FCC TASKFORCE WEBINAR

November 12th 11am-12:30pm PT

Meals on Wheels: Transporting Mother's Own Milk & Donor Milk to NICUs Across New Orleans

Kimberly E. Novod, MPA

(she/her)

Founder & Executive Director,
Saul's Light
NICU Parent of Saul



Changing the Trajectory of Feeding Outcomes with Droplets of Milk

Barbara O'Rourke, RN-NIC, C-ELBW, TIP

(she/her)

Neonatal Clinician & Research Nurse,
Blank Children's Hospital
Founder,
Milk Drops Project



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Webinar Etiquette

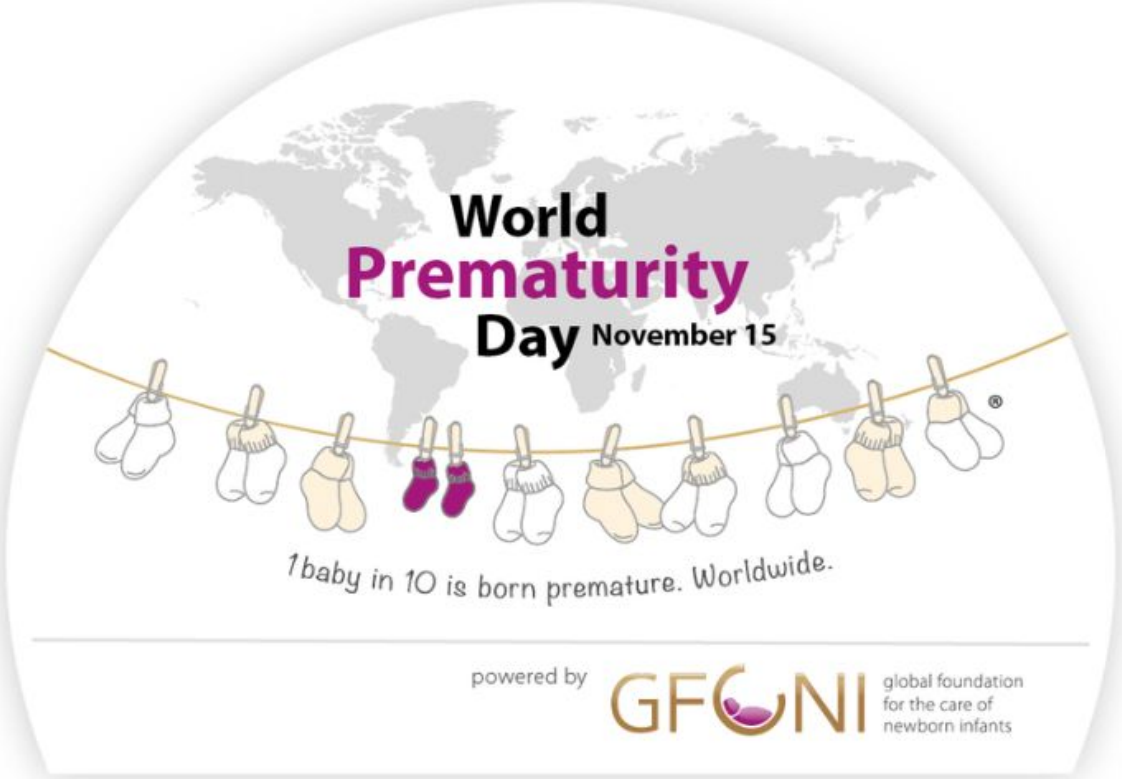
Thank you for helping us make FCC Taskforce Webinars a safe & brave space for all!
By participating, you are agreeing to the following guidelines:

1. Please mute your microphone when you aren't speaking
2. Please turn off your camera if multitasking
3. All questions & comments spoken and written in the chat should be respectful, non-discriminatory, and non-judgmental

Topics discussed may illicit strong emotions and feelings. Please reach out to us if you need support.



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This Webinar is Dedicated to
Saul



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All-In Meeting

- → Break down the hierarchy
- → Integrate patient-families
- → Prioritize funds to support patient-families
- → Intentionally elevate the voices of women, diverse groups, and individuals with rare or unique experiences
- → Make it relevant and personal
- → Provide support to disabled individuals during in-person meetings
- → Invest in building relationships
- → Support and include breastfeeding mothers/parents
- → Demonstrate the impact, progress, and opportunities
- → Capitalize on the expertise in the room
- → Remain receptive and responsive to constructive criticism

ALL-IN MEETING

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Family-Led Organizational Partners

- Adaptive Parent Project
- Adult Preemie Advocacy Network
- Cooper Steinhauser Foundation
- Alliance for Black NICU Families
- Canadian Premature Babies Foundation
- Connected Forever
- Dear Fathers
- Empowering NICU Parents
- FreeArm
- Generation O
- GLO Preemies
- Graham's Foundation
- Hand to Hold
- Hope for HIE (Hypoxic Eschemic Encephalopathy)
- ICU baby
- Love for Lily
- Miracle Babies Foundation
- NEC Society (Necrotizing Enterocolotis)
- Neonatal Butterfly Project
- NICU Alumni
- The NICU Dad
- NICU Neuroscience
- NICU Parent Network
- PPROM Foundation (Preterm Premature Repture of Membranes)
- PreemieWorld
- Saul's Light
- Project NICU
- Skylar Project
- Today is a Good Day
- Zaky (Nurtured by Design, Inc.)

