The Galaxy View of USBC Constellations

Constellation Updates: Looking Ahead


Amelia Psmythe, Interim Executive Director

Constellation Stewards:
Ngozi Oneyma-Melton | Tina Sherman | Cheryl Lebedevitch | Alyssa Speece
## USBC Structures for Collaborative Work: Constellation Formation Pathway

<table>
<thead>
<tr>
<th>Components for Success</th>
<th>Pre-Pathway Stage</th>
<th>Pathway Stage 1</th>
<th>Pathway Stage 2</th>
<th>Pathway Stage 3</th>
<th>Pathway Stage 4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Connect &amp; Learn</td>
<td>Generate Ideas &amp; Dialogue</td>
<td>Initiate Action</td>
<td>Organize for Impact</td>
<td>Sustain Action &amp; Impact</td>
</tr>
<tr>
<td></td>
<td>LEARNING COMMUNITY</td>
<td>INQUIRING CONVERSATION</td>
<td>EMERGING CONSTITUTION</td>
<td>ORGANIZING CONSTITUTION</td>
<td>USBC-AFFILIATED ORGANIZATION</td>
</tr>
<tr>
<td>Description</td>
<td>Dynamic network of organizations coming together around a common interest</td>
<td>Subset of organizations from a Learning Community interested in exploring collaborative action</td>
<td>Group of partners from incubation convening with initial steward organization(s) and stated intention to form Constellation</td>
<td>Emerging Constellation ready to negotiate partnership agreements and affiliation w/ USBC</td>
<td>Organized and formally-affiliated Constellation engaging in action that meets Five Conditions of Collective Impact</td>
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<tr>
<td>Governance &amp; Infrastructure</td>
<td>Learning Community sections housed on USBC website</td>
<td>Convening of stakeholders</td>
<td>Initial steward organization(s) with capacity to support process</td>
<td>Steward(s) submit/s proposal to formally affiliate and receive backbone supports</td>
<td>Negotiated and finalized Terms of Reference, including working agreements</td>
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<tr>
<td>Strategy</td>
<td>Share information and resources; may also surface opportunities for collaborative action</td>
<td>Hold &quot;incubation&quot; dialogue about issues and context, and identify levers for change and available resources</td>
<td>Based on levers for changes and available resources, articulate shared understanding of strategic direction</td>
<td>Create common agendas (goals and strategy) and define approaches to equity and funding</td>
<td>Support implementation of strategies and continuous alignment of partners</td>
</tr>
<tr>
<td>Engagement</td>
<td>Intentionally build community through listening and learning</td>
<td>Identify missing voices and perspectives</td>
<td>Prioritize outreach &amp; engagement to balance group composition</td>
<td>Internal: define decision-making &amp; conflict processes; External: engage community and build public will</td>
<td>Continued external engagement; promotion and/or advocacy</td>
</tr>
<tr>
<td>Evaluation &amp; Measurement</td>
<td>n/a</td>
<td>Assess interest and urgency to move forward</td>
<td>Scan/map landscape, analyze baseline data</td>
<td>Define markers of success and establish shared metrics</td>
<td>Collect, track, and report progress</td>
</tr>
<tr>
<td>Key Players</td>
<td>• Local, state, and national organizations and individuals aligned by topic</td>
<td>• Partner organizations aligned to act</td>
<td>• Steward org(s)</td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Interested partners</td>
<td>Aligned partners</td>
<td>USBC staff</td>
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<td>USBC Constellation Steering Committee</td>
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</table>
External Factors Impacting USBC & Constellations: Election 2016 & Early 2017

- **Pre-election:**
  - Engagement survey follow-up was underway
  - Planned for all Constellation topics to meet in 4th quarter

- **Immediately Post-election:**
  - Pivoted attention to policy landscape changes
  - Convened conversations with “ACA big three”:
    - Workplace Support Constellation
    - Lactation Support Providers Constellation
    - Steward of Maternity Care Practices Emerging Constellation
  - Developed comprehensive Welcome Congress petition with “asks” drawn from *all* Constellation topics
Connections, Collaboration, & Constellations

- Key landscape updates across the last year
- Shifts in funding & capacity for several Steward organizations of Emerging Constellations
- New engagement surveys

- **Taken together this means:**
  - Time to reinvigorate Incubation Conversations
  - Look ahead to funding & advocacy opportunities
  - Weigh urgency of topics, plan accordingly
### Key Topics in Breastfeeding Landscape

