



Breastfeeding-Friendly Childcare Program Implementation Guide



Breastfeeding-Friendly San Diego (BFSD) is a project of *Live Well San Diego: Healthy Works* and implemented by the UC San Diego Center for Community Health. This work supports *Live Well San Diego*, the County vision of a region that is Building Better Health, Living Safely, and Thriving. BFSD is made possible with funding from First 5 San Diego through the County of San Diego Health and Human Services Agency.

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- Child Development Associates
- County of San Diego Health and Human Services Agency
- First 5 San Diego
- Neighborhood House Association
- San Diego County Breastfeeding Coalition
- San Diego County Office of Education
- Women, Infants, and Children (WIC) Regional Breastfeeding Liaisons
- YMCA Childcare Resource Services

Thank you for your interest in supporting breastfeeding families in your community!

This guide provides organizations with a comprehensive framework for implementing a breastfeeding-friendly program with childcare providers. Many new parents return to school or work shortly after the arrival of their baby and need support to meet their feeding goals. Childcare providers equipped with the right resources and knowledge have a unique opportunity to support breastfeeding.

The resources, tools, and recommendations contained in this guide are derived from the Breastfeeding-Friendly San Diego (BFSD) program. Launched in 2016, BFSD works to increase the number of breastfeeding-friendly childcare providers in San Diego County. BFSD provides support and recognition to family childcare homes and childcare centers that implement breastfeeding-friendly policies, practices, and environmental changes.

Information gathered from similar programs informs the framework of this guide. Best practices learned from implementing the BFSD program provide insider tips as well as perspective for working with childcare providers. Any of the resources and materials in this guide may be adapted to meet the needs of any organization.

**Thank you for your dedication to
advancing breastfeeding support.**

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Why Breastfeeding Matters

"For me, when I see breastfeeding, I give major credit to moms. It is an important bonding moment for mom and baby. I love putting the word out there for a new program that encourages breastfeeding."

— Childcare Provider, San Diego, CA

SECTION ONE

Benefits of Breastfeeding



Benefits for Babies

Lowers risk of:

- Asthma
- Childhood cancers
- Childhood obesity
- Ear infections
- Sudden infant death syndrome (SIDS)
- Type 2 diabetes

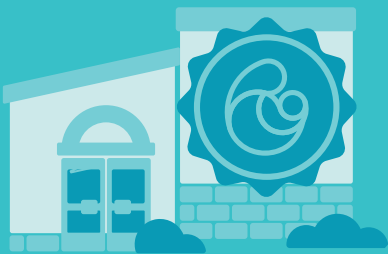


Benefits for Families

- Assists with loss of pregnancy weight
- Supports bonding between parent and baby

Lowers risk of:

- Certain breast and ovarian cancers
- Postpartum depression
- Type 2 diabetes



Benefits for Childcare Providers

- Cost-effective
- Healthier babies mean a healthier childcare environment
- Happier families may equal more referrals
- Increases quality of care



Benefits for Society

- Creates healthier future generations
- Decreases waste and is environmentally friendly
- Helps create a productive workforce
- Saves lives by reducing infant mortality
- Saves money on healthcare costs

Office of the Surgeon General. (2011). The Surgeon General's Call to Action to Support Breastfeeding. Retrieved March 01, 2018, from <https://www.surgeongeneral.gov/library/calls/breastfeeding/factsheet.html>

U.S. Department of Health and Human Services. (2018). Making the decision to breastfeed. Retrieved March 01, 2018, from <https://www.womenshealth.gov/breastfeeding/breastfeeding-benefits.html>

Breastfeeding-Friendly Childcare is Important

The American Academy of Pediatrics recommends exclusive breastfeeding for the first six months of life, with continued breastfeeding until 12 months or beyond.

What percentage of families in the United States breastfeed?



A parent's return to work or school is a critical decision point regarding breastfeeding continuation, and a time when breastfeeding often terminates due to a parent's lack of support or accommodations.



**Access to
breastfeeding-
friendly childcare**



**Barriers to
continued
breastfeeding**



**Healthier babies,
healthier moms, and
healthier future generations**

Breastfeeding support from childcare providers is significantly associated with continued breastfeeding at six months, making access and availability of breastfeeding-friendly childcare a critical support system.

American Academy of Pediatrics. (2012). Breastfeeding and the Use of Human Milk. Retrieved March 01 2018, from: <http://pediatrics.aappublications.org/content/129/3/e827>

National Center for Chronic Disease Prevention and Health Promotion. (2016). Breastfeeding Report Card: Progressing Towards National Breastfeeding Goals. Retrieved March 01, 2018, from <https://www.cdc.gov/breastfeeding/pdf/2016breastfeedingreportcard.pdf>

M. B., R. L., & K. S. (2012). Association of Child Care Providers Breastfeeding Support with Breastfeeding Duration at 6 Months. *Maternal and Child Health Journal*, 17(4), 708-713. Retrieved March 01, 2018, from <https://link.springer.com/article/10.1007/s10995-012-1050-7>

Implementation Guide

For Breastfeeding-Friendly Childcare

"I was so excited to be a part of this program, as it is very special and unique. I have been in business for 29 years and I am always looking for ways to improve the quality of my childcare. I also promote the program to other providers I know. I was able to share with some new providers my breastfeeding space for mothers and encourage them to do the same at their site."

— Childcare Provider, San Diego, CA

SECTION TWO

Welcome

Provided in this section is the information needed for organizations to administer a breastfeeding-friendly childcare program. This section includes trainings, policies, procedures, and best practices.

"Because breastfeeding is so important for all babies and their mothers, I am prepared to support and encourage all parents participating in Breastfeeding-Friendly/Pro-Lactancia San Diego. In recognition of the importance of this educational opportunity, I twice attended the trainings offered in order to deepen my knowledge. I feel all of us should attend all educational opportunities, and I am constantly seeking opportunities to learn."

– Childcare Provider, San Diego, CA

Getting Started

HOW AN ORGANIZATION ADMINISTERS A BREASTFEEDING-FRIENDLY PROGRAM WITH CHILDCARE PROVIDERS MAY DIFFER DEPENDING ON THEIR STRUCTURE.

Consider the following:

- ☐ Do we have the support to implement this program?
- ☐ How do we connect with experienced partners?
- ☐ How do we engage childcare providers?

Ensure Support

Gaining the support of key decision-makers within the organization is crucial. Utilize the talking points below to encourage adoption of the program.

The below points can be shared with leadership.

- **Breastfeeding is good for baby, good for families, and good for childcare.**
Review the '[Benefits of Breastfeeding](#)' to make the case for implementing a breastfeeding-friendly program. Focus on benefits that align with the organization's mission, vision, and goals.
- **Almost everything needed to implement a breastfeeding-friendly childcare program is available in this guide.** Trainings, materials, and resources are provided. Any of the sample resources can be adapted to meet organizational needs.
- **A breastfeeding-friendly childcare program offers sustainability.**
The program's policies and procedures sustain breastfeeding-friendly practices. Program maintenance can be structured to require minimal technical assistance or follow up from program organizers.

The below points can be shared with childcare providers.

