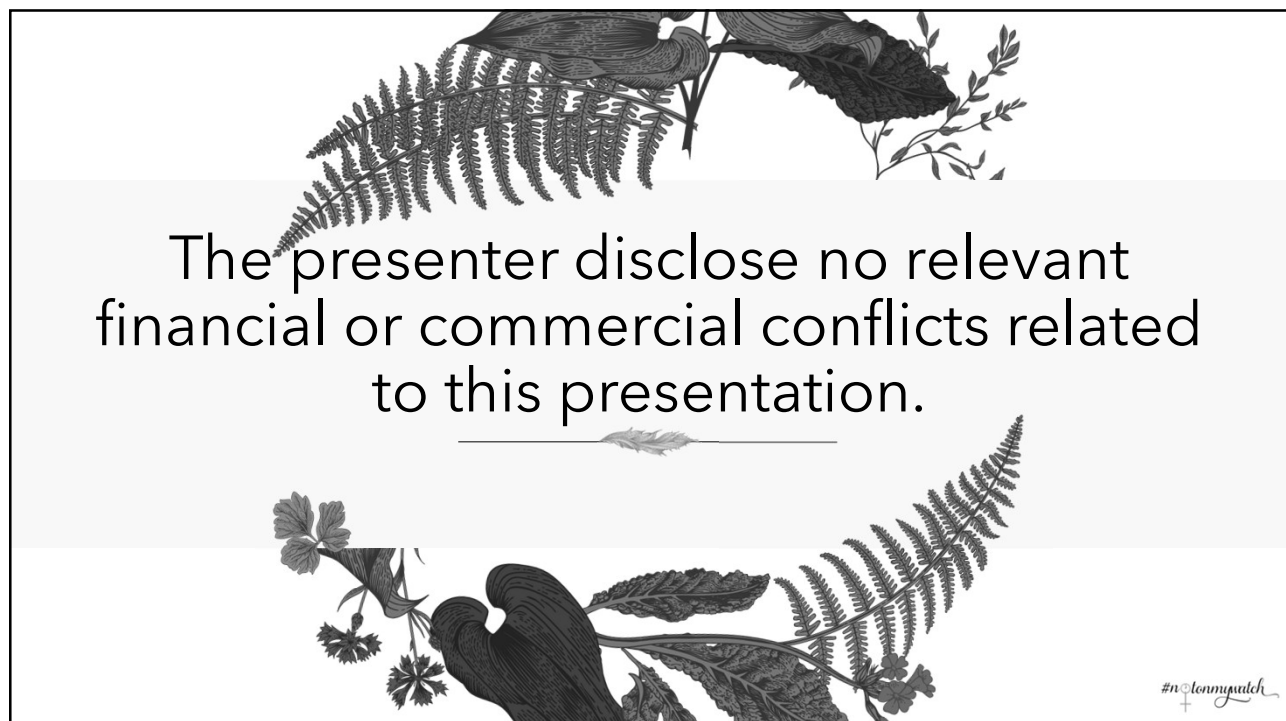




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Objectives

- Identify healthcare practices that contribute to breastfeeding (human milk feeding) disparities
- Understand the historical trauma of Breastfeeding for Black, Indigenous & People of Color (BIPOC) in the United States
- Discuss solutions to eliminate disparities




#notonmysulch

3



Conditions for a Brave Zone

- Face our fears and name them
- Choose curiosity over judgement
- Consider the impact, not just the intent, behind our words
- Lean into discomfort, recognizing it as a space of growth
- Admit when we are being fragile
- Welcome others to point out our fragility when needed
- Acknowledge our collective imperfections so that we can make mistakes
- Forgive often
- Assume best intent
- Call people 'in' rather than 'out'
- Seek authenticity
- Embody our truths

Winters Group (2020)

