested employees would be expected to arrange for this during their personal time.
- **Education**  
 Prenatal and postpartum breastfeeding classes and informational materials are available for all mothers and fathers, as well as their partners. PH&HS public health nurses who are lactation specialty certified are available to provide this education in a confidential one on one setting at work or on a home visit. Interested employees would be expected to arrange for this during their personal time.
- **Communication with the HR Department, department heads and supervisors**  
 Employees who wish to express milk during the work period shall keep their supervisors, department heads and the HR Department advised of any necessary requests to ensure that appropriate accommodations can be made to satisfy the needs of both the employee and the County. The HR Department is expected to coordinate implementation and maintenance of this policy with department heads and supervisors.

Revised: 1

Additional Carlton County information:

- Resources given out to employees, please reference resource list provided in Step 3.
- Lactation Room (Fawn Nooni):



Minnesota Department of Health Worksite Awardees (Carlton County):



2) Mercy Hospital, Moose Lake, MN: Minnesota Breastfeeding Coalition (MBC) Hospital Summit, MBC Workplace Awardee Mercy Hospital Moose Lake (Slides 6-10 – includes screen shot of their policy and photos of their lactation room): <https://mnbfc.files.wordpress.com/2013/03/mbc-workplace-awardee-mercy-hospital-moose-lake.pdf>

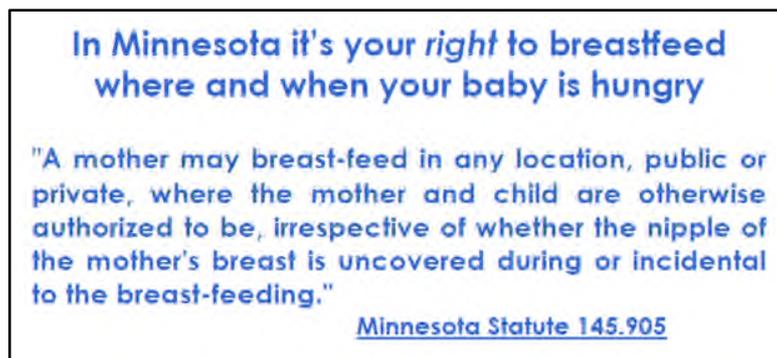
### Resources used to provide education to area businesses about workplace lactation support:

Pictured below are the Carlton County Breastfeeding Task Force Business Cards that are given out to area businesses.

**Front:**



**Back:**



**9E. Honor local breastfeeding friendly workplaces through community task force/coalition:**

Mandee and Brook Carlson, Owners of The Avenue C Coffeehouse received a certificate from the Carlton County Breastfeeding Task Force in recognition of maintaining a breastfeeding-friendly workplace.



## 9E. Honor local breastfeeding friendly workplaces through community task force/coalition:

A press release was sent out on 7/14/16 to the Pine Journal (Cloquet Newspaper), the Star Gazette (Moose Lake Newspaper), and WKLK (Radio Station based in Cloquet) recognizing Mandee and Brook for their work, as well as two childcare facilities (see step 10E).

### **Press Release – for Immediate Release Carlton County Public Health and Human Services**

Contact: Janessa Novak, Public Health Nurse  
218-878-3282, [Janessa.novak@co.carlton.mn.us](mailto:Janessa.novak@co.carlton.mn.us)

#### **Local Business and Childcare Facilities Recognized with Certificates of Appreciation**

Mandee and Brook Carlson, Owners of The Avenue C Coffeehouse in Cloquet, received a certificate from the Carlton County Breastfeeding Task Force in recognition of maintaining a breastfeeding friendly workplace.

Mandee stated that “So many moms out there want to provide food for their babies, but they have to pull double time with working and being a mom. That’s why we want to honor them – by giving a woman a place that is safe and comfortable, where there is no ridicule.” She also added that “if a breastfeeding employee is in need of expressing milk, she is welcome to at any time.”

Two childcare facilities were also recognized for their work in creating a breastfeeding friendly environment: Little B’s Early Childhood Learning Center in Barnum, and Lil Lumberjacks Learning Center in Cloquet.

General information about breastfeeding friendly workplaces can be found [here](#). Other workplaces can take steps to become breastfeeding friendly by following these criteria provided by the Minnesota Department of Health [here](#). Businesses can be recognized through the local Carlton County Breastfeeding Task Force by contacting Patti or Janessa at Carlton County Public Health and Human Services (218-879-4511), or by filling out a nomination form on the Northland Breastfeeding Coalitions [website](#).

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## Step Ten

Facilitate access to information and training for local child care centers or family child care providers on how to support a breastfeeding mother.

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### **10A. Organizational capacity to host trainings:**

Minutes from the Breastfeeding Task force minutes indicate the following:

4/22/2015: Patti Martin recently presented to home based day cares the breastfeeding friendly initiative and suggested sending a mailing with updated info including Re: breast milk storage.

8/19/15: Sept 17, 2015 Pam Galle will be providing Parent Aware training to Child Care providers on breastfeeding.

Public Health Nurses also provide education to Child Care Centers on a regular basis.

### **10B. Available training for child care providers in person and online:**

Eager to Learn hosts the online training course (shared with Providers):

Supporting Breastfeeding in Early Childhood Programs

<https://www.eagertolearn.org/CourseSchedule/CourseDetails/3459>

10B. Healthy Northland sponsored Childcare Trainings (in-person):

<h3>Registration</h3> <p>To register or for questions about the location, contact:</p> <p><a href="mailto:ama36a@mn.com">ama36a@mn.com</a></p> <p>Information about the training is also available at:</p> <p><a href="https://www.developtoolmn.org/App/EventDetail.aspx?EVID=564758">https://www.developtoolmn.org/App/EventDetail.aspx?EVID=564758</a></p> 	<h3>Supporting Breastfeeding in Child Care Programs</h3> <p>September 17, 2015 7:00 – 9:00 pm Judy's House 1013 Carlton Avenue Cloquet, MN</p> <p><small>Healthy Northland seeks to improve the quality of life and health of all people in northeastern Minnesota and is made possible by the Minnesota Department of Health's Statewide Health Improvement Program. <a href="http://www.healthnorthland.org">www.healthnorthland.org</a></small></p>	 <h3>Supporting Breastfeeding in Child Care Programs</h3>
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## Supporting Breastfeeding in Child Care Programs

This 2-hour training will examine the importance of breastfeeding for children, mothers and child care programs. Topics include benefits of breastfeeding, risks of not breastfeeding, breastfeeding guidelines, and safe handling and storage of breast milk. *Supporting Breastfeeding in Child Care Settings* was developed in collaboration with the Minnesota Department of Health for child care providers. This training meets Parent Aware training requirement and is approved for 2 hours of continuing education credits.

