

NCBC in Perinatal Region 3: Kannapolis

MINUTES

North Carolina Breastfeeding Coalition
December 1, 2018 10am-1pm
Cabarrus Health Alliance,
300 Mooresville Rd, Kannapolis, NC 28081

Vision: Ensure that early, exclusive and continued breastfeeding will be the norm in North Carolina.

Mission: The mission of the North Carolina Breastfeeding Coalition is to promote, protect and support breastfeeding through a cooperative network of individuals, coalitions, agencies and organizations.

****Note—In an effort not to use email addresses in our minutes at the advice of our website administrator, '@' in email addresses has been replaced with '-at-'**

Upcoming Conferences

- National Indian and Native American WIC Coalition (NINAWC) Conference in Cherokee, NC: Save the date July 11-13
- ILCA webinars at <http://www.ilca.org/>
- USLCA webinars at <http://uslca.org/>
- 17th Annual Triangle Breastfeeding Alliance Conference: Timely Topics in Breastfeeding Support, Save the Date 05/02/19
- Available webinar through Appalachian Breastfeeding Network [Addressing Health Inequality in Appalachian](#)

*To post conferences on the Triangle Breastfeeding Alliance website – email trianglebreastfeedingalliance-at-gmail.com

Welcome, Introductions

Ellen Chetwynd

- Welcome to NCBC meeting at Region 3
- Introductions
- NCBC has moved away from a centralized state organization to a focus on regional identity and advocacy
- Overview of NCBC Board

Announcements

- Revision of [Ready Set Baby](#) is now available from CGBI
- [Join NCBC/NCLCA](#)
- NCBC is continuing to explore grant funding opportunities
- The [Making It Work Tool Kit](#) is available online

Strategic Goals:

- NCBC core values are *Advocacy, Inclusion, Equity, Education, and Integrity.*

Attendance

Attended In-Person: Ellen Chetwynd (Chair), Rebecca Ruhlen (NCLCA Chair), Nicola Singletary (secretary), Laura Sinai (Membership), Cheryl Derner, Marcella Mean, Crystal Unger (Resource manager), Anna Thadani, Rebecca Quick, Margret Davis

Phone Participants: Sheila White, Chiara Phillips

August Minutes Approval

Motion (Rebecca Rhulen) and second (Laura Siani) to approve October minutes

Treasurer report

Ellen Chetwynd (provided by Katie Wouk)

Updates:

Total Income: \$50; Membership dues: \$50

Total General Disbursements: \$1,187.66

Balance available for General Disbursements (11/26/18): \$6789.92

Check from NCLCA Summit is forthcoming

Membership report

Ellen Chetwynd (provided by Laura Sinai)

Contact: NCBC Membership-at-gmail.com

Updates:

Total 2018 NCBC Members: 104 (7 Lifetime members)

Total 2019 NCBC Members: 11 (7 Lifetime members)

NC Lactation Consultant Association 2018 Members: 82 (7 lifetime members)

NC Lactation Consultant Association 2019 Members: 11 (7 lifetime members)

Open to non-IBCLC; one must join NCBC to join NCLCA. (1 LCERP webinar and group discount memberships are benefits)

2018 Organizational Memberships: 1

2019 Organization Memberships: 0

How to Join NCBC

- Members may join at any time during the calendar year on the website, cost of \$20 for NCBC, \$25 for NCBC/NCLCA
- Membership is open to everyone (no credentials required); members have voting privileges.
- 5 Organizational membership levels are available. One designated organization member is automatically a member of NCBC and NCLCA. All other people in that organization can join
- If anyone has trouble logging into the website or needs to check membership standing, contact NCBCMembership-at-gmail.com

Note: If you join in the final quarter of 2018 then you are a member for the full calendar year 2019. Reminder that membership January to December; only if you join after October will it roll over to next year.

NCBC facebook page: have over 1880 likes.

Follow us on Twitter: @NCBreastfeeding

Proposed New Meeting Schedule for 2019

PR4: January 28th from 10am-1pm in Raleigh at NC State University

PR2: March

PR3: May

PR5: June (Summit)

PR6: August

PR1: October

Perinatal Region 3 was moved from December to May in an effort to make the meeting easier to coordinate and attend. With the new schedule, NCBC will not meet between October and January.

