

EQUITY, ACCESS & DIVERSITY

MINUTES OF MEETING

February 18, 2013

[In these minutes: Access to nursing mothers' rooms at UMN; Letter to president Kaler.]

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the Senate, the Administration or the Board of Regents.]

PRESENT: Irene Duranczyk (chair), Kimberly Hewitt, Judith Katz, Tenzin Khando, Geoff Maruyama

GUESTS: Teresa Schicker, office supervisor, Department of Medicine; Professor Laura Duckett, School of Nursing

REGRETS: John Andrus, Katie Ballering, Susan Cable-Morrison, Jennifer Deane, Andra Fjone, Michael Goh, Christopher O'Brien, Jeremy O'Hara, Tade Okediji, Charmaine Stewart, Dominique Tobbell, Ellyn Woo

ABSENT: Neil Anderson, Mandi Stebbins, Janet Thomas

Professor Duranczyk called the meeting to order and welcomed those present.

UNIVERSITY LACTATION SERVICES

Ms. Schicker and Professor Duckett, members of the Social Concerns Committee and the Lactation Advocacy Committee, presented research that has been conducted regarding access to lactation facilities at the University. They used a PowerPoint titled, "Access to Nursing Mothers' Rooms (NMR) at the University of Minnesota" to supplement their presentation. The slides outlined the following topics:

- Importance of Lactation
- Background (How this relates to mothers at the University)
Ms. Schicker emphasized that though legislation exists, there is no University policy regarding the creation of these rooms, which has resulted in a lack of facilities.
- Workplace Lactation Support: Positives for Employers and Employees
It is important for recruitment for the University to be "family-friendly."
- State Law
The law applies to all employers with 21 or more employees, not just employers of 50 or more, and this is unique to Minnesota.
- Federal Law
- Existing University Policy

There is no existing University policy but there are services and groups advocating for lactation.

- Resources offered by the Student Parent HELP Center.
- The Lactation Advocacy Committee is an ad hoc group of volunteers.

- Existing Campus Lactation Resources
Ms. Schicker then discussed the handout titled, “Lactation Spaces: University of Minnesota- Twin Cities.” Fourteen locations and their amenities are listed for the East Bank, West Bank and St. Paul campuses. She added that she is aware of two other spaces that are not on the list for various possible reasons: the rooms are funded with departmental money, they are too small or popular to accommodate additional traffic, and there is no University policy requiring the spaces be shared.
- Research at UMN about UMN Nursing Experiences
- Maternal Perceptions of Impact of NMR Use on Breastfeeding Duration
The survey was conducted over 2008-2010 and the focus was on the duration and exclusivity of breastfeeding and the effect of availability of a NMR on the Twin Cities Campus. Respondents reported:
 - Extent to which NMR use increased duration of breastfeeding (n=42): approximately 76% “yes, somewhat” or “yes, a whole lot”
 - Extent to which NMR use increased duration of exclusive breastfeeding (n=41): approximately 80% “yes, somewhat” or “yes, a whole lot”
- Representative Participant Comments
- UMN Lactation Survey: Young Student Parent Support Initiative Expansion Grant (2012)
- What Other Universities Offer Students and Staff
 - A handout was provided titled, “Review of Campus Lactation Spaces (listed by student and employee population)” which compared the facilities of peer institutions.
 - Only 5% of UMN buildings have lactation spaces
- The “Ask” from the Lactation Advocacy Committee
 - Increase the number of lactation spaces
 - Staff to run the program (1 FTE)
 - Educational curriculum about lactation
 - Enhance tools and knowledge for human resources professionals around campus
 - Education for supervisors about the laws, and what campus resources are available
 - Information about lactation spaces offered at student orientations
- Who Can Help
Ms. Schicker stated that any student, staff, or faculty member could advocate for lactation services by educating those around them.
- Proposed Resolution Policy

- The Social Concerns Committee will vote on a resolution or policy in support of lactation access for students, staff and faculty.
- Those that sign on in support will support initiating a formal university process to develop a plan for lactation space allocation on an ongoing basis.

Ms. Schicker read additional points for consideration developed by the Lactation Advocacy Committee:

- Develop consistent guidelines across campus
- Enhance the development of current lactation support on the website
- Identify the most effective mechanism to ensure that this issue is addressed on an ongoing basis

She then asked members for their input:

- Professor Duranczyk stated that after attending a meeting of the Lactation Advocacy Committee, she believes that space should be identified in each building, but it does not need to be dedicated solely to lactation. She then pointed out that the law specifies the time is unpaid for lactation. Professor Duckett added that breaks taken for lactation are especially important when a woman first returns to work because this aids in the physiological process of maintaining lactation. She emphasized that this needs to have a public health approach since babies that are breastfed are healthier and results in the mother missing less work for a sick child.
- Members discussed the specific amenities of NMR's:
 - Professor Duckett clarified that a sink is not required because the mother can rinse the pump parts in a kitchen or bathroom.
 - Refrigerators prevent mothers from carrying coolers, but is not necessary
 - The most ideal NMR would contain a pump (women provide pump parts), a sink, a refrigerator, and it is in close proximity.
- A member pointed out that the University's size creates a greater issue and could require more spaces to reduce distances.
- There are no signs advertising the spaces because women must contact the owner of the space to gain access.
- Ms. Schicker explained that OHR, Student Services, and Facilities are involved in this matter. Students, staff, and faculty need the services and this is why it is difficult to assign a responsible party. Professor Maruyama commented that OHR is involved in "wellness" and this could be considered a preventative measure.
- Members discussed the possibility of the rooms being for wellness not just for lactation and would therefore serve a larger population. At certain times, buildings may not have a lactating mother and the space would potentially go unused.
- Future renovation projects should consider the addition of NMR or wellness rooms.

- Ms. Schicker explained that there is currently an employee that coordinates lactation services for students in the Boynton Health Service building. There is a need for an employee that will serve all students and staff members who need a private lactation space, campus-wide. Without institutional support, there is no centralized organization or development of services.
- Professor Maruyama stated that first there must be a commitment to the principle. He suggested distributing information to various departments outlining what has been successful in current NMR. The selection and maintenance of the rooms could be done locally, based on models provided to the departments. Professor Duckett agreed and added that providing a “needs assessment” to departments would enable them to decide if the room should be single or multipurpose, based on their building’s population.

Professor Duranczyk summarized by stating that there does not seem to be opposition to the idea and she looks forward to reviewing the resolution in the future.

LETTER TO PRESIDENT KALER RE: SUPREME COURT CASES

Professor Duranczyk drafted a letter to President Kaler to advocate for the signing of amicus curiae in the future, regarding affirmative action cases. She distributed a copy and members discussed making the following changes denoted with strikeouts and the revisions in italics.

- “Members of the committee strongly believe that race still represents a source of unequal opportunity and treatment in our society, and were concerned that the University of Minnesota did not join many other top *public* research universities in support of the University of Texas.”
- Using the term “affirmative action” might create immediate bias. It was suggested to explain that the committee wants to ensure that the University can consider race in admissions. The goal is to encourage the development of a representative student body.

Professor Duranczyk offered to email the letter to members for further editing and vote on it at the March meeting or via email.

MLK JR. COMMUNITY SERVICE PLEDGE DRIVE UPDATE

The drive was launched in January 2013 and is now available for registration. Ms. Katz commented that she was able to log volunteer hours on the University website, but did not sign up using the website. She plans to provide students with the link to the pledge drive website in the student newsletter.

Hearing no further business, Professor Duranczyk adjourned the meeting.

Jeannine Rich
University Senate Office