



ANNUAL REPORT

20 23

BUILDING A MORE JUST, EQUITABLE, AND
BREASTFEEDING-SUPPORTIVE CULTURE

MIBFN
Michigan Breastfeeding Network

CONTENTS

3

Introduction

8

Spotlight On Mission-Driven Efforts

26

Organizational Partnerships

29

Financials

32

The Work Continues



INTRODUCTION



LETTER FROM OUTGOING BOARD MEMBER LONIAS GILMORE, MPH

Dear Breastfeeding Supporters,

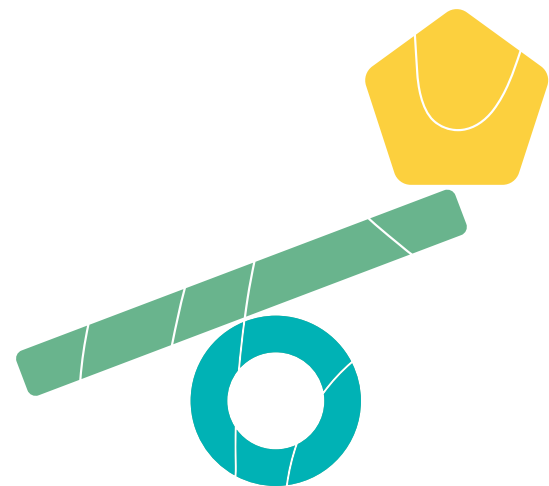
The Michigan Breastfeeding Network began its journey as a 501(c)(3) 10 YEARS AGO. Our mission has evolved to reflect the learning we do together as an organization and to do the difficult and critical work of making a concise statement about the work we think is necessary and bound for impact. I am proud to say that from the time MIBFN was a crucial partner to me at the Michigan State Health Department to my time serving on the MIBFN Board of Directors since 2019, we have lived this mission. **We advocate.** MIBFN takes a highly visible stance on issues that affect Michigan families giving birth and raising babies and on broader human rights issues. **We educate.** MIBFN has expanded and improved the Great Lakes Breastfeeding Webinars, an educational program in all things human milk feeding, which is in high demand nationally and internationally. Educating decision makers, including elected officials, has been a successful component of our advocacy efforts, as well. **We build community.** A couple of years ago, we examined what it means to call ourselves a Network and decided that it MUST mean service and advocacy alongside families and alongside organizations with similar missions and those which hold us accountable and broaden our perspective on what an equitable, just, and breastfeeding-supportive culture is and how to get there.

Serving as a member of the Michigan Breastfeeding Network Board of Directors has been rewarding and challenging and a tremendous honor. When I joined the Big Cities Health Coalition as the Director of Health Equity and Social Justice, I was excited to learn that the Detroit Health Department is a member so I can continue my work in Michigan! I am excited to watch our seeds grow!

The 2023 MIBFN Annual Report will highlight the specific ways MIBFN stayed true to its mission this past year. You will find quotes from fellow advocates, champions, birth and breastfeeding professionals, and families who we consider to be members of this Network and with whom we stand in solidarity. In the words of a great lyricist who said our souls are off limits: "I'm tellin everybody! Everybody!"

Lonias Gilmore

LONIAS GILMORE, MPH, OUTGOING
MIBFN BOARD MEMBER



EXECUTIVE DIRECTOR'S MESSAGE

Dear Breastfeeding Supporter,

As I reflect on 2023, the image of a young, sturdy tree comes to my mind. MIBFN has officially been a non-profit organization for 10 years. In some ways, that's a significant milestone. But, as the mother of a 10 year-old girl, it also signifies to me that we still have lots of room to grow.

In these first ten years, we have been through so many shifts as a culture, a movement, and an organization. In recent years, we uprooted most of what had been planted and cleared the way for new growth. **As we work to repair, and strengthen the movement for breastfeeding justice, we do our best to show up authentically, be accountable, and be transparent about our successes and challenges.** Our mission – “to advocate, educate, and community-build alongside families and organizations for the advancement of an equitable, just, and breastfeeding-supportive culture” – is something we live and breathe both during work hours and throughout our lives. There continues to be areas for improvement that we identify and work towards. **But, it has finally felt this year as though we are grounded, rooted, connected to ourselves, this movement, and each other.** And, if we stay diligent, we can grow from this foundation.



This life-affirming work we do always seems to intertwine our lives, personally and professionally. In a very real sense, this happened for me in 2023 when I became a breastfeeding mom for the third time. We welcomed our Josephine Rose earthside on January 14th. This was the first time I stepped away from this organization for an extended period since I was hired as Executive Director in 2018. It was such a beautiful experience to bring our Josephine into the world, and know that our team had the tools to keep our momentum going in my absence. It was also my third time experiencing breastfeeding struggles and calling on my community for support. We are going strong now, but we never would have gotten here without the systems of support we have in my work, our birthing team, and our community of folks with breastfeeding knowledge. **I am continuously reminded of how rare these supports are, even when they are foundational to our family's ability to feed Josephine the way we want to.** Josephine, just like Samantha and Alexander before her, has strengthened my resolve to fight harder in solidarity with families who lack even these basic protections.

EXECUTIVE DIRECTOR'S MESSAGE (CTD)

In September, it was such an honor to bring Josephine with our entire MIBFN staff and a board member to the Capitol to advocate in solidarity with pumping families for the expansion of the 2014 Breastfeeding Anti-Discrimination Act. Her big sister Samantha was with me to testify in 2014. And, having Josephine there to support expansion of the existing law felt like a real full-circle moment in our family. **We felt the energy you brought into that space with your calls, messages, and meetings with legislators. Your work has been absolutely crucial to the momentum this bill has built so far. Thank you!** We haven't crossed that finish line yet. We have work to do to ensure it is passed into law in 2024. But, with this deeply rooted group of board, staff, community building partners, consultants, local breastfeeding supporters, financial supporters, and YOU, it feels like the possibilities are wide open.

