



EQUAL OPPORTUNITY & TITLE IX
LACTATION SPACES PLANNING INITIATIVE

FINDINGS & RECOMMENDATIONS REPORT

MAY 2025 | TITLE IX & PUMP ACT COMPLIANCE PROJECT



PROJECT OVERVIEW

LACTATION SPACES INITIATIVE: TITLE IX & PUMP ACT (FLSA) COMPLIANCE PROJECT

The Lactation Spaces Planning Initiative was launched in July 2024 to identify options and recommendations for enhancing, increasing and optimizing lactation support across Idaho State University.

Ensuring equitable access to lactation spaces is essential for compliance with Title IX, Federal guidelines outlined in the PUMP ACT (FLSA expansion) and fostering an accessible campus environment. Over the past several months, the Lactation Space Planning Initiative has conducted thorough research into legal requirements, best practices and community needs, including a survey assessing current lactation space accessibility. Additionally, the committee is developing a comprehensive communication plan to raise awareness about existing resources.

Work Group Members:

Jerrica Kenison- Chair
Stephanie Richardson- Co-Chair
Aeryle Kuehn, Denise Scott, Gracie Quinn, Beverly Ray, Dan-Vi Hoang, Rafael Cabello Sandoval, Stefanie Shaddock, Kate Macdonald, Kristie Karroum, Kylee Permann, Lisa Alexander-Santos, Mariah Myler, Steve Hagler, Annie Mendoza, Cory Christ, Hilary Sauder, Melissa Caudle, Ian Parker, Renea Midthun, Sally Bodkin

What is our
FOCUS?

In response to growing awareness of the need for more inclusive accommodations for lactating individuals, and in alignment with Title IX and Federal requirements, the Lactation Space Planning Initiative was formally established in July of 2024. The committee was charged with assessing the current state of lactation spaces across all campus locations and developing a comprehensive plan to improve availability, accessibility, and compliance.

The committee represents a diverse cross-section of the university, bringing together individuals from:

- Equal Opportunity & Title IX
- Facilities & Operations
- Student Affairs
- Human Resources
- Academic Departments
- Health Sciences
- Nursing and Clinical Education
- Staff and Faculty from all major campuses
- Recent parents and lactating staff members

To address the scope of the project effectively, the committee was further divided into specialized subcommittees, each focused on a critical aspect of the initiative:

- Laws and Compliance — Investigated Title IX, FLSA, state regulations, and federal guidelines to ensure all recommendations were legally sound.
- Facilities and Space Planning — Conducted site visits, space audits, and feasibility analyses to identify suitable existing spaces and prioritize locations for pod installation.
- Maintenance and Operations — Explored long-term upkeep, privacy standards, scheduling needs, and operational best practices for both new and existing spaces.
- Funding and Grants — Sought external and internal funding options; however, this group's work was impacted by a federal directive that eliminated grant opportunities for lactation accommodation infrastructure, halting further progress.
- Institutional Research — Led survey development and data analysis to evaluate current usage patterns, demand, and satisfaction with existing lactation spaces.

Each subcommittee produced targeted research and contributed findings to the overall recommendations. The diverse expertise and collaboration across university sectors ensured a holistic, actionable plan that aligns with the institution's values and strategic direction.



What is our
PROCESS?

LACTATION SPACES SURVEY DATA

Out of 148 respondents, 66 are students (46%) and 78 are Staff/Faculty (54%)

Survey data collected from students, staff and faculty at Idaho State University in January 2025 shows the following highlights.



65 %

Reported being unaware of a lactation space near their work/study area.

22 %

Students reported they would be extremely likely to need a lactation space in the next 24 months.

28 %

Students reported they would be extremely likely to need a lactation space in the next 2-5 years.

41 %

Staff & Faculty reported an immediate need for students or colleagues in the next 24 months.

53 %

Staff & Faculty reported an immediate need for students or colleagues in the next 2-5 years.

"I recently had a baby and had to pump milk for my daughter in the bathroom stall. This is really unsanitary and uncomfortable"

"I didn't particularly like the lactation space in the CHE when I was using it because the vents at the bottom of the door make it feel like you are not in a separate room from the people walking by in the hallway- it was very disconcerting. It also felt cold because of the airflow from that open vent."

