

4th Symposium on Breastfeeding and Feminism From Birthplace to Workplace 26-27 March 2009

Elliott University Center
The University of North Carolina at Greensboro

Hosted and sponsored by:

Center for Women's Health & Wellness, UNC at Greensboro
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and

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CAROLINA
BREASTFEEDING
INSTITUTE
DEPARTMENT OF
MATERNAL
AND CHILD HEALTH



THE UNIVERSITY OF NORTH CAROLINA
GREENSBORO
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Center for Women's Health and Wellness

4th Breastfeeding and Feminism Symposium From Birthplace to Workplace

This meeting is designed to bring a feminist lens to ensuring the social, economic and political conditions necessary to secure breastfeeding for *all* women from the birthplace to the workplace.

Purpose:

Work together in a transdisciplinary manner, with social scientists, health workers, lactation and feminist advocates, employers, and policy makers, to create a policy agenda for action to promote breastfeeding.

Context:

Re-orient the paradigm in which breastfeeding is viewed as a “lifestyle choice” to a paradigm in which it is a “human right” and a “social justice issue” so as to ensure the social, economic and political conditions necessary to promote success.

Framework:

- Breastfeeding is public health imperative and an important aspect of reproductive health, as well as a reproductive right and a social *and* biological process
- Women must have the right of self-determination to breastfeed freely and without constraint;
- Women’s decisions to breastfeed should not result in the loss of their economic security or any rights or privileges to which they are otherwise entitled.

Expected Outcome:

Consensus statement on related issues and action planning

Acknowledgements

With thanks to:

Planning Committee

Paige Hall Smith	Associate Professor of Public Health Education and Director, Center for Women's Health and Wellness, School of Health and Human Performance, UNC Greensboro
Miriam H. Labbok	Professor of Public Health, and Director, Carolina Breastfeeding Institute (CBI), Department of Maternal and Child Health, Gillings School of Global Public Health, UNC
Emily C. Taylor	Sr. Projects Director, Carolina Breastfeeding Institute (CBI), Dept of Maternal and Child Health, Gillings School of Global Public Health, UNC
with	
• Bernice Hausman	Associate Professor, English Department, Virginia Polytechnic Institute and State University
• Mary Rose Tully	Director, Lactation Services UNC Women's Children's Hospital. Faculty, CBI
• Jackie Wolf	Dept. of Social Medicine, OUCOM, 308 Grosvenor Hall, Athens Ohio, 45701
• Beth Olson	Assistant Professor, Food Science & Human Nutrition, Michigan State University
• Jerrie Hsieh	Assistant Professor Recreation, Tourism and Hospitality Management, UNCG
• Lynne P. Lewallen	Associate Professor of Nursing, Parent-Child Department, UNCG
• Mel Downey Piper	Coordinator, Partnership for Healthy Durham, Durham County Health Department

Exhibitors

- March of Dimes, North Carolina
- Limerick, Inc.
- Lansinoh
- UNCG Bookstore

Co-Sponsored by

- Office of Women's Health, Public Health Service, US DHHS
- Women's and Gender Studies, University of North Carolina Greensboro
- Center for Women's Health and Wellness, School of Health and Human Performance, UNC Greensboro
- Carolina Global Breastfeeding Institute (CBI), Gillings School of Global Public Health, UNC

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- Laura Beth Haymore, Graduate Research Assistant, Center for Women's Health and Wellness, School of Health and Human Performance, UNC Greensboro
- Dorothea Calhoun-Smith, CBI
- Trader Joe's of Chapel Hill

AGENDA

Day 1: Birthplace and Homecoming Preparation for mothering, breastfeeding and work