<table>
<thead>
<tr>
<th>Learning Communities</th>
<th>Incubation Conversations</th>
<th>Emerging Constellations</th>
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<tbody>
<tr>
<td>Fathers &amp; Families</td>
<td>Continuity of Care</td>
<td>Community-Based Organizations</td>
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<tr>
<td>Nurse Ed &amp; Training</td>
<td>Donor Milk</td>
<td>Formula Marketing</td>
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<tr>
<td>Other Health Provider Ed &amp; Training</td>
<td>Research Coordination &amp; Translation</td>
<td>Maternity Care Practices</td>
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<tr>
<td></td>
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<td>Infant Sleep Practices</td>
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</tbody>
</table>

[Image: United States Breastfeeding Committee logo]
CONSTELLATION UPDATES
JANUARY 2018: LOOKING AHEAD
Physician Education & Training

Emerging Constellation

Ngozi Onyema-Melton, MPH, CHES
Manager, Maternal & Child Health Initiatives

Steward:
American Academy of Pediatrics
Physician Education & Training

Emerging Constellation

Steward: AAP – Onyema-Melton

Key Developments:

- Established cooperative agreement with CDC to fund project addressing gaps in physician education & training
- Partnered with USBC for backbone support & meeting design
- Partnered with Altarum for landscape analysis & informant interviews to assess physician training on breastfeeding & evidenced based practices
- Convened Project Advisory Committee
- Learning sessions on: safe maternity care practices; accreditation and training; landscape analysis final report; webinar: safe sleep, skin-to-skin and breastfeeding clinical report
- Next steps: develop action plan to fill breastfeeding-related education and training gaps
Paid Leave
Organizing Constellation

Tina Sherman
Campaign Manager
MomsRising

Steward:
MomsRising
Paid Leave

Organizing Constellation

Steward: MomsRising – Sherman

Key Developments:

- Paid leave legislation is gaining momentum in smaller municipalities and states
- Paid leave efforts were part of Presidential election, still has a foothold
- Constellation will come together this spring to take stock, plan next actions
Workplace Support

USBC-Affiliated Constellation

Cheryl Lebedevitch
Senior Workplace Program Manager & Policy Analyst

Steward:
U.S. Breastfeeding Committee
Workplace Support
USBC-Affiliated Constellation

Key Developments:

- Landscape updates and activity sharing – busy year with public comment opportunities, sign on letters, and new resources and workplace-related campaigns from Constellation participants
- Collaboration and discussion with U.S. Department of Labor and U.S. Equal Employment Opportunity Commission
- Significant progress on development of Constellation Terms of Reference, including 3 working sessions focused on developing a Working Statement on the Workplace Support Constellation Racial Equity Approach
- Discussion held and decision made to consider support/accommodations for breastfeeding students to be within the scope of this Constellation
- Emerging activity to launch a series of 7-8 webinars on workplace breastfeeding law as part of priority strategy to develop education campaign
  - Currently recruiting sub-group to move this forward
- Preparation/coordination for launch of associated state Community of Practice – to be launched ahead of webinar series
Lactation Support Providers
USBC-Affiliated Constellation

Alyssa Speece
Constellation Program Manager
w/emphasis on LSP

Steward: U.S. Breastfeeding Committee

Pathway Stage 4
Sustain Action & Impact
USBC-ATTRIBUTED CONSTELLATION

- Organized and formally-affiliated Constellation engaging in action that meets Five Conditions of Collective Impact
- Negotiated and finalized Terms of Reference, including working agreements
- Support implementation of strategies and continuous alignment of partners
- Continued external engagement; promotion and/or advocacy
- Collect, track, and report progress
  - Steward org(s)
  - USBC staff
  - USBC Constellation Steering Committee

Amelia Psmythe
Interim Executive Director & LSP Constellation Steward

Kimberley Broomfield-Massey
LSP Constellation Facilitator
Lactation Support Providers

**USBC-Affiliated Constellation**

**Steward**: USBC - Psmythe & Speece

**Key Developments:**

- Welcomed two new member organizations: Mom2Mom Global & Carolina Global Breastfeeding Institute (CGBI)
- Convened in-person meeting in November 2017
  - Opportunity for group to revisit their equity, advocacy, and decision-making approaches (agreements codified in *Terms of Reference* doc)
  - Group began to articulate new Priority Strategies; next step is to develop and refine work plan for coming years
  - Meeting centered equity and a commitment to working through discomforts in real time, which allowed for connection and growth
  - Lactation support providers are different but they all bring value to the field and contribute meaningfully to the conversation
What’s Next:

- 2017 is over
- 2018 is here & we’re full of vim & vision
- Listening sessions with Members, Partners, Coalitions & other stakeholders
- Learning where USBC brings value to you
- Identifying what will keep you at the table
- Connecting, Collaborating and eventually... “Constellating” together
Remember...

We are better, together!
All Mothers Deserve Support