- **Becoming breastfeeding-friendly can be used as a quality indicator.** Support for breastfeeding can help set a childcare provider apart. Implementing breastfeeding-friendly practices is marketable and may help increase referrals.
- **Supporting breastfeeding requires minimal resources.** Childcare providers can support breastfeeding families by making small modifications to their environments and practices. Many providers are already supporting breastfeeding in some way.
- **Information and resources to support breastfeeding families is provided.** There is no need to be a lactation expert to implement breastfeeding-friendly practices. Learning how to support breastfeeding families does not require extensive training or time.

Identify Partners

Collaborating with other organizations that have experience in early childcare and breastfeeding is important and adds value to breastfeeding-friendly childcare programs.

Consider utilizing partnerships to recruit childcare providers, provide breastfeeding expertise and materials, market the program, leverage recognition resources, and educate families.

Consider the following:

- ☐ What organizations in my community support breastfeeding?
- ☐ Where do childcare providers in my community go for resources?
- ☐ What organizations in my community convene childcare providers?

Varieties of organizations in the community support breastfeeding. Consider collaborating with community organizations such as the local YMCA, breastfeeding coalition, healthcare providers, social services agency, or Childcare Resource and Referral agency.

Breastfeeding-Friendly San Diego (BFSD) worked with multiple organizations to develop partnerships that enhanced the program. See *Table 1* for examples of some of the partnerships that elevated the BFSD program.

MUTUALLY BENEFICIAL RELATIONSHIPS

Consider collaborating with organizations that also benefit from the partnership. These mutually beneficial relationships elevate the work and add value. The BFSD program benefited from such a relationship with the WIC Regional Breastfeeding Liaisons (RBLs). The RBLs provided the expertise for training content and co-taught the BFSD trainings, while BFSD coordinated the trainings with partners and provided technical assistance. Both received credit for the work—a perfect match!

Table 1: Breastfeeding-Friendly San Diego Partnerships

Partner	Service Provided
<u>Chicano Federation</u>	Assisted with childcare recruitment Promoted and hosted trainings
<u>Neighborhood House Association – Early Head Start</u>	Assisted with childcare recruitment Promoted and hosted trainings
<u>San Diego County Breastfeeding Coalition (SDCBC)</u>	Promoted BFSD program to families Recognized childcare providers Provided sustainability
<u>Women, Infants, and Children (WIC) Regional Breastfeeding Liaisons (RBLs)</u>	Assisted with designing training content Co-taught trainings Provided breastfeeding expertise Provided WIC resources
<u>YMCA Childcare Resource Service</u>	Assisted with childcare recruitment Promoted and hosted trainings Provided childcare expertise

Engage Childcare Providers

Engaging childcare providers is an essential component in operating an effective program. From recruiting providers to assessing needs, a bit of planning and intentional action creates a path to program success.

Consider the following:

- ☐ How can my organization reach childcare providers in our community?
- ☐ What is the best way to connect and communicate with childcare providers?
- ☐ Would childcare providers in our community prefer electronic or paper resources?

Recruit, Enroll, Assess, Implement, and Recognize

RECRUIT

There are many ways to begin the recruitment process.

- **Approach the local Childcare Resource and Referral agency.** Request a list of licensed childcare providers, connect to childcare meetings, leverage existing trainings, and learn more about childcare in your community.
- **Utilize partners who work with childcare providers to streamline recruitment.** Request time to present on the breastfeeding-friendly program at childcare or partner meetings.
- **Create a flyer advertising the program.** Distribute in areas frequented by childcare providers, as well as virtually through email blasts and social media.

ENROLL

Collecting initial information helps inform the best way to communicate and follow up with childcare providers.

- **Use an enrollment form to capture important information.** Request childcare providers' emails, phone numbers, preferred methods of communication, and best times to communicate.
- **Consider the best method for childcare providers to enroll in the program.** Offer program options such as in-person, online, or over the phone to ensure everyone has access.
- **Ensure prompt follow-up.** This will keep childcare providers engaged.

ASSESS

Many childcare providers are implementing breastfeeding-friendly practices. Determine the information and support they need.

- **Create an assessment form.** Utilize the '[Building Blocks to Breastfeeding Friendly](#)' checklist. Use this form to detail what childcare providers are doing to support breastfeeding and determine the additional support they need.
- **Conduct the initial assessment in-person.** If possible, visit the childcare provider and complete the initial assessment together.

IMPLEMENT

Implementation of a breastfeeding-friendly childcare program will vary based on the needs of each community. Consider ways to make the program easy to adopt.

- **Provide resources, tools, and technical assistance.** Help childcare providers implement breastfeeding-friendly practices by giving them everything they need. Consider the best methods of communication and utilize them.
- **Consider childcare providers with limited access to technology.** Consider utilizing print resources and communicating in-person or over the phone.
- **Consider childcare providers with access to technology.** Consider communicating through emails or texts. Offer online trainings and electronic resources.

RECOGNIZE

Recognition for participating in the breastfeeding-friendly childcare program can serve as a quality indicator for childcare providers.

- **Provide recognition for childcare providers.** Consider ways to highlight and promote childcare providers that implement breastfeeding-friendly practices.
- **Recognize exceptional childcare providers.** Consider ways to recognize childcare providers that exceed the minimum requirements.

"I am investing in children under my care because they are going to be those children playing in the playgrounds, going to the schools, being in teen groups, and young workers. I am investing in my community."

– Childcare Provider, San Diego, CA

Building Blocks to Breastfeeding-Friendly Childcare

Supporting childcare providers in becoming breastfeeding-friendly takes a little planning and commitment. The five steps contained in this section make up the 'Building Blocks to Breastfeeding-Friendly Childcare' guide. This step-by-step guide directs organizations through the process of implementing a breastfeeding-friendly program. Each section includes links to resources and tools at the top of the page.



Create a breastfeeding-friendly environment.



Provide employee training to support breastfeeding.



Implement proper storage, handling, and feeding of breast milk.



Adopt written policy/procedures that support breastfeeding families and employees.



Offer breastfeeding resources for families and employees.





Environment

Create a Breastfeeding-Friendly Environment

Breastfeeding families are encouraged to breastfeed onsite.

Many families may be hesitant to ask if they are able to breastfeed onsite. Encourage childcare providers to make breastfeeding families feel welcome.

- **Communicate that breastfeeding onsite is encouraged.** When families tour the facility, childcare providers can state that onsite breastfeeding is welcome.
- **Offer multiple opportunities for families to breastfeed.** Childcare providers can promote breastfeeding at drop-off, pick-up, or even during work breaks.

Families and employees are provided a non-restroom space to breastfeed.

Providing families with a defined space for breastfeeding helps demonstrate support. Assist childcare providers in identifying an appropriate place for families and employees to breastfeed. Ensure the space is not in the restroom.

- **Families will appreciate a comfortable and quiet place to breastfeed.** A comfortable chair or couch with some privacy is ideal, especially for babies who are distracted easily. Ask families where they are most comfortable breastfeeding.
- **An effective space for breastfeeding does not have to be permanent.** If space is limited, consider purchasing a mobile privacy screen or asking families if they are comfortable breastfeeding in an open space.
- **When accommodating staff, remember:** Federal and state laws require that employees receive break time and a private space—that is not a restroom—to pump or breastfeed. For more information on accommodating employees, visit '[Working and Breastfeeding](#)'.