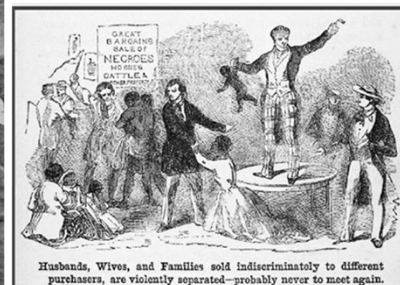
#notonmysulch

4



5

The Cost of Slavery 1492 -1865



6



6

Enslaved Women as Wet Nurses

I Wish I Dried Up

I wish I dried up

I wish every drop of my milk slipped passed those pink lips and nourished the ground

Where the bones lay

Of my babies

Starved while I feed their murderer

I wish I dried up

So the missus babies would dry up too

And be brittle

So I could crumble them to dust

Return them to the ground

Where all children of my bosom lay equal

- Hess Love, 2017



#notonmyswatch

7



Illustration of Dr. J. Marion Sims with Anarcha by Robert Thom. Courtesy of Southern Illinois University School of Medicine, Pearson Museum
<https://www.npr.org/2016/02/16/466942135/remembering-anarcha-lucy-and-betsey-the-mothers-of-modern-gynecology>

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8

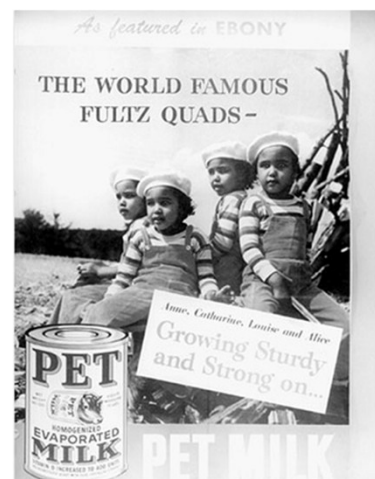
"This movement must
begin by
acknowledging that the
Black baby has a right
to be treated
as a child."

-HIRUT MELAKU, BA, IBCLC



9

The Fultz Quads

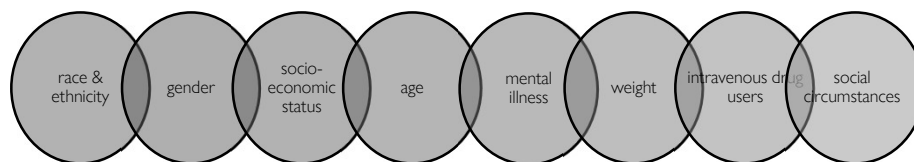


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10

Implicit Bias in Healthcare Professionals: A Systematic Review

Almost all studies found evidence for implicit biases among **physicians** and **nurses**. Based on the available evidence, physicians and nurses manifest implicit biases to a **similar degree as the general population**. The following characteristics are at issue:



Gerald & Hurst 2017



11

Implicit bias (*noun*):


Bias is the 'implicit' aspect of prejudice...(the) unconscious activation of prejudice notions about race, gender, ethnicity, age and other stereotypes that influences our judgement and decision-making capacity.

Devine, 1989



#nontenmygaulch


12



“...”due to the systemic racism that is built into this country and its institutions, including the medical system, Black people receive a different level of care by physicians, than people of other races from childhood to adulthood.”

The Black Maternal Mortality Crisis: Causes and Solutions (2020)™

”




#notenough

13

The US infant mortality rate rose last year. The CDC says it's the largest increase in two decades



14



Black newborns more likely to die when looked after by White doctors

By Rob Picheta, CNN
Updated 4:40 AM ET, Thu August 20, 2020

In the United States, racial disparities in human health can impact even the first hours of a person's life, according to new research.

#nolenmygulch

15

In Her Words...

