Family Friendly: Congreso de Latinos Unidos

GENERAL FACTS
Size: 200 employees
Women of childbearing age: 57%
Industry: Social Services, Non-Profit
Location: Philadelphia, PA
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LACTATION PROGRAM
Time: Normal time allotted for lunch and breaks.
Space: A dedicated lactation room with two nooks, separated by a partition wall and curtain. Each nook is furnished with a chair, table, and door hanger.
Flexibility: A breastfeeding employee is provided with a supervisor-approved flexible schedule for expressing breast milk. FMLA up to 12 weeks; STD 7 weeks for c-section and 6 weeks for vaginal delivery with 60% salary; gradual return through flextime.
Support: Positive promotion of breastfeeding is displayed throughout the company and in communications with staff. An atmosphere of support is expected.
Equipment: Employees are responsible for providing their own equipment. Public refrigerator is available for safe storage of expressed milk.
Education: The breastfeeding policy is relayed to all new employees during orientation training. Informational material is provided in the lactation room and each pregnant/breastfeeding employee is individually provided with information on breastfeeding and local resources. A Lactation Counselor on staff is available for additional support.
Policy: “Realizing the importance of breastfeeding to the infant, the mother, and the company, staff should provide an atmosphere of loving support for breastfeeding employees. An employee lactation room is provided as a private and sanitary place for breastfeeding employees to express their milk during work hours.”
Impact: The lactation room was put into use just as it became ready.

The situation:
Sincere interest, but unsure how to begin.

The solution:
First, create a breastfeeding policy. Next, create a lactation room. An office was converted into a lactation suite with two private spaces.

“...To know that you are in a culture where your children and childbearing are absolutely accepted within the organization makes it easier for working moms, who are a critical part of our business economy in Philadelphia.”

Cynthia Figueroa
President and CEO

Congreso de Latinos Unidos aims to strengthen Latino communities through social, economic, education and health services; leadership development; and advocacy. It is an organization that supports family values and embraces breastfeeding as a part of its culture. Understanding the significant health benefits for mom and baby and the positive impact that breastfeeding has on the community, Congreso already knew that investing in a workplace breastfeeding program would have great return.

Starting at the top administrative level, Human Resources brought together staff from different departments for a breastfeeding working group to create a policy, identify a room and discuss logistics. This undertaking was a collaborative effort, with many staff sharing their breastfeeding experiences, planning and furnishing the room. Congreso employees personally invested in making a welcoming space for moms; they even sewed the curtains by hand!

“...It's more of an attitude, an environment of family-friendliness that really has to go alongside of the breastfeeding...a culture around it.”

Caroline Campbell
Manager of Women’s Wellness Department