Wellness and Lactation Spaces – the Law, Family Health, and Planning

Joyce Lee, President IndigoJLD and Adjunct Faculty, Urban Health Lab, University of Pennsylvania
Kathleen Benton, Associate Director, Strategic Alliances, Society for College and University Planning
Tyler Patrick, Chair of Planning and Urban Design | Principal, Sasaki
Brain Development & Neurodevelopmental

Outcomes

• Human milk results in more white matter development

• Improved scores on tests of neurodevelopmental outcomes
Not breastfeeding is associated with lower intelligence & economic losses of about $302 billion annually or 0.49% of world gross national income.
Health Disparities

• Across racial/ethnic groups
  • Initiation rates
    • White = 84.3%
    • Hispanic = 83.0%
    • Black = 66.3%

• Poverty ratio
  • Highest ratio = 91.7%
  • Lowest ratio = 72.8%

• Role of WIC
  • Ineligible = 91.1%
  • Not in WIC but Eligible = 82.0%
  • WIC enrolled = 74.1%
Institute for Women’s Policy Research

Yearly 2.1 million single mothers enroll in higher education

- Nearly 90% low-income
- 43% work more than 30 hours a week

40% said they were likely or very likely to drop out due to dependent care obligations
Institute for Women’s Policy Research

Community Colleges

Among all women attending community college:

• 21% are single mothers

• 44% of all single student mothers attend public two-year institutions
The Unique Needs of Universities & Colleges

Need to serve the needs of four distinct populations
- Faculty
- Staff
- Students
- Visitors to campus
SCUP Lactation Survey Team

JoEllen Baldwin, Comprehensive Facilities Planning, Inc.
Margaret Carney, Cornell University
Donna Zalecky, DMZ Planners LLC
Bill Massey, Sasaki Associates, Inc.
SURVEY:
Assess the current availability of lactation policies, access to lactation facilities, and the amenities of lactation facilities across US higher education campuses.

Survey Outcome Potential:
- Additional supports for lactating women returning to work and school following a pregnancy
- Models for future best practice in design and renovation of lactation spaces on higher education campuses
- Advance accessibility and environments of wellness in higher education
A True Interdisciplinary Collaboration
National Context

Lactation Protection across the United States
SCUP & University of Pennsylvania Research

Diversity of campuses

An Exploration of Lactation Policy and Lactation Facilities Across US Higher Education Campuses (Wellness Rooms)

Society for College and University Planning (SCUP)

BACKGROUND

Access to appropriate lactation space is essential for new mothers to participate fully in work and study. The Society for College and University Planning (SCUP) and the University of Pennsylvania collaborated in a nationwide study to explore lactation policy and facilities in US colleges and universities. The Fair Labor Standards Act was amended in 2010 to require employers to provide reasonable break time and a private place for nursing mothers to express milk while at work. However, the levels, quality, and availability of lactation spaces and supports across campuses for staff, students, and guests have not been widely documented. This research is intended to help campuses identify best practices for planning policy, design, and amenities for lactation spaces. The American Institute of Architects also endorses a set of best practices for lactation space design and furnishings.

METHODS

An invitation to an online survey was emailed to 684 United States college and university campuses with one or more SCUP members. Campus representatives were chosen based on the most appropriate title for a response, but recipients could designate a knowledgeable colleague in any department to complete the survey. Individuals representing 114 campuses participated in the survey.

Authors:
Diane Spatz, PhD, RN-BC
Joyce Lee, FAIA, LEED Fellow
Dana Henry-Mossa, MPH
Kathleen Berlon, SCUP

PROFILE OF RESPONDENTS

% BY CAMPUS SIZE

- SMALL CAMPUS (< 6,000 UNDERGRADS)
- MEDIUM CAMPUS (6,000 - 15,000 UNDERGRADS)
- LARGE CAMPUS (15,000 - 30,000 UNDERGRADS)
- VERY LARGE CAMPUS (> 30,000 UNDERGRADS)

VISIT: SCUP.ORG/WELLNESS
Portable Lactation Suite

Philadelphia Airport
AIA Best Practices

Guidance Documents

Co-authors: Joyce Lee, FAIA; Liz York, FAIA
Focused group on design guidance
5 MINUTE EXERCISE:

What is the expectation of potential users, e.g., what level of accommodation will seem scant vs state-of-the-art?
Lactation facilities across US campuses

SCUP & University of Pennsylvania Research

LACTATION SPACES
DESIGN AMENITIES

- Self-contained/Dedicated Spaces: 92%
- Electrical Outlets: 92%
- In Room Light Control: 80%
- Handicap Accessible: 67%
- Ethernet Port/Wifi Access: 67%
- Counter Space/Table: 44%
- In Room Thermal Control: 44%
- Sound Isolation: 43%
- Art and/or Music: 20%
- Privacy Curtain/Screen (Multi-User Rooms): 19%
- Lockers or Cubbies: 4%

Recommended in American Institute of Architects (AIA) Best Practice
https://wellnessroomsite.wordpress.com/about/
Lactation Facilities across US Campuses

SCUP & University of Pennsylvania Research

LACTATION SPACES

HARDWARE
- 96% LOCKING MECHANISM
- 53% LOCKED ACCESS (KEY/CODE REQUIRED)
- 39% COAT HOOKS/HANGERS
- 4% FULL-LENGTH MIRROR

