

The Guadalupe Project

Building a Culture of Radical Welcome for Moms, Dads, and Babies at Catholic University

Family-Friendly Policy

- Staff Paid Parental Leave
- Faculty Paid Parental Leave
- Supporting Moms on the Tenure Track
- Classroom Accommodations for Pregnant Instructors
- Studying Child-Care Benefits



Adjustments to Physical Plant

- Expectant Mother Parking
- More Diaper Changing Stations
- Access to Lactation Space
- **LONG-TERM:** Family-Friendly Campus

Supportive Campus Culture

- Pregnancy Resource Informational Materials
- Website Hub for Pregnancy & Parenting Resources
- Baby Items in Cardinal Cupboard
- Increased Access to Pregnancy Testing
- Mass of Remembrance for Pregnancy & Early Infant Loss
- Mothers' and Fathers' Groups
- Welcome Swag for Baby Cardinals
- Cardinals for Life Babysitting Program
- Supporting Metro School Students with Children
- Serving Moms and Babies in the D.C. Community
- **LONG-TERM:** Maternity Clothes Closet

Recommendations for Future Study:

- Enhance housing offerings for pregnant and parenting students
- Provide scholarships to mothers pursuing completion of an undergraduate degree
- Increase support and resources for pregnant and parenting members of the Tucson Program community

The University will create a Parenting Resources Coordinator staff position, to carry on this work.