Birthing Advocacy
Doula Trainings

Birthing Advocacy Doula Training's courses are socially conscious, culturally appropriate, diverse, and action-oriented. We not only train our students to serve their clients using the best practices available, we also provide them with a wide perspective of disparities, inequalities, policies and rights, and prepare them to be active partners in the movement to change birth and reproductive health culture locally, nationally and globally.

Who we are...

Sabia (she/they)

- BADT Founder, and Co Lead Teacher
- Full Spectrum Doula, Author, Speaker, Doula Business Coach, Somatic Educator In Training, Creator & CEO of For The Village & Birthing Advocacy Doula Trainings
- From 2015-2017, I was a volunteer full spectrum doula for The Prison Birth Project.
- In February 2018, I took the leap and became a full time doula in San Diego, CA.
- In April 2018, I started For The Village, which provides low income and marginalized people access to free and low cost doula services.
- In 2019, I launched Birthing Advocacy Doula Trainings and here we are now!
- Fun Fact: my favorite dessert is carrot cake

[ID: photo of Sabia smiling with her head turned away from the camera.]

JB/Jenna (they/he)

- BADT Program Director and Co Lead Teacher
- Love Over Fear Wellness & Birth - Queer-and-Trans-Centered Full-Spectrum Doula, Educator, Facilitator, Mentor, Consultant, Author/Creator
- In 2016, I landed in my calling as a full-spectrum doula, after doing abortion support work for years - without having a name for it.
- From 2017-2019 I studied trauma through Lakeside Global Institute, while taking doula clients full-time.
- In 2019, I published Queer + Pregnant: A Pregnancy Journal, and released Breathe Easy: Radically Inclusive Movement, Breath, and Rest Practices for Preconception, Pregnancy, and Postpartum.
- In 2020, I became BADT's Program Director
- Fun Fact: I live on the road

[ID: photo of JB laughing and looking into the camera.]

BADT Values

Anti-Oppression

Justice

Inclusivity

Accessibility

Humanity

Visibility

Healing

Cultural Humility

Community

Cultural Humility

Birthing Advocacy
Doula Trainings

ID: two people stand back to back in front of a bright blue wall, wearing colorful makeup.

Comparison

Cultural Competency

- The socialized, learned approach of accepting differences and being able to interact with others.
- Reinforces stereotypes
- Upholds dominant culture
- Treats people as monolithic
- Is a goal to be achieved, has an endpoint

Cultural Humility

- A lifelong practice of self-awareness (including awareness of biases) that is oriented towards interpersonal connection.
- Views each individual as the expert in themselves,
- Challenges power dynamics.
- Ongoing practice, not an endpoint

Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.
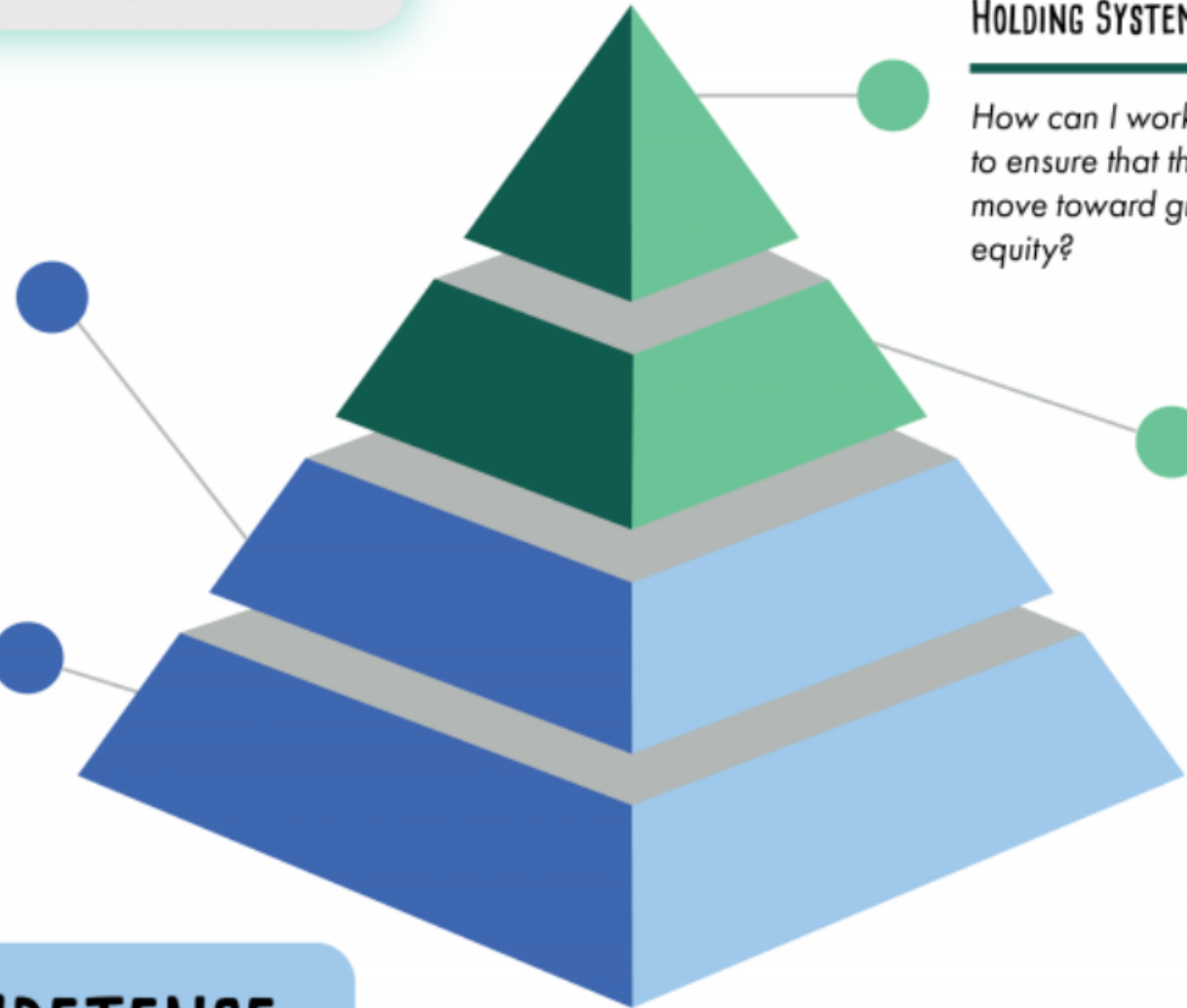
CULTURAL HUMILITY

GAINING CULTURAL KNOWLEDGE

What are other cultures like, and what strengths do they have?

DEVELOPING CULTURAL SELF-AWARENESS

What is my culture, and how does it influence the ways I view and interact with others?

HOLDING SYSTEMS ACCOUNTABLE

How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

UNDERSTANDING AND REDRESSING POWER IMBALANCES

How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?

CULTURAL COMPETENCE

PROJECT READY

ID: a pyramid sliced horizontally in shades of blue and green, with "cultural humility" in the top right of the screen in a green rectangle, and "cultural competence" in the bottom left in a blue rectangle. Notes on the topic are around the pyramid, and a rainbow "Project Ready" logo is in the bottom right

Lived Experiences

Social Location

Social location, or "social position," refers to the placement of an individual in a particular culture, society, or social hierarchy. Someone's social location accounts for the power dynamic(s) in which they play a part, the systems that they navigate, the resources they have access to, and the formative experiences that they carry with them.

