

Dear Human Resources at UNC Rex,

It has come to the attention of local lactation providers in the Triangle and the greater piedmont area that UNC Rex requires that IBCLCs (Internationally Board Certified Lactation Consultants) hold the additional license of Registered Nurse. We value UNC's work to become more equitable and inclusive. Thank you for being willing to hear concerns and ensure leadership hears them too. As UNC Rex works to become a more equitable space for the community, we ask that the current policy be reconsidered. Requiring a concurrent RN license to perform IBCLC duties continues patterns of structural and institutional racism.

Breastfeeding is considered the "great equalizer," providing infants with life-long better health outcomes as well as improving health outcomes for parents who human-milk-feed. The inequities that affect Black and Brown community-members in other health outcome measures, are also found in breastfeeding outcomes. The American Academy of Pediatrics (AAP) and World Health Organization (WHO) recommendations for exclusive breastfeeding for the first six months of life are not attained by the majority of families, especially Black and Brown families. The long history of slavery, settler colonization, criminalization of midwives, and further historical trauma have certainly affected breastfeeding rates in the present; however, current practices such as UNC Rex's education requirements only perpetuate the inequities.

Unequal access to higher education has led to disparities in who provides care in our community. 80% of RNs in North Carolina are white. Only 8% of NC RNs are Black<sup>1</sup>. We live in a city where 38% of the population is Black and 13% is Latinx. Unreasonably restrictive and expensive requirements for the IBCLC certification have led to similar statistics in the lactation profession. 90% of IBCLCs are white<sup>2</sup>. As Tamar Ringel-Kulka, MD, MPH notes in her 2011 study<sup>3</sup> Black Durham parents cite bias from healthcare professionals and culturally incongruous care as affecting breastfeeding outcomes. Hiring Black<sup>4</sup> and Latinx lactation providers is of utmost importance to decreasing inequities in breastfeeding outcomes in the Triangle.

Many hospitals in the area are utilizing more equitable hiring practices. Hospitals that don't require an RN license for IBCLCs include other hospitals within the UNC System-most notably UNC-CH. Neighboring Novant Health, Cone Health, and Atrium are others to name a few. Just this week after receiving feedback from the community, Duke Health has formally changed their requirements to be in line with best practice and to promote equity within the institution. We hope that UNC Rex will consider revising the current hiring policy to align with other leaders<sup>5</sup> in healthcare across the state.

We look forward to continuing to work together to support families in the community. Please do not hesitate to reach out with any concerns or questions. Thank you.

Sincerely,

Members of the Triangle Community

| <b>Signature to the Letter</b>  | <b>Additional Information</b>                                                                                                                        |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Breastfeed Durham               | A volunteer driven advocacy group. We advocate for policies and practices that support breastfeeding, chestfeeding and human milk feeding in Durham. |
| Love Anderson                   | Breastfeed Durham Board Member, Parent and patient of Duke Health System                                                                             |
| Bernadette Greene               | Breastfeed Durham Board Member, Parent and patient of Duke Health System                                                                             |
| Kathleen Anderson, MEd, CLC     | Board member, Breastfeeding Family Friendly Communities                                                                                              |
| Rachel Lewis                    | Breastfeed Durham Board Member and parent advocate who birthed at Duke Hospitals                                                                     |
| Gina Rose, RN, IBCLC            | Breastfeed Durham Board Member                                                                                                                       |
| Hannah Edens, MPH, RD, IBCLC    |                                                                                                                                                      |
| Leslie Stern CNM, IBCLC         | Community lactation consultant in private practice & in network with Duke Aetna plans                                                                |
| Caitlin Georgas                 | Parent who birthed at Duke                                                                                                                           |
| Elley Schopler, RN, IBCLC       |                                                                                                                                                      |
| Hannah Potter                   | Doula/community advocate, President of Health Care for All NC                                                                                        |
| NikkiLeeHealth                  | NikkiLeeHealth                                                                                                                                       |
| Cynthia P. Freeman, IBCLC       |                                                                                                                                                      |
| Hope Lima, PhD, RDN, LRD, IBCLC | Private practice lactation consultant                                                                                                                |
| Leigh Ann Joel                  | CNM                                                                                                                                                  |
| Jennifer DeWolf, LLLI           | Breastfeeding and birth advocate                                                                                                                     |
| Dennis DeWolf                   | Parent advocate for breastfeeding                                                                                                                    |
| Jasmine Johnson                 |                                                                                                                                                      |
| Jennifer Herrera                | I had both children at Duke Regional, and IBCLCs are a crucial part of that experience for mom and baby                                              |