CREATING A BREASTFEEDING SPACE FOR FAMILIES

- **Keep it simple.** Offer a comfortable place to sit. Check in to see if they are content with the space. Consider ways to offer some privacy, if requested.
- **Get families involved.** Ask families to get their baby ready and to set up any preferred privacy tools (e.g., mobile screens).
- **Go the extra mile.** Make parents feel valued by providing a side table for a glass of water or by displaying breastfeeding resources or pictures.

BREASTFEEDING-FRIENDLY PRACTICES AS A MARKETING TOOL

Once a childcare provider has implemented breastfeeding-friendly practices, the recognition can be a valuable marketing tool. While families have many priorities when selecting childcare, offering explicit support for breastfeeding can help a provider demonstrate their high quality of care. Childcare providers can consider advertising their 'Breastfeeding-Friendly' status on their website, social media pages, family handbooks, or with affiliated organizations.

2 Training

Provide Employee Training to Support Breastfeeding

Train all employees on breastfeeding-friendly practices.

Ensuring all staff are able to properly support and care for breastfed babies is a vital component for implementing and sustaining a breastfeeding-friendly childcare program. All staff, even those in administration roles, should receive breastfeeding-friendly training in order to create an environment of support and reinforce the normalization of breastfeeding.

Trainings can be offered in-person or via online training videos. The BFSF program developed four training videos, available in English and Spanish, which cover the essential information for implementing breastfeeding-friendly practices.

Hosting an in-person training for childcare providers is also a great option. In-person trainings provide an opportunity to answer questions, dispel myths, and provide additional technical assistance, all valuable components of the learning process. Invite community partners, such as local Women, Infants, and Children (WIC) offices or breastfeeding coalitions, to collaborate by providing their lactation expertise or resources for the training. Engage the local Childcare Resource and Referral agency to promote and host trainings.

Whether in-person or online, trainings are a great way to recruit childcare providers to participate in the program.

Trainings include: benefits of breastfeeding, handling and storing breast milk, creating a breastfeeding-supportive environment, policy and procedure development and implementation, and parent engagement and support.

Ensure the training(s) provided to childcare providers meet the following learning objectives:

- Know the benefits of supporting breastfeeding families and babies. Understand the value of being a breastfeeding-friendly childcare provider.
- Appreciate the differences between the composition of breast milk and formula.
- Learn how to safely store and prepare expressed breast milk.
- Explain the uniqueness of feeding patterns and strategies to bottle-feed the breastfed baby.
- Discuss strategies and ideas to create a space to breastfeed or pump.
- Learn about the resources available to support breastfeeding families.

Hosting In-Person Trainings

Consider the following when hosting an in-person training:

LANGUAGE:

When implementing a breastfeeding-friendly childcare program in an area where multiple languages are spoken, utilize a bilingual presenter or offer translation services when possible.

RESPECT:

Acknowledge breastfeeding norms, cultural considerations, and personal experiences of participants. Create a safe space by listening and acknowledging their comments. Respond with evidence-based information.

LOCATION:

Select a comfortable space that has plenty of transportation and/or parking options. Consider selecting a space already familiar to childcare providers. Work with partners who host childcare provider meetings to determine a location. When working with childcare centers, offer to provide the training onsite.

TIME:

Select a time convenient for most attendees. Since many childcare providers hold services during the day, consider an evening or weekend training. Allow enough time for discussion and questions. BFSD requested two hours for trainings.

INCENTIVES:

If the organization has the capacity, offer refreshments, a door raffle, certificate, or another form of incentive for attendance.

CHILDCARE:

If possible, offer free childcare during the training. This will break down attendance barriers for childcare providers who are also parents.

FOLLOW-UP:

Have attendees 'sign in' and mark whether they are interested in further follow-up. If your organization is offering technical assistance, offer enrollment forms at the training.

"The training provided was extremely helpful and I feel my staff have a better understanding of how to support breastfeeding mothers. We've incorporated breastfeeding into our feeding plans and let all families know they are welcome to breastfeed onsite. We are always looking for ways to support child development and supporting breastfeeding is another way we can do just that!"

– Childcare Center Manager, Escondido, CA



Storage & Handling

Implement Proper Storage, Handling, and Feeding of Breast Milk

During training, childcare providers learn the basics of how to properly store, handle, and feed breast milk. Assist childcare providers in creating a plan to put their knowledge into action.

Provide refrigeration and freezer space for storage of breast milk.

Ensure childcare providers implement proper storage.

- **Determine a space to store breast milk.** Breast milk can be stored in refrigerators and freezers appropriate for food storage along with any other foods and beverages.
- **Organize the storage space.** Designate a space in the refrigerator where families can leave their breast milk.

Breastfeeding families are instructed on how to properly label and store breast milk.

To guarantee proper handling, encourage childcare providers to ensure a safe storage environment and ask families to label milk properly.

- **Discuss proper labeling of breast milk with families.** Ask families to label bottles or bags of breast milk with the infant's name, date, and time the milk was expressed.
- **Follow storage guidelines.** Childcare providers are encouraged to utilize conservative storage guidelines, such as those from the [Child and Adult Care Food Program \(CACFP\)](#). See *Table 2* for the recommended storage guidelines per CACFP, as of 2018. In addition, encourage childcare providers to check with local licensing agencies or other affiliated programs, as they may also have storage guidelines.

Table 2: CACFP Storage Guidelines

	Temperature	Guidelines
Refrigerator	39°F (3.9°C) or below	Freshly expressed breast milk may be refrigerated for up to 72 hours. Return unused refrigerated breast milk to family after 72 hours.
Freezer	0°F or below	Frozen breast milk should be provided in single-use plastic bags. Frozen breast milk may be stored for up to three months. Once thawed, use within 24 hours.

An individual feeding plan exists for every infant under 18 months.

Infant feeding plans are an important communication and planning tool. Feeding plans guarantee that the childcare provider is following the families' preferred feeding style.

- **Record feeding patterns.** Keep records of the time and amount baby drinks. Share the feeding patterns with families.
- **Update feeding plans.** Feeding plans should be updated every three months or as feeding patterns change, such as with the introduction of solids.
- **Utilize a standard form.** Utilize an infant feeding plan form such as the [BFSD Infant Feeding Plan](#).

BREASTFEEDING-FRIENDLY FEEDING STRATEGIES

- **Color code bottles.** Consider marking each infant's bottle with a different piece of colored tape. That way, a baby's bottle is quickly identified.
- **Post infant feeding plans.** Post the infant feeding plans close to the kitchen, making paperwork an easy process after feeding.
- **Make rotating bottles easy.** Use small plastic containers in the refrigerator to separate each baby's bottles.

4 Policies

Adopt Written Policies that Support Breastfeeding Families and Employees

A written policy supporting breastfeeding families and employees exists and is communicated.

Creating a policy allows childcare providers to demonstrate their support for breastfeeding families and employees. Creating a policy may sound intimidating; however, breastfeeding-friendly language can be short and simple. Childcare providers can adopt breastfeeding-friendly language written as a procedure, added into family contracts, or included in family/employee handbooks.

- **Describe how breastfeeding is supported.** Include information about breastfeeding onsite, employee training, and handling, storing, and feeding practices. For larger childcare centers, work with the Human Resources department to develop a lactation accommodation policy for staff.
- **Communicate written policy and procedures to all staff and families.** Communicate the policy and procedures in-person, over the phone, via email, or through the inclusion of the policy in the family or employee handbook.
- **Provide sample policy language.** Provide the sample breastfeeding-friendly [policy](#) for families and staff to childcare providers. Childcare providers can adopt the policy as is, or modify as needed.

