Where There's a Will, There's a Way: Philadelphia Youth Network (PYN)

GENERAL FACTS
Size: 81 Employees
Women of childbearing age: 63%
Industry: Youth Workforce Development, Non-Profit
Location: Philadelphia, PA
Contact Person: Priscilla Tennant, Human Resources Generalist; ptennant@pyninc.org

LACTATION PROGRAM
Time: Breastfeeding employees are allowed as much time as needed to express milk.
Space: A designated lactation space which doubles as a storage space.
Flexibility: Employees are responsible for keeping their supervisors informed so accommodations can be made to satisfy the needs of both employee and PYN. PYN provides pregnant employees with FMLA and six weeks of STD. Requests from employees returning from maternity leave for gradual return to work with part-time employment, telecommuting, and flextime are given serious consideration.
Support: To promote work/life balance, PYN provides a positive, supportive environment to enable breastfeeding during working hours. Supervisors are responsible for informing pregnant and breastfeeding employees about the company’s lactation program.
Equipment: Expressed milk can be stored in the company refrigerator. Employees bring their own pump, partially reimbursed through health plan.
Education: Certified Lactation Consultant services partially covered under health plan. Educational materials available on the company’s intranet site.
Policy: Contact Ms. Tennant.
Impact: Women who have participated in the lactation program encourage co-workers to take advantage of the employer breastfeeding support at PYN.

The situation:
No extra space for a lactation room. However, there is employee support to create an official lactation program.

The solution:
Workplace lactation program was established with a lactation policy. A storage room that could serve two purposes was officially designated as a lactation space.

As an organization that values employees, the Philadelphia Youth Network (PYN) saw the significant benefit to mom, baby, and employer in creating a workplace lactation program. With the help of MCC, PYN adopted a workplace policy and defined their program. Finding a space to house the lactation room was more challenging, due to the fact that the office has limited private space.

"Despite space and budget limitations we were committed to meeting the needs of breastfeeding employees and we wanted to help eliminate any stigma associated with nursing at work."

Priscilla Tennant
Human Resources Generalist

"Investing in the work life balance of employees makes them want to invest in the organization."
Temwa Wright
Program Officer