April 2018

The Lactation Advocacy Committee (LAC), an ad hoc group of concerned university employees and students, meets regularly to address concerns for and advocacy of, breastfeeding support for parents on campus. When the LAC formed in 2009, after numerous complaints received by the Women’s Center and the Student Parent Help Center, there were only three identified lactation spaces on campus, all managed centrally by Boynton Health. No office or individual was responsible for tracking lactation space availability, nor complaints and inquiries regarding the need for spaces on campus. Additionally, there was no centralized point of information regarding lactation supports on campus. This not only made it difficult for employees returning to work post-birth to find a private lactation space, but it also made it impossible to advocate for additional spaces, as need and utilization were unknown.

The LAC has worked hard to make campus a better place for lactating parents. We are proud of our accomplishments to date and have prepared this report with an awareness that campus can still be vastly improved to support the students, faculty, staff and visitors who are in need of lactation resources. However, to date, no University employee is responsible for tracking lactation space availability, complaints or inquiries, advocating for a family-friendly campus, nor providing a centralized point of information regarding lactation benefits, policies and availability.

Our research shows that, after adjusting for female student enrollment, the U of MN’s number of lactation spaces ranks 10th out of the 14 “Big 10” universities. The U of MN is not meeting the need for lactation spaces as well as its peer universities. Because several of the steps, would not involve significant changes or funds, our hope is to inform the University administration about options to address the unmet needs of lactating students, faculty, staff and visitors on campus and work toward becoming a family-friendly University.

The following sections of this report have been produced to inform University leadership about and advocate for those unmet needs:

1. Foreword
2. Executive summary
3. Facts & Findings
4. Background (including LAC milestones, legal mandates around breastfeeding practices, current availability and state of lactation spaces and lactation information, an environmental scan of Big Ten lactation spaces, and testimonials from U of MN students, staff and faculty)
5. Discussion
6. Initiatives and strategies to address the need for increased lactation resources, including moving the University toward a “breastfeeding friendly workplace” status
7. Recommendations (an abridged version can be found in APPENDIX E)
8. Conclusion
9. Appendix

It is hoped that this report spurs dialogue about—and generates actions toward—making the U of MN a more family-friendly campus. Thank you, reader, for your consideration.
On behalf of the LAC:
Sara Benning, LAC Co-chair; Director, Center for Leadership Education in Maternal and Child Public Health, School of Public Health (SPH)
Sarah Keene, LAC Co-chair; Instructor, Rothenberger Institute, SPH
Sara Najm, Ex-Officio LAC Chair, M.P.S. candidate, Integrated Behavioral Health
A lactation story:

“I have worked at the University for over 12 years, after obtaining my degree as a student. Almost four years ago, I returned to work after maternity leave. As a first time mom (and a more private person), I already had apprehensions about pumping at work. How would I make my pumping schedule work? Where would I pump? How can I safely store the milk? Would I receive any backlash from coworkers, either about the practice or needing to be absent a few times a day?

My preferred schedule would have been to pump three times a day (morning, lunch and afternoon), but the closest lactation room was a few buildings away, without a guarantee that it’d be open for my use. On top of that, I’d need to ask someone for a key, which just seemed like too much of a hassle (and kind of embarrassing. “Hi, my boobs are about to burst, can I have a key?”). Even at my best, a pumping session will take a half hour, and I couldn’t add a 5-10 minute walk to and from on top of that. Since I work in a cube farm, my only option was to pump in the single stall bathroom on the other side of the building. Any breastfeeding book or site will tell you that pumping in the bathroom is not desired, due to contamination of the milk, but I didn’t see any other choice. Luckily for me, the bathroom did have a small vanity to set things on, and I was able to bring a chair into the bathroom to sit on. Pumping three times a day still wasn’t possible and I quickly (within a few weeks) reduced it to two sessions a day.

While my coworkers and manager never commented on my absence, I still felt obligated to work what was expected, so for six months while I pumped, I split up my lunch hour so that the pumping sessions would be during my own time. I didn’t want to stay later at work, since that’d require another pumping session when instead I could rush home to feed baby. It worked, but was very isolating, since I didn’t have any time to be social with coworkers. It was also embarrassing all the times people would try to use the bathroom, and sigh when they found it occupied. A few times I overheard people complaining about the bathroom being occupied for long periods of time, but I think slowly the word spread that I was pumping, so that talk subsided. With my second child, less than two years after my first, I felt more confident in the pumping routine, since I had been through it once before. I still used the single-stall bathroom twice per day, and gave up my lunch breaks. Despite the stress and commitment it takes to pump at work (bringing the pump, bottles, ice pack and cooler to and from work each day), I wouldn’t have done it any other way. Both of my kids had breast milk for over a year, and that was a big achievement for me.” —2017 LAC space survey respondent
On behalf of the LAC, we are proud to introduce this report to University of Minnesota (U of MN) administrators and leaders. The health benefits of breastfeeding for nursing mothers and their infants are numerous and well-documented. Beyond fostering a strong maternal-infant bond, babies who receive breast milk have lower rates of respiratory and gastrointestinal tract infections, asthma, obesity, and type 1 diabetes, among other illnesses. Human milk is particularly critical for the growth and immune function of premature infants. Breastfeeding parents have a lower risk of developing breast and ovarian cancers, type 2 diabetes, cardiovascular disease and postpartum depression. To maximize these health benefits, the World Health Organization, the American Academy of Pediatrics (AAP) and many other professional associations and organizations recommend exclusive breastfeeding for at least six months and continued breastfeeding for one year or longer.

Thanks to increased public awareness and support, breastfeeding rates in Minnesota and across the nation are steadily increasing. In fact, Minnesotans have, on average, exceeded each of the Healthy People 2020 goals for breastfeeding initiation, duration and exclusivity, as of 2013. Yet these averages mask disparities, and 60% of U.S. breastfeeding parents still do not meet their personal lactation goals. Across the nation, subgroups that are at greatest risk of not meeting these goals include African Americans, teen mothers, low-income families and women who work full-time outside the home. Among the factors that contribute to early cessation of breastfeeding are inadequate support from healthcare providers, employers, family, child care centers and the community at large.

The proportion of U.S. women of childbearing age participating in the labor force has increased markedly over the past four decades. In 2005-2007, almost 60% of women employed during pregnancy had returned to work within 3 months postpartum, and almost 80% had returned within 12 months. For women separated from their infants due to employment, regular expression of breast milk is necessary to continue to feed their babies and maintain their milk supply. Indeed, the 2010 Affordable Care Act put into law a requirement for workplace accommodations for nursing mothers. A recent study led by one of us (Dr. Katy Kozhimannil, Associate Professor at the U of MN School of Public Health, SPH) showed that only 40% of employed women had access to both adequate break time and private space (not a bathroom) to pump breast milk. Women who had access to these accommodations were 2.3 times more likely to breastfeed exclusively at 6 months, and were 1.5 times more likely to continue breastfeeding exclusively with each month, compared to employed women without these supports.

Employer support for breastfeeding women is not only good for public health; it is also
Companies and institutions with formal lactation support programs are more likely retain their employees after maternity leave. Absences due to child illness are twice as common among parents whose infants are formula fed compared with breastfed babies.

In January 2016, the U of MN Grand Challenges Research Strategies Team presented a Report to Provost Karen Hanson, outlining recommendations for strategic research objectives for the coming decade. In this report, the team identified key areas in which the University was positioned to have a substantial impact on some of society’s most critical challenges. Among the Grand Challenges goals identified were four areas in which promotion of breastfeeding plays a part:

1. **Fostering Just and Equitable Communities** – Ensuring equal access to the health benefits of breast milk promotes health and economic equity, particularly for those communities impacted by wage inequality, low educational attainment and poverty.

2. **Advancing Health Through Tailored Solutions** – Mothers must be supported by their communities, including educational institutions and employers, to optimize the health benefits of breastfeeding for themselves and their children.

3. **Enhancing Individual and Community Capacity for a Changing World** – The University can be a regional leader in supporting students and employees through the early life course transition of new parenthood by setting standards of institutional support for breastfeeding mothers.

4. **Feeding the World Sustainably** – Breast milk is the original first food. Access of infants to breast milk is shaped not only by maternal intentions, but also by social and cultural norms. The University can contribute substantially to promoting the health and well-being of generations of Minnesotans by standing in support of breastfeeding students, faculty and employees.