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Heathcare-Based Organizational Partners

- 4th Trimester Project
- AAP Organization of Neonatal Traning Program Directors (ONTPD)
- AAP Section on Neonatal Perinatal Medicine (SoNPM)
- AAP Section on Newborn Pediatric Hospital Medicine Hospitalists (nPHM)
- AAP Trainees and Early Career Neonatologists (TECaN)
- California Association of Neonatology (CAN)
- California Perinatal Quality Care Collaborative (CPQCC)
- Care for NICU Families
- Caring Essentials Collaborative
- Children's Hospital Neonatal Consortium (CHNC)
- Colorado Perinatal Care Quality Collaborative (CPCQC)
- Council of International Neonatal Nurses, Inc. (COINN)
- Creative Therapy Consultants
- DEFINE Colorado
- Engage, Grow, Thrive
- Georgia Perinatal Quality Collaborative (GAPQC)
- Global Foundation for the Care of Newborn Infants (GFCNI)
- Illinois Perinatal Quality Collaborative (ILPQC)
- Institute for Patient- and Family-Centered Care (IFPCC)
- Irish Neonatal Health Alliance (INHA)
- March of Dimes
- Measure the Placenta
- Missouri Perinatal Quality Collabortive (MOPQC)
- National Association of Neonatal Nurses (NANN)
- National Association of Neonatal Therapists (NANT)
- National Association of Perinatal Social Workers (NAPSW)
- National Coalition for Infant Health
- National Institute for Children's Health Quality (NICHQ)
- National Network of Neonatal Psychologists (NNNP)
- National Perinatal Association (NPA)
- Nebraska Perinatal Quality Improvement Collaborative (NPQIC)
- Neonatal Research Network of Japan
- Neonates Foundation of India
- Neonatology Today
- New York State Perinatal Quality Collaborative (NYSPQC)
- Newborn Brain Society
- NIDCAP Federation International, Inc. (Newborn Individualized Developmental Care and Assessment Program)
- Not on My Watch
- Prematuridade
- Perinatal Advisory Council: Leadership, Advocacy, and Consultation (PAC/LAC)
- Perinatal-Neonatal Quality Improvement Network of Massachusetts (PNQIN)
- Perinatal Resource Collaborative (PRC)
- Preventing Blindness
- Ronald McDonald House Resource Link
- Sensory Beginnings
- South Dakota Perinatal Quality Collaborative (SDPQC)
- Synapse Care Solutions
- Tennessee Initiative for Perinatal Quality Care (TIPQC)
- Tiny Baby Collaborative
- T.E.N.D.E.R. Services
- Union of European Neonatal and Perinatal Societies (UENPS)

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Equal Representation in Leadership

Leadership Team



Malathi Balasundaram, MD
Founder & Executive Director
Neonatologist



Morgan Kowalski
Director of Operations
NICU Parent



Keira Sorrells
Director of Impact & Strategy
NICU Parent

Executive Council of Family Partners



Executive Council of Healthcare Partners



Board of Directors

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Ashley Omwando, MBA
FCC Committee Member
El Camino Health NICU
NICU Parent

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Robert Cicco, MD
Retired Neonatologist,
Pittsburgh, PA
Former Associate Director,
West Penn Hospital NICU

Membership Chair



Erika Goyer, BS
Co-Founder,
Academy of
Perinatal Harm Reduction
Co-Chair,
Family Advocacy Network
Director of Communications,
National Perinatal Association
NICU Parent

Secretary



Jadene Wong, MD
Neonatal Hospitalist,
Lucile Packard Children's Hospital
Clinical Associate Professor,
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Division of Neonatology
Children's Hospital Los Angeles
Editor in Chief,
Neonatology Today

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Family-Centered Care Around the Globe!

The FCC Taskforce began in February 2022 with just 50 members.

Over the last three years, our membership has increased to:

- more than **3,900** members
- **50** U.S. States & Puerto Rico
- **9/10** Canadian Provinces
- **81** Countries!!!



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November POLL

We're thankful for you!
Let us know what we're doing well and how we can better support you.