I took my 4 year old here on Wednesday as his cough symptoms were progressing and he could Not get out of bed and just looked physically sick. We were called back pretty quickly so he could be examined. The doctor came in, I told her all his symptoms from him excessively coughing, to wheezing, to coughing so much that he throws up, diarrhea, an on and off fever of 100.5 to 99.5. She takes her stethoscope listens to the front of his chest and his back. Her doing all this took about 5 minutes if that. She then proceeds to tell me that he has an acute chronic cough, an acute upper respiratory virus and that it will clear up in a couple days. Being who I am, which is a very persistent person I knew that was not true. As a mother you know your child and you know when they're not okay. The next day I made an appointment at _____ Immediate Care in _____ to have him seen. I go in there and immediately they test for Covid and strep and they tested for the flu as well. They then did another strep test to be sent off to the lab as the doctor immediately knew just from looking at how white his tongue was that he had it. She even listened to his lungs and said they were very wet so in the meantime they started him on antibiotics and steroids. How does a hospital not treat my son and send him on his way and the next day I find out his lungs are wet and he has strep, RSV and Moraxella catarrhalis. I'm so glad I kept trusting my gut and getting my son the help that I was desperately seeking and was extremely let down. This whole situation could have had a completely different outcome. My insurance ended up paying out over \$800 in medical fees to _____ and I'm now expected to pay the remainder \$200. I don't believe I should be expected to pay it as the care my son received was careless and I then had to turn around and seek medical attention elsewhere. It still bothers me weeks later that if I wasn't persistent and kept advocating for my child what could have happened. He could have been on breathing machine or even worse possibly have not been able to come back from the rsv as it was already pretty bad when I took him and told the doctor specifically that's what I thought he had. I kept reiterating over and over how I've never heard him cough like he was. He had a barking cough, wouldn't eat and a fever over 100.5 which he's never had in his life. In addition to this I wrote a review the next day after receiving care and I filled out the hospital email that was sent to me with my response of my visit.

10/16/2023



16

Racism

Prejudice and discrimination based on race. Attitudes and beliefs we have about a person or groups on a conscious (**explicit**) level.

A condition in society in which a dominant racial group benefits from the oppression of others, whether that group wants such benefits or not.

Wikipedia



17

Sexualization of the Black Body

"Society has sexualized breasts to the point that people are routinely shamed for breastfeeding."

"Compounding this is the fact that Black bodies have been historically over-sexualized and degraded."

"The perception of Black women as sexually promiscuous by nature is a persistent stereotype that negatively impacts the sexual health and rights of Black women."



#notonmywatch

18



Some examples of headlines of anti-breastfeeding articles warning about the dangers of breastfeeding and how formula is a mother's choice.



19

19

Weathering

[Am J Public Health](#). 2006 May; 96(5): 826–833.
doi: [10.2105/AJPH.2004.060749](#)

PMCID: PMC1470581
PMID: [16380565](#)

"Weathering" and Age Patterns of Allostatic Load Scores Among Blacks and Whites in the United States

[Arline T. Geronimus](#), ScD, [Margaret Hicken](#), MPH, [Danya Keene](#), MAT, and [John Bound](#), PhD

► [Author information](#) ► [Article notes](#) ► [Copyright and License information](#) [Disclaimer](#)

This article has been [cited by](#) other articles in PMC.

