

Use your assessment to determine gaps and opportunities. Then establish goals and make improvements.

FOUNDATION	Conduct employee survey: What do moms and moms-to-be want for support at the workplace?
ENVIRONMENT	<p><b>Mother's Room</b> Creation and maintenance of a mother's room Ideal features – Private, pleasant, clean space that locks from inside; chair; table; hospital-grade breast pump; electrical outlet; nearby water source; nearby storage for milk. (By Minnesota law, the space may not be a bathroom or toilet stall.)</p>
POLICY	<p><b>Breastfeeding support policy</b> Policy provisions include</p> <ul style="list-style-type: none"> <li>• Creation and maintenance of a mother's/lactation room</li> <li>• Guidance regarding mom's time to express milk</li> <li>• Steps taken by HR or manager when FMLA leave is requested</li> <li>• Manager/supervisor role in supporting new mom-to-be</li> </ul>
SYSTEMS	<p><b>Human resources support, training for managers/supervisors, tracking room usage</b> Could include</p> <ul style="list-style-type: none"> <li>• A mom-to-be packet (outlines organizational support for new moms)</li> <li>• Managers/supervisors trained on supports</li> <li>• Once FMLA leave is requested, human resources notifies manager</li> <li>• Manager/supervisor takes mom-to-be on tour of mother's room</li> <li>• Mom is paired with a mentor (employee who previously used room)</li> <li>• Tracking: Assess room usage [demand for use (public vs employee-only use), ease of access, tracking employee access/use]</li> </ul>
SOCIAL SUPPORT	<p><b>Could include</b></p> <ul style="list-style-type: none"> <li>• Onsite mentor program</li> <li>• Ongoing nursing/mothers' support group</li> <li>• Make information about local support resources readily available</li> <li>• Hold a celebration (shower) for the opening of the mother's room. Ask employees to donate items for moms and children that are then given to a local women's and children's shelter.</li> <li>• Employee Assistance Program (EAP) resources</li> </ul>