Every family deserves systemic protection on their human milk feeding journey. **Thank you for all you are, all you do, and how you show up to this work. It's not easy, but it is so life affirming. It is THE work.** Serving alongside you is my privilege, honor, and my life's work in this newest phase of our family's human milk feeding journey.

Onward in solidarity,

Shannon McKenney Shubert

**SHANNON MCKENNEY SHUBERT, MPH, CLC, MIBFN
EXECUTIVE DIRECTOR AND ADVOCACY MANAGER**



*Birth Photography by Jennifer
Mason Photography*



**"TESTIFYING IN FRONT OF THE
SENATE HEALTH POLICY
COMMITTEE FELT REALLY
IMPORTANT TO ME. I KNOW THE
HUGE IMPACT THAT THE
NORMALIZATION OF HUMAN MILK
EXPRESSION WILL HAVE ON
MICHIGAN'S MOST FRAGILE
INFANTS. ANY TIME WE CAN
EDUCATE FOLKS IN POSITIONS OF
POWER ON HOW TO USE THEIR
POWER TO SUPPORT A MORE JUST,
EQUITABLE, AND BREASTFEEDING-
SUPPORTIVE CULTURE, I AM
EMBOLDENED TO KEEP GOING AND
PUSH HARDER IN SOLIDARITY WITH
THE FAMILIES WE SERVE."**

SHANNON MCKENNEY SHUBERT, MPH, CLC,
MIBFN EXECUTIVE DIRECTOR



SPOTLIGHT ON MISSION-DRIVEN EFFORTS



SERVICE MODEL

EDUCATION

Increase diversity within the field of lactation and expand the scope of those who promote lactation in different settings to influence systemic change.



SUCCESS IS:

Centering the expertise and lived experiences of community-rooted, clinically-skilled birth and breastfeeding supporters who reflect and represent the communities they serve to eliminate the current gate-keeping in lactation care.

A plethora of direct breastfeeding supporters – Breastfeeding Peer Counselors, Indigenous Breastfeeding Counselors, Community Health Workers, Certified Lactation Counselors, Village Breastfeeding Specialists, International Board Certified Lactation Consultants, etc. – who are equitably employed within their communities and serving families.

A broad-base of people who understand their influence on breastfeeding outcomes – Employers, Child Care Providers, Judges, Jail Wardens, Educators, etc. – and who leverage their power to cultivate family-centered systems.

ADVOCACY

Advance policy and cultural strategies that center the most marginalized families, and make breastfeeding feasible for every birthing person in Michigan.



SUCCESS IS:

Listening deeply to and centering the most marginalized families in all administrative and legislative policy advocacy strategy.

Ensuring young people are aware of and engaged in promoting human milk feeding as both a reproductive rights issue and as central to racial justice.

Building power collectively and increasing grassroots support for human milk feeding policies.

Securing financial and legal support for human milk feeding.

COMMUNITY BUILDING

Leverage our privilege and platform to bring resources, including equitable compensation, to community-driven breastfeeding support organizations.



SUCCESS IS:

Communities across Michigan being served by folk that reflect their communities and have access to equitable compensation, support, resources, and amplification in the movement towards liberation through birth and breastfeeding justice.

Human-milk feeding supporters in every community organizing and advocating for systemic change across every city, county, region, and peninsula. We envision that identity organizations drive the needs, messaging, and priorities, and geographic coalitions will serve in solidarity with identity organizations.

OPERATIONAL INTEGRITY

Establishing the growth in our efforts at the speed of trust of the families and organizations with whom we serve.



SUCCESS IS:

Establishing, growing, and maintaining an annual budget that prioritizes equitable compensation for all staff and contractual partners.

Investing at least 33% of all earned income each fiscal year in community-rooted, clinically-skilled lactation support programs that reflect, represent, and directly serve families in their community.

Growing the reach of the movement for breastfeeding equity and justice in Michigan – including establishing investments from foundations, public health and health care institutions, state and federal government, insurance providers, and individual donors.

Maintaining transparency of our progress – including programmatic and organizational financial records, progress against deliverables, outcomes, and partnerships – via our website, reports, and other communications channels.

ADVOCACY



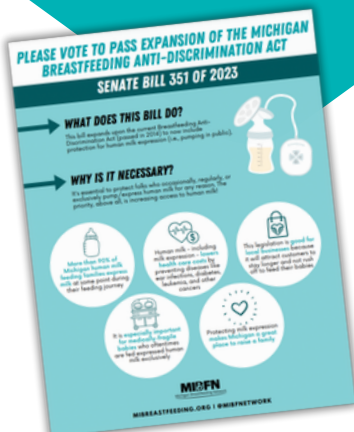
During 2023, our advocacy efforts focused on putting ideas and plans into action. We focused on implementing MIBFN's policy agenda in ways that were tangible with the goal of having real, lasting impact on Michigan families. Additionally, we expanded our advocacy-related reach by providing folks with resources and tools, supporting individuals with systems-related advocacy efforts, sharing about recently passed legislation, and helping new legislation get across the finish line in Michigan.

ADVOCATED IN SOLIDARITY WITH PUMPING FAMILIES FOR THE EXPANSION OF THE 2014 BREASTFEEDING ANTI-DISCRIMINATION ACT THROUGH MICHIGAN SB 351

Michigan Senator Jeff Irwin (D-15) introduced amendments to the Michigan Breastfeeding Anti-Discrimination Act of 2014 in May 2023 through [SB 351](#). This bill expands upon the 2014 Breastfeeding Anti-Discrimination Act, which protects a birthing person's right to breastfeed in public to now include protection for human milk expression (i.e. pumping in public). Thank you to Senator Irwin for introducing this bill, as well as the advocates and breastfeeding supporters across Michigan who called, emailed, and met with their Michigan legislators to advocate for passage of this bill.