**Purpose:**  
More children, of age birth to five years, are in child care than ever before. Because of this, child care providers have the unique opportunity to influence children's health and well-being by supporting breastfeeding in the child care setting.

**Course Objectives:**  
This session was developed to address the following learning objectives. You can reasonably expect that, by the end of this session, actively engaged participants will be able to:

- Identify the benefits of breastfeeding and the importance of exclusive breastfeeding
- Identify the potential health risks of not breastfeeding
- Identify breastfeeding recommendations from the Centers for Disease Control and Prevention (CDC) and the Academy of Breastfeeding Medicine (ABM)
- Describe guidelines for safe handling and storage of expressed breast milk
- Recognize child hunger and satiety cues
- Become familiar with guidelines for bottle feeding
- Determine strategies for supporting breastfeeding families
- Identify additional resources for child care staff and breastfeeding families.

**Trainer:**  
Pam Galle has worked with and helped hundreds of breastfeeding mothers during the past twenty years. She's taught classes in breastfeeding assessment and management to mothers, breastfeeding counselors and health professionals. Currently, she maintains a private practice as an International Board Certified Lactation Consultant, and works under contract as an IBCLC with Fond du Lac Public Health, WIC Peer Counseling Program in northern Minnesota and Healthy Northland Breastfeeding Strategy.

## 10C. Collaborative work with child care associations for training dissemination of resources:

The following resources are given to local child care associations, by Carlton County Parent/Child Health Nurses:

MN Dept of Health printable card: Benefits of Breastfeeding  
<http://www.health.state.mn.us/divs/fh/wic/nutrition/pdffiles/epg1.pdf>

MDH: Returning to Work or School  
<http://www.health.state.mn.us/divs/fh/wic/nutrition/pdffiles/ebf3.pdf>

MDH Breastfeeding Recognition Child Care  
<http://www.health.state.mn.us/divs/oshii/bf/childcare.html>

How to Support Breastfeeding Mothers & Families: A Simple Guide for Child Care Providers  
<https://www.youtube.com/watch?v=lpDDxnbin7c&feature=youtu.be>

Ten Steps to Breastfeeding Friendly Child Care Centers  
<https://www.dhs.wisconsin.gov/publications/p0/p00022.pdf>

CDC Guide to Proper Storage and Handling of Human Milk  
[http://www.cdc.gov/breastfeeding/recommendations/handling\\_breastmilk.htm](http://www.cdc.gov/breastfeeding/recommendations/handling_breastmilk.htm)

USBC Position Paper: Breastfeeding and Child Care  
<http://www.usbreastfeeding.org/Portals/0/Publications/Child-Care-2002-USBC.pdf>

Supporting Breastfeeding in Child Care Programs (Eager to Learn online training)  
<https://www.eagertolearn.org/CourseSchedule/CourseDetails/3459>

Supporting Breastfeeding in Child Care Settings...for Providers  
<https://mnbfc.files.wordpress.com/2010/08/supporting-breastfeeding-in-child-care-settings.pdf>

Supporting Breastfeeding in Child Care Settings...for Parents  
<https://mnbfc.files.wordpress.com/2010/08/supporting-breastfeeding-in-child-care-settings-for-parent.pdf>

Child Care Lactation Support examples  
<http://www.womenshealth.gov/breastfeeding/employer-solutions/industry/education.html>

**10E. Honor local breastfeeding friendly child care centers/providers/schools through community task force/coalition:**

Little B's Early Childhood Learning Center received a certificate from the Carlton County Breastfeeding Task Force in recognition of maintaining a breastfeeding friendly childcare center.



Lil Lumberjacks Learning Center received a certificate from the Carlton County Breastfeeding Task Force in recognition of maintaining a breastfeeding friendly childcare center.



# Appendix A

## Employee Orientation Checklist

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### ORIENTATION TO PARENT & CHILD HEALTH UNIT

Updated 7/8/15

#### PROGRAMS/Resources

- Prenatal/MCH Grant
  - Healthy Promise/Fetal Alcohol Strategies
  - Universal Home Visiting
  - Follow Along Program
  - Books4Babies and Infant Massage
  - Car Seat Training and Distribution
  - Breastfeeding Support**
  - Young Student Parents (through FDLTCC)
  - Child Find/IC (MaryJo)
  - HFA & NFP (GGK & PIPE)
  - TANF & FHV
  - Child Protection Team
  - Seeing Is Believing (Becky)
  - Alcohol Diversion Classes
  - SIDS/Bereavement (Becky)
  - Baby Think It Over (Jamie)
  - STEEP
  - Promoting Maternal Mental Health
  - Promoting First Relationships
  - Circle of Security
  - Motivational Interviewing (Joan)
  - Reflective Practice & Reflective Supervision (Joan)
  - Intimate Partner Violence modules
- 
- Other Orientation Topics
    - F drive
    - IT in-service & Name Badge (Carrie Umpierre)
    - Mantoux
    - Orient to lab and exam room areas
    - Immunizations (adult & child) & Flu clinics
    - Well Baby exam demo (Becky)

- \_\_\_\_\_ AED & CPR (Becky)
- \_\_\_\_\_ PH Teams & Committees: FBI, Safety, Quality Improvement, Wellness, Infectious Disease, PH Advisory

**Funding Sources**

- \_\_\_\_\_ Grants: MCH Grant, UHV Collaborative Grant
- \_\_\_\_\_ TANF
- \_\_\_\_\_ MIECHV (NFP)
- \_\_\_\_\_ LPHG (Local PH Grant)
- \_\_\_\_\_ 3<sup>rd</sup> party billing
- \_\_\_\_\_ County taxes

**MEETINGS**

- \_\_\_\_\_ Parent & Child Health Team (PCH) – mandatory
- \_\_\_\_\_ Action Team
- \_\_\_\_\_ Monthly(?) PH Mtg
- \_\_\_\_\_ PECC – Holly S
- \_\_\_\_\_ Reflective Supervision
- \_\_\_\_\_ All Staff – quarterly
  