Breastfeeding employees are given appropriate break time to pump or breastfeed.

Childcare providers should extend the same breastfeeding-friendly supports to employees.

- **Discuss individual needs.** Connect with employees on their breastfeeding and pumping plans before and after their return to work.
- **Consider break time and pumping schedules.** Ensure that employees have proper coverage for their duties, and enough time to pump.

ACCOMMODATING BREASTFEEDING EMPLOYEES

- **Provide a space to breastfeed or pump.** Federal and state laws require that the space is not a restroom. The space does not have to be permanent, but does need to be private. Work with the employee to find a convenient and comfortable location.
- **Provide adequate break time.** Discuss break time and the employee's needs for breastfeeding or pumping. Work with their schedule, and ensure that the employee has proper coverage for their duties, if applicable.
- **Cultivate a culture of support.** Ensure employees feel comfortable and supported. Work with Human Resources to ensure that all employees know their rights and feel safe exercising them at work. Discuss support before, during, and after their family leave. This can increase employee retention, loyalty, and productivity.

5 Resources

Offer Breastfeeding Resources for Families and Employees

Breastfeeding resources are available for families.

Often families will go to their childcare provider for advice or information. This is also true for breastfeeding.

Offer childcare providers several types of breastfeeding resources or referrals to provide to families. Remember: for a childcare provider to be breastfeeding-friendly, they do not need to be a breastfeeding expert. Providing resources to families is a great way to offer support.

Review the resources for [breastfeeding families and employees](#). Request print materials and additional resources through the local breastfeeding coalition, WIC office, healthcare providers, or health department. Encourage childcare providers to offer resources or referrals on the following topics:

- Pumping
- Going Back to Work or School and Breastfeeding
- Mental Health Services
- Feeding the Breastfed Baby
- Employment Rights of Parents

Breastfeeding resources are available for employees.

Instruct childcare providers to offer the same resources families receive, and provide some tailored towards the workplace. Direct employees to information specifically focused on parents' legal rights around family leave time or lactation accommodation. [Legal Aid at Work](#) is a great website to ensure employees are being supported in the best way.

OFFERING RESOURCES

- **Make family resources available.**
Ask childcare providers to communicate to families the availability of breastfeeding resources. If referrals are provided, let families know.
- **Make resources accessible.**
Offer resources in several languages. If space permits, display resources near a family board or area. Families can take resources at their leisure.
- **Provide resources with family packets.** Include breastfeeding resources with contracts or enrollment packets.

PROVIDING ACCESSIBLE TECHNOLOGY

It is important to remember that not all childcare providers have access to or are comfortable with online or electronic resources. Ask providers about their preferred methods of communication. If they prefer electronic materials, note if they have access to platforms such as Microsoft Office or Adobe Reader. BFSB found that many childcare providers preferred print resources or materials shared in Google Drive.

Recognition

Recognizing childcare providers as breastfeeding-friendly serves a dual purpose. It delivers much deserved attention to exceptional childcare providers, while elevating the message of the breastfeeding-friendly program to community members, organizations, and families.

Setting up a recognition program

Consider the best way to recognize childcare providers and sustain a breastfeeding-friendly recognition program.

- **Recognize breastfeeding-friendly childcare providers in a public way.** This can be via website, social media, newsletter, or blog. Create partnerships with organizations that serve families with young infants and utilize their platforms.
- **Collaborate with organizations to oversee a recognition program.** Examples may include the local breastfeeding coalition, Childcare Resource and Referral agency, or local health department. This improves the sustainability of the program.
- **Decide whom the recognition should come from.** Consider well-known, reputable organizations in the community. Make sure the recognition is meaningful to both childcare providers and families.

Recognizing childcare providers

Once childcare providers have completed all the building blocks, they are ready for recognition.

- **Emphasize the recognition.** Congratulate and thank childcare providers. Explain the promotion of the program and the benefits of being a recognized partner.
- **Recognize childcare providers.** Schedule a time to meet with the childcare provider individually or recognize multiple childcare providers during standing meetings. Distribute a 'Recognition Packet'. Recognition Packets can include items such as:
 - [Recognized Partner Certificate](#)
 - [Recognition Window Cling](#)
 - [Letter of Accomplishment](#)

USING PARTNERSHIPS FOR RECOGNITION

Utilizing partnerships is a great way to create substantial recognitions.

- **Post recognition on partner websites.** Any partner that works with families or early childcare settings would be a great fit.
- **Request printing resources.** Partners that have access to free or low-cost printing may be able to create the recognition certificates or letters.
- **Advertise the program.** Use the social networks of partner organizations to advertise your breastfeeding-friendly program and the recognized partners.

Family awareness

Making families aware that breastfeeding-friendly childcare is an option is an important step to breaking down barriers to breastfeeding.

- **Communicate that breastfeeding-friendly childcare is an option.** Engage community partners to connect to families about the availability of breastfeeding-friendly childcare.
- **Refer families to breastfeeding-friendly childcare providers.** Create a directory of breastfeeding-friendly childcare providers. Provide the directory online where families can explore breastfeeding-friendly childcare providers near them or work with partners to distribute a list to families.
- **Publicize breastfeeding-friendly status.** Encourage individual childcare providers to advertise as breastfeeding-friendly.

Elevating the Work

DISCOVER ADDITIONAL WAYS TO SUPPORT BREASTFEEDING FAMILIES.

Encourage childcare providers to champion breastfeeding-friendly practices

- **Encourage childcare providers to advertise and take pride in breastfeeding-friendly practices.** Openly discussing a childcare provider's support for breastfeeding is an easy way to normalize and advocate for the practice and for breastfeeding families.
- **Encourage childcare providers to use their social networks to further breastfeeding-friendly practices.** Ask childcare providers if they know others that might be interested in the program. Encourage childcare providers to offer advice and share best practices.
- **Encourage childcare providers to get involved with a breastfeeding coalition.** Childcare providers have unique and important perspectives for the breastfeeding world. Find a local or state coalition through the [United States Breastfeeding Committee](#).

Make changes within your organization

- **Walk the talk.** Support the adoption of breastfeeding-friendly practices and policies within your organization or workplace.
- **Consider involvement with a local breastfeeding coalition.** There are a multitude of ways to be involved with coalitions, from signing up for email newsletters to becoming a member. Find a local or state coalition through the [United States Breastfeeding Committee](#).
- **Educate community decision-makers.** Decision-makers may not be aware of the tangible steps they can take to support breastfeeding. Breastfeeding advocates can help in a variety of ways, from explaining the benefits of designated lactation spaces to detailing the benefits of paid family leave.
- **Encourage other organizations to adopt and implement breastfeeding-friendly practices.** Share successes and offer advice and encouragement.

Tools & Resources

"Breastfeeding-Friendly San Diego has given me all the resources I need to confidently talk to families, both enrolled at my center and prospective families, about how I can help them transition back to work while still breastfeeding. It has also given me the resources I needed to improve my center in terms of milk handling, preparation, and techniques on giving the milk to the babies."

— Childcare Provider, San Diego, CA

SECTION THREE

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Program Implementation Checklist



Program Name:

Date:

This checklist provides a general overview of the necessary steps to implement a breastfeeding-friendly childcare program. Blank spaces are provided to add additional items.