<u>Time</u>	<u>Speaker</u>	<u>Title</u>	<u>Objective</u>	<u>Moderator</u>
8:00 -8:30A	Registration and Continental Breakfast			
8:30 - 8:45	Hosts and Kathleen Williams, Assoc Dean for Academic Affairs	Welcoming Remarks, Introduction of the Panel of Advisors		Paige Hall Smith
8:45 - 9:30	Keynote Speaker Penny Van Esterik	Breastfeeding and Feminism: How Modernity Disrupts Birthplaces and Workplaces	To explore how to reposition breastfeeding in the spaces and places of the modern world, using feminist and cross-cultural analysis	Bernice Hausman
9:30-10:00	Discussion			
10:00-10:15	Break			
Birthplace: Women and Breastfeeding				Lynne LeWallen
10:15-10:35	Ana Parrilla-Rodriguez	Medicalization of Birth as Violence Against Women	To identify and characterize how specific maternity care practices constitute violence against women and offer strategies for change	
10:35-10:50	Kaaren Haldeman	Black Feminist Perspective on Pregnancy and Motherhood: Understanding Lived Experiences of African American Women Living in NC	To enhance our understandings of the lived experiences of race, class, and gender as they relate to pregnancy and mother among African American women living in NC	
10:50-11:05	Ami Goldstein	Women's Experiences with Birth: Promoting positive experiences and outcomes.	To analyze the relationship between women's birth and breastfeeding experiences and suggest strategies for improving practice.	
11:05-11:20	Deborah Dee	National Survey of Maternity Practices in Infant Nutrition and Care (mPINC)	To report the findings of the CDC's National Survey of Maternity Practices in Infant Nutrition and Care, and offer recommendations for responsive actions	
11:20-12:00	Discussion			
12:00-1PM	Lunch			

<u>Time</u>	<u>Speaker</u>	<u>Title</u>	<u>Objective</u>	<u>Moderator</u>
Homecoming: Facing Reality				
1:00-1:20	Alison Stuebe	Yes we can! Transitioning home for breastfeeding success	To explore ways we can better support breastfeeding mothers during the transition from maternity care to home	Mel Downey-Piper
1:20-1:35	Mary Rose Tully	Just One Bottle - Does It Matter?	To identify and explain the negative impact of "just one bottle" of formula for the breastfeeding mother-baby dyad.	
1:35-2:05	Christina (Tina) Smillie	The mother-baby dance	To examine the neurobiologic basis for ordinary intuitive interactions between mother and baby, and to demonstrate, via video, the instinctive behaviors of infants as they learn to feed	
2:05-2:20	Emily Taylor	Barriers to exclusive breastfeeding in the US	To identify barriers to exclusive breastfeeding in the US, and make evidence-based recommendations for action in support of EBF6.	
2:20- 3:00	Discussion			
3:00-3:15	Break			
Enhancing motherhood and breastfeeding: Feminist, Legal, Systems, and Cultural Perspectives				Bernice Hausman
3:15-3:30	Jake Marcus	Law and Breastfeeding in Public Life	To examine the legal basis for US law and polices addressing pregnancy, lactation and maternity leave and detail suggestions for legal/policy advocacy.	
3:30-3:45	Miriam Labbok	Evolutionary, biological, and economic perspectives on maternity leave.	To offer a multidimensional conceptualization of maternity leave and its cost-effectiveness.	
3:45-4:00	Sharon Baker	BEST Alliance of Durham: Focus group discussion on breastfeeding in the African American community	To describe findings of a community-based participatory initiative to promote breastfeeding in the African American community of Durham, North Carolina.	
4:00-4:10	Elizabeth Woods, response	African-American women in South Los Angeles: How do they compare?	To describe the similarities between African-American women in South Los Angeles, CA and Durham, NC	
4:10-4:30	Discussion			
4:30 - 5:50	Moderated small group discussions for policy development and next actions:			
5:50 - 6:00	Hosts	Wrap up		

DAY TWO: THE BUSINESS CASE FOR BREASTFEEDING AND MOTHERING

<u>Time</u>	<u>Speaker</u>	<u>Title</u>	<u>Objective</u>	<u>Moderator</u>
8:00 - 8:30A		Registration, Breakfast and networking		
8:30-8:45	Hosts	Announcements		Emily Taylor
8:45-9:00	The Honorable Melanie Goodwin, State Legislator	Opening remarks	Perspectives by a mother and legislature	Miriam Labbok
9:00 - 9:20	Keynote Speaker Marian Ruderman	Work-Life Integration Research: Is Breastfeeding Considered?	To synthesize the research on work-family-life balance, its connections to breastfeeding and offer suggestions for women's leadership.	Paige Hall Smith
9:20-9:30	Discussion			
Work-Life Integration to support breastfeeding and mothering				Christine Murray
9:30-9:45	Paige Hall Smith	Merging of the Public and Private Domain: Women's Experiences and Implications for Practice and Policy	To use women's experiences to develop a conceptual frame for examining and improving workplace to helping working mothers integrate their lives.	
9:45-10:00	Yu-Chin (Jerrie) Hsieh	Work and Personal Life Balance: Lessons Learned From Hotel Managers	To identify how lodging managers seek to balance their work and personal lives and identify suggestions for advocacy, practice and research.	
10:00-10:15	Discussion			
10:15-10:30	Break			
Work-Life Integration to support breastfeeding and mothering (continued)				Jose Gorrin-Peralta
10:30-10:45	Barbara Carroll	An HR perspective on family-friendly benefits		
10:45-11:00	Sara Amin	WABA: Gender, Work and Maternity Protection Action Kit.	To describe the development, purposes, and usefulness of WABA's work and materials	
11:00-11:15	Beth Olson	Evaluating Workplace Support for Combining Breastfeeding and Employment	To identify methods for evaluating workplace support for breastfeeding and suggest recommendations for worksites and for research	
11:15-11:30	Discussion			
11:30-1:15P	Working Lunch: Small group review of policy statement and next actions			

