



AUUSTIN
BUSINESS GROUP
— ON HEALTH —

Welcome! The meeting will begin shortly.

Announcements

- Thanks for joining us today!
- Please remain muted during the presentation
- Questions will be answered at the end of the presentation

Moderators for today's meeting include:



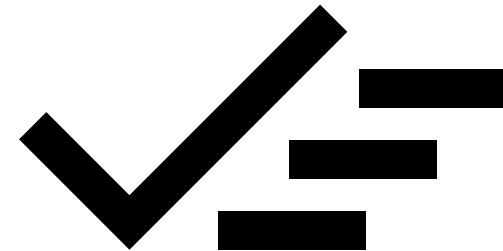
Susan Thompson – ABGOH Co-Chair



Cristina García – ABGOH Co-Chair

Agenda

- Announcements & Introductions
- Speakers
- Questions & Answers
- Resource Spotlight
- Closing Remarks



Please join us in welcoming our Speakers



Cathy McHorse

Director Early Matters Greater Austin
Vice President, Success by Six United
Way for Greater Austin



Brooke Freeland

Consultant Early Matters Greater Austin
and United Way for Greater Austin



Stephanie Sieswerda, MA

Texas Mother-Friendly Worksite
Program Coordinator
Texas DSHS

earlymattersgreateraustin

POWERED LOCALLY BY



United Way for
Greater Austin



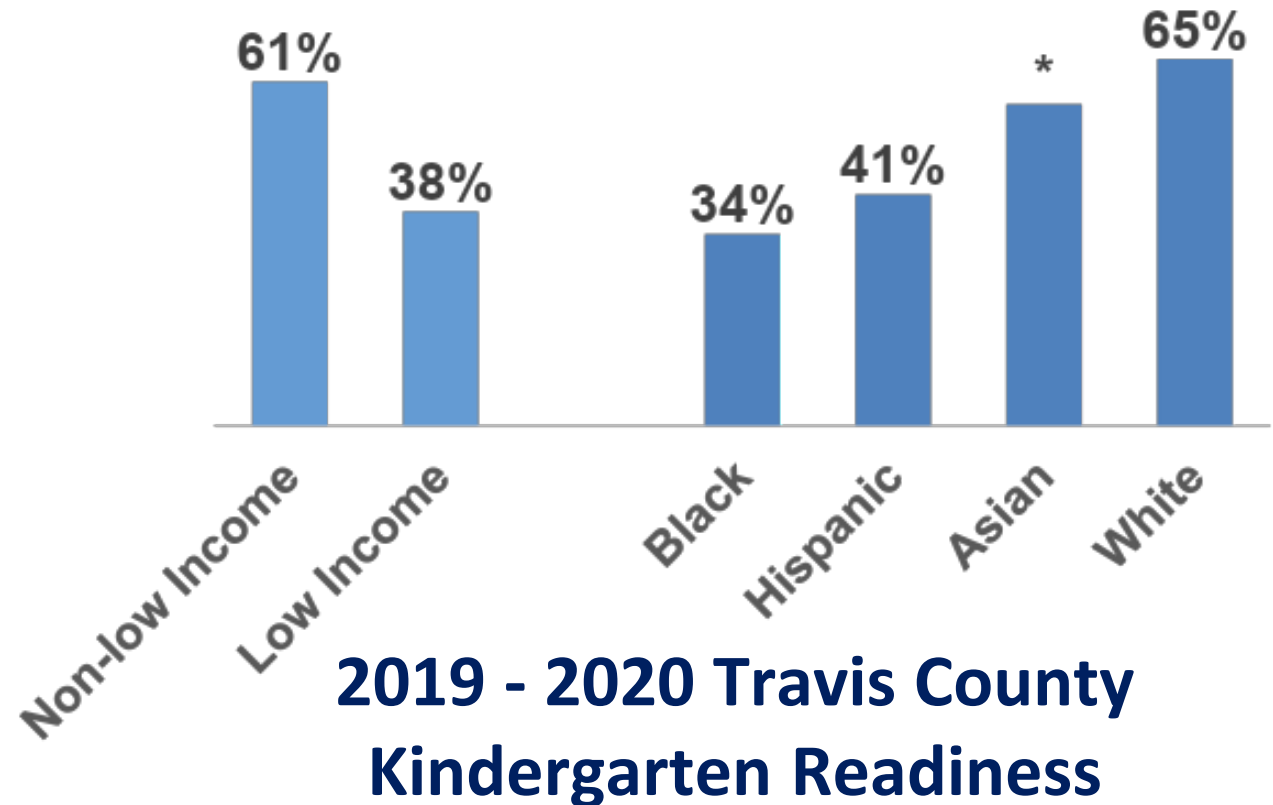
E3 ALLIANCESM
EDUCATION EQUALS ECONOMICS



EMGA's work is part of a collective impact initiative
– the Austin/Travis County Success By 6 Coalition

In Austin, 60% of children under age 6 have both parents in the workforce.

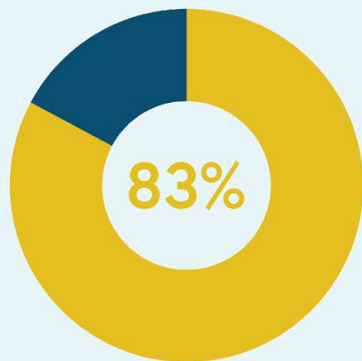
More than **one in three**
children under six living in Travis County
live in households with
low income.



2019 - 2020 Travis County
Kindergarten Readiness



THE BEST PLACE FOR
WORKING PARENTS®



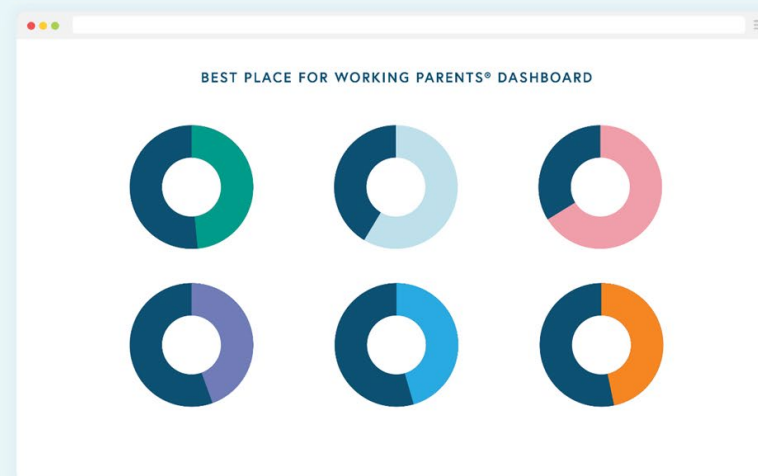
83% of millennials would leave one employer for another with better family-friendly supports.