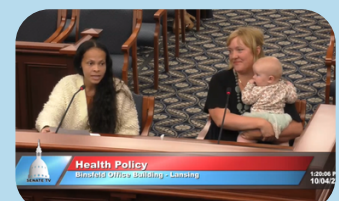
WHAT IS THE STATUS OF THE BILL?

- ☒ Senate Introduced Bill
- ☒ Passed by Senate
- ☐ Passed by House
- ☐ Senate Enrolled Bill
- ☐ Signed by Governor



THE MIBFN TEAM VISITS THE CAPITOL TO TESTIFY IN FRONT OF THE SENATE HEALTH POLICY COMMITTEE ON SB 351

The MIBFN team had the opportunity to convene in Lansing in October 2023 for the Senate Health Policy Committee Meeting on Michigan SB 351. MIBFN Executive Director Shannon McKenney Shubert, MPH, CLC and MIBFN Communications and Data Manager Kaitlyn Bowen, MS, RD, CLC testified and shared why SB 351 is vital for Michigan families as most Michigan families must express milk at some point during their feeding journeys.





**"THROUGH THE CALL TO
ADVOCACY AND THE SB 351
TOOLKIT PROVIDED BY MIBFN, I
HAD THE ABILITY TO BE A VOICE IN
SUPPORT OF SB 351 AND ALSO TO
HELP RALLY OTHERS IN MY
COMMUNITY TO LEND THEIR
SUPPORT AS WELL. THE ONE-
PAGER PROVIDED WAS AWESOME!
AT THE TIME, I WAS HOME WITH A
BROKEN KNEE AND TWO LITTLES
UNDER THREE YEARS OLD WITHOUT
CAPABILITY TO ATTEND IN-
PERSON. THE LEADERSHIP AND
INNOVATION OF MIBFN MADE
DIRECT POLICY ADVOCACY
ACCESSIBLE FOR ME."**

TAMEKA WHITE, CLS, BD, CBE, FOUNDER OF
LACTPOWER



TOOK ACTION ON NEARLY EVERY MIBFN CAMPAIGN AREA WITH FORWARD PROGRESS

MIBFN focuses on 13 policy priority areas, including: Anytime, Anywhere; Birth Justice; Child Care; Child Custody; Courts; Education; Emergencies; Foster; Health Care; Incarceration; Mental Health Care; Water Protection; and Workplace. During this past year, MIBFN worked with legislators and local breastfeeding supporters on advocacy around policy priority areas to make forward progress towards a just, equitable, and breastfeeding-supportive culture.

ANYTIME, ANYWHERE

Testified for expansion of 2014 Breastfeeding Anti-Discrimination Act to include public milk expression through Michigan SB 351

Met with legislators in solidarity with CORE Cohort organizations to advocate for human milk feeding financial support and programs

BIRTH JUSTICE

CHILD CARE

Continued to provide education to child care providers on supporting human milk feeding

CHILD CUSTODY

Supported four families navigating custody disputes to ensure that human milk feeding was considered as part of the custody plan


Provided direct consultation to Michigan Department of Corrections to support with implementation of Mama's Mobile Milk in solidarity with SEMI

INCARCERATION

WORKPLACE

Educated grassroots advocates about the PUMP Act, released guidance and implementation tools, and supported numerous lactating employees

CONGRATULATIONS TO SOUTHEAST MICHIGAN IBCCLCS OF COLOR (SEMI) FOR SECURING \$1.1 MILLION FOR MAMA'S MOBILE MILK!



MIBFN
WORKPLACE PROTECTION FOR PREGNANT, BREASTFEEDING/CHESTFEEDING PARENTS

	WHAT WAS COVERED (BEFORE 2022)	WHAT IS NOW COVERED (2022 CHANGES)
WHILE WORKING	Affordable Care Act Signed into law in 2010	Pregnant Workers Fairness Act Effective June 2023
LEAVE	Included only workers who meet eligibility requirements ("new employer" employees) and received employer notice for leave within 60 days. This excluded over 200,000 foreign employees, such as teachers and registered nurses.	Includes all workers who are pregnant or have conditions making it difficult to perform essential job functions. This includes all employees. Employers with at least 15 employees.
TIME	Did not address.	Employers may be required to provide leave as a reasonable accommodation for pregnant workers. This applies even if the worker isn't eligible for FMLA or other already used up their time off.
SPACE	Did not address.	Does not address. Through the EEOC, has released guidance on addressing this.
WHILE NOT WORKING	Did not address.	Does not address. Through the Department of Labor has released guidance on this, but not on the use of an employer's time.
WHILE TRAVELING	Breasts must have been provided as often as needed by the employee and can take a "reasonable" period of time. The Dept. of Labor has noted that the length of reasonable breaks under the law can vary and depends on the specific situation, including the nature of the work, the time of day, and the need to rest.	Breasts must be provided as often as needed by the employee and can take a "reasonable" period of time. The Dept. of Labor has noted that the length of reasonable breaks under the law can vary and depends on the specific situation, including the nature of the work, the time of day, and the need to rest.
WHILE NOT WORKING	Space free from intrusion and checked from above that is not a bathroom. Not every place that is a place to sit and eat is fair to use to pump.	Reaffirmed as a reasonable accommodation. Specifics of the space will vary based on the person's needs.
WHILE NOT WORKING	Space must not be a bathroom, and it must be shielded from view and free from intrusion. The space must have a chair to sit on and a flat surface to hold the pump.	Space must not be a bathroom, and it must be shielded from view and free from intrusion. The space must have a chair to sit on and a flat surface to hold the pump.



