

## Council Policy

Policy Title	Council Member Breastfeeding and Breast Milk Expression Inclusion Policy.
Date Created	May 4, 2019
Date of next Review	September 2023

### 1. POLICY STATEMENT

The accommodation for breastfeeding and breast milk expression for Council members who are breastfeeding ensures CPSA Council is promoting an inclusive and welcoming environment.

### 2. PURPOSE

- To create an inclusive, welcoming environment on CPSA Council for Councillors by formally adopting a policy to support breastfeeding and breast milk expression in a manner preferred by the Councillor. This will promote the Councillors to feel supported in making their own personal choice regarding breastfeeding or breast milk expression while maintaining connection to the meeting in a way that suits each individual Council member.
- The intent of the policy is to reduce barriers for all Council members who may have or are considering having a baby before or during their term on Council.
- The intent of formalizing the policy is to demonstrate that CPSA Council is inclusive, wishes to have a diverse membership and is committed to reducing barriers for those who are breastfeeding so that more parents are encouraged to run for Council.

### 3. SCOPE

The policy applies to all Council members who are actively breastfeeding or expressing breast milk during their term on Council.

### 4. RESPONSIBILITIES

CPSA Council President and Registrar will ensure the wishes of the breastfeeding Council member are known and that CPSA staff are prepared to support the needs of the parent and baby.

- a. The following are examples of choices for accommodating a breastfeeding Councillor:

- i. To breastfeed or express breast milk at the Council table during the Council meeting or subcommittee meeting.

- ii. To breastfeed or express breast milk in the Council Chamber but away from the Council table.
- iii. To breastfeed or express breast milk in a private room while being able to listen and contribute via teleconference support.
- b. Depending on the breastfeeding parent’s wishes, the parent will be provided with a comfortable environment which will be as private as they wish. A dedicated fridge will be provided during meetings for breast milk as required.
- c. A stipend of \$250 will be offered per meeting to assist with the expense of having child care assistance between breastfeeding events.
- d. A private room will be provided for the child care attendant and the baby during the Council meeting.

Council President will review the policy with parents who are breastfeeding and ensure fellow Councillors are aware of the policy.

The Registrar will ensure staff are aware of the policy and their role in supporting parents who are breastfeeding.

## 5. APPROVAL

This policy requires approval by CPSA Council.

## 6. AUTHORITY DOCUMENTS

Registrar has the authority to authorize financial requirements.

## 7. SUPPORTING DOCUMENTS

Breastfeeding and Breast Milk Expression Council meeting preparation check list.

## 8. DOCUMENT HISTORY

VERSION NO.	Version Date	DESCRIPTION OF CHANGE
1	May 27, 2019	Initial Policy
2	July 25, 2019	Correction to formatting
3	September 9, 2021	Revision regarding approval by Council
4	September 9, 2021	Revisions to ensure inclusive language is being used throughout
<b>APPROVAL</b>	<b>DATE</b>	<b>Signature</b>
Council Motion C24-21	September 9, 2021	