BE THAT EMPLOYER.



THE BEST PLACE FOR
WORKING PARENTS®

How do you measure up in today's competitive marketplace?



SEE HOW YOUR BUSINESS COMPARES.

Early Matters Greater Austin is an alliance of current and retired business professionals focused on the critical relationship between access to high-quality early education and our state's long-term economic success.

Three Pillars of Work



**Promoting Best Places
for Working Parents®**



Influencing Public Policy



**Advancing Innovation &
Education**

THE BEST PLACE FOR WORKING PARENTS®

————— AUSTIN —————



10 research-backed policies supporting your workforce and businesses' bottom-line.



POLICY 1

Company-Paid Health
Care Coverage



POLICY 2

Paid Time Off



POLICY 3

Parental Leave



POLICY 4

Nursing Benefits



POLICY 5

"Best Place"
Designation



POLICY 6

Onsite Child Care



POLICY 7

Child Care
Assistance



POLICY 8

Backup Child
Care



POLICY 9

Flexible Hours



POLICY 10

Working Remotely

A photograph of a man and a woman in a hospital setting, both smiling and looking at their newborn baby. The man is on the left, wearing a light blue polo shirt, and the woman is on the right, wearing a white hospital gown with a small red pattern. The baby is wrapped in a white blanket and is lying in the woman's arms. The background is slightly blurred, showing a colorful patterned wall. The text "MATERNITY & PATERNITY LEAVE" is overlaid in the center of the image in a bold, white, sans-serif font.