- \_\_\_\_\_ Regional MCH – Joan or Holly S attends quarterly
- \_\_\_\_\_ MI Reflective Group w/FSSW
- \_\_\_\_\_ On Call expectations
- \_\_\_\_\_ Breastfeeding Task Force
- \_\_\_\_\_ Breastfeeding Coalition Representative
- \_\_\_\_\_ Breastfeeding Hospital Meetings

**PAPERWORK**

- |   |                                 |
|---|---------------------------------|
| _____ Dailies                                 | _____ Certs                     |
| _____ Billing                                 | _____ MD orders                 |
| _____ Codes                                   | _____ Mileage vouchers          |
| _____ CMFs                                    | _____ Referral Process/Database |
| _____ Charting – chart order, chart checklist | _____ Omaha System & KBS        |
| _____   | _____ CareFacts                 |

**HOME VISITS**

- \_\_\_\_\_ See Home Visit Expectations – Prenatal, Postpartum, Well Baby
- \_\_\_\_\_ Topics, pamphlet, videos, educational materials
- \_\_\_\_\_ Length of visits
- \_\_\_\_\_ # of visits per day/week
- \_\_\_\_\_ # clients on caseload

- \_\_\_\_\_ # of visits per client, when to close, when to keep open
- \_\_\_\_\_ When to refer and to whom
- \_\_\_\_\_ AAPI, NCAST, CTC, PDSS, HOME, ASQ/ASQ-SE
- \_\_\_\_\_ Lactation consultant, counselors,
- \_\_\_\_\_ Video review: Journey to Birth, L & D, Hello Family series, Infant exam, breastfeeding, newborn characteristics, infant development, breast models, etc.
- \_\_\_\_\_ Policy and Procedure review
- \_\_\_\_\_ Standards of Care review

**BRIEF ORIENTATION TO OTHER PROGRAMS**

- \_\_\_\_\_ WIC - and WIC BF Peer counselor
- \_\_\_\_\_ Health Education –
- \_\_\_\_\_ Books for Babies –
- \_\_\_\_\_ Family School Support Workers –
- \_\_\_\_\_ ECFE
  
- \_\_\_\_\_ Child Protection –
- \_\_\_\_\_
- \_\_\_\_\_
  
- \_\_\_\_\_ CTC/Immunizations –
- \_\_\_\_\_

**OTHER**

- \_\_\_\_\_ CSS students and other
- \_\_\_\_\_ IT in-service and name badges
- \_\_\_\_\_

Windshield Survey PowerPoint with Meeting Minutes

Slides 1&2



Slides 3&4

**Hospitals & Public Health Agencies:**

- Tracking breastfeeding rates including exclusive
- Comprehensive breastfeeding policies
- Implementing policy steps
- Lactation education
- Breastfeeding Summits
- Worksite lactation support
- SHIP 3.0 (Healthy Northland adding Clinics)

**Objectives**

- Identify that support of breastfeeding mothers is a common goal of the task force.
- Identify the Ten Steps to Breastfeeding Friendly Health Departments
- Participate in a breastfeeding community assessment using a windshield survey approach
- Review model of a worksite lactation support policy

**Excess Health Risks Associated with Not Breastfeeding**

Outcome	Excess Risk* (%)
Type II Diabetes Mellitus	67
Acute Ear Infections	100
Childhood Obesity	32
Hospitalizations for lower respiratory diseases in first year of life	257
Sudden infant death syndrome	56
Diarrhea and vomiting (gastrointestinal infection)	178
Eczema (atopic dermatitis)	47
Maternal breast cancer	27

\*The sizes are approximated by using the odds ratios reported in the referenced studies.  
From UN-University Geneva's full-text letter to support breastfeeding, 2008

Slides 5&6

**Economic Benefits of Breastfeeding**

"If 90% of U.S. families followed guidelines to breastfeed exclusively for six months, the United States would save \$3 billion annually from reduced direct medical and indirect costs and the cost of premature death. If 80% of U.S. families complied, \$2.5 billion per year would be saved."

From UN-University Geneva's full-text letter to support breastfeeding, 2008

Slides 7&8

**Number of Baby Friendly steps in place predicts risk of breastfeeding cessation**

Steps measured:  
 -Early initiation  
 -Exclusive breastfeeding  
 -Rooming-in  
 -On-demand feedings  
 -No pacifiers  
 -Info on support provided

Source: DiGirolamo et al., 2008

**WHO Launched the Baby Friendly Initiative**

USA "Baby Friendly" Ten Steps to Successful Breastfeeding:

- Have a written breastfeeding policy that is routinely communicated to all health care staff.
- Train all health care staff in skills necessary to implement this policy.
- Inform all pregnant women about the benefits and management of breastfeeding.
- Help mothers initiate breastfeeding within one hour of birth.
- Show mothers how to breastfeed and how to maintain lactation, even if they are separated from their infants.
- Give newborns infant on food or drink other than breast milk, unless medically indicated.
- Practice "rooming in" – allow mothers and infants to remain together 24 hours a day.
- Encourage breastfeeding on demand.
- Give no pacifiers or artificial nipples to breastfeeding infants.
- Foster the establishment of breastfeeding support groups and refer mothers to them on discharge from the hospital or clinic.

Remove free formula & gifts  
 Delay infant handling  
 Golden Hour  
 Pacifiers removed  
 Talking points in scripting

More bedside procedures  
 Support breastfeeding groups  
 Increased staff education  
 Consistent teaching  
 Begin Baby Friendly discussion

**Slides 9&10**

**WIC**  
*“Mom’s Milk: Made Just for Me”*

- There is much to celebrate in Minnesota as we exceed the Healthy People 2020 goal for breastfeeding initiation.
- The majority of Minnesota women breastfeed!
- In 2012 over 77% of WIC participants initiated breastfeeding.
- In Carlton County over 84% women on WIC initiated breastfeeding in 2012.

**Slides 11&12**

Who Are the Large Employers?




- Employing over 500 employees?

Virtual Drive Through YOUR Community  
A Windshield Survey




Who are the medium employers in your community?





- Employing 50-499 employees?

**Slides 13&14**

Schools




**Slides 15&16**

What Restaurants?




Schools




What Restaurants?






**Slides 17&18**

What Tourist Spot Are You Seeing?

