# Developing a Coding Tool for Lactation Policies in Higher Education Institutions

By: Adelaine Libao, Celest Garcia, and Kacie C.A. Blackman, PhD

Health Equity Research and Education Center (HERE) and Department of Health Sciences, California State University Northridge

**CSUNposium**

**March 27, 2020**

# The Coding Tool

- **Purpose:** Develop a coding tool that determines the quality of lactation policies in CA higher education institutions
- An **86-item** coding tool to evaluate **14 areas** of a lactation policy
  - Adapted from *Investing in Workplace Breastfeeding Programs and Policies: An Employer's Toolkit* by the National Business Group on Health

## 14 Areas Measured:

1. Lactation Policy
2. AB 2745 Requirements (Lactation Accommodation for Students)
3. SB 142 Requirements (Lactation Accommodation for Employees)
4. Milk Expression
5. Place to Express Milk
6. Breastfeeding Equipment
7. Access to Breastfeeding Equipment
8. Education (e.g.: prenatal/postnatal classes)
9. Lactation Support
10. Student/Parent Program
11. Staff Support
12. Communication with Supervisors
13. Maintenance of Milk Expression Areas
14. Accessibility of Policy

BUILD
PODER
Promoting Opportunities for
Diversity in Education and Research

HOM2E

# UC Davis: Pre-Test Example

How we score a variable using the coding tool to determine if it's:

1= Yes, vaguely stated

2= Yes, specifically stated

3= No/not mentioned

a. The space must have an electrical outlet and must be in close proximity to the employee's work area.

| Q_electrical_outlet | Q_electrical_outlet_text |
|---|---|
| 2 | must have an electric outlet |
| 2 | Lactation accommodation policy |
| 2 | Lactation accommodation policy |
| 2 | electrical outlet' (policy II.B.1) |

# Future Directions of the Coding Tool

- Plan to code a random sample of colleges and universities in CA
  - 17 Community Colleges
  - 16 California State Universities
  - 10 Universities of California
  - 9 Private Non-Profit Universities
  - 8 Private For-Profit Universities
- Collect feedback from expert panelists on coding tool
- Revise coding tool with feedback received
- Scoring (Quality):
  - Comprehensiveness: calculate the total number of (Yes = 1 or 2) for each item
  - Strength: calculate the total number of (Yes = 2) for each item

# Acknowledgements

CSUN HOMME Lab Research Assistants

BUILD PODER

Dr. Blackman