MATERNITY & PATERNITY LEAVE

BREASTFEEDING BENEFITS



125
ml.
100
75
50
25

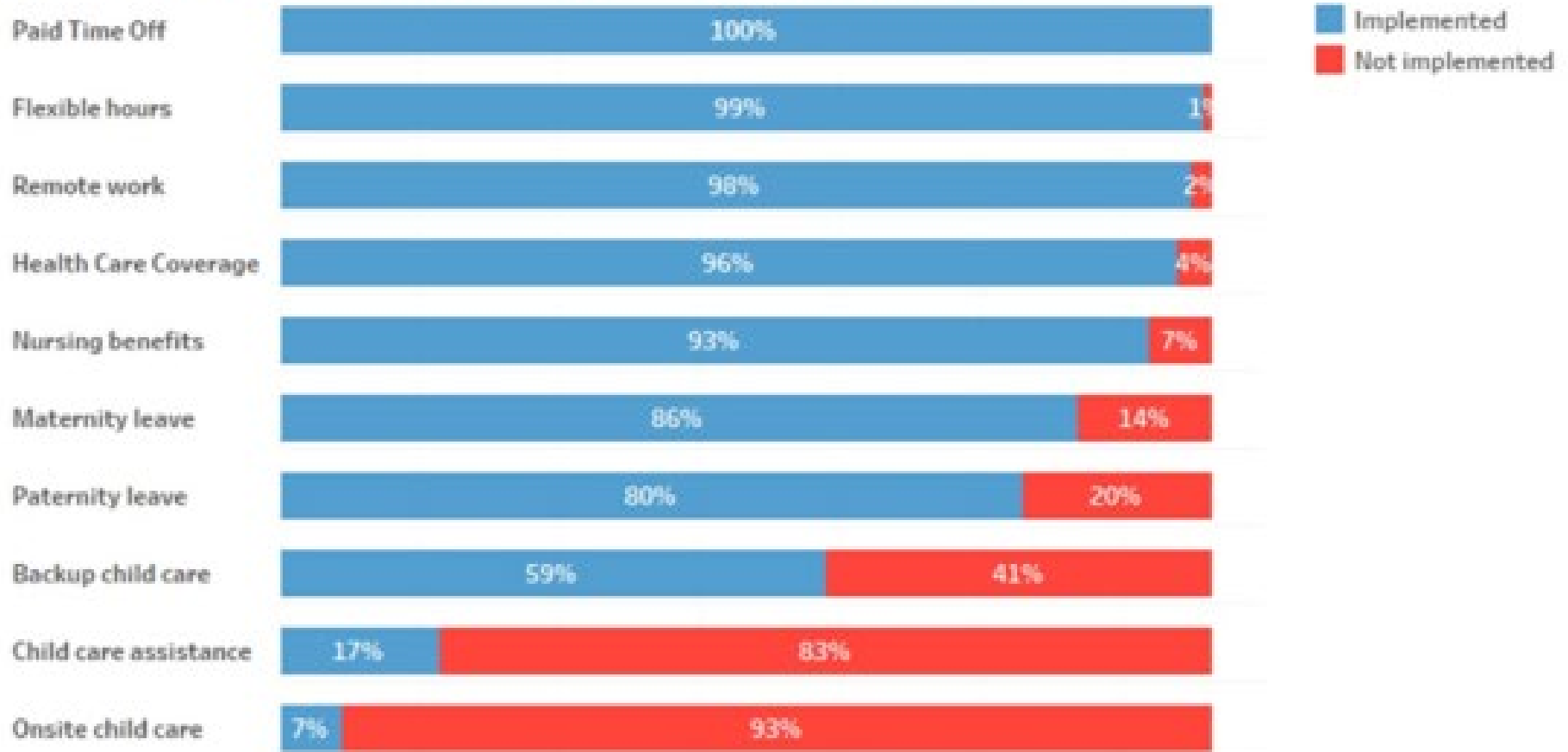
A caregiver wearing a white protective suit, a blue surgical mask, and clear face shields is sitting on a green cushion on the floor. She is holding an open book titled "Chicka Chicka Boom Boom" and reading to a young child with curly hair. The child is sitting on a colorful alphabet rug and pointing at the book. In the foreground, there is a wooden abacus toy with colorful beads. The background shows a classroom setting with a bookshelf, a white bassinet, and various educational posters on the wall.

