Advancing the Cause of Health: The College of Physicians of Philadelphia

GENERAL FACTS
Size: 40 employees
Women of childbearing age: 50%
Industry: Education, Non-Profit
Location: Philadelphia, PA
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Center for Education and Public Initiatives
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LACTATION PROGRAM
Time: Reasonable breaks to express milk.
Space: Employees use “The Bride Room” as their private space for expressing milk. The space is available during weekdays for lactation. During the weekend, it is often used for special events.
Flexibility: Individualized plan: Employees, their supervisor(s), and the Office of Facilities Rental will work together to reserve the Bride Room for employee’s use. If it is not available, another appropriate location will be identified.
Support: An atmosphere of tolerance and support is expected.
Equipment: Employees are responsible for providing their own equipment. Reimbursement for breast pump and lactation consultation are provided through employer-based health insurance.
Education: Employees are given an informational package on breastfeeding and returning to work.
Policy: Contact Dr. Bowman.
Impact: Shortly after implementation, staff started using the lactation room.

The situation:
An employee interested in workplace breastfeeding support, but no identified space or policy.

The solution:
Designate an infrequently used space as a private lactation room and formalize a policy.

The College of Physicians of Philadelphia “advances the cause of health while upholding the ideals and heritage of medicine.” The College of Physicians serves health professionals, individuals and communities. It is home of the Mütter Museum, a historical library, and lectures and special events.

Support for breastfeeding falls in line with The College of Physicians’ founding values:

"It's not just a lifestyle issue, it's a public health issue. The benefits are so huge, for both the mother and the child...there’s so much to be gained."

Jacqui Bowman, PhD
Director,
Center for Education & Public Initiatives

"There’s a vast history of how beneficial it is to both the child and the mother."

Anna Dhody
Curator, Mütter Museum

Support for the program was so strong that Dr. Bowman was inspired to find additional ways to support breastfeeding mothers in the Philadelphia area. A working mothers’ breastfeeding lunch group is in development, where mothers can get support from a Certified Lactation Consultant, share experiences and even pump milk together.