A central goal of the University’s Grand Challenges venture is “to recruit and retain exceptional researchers and teachers,” to “make Minnesota a magnet for diverse high achievers and innovators,” and to “provide world-class educational experiences for graduate, professional and undergraduate students.” The University has an opportunity to demonstrate its commitment to its researchers, teachers, staff and students by standing up in unwavering support of nursing mothers. It has an opportunity to be a model for the State and the region as an institution that promotes the health and well-being of women, children and families. It is with these goals in mind that the Lactation Advocacy Committee presents this report to U of MN administrators and other decision-makers.

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Sources referenced in this FOREWORD can be found [here](#).
Lactation Resources on Campus: A Call to Increase Support for Lactation Resources at the U of MN–Twin Cities (TC)

EXECUTIVE SUMMARY
In August 2017, the Lactation Advocacy Committee (LAC) completed this report and submitted it to various U of MN leaders in November 2017. This report serves as a follow up to a 2013 white paper also submitted to U of MN leadership (see APPENDIX A). The intent of the 2017 report, Lactation Resources on Campus: A Call to Increase Support for Lactation Resources at the U of MN–Twin Cities, is to (1) provide updates on the current status of lactation resources on the Twin Cities campus, (2) outline the tremendous work that’s been undertaken by LAC volunteers and members of the U of MN community and (3) make recommendations for administrators to help the U of MN achieve a Breastfeeding-friendly Workplace designation from the Minnesota Department of Health (MDH).

If the U of MN can take some short- and long-term strides to make the Twin Cities campus more family-friendly for its students, employees and visitors, it could surely achieve recognition amongst its peer universities.

FACTS & FINDINGS
There are research-based facts and U of MN-specific findings provided throughout this report. The following section synthesizes some of these key conclusions, briefly and succinctly outlining the need for increased lactation resources.

1. The health benefits of breastfeeding for nursing mothers’ and their infants are numerous and well-documented.
2. Only 40% of employed women had access to both adequate break time and private space (not a bathroom) to pump breast milk.
   a. The LAC has received many anecdotes over the years from University-affiliated women who struggle to find space to pump. Unfortunately, the LAC has heard far more issues and problems than compliments about the U of MN’s lactation spaces.
3. Companies and institutions with formal lactation support programs are more likely retain their employees after maternity leave.
4. There are legal requirements for providing safe, private lactation spaces to employees under Title VII.
5. There is a history of need for lactation spaces at the U of MN. In some parts of campus, there are lactation space “deserts.”
6. There is no U of MN-maintained accountability system for lactation space maintenance needs or issues (including availability, whether they’re public or privately access, reservable, etc.). What exists is curated and updated by the LAC.
   a. There is limited information about lactation spaces available to U of MN students and employees. What exists is curated and updated by the LAC.
   b. The U of MN does not have a broad range of lactation space standards, which limits the LAC’s ability to provide sustainable solutions.
   c. The U of MN’s number of lactation spaces ranks 10th out of the 14 Big Ten universities.
7. The U of MN does not have a campus-wide lactation or breastfeeding policy despite the well-documented benefits of supportive lactation policies for employers, mothers and infants.

8. There are viable, cost-effective solutions and strategies for increasing lactation resources on campus.

‘Important note: The use of the terms mother and woman/women by the LAC, MDH and researchers is not inclusive of all parents who lactate, specifically transgender and gender nonconforming individuals. The University has an opportunity to lead the way for creating an affirming, informed and supportive environment surrounding lactation for people of all identities.

BACKGROUND

The LAC is an ad-hoc committee made up of various members of University community who come together for the purpose of identifying existing resources on campus for breastfeeding mothers and advocating for new resources in accordance with need and with respect to legal requirements. Members meet monthly (and often more frequently), volunteering their time and skills to advocate for lactation resources for everyone–students, faculty, staff and visitors–and are committed to ensuring that the U of MN is a family-friendly place to work, study and visit.

However, efforts aimed at improving U of MN lactation spaces began long before this committee’s formation. In 1994, Laura Duckett, PhD, MS, MPH, RN (Associate Professor in the School of Nursing and in the Center for Spirituality and Healing at the U of MN; winner of Morse-Alumni Award) and a graduate student were scavenging discarded furniture from the basements of several health sciences buildings. Their mission was to start the U of MN’s first nursing mothers’ room (NMR) and they needed chairs, and scavenging was their best option to get them. “There was no campus-wide plan to do this,” Duckett said, “but there were mothers who needed a place to pump their milk.” Duckett, a LAC member, is a well-established breastfeeding researcher and advocate and a national expert in breastfeeding policy and practices.

“Back then, we had nothing. Some women were using bathroom stalls [to express their breast milk].” In addition to “begged, borrowed and ‘re-allocated’ furniture,” Duckett set up the NMR in the School of Nursing with the help of a small grant from the U of MN Women’s Center that helped with some initial expenses, including two hospital-grade breast pumps. More than 20 years later, the School of Nursing still operates NMRs and additional ones are publically available on the U of MN–TC campus.

In 2009, the LAC was formed by the Women’s Center and the Student Parent HELP Center (SPHC) to more formally address continuing unmet needs being conveyed by nursing mothers working or attending school at, or visiting, the Twin Cities campus. Members are made up of students, staff and faculty from over 25 departments, including the Libraries, Learning Abroad Center, Boynton, Extension, Pediatrics, Executive Vice President and Provost’s Office, the School of Nursing, Maternal and Child Health, the Center for Educational Innovation and the School of Public Health, among others (sources for this section can be found here).
LAC MILESTONES

In 2012, the LAC undertook a campus-wide assessment of existing buildings to create lactation spaces based on demographic needs, building use and location. In 2013, two members of the LAC—who were also members of the Senate Social Concerns Committee—introduced a University resolution outlining the necessity for comprehensive campus-wide lactation support (see February 2013 minutes about the resolution from a U of MN Equity, Access & Diversity meeting and presentation, page 8; see related October 2013 Social Concerns Committee minutes about the resolution, page 11). As outlined in LAC’s 2013 white paper, the resolution was well-received and was passed. However, there is still not a campus-wide policy that provides employees or supervisors with clear and distinct language that can guide them about lactation rights or needs.

As of this report, the LAC has completed several recent projects to make campus a better place for breastfeeding mothers. In spring 2016 the LAC reopened a previously unusable lactation space in Morrill Hall. This lactation space is an annex to the women’s restroom on the second floor, down the hall from the Office of the President. Before renovation, the space was visible to anyone entering or leaving the restroom. With a small grant from the Women’s Center, committee members were able to purchase new furniture, add a permanent privacy wall and lockable door and update the space’s lighting and decor. Mrs. Karen Kaler spoke at the opening and praised the LAC’s efforts to make life easier for lactating mothers on campus. She spoke of her own struggle to pump at work, which resulted in her leaving her position.

Over the course of the 2015-2016 academic year, the Student Parent HELP Center, in collaboration with the LAC, presented a proposal for a modular, mobile lac pod unit specifically designed for campus use to a class of Mechanical Engineering (ME) students for consideration for a senior project. For two consecutive terms two different groups of ME students worked to design, build and install the LacPod, which has been in use in Coffman Memorial Union (CMU) since May 2016. The LacPod has been used by dozens of campus community members, visitors and conference attendees since that time. CMU previously had no such lactation space and parents in need of pumping space were formerly directed to the nearest location in Boynton Health Services Clinic. The LAC has received many positive comments from users over the course of the past year and all of the eight students who worked on the project felt they gained real world experience by working on this effort. They were touched that they had selected a project that would help their parenting peers, and that their efforts would continue to benefit others long after their graduation. Mrs. Karen Kaler attended the ribbon cutting and spoke at the grand opening, and Provost Karen Hanson received a personal tour from the ME students and was very impressed with their work. The installation of the LacPod in Coffman is a notable success due to the fact that, prior to its
May 2016 installation, there was not a single designated lactation space in the 336,000 square foot student union, located in the middle of the East Bank campus.

While the LACpod is functional, it is not a permanent solution for breastfeeding staff, students or visitors. In a survey about use of lactation spaces at the U of MN, respondents reported the noise, busy-ness of the location and lack of privacy as major barriers. A more permanent solution for CMU is warranted.