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| Paige Giguere                                                                               | Parent advocate who gave birth at Duke                                                                                                                                                                                   |
| Nicole Crews                                                                                |                                                                                                                                                                                                                          |
| Jenna Horgan                                                                                | Clinical Social Worker, Parent advocate                                                                                                                                                                                  |
| Ellen Chetwynd PhD MPH BSN IBCLC                                                            | As an advocate for breastfeeding parents at the state level with membership in multiple statewide efforts, I can assure those at Duke that this proposal is in alignment with state and national standards. -level I can |
| Ste'Keira Shepperson                                                                        | Birth and Postpartum Doula Agency Owner- Triangle Doulas of Color                                                                                                                                                        |
| Barbara M. Cameron                                                                          |                                                                                                                                                                                                                          |
| Ann Conlon-Smith, IBCLC, Triangle Lactation, Raleigh                                        | IBCLC since 1996, private practice and Pediatric offices                                                                                                                                                                 |
| Cecilia Funakoshi-Rawls, BS, NDTR, IBCLC                                                    | Community Nutritionist/Lactation Consultant                                                                                                                                                                              |
| Anne Canastar                                                                               | I am a Durham resident who gave birth at Duke Regional.                                                                                                                                                                  |
| Stephanie Irraggi                                                                           |                                                                                                                                                                                                                          |
| Cierra Harris                                                                               | Parent Advocate residing in Durham                                                                                                                                                                                       |
| Courtney Owens, Doula                                                                       | Parent advocate who birth at Duke                                                                                                                                                                                        |
| Ashley Taylor Jacobs- birth and postpartum doula                                            | IBCLC Student, Board members for MAAME, Inc                                                                                                                                                                              |
| Joy Lampkin Foster, Racial Equity Advisor for Maternal Health Leaders at The Endayo Company | Doula, community advocate, parent                                                                                                                                                                                        |
| Tomeika Watson                                                                              | Parent Advocate                                                                                                                                                                                                          |
| Kiira M. Lyons, UNC Center for Health Promotion and Disease Prevention                      |                                                                                                                                                                                                                          |
| Briana Barksdale                                                                            |                                                                                                                                                                                                                          |
| Stephanie Dawson, CBS, PCD(DONA)                                                            |                                                                                                                                                                                                                          |
| Michelle Merrill PhD                                                                        |                                                                                                                                                                                                                          |

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| Andrea Davis                         | Duke Patient                                                                                                                                                                                                                                                       |
| Joy Spencer, Equity Before Birth     | Community Organizer, Parent Advocate who Birthed at Duke, Breastfeeding Mom of a Toddler, Member of: Think Babies NC Alliance, Born in Durham Healthy for Life and NC Families Care Coalition, Family Leader for the EarlyWell Initiative, Durham ECAP Team Member |
| Vanessa M Safie                      | Doula and lactation counselor                                                                                                                                                                                                                                      |
| Monica Bowman, Full Hearts Doula LLC |                                                                                                                                                                                                                                                                    |
| Stephanie Baker, PhD                 | Public health professor and research, Racial Equity organizer and trainer                                                                                                                                                                                          |
| Cate Elander                         | Durham County Early Childhood Coordinator, gave birth at Duke Regional and really benefited from the support of the lactation consultant                                                                                                                           |
| Alexandria Da Ponte                  | employee at Duke University                                                                                                                                                                                                                                        |
| Miriam Ruchman, BS, MA, IBCLC        |                                                                                                                                                                                                                                                                    |
| Ashley Lucy                          |                                                                                                                                                                                                                                                                    |
| Alicia Taylor                        | Doula and Infant Feeding Specialist                                                                                                                                                                                                                                |
| North Raleigh Doulas                 | Labor/Postpartum Doulas and Family Support Services                                                                                                                                                                                                                |
| Shakita Royster Doula                | Doula and advocating Mother                                                                                                                                                                                                                                        |
| Anna Soloway, RN                     |                                                                                                                                                                                                                                                                    |
| Tai Rochelle                         | Durham-Native, Mother, Breastfeeding Advocate                                                                                                                                                                                                                      |
| Amber Rodriguez, Student Midwife     | I stand with our IBCLCs in serving BIPOC families. Please join other local area hospitals in dropping the RN requirement.                                                                                                                                          |
| Emmy Eide, Equity Before Birth       |                                                                                                                                                                                                                                                                    |