"Lactation rooms are essential for supporting nursing mothers, providing them with a private, comfortable space to pump or breastfeed. As a certified Lactation Educator, former lactation consultant, and labor & delivery RN, I've seen firsthand how access to these spaces promotes successful breastfeeding, reduces stress, and supports both maternal and infant health. Creating designated lactation areas ensures that nursing mothers have the resources they need to continue breastfeeding while balancing work, school, or other responsibilities."

"I believe this shouldn't even be a question. Every employee and/or student should have a place available to them that is NOT a bathroom. In Reed Gym, I could offer up my office to a student, but there needs to be someplace when I'm not on campus."

"I found out from the nursing students that there was a mother's room in Beckley. It was not published or advertised when I first applied for school and all other spaces were on lower campus. I planned on pumping in my car until I found out about that space. There was nothing in garrison, but the clinician had agreed to work with me and give me a key to a treatment room if I needed to. Making sure a space is available in each area of campus is very important."

"Mothers should be supported in every way possible. Always."

"When I was a student it was very hard to find spaces to pump. I regularly sat in a normal bathroom stall to do it. I took classes in the Liberal Arts Building, and Rendezvous primarily while pumping. I was aware there was somewhere in Rendezvous to go, but I never found it. I do not think there was somewhere in the Liberal Arts building"

"I had assumed ISU did not provide these spaces to students so I am happy to hear this is not the case. I wish these were better advertised for students who may be nursing"

"ISU has many non-traditional students, and many students are parents. I support the move for more lactation places"

3 Key Themes From the committee research and collected survey data, three key themes emerged:



Need for Expanding Space Availability | Theme from Data: Insufficient Number of Spaces

Current lactation spaces are inadequate to meet demand across campus locations. Title IX and NIH standards indicate that 6 spaces per 1000 females is the target number of spaces. Undergraduates: 4,473 out of 7,583 or 58.99% are Female. Graduate Students: 1,337 out of 2,106 or 63.48% are Female. Employees: 1,495 out of 2,707 or 55.23% are Female.(Spring 2025).



Importance of Visibility and Strategic Marketing | Theme from Data: Lack of Awareness.

Feedback from community surveys and informal conversations indicates a general lack of awareness regarding the existence and purpose of lactation spaces. Even where rooms exist, signage is inconsistent or absent—limiting the visibility of these critical resources to potential users.



Demand for Increased Accessibility and Privacy | Theme from Data: Suboptimal Locations

Some rooms lack basic accommodations such as baby changing stations, locking mechanisms, or privacy from adjacent spaces, as noted in facilities like the Beckley Building and Meridian Campus. A few locations, while equipped with basic furnishings, do not meet ADA accessibility standards or have minimal spatial privacy due to partial walls or shared usage (e.g., adjacent copy rooms or restrooms).

CALL TO ACTION

To support this initiative, operations funding is required. A funding proposal has been submitted to the VP of Operations and CFO, requesting an annual investment in one lactation pod each fiscal year over a five-year period. The committee also recommends converting existing spaces where feasible within this timeframe. Long-term efforts will align with the Campus Master Plan to ensure sustainable solutions for future facility development.

By demonstrating institutional commitment to accommodations, leadership can set a strong precedent for supporting students, faculty, and staff who require lactation spaces. Several high-need areas have been identified for future pod installation or space conversion, including:

- Meridian Campus – in urgent need of an ADA-accessible lactation space.
- Reeds Gym – Underutilized space, high-traffic area for our public visitors.
- Stephens Performing Arts Center, Eames Complex, and Business Administration – all identified as lacking appropriate spaces for users in those buildings.

Integration of lactation spaces into future new construction projects is being incorporated as part of the Campus Master Plan to ensure long-term sustainability.

OPPORTUNITIES FOR COST-EFFECTIVE IMPLEMENTATION

The committee conducted a cost comparison of portable lactation pods from vendors such as TalkBox, Mamava, and KOLO. Pricing ranges from \$7,000 to \$28,000+ per pod depending on size and features, with cost considerations for shipping, installation, and ADA compliance. Pods offer a viable option for rapidly addressing space shortages without requiring large-scale renovations, particularly in outlying or older campus buildings. Pods can be moved to address immediate needs and foot traffic considerations. Pods do need to have an added allocation to address vinyl wrapping to match the ambiance of the space they are being installed at.