**Awards
Golden Bow**

Contact: Heather Lynn, heatherhiggins-at-gmail.com

Purpose: To stop the distribution of formula discharge bags and to recognize healthcare facilities which do not give out formula samples. Applications are accepted twice a year. Updated mapping reveals 89 % of live births occur at birthing facilities that have banned the bags. There have been hospitals that have received stars for banning the bags but have not received the Golden Bow award from NCBC. National registration ([National Registry for Ban the Bags](#)) needs to be done in addition to receiving an NCBC Golden Bow award. NCBC would like for NC to reach 100% participation. Applications are checked on **February 1st and July 1st**.

 **Awards this cycle:**

- PR2 Lake Forest Baptist
- PR2 Lexington Medical Center
- PR6 Vidant Beaufort


Action: In PR3, Baby and Company has not been recognized as having banned the bags, Laura Sinai will contact them. Remaining 12 have applied and received the Golden Bow, of these 4 have applied for the National recognition.

NOTE that several of the perinatal regions are very close to having fully banned bags, but none have been validated as being fully bag free.

BF Friendly Business

Contact: Mabelle Williams, machelletwilliams-at-gmail.com

Purpose: NCBC recognizes local companies that support breastfeeding families. In doing this, we distinguish between “Breastfeeding-Friendly Businesses” and “Breastfeeding-Friendly Workplaces”. Breastfeeding Friendly Businesses are businesses that welcome breastfeeding mothers as customers. This can be as simple as treating breastfeeding mothers well, never asking them to leave, cover up, or move. Businesses that have been granted the Breastfeeding-Friendly Business Award can proudly display the Breastfeeding-Friendly window cling. Breastfeeding-Friendly Workplaces are workplaces that have made accommodations to support breastfeeding mothers as employees. This can be as simple as allowing employees to have flexible breaks and access to a private room for expressing milk or nursing. The room needs to have a comfortable chair and a lock on the door. Plaques are awarded to businesses who meet application qualifications. Awards (plaque and window sticker) are presented twice per year - **February 1, 2019 and July 1, 2019** are dates for submitting applications. Award winners are also listed on the website. Apply online. Business cards are available to use when speaking to businesses. DPH Webinars on Business Case can be found on the website.

 **Awards this cycle:** 8 new awardees this cycle.

- PR1 EDSI (locations are in North Carolina, but are headquartered in Michigan)
- PR1: Buncombe County WIC

- PR1 Fox and the Fig
- PR1 Mountain Area Health Education Center (MAHEC) (Family Health & OB/GYN Specialists)
- PR2 SonShine Embrace Learning Center, Inc.
- **PR3 Topgolf Charlotte**
- PR5 Mill Creek Family Practice
- PR6 Vidant Beaufort Hospital

Mother-Baby Clinic

Contact: Jillian Roehm, jillianroehm-at-gmail.com

Purpose: On October 8, 2014, the North Carolina Breastfeeding Coalition launched the “**Mother-Baby Friendly Clinic Awards Program**” now called “**Mother Baby Award for outpatient healthcare clinics**”. Awardees represent the best our state has to offer in terms of support for the breastfeeding family. The award is open to any outpatient medical clinic serving pregnant and postpartum women, infants and/or children in North Carolina. Applicants may include Health Departments, Family Medicine, Pediatric, Obstetric, Midwifery, or other types of clinics serving these populations. Criteria for the award are very closely based on the “Baby-Friendly USA Guidelines and Evaluation Criteria,” and the Academy of Breastfeeding Medicine’s “Clinical Protocol #14: Breastfeeding-Friendly Physician’s Office: Optimizing Care for Infants and Children.” As such, the act of reviewing criteria is, in and of itself, an opportunity to identify evidence-based best practices for the care of pregnant and/or post-partum women and children. Applications are available on the NCBC webpage. **Application deadlines are February 1st and July 1st.**

Awards this cycle.

- PR1 Mountain Area Health Education Center (Family Health & OB/GYN Specialists)
- PR2 Magnolia Birth Center
- PR4 SAS Healthcare Center
- PR5 Bladen Kids Care
- PR5 Women’s Health Specialists
- PR6 Jones County Health Department

Needs/opportunity:

- Colorado protocols could be used to update ours, volunteer/s to help with this.
- Check award wording, award plaque is very complementary but does not have the word “breastfeeding”
- Discuss ways for families to identify which clinics have this award

Parent Advocacy Updates

Love Anderson will begin in a position as our Parent Advocacy liaison in September 2018.