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| Rachel Taylor                                            | Parent who breastfeeds                                                       |
| Desirae Lewis, Medical Assistant                         | Parent Advocate and health care professional                                 |
| Maxine Robinson, BS, CLC, IBCLC                          | Washington DC based african American lactation consultant                    |
| Tracy Williams Lenhardt                                  | Certified Breastfeeding specialist, La Leche League Leader, future IBCLC     |
| Kylee-Jean Wormuth MS RD LDN                             | Community member                                                             |
| Mattea Alexander IBCLC, MPH, CD(DONA)                    | Community lactation consultant                                               |
| Nancy Walters                                            | Parent advocate, vocal citizen                                               |
| Carrie Lawrence Magnuson, La Leche League of Chapel Hill | I serve breastfeeding families in our community as a La Leche League Leader. |
| Briana Smith                                             | Certified Doula                                                              |
| Kristine Paro Lincoln Community Health Center            | WIC Breastfeeding Coordinator                                                |
| Stephanie Cedeño                                         |                                                                              |
| Antonia Glover, Doula                                    | I am a Doula                                                                 |
| Kacy Harker, CD(DONA)                                    |                                                                              |
| Courtney Little, CD(DONA) , LCCE                         |                                                                              |
| Jenny Cox                                                | MSN, CNM, IBCLC                                                              |
| Anne Dillon                                              |                                                                              |
| Amy MacDonald CNM MSN                                    | Founding Nurse midwife of Duke Midwifery Service                             |
| Portia McCullers                                         | Community doula                                                              |
| Moirra Griffin RN, IBCLC                                 |                                                                              |
| Eboni Allen                                              |                                                                              |
| Erika Queen, CLE                                         | Candidate for IBCLC exam                                                     |
| Yanica Faustin                                           | Maternal and Child Health Epidemiologist                                     |
| Nicole Wendelbo, COTA                                    |                                                                              |

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| Melissa Neptune               | Parent advocate who birthed at Duke, also a former employee.                                                       |
| Rachael Waldman Klayman       |                                                                                                                    |
| Rebecca Costello, IBCLC MPH   | Lactation consultant                                                                                               |
| Beth J Mann                   | Volunteer Doula, BSN Student                                                                                       |
| Lyric Harris                  |                                                                                                                    |
| Ellie Erickson                | Pediatrician                                                                                                       |
| Amber Barnes, MPH             |                                                                                                                    |
| Shannon Jordan                | certified professional midwife                                                                                     |
| Kathryn Godly, PA-C, IBCLC    | owner of The Functional Medicine Center                                                                            |
| Danielle Kennedy, MPH         | Duke employee                                                                                                      |
| Maya Jackson                  | MAAME, Inc. Founder and Executive Director, CAPPA CLE, and Milky Mommas, Inc. Breastfeeding Peer Support Counselor |
| Jacquana L. Smith, MPH, IBCLC |                                                                                                                    |
| Clayton Cooper, MD, MBA       | Family Physician                                                                                                   |
| Megan Hollander               |                                                                                                                    |
| Andrea Rodriguez              | Bilingual Families Advocate, Community Health Worker Coordinator                                                   |
| Kristina Boyd, RN, IBCLC      | Hospital based IBCLC                                                                                               |
| Rachel Lauster                | Certified lactation counselor                                                                                      |
| Kristian Smith                | Parent advocate, healthcare administrator                                                                          |
| Laura N Sinai MD MSCE FAAP    | NC co-Breastfeeding Coordinator for the American Academy of Pediatrics                                             |
| Corin Kane                    | parent who delivered at Duke and could have very much used a BIPOC lactation consultant                            |

