



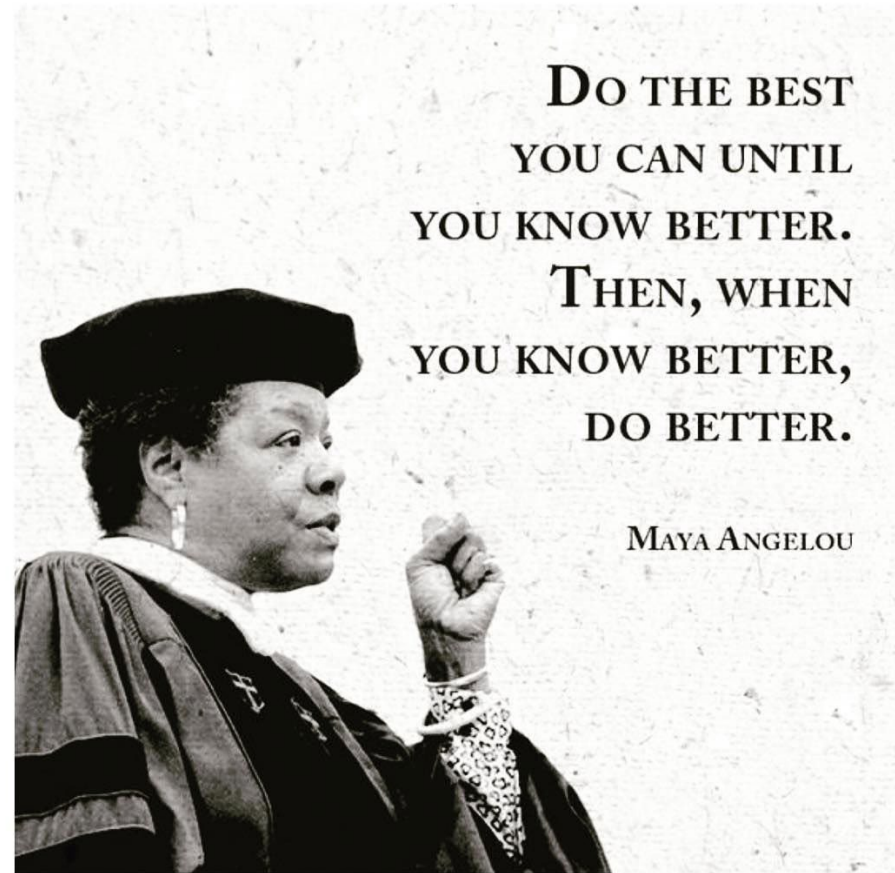
Leading for Equity: Making the Commitment and Doing the Work

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Milk Matters: 2019 Symposium on Human Milk Banking
April 12, 2019

Our Time Together

- **Our Passion Our Work: HC One's Story**
- **Human Milk Successes, Challenges and Barriers**
- **An Equity Focus and Approach**





Mission and Vision



VISION

To see every baby, mother, and family thrive in a healthy community.

MISSION

HealthConnect One is the national leader in advancing respectful, community-based, peer-to-peer support for pregnancy, birth, breastfeeding and early parenting.



What We Do



Community-Based Doula Model

Breastfeeding Peer Counselor Model

CHW Trainings-Maternal and Child Health

Birth Equity Leadership Academy (BELA)

Our Approach and Focus



- **Equity Focus**
- **Community Rooted**
- **Trauma Informed**
- **Early Relational Health Framework**

How We Do Our Community Based Doula Work



Five Essential Components:

1. *Employ* trusted members of the community
2. *Extend* support from early pregnancy through the first months postpartum
3. *Collaborate* with community stakeholders and use a diverse team approach
4. *Facilitate* experiential learning through popular education
5. *Value* the CHW's/community-based doula's work with salary, supervision and support

Our Influence



**World Breastfeeding Trends Initiative (WBTi) Expert
Panel Member for the United States**

**Special Supplemental Nutrition Program for Women, Infants
and Children (WIC) Expert Panel Member: WIC Designated
Breastfeeding Expert from June 2016 to Present**

**Cultural Advisory Panel: WIC Breastfeeding Curricula and
Training**

**Selected by WHO/UNICEF as a member of an Expert panel
developing International Standards for Breastfeeding Training**

**Board Member representation on National Association of
Professional and Peer Lactation Supporters of Color**

HealthConnect One Model: Breastfeeding Peer Counselor Program



Breastfeeding Peer Counselors are:

- Women who have had successful breastfeeding experiences and are interested in supporting other women in their community
- Peer Counselor programs connect underserved women to women in their communities who are specially trained to provide breastfeeding counseling and support during pregnancy and throughout their breastfeeding experience
- Peer Counselor are of and from the same community as their clients and are able to bridge language and cultural barriers (the power of peer-to-peer support)
- They are mentors who focus on helping new mothers feel confident and comfortable about choosing to breastfeed, and they support women to meet their breastfeeding goals

Strong Outcomes



Chicago Doula Project: Pilot of the Community-Based Doula Program: Teen mothers with community-based doula support had: Significantly higher breastfeeding rates (80%) and breastfeeding at 6 weeks (62%)

Community-Based Doula Program Replication:

G-CAPP Program, Atlanta, 2010-2012

Skin-to-skin at birth: 74.5%

Breastfeeding initiation: 74.4% vs. 56% of U.S. teens

Breastfeeding duration: 6 weeks 92.1%, 3 months 82.5%, 6 months 59.5%

Migrant Health Promotion, Weslaco, Texas, 2010-2012

Skin-to-skin at birth: 90.1%

Breastfeeding initiation: 94.9%

Breastfeeding duration: 6 weeks 94.7%, 3 months 91.7%

Breastfeeding Peer Counselor Program Replication (Chicago, 2001 – 2005)

TCA Health Inc. breastfeeding initiation rates increase from 5% to 55%

Mile Square Health Clinic initiation rates increase from 11% to 85%

Chicago Urban League initiation rates increase from 2% to 81%

Mercy Hospital initiation rates increase from 31% to 68%

Northwestern Univ. Hospital's PAC Clinic initiation rates increase from 15% to 87%



NICU SUPPORT CLUB



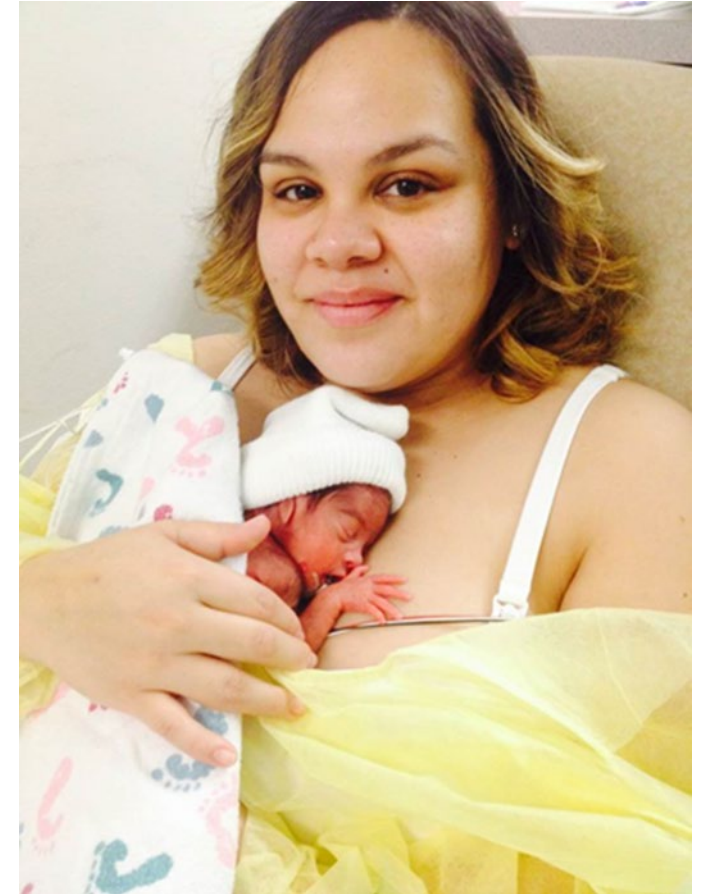
The Power of Peer to Peer Support in the NICU

- Peer Counselors carry a specific caseload
- Peer Counselors build trusting relationships
- Contacts are face to face and by phone
- Peer Counselors are available out of the usual business hours for support
- Provide basic counseling and support with pumping, breastfeeding and early attachment
- Conduct NICU Support Club twice a month for families



The Power of Peer to Peer Support in the NICU

- ↑ Pumping
- ↑ Breastfeeding Initiation and Duration
- ↑ Skin to skin contact in the NICU
- ↑ Visits to the hospital



Of Note....