Abstract

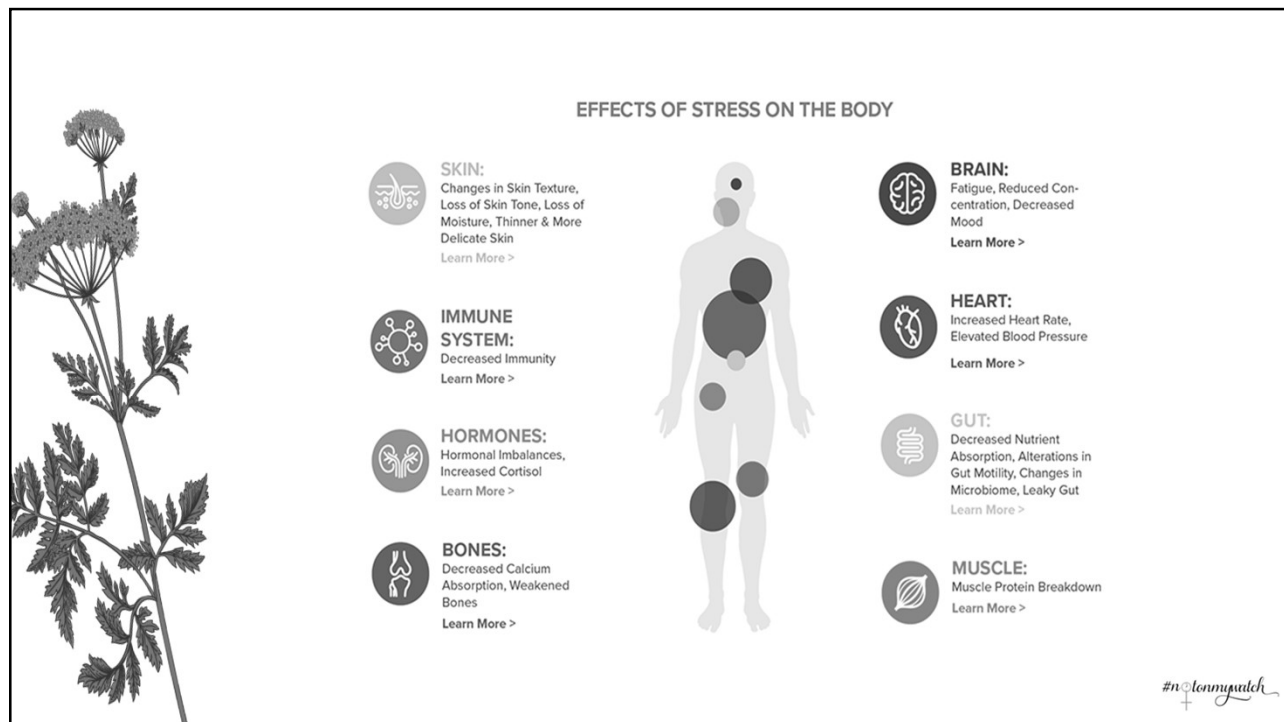
Go to:

Objectives. We considered whether US Blacks experience early health deterioration, as measured across biological indicators of repeated exposure and adaptation to stressors.