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FCC COMMUNITY EXCHANGE

OPEN FORUM

NOVEMBER 19, 11AM PT/2PM EST



Ramya Kumar MS, CCC-SLP
Founder &
Speech Language Pathologist,
Arizona NICU Follow-Up Specialists



Jennifer Canvasser, MSW, NICU Parent
Founder & Executive Director,
NEC Society

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Presence Study Toolkit



The Toolkit is designed to:

- *Support more consistent, informed care*
- *Bring research into real-world use*
- *Reflect both clinical and family perspectives*
- *Be practical, not theoretical*
- *Be shared across teams, sites, and systems*

Recognizing parents as essential partners in care, strengthening their role at the bedside, and prioritizing both infant outcomes and family well-being



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MOM LINC
Impacting outcomes in newborn care

CPBF Canadian Premature Babies Foundation

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A Family Inclusive Taskforce for Improving NICU Quality of Care

FAMILY PARTNERSHIPS | JULY 14 2026

A Family-Inclusive Taskforce for Improving NICU Quality of Care

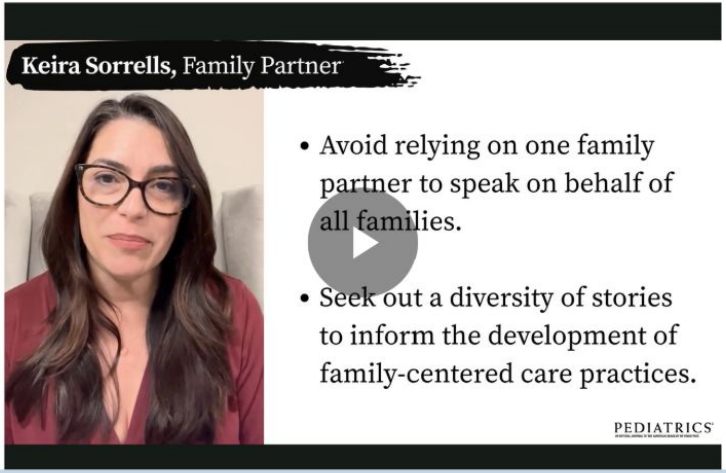
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Equity, Diversity, Inclusion, Belonging, and Justice Position Statement



Family-Centered Care Taskforce
Equity, Diversity, Inclusion, Belonging, and Justice Position Statement

Position Statement
The Family-Centered Care (FCC) Taskforce affirms and advocates for the principles of **equity, diversity, inclusion, belonging, and justice (EDIBJ)** as foundational to high-quality, compassionate, and just neonatal care. We believe that every family in the neonatal intensive care unit (NICU) deserves care that honors their identity, recognizes their individual needs, and promotes trust, healing, and resilience.

Background
Having an infant in the NICU is universally traumatic, exhausting, and emotionally taxing. However, for families that have been intentionally and historically marginalized, this experience is often compounded by systemic inequities (i.e., racism, classism, misogyny, etc.), bias, and cultural disconnects. When families do not see themselves represented among the medical team caring for their baby, it can create mistrust, fear, and a sense of alienation—emotions that hinder the foundation of family-centered care.

Disparities based on race, gender identity, language, family composition, socioeconomic status, and other dimensions of identity can lead to additional harm. Families who feel unseen, unvalued, and/or misunderstood often experience isolation, defensiveness, and exhaustion. At this critical moment in time—when identities are being denied, families are being divided, and inclusion is under threat—the neonatal community must rise to protect our most vulnerable patients and their families.

The FCC Taskforce therefore reaffirms its unwavering commitment to equity, diversity, inclusion, belonging, and justice in all aspects of NICU care, culture, and education.

Equity
Equity means providing individuals and families with **what they need** to achieve optimal outcomes—not necessarily providing the same resources or support to everyone. Equality assumes sameness; equity recognizes difference.

Just as precision medicine tailors treatments to each patient's biological needs, family-centered care must respond to each family's social, cultural, and emotional needs. True fairness emerges not from identical treatment, but from intentional and individualized support. By identifying and addressing systemic inequities, we can begin to level the playing field for all NICU families. Each family's journey is unique, and our care must reflect that truth.

Ultimately, family-centered care is rooted in centering the individual needs of each family and providing culturally conscious, concordant care that allows families to achieve the best possible outcomes for their infants.

Figure 1 on Page 2 uses a street-crossing analogy to illustrate the difference between equality and equity. In the NICU, this same concept applies to many care practices, such as safe sleep, that are often taught and discussed in a strict binary way (i.e., right or wrong). This approach of either/or framing takes away our ability to see the fullness of a family's experience—their abilities, capabilities, beliefs, cultural practices, fears, community/familial norms—rendering equity impossible.

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The FCC Taskforce **affirms and advocates for the principles of equity, diversity, inclusion, belonging, and justice (EDIBJ)** as **foundational** to high-quality, compassionate, and just neonatal care.

We encourage you to **read and share this information with your team** and **explore how your unit can mitigate harm** for marginalized families.

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Coming in 2027

Project dedicated to the inclusion, support, and engagement of dads, partners, and non-birthing caregivers in family-centered care.

- Quality Improvement cohort to improve mental health screening and support for NICU fathers and non-birthing parents.

- Quality Improvement cohort to improve NICU fathers' and non-birthing parents' skin-to-skin rates.



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