

Submitted on Monday, March 18, 2019 - 2:56pm

Submitted by user: rsk197

Request: 21

Request Date: March 18, 2019

Request Contact Name: Robert Keever

Request Contact Email Address: rsk197@humboldt.edu

Request Contact Phone: x3386

Requesting Division: Student Affairs - Wayne Brumfield - Vice President

Major Budget Unit: Dean of Students

Department Submitting Request: Office of the Dean of Students

Nature of Request: Requesting a specific room/space/location that is either vacated or scheduled to be vacated.

Is this Space Reallocation expected to be temporary: No

Preferred Allocation Date: May 23, 2019

#### Request Funding

Has Funding for this Request Already Been Identified? No

#### Proposed Funding:

The space will be used for students who are in need of a lactation space, a space to pump breast milk. Currently the space will only need a chair, an electrical outlet and a sink, all of which are in the room or can be moved from the RWC (chair), there is minimal funding needed (less than \$100).

#### Space Allocation Details

Currently Vacant Space Available for Allocation: Forbes Gymnasium - Room 140

#### Alignment with University Principles

## HSU Strategic Plan

Strategic Plan Goals: Goal 2: Foster meaningful relationships across differences, including diverse cultural communities, identities, and competencies

### Goal 2 Details:

In the efforts of moving our campus to being a more family-friendly education environment, Humboldt State University should recognize the importance and benefits of breastfeeding for both mothers and their infants. Between Health Education and the Office of the Dean of Students, student support resources process 3-5 requests for access to safe private spaces for pumping breast milk in between classes, a semester. Currently there are no designated spaces, and finding spaces to reserve that fit this need is difficult in a space poor environment. A portion of both the Statistic Plan and GI2025 goals points to the need for campus to increase capacity to serve students health and wellness needs. Being a student parent can be stressful, and a campus environment that is welcoming to the challenges and changes of parenthood can go far in building a sense of belonging for those students. This is a meaningful way of fostering relationships with our ever evolving student population. In addition, HSU can promote this space to incoming students so they are aware that we make efforts to accommodate student parents.

### Collective Impact:

This space request is paired with AB 2785 which requires CSU campus to provide reasonable accommodations to a lactating student. The space request is a part of a broader effort to support lactating students including introducing policy that outlines student support accommodations and access to basic needs. Lactation is a normal part of pregnancy and parenting. Reasonable accommodations should be made to be in Title IX compliance. This includes time and space to pump or express breast milk and to allow nursing mothers to breastfeed anywhere on campus that mother and baby are legally allowed to be together.

### Request Importance - Needs Analysis:

On average Health and Wellbeing Services and the Dean of Students office get four requests each per semester for students who don't have access to a safe, private, hygienic location to pump breast milk. While four requests may not appear to be significant, the requests require staff time to coordinate locating a space and ensuring the accommodations are appropriate and will not impact their academic success. These requests have come with little to no advertising of this service. With proper outreach it is likely we will see an increase as the number of transfer and non-traditional students at HSU increases. HSU is not a large campus, however it can be difficult to navigate with heavy breast pumps, and currently finding a space that meets the demands is impossible. Without an accessible and dedicated lactation space, many underrepresented students will have a negative experience HSU. Both departments will continue to track requests for access to

the space and develop assessment tools to compare demand as well as the affect access has on the student's sense of belonging.

Recent History: Any Federal, State, or Local Mandates

Recent History Details:

The state of California recently passed Assembly Bill 2785 in the California State University system. This Bill added Section 66271.9 to the Education Code requiring the California State University to provide reasonable accommodations to a lactating student on their respective campus to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding no later than January 1st, 2020. (See attached)

Department Outcomes and Objectives Related to this Request:

One of the Office of the Dean Students' (DOS) primary objectives is to support the wellbeing and success of HSU students. DOS supports student success by facilitating referrals, support and advocacy through non-clinical interventions. DOS also provides follow-up services in collaboration with parents, guardians, community agencies, other university departments and stakeholders in the student's success. Depending on the nature of the situation, DOS will consult with HSU offices impacted by the crisis. Having an accessible and dedicated lactation space allows students to build their sense of belonging on campus and also allows for student parents to engage in campus courses and activities in manner similar to non-student parents. The space allows student parents to stay engaged on campus while maintaining their personal privacy. This directly connects to the primary objectives of the department as wellbeing and success of student parents is tied to their ability to navigate the campus confidently and with support.

Assessment Plan

Assessment Plan:

Currently requests for access to lactation spaces are processed through The Dean of Students office and Student Health and Wellbeing Services. Both departments will continue to work collaboratively to provides student parents access to resources to insure they are successful. Both departments will also work together to assess the effect of having a space and the usage data. With in the first year a short quantitative survey will be sent to students who use the space or who request access to a space for lactation. It will be focused on the impact of having access or the impact of not (if they were unable to use the spaces). The second part of the assessment will focus on quantitative evaluation of the space usage, how often it's used, what time of the day and day of the week is requested most, and if more space is needed. This will be done yearly in May.

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Additional Relevant Information Not Previously Addressed:

Approvals Needed

Dean of Students Christine Mata - Dean of Students

VP Approval W. Wayne Brumfield - Vice President