<u>Time</u>	<u>Speaker</u>	<u>Title</u>	<u>Objective</u>	<u>Moderator</u>
1:15-1:45	Keynote Cathy Carothers	A National Effort: The Business Case for Breastfeeding	To describe the development, purposes, and usefulness of US DHHS' Business Case for Breastfeeding	Suzanne Haynes
1:45-1:55	Suzanne Haynes	Response		
1:55-2:10	Discussion			
Supporting working mothers and children				Beth Olson
2:10-2:25	Chris Mulford	Breastfeeding v. pumping: does it matter which you do?	To describe the differences between direct breastfeeding and feeding pumped milk by bottle.	
2:25-2:40	Jonathon Kotch	Breastfeeding and Childcare: What's good for the goose is good for the gosling!	To highlight successful action toward breastfeeding protection and promotion in childcare facilities.	
2:40-2:55	Deborah Cassidy	Quality Child Care	To describe the state of childcare availability and quality and suggest strategies for advocacy, policy and research.	
2:55-3:15	Discussion			
3:15-3:30	Break			
Making it work: Employers speak out on mothering, childcare and breastfeeding				Jerrie Hsieh
3:30-3:35	Nancy Register	Representing SAS	To identify and discuss strategies for promoting breastfeeding and family-friendliness in a large business.	
3:35-3:40	Sonia Tong-Argao	Representing US EPA, RTP Campus	To identify and discuss strategies for promoting breastfeeding and family-friendliness in a medium-sized business.	
3:40-3:45	Debra Carley	Representing UNC Greensboro	To identify and discuss strategies for promoting breastfeeding and family-friendliness in universities	
3:45-4:05	Discussion			
4:05-4:20	Larry Grummer-Strawn	Securing women's rights to breastfeed from birthplace to workplace	To identify cross-cutting strategies at the federal and state levels to secure women's rights to breastfeed.	Fatma Simsek
4:20-4:35	Discussion			
4:35-5:30	Hosts	Consensus Statement Discussion/ Closing comments		
6:00-8:00	Reception at Hotel : sponsored by LLLI and CBI/UNC for WABA – North America			

Working Groups

Day 1: 4:30 – 5:50 PM

Self select into one of the following five groups:

1. Pregnancy
2. Birthing
3. Immediate postpartum
4. Homecoming
5. Work

Moderator will lead the discussion to select a rapporteur to keep notes for the group.

Each group will consider feminist, legal, public health and medical perspectives in answering the following five questions:

- a) What specific cultural, social, political or service changes are needed to enhance women's experience and impact breastfeeding?
- b) What specific policy(ies) would support these changes?
- c) Are there specific program or service would support these changes? List research questions that would help achieve a) and/or b), above
- d) Discuss and define do-able next action(s). Please list the specific change and possible action, how it can be addressed, who would be the target of evidence-based advocacy, etc.

The notes from the groups will be used to develop a draft consensus statement to be discussed on day 2.

Day 2: Lunch

Self select into one of the following interest groups and bring your box lunch.

1. International interests
2. Health care services
3. Public health
4. Culture/Society
5. Research

Moderator will lead the discussion to select a rapporteur to keep notes for the group.

Each group will review the draft consensus statement

- Include new ideas from today's discussion
- Edit the statement to ensure that the wording is responsive to your interest group.

The outcomes will be discussed for consensus at the last session of the day.

Speakers

Cathy Carothers, BLA, IBCLC, RLC is co-founder and co-director of EVERY MOTHER, INC, a nonprofit 501 (c)3 organization providing counseling and lactation trainings and technical assistance for health professionals and families across the United States. She is the principal author of *The Business Case for Breastfeeding* resource kit, and principal author and lead trainer for the U.S. Department of Health and Human Services national training initiative, *“Implementing The Business Case for Breastfeeding in Your Community.”*

Cathy is an International Board Certified Lactation Consultant (IBCLC) since 1996, and Director of Marketing for the International Lactation Consultant Association (ILCA). She has provided counseling and breastfeeding training programs in nearly every U.S. state and at numerous national and international conferences, and has spearheaded numerous breastfeeding promotion and support programs at the national level for USDA, the Centers for Disease Control, and the Maternal and Child Health Bureau.