- Any and all resources to breastfeeding/chestfeeding families should be provided with an equity lens and center culturally-relevant and culturally-sensitive lactation care
- Support mothers' abilities to make informed, confident, supported choice to breastfeed their babies, and help them to be successful
- Identify and address barriers
- Milk banking works where breastfeeding/lactation is promoted, protected, supported and appreciated



By 2020, HMBANA is led by a governing Board of Directors, a full-time permanent Executive Director with staff and a staffing plan, and has applied an equity lens throughout all of its work.



“My whole brain and being believes in equity for all people of these United States. I do not believe that anyone should be able to use the microphone on the dais as a place to push their beliefs and opinions. I understand that all women no matter their color or race need equal prenatal care. I believe that kind of talk creates all amygdala’s of all people to become highly emotional and reactive instead of people operating in the pre-frontal cortex to learn and think what to do best for all.”

Heart and Head and Heart



INTERSECTIONALITY



Our experiences of race/ethnicity, class, gender, sexual orientation, religion, ability and nationality intersect to produce a social location that is equal to more than just the sum of its parts.

Any individual within the social order experiences different forms of privilege and subordination, depending on their race/ethnicity, class, gender, sexual orientation, religion, ability and nationality.

Because each of these constructs is hierarchical, intersecting forms of domination produce both oppression and opportunity.

MICROAGGRESSIONS

Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward members of specific groups.

"You are a credit to your race."

"You are so articulate."

Asking an Asian person to help with a Math or Science problem.



"I believe the most qualified person should get the job."

"Where are you from?"

A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes.

"Everyone can succeed in this society, if they work hard enough."

"Where were you born?"

A store owner following a customer of color around the store.

"You speak good English."

"Indian giver."

"That's so gay."

"She welshed on the bet."

"I jewed him down."

"That's so White of you."

"You people ..."

"We got gypped."

A college or university with buildings that are all named after White heterosexual upper class males

The notion that the values and communication styles of the dominant / White culture are ideal

Person of color mistaken for a service worker

"When I look at you, I don't see color."

Being ignored at a store counter as attention is given to the White customer behind you

"I'm not a racist. I have several Black friends."

"There is only one race, the human race."

"As a woman, I know what you go through as a racial minority."

IMPLICIT BIAS



The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

EXPLICIT and COMPLICIT ACTIONS



EQUALITY



EQUITY





OPPORTUNITY



AGENCY



EQUITY

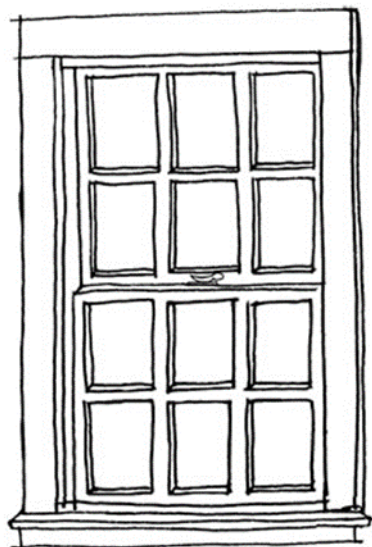


OPPORTUNITY



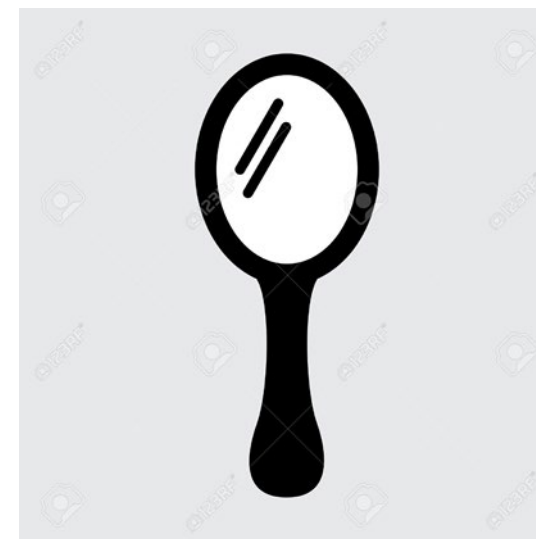
AGENCY

Equity leadership requires...