ID: At the center of the wheel is "power". Working from the center of the wheel out, from the top left of the word "power" in a purple-pink section is "English, learned English, non-language monolingual," followed by "language" on the outside of the wheel. To the right of that section, towards the O in power in light pink is "cis gender man, cisgender woman, trans, intersex, non-binary," then "gender" on the outside of the wheel. To the right of that section in soft orange-pink is "citizen, documented', "marginalized" written across two sections in all caps, "undocumented", then "citizenship" on the outside of the wheel. To the right of that, near the W in power in an orange section is "white, different shades, dark," and "skin color". To the right of that, in a orangey-yellow color, is "post-secondary, high school education, elementary education, informal education". To the right, near the top right of the R in power, in yellow is "able-bodied, some disability, significant disability," and "ability" on the outside of the wheel. Next, to the right, is "heterosexual, gay man, lesbian, bi, pan, asexual," and "sexuality" on the outside of the wheel. To the left of that, on the lower part of the E in power, in yellow-green, is "neuro-typical, some neuro-divergence, significant neuro-divergence," and "neuro-diversity". To the left, underneath the W in power, in a soft blue green, is "robust, mostly stable, vulnerable," and "mental health" on the outside of the wheel. To the left, in a sea green, is "slim, average, large," and "body size". To the left, underneath the O in power, in blue, is "owns property, sheltered/renting, homeless," and "housing". To the left of that, in purple,is "rich, middle-class, poor," and "wealth". Beneath the wheel is the words "adapted from ccrweb.ca" at the bottom left of the image. At the bottom right of the image is "@sylviaduckworth".

🤜 Consider

...how might you describe your social location?

....how does your social location impact the way you show up in this conversation?

....how does your social location impact the way you show up in repro carework?

...given your social location, what supports might you need in order to sustain this work?

Reproductive Justice

A Postpartum Doula's practice of Cultural Humility must integrate an understanding of Reproductive Justice.

According to SisterSong, Reproductive Justice is the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities.

Origin

- Reproductive Justice was coined and formulated as an organizing framework by a group of Black women, including Loretta Ross, who came together for that purpose in 1994 and called themselves Women of African Descent for Reproductive Justice.
- Low income and marginalized groups, such as Black women, were being left out of the movement that - at the time (and one could say still, today) - focused heavily on white feminism and abortion rights.
- The reproductive justice framework brought necessary attention to issues facing women and trans people of color, such as comprehensive sex education, safe homes, contraception, access to adequate healthcare, etc.

Video: Reproductive Justice with Loretta Ross

[ID: a screengrab of a video about Reproductive Justice; Loretta Ross sits in a black leather chair at a brown table wearing a yellow patterned shirt and a match head scarf. She is seated in front of a red wall and a green plant, facing and talking to someone off screen]

Content note: gendered language, discussion of appropriation of RJ movement and the work of Black Feminists/saviorism/implicit bias, discussion of structural competency/cultural humility

According to SisterSong

In order to achieve Reproductive Justice, we must...

From SisterSong

Analyze Power Systems

Reproductive politics in the US is based on gendered, sexualized, and racialized acts of dominance that occur on a daily basis. RJ works to understand and eradicate these nuanced dynamics.

Address Intersecting Oppressions

Audre Lorde said, "there is no such thing as a single-issue struggle because we do not live single-issue lives." Marginalized women face multiple oppressions and we can only win freedom by addressing how they impact one another.

From SisterSong

Center the Most Marginalized

Our society will not be free until the most vulnerable people are able to access the resources and full human rights to live self-determined lives without fear, discrimination, or retaliation.

Join Together Across Issues and Identities

All oppressions impact our reproductive lives; RJ is simply human rights seen through the lens of the nuanced ways oppression impacts self-determined family creation. The intersectionality of RJ is both an opportunity and a call to come together as one movement with the power to win freedom for all oppressed people.

Black and Indigenous Perinatal and Infant Mortality

ID: a young toddler sitting on the ground in a bright room, smiling towards the photographer.

Consider

...media coverage of Black & Indigenous Perinatal Health Disparities

....conversation and/or action in your community surrounding race and pregnancy, postpartum, and parenthood

....your understanding of racism and types of racism

...systems that postpartum people will navigate in order to access care and resources; systemic/structural racism

...resources available to pregnant and postpartum people; whose experiences are represented?

Racism: The conscious or *subconscious* belief that a particular race is superior or inferior to another.

Individual

Interpersonal

Institutional

Cultural

Structural

Explicit & Implicit Bias

Explicit Bias

- Expressed directly
- Aware of bias
- Operates consciously
- Example: "Black mothers are always making complaints and looking for a meal ticket. I don't know why they continue to have kids and stay on welfare."

