

DONA INTERNATIONAL

ANTI- RACISM STRATEGIES WITHIN THE DOULA PROFESSION



DONA International leadership is committed to acknowledgment, understanding and growth in addressing racism and cultural competency within our membership and our leadership.

This document reflects organizational action items and individual calls to action for our members.

DONA International Action Items

What is DONA doing?

Examining and taking responsibility for current and historical organizational systems that contribute to systemic racism.

Providing educational offerings on cultural awareness and implicit bias throughout the doula training, certification process and yearly membership experience. Promote expansion of knowledge and understanding through the newly released DONA International required reading list which includes anti-racism options.

Encouraging dialogue within our membership and the doula community at large. We've created a space to talk about anti-racism and the intersection of birth work for members on DONA Connect.

Increasing representation and diverse perspectives on DONA International's volunteer-led committees.

Promoting programs and goals pursued by our Birth Equity Committee. (est.2017)

Increasing cultural awareness & offerings to leadership through the hiring of a consultant and to all doulas through the concurrent sessions offered in our educational events.

Membership and Doula Community Calls to Action

What can I do?

- Examine your own implicit biases that contribute to systemic racism. [Here's a great tool from Harvard.](#)
- Seek training on implicit bias, cultural awareness, and racism as it applies to our work and the families we serve.
- Participate in educational opportunities provided by DONA International.
- Watch, learn and engage when the offerings come your way. Check out DONA webinars and [newly updated required reading list for resources.](#)

Currently [available cultural webinar sessions are:](#)

- When Doulas Use Equity as Their Secret Sauce, You Have A Recipe for Life- Natalie S. Burke
- Exploring the self: A doula's guide to discussing race, gender, and privilege in birth and postpartum work. - Morgane Richardson & Amiee Brill
- Black Maternal Health Week: How Can DONA Doulas Make A Difference? -DONA Leadership & Guest Speaker Florida Midwife Jennie Joseph

- [Join the conversation on DONA Connect](#), let's talk about our personal bias and how that affects black people. Join the opt-in Anti-Racism Work Group community and dive deep into topics around race, racism and the intersection of birth work. As Natalie S. Burke says, let's Get Uncomfortable to impact change.
- We encourage dialogue from our members. You can amplify your voice by joining a committee. We have openings on the Membership, Advocacy, Certification, Intercultural, Nominations & Elections, PR/Marketing, and Ethics Committees (to name a few).
- To get involved contact applyforleadership@dona.org.

- Support goals of promoting the work of Community Doulas and Doulas of Color, share educational materials that address bias and institutionalized racism, and work closely with a Diversity, Equity and Inclusion Subcommittee to develop education offerings and promote doula growth in disparate areas.

DONA International Action Items

What is DONA doing?

Increasing donations to the doula spirit fund (offers conference fee waivers for doulas to attend conference and receive continuing education).

Implementing the IMPACT program that offers financial support for doula training, certification and membership while emphasizing support to doulas serving areas where disparities and inequities result in high perinatal morbidity, mortality and infant deaths, as evidenced in the research.

Creating an alternate pathway to DONA Intl certification for experienced doulas, community based doulas.

Promoting existing safe spaces and create new opportunities for open conversations on the intersection of race, culture, and birth via social media and internal communication platforms.

Continuing to update education and certification materials with culturally reflective and responsive content.

Continuing to incorporate inclusive language policy in DONA International print materials and publications.

Increasing representation and diversity of DONA-approved Trainer pool.

Membership and Doula Community Calls to Action

What can I do?

- Each year, DONA International offers conference fee waivers through the Doula Spirit Fund. Doulas and the public contribute to the fund, which is open for any DONA Member to apply for during our conference season. If you know someone that is in need of assistance to attend conference, please share with them about the fund.
- Share the opportunity with people and encourage them to apply.
- Consider how you might financially support doulas who are serving communities with high inequities as well as higher mortality and morbidity rates locally, nationally, and internationally.
- Watch your DONA membership email for upcoming information and help spread the word to doulas who may be interested in becoming a certified doula with DONA International.
- Engage with fellow members as topics are shared on Facebook, Twitter, Instagram and DONA Connect and help educate our community. Be open to listening to others voices on these platforms as we learn more from one another.
- Doulas of Color and Black DONA Doulas are invited to the Black DONA Doula and Doula of Color DONA Connect communities, [join your respective community here.](#)
- Join the Intercultural Coalition and share cultural, birth and postpartum practices that will enhance DONA's educational offerings. To join, send an email to: applyforleadership@dona.org
- Language is important; doulas should become aware of their words and how they impact people, groups, inequity, and discrimination. We encourage the use of inclusive language.
- Answer the call for black doulas and doulas of color to apply with the birth and postpartum trainer programs.