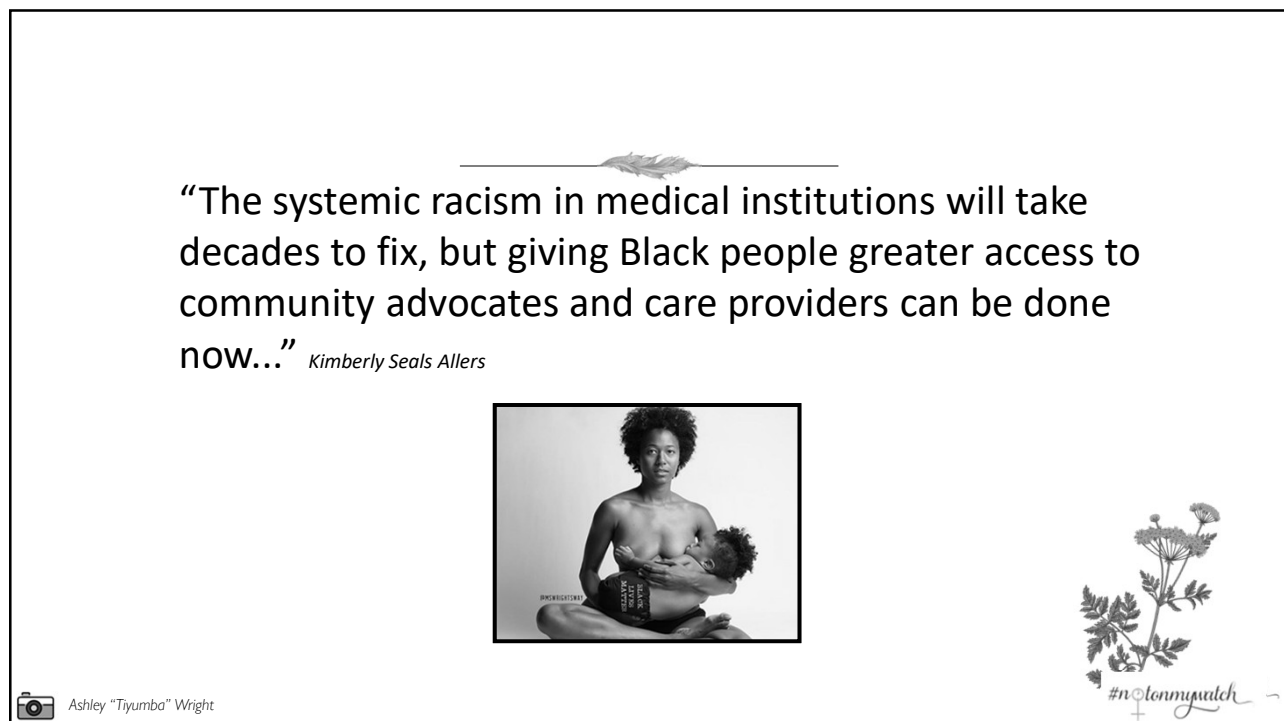


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21



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Community Support

 www.ChocolateMilkMommies.org

23



Breastfeeding Around the World



Region	Country	% Ever Breastfed
AFRICA	Ethiopia	96.8%
	Kenya	98.7%
	Nigeria	95.0%
CARIBBEAN	Dominican Republic	91.2%
	Haiti	96.8%
	Jamaica	95.4%
LATIN AMERICA	Belize	92.7%
	Guatemala	97.2%
	Panama	96.4%
UNITED STATES		74.4%

World Health Organization, Sierra Leone

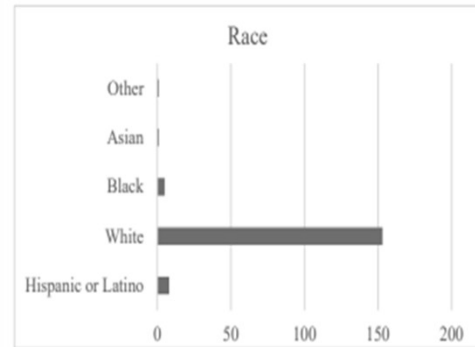
Unicef Global Database, 2018

#n@tenmussalch

24

Lactation Providers in the Hospital

- Most are RN, IBCLC
- Some may be RNs working on obtaining IBCLC
- Over half are over 50 years old
- One third are over 60 years old
- Clinically focused
- Often responsible for large patient load
- May not be available 24/7



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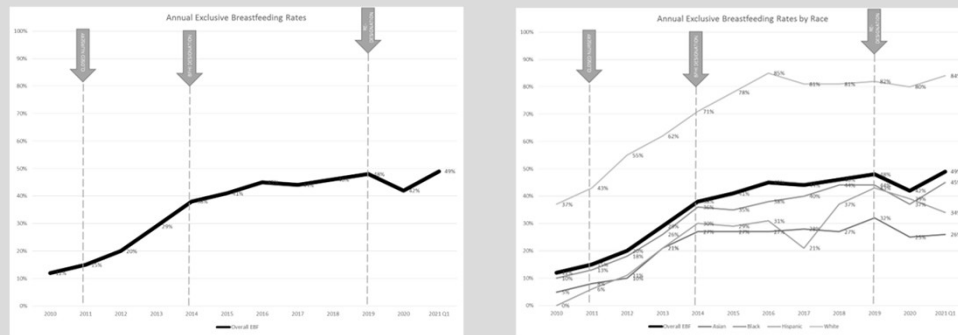
25

#notonmywatch

#notonmywatch

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Exclusive Breastfeeding Rates



#notenough

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Research Article

“Why Even Bother; They Are Not Going to Do It?” The Structural Roots of Racism and Discrimination in Lactation Care

Erin V. Thomas¹

Abstract

Through semi-structured interviews with 36 International Board Certified Lactation Consultants (IBCLCs) who assist mothers with breastfeeding, this study takes a systematic look at breastfeeding disparities. Specifically, this study documents race-based discrimination against patients in the course of lactation care and links the implicit bias literature to breastfeeding disparities. IBCLCs report instances of race-based discrimination against patients such as unequal care provided to patients of color and overt racist remarks said in front of or behind patient's backs. This study connects patient discrimination in lactation to institutional inequality and offers suggestions to address these inequities.