Additional LAC accomplishments include recruiting a Research and Policy Analyst (September 2016), who is entering her second year of graduate school in the SPH’s Maternal and Child Health Program, hosting a LAC retreat (August 2016 and scheduled Fall 2017) and creating a survey of U of MN students and employees (Spring 2017, “LAC space survey”). A more detailed timeline of accomplishments is outlined in APPENDIX B.

**LEGAL MANDATES AROUND BREASTFEEDING PRACTICES**

There are well-documented benefits of supportive lactation policies for employers, mothers and infants. Providing break time and a room in close proximity to the workplace is a also legal requirement at both the state and federal levels in Minnesota. In 2010, the Patient Protection and Affordable Care Act was passed into law. Sec 4207 of Public Law 111-148 reads:

- An employer shall provide reasonable break time for an employee to express breast milk for her nursing for one year after the child's birth each time that she needs to express, and
- An employer shall provide a place, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public, which may be used by an employee to express breast milk.

“I don’t mean to bug you again but it appears there is no student access to the area in which the lactation space is located on Saturdays. I have an all day class today and the security personnel tried to refer me to the bathroom. I eventually got access and I’ll ask my professor to let me in this afternoon so it’s not a big deal. Just thought you could add it to your list for accommodation efforts”. –Student who contacted LAC for assistance with lactation room access

“A few years ago I had a meeting on campus and following the meeting I needed to pump. I went into two offices in PWB (near Caribou) and no one could tell me where any lactation space was. I left feeling disappointed, frustrated and in pain.” –2017 LAC space survey respondent
In the Federal statute, employers with less than 50 employees are exempt. However, this is not the case for the corresponding Minnesota State Statute, which was passed in 1998:

- An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child.
- An employer must make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in privacy (MN Statute 181.939).

The U.S. Equal Employment Opportunity Commission (EEOC) has provided straightforward language about Title VII, which requires employers “to provide the same benefits for pregnancy-related medical conditions as it provides for other medical conditions.” The EEOC states:

There are various circumstances in which discrimination against a female employee who is lactating or breastfeeding can implicate Title VII. Lactation, the postpartum production of milk, is a physiological process triggered by hormones. Because lactation is a pregnancy-related medical condition, less favorable treatment of a lactating employee may raise an inference of unlawful discrimination. An employer must have the same freedom to address such lactation-related needs that she and her co-workers would have to address other similarly limiting medical conditions. For example, if an employer allows employees to change their schedules or use sick leave for routine doctor appointments and to address non-incapacitating medical conditions, then it must allow female employees to change their schedules or use sick leave for lactation-related needs under similar circumstances.

Finally, because only women lactate, a practice that singles out lactation or breastfeeding for less favorable treatment affects only women and therefore is facially sex-based. For example, it would violate Title VII for an employer to freely permit employees to use break time for personal reasons except to express breast milk.

Aside from protections under Title VII, female employees who are breastfeeding also have rights under other laws, including a provision of the Patient Protection and Affordable Care Act that requires employers to provide reasonable break time and a private place for hourly employees who are breastfeeding to express milk.

The U of MN can foster a family-friendly workplace by creating lactation policies, and by ensuring adherence to all state and federal policies. The LAC has some suggestions on ways to accomplish this, outlined in the ‘INITIATIVES & STRATEGIES TO ADDRESS DEMANDS FOR INCREASED LACTATION RESOURCES’ section.

CURRENT AVAILABILITY & STATE OF LACTATION SPACES & LACTATION INFORMATION

In 2012, the LAC drafted a chart of known lactation rooms on campus. Most women use the lactation spaces to pump milk for their babies while they are away at work or school. In 2013, we found 13 designated lactation rooms on campus; three were sponsored by Boynton Health Services. The other lactation rooms were (and are still) not coordinated by any one office or individual: one room was in the

"Thank you for creating this room. Before this room was open I had to walk around campus all day with my breasts engorged and in pain."  
–From comment log in the first Appleby Hall lactation room

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Lactation Resources on Campus: A Call to Increase Support for Lactation Resources at the U of MN–TC

building formerly known as STSS, two rooms were championed by people in the respective buildings (Appleby Hall and Weaver-Densford Hall), one room was only available for women in that building (Law), two were adjacent to women’s restrooms, etc. All were primarily clustered in several specific areas of campus, such as the East Bank, while other areas of campus were left with no viable lactation space options at all.

In 2013, the U of MN-TC was comprised of 932 total acres and 265 buildings, with less than 5% of having lactation spaces in them. With thirteen rooms, we fell well behind campuses of comparable size (The Ohio State lists 24 spaces) and smaller campuses as well (Michigan State lists 64 spaces) (see section “AN ENVIRONMENTAL SCAN OF BIG TEN LACTATION SPACES” for more information).

There are currently 33 public lactation rooms available to women. Those 33 rooms typically accommodate one woman at a time, and the typical pumping session lasts for 30 minutes, which includes time to travel to and from the space, set up pumping equipment, store the breast milk and clean up and pack the equipment. A woman may need to pump three times a day during a typical 8-hour work day, especially when first returning back to work. If a woman cannot pump milk when she needs to, she may experience painful swelling, develop an infection (mastitis), experience a drop in supply or all of the above.

“Physical space, though, was only a part of the equation. In my experience, breastfeeding and pumping were more challenging than the birth itself. It took so much commitment, creativity, and flexibility to make it work. The fact that I had a supportive community (supervisors, currently pumping moms, and former pumping moms) made a HUGE difference. Pumping became a central part of my life for over a year and the fact that I could talk about it with other people at work kept me going. It is important to de-stigmatize pumping. It shouldn’t be a secret or shameful thing that working mothers go through.” –2017 LAC space survey respondent

Many women on the U of MN campus do not have private offices. Many departments are moving toward shared spaces, students travel all over campus throughout the day to attend classes, faculty teach in different buildings and many staff are mobile and need to visit several buildings throughout their workdays.

“I am a graduate student who commutes to campus for class. I am in the College of Education and Human Development, most of my professors were male and most of my classes were at night. I often had to resort to pumping in the bathroom because rooms that were supposed to be open weren’t or because there wasn’t enough time to get to the room and back during break. I ended up throwing away most of the milk I pumped on campus for fear of bacteria from the unsanitary conditions, which was a huge deal for me. My son was a preemie and I barely produced enough to feed him. I was appalled at the lack of support for working and nursing mothers on campus. It is part of the reason I

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am not returning to complete my Ph.D. right now. I need to take a break because the supports are not in place for me to continue.” –2017 LAC space survey respondent

The number of lactation spaces at the U of MN has grown since 2013. However, according to the results from a 2017 environmental scan of university lactation spaces, the data suggest we have much work to do to bring the U of MN up-to-speed with our top-ranking Big Ten peer universities.

WHERE DO WE STAND IN THE BIG TEN?

While the U of MN ranked eighth (out of 14 universities) overall in number of lactation spaces, it had:
- the second highest female enrollment in the sample,
- the second highest female faculty and staff count

Michigan State University is the most similar in size of female student body and has nearly twice the number of lactation spaces as the U of MN (61 compared to 33).

The University of Nebraska, which has a female student body enrollment that’s half the size of the U of MN’s but has a significantly greater number of spaces (42 compared to 33).

The data suggests that for the 2nd largest university in the Big 10—much improvement is needed to provide the same level of lactation support as other smaller universities. See the next section for detailed results of this environmental scan.

AN ENVIRONMENTAL SCAN OF BIG TEN LACTATION SPACES

In winter 2017, the LAC Research and Policy Analyst, Emily Laurent (Graduate Student, Maternal and Child Health Program, School of Public Health) conducted an environmental scan to ascertain the level of support other universities provide to breastfeeding employees and students in terms of the numbers of lactation spaces provided. Previously, the most recent scan was conducted in 2012; at that time, eight universities were included in this scan. Data from 2014-2016 were collected on 14 of the largest public universities using publicly available data from published university data reports. Data were organized in an Excel spreadsheet and analyzed in Excel and SAS 9.4. Measures of lactation environment were quantified using the number of existing campus lactation spaces across three primary variables: female student enrollment, number of female faculty and staff and acreage of university-owned campus property.