PRIMARY INITIAL RECOMMENDATION

SHORT-TERM RECOMMENDATIONS (0-6 MONTHS)

To close the current gaps in lactation space availability and bring the university into full compliance with Title IX, the Lactation Space Planning Committee proposes a multi-tiered set of solutions. These recommendations are designed to address short- and long-term needs across all campuses while supporting institutional values of inclusion, accessibility, and equity.

- Install Previously Purchased Pods: Complete the installation of the already-acquired pods for Garrison Hall and Physical Science Complex, enhancing support for staff, students, and visitors. (May 7 & 8, 2025)
- Improve Visibility and Access of Existing Spaces:
 - Add appropriate signage, room numbering, and wayfinding for existing lactation rooms.
 - Ensure doors have functional locks and in-use indicators.
- Communicate Availability:
 - Launch an awareness campaign for all current and incoming students, faculty, and staff as part of the committee's communication plan, including website updates, campus maps, and HR onboarding materials.

This work sends a clear message: every member of our campus community belongs here and deserves access to the accommodations they need to thrive. Whether it's a new parent returning to complete their degree, a faculty member managing the transition back to work after childbirth, or a staff member balancing caregiving responsibilities with professional demands, our institution must be equipped to meet their needs with empathy and intention. Investing in accessible, dignified lactation spaces is not just about infrastructure — it's about shaping a campus culture where people feel seen, supported, and valued at every stage of life.

DEPARTMENT
LEVEL
SUPPORT

UNIVERSITY
LEVEL
SUPPORT

FACILITIES
AND
OPERATIONS
SUPPORT

What is our
WHY?

PRIMARY INITIAL RECOMMENDATION

MEDIUM-TERM RECOMMENDATIONS (6-24 MONTHS)

Prioritize Pod Installation in High-Need Areas:

- Meridian Campus: Install a new ADA-accessible pod to address a critical gap.
- Stephens Performing Arts Center, Eames Complex, and Reed Gym: Install pods or convert underutilized spaces.

Secure Annual Pod Funding:

- Begin funding and installing one pod per year for the next five years as proposed to the VP of Operations.
- Choose models based on budget and building constraints using the cost comparison data (e.g., TalkBox vs. KOLO).

PRIMARY INITIAL RECOMMENDATION

LONG-TERM RECOMMENDATIONS (1-5 YEARS AND ONGOING)

Establish Facility Guidelines:

- Develop and enforce guidelines for lactation space standards, maintenance, and scheduling, based on best practices and user feedback.
- Include minimum requirements (e.g., locking doors, outlets, seating, privacy) to ensure consistency.

Create a Central Oversight Mechanism:

- Assign or designate a staff member to oversee management, promotion, and upkeep of all lactation spaces university-wide.
- Regularly review utilization and feedback to inform future improvements.