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| Jessica L. Johnson, MPH            | Infant Mortality Reduction Program Manager at Alamance County Health Department                                                                        |
| Alisha Bailey, IBCLC               | WIC nutritionist & Community lactation consultant                                                                                                      |
| Dr. Arlinda Ellison                | Public Health Professional & Advocate                                                                                                                  |
| Milan Johnson, RN                  | Parent advocate who gave birth at Women's birth and wellness center in c/o doula, midwife, and RN                                                      |
| Natalie Tammen PA-C                | Family Medicine provider                                                                                                                               |
| (Angie) Angela Hilliard IBCLC, CLE | Private Practice, Hospital Non-RN IBCLC, NonProfit Lactation Program Coordinator,                                                                      |
| Victoria Lebrun, FHI 360           | Community member                                                                                                                                       |
| Jamie centers, durham resident.    |                                                                                                                                                        |
| Lisa Parker                        | Public health professional                                                                                                                             |
| Alana Williams                     | Parent                                                                                                                                                 |
| Amy Wilson                         | Parent advocate with births at Duke                                                                                                                    |
| Caroline Freiermuth MD MHS         | Mom who gave birth at Duke a regional and breastfed two kids, emergency physician who cares for moms and babies who have difficulty with breastfeeding |
| Bethany Chappel                    | Parent advocate who gave birth at Duke & saw an IBCLC for feeding issues                                                                               |
| Natalie Alvarez, MBA, MPH          | Community lactation consultant                                                                                                                         |
| Andrea L. Fowler, JD               |                                                                                                                                                        |
| Caroline Asher                     |                                                                                                                                                        |
| Carolina Clancy                    | Parent advocate who gave birth at Duke                                                                                                                 |

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| Melissa Morrison                    | CLC / former breastfeeding mother                                                                                                                                |
| Avery Guynn                         |                                                                                                                                                                  |
| Jenna Crowther                      | Parent who birthed at Duke and breastfed for 14 months with the help of a non RN IBCLC                                                                           |
| Maia Tellier                        |                                                                                                                                                                  |
| Janiya Mitnaul Williams             | IBCLC and Program Director of the North Carolina A&T State University Human Lactation Training Program                                                           |
| Heather Hogan, DNP, CNM             |                                                                                                                                                                  |
| Jamilla Walker, MSN, CNM, IBCLC     |                                                                                                                                                                  |
| Laura Wooten, LCSW                  |                                                                                                                                                                  |
| Jade Chiu                           |                                                                                                                                                                  |
| Nedra Cox                           | Community Health Consultant, Supervisor & Certified Lactation Educator @ Family Connects Guilford                                                                |
| Melissa Portunato MPH, IBCLC        |                                                                                                                                                                  |
| Sarah Cannady, BSPH                 | Parent advocate, Reproductive Justice advocate, community organizer, community lactation support, anti-racism activist, nursing Mama to biracial Black children. |
| Jerilyn Free, Student, Future IBCLC | I am also a certified birth doula working in the community to help birthing bodies. Member of Mahogany Milk                                                      |
| Kelli Raker                         | Parent advocate who birthed at Duke                                                                                                                              |
| Shanna Greene                       |                                                                                                                                                                  |
| Erin McClain, MA, MPH               | Maternal & child health public health professional and Durham mother                                                                                             |
| Shenitta Evans, M.Ed                |                                                                                                                                                                  |
| Kanisha Brevard, PhD, MSW           | Researcher                                                                                                                                                       |