Measures of university lactation environments were found to vary widely across the universities. On average, there were 35.4 spaces for breastfeeding mothers to access. Large variation was seen in the number of lactation spaces per student enrollment, staff/faculty count and campus acreage. The data was useful in examining where the U of MN stood among its peers in terms of breastfeeding supports. While the U of MN ranked 8th out of 14 for raw number of lactation spaces, the U of MN was the second largest university in terms of female enrollment. After adjusting for female student enrollment, the U of MN ranked 10th out of 14 universities included in the sample, suggesting the U of MN is not meeting the need for number of lactation spaces as well as its peer universities.

Overall, the data provides evidence of the great variation in university lactation spaces
across these 14 universities. While the U of MN was found to offer more lactation spaces than some of its peer universities, it continuously fell short compared to other universities who seem to be more successful at meeting the needs of breastfeeding mothers. This data is indicative of the need for an established standard for university breastfeeding policies.

Improving the lactation environment should be a priority among universities. Lactation policies and funding strategies of universities with greater lactation space availability should serve as models for those universities looking to increase their lactation environments, and universities should be urged to form partnerships to share strategies. To that end, this report will be shared with those responsible for lactation needs, spaces, resources and policies on other Big Ten campuses. Finally, to fully describe the nature of lactation environments across university campuses, research is needed to examine not only the number of spaces available but the quality of those existing spaces.

TESTIMONIALS FROM U OF MN STUDENTS, STAFF & FACULTY

Public, clean and private lactation rooms are unfortunately hard to come by for many women. The LAC has received many anecdotes over the years from women who struggle to find space to pump. Women without an adequate space to pump have resorted to pumping in unhealthy and unsafe places (such as their car, a bathroom stall or a community shower), reducing pumping sessions (which leads to a drop in supply), quitting breastfeeding altogether or unwillingly leaving their position.

We have unfortunately heard about far more issues and problems than compliments about the U of MN’s lactation spaces.

EXAMPLES OF ISSUES BREASTFEEDING STUDENTS AND EMPLOYEES FACE ON CAMPUS EACH DAY

“I am a nursing mother/____ student and I have a few days this summer that are 8-5 classes. Today was the first of those days and I used the nursing room in _______. I just wanted to leave a comment with you about the way I was treated by staff member when asking about the room. I found the list of rooms on the umn website but only the floor was listed. I went to the 4th floor and asked the janitor where the room was and he directed me there. When I returned later to use the room again. I didn’t know the code to enter so the receptionist called staff member for me. She was not very pleasant towards me. I almost turned around to leave for the day and skip the rest of my class. I love that the university has resources such as these rooms so I am able to continue my program shortly after having a baby. I am, however, disappointed with the lack of respect that I received as a student who pays to attend this university. It is this attitude that almost made me choose shorter classes which would have delayed the progress of my degree due to the fact that I am nursing. I’m not sure there is much you can do but as the lactation support person, I thought you should know.”

–Communication to SPHC

Even when departments have a room, they have to provide them on an ad hoc basis with no
funds to support the maintenance of these rooms. **U of MN students are extremely grateful when the university does provide such supports**, even if everything does not go exactly as planned each time.

“We have a student that recently had a baby, is nursing, and is taking a class scheduled for six hours on Saturdays in Ruttan Hall on the St. Paul campus. According to the lactation spaces chart, the closest place for her to pump is Boynton in Coffey Hall, however the St. Paul clinic is closed on Saturdays. Do you have any alternative suggestions we can offer this student?” –Communication to SPHC

“It is unacceptable as a building coordinator to decide to re-purpose a lactation room as lab space without providing an alternative lactation room and for you to give less than 24 hours notice to the women who use it that it will no longer be available to them. If I had not asked about the construction project and the possibility of a power disruption, I never would have been notified that it would no longer be a space I could use. This is poor communication and planning by your department and shows a complete lack of respect for mothers who need this type of space while at work. I am disappointed this type of space will no longer be provided in the building I work in and that I will need to take even more time away from my work walking around campus to use a lactation room. I plan to bring this issue up with the University because it is just not right.” –Communication to SPHC

Conference use and queries from external community members visiting campus was one of the SPHC’s most frequent requests for 2016-2017. **The SPHC director reports that, as the person who responds to these requests, it is extremely uncomfortable for her when she has to tell a nursing mother that the nearest space is buildings away. We feel this can create a negative experience for campus visitors and a bad impression of campus culture.**

“We are having a conference June 20-21, 2017 on the West Bank campus. Half of the conference time will be held in Wiley Hall and the other half in Blegen and Mondale. What would you recommend for the most convenient lactation room?”

–Communication to SPHC

Prior to the LAC surveying the available rooms on campus, creating and maintaining the master list of rooms now posted on the HR Lactation Resource pages and agreeing to serve ad hoc as the point of communication for these requests, there was no way for any conference attendee to find a lactation space on campus, even if there did happen to be a space nearby.

“I was happy to see that the U of M has lactation sites available but I was very disappointed to learn that the_________room is not available during evening hours. It seems a bit odd to me as that is when most mothers are probably taking classes. I am fine walking across the street to _________but it obviously does take a bit more time, and of course I want to limit that as much as possible when I already have to miss some class for the pumping process. Just wanted to voice my two cents. Nevertheless, thank you for having a site

lacspaces.umn.edu | uofmlac@umn.edu
Evening hour access is a growing concern on campus as the U of MN is now offering more evening classes due to student’s increasingly complex schedules.

“I’ll be on campus all day Friday for a conference at the McNamara Alumni Center. I found the resource on the UM website with all of the lactation room locations and a list of amenities. That’s very helpful – thank you for making it available to the general public! I see that the McNamara Alumni Center lactation rooms (bathrooms w/ locks) don’t have refrigerators in them. I will be on-site all day and am trying to figure out how I can keep milk cold for 6-8 hours. Are there other refrigerators in the building I could access? Or are there ice machines in the building I could use throughout the day to replenish the ice in my cooler? I’m trying to find a variety of options to see what will work with the space. Thanks in advance for your help.” –Communication to SPHC

“I was talking about the lactation space issue with colleagues recently and one of them mentioned that they’d seen a grad student pumping in the corner of the student study lounge in McNeal Hall. Horrible.” –2017 LAC space survey respondent

“This is so amazing! I am a resident now, but was pregnant as an undergrad and lactating in medical school. I spent too many hours pumping in bathrooms with no place to sit. I’m so grateful to have such a nice place to pump today. I’m tearing up, just so appreciative.” –Anonymous comment left in LacPod comment box

The survey remains open, and testimonials will be systematically analyzed during the 2017-2018 academic year.

**DISCUSSION**

As stated in the *Foreword*, there is virtually no debate among researchers that human breast milk is the optimal source for infant nutrition and is advocated for by various health professional groups for its benefits to both infant and mother. **Human milk is uniquely superior** for infant feeding and is associated with enhanced performance of cognitive development, as well as with decreased risks in common infant ailments and to the development of chronic conditions later in life (American Academy of Pediatrics. Breastfeeding and the use of human milk. Pediatrics 2012;129:e827-e841;

Healthy People 2020, an initiative of the US Department of Health and Human Services, provides science-based, 10-year national objectives for improving the health of all US citizens and has several goals to increase the proportion of U.S. infants who are breastfed (z.umn.edu/hp2020bf

Breastfeeding also has both immediate and long term benefits for the mother, including increased mother-infant bonding, decreased postpartum bleeding and a speedier return to pre-pregnancy weight (AAP, U.S. Surgeon General). Student mothers accrue the same health benefits. However, employed and student mothers face unique challenges to long-term breastfeeding due to their work and school obligations (sometimes both), and student mothers face additional barriers attributed to their varying day-to-day schedule. Students have reported to the SPHC that they have delayed enrollment or withdrawn from terms due to their inability to find a place to pump between classes.

"Once I waited for over 30 minutes for access to a lactation space. I finally knocked on the door and asked how much longer she expected to be. When she came out, it was an undergraduate student with a six week old who had about a dozen questions for me about how to pump and feed her baby. I did my best to answer her questions and referred her to the LAC and La Leche League for additional details. My heart broke for her." – 2017 lactation space survey respondent

"I saw that there is a room in Appleby Hall now in the SPHC Newsletter. Had I known there was a lactation that close to my classes I would have returned to school instead of taking this entire term off. I never thought I would be able to pump between classes as spread out as the rooms are.”