CHILD CARE ASSISTANCE



In Austin:

Overall percent of companies implementing each family-friendly policy





THE BEST PLACE FOR
WORKING PARENTS™

earlymatters
greaterAustin

A photograph of a smiling man with glasses and a beard, wearing a denim jacket over a white t-shirt. He is carrying a baby in a light-colored hoodie on his shoulders and holding a young child in a grey shirt. The background is a blurred outdoor setting with trees and a house.

Child Care Toolkit

BECOME A BP4WP DESIGNEE

Take the assessment today

bit.ly/bp4wp_21



RESOURCES

Early Matters Greater Austin (EMGA):

<https://www.earlymattersgreateraustin.org/>

Best Place for Working Parents® Greater Austin:

<https://www.earlymattersgreateraustin.org/best-place-for-working-parents>

EMGA Toolkits:

<https://www.earlymattersgreateraustin.org/toolkit>

Connect ATX:

<https://www.unitedwayaustin.org/connectatx/>





TEXAS
Health and Human
Services

**Texas Department of State
Health Services**

Worksite Lactation Support and the Texas Mother-Friendly Worksite Program

Making a Difference for Working Parents

8/4/2023

Stephanie Sieswerda, MA

Texas Mother-Friendly Worksite Program Coordinator

The Public Health Case for Supporting Breastfeeding



Maternal Health Impact

Breastfeeding reduces mothers' risk of:

- Breast cancer;
- Ovarian cancer;
- High blood pressure;
- High cholesterol;
- Heart disease; and
- Type 2 diabetes.

And contributes to:

- Improved return to pre-pregnancy weight;
- Improved birth spacing;
- Increased bonding between mother and infant; and
- Reduced parental absenteeism from work due to decreased rates of common childhood infections.



Infant and Child Health Impact

Breastfeeding reduces baby's risk of:

- Ear Infections;
- Respiratory infections/pneumonia;
- Diarrhea/stomach infections;
- Allergic reactions and asthma;
- Intestinal disease (inflammatory bowel disease, celiac disease);
- Obesity and diabetes;
- Childhood leukemia;
- Necrotizing enterocolitis; and
- Sudden infant death syndrome (SIDS).



Estimated Economic Impact

“More than \$17 billion dollars could be saved annually in health care costs and lost productivity, including ~\$3 billion in direct medical costs and more than \$14 billion in premature death.”

For every 597 women who optimally breastfeed, one maternal or child death is prevented.



