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Office of the Principal Chief

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EXECUTIVE ORDER
2023-02-CTH

ENHANCING FAMILY FRIENDLY WORKPLACE BY SUPPORTING BREAST FEEDING MOTHERS, ENSURING ACCESS TO FAMILY FRIENDLY RESTROOMS AND ESTABLISHING THE TASK FORCE ON FAMILY CENTERED WORKPLACE

1. **AUTHORITY:** The Constitution and laws of the Cherokee Nation.
2. **POLICY:** It is in the interest of the Cherokee Nation to celebrate, provide support and show respect for Cherokee Nation employees who are raising children.

Cherokee Nation recognizes the burdens placed on families, particularly mothers, in the workplace. Among those burdens are balancing work duties with the need to breastfeed. Public health experts have identified numerous health benefits of breast feeding, including protection from illnesses, long term health benefits for mother and baby as well as household and community economic benefits¹. As the region's employer of choice and a leader on family friendly workplace policies, progressive workplace policies implemented by the Cherokee Nation that support better work and life balance for employees creates opportunities for other employees in the region to consider following Cherokee Nation's lead, which is to the benefit of Cherokees citizens beyond those in our workforce. It is therefore in the economic and social interests of the Cherokee Nation to create, improve and expand upon workplace policies which support working families, particularly supporting breastfeeding. Furthermore, it is in the interest of the Cherokee Nation to explore other opportunities to create, improve and expand upon other family friendly

¹ See, e.g., Breastfeeding: Surgeon General's Call to Action Fact Sheet," January 19, 2011, Centers for Disease Control and Prevention (retrieved February 17, 2023), [Breastfeeding: Surgeon General's Call to Action Fact Sheet | HHS.gov](https://www.hhs.gov/breastfeeding)

workplace policies. Pursuant to this order, Cherokee Nation shall take reasonable steps to support breastfeeding in the workplace and shall establish an executive branch task force to explore ways to further develop family friendly workplace policies.

3. DEFINITIONS:

- a. **Cherokee Nation Employee:** Any individual employed by Cherokee Nation in a full time or regular part time basis.
- b. **Breastfeeding mother:** Any mother who is breastfeeding, pumping or expressing milk via any means for the nutrition of a child between the ages of 0 - 1 year old
- c. **Breastfeeding:** the process of expressing a mother's breast milk to her infant.

4. Cherokee Nation Task Force on Family Centered Workplace:

- a) Purpose: The Cherokee Nation shall convene an executive branch task force on the subject of building a more family friendly workplace. The task force shall convene as many times as needed to advise the Office of the Principal Chief on matters pertaining to building a more family centered workplace for Cherokee Nation employees who have families; are mothers. The objective of the task force is to;
 - i. Examine existing laws, policies and resources in place at Cherokee Nation relating to employees who have families.
 - ii. Identify any gaps and deficiencies in work settings, expectations, policies or other factors that may impact a family's ability to work.
 - iii. Make recommendations to address the aforementioned gaps or deficiencies, including any recommended changes to Cherokee Nation policy, law or use of resources.
 - iv. Provide a final report to the Principal Chief and the Speaker of the Council of the Cherokee Nation within 120 days of the date of this Order.
- b) Composition: The task force shall be composed of five members, as follows:
 - i. Tralynna Scott, Chief Economist of Cherokee Nation Businesses & Special Envoy to the US Treasury
 - ii. Taralee Montgomery, Senior Policy Advisor
 - iii. Jennifer Kirby, Executive Director of Human Services
 - iv. Fourth member, selected by three designated members
 - v. Fifth member, selected by three designated members

5. Implementation of Family Friendly Restrooms:

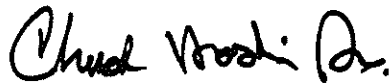
- a) Requirement of Family Friendly Restrooms: From the date of this order, all new construction, and existing work sites where applicable, should include:
 - i. Appropriate restroom facilities for family use including
 - 1. family restroom (s) in publicly accessible work sites that exceed 1,000 square feet
 - 2. 2) Infant changing tables implemented in both male and female restrooms in public offices.
- b) Waiver: The Principal Chief, on the recommendation of the Chief of Staff, may waive the requirements of paragraph 6.A.a.1 of this order upon demonstrating that the burdens on the public to access of family restroom are due to the infrequent and short duration of access of the general public to the facility or the availability of other Cherokee Nation facilities equipped with family restrooms in close proximity of the subject site.

6. Lactation resources for breastfeeding mothers:

The Cherokee Nation is supportive of working mothers and their families, including mothers who choose to breast feed their children. In accordance with this order, Cherokee Nation will provide;

- a) Appropriate privacy and space, other than a restroom facility, in its work sites for to accommodate a mother expressing milk for the purpose of nutrition for a child ages 0-1 year old.
- b) Provide reasonable paid administrative leave during the work day for the purpose of expressing milk, consistent with operational needs but no less than three times per an eight hour work day. The forgoing shall result in a modification of the existing workplace policy on this subject, as recommended by the Task Force established by this Order.

7. Cherokee Nation Entities: Although this Order is not binding on Cherokee Nation entities, a copy of this order and the report of the Task force established herein shall be communicated to the leadership of all Cherokee Nation entities as well as the Housing Authority of the Cherokee Nation for their review and to help inform their development of workplace policies to foster family centered workplaces.
8. **ORDER:** All Cherokee Nation departments shall take actions prescribed herein in order to further the goals of this administration to show respect to working families and mothers.
9. **EFFECTIVE DATE:** This Order is effective immediately on this 5th day of March 2023. Furthermore, it shall apply to any relevant pending requests for information.



Chuck Hoskin, Jr.
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