POLICY AND CULTURAL SUPPORT

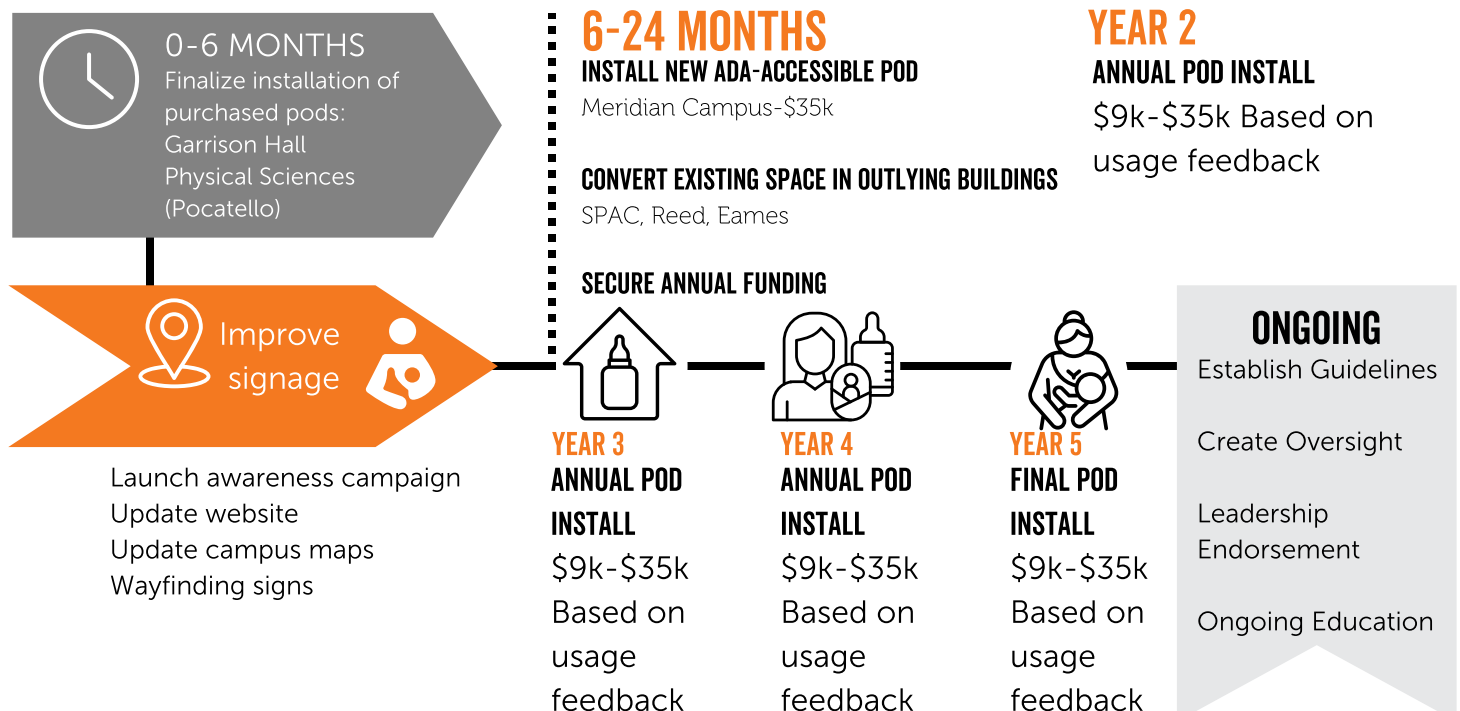
Leadership Endorsement:

- Encourage senior leadership to model support for accommodations and inclusion by formally endorsing the expansion of lactation spaces.

Ongoing Education:

- Offer training to department chairs, supervisors, and facilities staff about lactation accommodation rights and available campus resources.

LACTATION SPACE IMPLEMENTATION TIMELINE



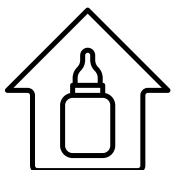
RESPONSIBLE STAKEHOLDERS

Entity	Responsibility
● Office of Equal Opportunity & Title IX	● Policy guidance, Title IX compliance, community engagement
● Facilities/Operations	● Site preparation, pod installation, signage, ongoing maintenance
● Marketing & Communications	● Awareness campaign, internal communications, map updates
● Academic & Student Affairs	● Coordination across colleges/departments for space use and promotion
● Human Resources	● Integration into employee onboarding and benefits communications
● Committee Chair/Designee	● Oversight of implementation, progress tracking, coordination with departments



RESOURCE NEEDS

RESOURCE TYPE	DETAILS	ESTIMATED COST RANGE
Lactation Pods	Annual purchase & installation of 1 pod/year (5-year plan)	\$15,000- \$35,000 per unit
Site Conversion/Upgrades	Minor renovations for existing spaces (signage, furnishings, locks)	\$500-\$2,500 per site
Signage & Wayfinding	Uniform signage, map updates, awareness materials	\$250-\$500 per building
Marketing & Awareness	Campus-wide promotion of availability and rights	In-kind via HR/Marketing, low cost
Staff Oversight	Task assignment for maintaining records, usage feedback, and coordination	Staff allocation recommended



IMPLEMENTATION STEPS

HOW WE MOVE FORWARD

The following phased approach outlines how the committee recommends executing the proposed lactation space improvements across all campus locations. This plan is designed to balance immediate needs with long-term sustainability and fiscal responsibility.