Texas Department of State
Health Services

8/4/2023

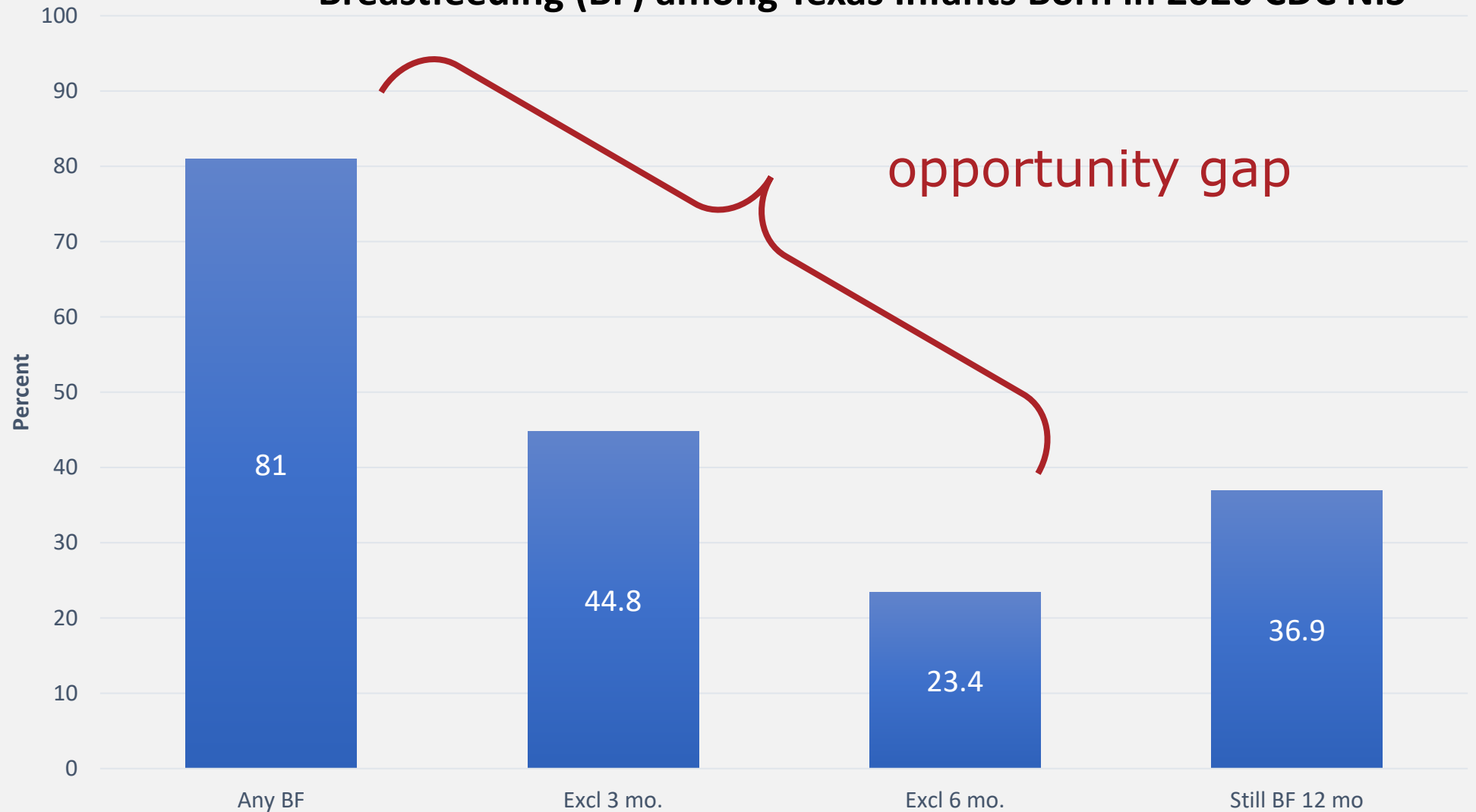
Bartick MC, Schwarz EB, et al. Suboptimal breastfeeding in the United States: Maternal and pediatric health outcomes and costs. *Matern Child Nutr.* 2016.

The Issue



Texas Women Want to Breastfeed

Breastfeeding (BF) among Texas Infants Born in 2020 CDC NIS



Texas Department of State Health Services

8/4/2023

Source: Centers for Disease Control and Prevention (CDC) National Immunization Survey (NIS) 2020 births.

65% of women with births in the last 12 months are in the U.S. labor force.

67% of Texas WIC working moms who did not breastfeed report main reason for not breastfeeding was the need to return to work.

54% of Texas WIC working moms' main reason for early weaning was going back to work or school outside the home.

59% of Texas WIC moms report not meeting own breastfeeding goals.



Return to work is consistently cited as the leading barrier to breastfeeding among working mothers.