**Slides 19&20**

What Impact Does the Economy Have?

- How soon do mothers return to work or school?
- Retention of experienced employees;
- Reduction in sick time taken by both moms and dads for children's illnesses;
- Lower health care and insurance costs.

Tourist Locales

What is the current Political Climate?

**Slides 21&22**

Surgeon General's Call to Action to Support Breastfeeding Focuses on Communities

- Action 3.** Strengthen programs that provide mother-to-mother support and peer counseling.
- Action 4.** Use community-based organizations to promote and support breastfeeding.
- Action 5.** Create a national campaign to promote breastfeeding.
- Action 6.** Ensure that the marketing of infant formula is conducted in a way that minimizes its negative impacts on exclusive breastfeeding.

**Slides 23&24**

Now what? Let's move it forward

What Barriers are you seeing?

Task Force to do a Windshield Survey Assessment of Breastfeeding Support in Community

- Terri Allen RN, PHN, Public Health Supervisor
- Carlton County Public Health & Human Services
- Former NE MN SHIP Breastfeeding Coordinator for Public Health
- Terri.allen@co.carlton.mn.us



Breastfeeding Task Force of Carlton County

October 22, 2014; 2:30 pm  
Carlton County Community Services  
14 N 11th St, Cloquet, MN 55720

Minutes by Kathy Blais – Thank you  
Attendees: Terri Allen, Kathy Blais, Pam Galle, Robin Johnson, Nicole Lourey, Patti Martin, Dean Mason, Betsy Norman, Janessa Novak, Lori Quam, Baylee Roe, Terri Schaeberger, Sue Wilkowiak

1. Welcome and Announcements- First meeting of task force everyone invited to take a few minutes and write on post-its and place on easel paper before end of the day. "If you won a million dollars, what would you do to support BF in our communities? See page 4 for comments
2. Introductions – name, agency and your role in BF.
3. Share MDH Press Releases: MDH 10 Steps – Previewed MDH Website for Breastfeeding Press release 8/8/2014 Attachment from Commissioner of Health Dr. Ed Ehlinger that the state was supporting hospitals to become Baby-Friendly. There has been a lot of training offered in the past 2-5 years which has come from many grants. When a hospital becomes Baby-Friendly this will require continuing education for staff to become recertified. There is lots of new information for moms and professionals. Pam Galle also shared that there is a MDH recognition program for hospitals, childcare, workplaces and Health departments. These organizations can download the application and apply to be recognized as BF friendly. Next due date is 2/15/15 <http://www.health.state.mn.us/divs/oshi/bf/bfyourbaby4.html>
4. Share Carlton County Policy and <http://www.womenshealth.gov/breastfeeding/employer-solutions/industry.php>  
  
This website also has lots of good Breastfeeding information. On the left hand side there is a tab for industry solutions, also can find videos, publications such as Business Case for Breastfeeding (toolbox) for work places.  
Terri Allen shared the Carlton County policy and indicated this has taken a couple years and is now countywide in all county buildings. Carlton County is the first Public Health department in the region to adopt such a policy. Carlton County received awards from the Northland Breastfeeding Coalition and Healthy Northland.  
Terri also discussed the Baby-Friendly Hospital initiative – attached. Five Hospitals in the area are working on BFHI: Mercy in Moose Lake, Fairview Range in Hibbing, St. Lukes and Essentia-SMMC in Duluth, and Riverwood in Anken. Terri explained how Pam Galle's work with (SHIP) Statewide Health Improvement Grant and Community Transformation Grant has helped further the process of helping hospitals move toward Baby-Friendly.  
Also the NE Breastfeeding Summit was held on 10/9/2014 in Cloquet with hospitals, clinics, and public health working together.
5. Breastfeeding Winonafield Survey – Attached PowerPoint  
  
This is a community assessment and that is what we are doing here today. Terri highlighted Public Health's 10 steps and then worked in groups of 3-4 for this exercise. Also on the Dakota County website there is a toolkit (90 pages) for Public Health agencies that is a good resource.  
  
<http://www.co.dakota.mn.us/HealthFamily/HealthServices/WIC/Pages/make-a-breastfeeding-friendly-health-department.aspx>

