

CENTERING FAMILIES IN BIRTH AND BREASTFEEDING SYSTEMS

OPPORTUNITIES



All hospital staff are actively anti-racist

Utilize guidelines from previous Local Breastfeeding Supporter Meetings



Amplify voices of people of color doing the work in communities

Give BIPOC birth and breastfeeding supporters space to speak



Identify a DEI committee

Leverage this group of folks to change hospital policy within all departments



Implement new State of Michigan implicit bias training

Increase humility and accountability for health care workers to address biases and improve services



Change hiring requirements

Eliminate unnecessary credentials - like RN - for IBCLC job postings

BARRIERS



Birth is treated as a medical emergency

Center families in their own care despite Covid-19 protocols



Disproportionate investments in hospitals

Foundations and public health entities should invest in local breastfeeding supporters



"One size fits all" approach to racial equity

Center BIPOC families in the Baby-Friendly Hospital Initiative steps and requirements for maintaining designation



Community-based breastfeeding support is limited to Step 10 of Baby-Friendly

And, therefore, is an afterthought and under-resourced component of the Baby-Friendly Hospital Initiative designation process



Qualified Black IBCLCs are not being hired in hospital systems

White supremacy and systemic racism must be dismantled and new systems need to be built that center BIPOC folks