Implicit Bias

- Expressed indirectly
- Unaware of bias
- Operates unconsciously
- Example: A provider sends a Black postpartum person home after a trip to the emergency room but gives a White postpartum person with the same complaints a complete physical, an ultrasound and pain medication.

Definitions

- Perinatal mortality (also commonly referred to as "maternal mortality")
  - A pregnancy-related death is defined as the death of a gestational person while pregnant or within 1 year of the end of a pregnancy –regardless of the outcome, duration or site of the pregnancy–from any cause related to or aggravated by the pregnancy or its management, but not from accidental or incidental causes.
- Infant mortality
  - Deaths under one year of age occurring among live births.
- Racism-induced stress
  - Weathering; stress experienced as a response to racism, which compounds throughout the span of a person's life and can prompt biological changes that disrupt immune, vascular, metabolic, and endocrine systems, and cause cells to age more quickly.
    - allostatic stress/allostatic load

Impacts of Racism on Perinatal Health

Figure 1. Maternal mortality rates, by race and Hispanic origin: United States, 2018–2019
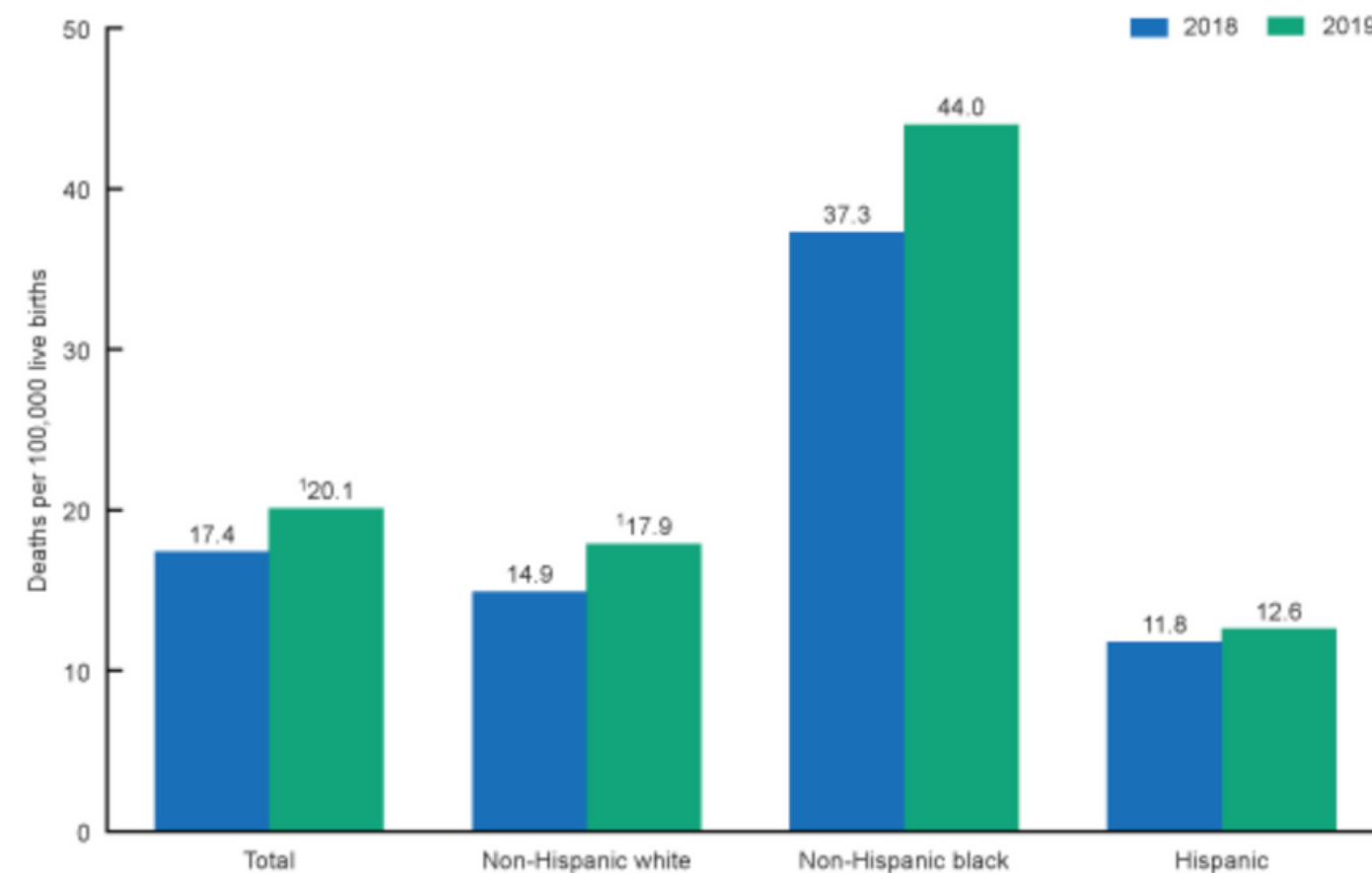
¹Statistically significant increase in rate from 2018 to 2019 (*p* < 0.05).
Note: Race groups are single race.
Source: National Center for Health Statistics, National Vital Statistics System, Mortality.