–Communication to SPHC

INITIATIVES & STRATEGIES TO ADDRESS THE NEED FOR INCREASED LACTATION RESOURCES

MOVING THE UNIVERSITY TOWARD A “BREASTFEEDING FRIENDLY WORKPLACE”

The goal of the LAC is to enhance the resources available for lactating employees and students on campus so they are more likely to succeed in meeting their infant feeding goals. Given the substantial body of evidence supporting the benefits of breast milk on infant health from the AAP and researchers across the globe, many employers are seeking ways to formalize their commitment to ensuring that their employees are able to express breast milk for as long as they’re able, while having access to adequate spaces, and supportive personnel and policies.

Businesses in the state of Minnesota may receive a Breastfeeding-Friendly Designation from the Minnesota Department of Health (MDH), which “recognizes workplaces that have demonstrated their commitment to supporting breastfeeding mothers by creating a workplace lactation support program” (August 2017).

Achieving this MDH recognition is one strategy for recruiting staff, faculty and students to our university. Being designated as a breastfeeding-friendly workplace would acknowledge the U of MN’s commitment to supporting healthy families, supports and promotes family-friendly policies to U of MN visitors and allow the U of MN to reap the business benefits of supporting nursing mothers.
MDH’s website states that the benefits to “businesses that implement lactation support programs often see a return on investment of 3:1.” Their breastfeeding-friendly resource page lists the benefits already mentioned previously (missing less work, lowering healthcare costs, reducing turnover rates), and add that “workplace lactation support programs improve productivity and loyalty.” Further, according to MDH, “breastfeeding support can generate positive public relations.”

**MDH BREASTFEEDING FRIENDLY WORKPLACE SELF-STUDY**

From Winter to Summer 2017, a LAC subgroup undertook efforts to conduct a self-study to determine if the U of MN–TC campus could fulfill the criterion set up by MDH.

As of this report, our campus does not meet all of the necessary criteria. It does meet some of the criteria:

1. The LAC has created resources providing support (criterion #2) on their website
2. The Office of Human Resources makes some information available to women and their supervisors regarding time and space (criteria #1 & #4) on their Lactation Support page

The following improvements would need to be made to meet the criteria for recognition as a Breastfeeding Friendly Workplace:

3. Lacspaces.umn.edu is currently THE resource for expectant parents or new parents with lactation needs on the Twin Cities campus. It includes information related to lactation spaces, work-life balance, support and legal resources, how to create a new lactation space and a contact form. It is entirely maintained by the volunteer-led LAC. The U of MN needs to take greater responsibility for distributing the above-mentioned resources and explore additional mechanisms for sharing lactation resources with students and employees.
   a. Additional information needs to be added to and maintained by OHR’s website to provide complete information about support, education, time and space to women and their supervisors
      i. The LAC is currently responsible for distributing information through a number of communication channels, including reserving and volunteering at a table at all employee benefits and Graduate School’s resource fairs (where LAC resources are handed out), and for communications to students, staff, and faculty through submissions to the undergraduate and graduate student eNewsletters, and the employee (U of M Brief) and the Campus Climate eNewsletters.
ii. OHR’s Lactation Support page (located under Benefits>Family Resources) states, “If you are a new mother and want to pump or express milk on campus, the University wants to support your lactation/breastfeeding needs by offering lactation spaces and additional resources.” This webpage offers a link to the list of lactation spaces on the Twin Cities campus (created and maintained by the LAC), a PDF with tips on how to speak to your supervisor (created by the LAC), a PDF with information on the responsibilities of supervisors and HR professionals (created by the OHR communications director and the director of the SPHC, who is a LAC member) and contact information for the LAC.

4. OHR representatives need to systematically provide information to mothers requesting parental leave about lactation accommodations

5. Additional lactation spaces that meet the MDH criteria need to be made available. Currently we have 33 spaces (12 of which meet the MDH criteria), but in many areas of campus, women do not have access to room within a reasonable distance from their work station.

6. An official policy on breastfeeding support for University employees and students must be developed (see next section).
   a. MDH breastfeeding-friendly criteria state employers must be able to describe how they ensure that all employees are familiar with the employer’s breastfeeding policy and train all supervisors to support breastfeeding.

RECOMMENDATIONS

In 2012, the LAC undertook a campus-wide assessment of existing buildings to create lactation spaces based on demographic needs, building use and location. The SPHC recently received a grant from MDH that will provide some information for such an assessment, but there is not enough funding to conduct an in-depth lactation resource survey of our entire campus. This assessment can also draw from recent research (February 2012) by LAC member Laura Duckett and Megan Holle from the School of Nursing entitled, Experiences and Perceptions of Women Who Used a Nursing Mother’s Room in a University Setting. In addition, the President’s Emerging Leaders (PEL) Family Friendly Report from 2011 supported the need for increased lactation space on campus.

At the heart of our proposal are the following requests (some supporting information follows in an APPENDIX):

1. Develop an official policy on breastfeeding support for University employees and students to ensure adequate break time and access to a place to pump. A breastfeeding support policy is needed to ensure that University employees and students:
   a. Are provided adequate break time to breastfeed or pump
   b. Have access to a clean, private, comfortable place to pump close to their place of work or study (within a 5-minute walk)
   c. Can direct lactation needs, questions and concerns to a single person or department
d. Feel supported in their choice to breastfeed

While creating a new policy for a large institution such as ours is a significant undertaking, other large institutions, like the University of Nebraska, University of Connecticut, University of New Mexico, University of California, and UNC-Charlotte, have already taken these steps. The U of MN Medical School has its own Nursing Mother policy, created in 2011; yet the University as a whole does not have such a policy. Currently, the OHR Lactation Support page (located under Benefits>Family Resources) has a statement of support which reads, “If you are a new mother and want to pump or express milk on campus, the University wants to support your lactation/breastfeeding needs by offering lactation spaces and additional resources.” These guidelines don’t cover students, nor do they reflect all aspects of lactation support, time and education needed for breastfeeding mothers, nor does it systematically or consistently provide supervisors with adequate policies to reference to employees at the time they request leave. A strong and equitable lactation policy would cover both employees and students.

Additionally, formal training related to employee lactation needs is currently not provided to or required for new supervisors. When an employee requests FMLA (before a childbirth), some HR professionals will provide information on lactation to requesting employees. Some HR professionals will also provide information to supervisors on their responsibilities to support lactation and employees’ legal rights upon returning from leave. However, because HR is decentralized at the U of MN (i.e., each individual unit has an HR professional), this is done inconsistently. Some individual departments will list lactation information on their websites (as a means of support or recruitment), like the Medical School.

2. Increase the number of designated, quality lactation spaces on campus to ensure that at least one publicly accessible, dedicated lactation space exists within a 5-minute walk of all campus work and class locations.

   a. Where inadequate lactation spaces exist, reorganize or retrofit existing campus buildings to establish a complete network of publicly available lactation spaces on campus. We know anecdotally several buildings have small rooms that could easily be converted into a designated lactation space at a low cost. Begin by looking at facilities management zones, prioritizing lactation spaces that can be added to the zones that do not presently contain any space.

   b. Establish a practice (through policy or guidelines) of incorporating dedicated lactation spaces into all major renovation projects and new construction as needed to complete or maintain the network. Lactation spaces are part of the requirement for Leadership in Energy and Environmental Design, aka LEED, certification.

   c. Where classes, conferences, or meetings take place outside of regular daytime hours, ensure that lactation spaces are available after-hours. For example, install a keypad lock and establish a system for sharing the code with those who need it. Restrooms cannot legally be utilized for lactation purposes.

   d. Ensure that new and existing spaces adequately meet demand—a single-user room may not be sufficient given location and the population served.
e. Set official minimum standards for publicly accessible lactation spaces on campus (e.g. standards for privacy, cleanliness, locking door, presence of an electrical outlet, chair, and table, and access to a sink and refrigerator). Ensure that all publicly accessible lactation spaces meet these minimum criteria.

f. Establish a permanent source of funding for creating and furnishing new lactation spaces on campus, or establish a policy to guide the funding of new lactation spaces on campus.