"BREASTFEEDING IS AN IMPORTANT FUNCTION FOR THE MOM AND THE BABY AND THE IDEA THAT FOLKS SHOULD BE SHAMED OUT OF PUBLIC SPACES FOR THAT IS JUST WRONG. IN THE 2014 BILL, THE ONE THING THAT WE LEFT OUT WAS PUMPING AND EXPRESSION OF THE MILK, SO I THOUGHT THIS WAS A HOLE THAT WE COULD FILL, AND THAT WE COULD JUST SIMPLY MAKE SURE THAT WE WERE DOING EVERYTHING WE COULD TO SUPPORT BREASTFEEDING MOMS AND THEIR BABIES."

SENATOR JEFF IRWIN (D-ANN ARBOR)





EDUCATION

2023 was a year of evolution for MIBFN's education program offerings. In partnership with YOLO Lactation and Doula Services, MIBFN focused on strengthening their collaboration and elevating the Great Lakes Breastfeeding Webinars, TrapChat, and other educational programming in alignment with MIBFN's core values.

STRENGTHENED MIBFN'S PARTNERSHIP WITH YOLO LACTATION AND DOULA SERVICES ON THE GREAT LAKES BREASTFEEDING WEBINARS

2023 GREAT LAKES BREASTFEEDING WEBINARS

Air Date	Title	Presenter(s)
January 17, 2023	Adverse Effects of Childhood Sexual Abuse on the Breastfeeding Dyad: A Journey Towards Collective Healing	April Stoutamire, CPS
February 21, 2023	10 Steps is Just the Beginning: Infusing Equity into Baby Friendly	Tameka Jackson-Dyer, BASc, IBCLC, CHW
March 21, 2023	Young Parents and the Importance of Breastfeeding	Marketia White, MPA
April 25, 2023	Helping Parents Be Pros at Storing and Removing Breast Milk	Keva Ziegler, CLS
May 16, 2023	The Michigan Prison Doula Initiative's Approach to Lactation Support	Michigan Prison Doula Initiative
June 20, 2023	Human Milk and Cannabis Series: Interpreting Hale's Guidance on Lactation and Marijuana, CBD Oils, and Other Non-Inhaled Marijuana Sources	Anita Esquerra-Zwiers, BSN, MS, PhD
July 18, 2023	Father Empowerment: Beneficial for Everyone	Reginald Day, CLC, CHW
August 15, 2023	Human Milk and Cannabis Series: Support Not Stigma: Supporting Families who have Relationship to Cannabis	Raeanne Madison, MPH
September 19, 2023	Improving the Circle of Care in Lactation: Who's Really to Blame?	Shonte' Terhune-Smith, BS, IBCLC, CLS, BD
October 17, 2023	Community, Equity, and Breastfeeding: The Parental View on Lactation and Community Support	Ashley Strozier
November 21, 2023	Special Panel Discussion: "Restorative Justice in the Birth and Breastfeeding Spaces	Tameka Jackson-Dyer, BASc, IBCLC, CHW, CLE/S/C; Raeanne Madison, MPH; Shannon McKenney Shubert, MPH, CLC; and Tameka White, CLS



"THE MICHIGAN ORGANIZATION ON ADOLESCENT SEXUAL HEALTH (MOASH) VALUES OUR PARTNERSHIP WITH THE MICHIGAN BREASTFEEDING NETWORK (MIBFN) IMMENSELY. MIBFN'S SERVICES AND EDUCATION HAVE PROVEN CRUCIAL NOT JUST FOR EXPECTANT AND PARENTING YOUTH BUT ALSO FOR MOASH STAFF AND ALL MEMBERS OF OUR YOUTH ADVISORY COUNCILS. THEIR KNOWLEDGE SHARING—RANGING FROM DISCUSSIONS ON THE PHYSIOLOGY OF HUMAN MILK FEEDING TO INSIGHTS ON HISTORICAL IMPACTS AND TRAUMAS RELATED TO BREASTFEEDING IN BLACK AND INDIGENOUS COMMUNITIES AND RECLAMATION OF LACTATION PRACTICES—HAVE ENERGIZED AND INSPIRED MANY OF THESE YOUNG PEOPLE. MIBFN HAS ENABLED THEM TO ACCESS INFORMATION CRUCIAL TO UNDERSTANDING AND ADVOCATING FOR LACTATION ACCESS. THIS COLLABORATION ALIGNS SEAMLESSLY WITH OUR CORE VALUES OF ANTI-OPPRESSION, COLLABORATION, AND CENTERING YOUTH VOICE. WE LOOK FORWARD TO MANY MORE YEARS OF COLLABORATION TO ADVANCE THIS IMPORTANT WORK."

TARYN GAL, EXECUTIVE DIRECTOR, MICHIGAN ORGANIZATION ON ADOLESCENT SEXUAL HEALTH





WEBINAR FAST FACTS

3889

Unique webinar
participants

9552

Continuing education
certificates requested

LAUNCHED NEW LEARNING MANAGEMENT SYSTEM TO INCREASE ACCESSIBILITY FOR LEARNERS

In alignment with GLBW's core value of accessibility, learners have more power than ever in their learning experience! Participants can now enjoy personalized access to a dashboard including all available on-demand webinars with freedom to watch whenever and wherever and now have immediate access to the evaluation and customized continuing education certificates after webinar completion. Thank you to the webinar participants who shared their insights.



THANK YOU GREAT LAKES BREASTFEEDING WEBINARS FUNDING PARTNERS!

Thank you to the Great Lakes Breastfeeding Webinars' funding partners for their generous support of the webinars to ensure that they are free of charge to learners.



