Disclosures

Robyn Roche-Paull, RN, IBCLC, Executive Director of Breastfeeding in Combat Boots, authored the book Breastfeeding in Combat Boots and receives royalties from book sales.

All board and staff of Mom2Mom Global and Breastfeeding in Combat Boots are volunteers and do not receive payment or compensation.
**Overview**

Breastfeeding and Military Families - Who are we?
Mom2Mom Global: History, Mission, Operations
Breastfeeding in Combat Boots: History, Mission, Operations
Mission, Vision, and Values
Current Projects, Future Goals

**Military Families: Unique needs and circumstances**

Frequent moves (PCS)
Overseas/remote locations
Isolation, lack of traditional support network
Healthcare delivery (Tricare)
Diverse/Diffuse
Military Servicemembers

Breastfeeding and workplace - it gets complicated

Parental Leave inconsistencies (MPLP)

Frequent separations from family: deployments, trainings, temporary duty, field exercises

Workplace hazards: ammunition/lead exposure, radiation exposure, chemical exposure, field exercises and trainings

Childcare challenges: Military Child Development Centers, dual-military families

Mom2Mom Global: History

Started at Landstuhl Regional Medical Center in 1999 to address the support gaps for breastfeeding families stationed overseas

Mom2Mom KMC: 2010 developed model for high-quality support sustainable through frequent leadership and membership turnover

Requests for Mom2Mom at other military installations

Mom2Mom Global 2015
Mom2Mom Global: Organization

14 active Chapters, 16 in development across US, Europe, and Pacific
www.mom2momglobal.org/chapters  newchapter@mom2momglobal.org

Full Chapter

3+ member board of directors
Online support via Facebook group
Peer Mentor program
Regular in-person group support

Ambassador Chapter

1+ Ambassadors
Online support via Facebook group
Community liaison to breastfeeding coalitions, support groups, available resources
Clearinghouse of information for breastfeeding military families

Breastfeeding in Combat Boots: History

Robyn Roche-Paull, RN, IBCLC, and USN veteran, founded BFinCB based on her experience as a breastfeeding servicemember and expertise as an IBCLC

Identified need for support specific to the needs of breastfeeding military servicemembers

Diversity of experience within the military: officers vs. enlisted, administrative positions vs. field work, HAZMAT exposure, physical fitness standards, etc

2009: Published Breastfeeding in Combat Boots and established the Facebook Page as a means to provide virtual support to breastfeeding servicemembers
Breastfeeding in Combat Boots: Organization

Book and website: Definitive source for information on breastfeeding and military service

Blog

Online community/social media presence: Facebook page, Instagram, Twitter
Shared experience, peer support, military regulations
Rapid response to breastfeeding controversies on military installations

Military Breastfeeding: Sister Organizations

2017: Breastfeeding in Combat Boots merged with Mom2Mom Global

Joint operations under one EIN/501(c)3 status

Joint social media admin team of 13 members, including Social Media Manager, plus Outreach Director Maria Batlle, Amy, and Robyn managing 3 Facebook pages, Instagram and Twitter accounts for both orgs

Planned: Mom2Mom in Combat Boots, program for peer support groups specific to military servicemembers
Mission, Vision, Values

Breastfeeding in Combat Boots is a worldwide organization dedicated to advocating, educating and supporting breastfeeding parents serving in the military. Our purpose is to provide education and resources to parents, lactation professionals, and military commanders about the importance of breastfeeding, to contribute to the increase in numbers of AD, Reserve and Guard parents successfully breastfeeding, and to raise awareness about the challenges and concerns of breastfeeding parents serving in the military.

We are committed to:

- ADVOCATING for military laws, policies and procedures that provide breastfeeding parents in the military the resources and support they need to be successful.
- EDUCATING all breastfeeding parents serving in the military by providing up-to-date, accurate, evidence-based information.
- SUPPORTING all breastfeeding parents serving in the military regardless of race, religion, age, culture, rank, military status/branch, gender, or sexual orientation.

Mission, Vision, Values

The Vision of Breastfeeding in Combat Boots is for:

- Every military parent who desires to breastfeed or provide human milk to their child to have the resources necessary to meet their goals.
- Every military hospital or clinic, New Parent Support Program/Team, health care practitioner and workplace supervisor to provide evidence-based education, information and support.
- The United States military to recognize breastfeeding as the standard for infant feeding and in the best interests of the health, morale and safety of its military members.
**Mission, Vision, Values**

Mom2Mom Global is a worldwide network of breastfeeding support and advocacy for military families. Our purpose is to provide consistent, high-quality peer support through local chapters and liaisons at U.S. military installations, to increase access to accredited lactation professionals for all military families, and to provide a channel to raise awareness and solutions for the concerns of military breastfeeding families.