She is the former Training and Outreach Coordinator for Best Start Social Marketing, and the former State WIC Breastfeeding Coordinator for the Mississippi State Department of Health, where she coordinated the state’s comprehensive breastfeeding promotion program that earned them the “National WIC Award.”

She is Media and Marketing Chair of the United States Breastfeeding Committee, and founding president of the Mississippi Breastfeeding Coalition. An experienced trainer and speaker, she has provided nearly 300 training events on counseling and breastfeeding promotion and support topics across the country.

She is married to a United Methodist minister, and the mother of 5 healthy breastfed children now ages 15 to 26.

Barbara Carroll is Associate Vice Chancellor and Chief HR Officer at North Carolina State University. Her 20 year career in human resources has been focused within higher education. Prior to NC State, she served as the Chief Human Resource Officer at Georgia State University and at Swarthmore College, as well as the University of Missouri, St. Louis. Barb’s HR career started at Vanderbilt University, where she served as manager of employee relations after working for several years in one of Peabody College’s largest academic research departments.

She holds an MBA from Vanderbilt’s Owen Graduate School of Management. Barb has written and presented on a variety of HR topics, including strategic HR planning issues, has headed university system-wide HR initiatives in both Georgia and North Carolina, has consulted with both public and private institutions as well as non-profit organizations, and has served CUPA-HR (the national association for higher education HR) as part of its National Program Planning Committee and National Policy Advisory Board.

Deborah Cassidy is a Professor in Human Development and Family Studies at the University of North Carolina at Greensboro. She is Coordinator of the Birth-Kindergarten Teaching Licensure Program at UNCG and teaches early childhood methods and policy courses at the undergraduate and graduate levels. She has also been Project Director of the North Carolina rated License Assessment Project for the past 8 years. This project conducts assessments using global measures of classroom quality as part of the rated license in North Carolina. Dr. Cassidy has conducted research in the area of early childhood program quality, particularly the relationship between teacher variables and quality. She has written numerous articles on child care quality and professional development of early childhood teachers.

Deborah Dee, Ph.D., MPH is an Epidemic Intelligence Service Officer/Epidemiologist in the Nutrition Branch at the Centers for Disease Control and Prevention. A graduate of the University of North Carolina at Chapel Hill Gillings School of Global Public Health, Deborah has conducted research on breastfeeding among women with low incomes, associations of breastfeeding and children’s language and motor skills, peer breastfeeding support programs, structural and environmental influences on breastfeeding, and, most recently, breastfeeding-related maternity practices at hospitals and birth centers in the United States.

Penny Van Esterik, Ph.D. is Professor of Anthropology at York University, Toronto. She teaches nutritional anthropology, advocacy anthropology and feminist theory, and works primarily in Southeast Asia (Thailand and Lao PDR). Past books include/ *Beyond the Breast-Bottle Controversy/* (on infant feeding in developing countries), */Materializing Thailand/* (on cultural interpretations of gender in Thailand), */Taking Refuge: Lao Buddhists in North America/* (on the reintroduction of Buddhism by Lao refugees to North America), */Food and Culture: a reader/*, edited with Carole Counihan (recently updated in a second edition), and */Food Culture in Southeast Asia/*.

Together with John Van Esterik, she worked on “Canadianizing” an introductory textbook, /Cultural Anthropology/ (Miller, Van Esterik and Van Esterik). She is a founding member of WABA (World Alliance for Breastfeeding Action) and has been active in developing articles and advocacy materials on breastfeeding and women’s work, breastfeeding and feminism, and contemporary challenges to infant feeding such as environmental contaminants and HIV/AIDS. In 2007, she received the Weaver-Tremblay award from the Canadian Anthropology Society (CASCA) for contributions to applied anthropology in Canada.

Ami Goldstein, CNM/FNP has been a nurse-midwife for nine years. After training in a free-standing birthing center, I worked in various Planned Parenthood practices for several years. During this time I completed my Family Nurse Practitioner Certification. Since then, I have been privileged to practice in several midwifery services and currently am on faculty at UNC-Chapel Department of Family Medicine. I function as an attending with Family Medicine Resident Physicians teaching about normal birth and evidence based practices.