STATUS	ACTION	LEAD	NOTES
Getting Started Section			
<input type="checkbox"/>	Ensure program support from organizational stakeholders		
<input type="checkbox"/>	Identify and connect with program partners		
<input type="checkbox"/>	Develop recruitment tools		
<input type="checkbox"/>	Utilize partnerships to recruit childcare providers		
<input type="checkbox"/>	Develop a program enrollment form and enroll providers		
<input type="checkbox"/>	Develop an assessment form		
<input type="checkbox"/>			

Building Block 1: Create a Breastfeeding-Friendly Environment			
<input type="checkbox"/>	Assist childcare providers in identifying a comfortable space for breastfeeding		
<input type="checkbox"/>	Support childcare providers in communicating that breastfeeding onsite is encouraged		
<input type="checkbox"/>			

Building Block 2: Provide Employee Training to Support Breastfeeding			
<input type="checkbox"/>	Determine the logistics of the training		
<input type="checkbox"/>	Identify an existing training curriculum or create a training that meets the training objectives		
<input type="checkbox"/>	Identify partners to provide breastfeeding or childcare expertise		
<input type="checkbox"/>	Communicate training details to childcare providers		
<input type="checkbox"/>	Ensure all childcare providers have received the training		
<input type="checkbox"/>			

Building Block 3: Implement Proper Storage, Handling, and Feeding of Breast Milk			
<input type="checkbox"/>	Ensure childcare providers have refrigerator and freezer space for storing breast milk		
<input type="checkbox"/>	Determine if refrigerator and freezer space meets storage guidelines		

<input type="checkbox"/>	Assist childcare providers in creating a system for proper bottle labeling		
<input type="checkbox"/>	Offer childcare providers an Infant Feeding Plan or assist them in creating or updating their own		
<input type="checkbox"/>			

Building Block 4: Adopt Written Policies Supporting Breastfeeding Families and Employees

<input type="checkbox"/>	Explain the importance of a breastfeeding-friendly policy		
<input type="checkbox"/>	Offer childcare providers a breastfeeding-friendly sample policy or assist them in creating or updating their own		
<input type="checkbox"/>	Discuss plans to communicate the policy to employees and parents		
<input type="checkbox"/>	Confirm when they have adopted their policy		
<input type="checkbox"/>			

Building Block 5: Offer Breastfeeding Resources for Families and Employees

<input type="checkbox"/>	Compile breastfeeding resources relevant for the community associated with the childcare provider		
<input type="checkbox"/>	Distribute breastfeeding resources to childcare providers electronically or in physical format		
<input type="checkbox"/>	Meet with the provider and review resources		
<input type="checkbox"/>	Encourage childcare providers to make these resources available to families and employees		
<input type="checkbox"/>			

Recognition

<input type="checkbox"/>	Compile the 'Recognition Packet' materials		
<input type="checkbox"/>	Schedule a time to recognize the childcare provider		
<input type="checkbox"/>	Utilize partnerships to promote the recognized childcare providers		
<input type="checkbox"/>	Create a directory of breastfeeding-friendly childcare providers		
<input type="checkbox"/>			

Building Blocks to Breastfeeding-Friendly Checklist - English

Building Blocks to Breastfeeding-Friendly Childcare



Create a breastfeeding-friendly environment.

- ☐ Breastfeeding mothers are encouraged to breastfeed onsite.
- ☐ Families and employees are provided a non-restroom space to breastfeed.



Provide employee training to support breastfeeding.

- ☐ Train all employees on breastfeeding-friendly practices.
- ☐ Trainings include: benefits of breastfeeding, handling and storing breast milk, creating a breastfeeding supportive environment, policy/procedure development and implementation, and parent engagement and support.



Implement proper storage, handling, and feeding of breast milk.

- ☐ Provide refrigerator and freezer space for storage of breast milk.
- ☐ Breastfeeding families are instructed on how to properly label and store breast milk.
- ☐ An individual feeding plan exists for every infant under 18 months.



Adopt written policies supporting breastfeeding families and employees.

- ☐ A written policy exists and is communicated for supporting breastfeeding families and employees.
- ☐ Breastfeeding employees are given appropriate break time to pump or breastfeed.



Offer breastfeeding resources for families and employees.

- ☐ Breastfeeding resources are available for families.
- ☐ Breastfeeding resources are available for employees.



Breastfeeding-Friendly San Diego (BFSD) is a project of *Live Well San Diego: Healthy Works* and implemented by the UC San Diego Center for Community Health. This work supports *Live Well San Diego*, the County vision of a region that is Building Better Health, Living Safely, and Thriving. BFSD is made possible with funding from First 5 San Diego through the County of San Diego Health and Human Services Agency.

Building Blocks to Breastfeeding-Friendly Checklist - Spanish

Elementos básicos para apoyar a la lactancia materna en los centros de cuidados de niños y guarderías:



Crear un ambiente favorable y propicio para la lactancia materna.

- ☐ Aquí alentamos a las mamás a dar seno materno.
- ☐ Familias y empleados tienen espacio para apoyar a la lactancia materna-que no es un baño.

Proveer capacitación a los empleados acerca de la lactancia materna.

- ☐ Capacitación para apoyar un ambiente propicio para la lactancia materna.
- ☐ Educación incluye: beneficios de la lactancia materna, manejo y almacenamiento adecuado de la leche materna, creación de un ambiente propicio y con privacidad para amamantar, desarrollo e implementación de pólizas Pro-Lactancia, así como también apoyo para padres y madres de familia.

Implementar reglas recomendadas para el almacenamiento, el manejo y la alimentación con leche materna.

- ☐ Proporcionamos espacio en el refrigerador y en el congelador para almacenar la leche materna.
- ☐ Instruimos a las familias para etiquetar y almacenar adecuadamente la leche materna.
- ☐ Tenemos un plan de alimentación individual para el cuidado de cada niño menor de 18 meses.

Adoptar pólizas por escrito para apoyar a familias y empleadas en la lactancia materna.

- ☐ Tenemos una póliza/convenio por escrito comunicando a familias y empleados Pro-Lactancia.
- ☐ Damos tiempo de descanso adecuado a los empleados que proveen lactancia materna para amamantar o para extraer la leche materna con sacaleches.

Ofrecer recursos educativos acerca de la lactancia materna para familias y empleados.

- ☐ Tenemos disponibles aquí materiales Pro-Lactancia aquí para las familias.
- ☐ Contamos con información relevante para empleados acerca de la lactancia materna.



San Diego a favor de la lactancia materna (BFSD por sus siglas en inglés) es un proyecto de *Live Well San Diego: Healthy Works* e implementado por el Centro de Salud de la Comunidad de la Universidad de California San Diego. Dicho esfuerzo apoya a *Live Well San Diego*, la visión del Condado para contar con una región cada vez más saludable, más segura, y próspera. El proyecto BFSD es posible gracias a fondos facilitados por First 5 San Diego por medio de la Agencia de Salud y Servicios Sociales del Condado de San Diego.