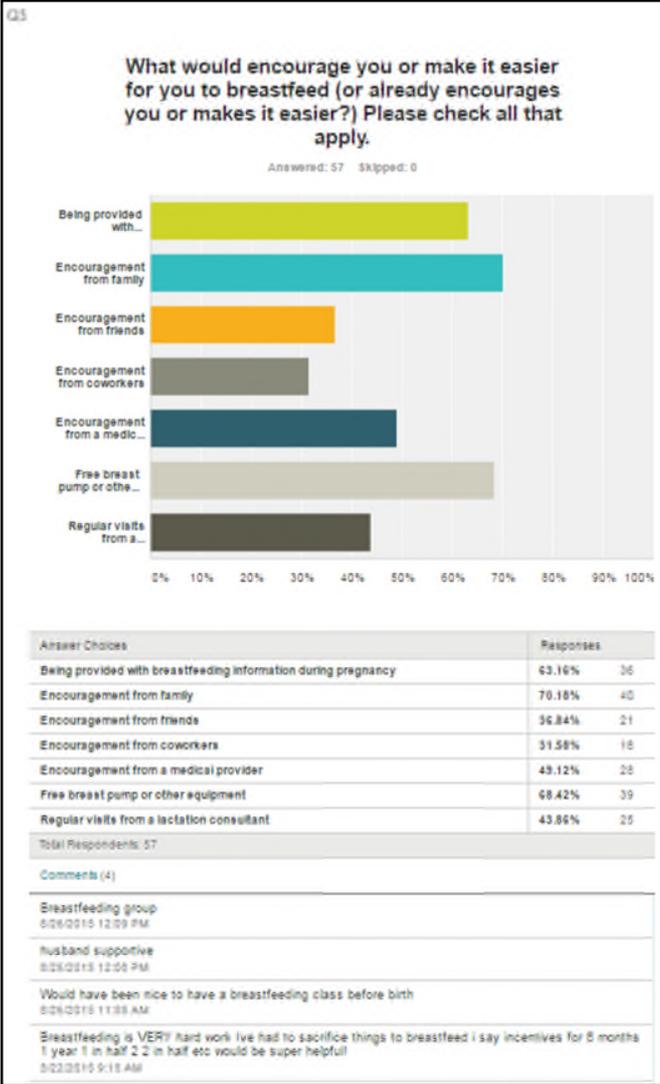
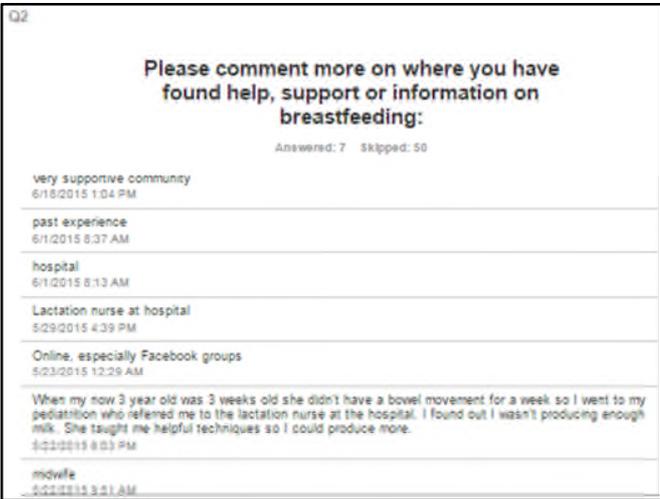
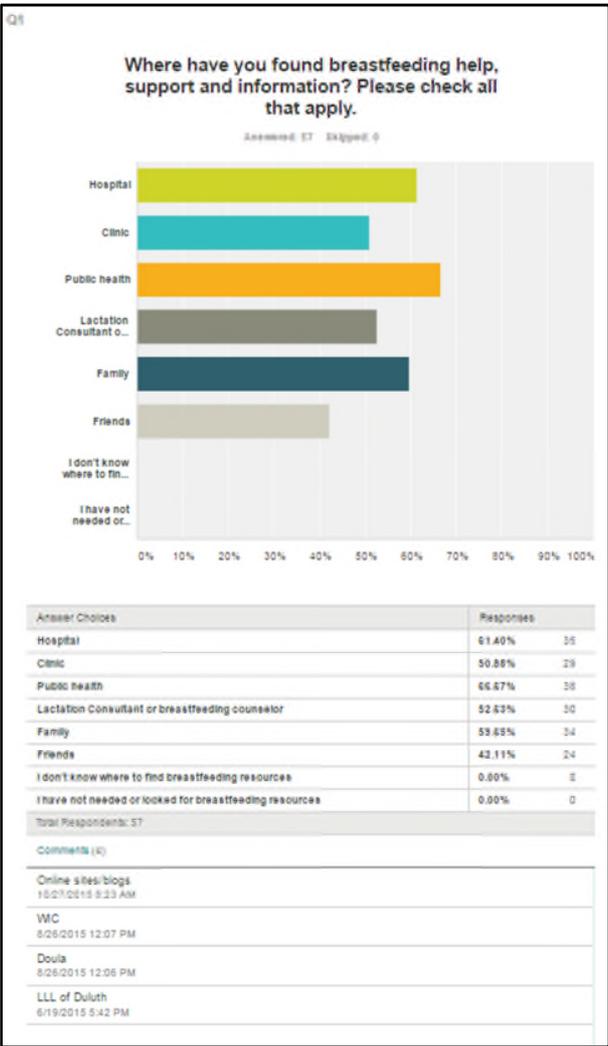
Identified employers in the community:

- A. Large employers, Sappi, Black Bear Casino(3000?), MSOP, Prison, USG
- B. Medium employers, School, Walmart, County, Diamond Brands,
- C. Small employers – everyone else

Space to accommodate breastfeeding moms is found at CMH, Rater Clinic, FDL Clinic, FDL college, Carlton County has rooms available for breastfeeding moms. Breastfeeding tents were seen at some local fairs. We may want to check further with Chamber of Commerce as they may have more information on accommodations with area businesses.  
Some other employers to explore may be group homes, assisted livings, jail, schools (FDL, Ojibwa, High School, Little Lumberjacks). We did hear of one experience at Churchill school where a breastfeeding mom was able to arrange for a location to pump while at work.  
Additional areas to explore in the community such as the hockey shelter, parks, one example was to have some benches away from the playground to allow some space for a breastfeeding mom.  
Some child care providers had shared they provide for storage of milk for mom's that are pumping. We can check further to see if any mom's stop in to breastfeed at the childcare location.  
One suggestion was to find a champion from a local business to help promote this in the community to employers.  
Potential Ad – Don't gamble with your baby's health.  
Some things to consider: breastfeeding class, breastfeeding group, location and incentives.  
Medica will plan to attend next time and may have a local employee attend.  
Nicole will check with the child care centers and school nurse she has contact with.  
Patti will follow –up with the child care providers that she spoke with.  
Pam will get contact from FDL.  
Make additional contacts with school nurses and child care centers to learn more about what they may be providing for breastfeeding moms.

6. Conclusions- What is next For Carlton County Policy we would need to meet once a year.  
Do we want to meet more than once per year? Determine if task force wants to be task oriented or not? Do we need to go out to the community?
7. Next meetings: - Group would like to meet again in January to have more discussion on next steps. Participants that attended may approach others to attend January meeting. Also see next page for  
  
Date set for January 28 2-4 at Carlton County Community Services Building.

Mother's Survey Results (May 2015)



CARLTON COUNTY BREASTFEEDING FRIENDLY HEALTH DEPARTMENT STATUS – JULY 2016

**Q4**

**Please comment on what would encourage you or make it easier for you to breastfeed:**

Answered: 8 Skipped: 43

After care clinic at slh was helpful  
6/19/2015 5:42 PM

I was determined to BF my children, but extra encouragement and support helps too  
6/18/2015 1:04 PM

information on the benefits of breastmilk for my children  
6/1/2015 9:37 AM

more locations for breastfeeding (in public places)  
6/1/2015 9:37 AM

more time at work to complete  
6/1/2015 9:13 AM

It is helpful when family and friends are supportive but having coworkers who are supportive is very important. Medical providers encourage breastfeeding for many health benefits and lactation nurses offer support on how to make breastfeeding an enjoyable experience. Breast pumps are expensive so having the opportunity to get it for free is a great incentive.  
5/22/2015 6:03 PM

Having areas in public places designated specifically for nursing mothers  
5/22/2015 9:31 AM