Qualitative Health Research
2018, Vol. 28(7) 1050–1064
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sagepub.com/journalsPermissions.nav
DOI: 10.1177/1049732318759491
journals.sagepub.com/home/qhr



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PATIENT
SAFETY
BUNDLE

Reduction of Peripartum Racial/Ethnic Disparities

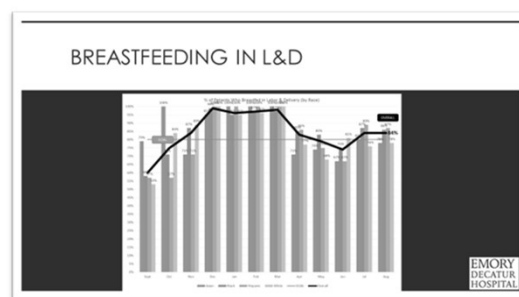
REPORTING & SYSTEMS LEARNING

Every clinical unit

- Develop a disparities dashboard that monitors process and outcome metrics stratified by race and ethnicity, with regular dissemination of the stratified performance data to staff and leadership.

#notenough

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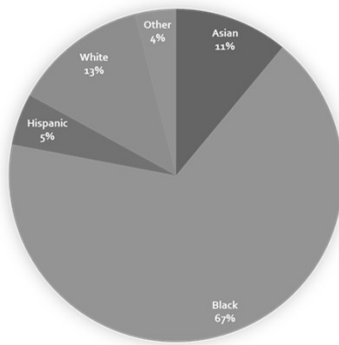


#notenough

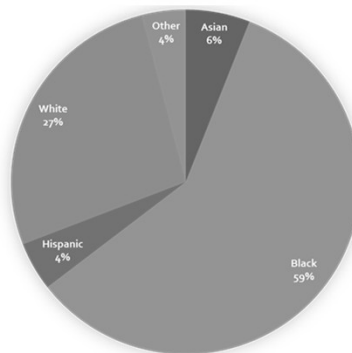
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Diversity of Staff

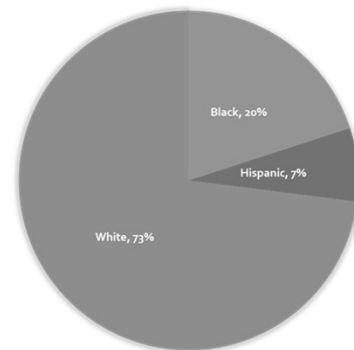
Patient Population



Women & Infant Staff



Lactation Staff



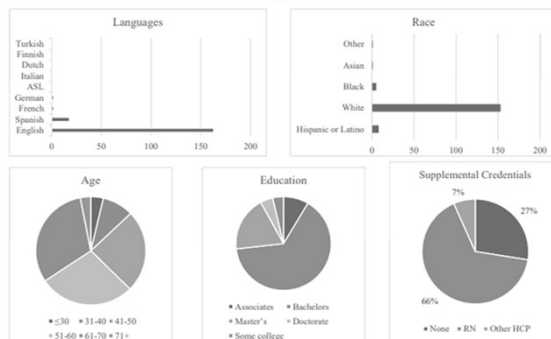
#n+tenmygulch

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Structural Barriers

Hospital-Based IBCLCs (163)