APPLIANCE/FIXTURE
- 50% WIPES/TOWEL DISPENSER
- 47% SOAP DISPENSER
- 40% SINK
- 23% REFRIGERATOR
- 4% MICROWAVE

PORTABLES
- 40% CONTACT INFO FOR PROBLEMS
- 10% PHONE
- 9% HOSPITAL GRADE PUMP
- 2% COMPUTER/LAPTOP

RECOMMENDED IN AMERICAN INSTITUTE OF ARCHITECTS (AIA) BEST PRACTICE
https://wellnessroomsite.wordpress.com/about/
Breastfeeding Support Program includes:

- 48 identified spaces on campus
- Private, clean lactation rooms (Mother's Rooms) throughout, some equipped with hospital-grade breast pumps.
- Free breast pump accessory kits available to employees, post-docs, residents, and doctoral students earning <$40,000/year.
On-Campus Nursing and Lactation Space

University of Pennsylvania
• Comprehensive employee lactation resources
• Pump rooms across enterprise including hospitals
• Almost all have hospital grade Symphony® pump
• Free pump kits
• Policy covers faculty, staff, students and visitors
For your safety and comfort, please lock the door when using this room.

Each room includes a TV, a reclining chair and footstool, convenience outlets, wall hooks, a full length mirror and dimmable lights to control your environment.

Designed with your health in mind, this room focuses on:

- Recliners and footstools finished with a cleanable, anti-microbial fabric and moisture barrier to protect against germs and bacteria.
- All furniture is GREENGUARD Gold certified, meeting stringent, third-party certification that identifies sustainably made products manufactured with low emissions of volatile organic compounds (VOCs) to protect human health.
- All furniture is free of chemical flame retardants from inner foam and fabrics. Flame retardants escape from products and settle into dust that can be ingested or inhaled and are linked to cancer, reproductive harm, reduced IQ, developmental delays, and obesity.
- All finishes, including paint, ceiling tiles, floor covering and millwork, contain low or Zero-VOC materials.

If you experience any issues while using this room, please contact Wharton Operations customer support center at 215.898.2575 or repair-it@wharton.upenn.edu.
**LACTATION FAQS**

FAQ:

I UNDERSTAND THAT THE UNIVERSITY OF ARIZONA IS COMMITTED TO THE FURTHER DEVELOPMENT OF CAMPUS LACTATION SPACES WITH THE AFFORDABLE CARE ACT (ACA), THROUGH AMENDED SECTION 7 OF THE FAIR LABOR STANDARDS ACT (FLSA). WHAT ARE SUGGESTED LINKS?


WHERE WOULD EMPLOYEES FIND UNIVERSITY OF ARIZONA "BREASTFEEDING REST PERIOD" INFORMATION?

IS IT PERMISSIBLE TO USE A BATHROOM AS A LACTATION SPACE?

HOW DO I FIND A LIST OF LACTATION SPACES FOR OUR TUCSON AND PHOENIX
WELL v1. Platinum

Source: Delos
Lactation Room- Langan Offices

Source: Langan
Top Ten Corporate Lactation rooms across the US

Source: Elle Magazine
52% of respondents identified 2-4 of the entities above involved in funding lactation spaces.
5 MINUTE EXERCISE:

What resources do you have in-house or in the community for planning lactation accommodations? Who will you put on your planning team?
81% of respondents identified 2-6 of the entities above involved in planning lactation spaces.
### Survey Questions

**Does your institution have a lactation policy for faculty/staff?**
- 56% Yes
- 28% No
- 16% Unsure

**Does your institution have a lactation policy for students?**
- 27% Yes
- 40% No
- 33% Unsure

**How are campuses selecting/creating lactation rooms?**
- 33% No standard process
- 20% As requested/central process
- 12% Construction standard includes one per building

**Does your institution track lactation room use (per day or total number of users)?**
(only among those who have at least one)
- 16% Yes (variable methods: sign in sheets, online calendars/schedules, access requests, door access card reports, survey)
- 59% No
- 25% Unsure
• Can lactation facilities be shared as general wellness rooms on campuses (meditation, prayer, etc.)?

• How can I build in flexibility to planning and implementing lactation facilities?
Sasaki: Key Questions We’re Hearing From Campuses

- How should I approach this from a campus perspective? How can I get started? New construction vs. renovation?

- What tools and resources will help to maintain successful lactation spaces?
Recommendations

Key Takeaways for Lactation Planning

1. **Anticipate and plan** for faculty, staff, student, and visitor lactation needs.

2. Consider developing a **multidisciplinary, campus-wide lactation committee**.

3. **Involve stakeholders**, including campus planners, student life administrators, affected departments, health professionals, and users in lactation accommodation planning.

4. **Develop and publicly communicate** (e.g., on the university website) clear policies that detail the rights of breastfeeding faculty, staff, students, and visitors.

5. Integrate dedicated lactation rooms into **campus design strategy**.
6. Establish a minimum campus standard for lactation space design specifications and equipment, informed by best practice resources, and design guidelines

7. Clearly and publicly communicate locations of lactation spaces and how to obtain access on university websites and through physical signage

8. Clearly communicate to users the appropriate process to offer real-time feedback about lactation accommodations and needs

9. Conduct regular campus-wide reassessments of lactation space usage and needs
Wellness and Lactation Spaces – the Law, Family Health and Planning

Questions & Comments