ID: a bar graph "Figure 1. Maternal mortality rates, by race and Hispanic origin: United States, 2018-2019" a key notes that blue bars represent 2018 data, and green bars represent 2019 data. The y axis is labeled "Deaths per 100,000 live births" and there are tick marks in multiples of ten. The x axis has four groups: "Total'; "Non-Hispanic white"; "Non-Hispanic Black"; and, "Hispanic." Beneath the figure there is a footnote "(1) Statistically significant increase from 2019 to 2019 (p<0.05)." as well as the text "Note: Race groups are single race. Source: National Center for Health Statistics, National Vital Statistics System, Mortality." The data is represented by two bars for each of the four groups along the x axis, one for 2018 and one for 2019. Total: 2018, 17.4; 2019, (1)20.1. Non-Hispanic white: 2018, 14.9; 2019, (1) 17.9. Non-Hispanic Black: 2018, 37.3; 2019, 44.0. Hispanic: 2018, 11.8; 2019, 12.6.

Impacts of Racism on Perinatal Health

Infant Mortality Rates by Race and Ethnicity, 2018
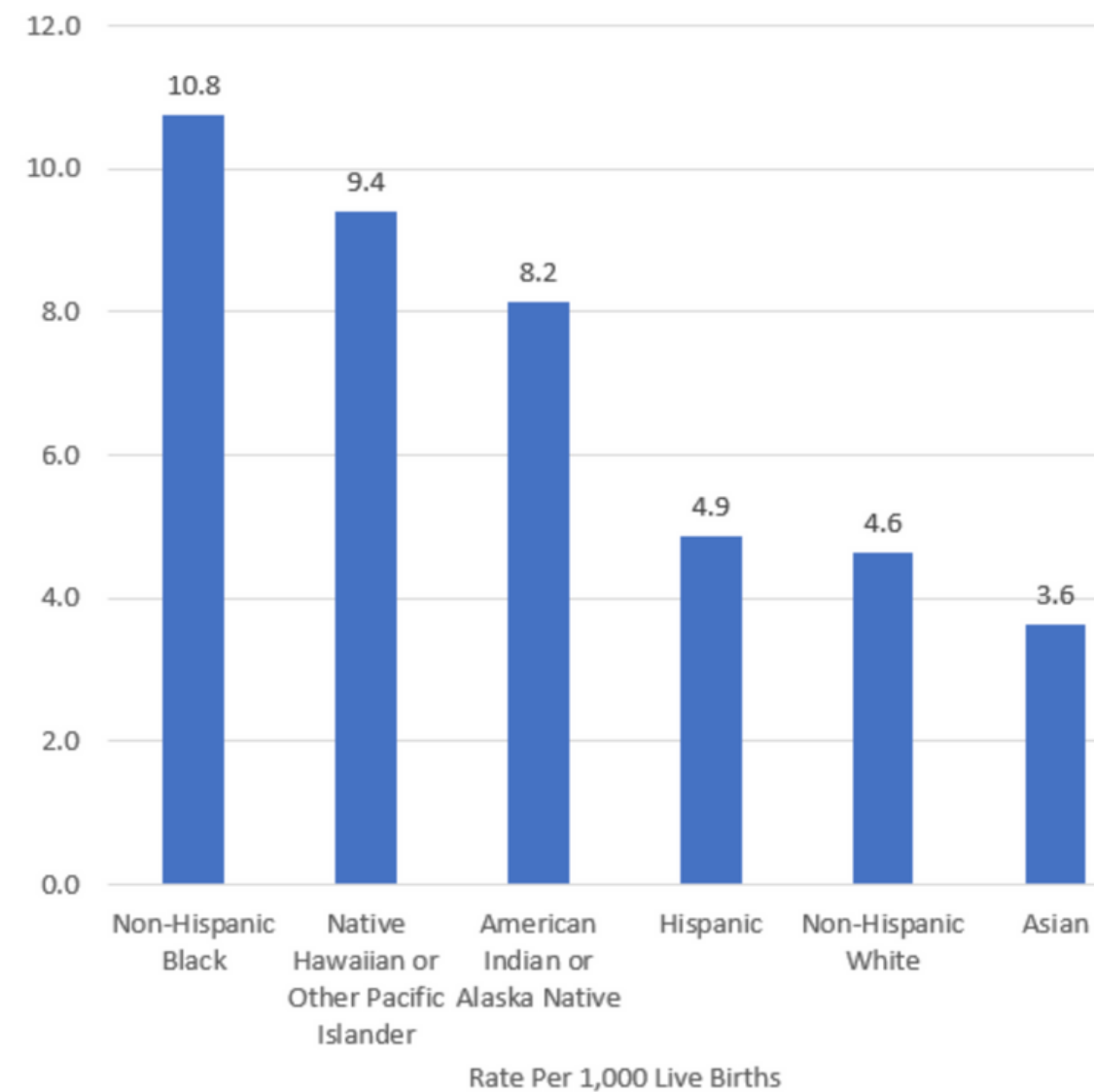
*Source: Infant Mortality in the United States, 2018: Data From the Period Linked Birth/Infant Death File [PDF – 1 MB] – Rates calculated via CDC WONDER using latest available data by subpopulation (2018).

ID: a bar graph "Infant Mortality Rates by Race and Ethnicity, 2018." The bars are blue. The y axis is marked by increments of two. The x axis is labeled "Rate per 1,000 Live Births," and each bar is labeled along the x axis with its group, and at the top of the bar