Incentives to breastfeed, just the stigma of breastfeeding ppl being more open not havin' to cover etc or breastfeeding support groups/ luncheons  
5/22/2015 9:18 AM

**Q6**

**Please comment on where you have found breastfeeding resources in the community:**

Answered: 9 Skipped: 48

I work in PH so is very BF friendly, and the clinic is as well  
6/18/2015 1:04 PM

La Leche league.  
6/3/2015 9:55 AM

LaLeche, PHN, Blue Cross Blue Shield  
6/1/2015 9:37 AM

clinic  
6/1/2015 8:13 AM

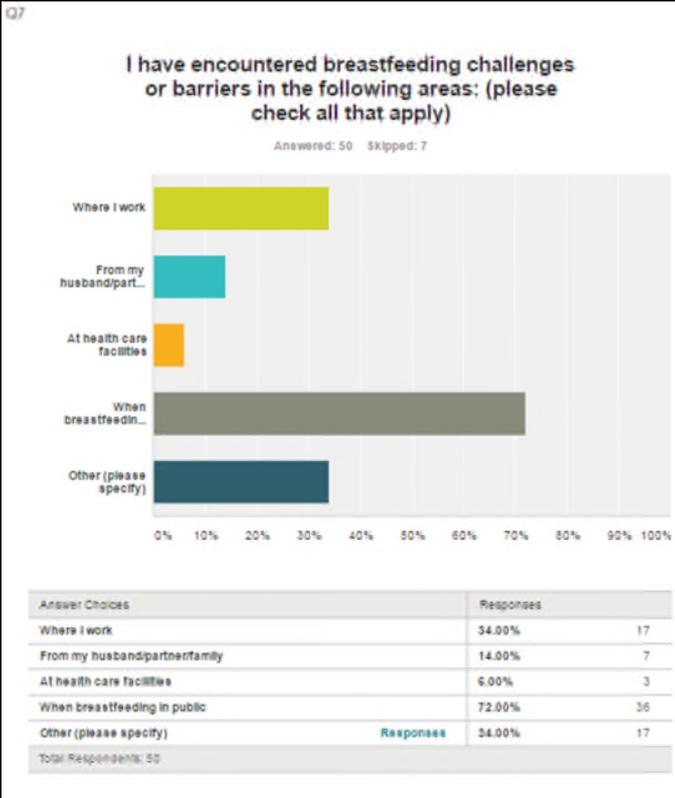
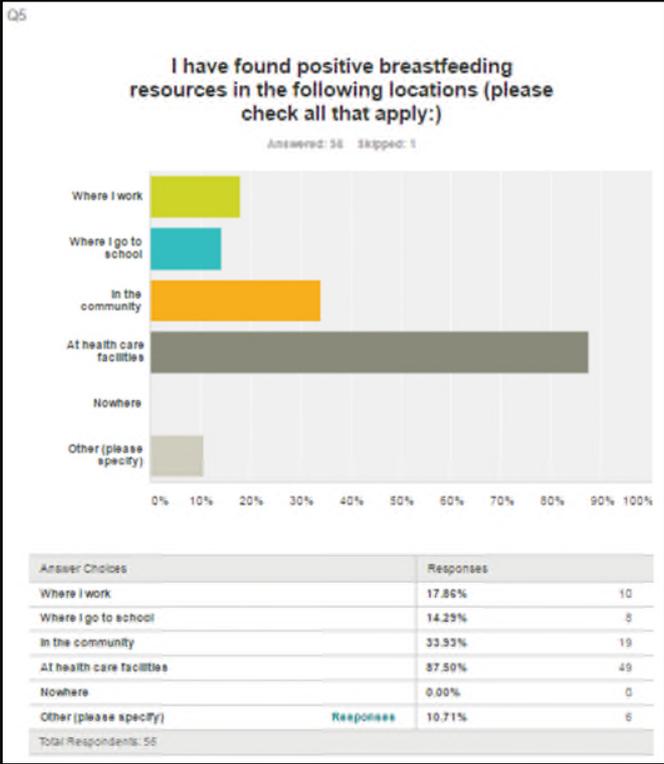
Jopenney in Brainerd had a great family bathroom to use  
5/29/2015 4:29 PM

W/C at my clinic has been very helpful.  
5/23/2015 12:29 AM

I was attending school while I was breastfeeding and I felt supported by faculty and had a quiet and private place to nurse.  
5/22/2015 6:03 PM

through public health nurse, pediatrician and midwife  
5/22/2015 9:51 AM

THERE NEEDS TO BE MORE  
5/22/2015 9:15 AM



**Q8**

**Please comment on the breastfeeding challenges and/or barriers you have had:**

Answered: 12 Skipped: 45

nowhere to go  
6/27/2015 8:45 AM

Told to go in bathroom  
6/27/2015 8:45 AM

Feeling uncomfortable to breastfeed in public without a coverup  
6/18/2015 8:42 PM

In our community there aren't areas specifically designed for BF moms, like there is in Europe. IT would be so helpful if malls or department stores had BF designated areas  
6/18/2015 1:04 PM

Time while at work  
6/1/2015 9:27 AM

no private/comfortable place to breastfeed  
6/1/2015 8:37 AM

unable to take breaks at work, had to pump  
6/3/2015 8:13 AM

Not getting room at work specified for nursing, was asked to use another room and was walked in on twice as had employee access with key, not having good private areas in public to do it  
5/29/2015 4:38 PM

It was very difficult and uncomfortable to attempt to pump during the workday in my former place of work. I had to use a women's locker room which did not offer complete privacy or comfortable seating  
5/29/2015 4:29 PM

ai didn't experience any challenges.  
5/22/2015 6:03 PM

public places  
5/22/2015 9:51 AM

Not breastfeeding because it made other ppl uncomfortable. ppl have even said things to me, always needing to wear something I could nurse in not having \$\$ to buy nursing bras breast pads or clothes I can wear that I could easily nurse in, not working because I couldn't produce enough to have a supply stash. So instead of using formula I stayed home n only fed off breast. There's TONS of challenges ppl dnt talk about  
5/22/2015 9:18 AM

**Q19**

**Thank you for taking the time to complete this survey. Please feel free to add any additional comments about any of the questions, or topics relating to breastfeeding that were not brought up in the survey:**