Grant Funding Opportunities

Contact: Sarah Hogan, sarahmariehogan-at-gmail.com and ellenchetwynd-at-gmail.com

Updates: RFA#A-359 Physical Activity and Nutrition Program from NC DHHS has breastfeeding goals including many NCBC awards: Mother-Baby Awards for Outpatient Clinics, Breastfeeding-Friendly Business Award, NC Breastfeeding-Friendly Workplace Award. Letter of Intent due by 11/9/18, Final application due on 12/3/18. Awards targeted to regional focus. Awards will be announced January 2nd

PR6 is applying for the RFA#A-359 Physical Activity and Nutrition Program grant. The application includes support to make the Baby Friendly Clinic Award more accessible and supported. Looking for volunteers from within NCBC to attend monthly meetings to assist DPH to provide technical assistance

for this grant. Action: Laura Siani is interested in serving in this role / UPDATE: This role has been put on hold for right now. No further volunteers needed. We will continue to keep everyone posted as things develop.

Funding Opportunities

IBLCE Exam Scholarship (Committee: Jam Gourley, Rhonda Argenbright, Phyllis Kombol): Tawana Cherry and Connie McLendon have been awarded scholarship funding towards the fee for examination.

Mini grants: NCBC will continue to support local organizations. If your organization is looking for funding locally contact Ellen (ellenchetwynd-at-gmail.com) at NCBC to discuss financial and organizational resource support.

Website

Trimark to do pro bono work on regional pages in 2019 with maps and live links to breastfeeding support resources

We will be phasing out zipmilk.org in 2019 once NCBC's perinatal regional resources are online.

Action: Develop plans to phase out zip milk, notify hospitals, healthcare providers, agencies and families of the changes. Contact and work with Zipmilk on transition. Discuss interactive map functionality with Trimark.

State Breastfeeding Updates

Contact:

State Breastfeeding Coordinator, Chiara Phillips Chiara.Phillips-at-dhhs.nc.gov
State Breastfeeding Peer Counselor Coordinator, vacant. Currently posted and open on state website

Updates:

- Accepting applications until December 12, 2018 at 5pm for the State Breastfeeding Peer Counselor Coordinator: https://agency.governmentjobs.com/northcarolina/job_bulletin.cfm?JobID=2263580
- NC MCBFD application due date is April 30, 2018.
- NC BFCCD application due date is January 15, 2018.
- Core Trainings and Quarterly trainings from the Regional Lactation Training Centers are posted through February 2019 are available on <http://www.nutritionnc.com/wic/conferences.htm>
- NC Lactation Educator Training Program (NC LETP): 2019 Spring Dates: February 13-15 and May 16-17, 2019
- The North Carolina WIC Program Manual is available here: [Breastfeeding Program Management](#)
- Regional WIC Lactation Training Centers were awarded for the 2019-2022 for each of the Perinatal Regions, start date is June 1, 2019
- NC DPH's Community and Clinical Connections for Prevention and Health Branch's Request for Applications (RFA) are due December 3, 2018: <https://www.ncdhhs.gov/about/grant-opportunities/public-health-grant-opportunities> and <https://www.communityclinicalconnections.com/>

- The Loving Support Award of Excellence: <https://www.fns.usda.gov/wic/loving-support-award-excellence-awardees>

NCBC Region 3 Regional Focus

This portion of the meeting included local region discussion, networking, and ideas for the next year. Short summaries of the discussion follow:

Marcella Mean: Chief Community Health Officer at Cabarrus Health Alliance, oversees community health programs and initiatives. These are grant funded programs with 20-25 staff that are grant funded. Works with community partners. Barbee Jones the Executive Director for Cabarrus Chamber of Commerce reached out wanting to create a healthy business toolkit. This toolkit will include many health topics including nutrition, mental health, breastfeeding, and substance use. Looking for resources to include in the Cabarrus County for breastfeeding. Found NCBC resources for employers and interested in exploring what should be included and how to include existing resources.

Suggestions: State resources, USBC website with law related information for breastfeeding in the workplace, National Women's Law Center. Should also include resources for why breastfeeding support is business-friendly, so resources like the toolkit may be more helpful. Chiara Phillips connection for the use of the Making it Work toolkit.