Enrollment Form - English

Breastfeeding-Friendly San Diego

Program Enrollment Form

By participating in Breastfeeding-Friendly San Diego, you contribute to the health and well-being of mothers, babies, and families throughout the region. Breastfeeding has many benefits to mothers and babies, but can also have many benefits to your childcare site such as:

- Cost savings
- Healthier babies in your care
- Happier families

As a Breastfeeding-Friendly San Diego partner, you have access to the following free resources and assistance from the UC San Diego Lactation Supportive Environments team:

- Checklist to gauge strengths and areas of improvement
- Information and training on becoming a *Breastfeeding-Friendly San Diego* partner
- Sample breastfeeding-friendly/lactation policies/procedures and best practices
- Assistance in creating and adopting breastfeeding-friendly practices
- Free, customized resources and technical assistance for:
 - Childcare staff
 - Families
- Recognition as a *Breastfeeding-Friendly San Diego* partner

Congratulations on taking an important step towards making San Diego County a more breastfeeding-friendly county!

Please complete the information below:

Name: _____

Childcare Name: _____

Address: _____

Phone: _____

Email address: _____

Preferred contact method: ☐ E-mail ☐ Phone ☐ Text

Signature _____

Date _____

For more information please contact _____



Enrollment Form - Spanish

Pro-Lactancia (Breastfeeding-Friendly) San Diego

Inscripción al Programa

Al participar en el programa de *Pro Lactancia (Breastfeeding-Friendly) San Diego*, usted contribuirá a la salud y el bienestar de madres, bebés y familias en toda la región. La lactancia materna tiene muchos beneficios para las madres y los bebés, pero también puede tener muchos beneficios para su sitio de cuidado infantil, tales como:

- Ahorros en costos
- Bebés más saludables en su sitio de cuidado
- Y familias más contentas

Como un participante del programa *Pro Lactancia (Breastfeeding-Friendly) San Diego*, usted tendrá acceso a los siguientes recursos gratuitos y asistencia del equipo de Ambientes de Apoyo Pro-Lactancia de UC San Diego:

- Lista de verificación para identificar sus áreas fuertes y potenciales de mejoramiento
- Información y capacitación para convertirse en una socia de *Pro-Lactancia (Breastfeeding-Friendly) San Diego*
- Modelos y ejemplos de pólizas/procedimientos de lactancia materna y las mejores practicas
- Asistencia en la creación y adopción de prácticas propicias para la lactancia
- Recursos gratuitos y personalizados y asistencia técnica para:
 - El personal de cuidado de niños
 - Que usted comparta con las familias
- Reconocimiento como un participante y proveedor de Cuidados de Niños *Pro-Lactancia (Breastfeeding-Friendly) San Diego*

¡Felicidades por tomar un paso importante en apoyar a la lactancia materna y ser parte del cambio en el Condado de San Diego!

Para inscribirse en el programa por favor complete la siguiente información:

Nombre de proveedora: _____

Nombre de centro: _____

Dirección: _____

Teléfono: _____

Correo electrónico: _____

Mejor forma de comunicación: ☐ Por e-mail ☐ Por teléfono ☐ Por Texto

Para la visita de apoyo prefiero ☐ Español ☐ Inglés ☐ Cualquiera de los dos

Firma

Fecha

Training Handouts

Below are the handouts used in the Breastfeeding-Friendly San Diego (BFSD) trainings. These handouts are taken from organizations including Women, Infants, and Children (WIC), United States Department of Agriculture (USDA), Breastfeed LA, and the California Work and Family Coalition. All resources are available in English and Spanish.

Breast Milk Has More of What Babies Need (WIC)

- [Feeding My Baby](#)

Breastfeeding and Returning to Work or School (WIC)

- [Breastfeeding and Returning to Work or School \(English\)](#)
- [Breastfeeding and Returning to Work or School \(Spanish\)](#)

Updated Child and Adult Food Program Meal Patterns: Infant Meals (USDA)

- [CACFP Infant Meal Patterns \(English\)](#)
- [CACFP Infant Meal Patterns \(Spanish\)](#)

California Six Key Laws for Parents

- [Six Key Laws for Parents \(English\)](#)
- [Six Key Laws for Parents \(Spanish\)](#)

Let Your Baby Set the Pace for Bottle Feeding (WIC)

- [Let Your Baby Set the Pace for Bottle Feeding](#)

Feeding Cues (Breastfeed LA)

- [Infant Feeding Cues \(English\)](#)
- [Infant Feeding Cues \(Spanish\)](#)

BFSD Program Materials:

- [Program Flier](#)
- [Building Blocks to Breastfeeding-Friendly Childcare](#)
- [Breastfeeding-Friendly Childcare Policy Sample](#)
- [Infant Feeding Plan](#)

Magnet - English

Guidelines for Storing Breast Milk



When milk arrives...

Refrigerate immediately.



Refrigerated milk

Store at \leq _____ °F
up to _____ hours.



Frozen milk

Store in freezer of two-door fridge at
 \leq _____ °F for up to _____ months.



Thawed milk

Store in fridge up to _____ hours.
Do NOT refreeze breast milk.



After a feeding...

Throw out any
unused milk.



First 5
San Diego



Magnet - Spanish

Reglas para Almacenar la Leche Materna



Cuando reciba la leche materna...
Refrigérela inmediatamente.



La leche refrigerada
Se debe almacenar a \leq ____ °F
Hasta ____ horas.



Leche congelada
Almacene en el congelador de un refrigerador de dos puertas a \leq ____ °F hasta ____ meses.



Leche descongelada
Almacene en el refrigerador hasta ____ horas.
NO vuelva a congelar la leche.



Después de darle al bebé la leche materna...
Tire la leche que no se utilizó.



First 5
San Diego



Infant Feeding Plan - English

PAGE 1 OF 2

Sample Infant Feeding Plan

The information you provide below will help us to do our very best to respect your feeding practices and help your baby grow and thrive.



This form must be filled out for all children under 18 months old.

Child's name: _____

Birthday: _____
mm / dd / yyyy

Parent/Guardian's name(s): _____

TO BE COMPLETED BY PARENT

Did you receive a copy of our Breastfeeding-Friendly Policy? Yes No

At home my baby drinks (Check all that apply):

Breast milk from: ☐ Mother ☐ Bottle ☐ Cup ☐ Other _____

Formula from: ☐ Bottle ☐ Cup ☐ Other _____

Cow's milk from: ☐ Bottle ☐ Cup ☐ Other _____

Additional details:

How does your child show you that s/he is hungry?

How often does your child usually feed?

How much does your child usually drink at each feeding (ounces)?

Has your child started eating solid foods? Yes No
If yes, what foods is s/he eating:

How often is your child eating solid foods? How much?



This information has been adapted from the "Breastfeeding-Friendly Child Care Initiative" of the Carolina Global Breastfeeding Institute/UNC Gillings School of Global Public Health.

Infant Feeding Plan - English

PAGE 2 OF 2

Child's name: _____ Birthday: _____
mm / dd / yyyy

I want my child to be fed the following foods while in your care:

	Frequency of	Approximate amount per	Will you bring from home? (must be labeled)	Details about feeding
Mother's Milk				
Formula				
Cow's milk				
Cereal				
Baby Food				
Table Food				
Other				

I plan to come to nurse my baby at the following time(s): _____

My usual pick-up time will be: _____

If my baby is crying or seems hungry shortly before my usual arrival time, I would like staff to do the following:
You may choose more than one.

☐ hold my baby ☐ use the teething toy I provide ☐ use the pacifier I provide
☐ rock my baby ☐ give a bottle of my expressed milk other Specify: _____

I would like you to take this action _____ minutes before my arrival time.