MICHIGAN DEPARTMENT OF HEALTH
AND HUMAN SERVICES BUREAU OF
HEALTH AND WELLNESS



OHIO DEPARTMENT
OF HEALTH



WISCONSIN DEPARTMENT
OF HEALTH SERVICES



INDIANA DEPARTMENT
OF PUBLIC HEALTH



TYLER RIGG
FOUNDATION



ILLINOIS DEPARTMENT
OF PUBLIC HEALTH



CONNECTICUT DEPARTMENT OF
HEALTH WIC PROGRAM AND
CONNECTICUT STATE PHYSICAL
ACTIVITY AND NUTRITION
PROGRAM



MINNESOTA
DEPARTMENT OF HEALTH



"EMBRACING A NEW PARTNERSHIP OFFERS AN INVIGORATING OPPORTUNITY FOR ALL INVOLVED, PROMISING A RENEWED AND ENRICHING EXPERIENCE. THIS PAST YEAR HAS BEEN TRANSFORMATIVE, SIGNIFYING A PERIOD OF SUBSTANTIAL GROWTH. THESE TRANSITIONAL PHASES HAVE LED US TO FOSTER POSITIVE CHANGES IN HOW WE EDUCATE AND SUPPORT THOSE DEDICATED TO SERVING BIRTH AND BREASTFEEDING FAMILIES. THIS MARKS THE BEGINNING OF AN EXCITING CHAPTER FILLED WITH LEARNING, DEVELOPMENT, AND MEANINGFUL ADVANCEMENTS."

SHONTE' TERHUNE-SMITH, BS, IBCLC,
YOLO LACTATION AND DOULA SERVICES



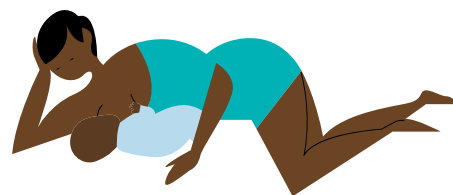
AMPLIFIED TRAPCHAT IN SOLIDARITY WITH YOLO LACTATION AND DOULA SERVICES

TrapChat is presented on the [YOLO Facebook page](#) via Facebook Live and is an authentic space for families and birthing parents to tune in, connect, and contribute, based on their own comfort level. TrapChats serve as an opportunity to take the Great Lakes Breastfeeding Webinars to the next level by featuring past webinar presenters and subject matter experts to further expand on webinar topics and answer learner questions.



PROVIDED BREASTFEEDING EDUCATION TO YOUTH IN SOLIDARITY WITH MICHIGAN ORGANIZATION ON ADOLESCENT SEXUAL HEALTH AND CORE COHORT MEMBERS

MIBFN collaborated with Michigan Organization on Adolescent Sexual Health (MOASH) and CORE Cohort members to provide education to MOASH's Youth Council members on human milk feeding and safe sleep that centers BIPOC families.



"I APPRECIATE THAT WEBINARS ARE AVAILABLE ON DEMAND AND FOR CE CREDIT. THIS IS TRULY SO HELPFUL FOR LEARNING MATERIAL I CARE ABOUT AND THAT WILL HELP ME MOST IN MY WORK WITHOUT THE STRESS OF PAYING FOR CREDITS OR CARVING OUT TIME IN MY BUSY WORKDAY TO ATTEND LIVE SESSIONS. THANK YOU!"

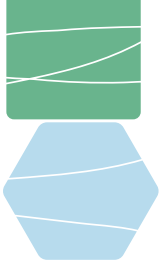
GREAT LAKES BREASTFEEDING WEBINAR LEARNER



"I'VE BEEN A CLC SINCE 2011, BUT DUE TO MAJOR LIFE CHANGES, I NOW ONLY VOLUNTEER MY SERVICES. I HAD CONSIDERED NOT RENEWING THIS YEAR BECAUSE I COULDN'T JUSTIFY PAYING MONEY I DIDN'T HAVE TOWARD THE CERPS WHEN I'M 100% USING IT AS AN UNPAID SERVICE. MIBFN MADE IT POSSIBLE TO RENEW IN A WAY I CAN CONTINUE TO HELP OTHERS AT A TIME I DIDN'T SEE A PATH FORWARD. THANK YOU VERY MUCH."

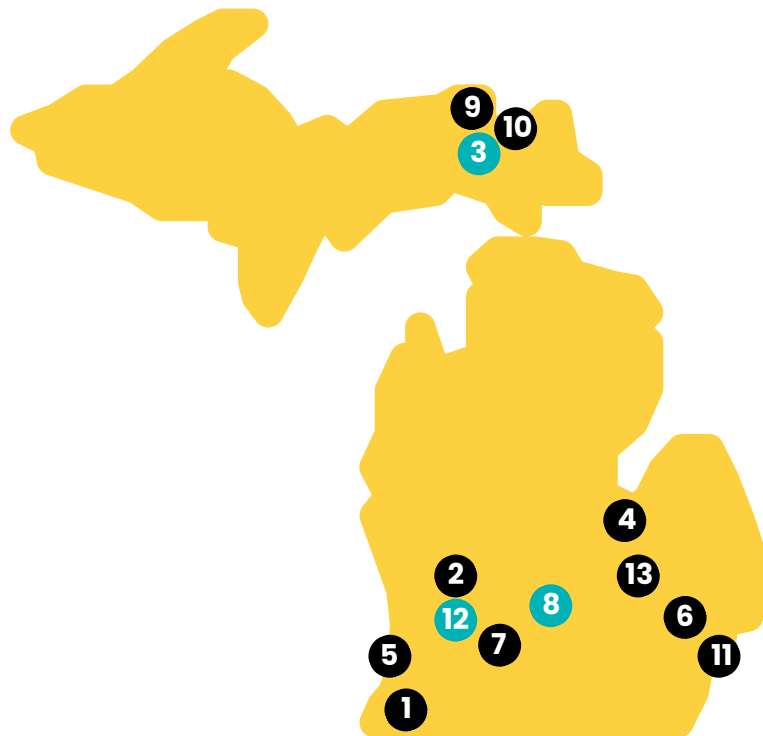
GREAT LAKES BREASTFEEDING WEBINAR
PARTICIPANT

COMMUNITY BUILDING



Roots and wings: this past year, MIBFN served alongside community partner organizations to help them establish roots and fly as they grew their capacity to serve in addition to deepening existing/building new partnerships centered in sisterhood.