As a case study, we offer Appleby Hall, where the cost of adding a lactation space in 2011 was found to be minimal. In the end, a small room was built in the corner of the staff lounge for less than $5000 including construction of walls, electrical and other features (e.g. paint, a lock, a table, a chair, an occupied sign and some sanitary wipes). The cost was shared by several departments in the building who voluntarily supported the idea of finding a space for lactating employees in this building. In a recent example, the LAC applied for and received a $500 grant to add a keypad to the lactation room in Humphrey. Facilities Management was able to install a used, free keypad ($140 for labor and installation). Facilities Management reports it has numerous keypads available, making secured lactation rooms across the University not just a hope, but a cost-effective reality.

3. Assign responsibility for developing and maintaining a comprehensive lactation support program to a paid staff person. This should include:

   a. Coordinating the creation and maintenance of dedicated and temporary lactation spaces on campus and ensuring that these rooms meet the minimum standards defined by the University.

   b. Serving as the point person for lactation-related student and employee concerns and implementing a feedback system for continued monitoring and improvement, and

   c. Ensuring that students, employees, supervisors, faculty, and visitors are aware of the University’s policy (proposed earlier in these recommendations) for supporting breastfeeding employees and students and the availability of lactation spaces on campus. This should include maintaining a publicly accessible online directory of lactation spaces, such as the list created and currently maintained by the Lactation Advocacy Committee at lacspaces.umn.edu.

The previously-mentioned environmental scan of the Big Ten’s lactation spaces revealed many of the universities had some sort of position or office that oversaw the university’s lactation supports, though some universities left the room maintenance completely up to specific departments or divisions. Some groups were ad-hoc and advocacy-focused, while others oversaw their university’s lactation supports as just one of their many administrative responsibilities. We were unable to gather information for any schools not listed here. A breakdown of Big Ten spaces is available in APPENDIX C.
<table>
<thead>
<tr>
<th>University</th>
<th>Oversight Position or Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iowa University</td>
<td>A Work-Life balance coordinator provides support.</td>
</tr>
<tr>
<td>Michigan State</td>
<td>Their Family Resource Center manages all the university’s breastfeeding supports.</td>
</tr>
<tr>
<td>Penn State</td>
<td>Each school/division is responsible for providing lactation spaces for faculty/staff/students within their divisions.</td>
</tr>
<tr>
<td>Rutgers</td>
<td><em>The Lactation Project,</em> started by a group of registered nurses at the university’s health center, is responsible.</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>The university’s Office of Human Resources offers a breastfeeding support group.</td>
</tr>
<tr>
<td>University of Michigan</td>
<td>OHR manages lactation support services.</td>
</tr>
<tr>
<td>University of Maryland</td>
<td>Each room independently maintained and operated.</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>No University-designated person/unit. LAC volunteers provide current website and serve as main point of contact for Gophers.</td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>Lactation information and support offered through the Office of Child Care and Family Resources.</td>
</tr>
</tbody>
</table>

As evident by the testimonials provided throughout this document, relying on individual departments to set up lactation rooms without oversight is unsanitary and therefore unsafe, and can create problems for breastfeeding persons depending on her location or purpose on campus. The LAC does not wish to constrain people from creating rooms; however, the U of MN does not have a broad range of standards, which limits the LAC’s ability to provide sustainable solutions.

“My work, especially in the summer, brings me all over the East Bank and St. Paul campuses, so I got very familiar with a number of lactation spaces. I noticed two main things: 1) that there aren’t enough and 2) the quality is extremely variable. Each campus building should have a public lactation space and it would be great if the quality was as high as the Bruininks or Morrill Hall spaces.” –2017 LAC space survey respondent

Finally, once a staff member has been hired, we suggest the current LAC become formally charged as an advisory committee, with additional official representation from the Council of Graduate Students (COGS), Professional Student Government (PSG), and Minnesota Student Government (MSA).

An abridged version of these “Recommendations” can be found in APPENDIX E.
CONCLUSION

In conclusion, the business world—and other institutions of higher learning—are moving toward creating breastfeeding-friendly workplaces for their employees. The SPHC director recently received the following inquiry from a Best Buy executive:

“I found your info while I was researching U of M’s lactation program. I work at Best Buy and I’m trying to benchmark our lactation program to other local and fortune 500 corporations. Overall I’m hoping to make improvements to our mother’s rooms on campus. Would love to hear more about your efforts and where you’ve found success advocating for more mother’s rooms.” –Email communication dated August 2, 2017

The U of MN can be a model for Minnesota’s businesses, other universities and U of MN staff and students. Lactation is deeply personal. It is a human process and every mother has to make her own decisions regarding her ability to feed her infant breast milk, by breastfeeding, pumping or both. However, the personal is political, and as a place that strives for excellence in all areas, the U of MN is uniquely poised to be a leader in supporting its families who study, work and visit its Twin Cities campus.
APPENDIX

APPENDIX A: 2012-2013 LAC Report

In December 2012, the LAC released a report on the status of lactation spaces and recommendations for increasing and maintaining spaces. Read the full report here (z.umn.edu/LACappendixA).
APPENDIX B: Lactation Advocacy Committee (est. 2009) Accomplishments

For a visual timeline of our 2016-2018 accomplishments, visit: z.umn.edu/LAC20162018

1. Submitted report to U of MN Executive Vice President and Provost Karen Hanson (Winter 2017)
2. Offered two LAC “Lunch-n-Learns” for East Bank and St. Paul campuses (Fall 2017)
3. Collaborated with Student Parent HELP Center on LacPod project, supplying members for ME student focus groups during fact finding and design phase (complete May 2016).
4. Applied for and received a Women’s Center Grant to redesign and improve the lactation space in Morrill Hall (space was completed May 2016)
5. Completed an environmental scan of Big Ten schools’ lactation resources (see appendix) (March 2017)
6. Inventoried current lactation spaces on the Twin Cities campus (March 2017; ongoing)
7. Searched for seed grant funding sources to improve or create rooms on campus (ongoing)
8. Created and updated LAC website (2016; ongoing) (2,700 pageviews from August 2016 to August 2017)
9. Secured a maternal and child health graduate student to volunteer to volunteer with LAC (September 2016-Summer 2017)
10. Released a white paper to U of MN administrators (see Appendix) (2012)
11. Increased awareness of lactation spaces by staffing tables at fairs (Celebrate U and the Employee Benefit Fair. Among the comments included concerns about lack of lactation space in Folwell Hall, Dinnaken, Rapson Hall, and PWB (2011)
12. Initiated a Lactation Support website (1,265 views in 2011) that includes a map of campus; The Office of Human Resources (OHR) web manager created a webpage to host this information (2011)
13. Compiled list of lactation spaces in comparable institutions (2011)
14. Developed suggested standards for U of MN based on state and federal guidelines, and based on what we’ve seen and heard from women (year unknown)
15. Met with OHR and Facilities Management representatives, resulting in OHR promising to annually inform Human Resources professionals about the legal aspects regarding lactation rooms via a formal PowerPoint presentation (2010)
16. Gathered information on known lactation spaces on campus and created downloadable lists in both regular print, and large print for the visually impaired (2009)
18. Determined criteria* for acceptable lactation spaces (clean, lockable from inside, include a chair, table, outlet, do-not-disturb sign, and—ideally—a refrigerator) is a bonus (2009)
19. Involved students working with the Parent Help Center (2009-present)

*The law and health stipulates lactation spaces cannot be a bathroom stall.

lacspaces.umn.edu | uofmlac@umn.edu
### APPENDIX C: Review of Campus Lactation Spaces (listed by student and employee population)