Representative Melanie Wade Goodwin is in her 3rd term in the North Carolina House of Representatives, and she is currently representing District 66 (Richmond and Montgomery Counties). For the 2009-2010 Session, she is serving as the Chair of the Election Law and Campaign Finance Reform Committee and the Vice-Chair of the Judiciary I Committee, and a member of various committees. Goodwin has co-sponsored several bills for the improvement of the public’s health. These bills include House Bill H479 to increase funding for the education of sudden infant death syndrome, House Bill H480 to reduce infant mortality and preterm births, and House Bill H177 (Healthy Families and Healthy Workplaces Act) to increase the number of workers to have paid sick days to address their own health needs and the health needs of their families.

Laurence M. Grummer –Strawn, MPA, MA, Ph.D. is Chief of the Nutrition Branch at the CDC. He earned his Ph.D. in Public Affairs at Princeton University, specializing in Demography. He has worked at CDC for 17 years, 15 of those in Nutrition. He is an epidemiologist who has published over 100 articles on breastfeeding, child mortality, vitamin and mineral deficiencies, child growth, and child obesity. He is a co-author of the CDC 2000 Growth Charts and continues to do research on the measurement of adiposity in children. He was on the Advisory Group for the WHO international growth standard released in 2006. He oversees the operation and use of the CDC Pediatric and Pregnancy Nutrition Surveillance Systems (PedNSS and PNSS). He co-edited the HHS Blueprint for Action on Breastfeeding and is a co-author of the “CDC Guide to Breastfeeding Interventions.” He is responsible for CDC’s collection of breastfeeding data in the National Immunization Survey, the State Breastfeeding Report Card, the CDC survey of Maternity Care Practices related to breastfeeding, and the state breastfeeding coalitions teleconference. He oversees CDC’s International Micronutrient Prevention and Control Program, providing technical assistance to developing countries on vitamin and mineral supplementation and fortification programs. Dr. Grummer-Strawn serves as liaison to the Vitamin and Mineral Deficiency 10 year Strategy, the US Breastfeeding Committee, the Breastfeeding Promotion Consortium, and the AAP Committee on Nutrition and is on the Executive Committee of the International Society for Research on Human Milk and Lactation (ISRHML).

Kaaren M. Haldeman, MPH, Ph.D. received her doctorate in Medical Anthropology from the University of North Carolina at Chapel Hill and her MPH in Nutrition from the University of California at Berkeley. She currently works as an independent scholar with the UNC-Chapel Hill Frank Porter Graham Child Development Center and will begin a UNC-sponsored project in the spring that includes research with African American mothers and daughters in Durham, NC around HIV/AIDS. She is the recipient of the 2005 NC State Impact Award for research directly benefiting the people of NC and was part of a qualitative research team with the NC State Infant Mortality Collaborative. She has worked in rural and urban NC, San Diego, CA and Tijuana, Mexico. She has been conducting research on African American cultural life, pregnancy, childbirth and motherhood for 10 years. Her publications include “The ‘Burden and Blessing’ of Being a Black Woman: Engaging Intersectionality through an Anthropology of Pregnancy and Motherhood

Among African American Women. In: Berger, Michele T. and Kathleen Guidroz, eds. (forthcoming, fall 2009). The Intersectional Approach: Transforming the Academy through Race, Class and Gender. Chapel Hill: UNC Press. She currently lives in Durham, NC and is mother to three sons.

Dr. Yu-chin “Jerrie” Hsieh is an Assistant Professor of the Department of Recreation, Tourism, and Hospitality Management at the University of North Carolina at Greensboro. Prior to her return to academia, Dr. Hsieh held managerial positions in the lodging industry. She has been conducting research on the balance between personal and professional obligations since 2003, specifically focusing on hotel managers as well as bed and

breakfast innkeepers. Her findings have been published in several hospitality journals, including the International Journal of Hospitality and Tourism Administration and Journal of Human Resources in Hospitality. Dr. Hsieh has made presentations at the International Council for Hotel, Restaurant, and Institutional Education Conference (CHRIE) and received the CHIRE 2004 Best Paper Award.

