



# INVITATION TO APPLY

## B'more for Healthy Babies & the Community Advisory Board

### Doula Scholars Program

#### Background

B'more for Healthy Babies (BHB) is a 10-year-plus Baltimore City initiative that brings together city agencies, health care institutions, and community-based organizations to ensure that all children are born healthy, grow, and thrive in healthy families. Since its inception, BHB has been the main driver in reducing Baltimore City's infant mortality rate (IMR). One of the first steps BHB took as a result of its strategic refresh was to establish a community advisory board (CAB) in April 2017. The charge of the CAB is to dismantle structural racism by addressing the uneven power dynamic that many Baltimore women and communities face in maternal and child health programming. BHB and the CAB supports the development of training and certification opportunities for women of color who reside in Baltimore to become Doulas. The Doula Scholars Program will support the certification of community members to become Doulas, and additionally, will assist Doulas currently working in Baltimore City to build their skillsets.

#### Purpose of Invitation

BHB and the CAB are sponsoring a multi-tiered scholarship program for Baltimore City residents who are new to the Doula field or are currently doulas wishing to continue their education. There are two tiers to the scholarship program: (1) The Universal Doula Scholars Program and (2) The Intensive Doula Scholars Program.

#### Tier 1-Universal Doula Scholars Program:

- Applicants who are new to the field will be selected by the CAB to participate in a series of trainings, peer learning sessions, and skills practices supporting birthing families in Baltimore City. The training will include Labor and Post-Partum Doula Training, CPR and first aid certification, and a National Doula certification. Certification will allow doulas to teach childbirth courses in hospitals and other settings. This training will provide doula scholars with the essentials in preconception and postnatal health and will allow them to begin their doula practice. There is a \$2,000 training and stipend allocation per doula scholar recipient.

#### Tier 2-Intensive Doula Scholars Program:

- Two doulas currently in training will be selected to deepen their community practices. These doulas must have completed their Tier 1 training and have previously supported births in Baltimore City. With assistance from the Doula Scholars Coordinator, these scholars will develop a professional growth plan to obtain additional skills that will enhance their personal doula practices. They will provide support and mentoring to the Tier 1 doula scholars. They will also assist the Doula Scholars Coordinator with the peer learning sessions. Tier 2 Doula Scholars will participate in Perinatal Community Health Worker Training, lactation consultant training,



CPR and first aid training, and hypno-birthing technique. This training will allow the Tier 2 doula scholars to become certified Perinatal Community Health Workers. It will also allow them to be eligible to take the International Board of Lactation Consultant Examiners (IBLCE) exam to become certified lactation consultants. There is a \$4,000 training and stipend allocation per doula scholar recipient.

**The following timeline will be strictly adhered to:**

- Application Deadline – **April 29<sup>th</sup> at 4:00 pm**
- Mandatory Meeting for awarded Doula Scholars– **May 15<sup>th</sup>**

### **Application Selection**

The CAB will select individuals based on completed application responses and requirements which include a resume, personal statement, and supporting documentation. **Applications can be submitted electronically or in hard copy by 4:00 pm on Monday, April 29, 2019.** The Google Form Application can be found [here](#). To obtain a hard copy application, please contact Andrea Williams-Salaam at [\*\*doulascholars@familyleague.org\*\*](mailto:doulascholars@familyleague.org). Selected applicants will be notified by May 10, 2019 and will need to fulfill any necessary requirements set forth by BHB and the CAB. Please contact Andrea Williams-Salaam at [\*\*doulascholars@familyleague.org\*\*](mailto:doulascholars@familyleague.org) for any questions concerning the application or the application process.



### **Family League's Commitment to Equity and Inclusion**

As Baltimore City's appointed local management board (LMB), Family League is committed to strengthening Baltimore City-based businesses and providing equity and inclusion in its procurement process. It is the policy of the organization that all Baltimore City-based small, minority and/or woman-owned or -led business and other historically underrepresented and underutilized business enterprises will be given the maximum practicable opportunity to compete and be awarded contracts to provide goods, services and activities administered by the organization. You can learn more about the organization by visiting [www.familyleague.org](http://www.familyleague.org)

### **Application Eligibility**

To be considered eligible, the applicant must:

- 18 years or older
- Baltimore City resident
- Committed to working with diverse populations
- Must commit to meeting the following requirements:
  - Attend the Doula Training in June and/or July
  - Attend the doula meeting scheduled for May 15, 2019
  - Attend an in-person meeting once a month
  - Volunteer to support at least 1 birth per quarter