Demographics

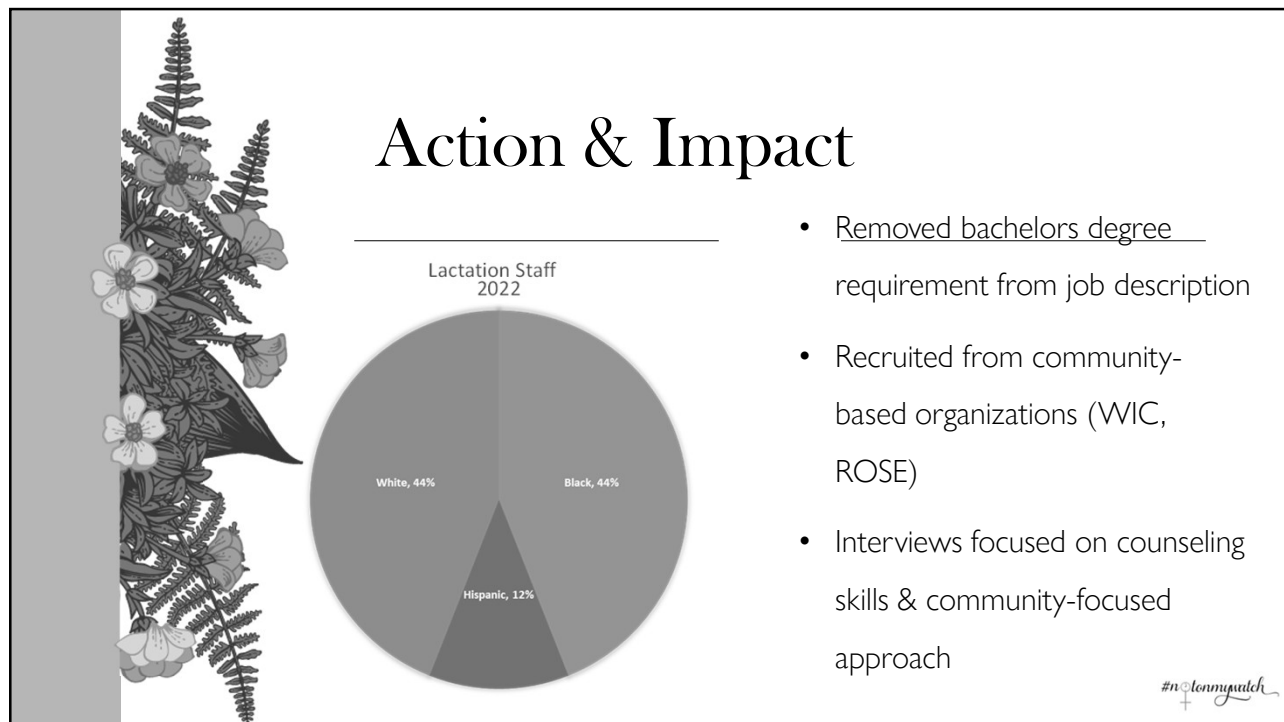


- Various pathways to becoming an IBCLC
- Hospital job description required an RN license or a bachelors degree
- All but one were RNs
- Community-based LCs often come from a MCH or CLC background