Miriam H Labbok, MD, MPH, MMS, FACPM, FABM, IBCLC is Professor of the Practice of Public Health, and Director, Carolina Global Breastfeeding Institute (CBI) since January 2006. Previously, she served as the Senior Advisor for Infant and Young Child Feeding and Care, UNICEF HQ; Chief, Maternal Health and Nutrition Division, USAID; Associate Professor at Georgetown University Medical Center and Co-Director, Institute for Reproductive Health; Assistant Professor, Johns Hopkins School of Hygiene and Public Health, and Adjunct Associate Professor at Tulane. She graduated from the University of Pennsylvania with General Honors, the University of Medicine and Dentistry of New Jersey – Rutgers, Tulane University (where she studied under mentorship of Dr. Cicely Williams), Pediatrics at Georgetown U Medical Center and Post-doc in epidemiology and Preventive Medicine Residency at Johns Hopkins. She has nearly 35 years of research and programme work on maternal/child dyad health and nutrition; known for the development of the Lactational Amenorrhea Method (LAM) for birth spacing, technical secretariat for the Innocenti Declaration meetings, definitions for breastfeeding, studies of health consequences of breastfeeding for the dyad; and for community health initiatives using operational and translational research approaches. Her work has been recognized with honors as varied as Distinguished Alumnus of all of her institutions of higher learning, the first science and technology award from USAID, both student and distinguished honoree of LLLI, Delta Omega, and many others. Dr. Labbok has worked in more than 50 countries, and has published more than 330 chapters, published articles, papers, and abstracts, and hundreds of invited lectures and seminars. She is pleased and honored to be able to apply her expertise at the home of the Tar Heels, University of North Carolina, at the School of Public Health in the Department of MCH that exists to consider and support the global public health needs of every mother and every child.

Jake Aryeh Marcus is a writer and a public interest lawyer whose work has focused on gender and sexual orientation, particularly breastfeeding, mothering, sexual abuse and domestic violence, HIV/AIDS, and gay/lesbian/transgender issues. She is also a Contributing Editor for ***Mothering*** magazine.

Marcus' work as an attorney includes serving as litigation coordinator for the Women Against Abuse Legal Center in Philadelphia, and on Planned Parenthood's trial team in its challenge to the constitutionality of the Pennsylvania Abortion Control Act. She was a member of the Board of Directors of the AIDS Law Project of Pennsylvania and was a member of the Legal Advisory Council to La Leche League International.

Her writing has appeared in *Mothering*, *Life Learning*, *LEAVEN*, *The Philadelphia Lawyer*, *Vegetarian Baby and Child*, and on ePregnancy.com and VegFamily.com.

Marcus also speaks at conferences and on television and radio as an expert on the legal aspects of breastfeeding, domestic violence, child sexual abuse, abortion, reproductive rights and technologies, and HIV/AIDS. She was producer, writer, and host of *SPEAK!* and of *Kept Quiet*, two television programs focusing on gender issues and political activism.

Chris Mulford, BSN, IBCLC retired in 2007 from her job coordinating breastfeeding services for five WIC agencies in Southern New Jersey. She is the mother of two grown children and has been a breastfeeding advocate since 1970, working as a La Leche League Leader, as hospital and private practice IBCLC, and an RN. She is a member of the ILCA/La Leche League/ABM breastfeeding advocacy team at the U.N. and attended the 1995 UN Global Conference on Women in Beijing & Huairou.

Chris joined the Women and Work Task Force at WABA (World Alliance for Breastfeeding Action) in 1998 and has served as co-coordinator of the task force since 2000. She co-edited *Innovative Initiatives*, a book about WABA's Women & Work seedgrants projects from 25 countries. She was lead author of ILCA's Position Paper on Breastfeeding and Work. She participates on the state breastfeeding coalitions in Pennsylvania and New Jersey and chairs the US Breastfeeding Committee's sub-committee on Workplace Breastfeeding Support.

Dr. Beth H. Olson, Ph.D. is an Associate Professor and Director of Graduate Studies in the Department of Food Science and Human Nutrition, Michigan State University. She also serves as the statewide Nutrition Specialist for MSU Extension. Her areas of research focus include breastfeeding support to low-income and working women,

and the role of the family environment on the feeding of infants and children. Beth is currently the Principal Investigator on a USDA National Research Initiative grant to investigate the culture for breastfeeding support in workplaces. She has also been funded to conduct evaluations of MSU Extension's Breastfeeding Initiative, the Mother-to-Mother Peer Counseling Program. She is the co-investigator on a USDA NRI grant to conduct research and develop curriculum on infant feeding from birth to 12 months, has developed EFNEP lessons on pregnancy and infant feeding, and was a member of the USDA working group for the development of MyPyramid for Preschoolers. Dr. Olson is currently a member of the USDA Multi-state project, "An Integrated Approach to Prevention of Obesity in High Risk Families," and has been a grant reviewer for the USDA Human Obesity National Research Initiative. She is a member of the American Society for Nutrition, The Society for Nutrition Education, and the International Society for Research in Human Milk and Lactation.