2023 MIBFN ORGANIZATIONAL PARTNERS



Statewide: Mi Milk Collective and Sacred Waters Collective

- 1 Birth Queens and Milk Queens
- 2 Bump to Birth Doula Services
- 3 Chippewa County Breastfeeding Education and Support Team (BEST)
- 4 Full Circle Doula Services
- 5 LactPower
- 6 Learn, Lactate, Grow
- 7 Milk Like Mine
- 8 Next Generation Lactation Services
- 9 Panoramic Doula
- 10 Postpartum Healing Lodge/Nourishing Nations
- 11 Southeast Michigan IBCLCs of Color
- 12 Strong Beginnings/Corewell Health
- 13 YOLO Lactation and Doula Services

● = CORE Cohort Member ● = Geographic coalition/partner

ABOUT THE CORE COHORT

The CORE Cohort is composed of Black and Indigenous breastfeeding supporters and organizations who have chosen collaboration over competition. They were initially awarded mini-grants through MDHHS and MIBFN to advance their work, centering Black and Indigenous families in the reclamation and restoration of traditional birth and breast/bodyfeeding practices that have sustained their families for centuries. Their work initially focused in the areas of COVID-19, young mothers and fathers, and child care. They work collaboratively in sisterhood (not cis-terhood) to network, incubate, take action, and achieve outcomes in solidarity with the families in their communities.



"THE ANSWERS HAVE ALWAYS BEEN IN THE COMMUNITY. THE MIBFN TEAM IS CONTINUOUSLY COMMITTED TO LEARNING, SERVING, DISRUPTING, AND REBUILDING IN SOLIDARITY WITH COMMUNITY-ROOTED BREASTFEEDING SUPPORTERS ACROSS MICHIGAN. IT IS SUCH AN HONOR TO WORK ALONGSIDE SUCH DEDICATED COLLEAGUES, PARTNERS, AND SISTERS IN THE WORK."

JENNIFER DAY, IBCLC,
MIBFN COMMUNITY BUILDING MANAGER



WORKED ALONGSIDE COMMUNITY PARTNERS TOWARDS SUSTAINABILITY, INCLUDING 501C3 NON-PROFIT STATUS

Over the course of the year, MIBFN built and strengthened meaningful relationships with community partners. This included working alongside local birthing and breastfeeding support organizations in their efforts towards sustainability, including attainment of 501c3 non-profit status for community partners that sought it, to strengthen what it looks like to deepen the work of tomorrow. Through this collaborative effort, MIBFN remained steadily committed to ensuring that local breastfeeding supporters and organizations were equitably compensated for the work that they do and can be a steady resource in the communities they serve to build a just, equitable, and breastfeeding-supportive culture.

HIGHLIGHTS INCLUDE:



Working alongside 10 identity and geographic partners, provided strategic, technical, and capacity support to serve in solidarity while leveraging our privilege and platform to bring resources, including equitable compensation, to community-driven breastfeeding support organizations.



Co-creating and submitting 17 grant applications alongside local breastfeeding organizations to ensure they have the funding and freedom to do the work in their local communities.



Organizing meetings with many legislators and stakeholders alongside other CORE Cohort organizations to advocate for state investment in human milk feeding.



Amplifying community partners' work across MIBFN platforms and co-publishing four community-centered external reports alongside community building partners to ensure that our partners have tools and resources to share about their work in an authentic way.



Facilitating and coordinating the Community Conversations to Advance Breastfeeding Justice in Kent County in collaboration with Strong Beginnings to discuss birth and breastfeeding experiences and recommendations to advance breastfeeding justice in Kent County.



Serving alongside three established organizations to secure 501c3 designation and ensure their capacity to sustainably serve their community into the future.



Generating organizational budgets and strategic plans alongside community partner organizations in order to support organizations to enact change in their local communities through sustainable growth and development.



Supporting individuals and organizations who reach out to MIBFN for information or assistance regarding personal breastfeeding questions, coalition creation, community meetings, etc. to get them in touch with the relevant community building partners or MIBFN team member





"MIBFN'S INVALUABLE SUPPORT OF SACRED WATERS COLLECTIVE HAS SUPPORTED US TO NAVIGATE OUR PATH WITH AUTONOMY, WHILE ALSO ENSURING THAT WE HAD SELF-DETERMINATION IN DOING WHAT WE NEEDED TO DO FOR OUR ORGANIZATION AND OUR COMMUNITY. THEY MODELED FOR US HOW TO DO THIS WORK WITH LOVE, WITH ACCOUNTABILITY, AND WITH EMPATHY. THEY PROVIDED RESOURCES, WHILE ALSO REMINDING US THAT WE CAN MAKE EVERYTHING OUR OWN AS OUR ORGANIZATION WALKS THIS NEW PATH."

SACRED WATERS COLLECTIVE

COLLABORATED CLOSELY WITH COMMUNITY PARTNERS TO MEET THEIR PROJECT DELIVERABLES IN THE COLLECTIVE EFFORT TO BUILD A JUST, EQUITABLE, AND BREASTFEEDING-SUPPORTIVE CULTURE



2022 Milk Like Mine Community Health Grant

MIBFN is beyond grateful to the Binda Foundation for their continued support and belief in the vision that Black, Indigenous and families of Color in Battle Creek deserve equitable, skilled and timely access to quality birth and breastfeeding support that reflects their ethnic, cultural and social backgrounds.



YOLO No Mom Left Behind Clinic Model

MIBFN gives thanks to the Community Foundation of Greater Flint/Foundation for Flint for this funding work, including the YOLO Clinic, fourth trimester care, skilled, culturally-relevant care, and supplies to support families, which made it possible to truly build a movement in big ways through the No Mom Left Behind Clinic Model.