Anna Thadani (WIC). Interested in pictures or videos to show to parents on how supplementation can lead to decrease in milk supply. Also, parents' concerns that reduction in engorgement/full breasts indicates decrease in milk supply.

Suggestions: Beans and rice visual in jars to demonstrate decrease in maternal milk as supplementation increases, Global health media videos, videos created by anthropology students of mothers/parents stories, local coalition Facebook page, WIC is working on policy and tools for local WIC offices for mothers who are asking for more formula, consider California structure for formula use within WIC.

Sheila White: BF Regional Peer Counselor Position will be reposted on 12/7/18, would like to get word out through the coalition. Recently had region 3 peer counselor training, talked about collaboration with nutrition staff to increase referrals from nutrition staff. Plan for peer counselors to come to leadership meeting to encourage all mothers who come in for their first visit will be referred to peer counselors for breastfeeding education. Closing one clinic for new mothers 12/13 so they will be going to other clinics including one satellite clinic and considering one for new mothers. Considering Novant in Charlotte and Myers Park. One of main challenges discussed was collaborating with hospitals to provide peer counselors services to postpartum mothers. Would like to collaborate on establishing a local breastfeeding coalition.

Suggestion: Repost BF Regional Peer Counselor Position through NCBC listserv and FB page. Wilmington volunteer peer counselors go into the hospital (contact Norma Escobar) where peer counselors are trained in the community as well as for WIC. Gaston Memorial Hospital had peer counselors go into the hospital with the help of experience from hospital in Sampson/Lincolnton. May require additional peer counselors either through WIC, staffed by the hospital, or in a volunteer capacity. Also, Pitt county has WIC peer counselors go into the hospitals. Be wary of peer counselors being asked to provide too much of the breastfeeding support in the hospital when they go in to visit mothers.

Cheryl Derner: Currently training as an IBCLC. It was difficult to find a pathway 2 mentor. Discussion of the program at JC Smith, but status is unknown.

Suggestions: There are several universities who are considering development of pathway 3 programs including Winthrop and NCSU.

Laura Siani: Please send lactation information and news to share on Facebook page (PDF files cannot be posted).

Suggestions: Consider adding meetings to Facebook page to increase attendance.

Rebecca Ruhlen: Create local coalition Facebook group for local activity and discussion. Call for volunteer to manage Facebook for the region.

Action: Cheryl volunteered to manage with assistance from Rebecca on setting it up.

Full Group: Ways to increase involvement in coalition

Suggestions: Consider adding NCLCA section back to meetings, publicize new meeting format and regional focus, reach out to hospital IBCLCs, include language in event information to engage others. The next meeting in this region will be in May.

Next Meeting

The next NCBC meeting will be on January 28th from 10am-1pm in Raleigh at NC State University.

Full State Breastfeeding Coordinator Report

- **Breastfeeding Unit**

- State Breastfeeding Coordinator: Chiara Phillips. Her email address is Chiara.Phillips@dhhs.nc.gov
- State Breastfeeding Peer Counselor Coordinator: Vacant
 - Accepting applications until December 12, 2018 at 5pm for the State Breastfeeding Peer Counselor Coordinator:
https://agency.governmentjobs.com/northcarolina/job_bulletin.cfm?JobID=2263580

- **NC Maternity Center Breastfeeding-Friendly Designation (NC MCBFD):**

- October 31, 2018 NC MCBFD Application submissions will be reviewed by the NC MCBFD Review Committee on Thursday, December 20, 2018.
- NSB was invited and accepted an invitation to assist as requested with ENRICH Carolinas (funded by a grant from Duke Endowment) from the Carolina Global Breastfeeding Institute to assist with hospitals interested in pursuing the NC MCBFD program.
 - More information: <http://dukeendowment.org/story/helping-hospitals-in-the-carolinas-become-baby-friendly> or <https://sph.unc.edu/cgbi/enrich-carolinas/>
 - The Nutrition Services Branch (NSB) will
- 2019 Application Deadline for NC MCBFD:
 - Tuesday, April 30, 2019
 - Thursday, October 31, 2019

- **NC Breastfeeding-Friendly Child Care Designation (NC BFCCD):**

- Content of the revised NC Breastfeeding-Friendly Child Care Designation (NC BFCCD) Application has been approved. The revised application will be released in early 2019.
- NC BFCCD has experienced a drop in the number of licensed child care programs designated, partly due to designees choosing not to renew their application. All advocacy efforts at the local level, specifically with early care and education stakeholders, in your community to promote the designation is valuable. We are hopeful this trend will change

with the condensed and revised application. As of October 2018, there are 16 counties across the state with at least one center designated; In March 2017, there were 25 counties across the state with designated child care programs.