Prior to coming to MSU, Beth worked for the Kellogg Company in Battle Creek, MI. In Global Research and Development, she developed research programs to support nutrition initiatives for Kellogg worldwide. She subsequently worked in Kellogg USA as Director of Nutrition, developing nutrition programs in cooperation with marketing. Beth earned her Bachelor of Science degree in Biochemistry from the University of Wisconsin, and Master of Science and a PhD in Nutrition from the University of California, Davis.

Ana M. Parrilla, MD, MPH, FABM is a Public Health Physician specialized in breastfeeding medicine. She is an Associate Professor at the University of Puerto Rico's Graduate School of Public Health, Maternal and Child Health Program. There, she coordinates the Division of Community Outreach and Education and the Project for the Promotion of Breastfeeding. She is a Fellow of the Academy of Breastfeeding Medicine and a full member of the International Society for Research in Human Milk and Lactation. She serves as an alternate delegate from the Association of Teachers of Maternal and Child Health in the United States Breastfeeding Committee. She is National Coordinator for Puerto Rico of the International Breastfeeding Action Network (IBFAN). Doctor Parrilla has published widely in peer reviewed journals on her field of expertise and is the author of the book "Guía Práctica para una Lactancia Exitosa."

Nancy Register, RN has been a nurse over 30 years and a family nurse practitioner for the last 10 years. She also became a certified lactation consultant in 2001. She currently works in a family practice clinic at SAS (a software company) in Cary, NC managing health care for employees and family members of all ages, as well as supervising lactation services at the corporate and regional offices. SAS has received recognition as a Workplace Model of Excellence from the National Healthy Mother Healthy Baby Coalition, several Certificates of Excellence as a Mother-Friendly Workplace that supports breastfeeding from the NC Department of Health and Human Services, and was featured in the LLL book, Hirkani's Daughters: Women Who Scale Modern Mountains to Combine Breastfeeding and Working.

Marian N. Ruderman, Ph.D. is Director, Global Leadership and Diversity at the Center for Creative Leadership (CCL[®]). Her research focuses on the career development of women and the leadership challenges inherent in leading a workforce of people from different backgrounds, races, nationalities, ethnicities, and religions. Marian is currently co-manager of a major study that focuses on Leadership Across Differences. This multi-year project is designed to develop tools, techniques, and interventions that enable leadership to more effectively lead groups of people with very different histories, perspectives, values, and cultures.

Marian co-authored *Standing at the Crossroads: Next Steps for High-Achieving Women*. This book presents original research looking at the fundamental pressures that influence the career and personal decisions of high-achieving women. She is co-editor of *Diversity in Work Teams: Research Paradigms for a Changing Workplace*. Marian has also written on the importance of job challenge and has coauthored the Center's feedback instrument, the Job Challenge Profile. She has written several Center reports and book chapters and her work has been published in many outlets including the *Academy of Management Journal*, *Journal of Applied Psychology*, *Eurobusiness*, and *Leader to Leader*. In addition, the popular press has reported widely on Marian's work with citations in the *Chicago Tribune*, *Wall Street Journal*, *New York Times*, *Fast Company Magazine*, and *Working Women*, among many others. Further, Marian speaks frequently to corporate and academic audiences about issues relating to the careers of women managers.

She is a member of the American Psychological Association, Society for I/O Psychology, the Academy of Management, and associate member of the Consortium for Research on Emotional Intelligence. Marian holds a B.A. from Cornell University and a M.A. and Ph.D. in Organizational Psychology from the University of Michigan.

Christina M. Smillie, MD, FAAP, FABM was raised on the US West Coast and received both undergraduate and medical degrees from the University of California. Her pediatric residency took her to Connecticut, and for the past three decades she has lived on the US Eastern Seaboard. Boarded in pediatrics since 1983, Dr. Smillie left primary care in 1996 to found Breastfeeding Resources in Stratford, Connecticut, a private medical practice limited to the specialty of breastfeeding medicine

As a clinician, she notes that much of the physiology, neurobehavior, psychobiology and pathology she observes in her practice represent issues that are underreported, unreported or unstudied in the medical literature. A particular area of interest for her is the neurobehavioral basis for maternal and infant interactions and learning, particularly with regard to initiating and learning to breastfeed, as well as how this interaction helps the infant's affective development and the regulation of state and emotions.

