

**MOTION BY SUPERVISORS JANICE HAHN
AND LINDSEY P. HORVATH**

AGN. NO.
August 5, 2025

Proclaiming August 2025 as National Breast/Chestfeeding Month, August 1-7, 2025 as World Breast/Chestfeeding Week, August 8-14, 2025 as Indigenous Milk Medicine Week, August 15-21 as Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Breast/Chestfeeding Week, August 25-31, 2025 as Black Breast/Chestfeeding Week, and September 8-14, 2025 as Semana de la Lactancia Latina/o/x

There are numerous studies that show that when parents breast/chestfeed, it significantly reduces the risks of health conditions, acute and chronic, for both infants and the lactating parent. The American Academy of Pediatrics and World Health Organization recommend exclusive breast/chestfeeding for the first six months of life for as long as mutually desired by the parent and child. Breast/chestfeeding has consistent and well-documented health, economic, and environmental benefits of human milk feeding, that supports healthy families and communities.

Unfortunately, over the generations, there have been longstanding policy gaps and underfunding of public health initiatives that address the needs of lactating parents and the providers who serve them, which unduly impact Black, Indigenous, and People of Color (BIPOC) communities, resulting in reduced breast/chestfeeding rates and an associated increase in risk for a variety of negative health outcomes.

Additionally, lactation support in the workplace is more than a health initiative, it is a strategic investment in an employee's well-being and contributes to greater

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organizational success. According to the U.S. Department of Health and Human Services' Office on Women's Health, when employers implement equitable lactation accommodations, including private spaces and flexible scheduling for milk expression, lactating employees are better able to meet their infant feeding goals. This, in turn, is linked to lower rates of absenteeism, higher employee satisfaction, and improved retention. A workplace culture that affirms the needs of lactating parents strengthens breast/chestfeeding and affirms the County's commitment to health equity and family centered support.

Proclaiming this important month and culturally relevant weeks will provide vital opportunities, information, and services to address barriers to human milk feeding faced by families across the County, the United States, and the world.

WE, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim August 2025 as National Breast/Chestfeeding Month, August 1-7, 2025 as World Breast/Chestfeeding Week, August 8-14, 2025 as Indigenous Milk Medicine Week, August 15-21, 2025 as Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Breast/Chestfeeding Week, August 25-31, 2025 as Black Breast/Chestfeeding Week, and September 8-14, 2025 as Semana de la Lactancia Latina/o/x;
2. Direct County Communications, Departments of Public Health, Health Services, Children and Family Services, Public Social Services, and other County Departments that provide services for lactating parents and their infants to:
 - a. Highlight the services and resources offered to them during the proclaimed month and weeks; and
 - b. In collaboration with the LGBTQ+ Commission, ensure language and

resources provided by County Departments reflect the full spectrum of lactating parents.

3. Encourage all County departments, especially managers and supervisors, to actively foster and maintain environments that support the needs of lactating employees. This includes ensuring the consistent availability of private, functional lactation spaces, and providing reasonable break time for milk expression in alignment with established lactation accommodation requirements; and
4. Direct all County departments to collaborate with the Department of Human Resources' Countywide Lactation Program to ensure that every County facility, whether owned or leased, is fully compliant with the existing County policy.

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