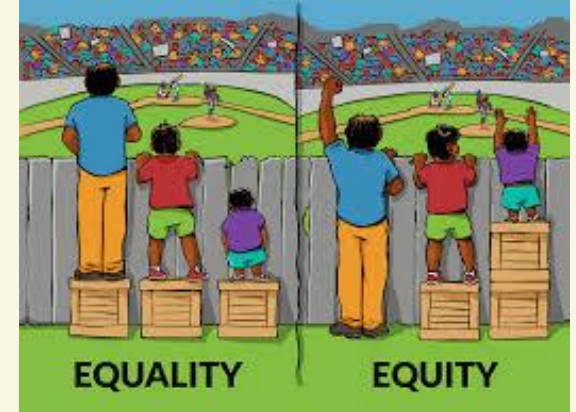
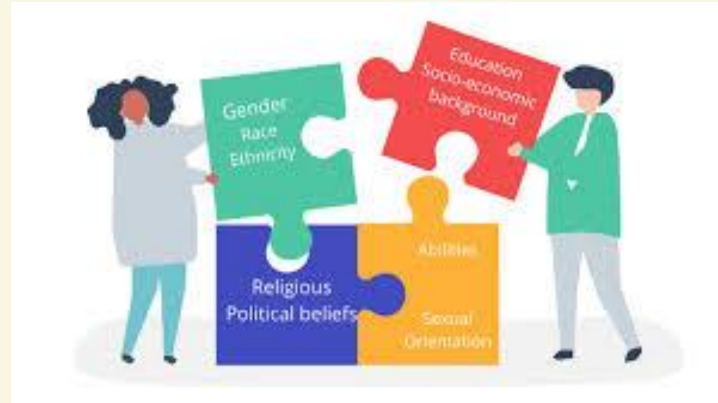


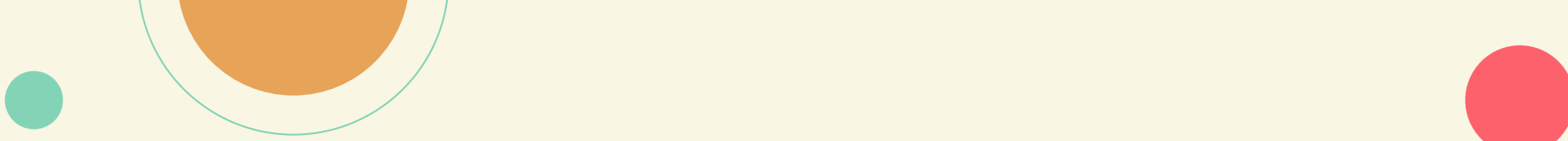
# ....A Discussion of First Food Equity

Presented By:  
Janiya Mitnaul Williams, MA, IBCLC, CLC



# What is Equity?





“Equity is.....fair and justice  
outcomes for all to achieve full  
potential.”

—**Janiya Mitnaul Williams,**  
**USLCA Conference 2020**



# First Food.....





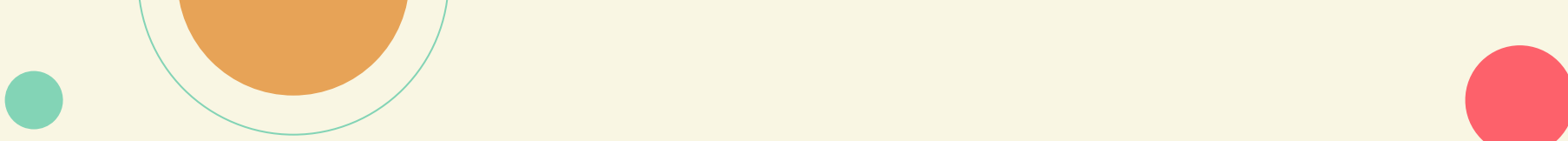
## Human Milk IS the First Food



- **Enslavement of Black people**
- **Generational stigma and shame associated with enslavement**
- **Targeted formula advisement**
- **Lack of knowledge due to inaccessible resources and community support**
- **Lack of diversity in the field of lactation**
- **Lack of workplace policies and accommodations**



# Barriers to Lactation



“Whatever the question is, the  
answer is in the community.”

—Kimberly Seals Allers





# Community Solutions.....



Education. Empowerment. Support.





# Shifting the Narrative.....



## 3 Small Changes, 1 Huge Impact

- Introduction to Pathway 2 Students
- Removing “required” credentials with hospital leadership
- Working in tandem with Public Health Departments

# Increased Nursing Rates for Black & Brown Families

..... and all other families



.....brought a folding  
chair...and bringing more....