Answered: 4 Skipped: 55

last time breastfeeding was 4 years ago  
6/1/2015 8:13 AM

I'm still breastfeeding my 24 month old and we will go until she naturally weans.  
5/23/2015 12:29 AM

I'm not sure if this is a scientifically proven fact but my lactation nurse told me that nipples grow with each pregnancy so because she was my fourth child they were too big for her mouth that is why she had trouble. I had to pump most of my milk.  
5/22/2015 8:03 PM

happy I chose breastfeeding over formula. I feel like it has helped and assisted in my daughter's good health.  
5/22/2015 8:51 AM

**Q29**

**If you are a mother who has stopped breastfeeding sooner than you had planned to or wanted to, what would have helped you breastfeed longer? (Please check all that apply)**

Answered: 45 Skipped: 12

Answer Choices	Responses
I needed more support from a lactation consultant	13.33% 3
I needed more workplace support or time for pumping	26.67% 12
I needed more family support	6.67% 3
My baby had too much trouble breastfeeding	24.44% 11
I got sick	8.89% 4
I didn't want to or like to breastfeed	8.89% 4
Other (please specify)	35.56% 16

Total Respondents: 45

## Appendix B

### Community Memorial Hospital Brochure:



**healthy & safe childbirth**

"They made me feel like a queen, and provided my daughter with better care than I could ever have asked for!"

"Had an amazing experience delivering my daughter here!"

"CMH is the best hospital to deliver a baby. The patient care is unmatched at any other local hospital."

— RECENT FACEBOOK COMMENTS about the Birthing Suites

### Learn the A-B-C's of childbirth and newborn care

#### CMH childbirth education classes

We want to make sure you're completely prepared for your family's big event. We offer convenient childbirth education classes year round, specifically designed for moms-to-be and their coaches.

Comprehensive and convenient...friendly and fun...these are classes that you and your spouse or birth partner won't want to miss. Ask your questions. Meet our experienced obstetric nursing staff. Tour the Birthing Suites. Meet other expectant parents. You'll gain the information you will need to help you prepare for a safe, healthy and joyous childbirth experience.

#### Childbirth education classes include important information about:

- The labor and birth processes
- When to come to the hospital
- Natural childbirth
- Labor complications
- C-sections
- Medication options during labor
- Epidurals
- Breast feeding
- Post-partum and newborn care



Sessions cost \$30 and include an indispensable handbook that includes much of the information covered in the childbirth education class, a folder of resources, a tour of the Birthing Suites, and lunch and snacks for you and your birth partner.

To register for an upcoming Childbirth Education Class, call 218-879-4641.

Visit [www.cloquehospital.com](http://www.cloquehospital.com) for upcoming classes; click on "Happenings" tab.

The Birthing Suites



**The Birthing Suites**

a perfect place for new beginnings

**CMH**  
Community Memorial Hospital

512 Skyline Boulevard, Cloquet



**close to you**

Have your baby nice and close to home, family and friends!

- Our hospital is located in Cloquet in a quiet, rural setting.
- Always plenty of parking.
- Convenient for visitors.
- Meals, beverages and snacks available at our Riverside Café.
- Each mom is treated to CMH's signature celebration dinner!

### A peaceful setting and personal touches create a warm, calming environment

#### We're ready to help you and baby get off to a healthy start

Breastfeeding is a natural and healthy process for both babies and moms. However, brand new babies don't come with directions, sometimes you and baby need a little help to get started!

#### •Skin to skin with your baby

In the moments after birth, studies have shown that immediate skin-to-skin contact between mom and baby has very beneficial results. When they're snuggled close, moms and babies exchange sensory information that stimulates rooting and searching for the breast, helps to calm the newborn, and stabilizes the baby's body temperature and blood sugar.

#### Your baby rooms in with you

At the Birthing Suites, your baby will room in with you to help you learn feeding cues and patterns so that breastfeeding can take place on demand.

#### Lactation counseling

Certified Lactation Counselors are professional breastfeeding specialists. They're available at CMH to teach mothers how to feed their babies, as well as to help women who are experiencing breastfeeding problems, such as latching difficulties. When you're discharged, a referral will be made to your county public health nurse for additional help with breastfeeding.

Plan your delivery at The Birthing Suites and feel calm and confident!

Choose the Birthing Suites!  
For more information call CMH at 218-879-4641

Essentia Health 2016 Childbirth Education:

# 2016

## Childbirth Education Classes



The Birthplace at Essentia Health-St. Mary's Medical Center



**Breastfeeding Class 2016 – \$15** (No fee if you also attend Childbirth Preparation or Weekend Express class)

Please circle the date you plan to attend:  
February 9 April 5 June 7 August 9 October 11 December 6

**Basic Training for New Dads 2016**

Please circle the date you plan to attend:  
February 9 April 5 June 7 August 9 October 11 December 6

Dad's name: \_\_\_\_\_ Baby's name: \_\_\_\_\_ Age (weeks): \_\_\_\_\_

**Infant Safety 2016 – \$20 per person or \$25 per couple**

Please circle the date you plan to attend:  
February 23 April 26 June 15 August 27 October 19 December 13

**Strategies for Low Intervention Birth 2016 – \$20**

Please circle the date you plan to attend:  
January 14 March 10 May 12 July 14 September 15 November 17

**Sibling Class 2016 – \$10 per child, maximum \$20 per family**

Please circle the date you plan to attend:  
February 1 May 2 August 1 November 7

Child's name: \_\_\_\_\_ Age: \_\_\_\_\_

Child's name: \_\_\_\_\_ Age: \_\_\_\_\_

**Registration Online!**

Go to [EssentiaHealth.org](http://EssentiaHealth.org)

If you don't have online access, please complete this form and mail along with your payment to:

Essentia Health  
Prenatal Family Education  
MC2311  
407 East Third Street  
Owatonna, MN 55956

Make checks payable to:  
Essentia Health, Prenatal Education  
Early payment secures your spot in the class.

**Important note:**  
If payment for classes is a concern, some programs are available as a reduced fee. For more information, call the Prenatal Education Coordinator at 218.786.4478.

**Quick & Easy Registration Online!**  
Go to: [EssentiaHealth.org](http://EssentiaHealth.org)  
Click on "Find classes" in the Quick Links column.

If you don't have online access, please fill out this form.

