



NEW MEXICO BREASTFEEDING TASK FORCE

Internal Racial/Ethnic Diversity Assessment – Spring 2017

The mission of the New Mexico Breastfeeding Task Force (NMBTF) is to improve the health of New Mexico families by creating supportive environments in which breastfeeding is the cultural norm. We strive to bridge the gap in breastfeeding disparities and are committed to making sure all families have the support they need to reach their breastfeeding goals. A breastfeeding culture includes all forms of feeding human/mother's milk including pumping, donor milk feeding and milk sharing.

This preliminary self-assessment of the NMBTF was conducted in May and June 2017 to establish a baseline and identify opportunities and gaps for which the NMBTF could develop an action plan. The highlights, strengths and next steps from our results are outlined below.

What we did:

In a broad effort to assess our baseline demographics and illuminate pathways toward increasing equity in our organization, and external work, we surveyed our membership, contractors, board, partners, etc. Over 50% of our total membership responded.

Who we are:

Of these respondents (totaling 192):

40% were bilingual:

Many primary and secondary languages were cited including: English, Spanish, Danish, French, Swahili, Navajo-Dine, Keres, Zuni and Urdu.

In an effort to allow respondents to self identify and acknowledge more than one cultural or ethnic heritage, we provided 14 well-known categories of cultural and ethnic identity, including "other." We received responses in every category offered. 50% of our respondents self identified as white, 36 % as Hispanic and as 19% as Native American.

23% of our respondents were between the ages of 25-34 and 60% of our respondents were between 35-59 years old. Our least engaged age demographic appears to be people who are 24 years old and under.

The majority of our respondents cited a household income bracket of \$50,000 or higher and 56% identified as living in urban as opposed to rural areas.

97.92% of our respondents were women.



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Where we engage:

Respondents indicated the highest levels of NMBTF participation in committees and project teams focused on: Baby Friendly efforts, Advocacy & Policy, the Annual NMBTF Conference and Clinical Education.

The strongest regions for NMBTF overall membership participation indicated in this survey were the Northwest region, Dona Ana County, and the Greater Albuquerque area.

As we looked at our demographics and sought to assess ways that we engage and invest in our membership, we noted that 32% of respondents indicated that they had traveled to a training or conference in the past using NMBTF resources.

Respondents consistently indicated strong interest in clinical systems change, outreach, advocacy & policy throughout the survey.

Next Steps:

Ways to improve suggested by respondents included: making meeting minutes & notes public, moving meetings around the state, soliciting membership input prior to pursuing legislation, increasing physician participation, encouraging greater participation from members, language translation, newsletters, webinars, town halls & table conversations, inviting a variety of multicultural partner organizations to collaborate with us, diversifying the Board of Directors, and leadership and representation from mothers in all social stratagem.

Based on our survey, some of the areas we intend to focus on to increase our equity efforts include: involving fathers, inviting trainings and facilitation from Tribal and Pueblo leadership, engaging younger people, diversifying our Board of Directors, engaging people with a household income below \$50k, and continuing the dialogue about racism and equity. In addition, we are committed to incorporating the suggested "ways to improve" cited above.

In the last 12 months, we also included an equity statement in our bylaws. Please see attached.

Within the next 9 months, a Step-2 survey will be designed and disseminated to better understand how our partner organizations perceive us and how this can inform our equity efforts. 6.2% of respondents of our current survey identified as partner organization representatives.



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From the NMBTF Bylaws (March 2017):

Section 3 **Commitment to Diversity and Inclusion.** The New Mexico Breastfeeding Task Force recognizes that in order to meet our mission, all of our members, volunteers, chapter leaders, contractors, staff and Board members need and deserve to be mentored and sustained in collegial relationships that recognize the value of who they are, what they've been through and the biases that they are navigating in an effort to achieve health for themselves and their communities.

The NMBTF is committed through policy, practice and relationship to achieving equity in our leadership, membership and practices. As such, we will continuously work to ensure that our mission is accomplished through an equity lens and practice that honors and promotes ethnic, cultural and lived experience diversity, in part by acknowledging the presence and impact of racism, other forms of discrimination, and unconscious bias. We are committed to doing this through training, peer education, open dialogue and evaluation thereby creating an organization wherein people of color -and other marginalized groups-can assert their experiences, perspectives and needs with transparency and support from our staff. We expect our mission to be enhanced by said transparency and our work to be strengthened in the process.