

## CRASH Committee Recommendations for the U.S. Breastfeeding Committee

The CRASH Committee (CRASH) which is USBC's equity committee, serves as a resource for structural and cultural change within USBC by forging a national-level dialogue with an emphasis towards action on diversity, equity, and inclusion.

The CRASH Committee develops recommendations for USBC in five areas: USBC membership, governance, personnel, coalitions, and overall. CRASH reviews and updates the recommendations at least every three (3) years, or more often if needed.

Priority populations are defined as historically or currently oppressed groups who experience systemic inequities related to human milk feeding and lactation.

### Membership:

1. Consistently monitor the mix of organizations within USBC's membership and adjust recruitment and engagement goals to ensure that at least 60% of USBC's members are state, community, tribal, or culturally focused.
2. Track diversity, equity, and inclusion (DEI) statements of USBC member organizations and establish mechanisms to highlight and promote their DEI work.
3. Track demographic composition (e.g., race/ethnicity, age, sex, profession) of member organization representatives and encourage all organizations to include representatives from priority populations.
4. Track participation in USBC activities of representatives from membership organizations that serve priority populations and create outreach plans to maximize their engagement in webinars, networking events, membership meetings, committees, and constellations.
5. Consistently review invitation and application processes and membership costs and requirements to assess and address barriers to membership by organizations that provide non-clinician-based lactation support in non-traditional settings.
6. Provide membership scholarships to organizations advancing DEI in the First Food field but lack resources to finance USBC membership dues.
7. Remove barriers to organizational participation in bi-annual membership meetings by ensuring there is always an option for virtual engagement.

*Recommendations approved by the USBC Board of Directors as of 7/14/2021.*

*Recommendations will be reviewed and updated by the USBC CRASH Committee in 2024.*

### Governance/Nominating:

1. Continuously monitor, and update as needed, USBC's current diversity statement to convey the organization's values on diversity, equity, and inclusion.
2. Monitor and maintain the demographic diversity in the Board of Directors (e.g., race, ethnicity, age, gender, sexual orientation, geography, skills, and areas of influence) and-nominate leaders from priority populations for USBC Board positions.
3. Ensure demographic and socio-cultural diversity within the composition of the Nominating Committee so that USBC's DEI values and the expression of those values are upheld throughout the nominating process.
4. Elicit periodic feedback to assess the external (stakeholders) and internal (Board and staff) perceptions of the Board and USBC.
5. Monitor, maintain, and improve, as needed, the systems that ensure that non-inclusionary policies, behavior, and dynamics are addressed within the Board and Nominating Committee.
6. Support and evaluate a viable board mentoring process/program/policy where the Board Governance Committee clarifies expectations and regularly evaluates the mentor and mentee relationship.
7. Board Governance Committee should craft conflict resolution guidelines for the Board of Directors, using examples both within and beyond the USBC.

### Staff/Personnel:

1. To increase staff retention, and encourage qualified applicants for open positions, provide standard benefits to minimally include health coverage and access to pre-tax retirement savings for all employees.
2. Review the USBC Employee Handbook every 24 months to document workplace policies, protect the rights of USBC and staff, and ensure that all team members have a shared understanding of organizational operating procedures.
3. Conduct annual performance reviews for all employees. At the six months mark, provide a performance check-in to ensure staff can meet yearly goals through early feedback on performance.
4. Engage with a Human Resources Professional bi-annually, or more as needed, to review HR systems, such as the Employee Handbook and Annual Performance Metrics.

5. Apply an equity lens to identify, nurture, and mentor emerging staff leaders from all demographics to create opportunities for professional growth and a pipeline for skilled individuals for open positions.
6. Provide ongoing training and education to staff in cultural humility and structural, systemic, explicit, implicit, and individual racism and bias.
7. If USBC engages with independent contractors, ensure their work is for a clear set of services or tasks for completion over a defined contract period. USBC contracts must include a Statement of Work.

### Coalitions:

1. Create and distribute tools for coalitions to track and report race and ethnicity data of coalition leadership and membership.
2. Create and distribute tools for coalitions to track and report the participation of non-clinician and non-traditional lactation support providers within coalition leadership and membership.
3. Provide resources to help coalitions advance their DEI efforts by delineating distinct definitions of diversity, equity, and inclusion; developing DEI-centered mission statements; understanding multicultural humility and the underlying determinants of health; and building collaboration skills to work across community sectors.
4. Encourage coalitions to adopt diversity, equity, and inclusion statements and establish practices to create safe spaces that embrace values of mutual respect for the many voices expressed.
5. Encourage coalitions to increase the representation of people from priority populations in coalition leadership and membership.
6. Promote the DEI activities and efforts of coalitions through USBC communication channels.
7. Create networking and peer sharing spaces for coalitions to engage with one another.

### Overall:

1. Integrate DEI principles into all USBC policies, programs, and activities to actualize the organization's mission, vision, and values.
2. Provide member representatives and other individual stakeholders with networking and team-building opportunities at meetings and events.

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3. Provide opportunities for community-level organizations working on DEI and infant feeding equity to present at meetings and events.
4. Expand participation in conferences by hosting them in locations where infant feeding inequities are most significant and establish and maintain opportunities for people to participate virtually.
5. Provide a forum for ongoing equity conversations in committees, learning communities, constellations, and webinars.
6. Prioritize time and resources that build ongoing trust and relationships.
7. Evaluate and intentionally shift power structures, how decisions are made, and whose voices are heard.
8. Consider how USBC's current systems, policies, and structures diminish or perpetuate existing infant feeding inequities.
9. Elicit feedback from members and stakeholders on how to best grow leadership among communities not currently represented and those disproportionately impacted by infant feeding inequities.
10. Identify, nurture and mentor emerging leaders from priority populations to create a pool of skilled individuals to fill roles in USBC leadership spaces, e.g., Board and committee chairs.
11. Provide the infrastructure to support identity caucus spaces where USBC stakeholders can connect with others that have a shared identity to do their separate anti-racism work while building the participation and leadership capacity of people from priority populations.