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| Emma Burress MPH                                                                | Human Lactation student at NCAT                                                        |
| Erin Clancy Weant                                                               |                                                                                        |
| Monique Mitchell, MBA                                                           | Current Lactation Pathway 2 student                                                    |
| Gillian Watson                                                                  | Durham parent                                                                          |
| Melodie Scarborough                                                             | African American Community Advocate                                                    |
| Tiffany A. Faison                                                               |                                                                                        |
| Toni Greene, BS                                                                 | Former NC breastfeeding peer counselor                                                 |
| Juliet Thompson                                                                 | Advisory Board Member for NC A&T SU Pathway II Lactation Program                       |
| Cierra Murphy-Higgs                                                             | P2 Lactation Student                                                                   |
| Ivy M. Bagley MSN FNP-C IBCLC                                                   |                                                                                        |
| Megan Stauffer IBCLC                                                            | I am a non-RN IBCLC !                                                                  |
| Sierra Bizzell                                                                  | Executive Director of Faithfully Fertile Foundation and a certified lactation educator |
| Ally Albert                                                                     |                                                                                        |
| Stephen Woolford                                                                | Homeless Shelter Provider                                                              |
| Tikara Cannon, MPH, CBS, Postpartum Doula - Milk & Cradle LLC                   | Community lactation consultant in private practice, also upcoming IBCLC candidate      |
| Melissa Renteria, MPH                                                           |                                                                                        |
| Jamilla Howard                                                                  |                                                                                        |
| Tenica Williams, MAAME, Inc                                                     | Volunteer doula with a non profit organization                                         |
| Natalie Gwishiri                                                                |                                                                                        |
| Aidee Leon Lua, B.A.                                                            |                                                                                        |
| Donna Berkelhammer                                                              |                                                                                        |
| Jahmekya Hanson, MHA, La Leche League of Durham, La Leche League of Chapel Hill | La Leche League Leader - Durham and Chapel Hill                                        |
| Sajdah Ali                                                                      | MAAME Inc., Board Member                                                               |
| Cherise McManus, MAAME INC                                                      |                                                                                        |
| Andora Scraders-Pyatt, CD with MAAME                                            | Doula who supported births at Duke Health                                              |
| Alexis Bailey, MAAME, Inc.                                                      | Intern                                                                                 |
| Jessica Hope Murrell Berryman                                                   | Steering member MomsRising NC                                                          |

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| Courtney Griesi Norris                                                | Parent who birthed at Duke                                                                                                                                                                                                                                                                                                                         |
| Aubrey Delaney, MPH                                                   | NC lactation educator, breastfeeding coordinator at Durham County Department of Public Health, parent who birthed at Duke                                                                                                                                                                                                                          |
| Jasmine Fleurizard, MAAME Inc                                         | Board Member of MAAME Inc                                                                                                                                                                                                                                                                                                                          |
| Maria J Stransky                                                      |                                                                                                                                                                                                                                                                                                                                                    |
| Jennifer Dominguez, MD                                                | Obstetric Anesthesiologist                                                                                                                                                                                                                                                                                                                         |
| Jade Chiu                                                             |                                                                                                                                                                                                                                                                                                                                                    |
| Yolanda Mukombe                                                       | Board Member of a nonprofit                                                                                                                                                                                                                                                                                                                        |
| Sarah Lorenz                                                          | Parent advocate who birth at Duke                                                                                                                                                                                                                                                                                                                  |
| Celia Clark-Randall                                                   | MRTTI Cohort 2021, UNC Gillings School of Global Public Health                                                                                                                                                                                                                                                                                     |
| Anne Klar, doula                                                      |                                                                                                                                                                                                                                                                                                                                                    |
| Stephanie Preston                                                     | LC student                                                                                                                                                                                                                                                                                                                                         |
| Tori Hinde, RN, BSN                                                   | NICU nurse, DONA-trained birth doula                                                                                                                                                                                                                                                                                                               |
| Adriana Parker                                                        | Full-Spectrum Doula and MPH Candidate                                                                                                                                                                                                                                                                                                              |
| Keelia Clemens                                                        | Parent advocate who gave birth at Duke and was very dependent on lactation consultants                                                                                                                                                                                                                                                             |
| Amanda Riccio                                                         | Parent that decided to use UNC for more diverse lactation                                                                                                                                                                                                                                                                                          |
| Cheryl Miller                                                         |                                                                                                                                                                                                                                                                                                                                                    |
| Abena Bediako                                                         | MAAME, INC                                                                                                                                                                                                                                                                                                                                         |
| Janelle Sturtz DC                                                     | Family Wellness Chiropractor                                                                                                                                                                                                                                                                                                                       |
| Nicole Gwishiri                                                       | Parent Advocate                                                                                                                                                                                                                                                                                                                                    |
| Donnae Ward                                                           | Parent, Black Woman, Health Coach and Activist                                                                                                                                                                                                                                                                                                     |
| Ashley Chewning                                                       |                                                                                                                                                                                                                                                                                                                                                    |
| Courtney Jones, RN.                                                   |                                                                                                                                                                                                                                                                                                                                                    |
| Angela Tatum Malloy, IBCLC, CD, CHW, CDT Momma's Village-Fayetteville | Founding President/CEO of the nonprofit clinic, Momma's Village, Clinical lactation program trainer, community private practice lactation consultant and grandmother of a breastfed grandchild who received care at Duke's Children Hospital where her care team placed her feeding care under my direction as a NON RN IBCLC and her grandmother. |
| Shayla Rhem EASE Doula Collaborative                                  | Birth and Postpartum Doula, Lactation Peer Counselor, Board member of a nonprofit organization.                                                                                                                                                                                                                                                    |
| Tamaya Franks                                                         |                                                                                                                                                                                                                                                                                                                                                    |

