

Title V / Maternal and Child Health Impact Story: April 1, 2016 – September 30, 2017

MCH Grantee (check box):

- Bismarck-Burleigh Public Health
- Fargo Cass Public Health
- Grand Forks Public Health Department
- North Dakota State University
- South East Education Cooperative

North Dakota Maternal and Child Health Priority Area (check box):

- Increase the rate of breastfeeding at 6 months
- Reduce overweight and obesity in children

In a sentence or two, describe the problem you were trying to solve or the reason why your intervention is needed.

Over 80% of North Dakota moms initiate breastfeeding; however, this number decreases significantly by 6 months at which over two-thirds of moms are back to work. Working outside the home is related to shorter duration of breastfeeding and returning to work is one of the reasons why women stop breastfeeding before 6 months. With the known benefits of breastfeeding, and the AAP recommendations to exclusively breastfeed for about the first 6 months of life, support for women returning to work after having a baby has the potential to significantly impact breastfeeding duration rates.

In a brief paragraph, please share what you implemented and how it made a difference.

Fargo Cass Public Health reached out to over 200 local businesses to encourage and support employers in developing and implementing a worksite lactation support program for their employees. The initiative included educating employers on the business benefits of supporting breastfeeding in the workplace, assisting with policy development, as well as identifying a private space for moms to express milk at work. Additionally, businesses were encouraged to apply for the Infant-Friendly worksite designation.

ManorCare Health Services – Fargo was interested in increasing their support for their breastfeeding employees. Initially, ManorCare did not have a breastfeeding policy or a designated space that moms could use to express milk during their work day. We worked in collaboration with ManorCare to develop a business specific policy and creatively designate the current beauty parlor area in their worksite as the private space for moms.

Are there any specific NUMBERS or OUTCOMES you can share as a result of your work?

ManorCare has 160 employees impacted by their breastfeeding policy implementation and designation of the space. ManorCare is also an “Infant-Friendly” designated worksite.

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Were there any “AHA” or “lightbulb” moments you can share?

The majority of businesses are interested in supporting their breastfeeding employees, however, not many businesses have a breastfeeding policy or are familiar with the “Infant-Friendly” worksite designation.

Are there any “quotes” from anyone benefitting from this that you can share?

“It was great to be able to get back to work and have someplace private to pump. Being I don’t have an office I was worried I would have to use the bathroom or my car.”

-ManorCare Employee

“Creating a space for our employees to breastfeed has really put new moms at ease as many of our staff do not have individual offices due to the nature of the job.”

-Allison Wegner, HR Director

Is there anything else you want to share?

Our work with local businesses on increasing support for breastfeeding employees is ongoing. Since July 2016, thirty (30) new businesses have received the “Infant-Friendly” worksite designation, which brings the total number of designated businesses to 34 in Cass County.



ManorCare Health Services-Fargo assists new mothers by ensuring a smooth transition back into the workforce after having a child by providing them with the resources they need to express breast milk during the workday.



Employees are provided the time they need to express milk during their work day in addition to their regular break times.

What we offer:

- Private, quiet location for mothers to express milk
- Sink area for handwashing and cleaning of equipment
- Refrigerator for temporary storage

*"It was great to be able to get back to work and have someplace private to pump. Being I don't have an office I was worried I would have to use the bathroom or my car."
-ManorCare Employee*



Creating a space for our employees to breast feed has really put new moms at ease as many of our staff does not have individual offices due to the nature of the job.

-Allison Wegner, HR Director

Contact Allison Wegner, Human Resources Director at Allison.wegner@hcr-manorcare.com or 701-237-3030 with questions.