We have discussed the above plan, and made any needed changes or clarifications.

Today's date: _____

Teacher Signature: _____ Parent Signature _____

Date	Change to Feeding Plan (must be recorded as feeding habits change)	Parent Initials	Teacher Initials

*** Any changes must be noted above and initialed by both the teacher and the parent.**



This information has been adapted from the "Breastfeeding-Friendly Child Care Initiative" of the Carolina Global Breastfeeding Institute/UNC Gillings School of Global Public Health.

Infant Feeding Plan – Spanish

PAGE 1 OF 2

Muestra del Plan para la Alimentación de Niños



Alimentar a su bebé adecuadamente es una de las responsabilidades más importantes para quienes estamos al cuidado de sus hijos. La información que usted nos comparta nos ayudará para hacer todo lo posible para continuar hábitos saludables en la alimentación de su bebé para su crecimiento y madurez.

Este plan debe ser detallado para todos los niños menores de 18 meses de edad.

Nombre de bebé: _____ Fecha de nacimiento: _____
mm / dd / aaaa

Nombre del padre/madre/guardián: _____

¿Recibió una copia de nuestra póliza de lactancia? Si No

COMPLETADO POR LOS PADRES

En mi casa, mi bebé toma la leche:

(marque todas las respuestas apropiadas):

○ La leche materna la toma:

☐ Seno materno ☐ En biberón ☐ En vaso ☐ Otra forma

○ La leche de fórmula la toma:

☐ En biberón ☐ En vaso ☐ Otra forma

○ Leche de vaca:

☐ En biberón ☐ En vaso ☐ Otra forma

○ Otro líquido: _____

☐ En biberón ☐ En vaso ☐ Otra forma

¿Cómo muestra su bebé cuando tiene hambre?

¿Qué tan seguido come su bebé?

¿Cuál es la frecuencia y la cantidad de leche/formula que toma su bebé normalmente cada vez que come?

¿Ha empezado su bebé a comer alimentos sólidos? ¿Qué comidas está comiendo?

¿Cuál es la frecuencia y cantidad que su bebé está comiendo alimentos sólidos, y en qué cantidad?

COMPLETADO POR LA PROVEEDORA

Explicaciones /Detalles adicionales

En su hogar, ¿alimentan al bebé cuando muestra señas de tener hambre?

Si No

¿Está el bebé comiendo alimentos sólidos? Si No

¿Es el bebé menor de seis meses? Si No

Al responder que Sí a las dos preguntas:

○ Yo pregunté: ¿Le recomendó su pediatra empezar a dar alimentos sólidos a su bebé antes de cumplir seis meses?

Si No

Folletos/Recursos compartidos con los padres relacionados con la lactancia materna y/o la alimentación infantil:

Infant Feeding Plan - Spanish

PAGE 2 OF 2

Nombre del niño: _____

Fecha de nacimiento: _____
mm / dd / aaaa

Cuéntenos acerca de la alimentación de su bebé en nuestro sitio

Quiero que mi hijo/ a sea alimentado con los siguientes alimentos mientras este bajo su cuidado:

	Frecuencia de alimentación	Cantidad aproximada por alimentación	¿Lo traerá de casa? (Debe tener etiqueta y fecha)	Instrucciones sobre la alimentación
Leche materna				
Leche de formula				
Leche de vaca				
Cereal				
Comida de bebé				
Sólidos				
Otro (describa)				

Pienso regresar a este sitio para darle pecho a mí bebé a estas horas: _____

La hora que vengo por mi niño normalmente es: _____

Si mi bebe está llorando o parece hambriento poco antes de mi hora de llegada habitual, quisiera que el personal hiciera lo siguiente: (puede marcar más de uno)

☐ Sostener al bebé ☐ usar el juguete para comecón en los dientes ☐ usar el chupón que le di
☐ Mecer mi bebé ☐ dar biberón con mi leche materna Especifique otra estrategia/actividad: _____

Quisiera que tomara esta acción _____ minutos antes de mi hora de llegada, si está llorando o parece hambriento

Hemos repasado el plan juntos y hemos hecho los cambios o aclaraciones necesarios.

Fecha de hoy: _____

Firma de proveedora: _____ Firma del padre/madre: _____

Fecha	Cambios hechos en el plan de alimentación (deben ser documentados cada vez que hay cambio)	Iniciales de mamá/papá	Iniciales de la proveedora

*** Cualquier cambio debe ser escrito arriba y agregue las iniciales de la proveedora, mamá/papá**



Esta información ha sido adoptado de "Breastfeeding-Friendly Child Care Initiative" of the Carolina Global Breastfeeding Institute/UNC Gillings School of Global Public Health.

Policy - English



Breastfeeding-Friendly Child-Care Policy Sample



Breastfeeding has been shown to be the best form of infant nutrition, providing a multitude of health benefits to both infant and mother. Because breastfeeding families need ongoing support from childcare providers to provide their milk for their babies, _____ will support breastfeeding families in the following ways:

We provide a breastfeeding-friendly environment.

We will make a private and clean space available for breastfeeding mothers, including employees, to breastfeed their babies or express (pump) milk.

We show sensitivity to breastfeeding mothers and their babies.

We will provide ongoing support to breastfeeding mothers, such as an opportunity to breastfeed their baby when possible including but not limited to drop off, lunch time/breaks or at pick up. Staff will hold off giving a bottle, if possible, when mom is due to arrive.

We ensure that all breastfeeding families are able to properly store and label their milk.

Breastfeeding mothers may store their expressed breast milk in the center's refrigerator. Parents should provide their own properly sealed containers, clearly labeled with their child's name and date.

We train our staff to support and promote optimal infant feeding.

Staff will be trained how to store and handle human milk. _____ will follow human milk storage guidelines published by the Child and Adult Care Food Program (CACFP) to avoid waste and prevent foodborne illness. Staff will use breast milk within 72 hours and return any unused milk to the mother.

We develop an individual feeding plan with each family that supports best feeding practices.

We will work with each family to develop a feeding plan for their child, including feeding practices to help maintain breastfeeding success. Artificial baby milk (formula) and solid foods will only be provided if the parent requests. Babies will be held closely when feeding and bottles will never be propped. Feeding plans will be coordinated with the mother's schedule and updated every _____ and upon request from the parents.

We continue learning about ways to support parents in protection, promotion and support of breastfeeding.

All staff members will receive training when they are hired along with continuing education to support breastfeeding families. We will work with local community partners to ensure our staff receives the most up to date information to promote and support breastfeeding families.

We will never deny children entry into the facility because they are breastfeeding

This information has been adapted from the "Breastfeeding-Friendly Child Care Initiative" of the Carolina Global Breastfeeding Institute/UNC Gillings School of Global Public Health.



Policy - Spanish



Política de Lactancia Materna en el Cuidado de Niños



La lactancia materna ha demostrado ser la mejor forma de nutrición para los bebés, aportando beneficios de salud importantes para la madre y el bebé. Las familias en periodo de lactancia necesitan apoyo extenso y constante de las personas que proveen los cuidados para su bebé. Por eso nosotros, _____ apoyamos a las familias que proveen lactancia materna con los siguientes procedimientos:

Proporcionamos un ambiente confortable donde las mamás pueden alimentar con leche materna a su bebé.