- Application are accepted at any time and reviewed four times a year. January 15, April 15, July 15, and October 15.
- **NC Lactation Educator Training Program (NC LETP) IBCLE Approved**
 - Spring 2019 Course Dates: February 13, 14, 15 and May 16 and 17, 2019 (Plus 2 clinical days to be scheduled) Novant Forsyth Medical Center
 - Registration is available on the NSB website:
<https://www.nutritionnc.com/wic/conferences.htm> and on the Northwest AHEC website:
<https://northwestahec.wfubmc.edu/courses-and-events> by searching “Lactation”.
- **Core Trainings and Quarterly trainings/Region Lactation Training Centers:**
 - Core Trainings and Quarterly trainings are ongoing in each Perinatal Region.
<http://www.nutritionnc.com/wic/conferences.htm>
 - Quarterly Continuing Education Dates:
 - Perinatal Region I: TBD
 - Perinatal Region II: Friday, March 29, 2019: Novant Health Forsyth Medical Center, Winston Salem, NC
 - Perinatal Region III: Wednesday, February 27, 2019: Hornets’ Nest, Williamson Pavilion, Charlotte, NC
 - Perinatal Region IV: Wednesday, February 6, 2019: Wake County Human Services, Raleigh, NC
 - Perinatal Region V: TBD
 - Perinatal Region VI: February 4, 2019: Eastern Area Health Education Center, Greenville, NC
- **Breastfeeding Supplies Competency Training (BSCT) CDR Approved:**
 - 2019 Winter Breastfeeding Supplies Competency Training dates are: January 7-April 5, 2019
 - Registration is closed.
 - *NO LATE REGISTRATION WILL BE ACCEPTED*
- **Breastfeeding Policy Update:**
 - The North Carolina WIC Program Policy Manual update was released on October 1, 2018. Breastfeeding related specific changes include, but are not limited to the following:
 - Breastfeeding-Friendly Workplace Policy: All local WIC agencies are required to have a written breastfeeding workplace policy that applies at a minimum to WIC staff. This policy will be monitored by NSB staff on an annual basis.
 - Staff Training: Required that all WIC staff receive an annual breastfeeding in-service appropriate to the scope of their responsibilities.
 - Breastfeeding Supplies:
 - Expanded criteria for the issuance of a single-user breast pump to exclusively pumping mothers including bereavement.
 - Eliminated policy restricting the issuance of a single-user breast pump to one per a family to one single-user breast pump per the birth of each child.
 - Required that all staff issuing any breast pump to a participant must educate the participant about hand expression