First Pathway 2 Human Lactation  
Program at a Public Historically Black  
College and University (HBCU)



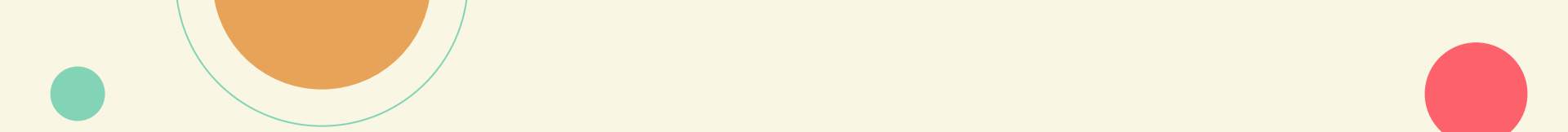
# Changing the Face of Lactation

Only Pathway 2 program at a Historically Black College and University (HBCU) and is assisting other HBCUs implement programs

17 Graduates since 2021.....and a total of 30 on Friday

Only Pathway 2 program with an Outpatient Lactation Clinic and Course in Cultural Comprehension



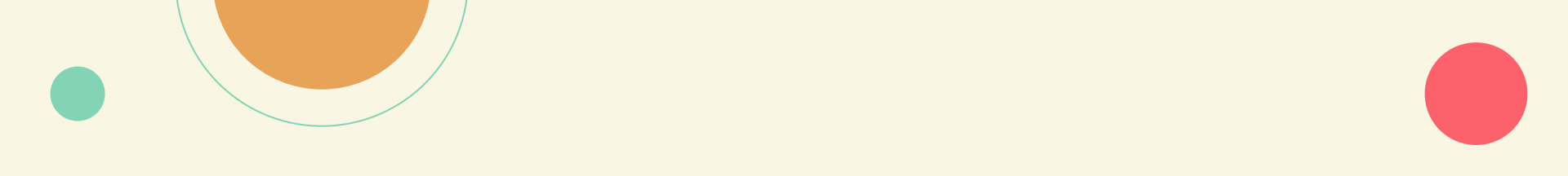


*Absolutely! The cultural competence is enough for me! So much energy is exuded in the hospital on cultural competence. It's like having a white therapist who you have to explain contextual things to as it relates to our culture. That's tiring. POCs will just get it. They will understand disparities as it relates to breastfeeding in our community, and the stigmas around them.*


*Also, hospitals can be intimidating. To have a safe place to go to get help from people who look like us and understand us is a no brainer.*

*Absolutely, I would use it, support it, and recommend it. I used my sponsored clinic and LLL. Both were incredible resources and provided a community, but the lack of representation bothered me from the start. These events naturally lead to other discussions regarding parenting and as (contributor #1) said, the need to explain cultural context is additional labor.*





*My baby was admitted to the pediatric unit at 7-weeks-old due to failure to thrive. I tried breastfeeding in the hospital, and everything went fine. When I was discharged it hurt too bad to latch the baby, so I started pumping and using formula. I think the formula made my baby sick because she kept spitting up every time we would feed her, but my baby's doctor told me that I was drinking too much water and that was making my baby spit up and her stools too loose. I saw one of the NCAT Lactation Students in the peds unit and she educated me on how to latch my baby and told me my baby's stools were supposed to be loose and that I was misinformed by my baby's doctor. She helped me latch my baby. I thought it was going to hurt but it didn't. My baby nursed for the first time since we had left the hospital! I felt way more comfortable talking to someone who looks like me because I felt like she was listening to me. I did not go back to the hospital for help when my baby stopped breastfeeding because they made me feel like I couldn't do it when I asked for help, so I decided not to deal with it. I would love to have this kind of help at a clinic if I have more babies.*



# Community Voices...Evidence-Based Care



## In 2022:

- Open 2 days a week for 6 hrs/ 7 weeks
- Collaborated with Cone Health: MedCenter for Women
- 29 families served

## In 2023:

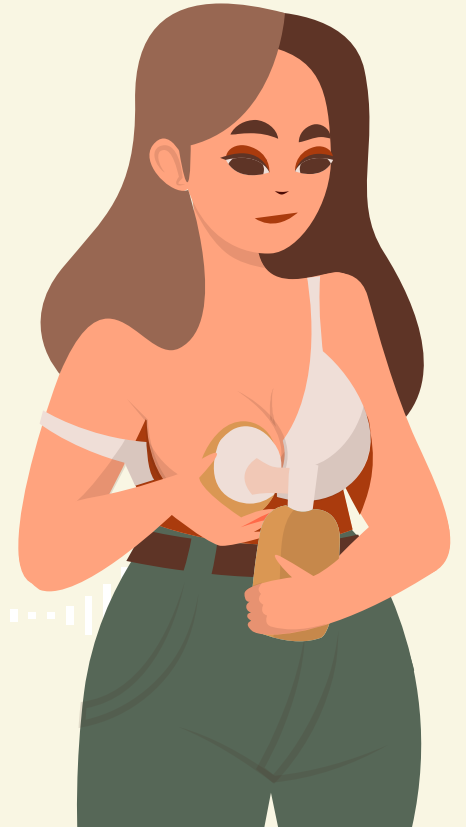
- Open 2 days a week for 6 hrs/ 7 weeks
- Collaborated with SLP students at NC A&T
- 39 families served

Summer 2023 and beyond.....