The committee recommends a 5-year phased plan to gradually expand and improve lactation spaces. This includes:

- Immediate installation of already-purchased pods and low-cost improvements.
- Annual pod installation in targeted locations.
- Conversion of underutilized spaces into designated lactation areas where appropriate.
- Integration into all new construction projects as part of the Campus Master Plan.

To ensure the effectiveness of this initiative:

- Annual usage reviews will be conducted to assess traffic and user satisfaction.
- The committee will provide yearly progress updates to leadership.
- Metrics will include number of operational spaces, user feedback, awareness indicators, and Title IX compliance benchmarks.

How to gain access to our current spaces:

- Parent rooms will be fitted with a standard locking mechanism displaying “Vacant” or “In Use.”
- The REND Parent room will have the swipe access removed and exchanged for the standard locking mechanism.
- Mamava Lactation pods can be accessed through the Mamava smartphone app or by calling Equal Opportunity & Title IX, Facilities or Public Safety for the Administrative door code.

The Lactation Space Planning Initiative has taken a proactive, research-informed approach to assessing the university’s current accommodations and planning for future needs. Through community feedback, legal analysis, and best practice benchmarking, it is clear that the university must enhance its support for lactating students, staff, faculty and visitors by increasing the number, accessibility, and visibility of dedicated lactation spaces.

Investing in these improvements is not only a matter of Title IX and Federal regulation compliance, but also a reflection of our commitment to community, shared responsibility, and inclusivity across all campus locations. This effort aligns with the university’s strategic goals and reinforces our values as a supportive and family-friendly institution.

LOOKING AHEAD

The committee is committed to continued collaboration across units, transparent progress updates, and an adaptive approach that centers the needs of our campus community. With leadership support, we can build a campus where all individuals feel respected, accommodated, and empowered to thrive.



POST-REPORT ENGAGEMENT STRATEGY

Continuing the Work of the Lactation Space Planning Initiative

With the completion and submission of this report, the work of the Lactation Space Planning Initiative does not end. To ensure the long-term success, sustainability, and cultural integration of lactation accommodations across all campuses, the following engagement strategy is proposed.

1

Feedback & Continuous Improvement

Implement a feedback collection mechanism (QR code or web form in each room) to:

- Track user satisfaction
- Report maintenance issues
- Gather suggestions

2

Institutional Support & Sustainability

Recommend the committee transition into a permanent or recurring structure, such as a:

- Lactation and Family Support Task Force
- Work-Life Wellness Committee (if part of a larger initiative)

Expand future scope to include:

- Parenting student resources
- Caregiver accommodation policies
- Support for pregnant and postpartum individuals beyond lactation

3

Annual Reporting & Assessment

Produce a concise annual update to university leadership including:

- Number of functional lactation spaces
- Installation or upgrade status by campus
- Maintenance or access concerns
- Budget spent and future funding needs

Integrate this data into Title IX compliance reports and strategic planning updates

4

Advisory & Consultative Role

Serve as a consulting body on:

- Capital projects (ensuring lactation space inclusion in new builds)
- Policy and procedure review regarding scheduling, space use, and flexibility for lactating individuals
- Grant opportunities (should they become available again)

5

Implementation Oversight & Accountability

Establish an Implementation Subgroup within the committee to:

- Monitor progress of the 5-year timeline
- Communicate with responsible departments (Facilities, HR, Equal Opportunity & Title IX)
- Flag delays or barriers and propose solutions

Develop a centralized project tracker accessible to stakeholders for transparency

6

Awareness & Communication

Continue supporting the campus-wide awareness campaign with:

- Website updates
- Onboarding and orientation materials
- Updated maps and signage

Collaborate with Marketing & HR to offer periodic:

- Info sessions
- Social media awareness weeks
- Features in campus newsletters

This strategy ensures that the committee's work continues to deliver real outcomes — not only meeting compliance standards, but embedding a culture of care, inclusion, and dignity across the university. Through structured follow-up, leadership engagement, and user-centered design, the committee will remain a vital contributor to long-term institutional wellness and equity.