<table>
<thead>
<tr>
<th>Name of institution</th>
<th>Student body/ Employees</th>
<th>Lactation spaces</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Minnesota</td>
<td>48,846 + 22,523 = 71,369</td>
<td>13</td>
<td>The OHR Lactation Support webpage includes an accessible printout of 13 possible lactation spaces (one is in a restroom lounge, one is in the bathroom shower room, one indicates it is for that building’s users only, several require a key or access code), and also a handout on speaking to your supervisor. <a href="http://www1.umn.edu/ohr/wellness/lactation/">http://www1.umn.edu/ohr/wellness/lactation/</a>. Boynton Health Services lists 3 which are included in the above list and have hospital grade pumps available. <a href="http://www.bhs.umn.edu/east-bank-clinic/nursing-mothers-room.htm">http://www.bhs.umn.edu/east-bank-clinic/nursing-mothers-room.htm</a></td>
</tr>
<tr>
<td>The Ohio State</td>
<td>64,077</td>
<td>24</td>
<td>Provides a list of lactation rooms (some of which are for building occupants only), but a recent podcast from the school has stated that the ultimate goal is to have rooms within a five-ten minute walk away from any campus location. <a href="http://hr.osu.edu/worklife/lactationrooms.pdf">http://hr.osu.edu/worklife/lactationrooms.pdf</a></td>
</tr>
<tr>
<td>University of Michigan</td>
<td>58,947</td>
<td>26</td>
<td>Of the twenty-six total locations at least five are in restrooms (mostly unisex or in the lounges of women’s restrooms) and four more are in women’s locker rooms. There are still a great variety of dedicated lactation rooms, with some open for public use and others needing keys. <a href="http://www.hr.umich.edu/worklife/parenting/lactationrooms.html">http://www.hr.umich.edu/worklife/parenting/lactationrooms.html</a></td>
</tr>
<tr>
<td>Michigan State</td>
<td>47,131</td>
<td>64</td>
<td>The website provides an interactive map with details about each room. It also provides information about breastfeeding’s benefits and the University administration’s support of breastfeeding. <a href="http://www.frc.msu.edu/caring-for-children/breastfeeding">http://www.frc.msu.edu/caring-for-children/breastfeeding</a></td>
</tr>
<tr>
<td>Penn State</td>
<td>45,194</td>
<td>8</td>
<td>Hosts a comprehensive site, with a list of eight locations and the resources available in each. Tells how to get access to each station, as well as provides contact info for the school’s “Breastfeeding Support Program.” <a href="http://www.hhdev.psu.edu/breastfeeding/support.html">http://www.hhdev.psu.edu/breastfeeding/support.html</a></td>
</tr>
<tr>
<td>University of Wisconsin</td>
<td>42,099</td>
<td>10</td>
<td>List of room and locations with information on each room</td>
</tr>
<tr>
<td>University of Indiana</td>
<td>42,464</td>
<td>6</td>
<td>This university has six lactation room locations, all of which are equipped with a hospital-grade pump. While most of them are in dedicated rooms that require a key or other access code, one of them is a women's handicapped bathroom with additional features. <a href="http://www.indiana.edu/~owa/brochures/LactationRooms.pdf">http://www.indiana.edu/~owa/brochures/LactationRooms.pdf</a></td>
</tr>
<tr>
<td>----------------------</td>
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<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>30,893</td>
<td>30</td>
<td>A list of thirty locations and the equipment offered at each space. Many of them are in separate areas of women's restrooms, in compliance with the school's lactation room recommendations. <a href="http://www.uiowa.edu/hr/famserv/lactation_location.html">http://www.uiowa.edu/hr/famserv/lactation_location.html</a></td>
</tr>
</tbody>
</table>
APPENDIX D: Lactation Space Self-Study—Lactation Spaces at the U of MN-Twin Cities

The U of MN Breastfeeding-friendly Workplace self-study is still a work in progress; however, a working draft can be found here: https://docs.google.com/document/d/13rzG7nzPz36H5775Mv4wArwnt8ahS1sNNL0EsKnps/edit?usp=sharing

According to MDH Breastfeeding Friendly Workplace criteria, each lactation space must:

- Be in an accessible location, within 5 minutes or less of the breastfeeding employees’ workstations
- Be a private space, other than a bathroom, that is shielded from view and free from intrusion by coworkers and the public.
- A locking door is ideal. If a locking door is not provided, please explain how you ensure privacy. (State & federal law)
- Include access to an electrical outlet. (State law)
- Include a comfortable chair
- Include a small table or surface to support pumping equipment
- Have or be located near clean refrigerator space for milk storage
- Have or be located near a place to wash hands and clean pump equipment

The below table outlines the status of each room (by campus) and which MDH Breastfeeding-friendly Workplace criteria the room currently meets.

<table>
<thead>
<tr>
<th>East Bank</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Space Location and Contact Info</strong></td>
</tr>
<tr>
<td><strong>Meet MDH Criteria?</strong></td>
</tr>
<tr>
<td><strong>717 Delaware - Rm 103, 717 Delaware Street SE. This room is located down the hall from the main entrance to room 105 (first floor). Room is secured; check out the key through Building Coordinator (<a href="mailto:rbms717@umn.edu">rbms717@umn.edu</a> or 612-626-2293). Can be reserved on a recurring basis for up to 30 minutes at a time during business hours, 8am-4pm, M-F.</strong></td>
</tr>
<tr>
<td><strong>Appleby Hall 220, 128 Pleasant Avenue. Contact Student Parent Help Center (24 Appleby Hall, 612-626-6015) or Women’s Center (64 Appleby Hall, 612-625-9837) to get on the room calendar and check out key.</strong></td>
</tr>
<tr>
<td><strong>Appleby Hall 38 (ground floor), 128 Pleasant Avenue. Contact Student Parent Help Center (24 Appleby Hall, 612-626-6015) or Women’s Center (64 Appleby Hall, 612-625-9837) to get on the room calendar and receive door key code.</strong></td>
</tr>
<tr>
<td><strong>Boynton Health 219, 410 Church Street. Check in at front desk. Contact Dennis Lui, <a href="mailto:dlui@bhs.umn.edu">dlui@bhs.umn.edu</a> with issues. Website link.</strong></td>
</tr>
<tr>
<td><strong>Bruininks Hall 402 (outside women’s restroom), 222 Pleasant Avenue. Check out the key from 4th floor Career Center front desk (check out a key in advance if needed after hours). Contact Becky Hall (<a href="mailto:rahrah@umn.edu">rahrah@umn.edu</a>, 612-626-5151) with questions or concerns.</strong></td>
</tr>
<tr>
<td><strong>Cancer &amp; Cardiovascular Research Building, CCRB 1-113, 2231 6th Street SE. Room is available without a key, but contact CCRB Info Desk (<a href="mailto:ccrbinf@umn.edu">ccrbinf@umn.edu</a>).</strong></td>
</tr>
</tbody>
</table>
### Lactation Resources on Campus: A Call to Increase Support for Lactation Resources at the U of MN–TC

<table>
<thead>
<tr>
<th>Location</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Children’s Rehabilitation Center Rm 110, 426 Church Street SE.</strong> Room is located in an interior room of a bathroom. Once in the bathroom, there is a double door system to get into the lactation space. “Occupied” sign available.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Coffman Memorial Union, Mobile LacPod. 300 Washington Ave SE.</strong> Located on main floor near commuter lounge and Jamba Juice. Ask for key to LacPod at CMU info desk and return when done. Any issues regarding accessibility, cleanliness or other concerns, contact Susan Warfield (612-625-5437, <a href="mailto:warfi002@umn.edu">warfi002@umn.edu</a>)</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Dwan / Masonic Cancer Research Building Rm 549, 425 East River Parkway.</strong> Available from 7am to 7pm (and after hours with Ucard access). Schedule managed by Masonic Cancer Center Admin Staff; contact <a href="mailto:mccadmin@umn.edu">mccadmin@umn.edu</a> with questions.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Educational Sciences Building. 56 E River Rd.</strong> Visit ESB Room 250 or call 612-624-6083 for space and availability.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Jones Hall, 27 Pleasant Street SE.</strong> CLA Language Center will find room available. Email <a href="mailto:elsie@umn.edu">elsie@umn.edu</a></td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Lind Hall, 3rd floor (separate area in women’s bathroom) 207 Church Street SE.</strong> First come, first served. No key required.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Lions Research Building/McGuire Translational Research Facility 1-301, 2001 6th Street SE.</strong> Room only available when info desk is open from 8 AM to 4 PM, M-F. Check out key at LRB/MTRF Information Desk (<a href="mailto:lttrinfo@umn.edu">lttrinfo@umn.edu</a>, 612-624-1611)</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>McNamara Alumni Center. 200 Oak Street SE.</strong> 2nd to 5th floor bathrooms Shower rooms with privacy doors. No key required. First come-first served.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Moos Tower 1-338, 515 Delaware Street SE.</strong> Contact Laura Duckett (<a href="mailto:ducke001@umn.edu">ducke001@umn.edu</a>) for door key code and orientation information. Room accommodates multiple users. There are two Medela Lactina hospital grade pumps. Room can be used 24-7.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Moos Tower 17-150, 515 Delaware Street SE.</strong> Contact Kelly Campbell (<a href="mailto:habig005@umn.edu">habig005@umn.edu</a>, 612-626-4171) for door key code. Room accommodates multiple users.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Morrill Hall, 2nd floor (outside women’s bathroom) 100 Church Street SE.</strong> First come, first served. Contact Lactation Advisory Committee chairs with concerns.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Shirley G. Moore Lab School,</strong> Email or call to be added to calendar <a href="mailto:will0342@umn.edu">will0342@umn.edu</a></td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Smith Hall Rm 338, 207 Pleasant St SE.</strong> Members of the chemistry department can request access to the room from the administrative office staff in 139 Smith Hall. They will issue a key and schedule time on the room’s Google calendar. <a href="#">More information</a></td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>University Office Plaza. 2221 University Ave SE.</strong> Contact Janet Bendickson (<a href="mailto:janet@ccbr.umn.edu">janet@ccbr.umn.edu</a>, 612-626-9065) for access to 2nd floor lactation room.</td>
<td>Nearby</td>
</tr>
<tr>
<td><strong>Winston and Maxine Wallin Medical Biosciences Building, WMBB 1-213, 2101 6th St SE.</strong> Available only to those with key card access to WMBB. No key needed for room; first come first serve. Contact <a href="mailto:RBMSBDDW@umn.edu">RBMSBDDW@umn.edu</a> with issues.</td>
<td>Nearby</td>
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</tbody>
</table>
## West Bank