Window: Looking Out

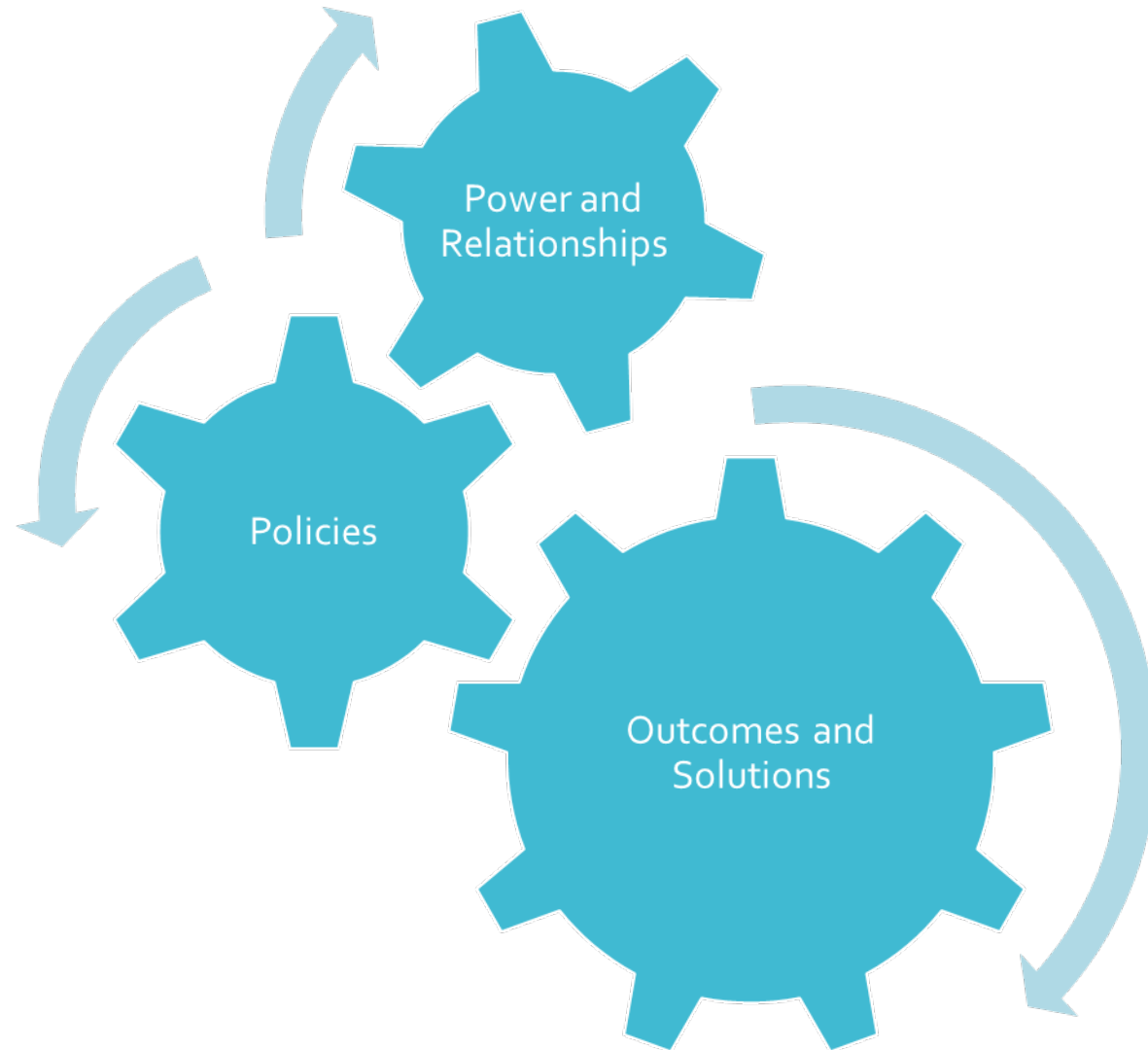
Insights into my colleagues,
families, community, society,
policies



MIRROR: Looking In

Insights into myself, my lived
experience, my identities, my
ways of knowing and seeing
the world

Leading with an Equity Lens



Pay Attention to Heart and Meaning



- Reach communities by listening to their priorities
- Listening to their experiences with birth, NICU, special needs, and infant death
- Listening to their experience of privilege, discrimination, satisfaction, success and defeat

Our Equity Framework Values and Principles



- **Respect**
- **Integrity**
- **Mutuality**
- **Engage local talent of and from the community**
- **Collaborate with community stakeholders**
- **Use experiential learning through popular education**
- **Value people**
- **Stand up to injustice**



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Applying Your Equity Lens



- Donor Screening
- Community Outreach
- Advocacy and Policy
- Communications
- Growing Leaders
- Hosting a Milk Drive
- Human Resources Policy
- Milk Bank Development
- Natural Disasters
- Recipient experiences
- Hospital policies