- Restricted the issuance of breast shells to damaged nipples. Breast shells may no longer be issued to mothers with flat or inverted nipples due to lack of scientific evidence to support this practice
 - The North Carolina WIC Program Manual is available: <https://nutritionnc.com/wic/pdf/programManual/wpm-Chapter9-breastfeedingProgramManagement.pdf>
- **North Carolina Regional WIC Lactation Training Centers**
 - NSB has accepted the applications for the North Carolina Regional WIC Lactation Training Center in each of the six (6) Perinatal Regions for the 2019-2022 State Contract Years (June 1-May 31). Effective Start Date is June 1, 2019.
 - **Perinatal Care Region I: Mountain Area Health Education Center**
 - Regional Breastfeeding Coordinator: Georganna Cogburn: Georganna.Cogburn@mahec.net
 - **Perinatal Care Region II: Novant Health Forsyth Medical Center**
 - Regional Breastfeeding Coordinator: Alison Moore and Mary Showalter: acmoore@novanthealth.org
 - **Perinatal Care Region III: Mecklenburg County Health Department**
 - Regional Breastfeeding Coordinator: Vacant
 - **Perinatal Care Region IV: Wake County Human Services**
 - Regional Breastfeeding Coordinator: Jam Gourley: Jam.Gourley@wakegov.com
 - **Perinatal Care Region V: New Hanover County Health Department**
 - Regional Breastfeeding Coordinator: Norma Escobar: nescobar@nhc.gov
 - **Perinatal Care Region VI: Eastern Area Health Education Center**
 - Regional Breastfeeding Coordinator: Hannah Edens: edensh@ecu.edu
- **Local WIC Agencies**
 - Loving Support Award of Excellence Award
 - Each year the U.S. Department of Agriculture, Food and Nutrition Service (FNS), Special Supplemental Nutrition Program for Women, Infants and Children (WIC) announces the Loving Support Award of Excellence program. The award program was established to recognize local WIC agencies that have provided exemplary breastfeeding promotion and support activities. The intent is to provide models and motivate other local agencies to strengthen their breastfeeding promotion and support activities and ultimately increase breastfeeding initiation and duration rates among WIC participants. The award is given at three levels of performance that build on one another: Gold, Gold Premiere, and Gold Elite. This approach recognizes three groups of agencies that include those that are demonstrating model practices, as well as those who are at varying stages of implementing exemplary breastfeeding promotion and support practices.
 - Each of North Carolina's WIC Programs who have a peer counseling program are encouraged to apply for these awards. Application information is available at: <https://www.fns.usda.gov/wic/loving-support-award-excellence-program>
 - The application deadline is: Friday, December 14, 2018
 - WIC Breastfeeding Data: Local Agency
 - Reminder: NSB's Epidemiologist has updated the SFY 2016 and posted SFY 2017 WIC Breastfeeding Data in February 2018. The updated and new breastfeeding data is available. <http://nutritionnc.com/wic/wicLAR.htm#agreementAddendaData> Under "Other Resources" → "WIC Agreement Addendum" → "Agreement Addenda Data." If you have questions about data collection contact Chiara Phillips at Chiara.Phillips@dhhs.nc.gov

- The North Carolina 2017 SFY shows that 72.88% of postpartum women participating in WIC initiated breastfeeding, 48.9% of infants participating in WIC were breastfeeding at 6 weeks of age and 29.10% of infants participating in WIC were breastfeeding at 6 months of age
- **DPH: Women’s and Children’s Section**
 - Women’s Health Branch
 - Improving Communities Outcomes for Maternal Child Health:
 - Year 2 Outcomes report is available. For a copy contact Leslie DeRosset at Leslie.DeRosset@dhhs.nc.gov
 - Partnered with the Perinatal Region V: Regional WIC Lactation Training Center for continuing education on Cultural Humility and Breastfeeding
- **DPH: Chronic Disease and Injury Section Report**
 - Community and Clinical Connections for Prevention and Health Branch (CCCPH)
 - The Division of Public Health, Community and Clinical Connections for Prevention and Health Branch is preparing to review applications for Physical Activity and Nutrition (PAN) Funding. PAN funding supports local interventions focused on breastfeeding support, healthy eating, and safe and accessible physical activity. Local organizations are applying for these funds to mobilize communities, build collaborative relationships, and implement culturally relevant, evidence-supported interventions. **Applications are due Monday, December 3**, and awards will be announced January 2.
 - As part of CCCPH’s work with the Centers for Disease Control and Prevention and North Carolina partners, they will be encouraging organizations across the state to work toward and apply for the North Carolina Breastfeeding Coalition awards including the Mother-Baby Award for Outpatient Clinics, NC Maternity Center Breastfeeding-Friendly Designation Program, Breastfeeding-Friendly Child Care Designation, and Breastfeeding-Friendly Business and Workplace Awards.
 - Preventative Health and Health Services Block Grant
 - Beginning in June 2019, local health departments will also have the opportunity to use funds to work on breastfeeding-friendly awards and designations through the Chronic Disease and Injury (CDI) Section’s Healthy Communities Program funded by CDC’s Preventive Health and Health Services Block Grant.
- **DPH: Section Collaboration**
 - *Making It Work Tool Kit*
 - Purpose: “The Making It Work Tool Kit” is a resource to help breastfeeding mothers return to work. It is designed to provide assistance to breastfeeding mothers, their employers and their families.”
 - The toolkit is completed and available on the Work Well NC website here: <https://workwellnc.com/NCMakingItWork.php> and <https://www.ncbfc.org/making-it-work>
 - NEW: The Tool Kit is now available in Spanish here: <https://workwellnc.com/NCMakingItWork.php>
- **Conferences:**
- **ENRICH Carolinas:** Rescheduled for December 3-4, 2018