Your name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Daytime phone: \_\_\_\_\_ Your doctor: \_\_\_\_\_  
Is this your first baby? Yes No Your due date: \_\_\_\_\_  
Name of labor coach or class companion: \_\_\_\_\_

**I wish to enroll for the following classes:**

**Childbirth Preparation Class 2016 – \$60**

I plan to attend the Childbirth Preparation Session starting (please circle):  
January 5 March 1 May 3 July 5 September 6 November 1

I will also attend Breastfeeding Class at no extra charge on (date): \_\_\_\_\_

**Childbirth Preparation Weekend Express Class 2016 – \$75**

I plan to attend Weekend Express on (please circle):  
January 9 February 20 March 19 April 30 June 11  
July 23 August 20 October 1 November 12

I will also attend Breastfeeding Class at no extra charge on (date): \_\_\_\_\_

**Childbirth Preparation**

St. Mary's Medical Center Auditorium – 7 to 9:30 p.m.

Fee: \$60 includes this class plus Breastfeeding Class

Five weekly classes prepare mothers-to-be for changes in the last trimester of pregnancy, signs and stages of labor, hospital admission, vaginal or cesarean birth, and caring for yourself and baby after birth. Plan to attend with your labor coach six to eight weeks before your due date. Those who attend do much better in labor, birth and entering into parenting.

**DATES:**

- Session 1: January 5, 12, 19, 26, February 2
- Session 2: March 1, 8, 15, 22, 29
- Session 3: May 3, 10, 17, 24, 31
- Session 4: July 5, 12, 19, 26, August 2
- Session 5: September 6, 13, 20, 27, October 4
- Session 6: November 1, 8, 15, 22, 29

**Childbirth Preparation Weekend Express**

St. Mary's Medical Center Auditorium – 9 a.m. to 5 p.m.

Fee: \$75 includes this class plus Breastfeeding Class

This one-day class condenses the information from the five-week Childbirth Preparation class.

Please note: Class size is limited and fills up quickly. There is often a waiting list. Register early to reserve your place.

**DATES:**

- January 9 February 20 March 19
- April 30 June 11 July 23
- August 20 October 1 November 12

**Breastfeeding Class**

St. Mary's Medical Center Auditorium, Front – 7 to 9:30 p.m.

Fee: \$15 (No fee if you also attend Childbirth Preparation or Weekend Express class)

This class is for expectant mothers who are interested in breastfeeding their babies. Certified Lactation Consultants offer information on how to get off to the best possible start with breastfeeding. Labor coaches are welcome to attend.

**DATES:**

- February 9 April 5 June 7
- August 9 October 11 December 6

**Mercy Hospital 2016 Childbirth Education:**

**NEW Birthing Center**  
Childbirth Education 2016




[www.mercymooselake.org](http://www.mercymooselake.org)

**Mercy's NEW Birthing Center**

**Congratulations on Your Pregnancy!**  
We know that the birth of a baby is a special event for every family. That's why the staff of Mercy's Birthing Center is dedicated to providing a comfortable and family centered experience to all new parents.

**New Beginnings**  
Providing individualized care, Mercy's new Birthing Center offers the following services as part of its family centered focus:

- ▶ **NEW home-like private birthing suites** where mothers stay for labor, delivery and post-partum care.
- ▶ **VBAC option** for those desiring a vaginal birth after a cesarean birth.
- ▶ **Childbirth education classes** to help parents prepare for their new arrival.
- ▶ **Overnight in-room accommodations** for father or other loved ones.
- ▶ **A full range of analgesic options**, including intrathecal and epidurals.
- ▶ **A whirlpool bath** in each suite for pain management during labor. A birthing ball is also available.
- ▶ **Certified Lactation Counselors** to answer breastfeeding questions and assist with breastfeeding as needed.
- ▶ **Celebration dinner** for the new parents.
- ▶ **New car seat** to keep baby safe.

Our nurses and physicians will make every effort to honor your personal choices for birth. Fathers are encouraged to take an active role in the birth process and may cut the umbilical cord as well as give the baby's first bath.

You will be cared for by staff trained to provide care in accordance with Baby Friendly Hospital Initiative guidelines. Mercy is actively pursuing Baby Friendly designation.

After delivery, we help facilitate the "Golden Hour" which allows you the once in a lifetime special bonding experience. We encourage you to hold baby skin to skin after delivery. Baby will

**Mercy Childbirth Education**  
Registration Form

Name \_\_\_\_\_

Support Person \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

E-mail address: \_\_\_\_\_

Phone (Home) \_\_\_\_\_

Phone (Work) \_\_\_\_\_

Your Doctor \_\_\_\_\_

Your Due Date \_\_\_\_\_

Please check the classes you plan to attend:

**Birthing Classes**  
Attendance date: \_\_\_\_\_

**Caring for Your Newborn**  
Attendance date: \_\_\_\_\_

**Breastfeeding Education Class**  
Attendance date: \_\_\_\_\_

How did you find out about this class?  
 \_\_\_ Brochure \_\_\_ Physician \_\_\_ Other: \_\_\_\_\_

**Please complete registration form & send to:**  
 Mercy Hospital  
 Attn: Education Department  
 4572 County Road 61  
 Moose Lake, MN 55767

St. Luke’s Hospital 2016 Childbirth Education:



### Feeding Your Newborn Class

Expectant mothers (and significant others, if desired) who want information about feeding their newborn should attend. Topics include lactation and breastfeeding, breast pumps, storage of breast milk, significant other’s role in breastfeeding, and community resources. Alternatives to breastfeeding will also be covered.

- Time:** 6:30 – 9 p.m.
- Cost:** \$20/couple
- Location:** SLH Clinic Building, 3rd Floor, Room 329A  
1011 East First Street, Duluth

Register online at [sihduluth.com/classes](http://sihduluth.com/classes) at least five days prior.

January 27	August 24
February 24	September 28
March 23	October 26
April 27	November 16
May 25	December 28
June 29	



### Breastfeeding Support Group

After delivery, you are invited to join St. Luke’s Breastfeeding Support Group. This is a monthly support group where breastfeeding moms can talk with each other and a certified lactation nurse. Moms are encouraged to bring their breastfeeding child.

- Time:** 5 – 6 p.m.
- Cost:** No charge
- Location:** SLH Clinic Building, 3rd Floor, Room 329A  
1011 East First Street, Duluth

Registration not required.

January 27	August 24
February 24	September 28
March 23	October 26
April 27	November 16
May 25	December 28
June 29	