



Capital Area Community Nursing Network (CACNN)

Meeting Minutes

February 8, 2023

Zoom Meeting

Participants

Jason Blanks, CAHA

Shari Carson, Ciena HealthCare

Sue Cook, ERMC

Natalie Gottschalk, CAHA

Jeanette Klemczak, Healthcare Consultant

Marci Mechtel, MSU CON

Natosha Sage-El

Shannon Scott, LCC

- 1. Welcome & Introductions.** Dr. Marci Mechtel led the meeting and welcomed attendees. Attendees introduced themselves.
- 2. Approval of Minutes.** The meeting minutes from December 14, 2022, were approved.
- 3. Presentation “Health Disparities for Nursing Mothers and Overview of Programs.”** Natosha Sage-El, BA, IBCLC, co-owner of Next Generation Lactation Service, discussed her work with children, breastfeeding mothers, and families; Next Generation Lactation Service; and breastfeeding access and disparities. Next Generation provides lactation support to the Greater Lansing Community by providing equitable access to breastfeeding support, advocating for lactation awareness and education, and working to increase the number and diversity of local International Board Certified Lactation Consultants (IBCLCs). Natosha provided an overview of Next Generation services available to families, including breast & chest assessment, infant assessment, mental health assessment and support groups, postpartum care, and connection with community resources, noting that Next Generation supports the entire family unit. Some insurances do cover lactation services, but Next Generation also offers private pay and scholarships, including a separate scholarship for Black and Indigenous families.

Natosha reviewed training requirements for IBCLCs. She noted that it can be especially challenging for people of color to obtain their licensure due to financial and time constraints, since one must have 500-1000 hours of clinical practice under an IBCLC mentor. Next Generation is the only local organization to offer a scholarship fund for this purpose; one of its current missions is to encourage people of color to become IBCLCs in the community, and it will offer a wage for their training.

Regarding disparities in access to lactation services or in support of nursing mothers, Natosha mentioned the following barriers: nursing mothers lacking family support; nursing mothers not knowing where to go for support; the high cost or limited availability of breastfeeding equipment (e.g., breast pumps, milk bags, nursing pads, nipple shields), particularly for low-income families; limited or restricted insurance coverage for breast pumps; health care providers giving disparate treatments or recommendations to mothers of color (e.g., referring families to Child Protective Services rather than to a lactation consultant when the mother is struggling with breastfeeding,

assuming Black patients will bottle feed and not breastfeed), low-income mothers returning to work too quickly to establish a successful breastfeeding routine, and systemic and general racism.

Natosha reviewed disparities in infant health outcomes, stating that, across Michigan, Black babies are three times more likely to die than White babies. She stated that despite the large percentage of families introducing breastfeeding in the beginning/in the hospital, there is a huge percentage of mothers that stop breastfeeding at the 6-week, 3-month, and 6-month marks. Natosha noted that the first six weeks of a child's life is a critical time to offer breastfeeding and to get a feeding routine and supply established.

Natosha concluded with Next Generation's current needs: a new charting system, new tablets for charting, a new scale for weighted feeds, website updates, supplies (e.g., manual pumps, electric breast pumps, storage bags), and marketing materials. Attendees shared ideas for follow-up and support. Marci Mechtel said that MSU Associate Professor Joanne Goldbort, PhD, RN, has done a lot of work on breastfeeding and is part of a multi-university team looking at health disparities in Chinese Americans related to breastfeeding (and how to increase nursing rates) and how to initiate and sustain rates of breastfeeding (from pumping rooms to supportive co-workers). Jeanette Klemczak shared that William Emerson, PhD, LCC HHS Apprenticeships and External Partners Director has considered the possibility of creating an apprenticeship program for IBCLCs under LCC's current grant funding through the U.S. Department of Labor (USDOL) Strengthening Community College Grant (SCC). Jeanette also suggested that Natosha reach out to The Greater Lansing Chapter of 100+ Women Who Care, a group of over 100 women who get together 4 times a year to help local charities/non-profits serving the Greater Lansing area. At each meeting, three local charities/non-profits are presented, and after a vote, each woman writes a \$100 check to the chosen charity.

4. Roundtable Discussion/Announcements.

- a. Jeanette Klemczak, Healthcare Consultant. On February 22, 2023, the Duke University School of Nursing is hosting a virtual and in-person lecture on "The Cost of Health Inequities." The panel includes Deloitte Consulting LLP, which is unique for conversations about healthcare, since nursing tends to focus on patient care and not the human and financial costs that are widening health inequities. Lecture topics will include how new financing models and technology can expand access and reduce costs. In addition, Jeanette stated that the search committee for the Endowed Chair for Behavioral Mental Health Nursing Education at MSU is actively recruiting for this position.
- b. Marci Mechtel, MSU College of Nursing. Patti West is transitioning out of her position as MSU CON Clinical Placement Coordinator, and her replacement will be attending future CACNN meetings. MSU CON's new Assistant Dean for Diversity, Equity, and Inclusion is Krista Walker, PhD. Marci is on the search committee for Associate Dean for College Performance & Professional Learning at MSU CON, who will head a team that includes finance, simulation learning, professional development, and more in the college's move toward competency-based education. Marci noted that MSU CON is already doing competency-based evaluations in clinical education. And, MSU CON is piloting a new clinical model, partnering students with clinical nurses at Sparrow Hospital (rather than one clinical instructor mentor overseeing 6-8 students). The students are interviewed and accept a position on the hospital floor, and the program has been very popular with students.
- c. Shannon Scott, Lansing Community College. LCC has kicked off its "Earn While You Learn" pilot program with Sparrow Hospital, and students are enjoying the ability to work at

Sparrow while going to school and being paid for their work. LCC is working on its Associate Degree in Nursing to Bachelor of Science in Nursing (ADN to BSN) grant application to the State of Michigan and plans to use the funding for simulation for all medical programs. LCC just hired a new director for its Inclusion Advocates Program, and it will soon be posting its opening for a Nursing Program Director-Clinical, Lab, & Simulation.

- 5. Future Meeting Topics.** Jeanette Klemczak suggested gathering local Chief Nursing Officers to discuss the current “lay of the land” and nursing needs from their perspectives, and then identifying whether there is something CACNN can do to assist with those needs. This is a topic that has been well-received in the past. The group could develop 2-3 questions to ask the CNOs, so the format would be more of a conversation than a presentation. Reminding members that NCLEX pass rates continue to decline, Marci Mechtel suggested asking about whether the schools’ increased focus on NCLEX has helped the needle to move, so to speak, and whether the CNOs have seen an improvement in new graduates’ clinical judgment. Jason Blanks suggested that nursing students might be interested in hearing from these nursing leaders. Perhaps students in MSU CON’s nursing leadership course or LCC’s graduating class might want to attend.

- 6. Next CACNN Meeting:** April 2023 (via Zoom) (Final Date TBD and will be emailed to members)