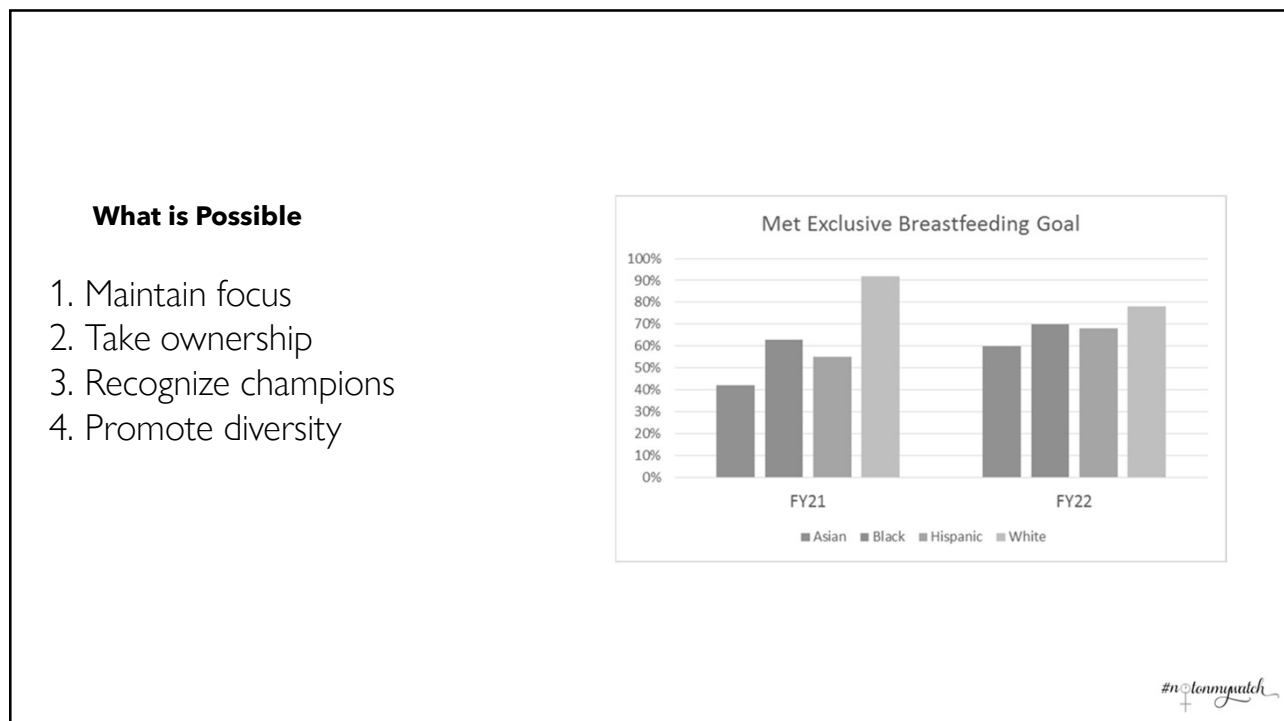
USLCA, 2020

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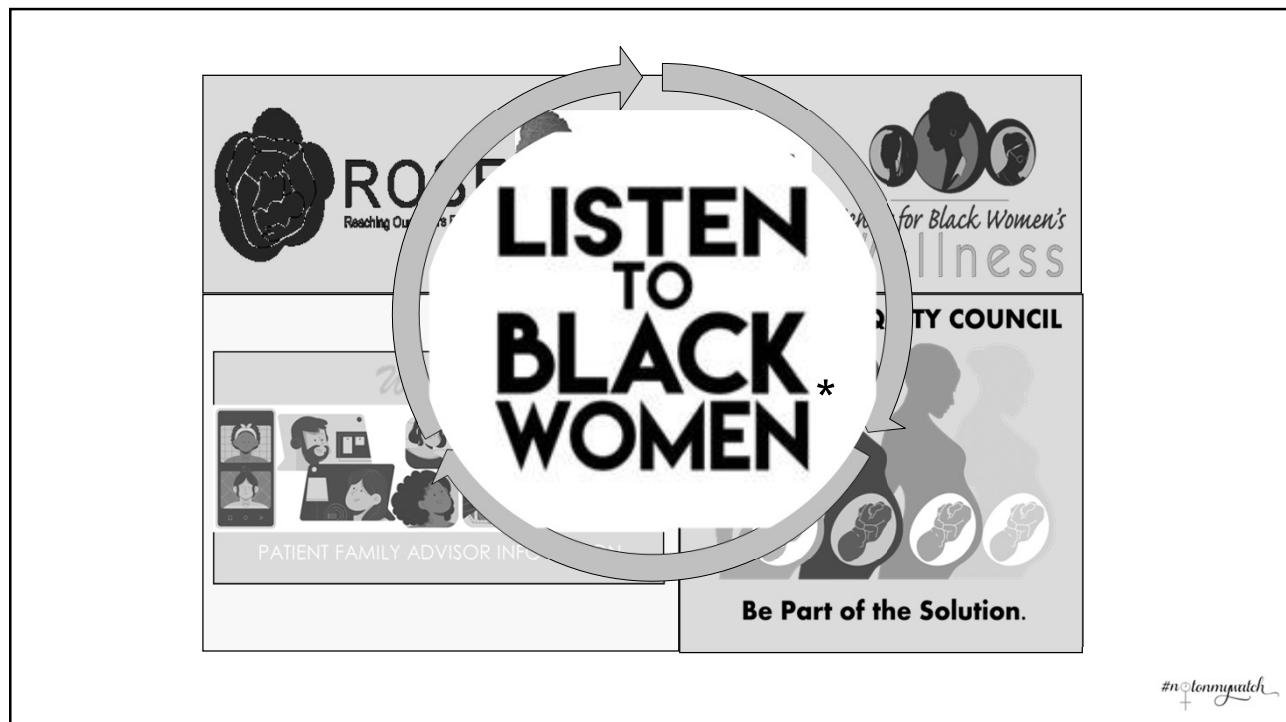
32



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