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| Leslie Stern CNM, IBCLC                                      | Community lactation consultant in private practice & in network with Duke Aetna plans                                                                                                                                                                                                                                                                                                                                                                              |
| Latrece Spruill                                              | Parent advocate                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Brittany Healy                                               | Doula, lactation counselor, community non-profit leader                                                                                                                                                                                                                                                                                                                                                                                                            |
| Emily Esmaili, DO, MA                                        | Community pediatrician                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| William Jackson                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Amber Nielsen, Death Doula                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Morgan Ray, MSW, Certified Birth Doula                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Joi Owens                                                    | Enjoi Natural Body Products supports this movement for change.                                                                                                                                                                                                                                                                                                                                                                                                     |
| Katy Bauer; CBD, PPICD                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Jennifer Wilkins                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Abigail Thomas, CD(DONA)                                     | Triangle-area birth doula                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Courtney Latta Sosebee, MPH                                  | Parent advocate and public health professional who gave birth at Duke Regional Hospital                                                                                                                                                                                                                                                                                                                                                                            |
| Emily Holmes RN IBCLC                                        | Postpartum nurse and IBCLC at UNC                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Kunmi Walker RN, MPH                                         | Parent advocate who birthed 2 babies at Duke                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Maris Feeley, full-spectrum doula, Carolina Birth & Wellness |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Tiffany Slade, CLE, Doula, NT                                | WIC Breastfeeding Peer Counselor, NC Lactation Educator, Private Practice                                                                                                                                                                                                                                                                                                                                                                                          |
| Sandra Arnold IBCLC                                          | Community Breastfeeding Support Group                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Ramona Higgins                                               | Parent. I haven't birth at this location, but another in the area that doesn't have representation either.                                                                                                                                                                                                                                                                                                                                                         |
| Laura Gruber IBCLC-Breastfeeding Housecalls                  | Non-RN Private Practice, whose successful private practice would be nothing had my local health systems not given me the opportunity to work at them. Thanks to my experience in the hospital setting, I am able to not only support families post-NICU discharge, but am also able to identify conditions that lead to readmission, and prevent readmissions for families in my care. Hospital experience is essential to building robust experience in an IBCLC. |
| Nana Asante-Smith                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Randy Trice/Fatherhood of Durham N.C                         | <a href="http://Fatherhoodofdurham.org">Fatherhoodofdurham.org</a>                                                                                                                                                                                                                                                                                                                                                                                                 |
| Bailey Goldman, MPH                                          | Public health practitioner                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Courtney McLaughlin, CHW                                     | Community Health Worker who provides support to birthers and their families.                                                                                                                                                                                                                                                                                                                                                                                       |
| Samathryn Witham, MA                                         | Breastfeeding mother of 2                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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| Kelly Cosby                                                                    | Durham resident, lactated for 6 consecutive years & depended on lactation consultation                                                                                            |
| Kriss Deas, Mom of 2                                                           | I am a parent who birthed at Duke regional and used an excellent IBCLC who was not an RN (through the Birth and Wellness Center)                                                  |
| Zion Tankard, Executive Director La Leche League International                 | PAC 2                                                                                                                                                                             |
| Danielle Caldwell                                                              | DCABP, Inc. Board Member                                                                                                                                                          |
| Danita King                                                                    | Maternal Health Advocate                                                                                                                                                          |
| Cicely Owens                                                                   |                                                                                                                                                                                   |
| Brittani Clark, Durham's Partnership for Children                              | Board member of Durham's Partnership for Children                                                                                                                                 |
| Ronda Taylor Bullock, PhD                                                      | Black momma, anti-racist activist                                                                                                                                                 |
| Delvin Davis                                                                   | Parent of 3 Black children, all birthed at Duke                                                                                                                                   |
| Felipe Tendick-Matesanz                                                        | Public Health Scientist                                                                                                                                                           |
| Angela Marie Spencer                                                           | RN                                                                                                                                                                                |
| Carolyn Avery                                                                  | Durham pediatrician                                                                                                                                                               |
| Opal Horvat, BA, IBCLC                                                         | Private Practic / Home Visits                                                                                                                                                     |
| Ennis Baker, MSW, LCSW & my husband, Dennis Baker                              | Parent who gave birth at Duke Regional twice & early childhood mental.health professional                                                                                         |
| Michelle Davis BSN, RN, IBCLC                                                  |                                                                                                                                                                                   |
| Keshay Brown Breastfeeding peer counselor & Doula with Durham Volunteer Doulas | Lactation guru                                                                                                                                                                    |
| Amber Crews                                                                    |                                                                                                                                                                                   |
| Missy Currin RN MSN, Owner FIT4MOM Midtown Raleigh                             | Nurse Educator & Pre and Postnatal Fitness Instructor & Mom of 3                                                                                                                  |
| Turquoise LeJeune Parker                                                       | Media Coordinator and Racial and Social Justice Teacher, Vice President of the Durham Association of Educators and the National Education Association Director for North Carolina |
| Veronica L Fairley-Battle                                                      | New Mom, Parent Advocate                                                                                                                                                          |
| Stacey White                                                                   |                                                                                                                                                                                   |
| Nicola Singletary, PhD, MAT, IBCLC                                             | Community lactation consultant and professor                                                                                                                                      |
| Tiffany Covas, MD, MPH                                                         |                                                                                                                                                                                   |
| Dr. Elliot Berger                                                              | PhD and Durham Parent of breastfed children                                                                                                                                       |

