Title: Best Practice Nurturing Nook supporting caregivers

Company/Organization: Hypertherm Associates

Type of Organization: For profit

Number of Employees: >100

Category: Workplace

Challenge or Opportunity: Our spaces for nursing caregivers were inadequate. It was reported that nursing mom's felt traumatized, and it did not support the active of pumping breast milk. At an organization where the majority of employees were men, and only a handful of Associates annually would use this space it was not given the proper resources it deserved. It is by intention we are using the term "caregiver" and not "mom" and "nurturing" and not "lactation" of research has gone into this inclusive terminology.

Approach or Solution: Our Early Childhood committee did research on what other organizations were doing (we were very disappointed to learn many didn't have a better situation than ours). We then looked online and then together we created a wish list of elements we wanted our space to have. We then approached the facilities team leadership and together we collaborated to create soothing, engaging spaces that supported our caregivers and not traumatize them.

Impact: We have implemented the new improved rooms in our two largest buildings and are working through the others. Moms who have been at Hypertherm Associates for the last 20 years or more have come forward and shared how important this improvement is and how happy and proud they are that we are finally supporting these new caregiver's as they deserve. Our new Nurturing Nooks have comfortable chairs with swivel desk, refrigerators, sinks, information sharing and are a lovely soothing space.