Mi Milk Collective (MMC) Organizational Spotlight

MMC centers Black birth and breastfeeding to combat infant and maternal mortality and addresses a slate of structural inequities and indicators that lead to breastfeeding disparities. They are a statewide collaborative that includes, but is not limited to, Black-led community organizations, coalitions, hospital systems, birth workers, and lactation professionals. Each organization and/or person that forms part of the Mi Milk Collective is dedicated to supporting the people, organizations, and birth workers who are advancing equity and justice for Black families.



Community Conversations to Advance Breastfeeding Justice in Kent County

Based on a vital discussion among Black expert families and professionals in Kent County, MIBFN compiled main themes about birth and breastfeeding experiences and recommendations to advance breastfeeding justice in Kent County in collaboration with Strong Beginnings. This work would not be possible without the generous time and expertise of families, facilitators, transcribers, and mental health professionals as well as the financial support from Corewell Health Grand Rapids – thank you.



"MILK LIKE MINE STAFF UNDERSTAND THE LIVED EXPERIENCE OF FAMILIES. THEIR CARE AND COMPASSION ARE EVIDENT IN PROGRAM SERVICES AND IN OUTCOMES. IN ADDITION TO PROVIDING COMPREHENSIVE SUPPORTS INCLUDING DOULA AND ADVOCACY SERVICES TO ENSURE A HEALTHY BIRTH, STAFF HAVE ALSO IDENTIFIED THE NEED FOR SUPPORT FOR PERINATAL MOOD DISORDERS AND MANY OTHER POSTNATAL SUPPORTS TO ENSURE THAT THE BABY AND FAMILY THRIVE DURING THE FIRST YEAR OF BABY'S LIFE. THESE COMPREHENSIVE, 'WHATEVER IT TAKES' SUPPORTS HAVE LED TO A 0% INFANT MORTALITY RATE FOR FAMILIES INVOLVED WITH THE PROGRAM. THE BINDA FOUNDATION IS COMMITTED TO HAVING A POSITIVE IMPACT ON INDIVIDUALS, ORGANIZATIONS, AND COMMUNITY, AND MILK LIKE MINE DOES THAT BY PROVIDING INSPIRING, POWERFUL, AND LIFE-CHANGING SUPPORTS THAT SAVE LIVES."

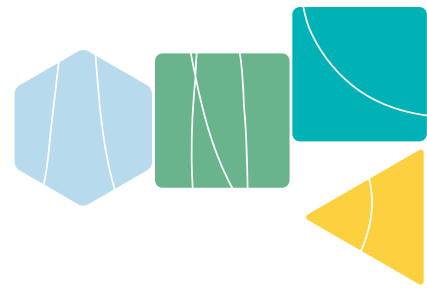
JENNIFER NOTTINGHAM, MPA,
BINDA FOUNDATION EXECUTIVE DIRECTOR



ORGANIZATIONAL PARTNERSHIPS



ORGANIZATIONAL PARTNERSHIPS



Gratitude abounds when reflecting upon the invaluable organizational partnerships established those who are dedicated to the well-being of birthing and breastfeeding families. Through these partnerships, we find strength in unity, creating a supportive network that returns the power to families with the resources, guidance, and systems that are essential for a just, equitable, and breastfeeding-supportive culture.

US BREASTFEEDING COMMITTEE (USBC)

MIBFN provides guidance on USBC's financial strategy and advocates in solidarity with the positions and policies they champion.

Mission: To drive collaborative efforts for policy and practices that create a landscape of breastfeeding support across the United States.

Social Media: [Facebook](#) | [Instagram](#) | [Twitter](#)

Website: usbreastfeeding.org



MICHIGAN COUNCIL FOR MATERNAL AND CHILD HEALTH (MCMCH)

MIBFN helps shape MCMCH's strategy with specific emphasis on advancing equity and justice in the field of human milk feeding.

Mission: To empower advocates, communities and professionals to join together and use their voices and votes to educate and inform policymakers who make laws, write regulations, and implement policies affecting the health of babies, children and their families.

Social Media: [Facebook](#) | [Twitter](#)

Website: mcmch.org



MICHIGAN ORGANIZATION ON ADOLESCENT SEXUAL HEALTH (MOASH)

MIBFN and MOASH collaborated on several projects, including breastfeeding education on safe sleep that centers BIPOC families for MOASH's Youth Council.

Mission: MOASH mobilizes youth voices, engages community partners, and informs decision-makers to advance sexual health, identities, and rights.

Social Media: [Facebook](#) | [Instagram](#) | [Twitter](#)

Website: moash.org



UNIVERSITY OF MICHIGAN SCHOOL OF PUBLIC HEALTH

MIBFN mentored University of Michigan Master of Public Health students on the fund development landscape in birth and breastfeeding justice.

Mission: Pursuing a healthier world with compassion, innovation and inclusion to create meaningful, lasting impact

Social Media: [Facebook](#) | [Instagram](#) | [Twitter](#)

Website: sph.umich.edu



MI VOICES

MIBFN serves on the Reproductive Justice committee convened by MI Voices in addition to both organizations supporting each other's policy efforts.

Mission: To invest in grass-seed, grassroots, and grass-tops organizations while moving forward to build an equitable community among our table partners.

Social Media: [Facebook](#) | [Instagram](#) | [Twitter](#)

Website: michiganvoices.org



NONPROFIT NETWORK

MIBFN joined Nonprofit Network in 2023 to sustain and strengthen MIBFN's operational integrity in alignment with MIBFN's commitment to equity and justice.

Mission: To support nonprofits in building governance, management, and organizational strength.

Social Media: [Facebook](#) | [Twitter](#)

Website: nonprofnetwork.org



FINANCIALS



FINANCIALS

Human milk saves lives and is crucial in improving health outcomes of lactating families as supported by World Health Organization (WHO) and numerous other organizations. Yet, persistent challenges arise in ensuring that sustained investment is made in human milk feeding. Our hope is that our work demonstrates good stewardship with the funds in alignment with our mission and vision as we build a just, equitable, and breastfeeding-supportive culture.