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| Beverly Gray, MD                                       |                                         |
| Karen Halpin, RN, BSN                                  |                                         |
| Paula Wright, RN, BSN                                  |                                         |
| Kathryn Wouk, PhD, IBCLC                               | Carolina Global Breastfeeding Institute |
| Kelly Collins, CP-ICD                                  | Birth & Postpartum Doula                |
| Margot Stern, RN, BSN, CLC                             |                                         |
| Teisha Lightbourne Douglass, MPH, RD, LDN, CNSC, IBCLC |                                         |
| Anna Pabon                                             | Parent Advocate                         |
| Abigail Thomas CD (DONA)                               |                                         |
| Sandra Arnold, LCCE, IBCLC                             |                                         |

#### References:

1. [NC Board of Nursing Licensure Statistics](#)
2. [Lactation Care Provider Demographic Survey 2019 Data United States Lactation Consultant Association](#)
3. [Community based participatory research of breastfeeding disparities in African American women](#) Infant Child Adolesc Nutr. 2011 Aug; 3(4): 233–239.
4. [Enhancing Breastfeeding Through Healthcare Support: Results from a Focus Group Study of African American Mothers](#) Matern Child Health J. 2016;20(Suppl 1):92-102. doi:10.1007/s10995-016-2085-y
5. USLCA's letter supporting IBCLC as a stand-only credential:  
<https://uslca.org/wp-content/uploads/2020/02/Support-for-IBCLC-as-a-Standalone-Credential.pdf>