Sources: U.S. Census Bureau, 2018 American Community Survey 1-year estimates chart by the Women's Bureau, U.S.. Department of Labor. Available: tinyurl.com/census-timeseries
DSHS MCH. Texas WIC Infant Feeding Practices Survey. 2018. Available: tinyurl.com/dshs2018ifps

Photo Rights: Texas Department of State Health Services

8/4/2023

What Are Lactation Breaks?

Definition:

Basic arrangements that allow mothers to comfortably express and store breastmilk and **maintain lactation** when separated from their babies during the workday.



Why Are Lactation Breaks Important?

- Breaks for lactation are like other work breaks to attend to physical needs.
- If lactating employees do not express milk as often as they need to, they might leak milk, feel uncomfortable, reduce how much milk they produce, or even get sick.
- Missing even one needed pumping session can lead to decreased milk production and other undesirable consequences.



Photo Rights: Texas Department of State Health Services

- **Women** are often uncomfortable talking to their employers about lactation breaks.
- **Employers** often don't realize there is a need.



Legal and Business Cases for Supporting Breastfeeding



Legal Case

- Texas Worksite Lactation Laws
 - Texas Health and Safety Code Chapter 165
 - A mother can breastfeed or express breastmilk for her baby anywhere she is otherwise allowed to be
 - Established the Texas Mother-Friendly Worksite business designation
 - Texas Government Code Chapter 619
 - Public employers must have lactation support policies



Photo by [Trac Vu](#) on [Unsplash](#)

Legal Case

- Federal Worksite Lactation Laws
 - Fair Labor Standards Act (FLSA)
 - Most nursing employees have the right to reasonable break time and a place other than a bathroom that is shielded from view to express breast milk while at work.
 - This right is available for up to one year after the child's birth.

PUMP AT WORK

Under the PUMP for Nursing Mothers Act, most employees have the right to break time and a private space to express breast milk for their nursing child.



AGRICULTURE WORKERS



NURSES



TEACHERS



TRUCK AND TAXI DRIVERS



HOME CARE WORKERS



MANAGERS

#PUMPAct

dol.gov/pump-at-work

@WHD_DOL

The Business Case



Employee Impact

- Increased engagement
- Increase morale and productivity
- Retention of experienced employees
- Healthier employees



Business Impact

- 3 to 1 return on investment
- Lower recruitment and training costs
- Lower medical insurance claims



State Health Impact

- Reduced health care costs
- Investment in community of future employees and managers