TOTAL INCOME:

\$1,146,545.67

TOTAL EXPENSES:

\$1,130,090.11

MIBFN expenses included investment in advancing statewide efforts through policy advocacy, lactation education, community building programs, and organizational operations.

\$569,642.50

investment disbursed directly to local breastfeeding organizations and supporters to fund their efforts within their own communities

"ONE OF THE HIGHLIGHTS OF SERVING AS FUND DEVELOPMENT MANAGER IS THE OPPORTUNITY TO WORK WITH OUR COMMUNITY PARTNERS. THEY ARE STEADFAST IN THEIR COMMITMENT TO THEIR COMMUNITIES AND WORK EVERYDAY TO ENSURE THAT FAMILIES HAVE THE CARE AND SUPPORT THEY NEED ON THEIR LACTATION JOURNEY. MY LARGER MISSION IS TO HELP FUNDERS UNDERSTAND THE VALUE OF HUMAN MILK FEEDING AND WHY INVESTMENT IN THIS CRUCIAL WORK IS LIFE-AFFIRMING AND LIFE-SAVING. INVESTING IN HUMAN-MILK FEEDING REACHES ACROSS FAMILIES, GENERATIONS, AND COMMUNITIES TO ENSURE THAT MATERNAL AND INFANT HEALTH IS AT THE CORE OF SOCIETY."

VICKI WOOD, CLC, CLS, MIBFN FUND DEVELOPMENT MANAGER



MIBFN IS SO GRATEFUL TO THEIR 2023 DONORS FOR THEIR INVESTMENT IN A JUST, EQUITABLE, AND BREASTFEEDING-SUPPORTIVE CULTURE.

FOUNDATIONS:

- Binda Foundation
- Capital Area Community Foundation
- Community Foundation of Greater Flint/Foundation for Flint
- Michigan Health Endowment Fund
- MOASH
- Tyler Rigg Foundation
- Superior Health Foundation
- United Way for Southeastern Michigan
- WK Kellogg Foundation

HOSPITAL SYSTEMS:

- Corewell Health

HEALTH DEPARTMENTS:

- Connecticut Department of Public Health
- Michigan Department of Health and Human Services
- Indiana Department of Public Health
- Illinois Department of Public Health
- Ohio Department of Public Health
- Wisconsin Department of Public Health
- Minnesota Department of Health

INDIVIDUALS – MONTHLY INVESTORS:

- Bonita A.
- Kaitlyn B.
- Lauren C.
- Deborah D.
- Jennifer D.
- Lonias G.
- Katherine H.
- Caty J./Mother Heart Birth Services
- Lisa K.
- Raeanne M.
- Susan M.
- Shannon M.-S.
- Cierra P.
- Maraiah P.-T.
- Jennifer T.
- Julie O.
- Emily U.

INDIVIDUALS – ONE-TIME AND SUPPORTERS OF GLBW:

- Christine A.
- Lisa B.
- Stephen B.
- Betty C.
- Courtney C.
- Emma D.
- Mistel D.
- Elizabeth E.
- Jennifer F.
- Lauren F.
- Brianne G.
- Danae G.
- Maurene G.
- Betsy H.
- Erin H.
- Jessica H.
- Susan H.
- Tiffany J.
- Sierra K.
- Adrienne L.
- Brittney M.
- Donielle M.
- Korilyn M.
- Shainece M.
- Shauna M.
- Sierra M.
- Beverly P.
- Renee P.
- Robin P.
- Brenda R.
- David R.
- Jescharelle R.
- Lauren R.
- May R.
- Nancy R.
- Paula R.
- Anastasia S.
- Arlene S.
- Danielle S.
- Donesha S.
- Erzsebet S.
- Kateri S.
- Kristen S.
- Nicole S.
- Sarah S.
- Shaunelia S.
- Sherry S.
- Adjoa T.
- Jennifer T.
- Salimah T.
- Jennifer W.-F.
- Katherine W.
- Krysta Z.
- Melissa Z.



THE WORK CONTINUES



LOOKING AHEAD

In 2024, our efforts persist and our ambitious objectives lie ahead in the pursuit of a just, equitable, and breastfeeding-supportive culture.

OUR 2024 GOALS INCLUDE:



Holding an **in-person Annual Meeting** of the MIBFN Board of Directors that engages our wider network of breastfeeding supporters



Facilitating **networking opportunities for breastfeeding supporters** to create family-centered systems within institutions in which they serve



Publicizing **clear, accessible, and well-compensated pathways** for Black and Indigenous birth workers to become IBCLCs



Strengthening our **partnerships with geographic coalitions** to serve in solidarity with identity-based organizations in their own communities



Increasing the quantity of **funds to Indigenous birth and breastfeeding supporters**



Revamping and increasing promotion of **Workplace and Outpatient Awards**



Advocating for the **passage of SB 351**



Increasing State of Michigan **investment in human milk feeding included in FY25 state budget**

JOIN THE MOVEMENT.



Breastfeeding benefits everyone.

Beyond the well-known benefits of human milk for both parents and children, breastfeeding is nourishment, medicine, and comfort. Unfortunately, our current systems, policies, and norms make it extremely difficult for families to achieve their breastfeeding goals. Breastfeeding benefits everyone, so we need everyone, from every walk of life and every community, to invest in this work of building breastfeeding-supportive systems throughout Michigan.

We are part of a movement toward a more just, equitable, and breastfeeding-supportive culture, and we are stronger together. We need YOU to join the movement. This mission and this movement matter, and your contribution will make a difference. Thank you!

INVEST TODAY AT [MIBREASTFEEDING.ORG/INVEST.](https://mibreastfeeding.org/invest)