We are committed to:

- maintaining the highest standards of accurate, up-to-date, evidence-based information;
- providing a friendly and encouraging atmosphere where anyone who supports breastfeeding is welcome and where each parent finds the support to reach their own individual breastfeeding goals;
- supporting and celebrating diversity and equity for military breastfeeding families;
- advocating for military and civilian policies, procedures, and laws that provide breastfeeding military families universal access to resources, support, and solutions to meet those goals.

**Diversity Statement** (Inspired by USBC)

Mom2Mom Global and Breastfeeding in Combat Boots are committed to inclusion, diversity, and equity as core values, reflecting the diversity of the U.S. Department of Defense, and integral to our mission of providing support, education, and advocacy for breastfeeding military families. We embrace meaningful participation by diverse stakeholders and actively solicit varied perspectives to inform our leadership, membership, actions, policies, and programs. We engage in individual and organizational introspection, outreach, and reflection to deconstruct all barriers to full participation in our organization.

Our definition of diversity includes diversity by position, military rank, service branch, gender, race, creed, age, sexual orientation, national origin, cultural experience, disability, family status, gender identity, formal education, life experience, religion, language, communication styles, geographic location, employment status, and work-related skill sets and experience.
Equity

Equity is a core tenet of our mission. We cannot fulfill our mission to serve all breastfeeding military families without an equity lens informing how we operate.

We make mistakes. We hold ourselves and each other accountable for our mistakes. We treat mistakes as learning opportunities.

Our equity goals:
-- Ensure that our leadership, staff, and chapter leaders are reflective of the military population
-- Increase representation of marginalized populations within our leadership
-- Increase access to the lactation field for military servicemembers and spouses
-- Increase access to trained lactation supporters and accurate breastfeeding information for all military families
-- Provide a respectful and culturally appropriate environment for every member of our organization to be supported in meeting their breastfeeding goals

Equity Action Steps

Develop demographic tracking tool

Measurements: Military affiliation, service branch, military component, breastfeeding experience/duration, parental leave, race, gender, sexual orientation, languages spoken, rank/pay grade, education, employment, geographic location, religion, nationality of origin, ability

Military Racial Demographics, 2016 (DOD)

DOD tracks “Hispanic” separately from other racial categories
**Equity Goal: Our organizations should reflect the diversity of the military population**

M2MG/BFinCB Demographic Data 2018

DOD Demographic Data 2016

**Equity Action Steps**

Implement BoardSource leadership recruitment matrix tools to analyze and identify key needs and increase representation when recruiting and hiring new volunteers at both the national and chapter levels.
Equity Action Steps

Monthly Equity discussion questions among chapter leaders

Equity training for 100% of our volunteers in onboarding process

Accountability, feedback, and revision for equity training to make it more relevant to our mission and chapter activities

Building relationships with other organizations, following the lead of equity leaders in the field (ROSE, NAPPLSC, ASI, CGBI, USBC)

Equity Action Steps

Apply an equity lens to our social media, marketing and outreach

Content sharing from diverse sources on our social media

Ensuring our online and printed materials use photos representative of diverse military families

Publishing our diversity position statement

Taking a stand in moderating comments, balanced against the military’s requirement of nonpartisanship
Looking Ahead

Immediate priorities
Short term goals
Long term goals

Immediate Priorities

Military Parental Leave Program: Seeking co-signers for our sign-on letter through the USBC Paid Leave Constellation to request legislators fix the gaps in the new MPLP.

2nd Edition Revision for Breastfeeding in Combat Boots: Need to update book to reflect the rapid progress made since 2015, including new military breastfeeding policies.

Create military breastfeeding app for smartphone/tablet users to put needed information directly in the hands of military breastfeeding parents, partners, lactation supporters, medical staff, and military supervisors.
**Short term goals**

Mom2Mom in Combat Boots: Create a hybrid program that marries the peer support structure of Mom2Mom with the specific issues facing military servicemembers that can stand alone or in conjunction with M2MG chapters at military installations.

Address barriers to access to lactation training for chapter leaders/volunteers.

Secure funding through corporate sponsorship program.

Update/revise and expand equity training at all levels throughout the organization.

**Long Term Goals**

Expand advocacy at national, state, local levels and within military structure.

Increase visibility and recognition of BFinCB as the definitive resource for breastfeeding servicemembers.

Increase chapters at military installations worldwide.

Develop long-term financial stability plan through capital campaign, grants, other funding sources

Continue to center equity in all our actions to carry out our mission to provide accurate, up-to-date breastfeeding support, education, and advocacy for all military personnel and families.
Questions?

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References


Breastfeeding in Combat Boots, www.breastfeedingincombatboots.com


"MilitaryParentalLeave Sign on Letter.docx." Google Docs, docs.google.com/document/d/1r-5wDF_7EN9wa794vx-9Peiq14J_wrpljgJglzA/edit?usp=sharing

Mom2Mom Global. www.mom2momglobal.org