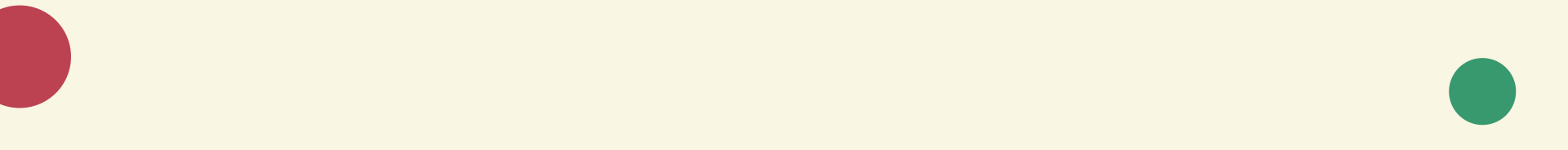
# Place Yourself in Circles of Policy Formation

- Gain expertise to be an advocate for Maternal Child Healthcare and Lactation needs
- Support legislation that benefits these populations and/or make needed services available
- Step forward as the expert to speak to media and organizational platforms

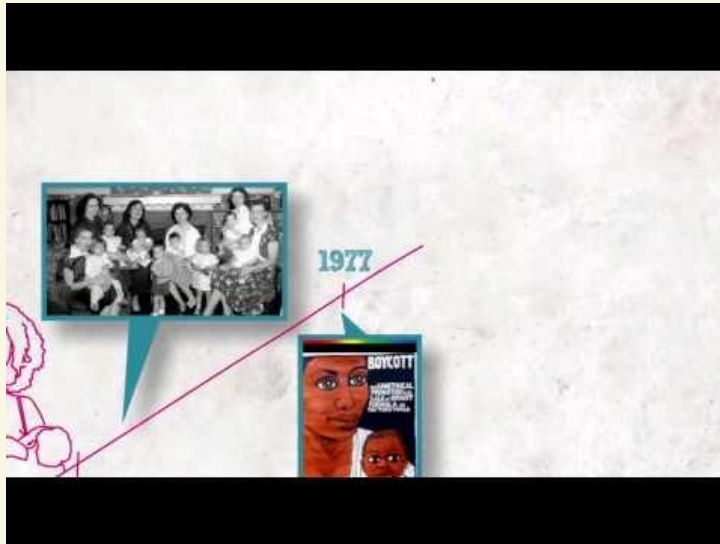


# Facilitating the Change Process



- Assessing the situation
  - Identifying driving and restraining forces
  - Understanding losses associated with change
  - Recognizing resistance to change
  - Lack of trust is key
  - Fear and loss of control
  - Change fatigue- feel overwhelmed by the expectations and lose enthusiasm
  - Self-assessment
  - Planning for change
  - Developing trust
  - Listening is very important
  - Planning a response to concerns
  - Fostering involvement
  - Timing the change
- 

# History, Change & YOU!



Will you be a change agent?

What are your thoughts around the current initiatives, codes and policies?

What do you think you will do within birth spaces and advocacy for birthing people?

# My Next Venture.....



Building Equitable Linkages with Interprofessional Education

*Valuing Everyone*

Transforming reproductive health care so each birthing person and health care team member is **seen, heard, and valued**.

We are working with communities and healthcare workers to improve training and working conditions for healthcare workers, and to help them provide more **respectful** and **equitable** care to pregnant people.

Learn more about our work, partnerships, and opportunities to collaborate at

➤ [BelieveIPE.org](https://BelieveIPE.org)



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL



NORTH CAROLINA AGRICULTURAL  
AND TECHNICAL STATE UNIVERSITY



UNIVERSITY OF  
MARYLAND



#BelieveBirth



## BIRTHING PARENTS & CARE TEAMS

HAVE YOU CARED FOR SOMEONE -OR- HAVE YOU BEEN PREGNANT OR GIVEN BIRTH WITHIN THE PAST 12 MONTHS?

We're listening to stories of new parents and healthcare team members in an effort to improve how pregnant people and care team members experience the healthcare system.

Participants will be asked to complete a 20-60 minute online survey about their birth or provider experience.



JOIN TODAY:  
[believeipe.org/survey](https://believeipe.org/survey)

Participants will  
receive a \$75 gift card.

Please direct any questions about the project to Alison Stuebe at [astuebe@med.unc.edu](mailto:astuebe@med.unc.edu). Any questions or concerns about your rights as a research subject, can be shared with the UNC Institutional Review Board at 919-966-3113 or by email to [IRB\\_subjects@unc.edu](mailto:IRB_subjects@unc.edu).

**#BelieveBirth**





# Questions?

Connect with me: [jtmitnau@ncat.edu](mailto:jtmitnau@ncat.edu)  
Twitter: janiyamwilliams  
IG: mahoganymilk