Dr. Smillie has been a member of the Academy of Breastfeeding Medicine since its inception, and was awarded Fellowship in 2002. She currently serves on the Academy's board of directors. She also serves as an advisor to the American Academy of Pediatrics Section on Breastfeeding, and to the Health Advisory Council of La Leche League International.

Paige Hall Smith, PhD, MSPH is Director of the Center for Women's Health and Wellness and associate professor of Public Health Education at the University of North Carolina at Greensboro. She was the 2004-2006 recipient of the Linda Arnold Carlisle Professorship in Women's and Gender Studies, at UNCG, which provided funding for her research investigating women's experiences with breastfeeding, motherhood, work and feminism. This professorship led to the inaugural Breastfeeding and Feminism Symposium held in April, 2005. She is co-director of the 2009 symposium. Paige is currently principal investigator on a CDC funded study to develop and evaluate a breastfeeding promotion and support program for teen mothers. She also conducts research to further our understanding of ways to prevent violence against women and has published widely in that area. Paige holds a BA from Davidson College, North Carolina, an MSPH from the Department of Health Policy and Administration in the School of Public Health at the University of North Carolina at Chapel Hill, and a PhD from the Department of Health Behavior and Health Education also from UNC-CH's School of Public Health. She lives in Chapel Hill with her husband Jason and her 12 year old daughter Nora and enjoys playing the mountain dulcimer.

Emily Taylor, MPH, CD (DONA) is the Senior Director of Breastfeeding-Friendly Healthcare Programming at The Carolina Breastfeeding Institute, in the Department of Maternal and Child Health, Gillings School of Global Public Health, at The University of North Carolina at Chapel Hill. Emily's work at the Institute focuses on five main areas: 1) cultivating financial resources for enhanced capacity; 2) building synergy among CBI and related organizations and individuals for greater impact; 3) reducing constraints to exclusive breastfeeding in the United States' Healthcare System; 4) supporting the North Carolina Breastfeeding Coalition in their efforts to increase their organizational capacity, and to "Ban the Bags" from North Carolina hospitals; and 5) co-coordinating the annual Breastfeeding, Feminism, and Reproductive Rights Symposium.

Emily received her Master of Public Health degree from UNC School of Public Health's Department of Maternal and Child Health in 2007. Before attending UNC, her study of Medical Anthropology formed her perspectives on pregnancy, childbirthing, and mothering young children. Emily complements her theoretical knowledge base regarding these areas by practicing as a Certified Childbirth Doula (CD(DONA)). In other efforts to improve maternal and child health in the US, she served as the Health Literacy Coordinator for Middle Georgia Technical College, founded the Middle Georgia Health Literacy Taskforce, and continues to lecture on effective health communication to health professionals throughout the Southeast.

Sania W. Tong Argao, Ph.D. is a Physical Scientist at the U.S. EPA and conducts research on air pollutants such as particulate matter to support source apportionment modeling. Sania is also the Asian/Pacific American Employment Program Manager and the Lactation Room/Working Mothers' Network Coordinator. As a working mom, she utilizes the Agency's on-site day care for her 10 1/2 month old daughter and credits the Agency's family-friendly policies with helping to make her parental and work-related duties more manageable.

Mary Rose Tully, MPH, IBCLC is Director of Lactation Services at NC Women's and Children's Hospitals, UNC Health Care and on faculty at the Carolina Breastfeeding Institute, UNC Chapel Hill School of Public Health. She has published widely and worked in the fields of lactation consulting and donor milk banking for over 30 years. She has been recognized for her work in maternal child health, breastfeeding and donor milk banking. She is the recipient of the Circle of Quality Service Award by WakeMed Health and Hospitals for her work with patients and staff, the Sidney S. Chipman Award by the Department of Maternal Child Health, School of Public Health, UNC-CH for outstanding contributions to the field of Maternal Child Health, the first Lifetime Achievement Award by the

Human Milk Banking Association of North America for her pioneering work in donor human milk banking, and the North Carolina Governor's Volunteerism Award for her work in Wake County with the community organization, Nursing Mothers of Raleigh.

Elizabeth Woods, MA, MPH is the director of Soul Food For Your Baby, a project that aims to increase breastfeeding among African Americans. She created the project while working at Maternal, Child, and Adolescent Programs, a division of the Los Angeles County Department of Public Health. During this time, she was also working on an MPH with an emphasis in health education at the University of California, Los Angeles, which she completed in 2007. Before this, Ms. Woods worked in communications for a Los Angeles-based homeless agency and as a copy editor for daily newspapers in San Diego and L.A. counties. She has an MA in international development studies from the University of East Anglia, Norwich, UK.