Nos aseguramos de tener un espacio limpio y con privacidad, para las mamás y empleadas que proveen lactancia materna, y cuando necesitan extraer la leche materna con sacaleches eléctrico doble.

Comprendemos el apoyo y delicadeza que las mamás requieren al estar amamantando a sus bebés.

Proporcionamos apoyo a las mamás lactando de acuerdo a las necesidades de las familias, por ejemplo, cuando la mamá está por llegar, podemos esperar hasta que ella llegue y amamante a su bebé, en lugar de darle el biberón.

Nos aseguramos que todas las familias que amamantan pueden almacenar su leche apropiadamente en nuestro sitio.

Nuestro refrigerador esta disponible para que las mamás pueden almacenar su leche adecuadamente. Los padres deben de traer su propios recipientes cerrados y marcados con la etiqueta del nombre del bebé y de la fecha.

Capacitamos a nuestro personal acerca de como alimentar a los bebés de manera óptima.

El personal de _____ esta capacitado para manejar y almacenar la leche materna. Nuestro sitio sigue los reglamentos publicados por el Departamento de Trabajo Administración de Seguridad y Salud Ocupacional (OSHA en inglés) y los Centros para el Control y la Prevención de Enfermedades (CDC en inglés) para evitar el desperdicio de la leche materna y prevenir enfermedades transmitidas por alimentos.

Creamos un plan alimenticio individual para cada familia que incluye las mejores prácticas de alimentación.

Trabajamos con cada familia para crear un plan de alimentación para su niño, que incluye maneras para que su bebé pueda continuar con lactancia materna. La leche de fórmula y la comida únicamente se le dará al bebé cuando la mamá así lo indique. El bebé se toma en los brazos para ser alimentado y nunca se reclina el biberón, ni se le deja solo. El plan será coordinado con el horario de mamá y será actualizado cada (_____) o cuando lo pida mamá/papá.

Seguimos aprendiendo maneras para apoyar, promover y proteger a los bebés durante la lactancia materna.

Todo nuestro personal recibe capacitación al empezar a trabajar en nuestro sitio y continúan su educación para apoyar a todas las familias durante la lactancia materna. Trabajamos con agencias comunitarias para asegurar que todo nuestro personal esta actualizado lo mejor posible para proveer información útil para que las familias continúen amamantando a sus bebés.

Nunca negaremos la aceptación a ningún bebé en nuestro sitio porque este en lactancia materna.

Esta información ha sido modelada usando la iniciativa "Breastfeeding-Friendly Child Care Initiative" del Instituto Mundial de Lactancia Materna de Carolina / UNC Gillings School of Global Public Health.



Publicly Available Breastfeeding Resources

Below are the resources Breastfeeding-Friendly San Diego (BFSD) provided to childcare providers to distribute to families. These resources are taken from organizations including Women, Infants, and Children (WIC), San Diego County Breastfeeding Coalition (SDCBC), Noodle Soup, and the California Work and Family Coalition. All resources are available in English and Spanish.

Breastfeeding A Magical Bond of Love (WIC)

- [Breastfeeding A Magical Bond of Love \(English\)](#)
- [Breastfeeding A magical Bond of Love \(Spanish\)](#)

Breastfeeding and Returning to Work or School (WIC)

- [Breastfeeding and Returning to Work or School \(English\)](#)
- [Breastfeeding and Returning to Work or School \(Spanish\)](#)

Community Breastfeeding Resources (SDCBC)

- [Community Breastfeeding Resources \(English\)](#)
- [Community Breastfeeding Resources \(Spanish\)](#)

San Diego WIC programs

- [San Diego WIC program \(English\)](#)
- [San Diego WIC program \(Spanish\)](#)

California Six Key Laws for Parents

- [Six Key Laws for Parents \(English\)](#)
- [Six Key Laws for Parents \(Spanish\)](#)

Noodle Soup Resources*

- [Pumping Primer](#)
- [Dad Can Help In So Many Ways](#)
- [Working and Breastfeeding](#)

* = for purchase

Recognition Certificate

BREASTFEEDING-FRIENDLY SAN DIEGO CHILDCARE PARTNER

PRESENTED TO

Provider Name

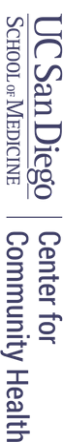
IN RECOGNITION OF YOUR COMMITMENT TO WHOLEHEARTEDLY SUPPORT AND
ACCOMMODATE BREASTFEEDING FAMILIES

ON THIS DAY:

PRESENTED BY:

Date

Signature



Recognition Letter



Date

Dear (Insert Provider Name),

Congratulations on becoming a Breastfeeding-Friendly Childcare Partner!

Program Name provides special recognition to childcare providers committed to breastfeeding-friendly practices. Our partners don't just tolerate breastfeeding – they wholeheartedly support it. Becoming a recognized partner has many perks! It benefits your childcare program and it benefits our community as a whole. Your commitment and continued support for breastfeeding families and their infants means healthier babies, healthier moms, and healthier future generations.

Please place the enclosed decal on your window or door to show families you are a Breastfeeding-Friendly Childcare partner. Thank you for your dedication and participation!

Warmly,
Name

Contact Name
Title
Program Name
Organization
Phone Number
Email



Breastfeeding-Friendly San Diego (BFSD) is a project of *Live Well San Diego: Healthy Works* and implemented by the UC San Diego Center for Community Health. This work supports *Live Well San Diego*, the County vision of a region that is Building Better Health, Living Safely, and Thriving. BFSD is made possible with funding from First 5 San Diego through the County of San Diego Health and Human Services Agency.

Recognition Window Cling



Breastfeeding Spaces



Figure 1: Breastfeeding Space in a Family Childcare Home

Figure 1 highlights a breastfeeding space set up in the living room of a family childcare home. The space includes comfortable seating as well as soft lighting. If families prefer more privacy, there is a folding screen, pictured on the right, that can be set up and taken down easily. As shown, when not in use, the screen can be folded up and placed next to the chair. The small side table presents a space for a glass of water or to display breastfeeding resources.



Figure 2: Breastfeeding Space in a Childcare Center

Figure 2 highlights a breastfeeding space in a childcare center. The space includes a comfortable rocking chair in the infant nap room. There is a door which can be closed to provide a more serene environment. It is ideal for childcare centers to have a couple of spaces to offer for breastfeeding to ensure families are comfortable. This childcare center has families that enjoy breastfeeding in the rocking chair in the infant play room, couch in their conference room, and even under a tree in their outdoor play space.

Breast Milk Storage



Figure 3: Breast Milk Storage in a Family Childcare Home

Figure 3 highlights breast milk storage in a family childcare home. A section of the standard refrigerator is designated to store breast milk. It is permitted to store breast milk in a home refrigerator alongside other food and drinks. Breast milk is being stored in bottles and bags and organized in trays clearly labeled with the child's name. The bottles and bags are also labeled with each child's name and date milk was expressed. The container on the far left has several bags of milk behind it, emphasizing that the milk in the bottle should be utilized first.



Figure 4: Breast Milk Storage in a Childcare Center

Figure 4 highlights a childcare center that utilizes plastic trays to separate and organize breast milk and solids for each child. Breast milk can be stored safely alongside other food items. The trays are labeled with each child's name and the bottles are labeled with both the child's name and the date the milk was expressed. Breast milk can be offered in a bottle or a sippy cup for older infants.



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