<table>
<thead>
<tr>
<th>Meet MDH Criteria?</th>
<th>Space Location and Contact Info</th>
<th>Place to clean hands &amp; pump parts</th>
<th>Refrigerator</th>
<th>Breast Pump Available (not required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y</td>
<td>Anderson Hall 141A (outside women’s bathroom), 257 19th Avenue SE, Boynton Health Services supervised room: Contact Dennis Lui (<a href="mailto:dlui@bhs.umn.edu">dlui@bhs.umn.edu</a>) for access to room. <a href="lacspaces.umn.edu">Website link</a>.</td>
<td>✔️ nearby</td>
<td>✔️</td>
<td>✔️</td>
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<tr>
<td>Y</td>
<td>Carlson School 4-142 (4th floor), 321 19th Avenue S. Room only available when building opens from 8 AM to 5:30 PM, M-F. Must check out key, room locked at all times. Contact Alyssa Arnette, 612-624-8888, <a href="mailto:arne0144@umn.edu">arne0144@umn.edu</a>.</td>
<td>✔️ nearby</td>
<td>✔️</td>
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</tr>
<tr>
<td>Y</td>
<td>Hanson Hall 2-177 (2nd floor), 1925 4th Street S. This room has a key code entrance but employees and students are strongly encouraged to call in advance and book their on-going time slot to ensure all users can have adequate access to the space and not feel rushed. This room is available after hours and on weekends. Contact Alyssa Arnette, 612-624-8888, <a href="mailto:arne0144@umn.edu">arne0144@umn.edu</a>.</td>
<td>✔️</td>
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<tr>
<td></td>
<td>HHH Building/Humphrey School of Public Policy Room 217. Contact Front Desk Room 20 or 612-626-8910 to receive door key code. Users are encouraged to reserve times on room calendar. Available after hours and weekends.</td>
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<tr>
<td></td>
<td>West Bank Office Building (WBOB) Room 419, 1300 S. 2nd St. See 3rd floor receptionist for access. You might want to take this list with you as they sometimes are unaware of listing.</td>
<td>✔️ nearby</td>
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</table>

## St. Paul Campus

<table>
<thead>
<tr>
<th>Meet MDH Criteria?</th>
<th>Space Location and Contact Info</th>
<th>Place to clean hands &amp; pump parts</th>
<th>Refrigerator</th>
<th>Breast Pump Available (not required)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Alderman Hall Room 364, 1970 Folwell Avenue. This room has a key and an online calendar. Contact Lauren at <a href="mailto:matushin@umn.edu">matushin@umn.edu</a> in Dept. of Hort. Sci for reservations.</td>
<td>—</td>
<td>✔️ &amp; microwave</td>
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<td></td>
<td>Coffey Hall Room 472A, Boynton Health Services 1420 Eckles Avenue. Sign in at Coffey Hall 109 for door key code. Contact Dennis Lui (<a href="mailto:dlui@bhs.umn.edu">dlui@bhs.umn.edu</a>) with questions or issues. <a href="lacspaces.umn.edu">Website link</a>.</td>
<td>✔️</td>
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<td>✔️</td>
</tr>
<tr>
<td></td>
<td>Continuing Education and Conference Center, Will find room available if not fully booked. Contact conference center director, Ken Gay (<a href="mailto:kgay@umn.edu">kgay@umn.edu</a>, 612-624-2777)</td>
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<td></td>
<td>Hodson Hall 219A, 1980 Folwell Avenue. No key needed. Contact Entomology Dept (Room 219, <a href="mailto:entodept@umn.edu">entodept@umn.edu</a>) to check availability or schedule regular times on the calendar.</td>
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<td></td>
<td>Learning &amp; Environmental Sciences Bldg, 1954 Buford Avenue. Will find room available, if not fully booked. Contact April Snyder at IonE (<a href="mailto:deink001@umn.edu">deink001@umn.edu</a> or 612-626-1216).</td>
<td>✔️ nearby</td>
<td>✔️ nearby</td>
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</tr>
<tr>
<td><strong>McNeal Hall Room 307</strong></td>
<td>1985 Buford Avenue. This Lactation/Wellness room locks from the inside only and it is unscheduled. The room is available on a first come/first served basis</td>
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<tr>
<td><strong>Peters Hall</strong></td>
<td><strong>1404 Gortner Avenue. Social Work will find room available. Ask at Peters Hall 105, call (612)-624-4243, or email <a href="mailto:jbeaudet@umn.edu">jbeaudet@umn.edu</a>.</strong></td>
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APPENDIX E: Abridged 2017-2018 Lactation Advocacy Committee Recommendations

1. Develop an official policy on breastfeeding support for University employees and students to ensure adequate break time and access to a place to pump. A breastfeeding support policy is needed to ensure that University employees and students:
   a. Are provided adequate break time to breastfeed or pump
   b. Have access to a clean, private, comfortable place to pump close to their place of work or study (within a 5-minute walk)
   c. Can direct lactation needs, questions and concerns to a single person or department
   d. Feel supported in their choice to breastfeed

2. Increase the number of designated, quality lactation spaces on campus to ensure that at least one publicly accessible, dedicated lactation space exists within a 5-minute walk of all campus work and class locations.
   a. Where inadequate lactation spaces exist, reorganize or retrofit existing campus buildings to establish a complete network of publicly available lactation spaces on campus.
   b. Establish a practice (through policy or guidelines) of incorporating dedicated lactation spaces into all major renovation projects and new construction as needed to complete or maintain the network.
   c. Where classes, conferences, or meetings take place outside of regular daytime hours, ensure that lactation spaces are available after-hours. For example, install a keypad lock and establish a system for sharing the code with those who need it.
   d. Ensure that new and existing spaces adequately meet demand—a single-user room may not be sufficient given location and the population served.
   e. Set official minimum standards for publicly accessible lactation spaces on campus (e.g. standards for privacy, cleanliness, locking door, presence of an electrical outlet, chair, and table, and access to a sink and refrigerator). Ensure that all publicly accessible lactation spaces meet these minimum criteria.
   f. Establish a permanent source of funding for creating and furnishing new lactation spaces on campus, or establish a policy to guide the funding of new lactation spaces on campus.

3. Assign responsibility for developing and maintaining a comprehensive lactation support program to a paid staff person. This should include:
   g. Coordinating the creation and maintenance of dedicated and temporary lactation spaces on campus and ensuring that these rooms meet the minimum standards defined by the University.
   h. Serving as the point person for lactation-related student and employee concerns and implementing a feedback system for continued monitoring and improvement, and
   i. Ensuring that students, employees, supervisors, faculty, and visitors are aware of the University’s policy (when implemented; see item [2] above) for supporting breastfeeding employees and students and the availability of lactation spaces on campus. This should include maintaining a publicly accessible online directory of lactation spaces, such as the list created and currently maintained by the Lactation
Advocacy Committee at lacspaces.umn.edu.