Worksite Support for Breastfeeding Mothers

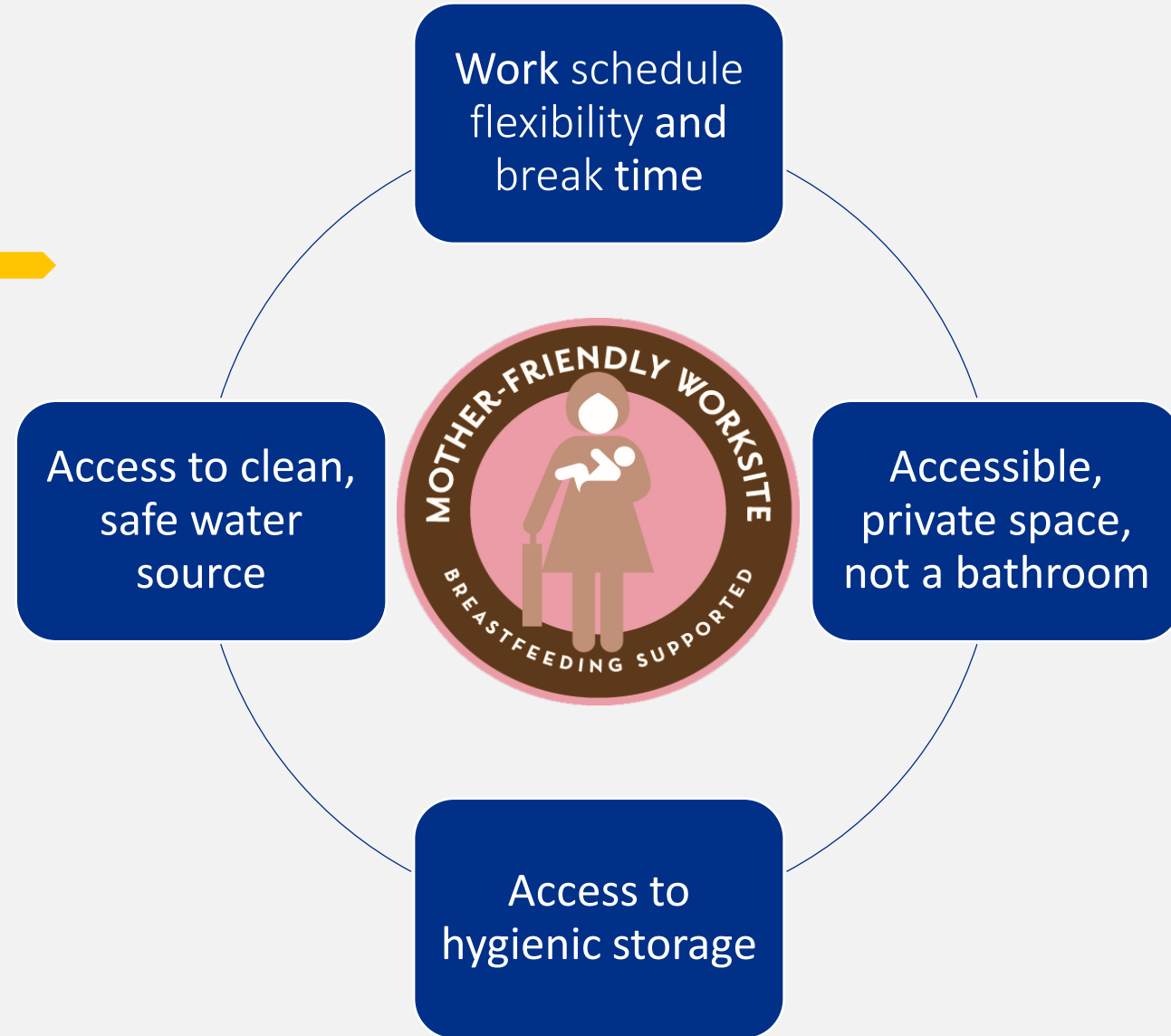
The Texas Mother-Friendly Worksite Program (TMFW)



TMFW Program Criteria

Key Component – Written and communicated breastfeeding support policy.

3,500+ Worksites Designated!



Common Question...



How can our worksite be designated as a Texas Mother-Friendly Worksite if we do not have a lactation room?

Image source: USBC Gallery

Creative Space Solutions

1. Non-office work settings:

- Manufacturing;
- Hospitality;
- Agriculture;
- Restaurants;
- Retail; and
- Transportation.

2. Settings within an office building.



*Image source: Office on Women's Health
Employer Solutions*



Texas Department of State
Health Services

8/4/2023



Don't Forget Dad

“Tarrant County Public Health let me take home a pump to help my wife and my one-month-old boy. Breastfeeding is one of the few things that men can't do, so I support my wife by doing as much as I can—and others should do the same. The bond and benefits your child and family get from breastfeeding (are) incredible.”

-Jorge Sanchez, Specialist



What's good for babies is good for business

8/4/2023

Tarrant County Public Health



Photo Credit: Tarrant County Public Health- Used With Permission

**GREATER LOYALTY.
HIGHER PRODUCTIVITY.
BETTER RETURNS.**

*It pays to have a
Mother-Friendly Worksite.*



Designation Benefits

Helps employers to:

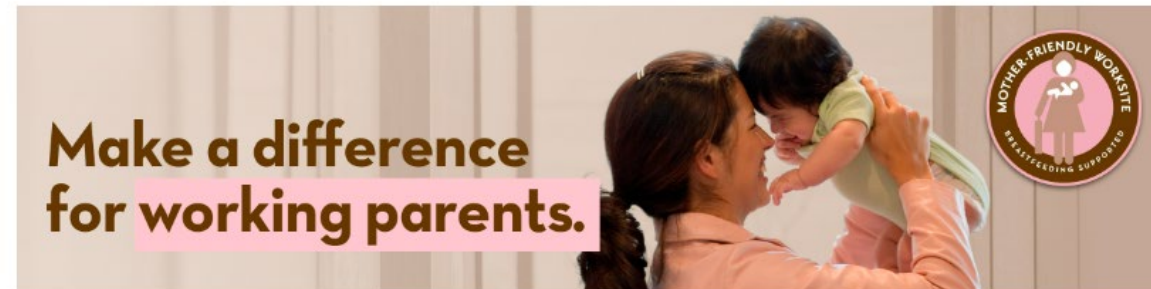
- Prioritize a culture of support;
- Establish a “family-friendly” employer reputation; and
- Focus on employee wellness.

Acts as a recruitment and retention tool by:

- Establishing participants as employers-of-choice; and
- Driving deeper employee engagement.

TMFW Website

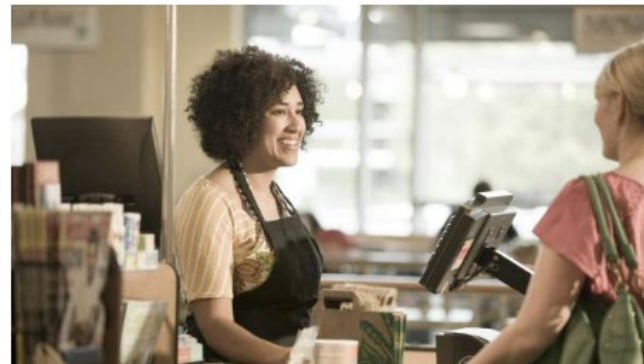
Texas Mother-Friendly Worksite Program



What is the Texas Mother-Friendly Worksite Program?

Thousands of Texas employers are committed to supporting their breastfeeding employees when they return to work.

Texas Mother-Friendly Worksites are businesses that support employees who choose to breastfeed their infants. Your business may qualify for designation as a Texas Mother-Friendly Worksite if you have a **written and communicated** lactation support policy.



Resources for Employers

- Step-by-step lactation support policy development resources
- Information on Worksite Lactation Laws
- Details on how to apply and application and policy FAQs

Develop Your Policy

A lactation support policy shapes the culture and attitudes within your organization and reflects a commitment to improving employee well-being.

Your policy should clearly state what your employees can expect from your organization and what your organization expects from them.

Policy Components

The following components should all be covered in your employee worksite lactation support policy. A strong policy is brief and broad—it should be supported by clear procedures that provide specific and clarifying details. Too many details can weaken the overall policy by limiting its scope.



TMFW Program Technical Assistance

TMFW Program supports employers to:

- **Identify flexible programs** designed to meet the needs of both the employer and employee;
- Work with employers to develop **innovative solutions** that help create **supportive environments** adaptable to any work setting;
- Access program staff who serve as a go-to source for information and provide **responsive** technical guidance; and
- Continue to receive **as-needed support after designation.**

TexasMotherFriendlyWorksite@dshs.texas.gov

Thank you!

Worksite Lactation Support and the Texas Mother-Friendly Worksite
Program:
Making a Difference for Working Parents

TexasMotherFriendlyWorksite@dshs.texas.gov



Putting it into Practice & Resource Spotlight

Questions & Answers

- Use the chat box to share what you learned during today's session or to send your questions to our speaker.
- A moderator will read questions as they are submitted.



Closing Announcements

- Thank you to our speakers – Cathy, Brooke, & Stephanie.
- Today’s presentation will be posted to the MHFC website.
- Session evaluation in the chat box or QR code.
- We’re planning something special for our next meeting – see you then!!



See you at our next meeting on November 3, 2023.