with the rate. Non-Hispanic Black, 10.8. Native Hawaiian or Other Pacific Islander, 9.4. American Indian or Alaska Native, 8.2. Hispanic, 4.9. Non-Hispanic White, 4.6. Asian, 3.6. Below the graph there is the text "Source: Infant Mortality in the United States, 2018: Data From the Period Linked Birth/Infant Death File [PDF - 1 MB] - Rates calculated via CDC WONDER using latest available data by subpopulation (2018)."

Social Factors

- A 1997 study looked at a number of comparative social factors to help understand why racial disparities in infant mortality exist, and found that no possible cause alone or in a group could explain the racial gap*. Factors considered included:
  - education
  - socio-economic status
  - health
  - access to healthcare
  - employment status
- For example, Black birthing people with advanced degrees were still experiencing more infant deaths than white birthing people without high school diplomas.
- Conclusion: disparities are a result of racism.

✊ Break Out Groups

Gender and Sexuality

ID: a family sits on a light tan couch. Two parents tend to a small child on one's lap, who is holing a book

[Video: What is Gender?](#)

Content note: explanations used in this video are not universally accepted, content is not exhaustive

ID: a screengrab from a video of two people standing in front of a white wall holding bunches of colorful balloons

JB's key principles for Queer Vocab:
- Language is subjective and dynamic
- Self-determination is foundational
- Identities are stackable
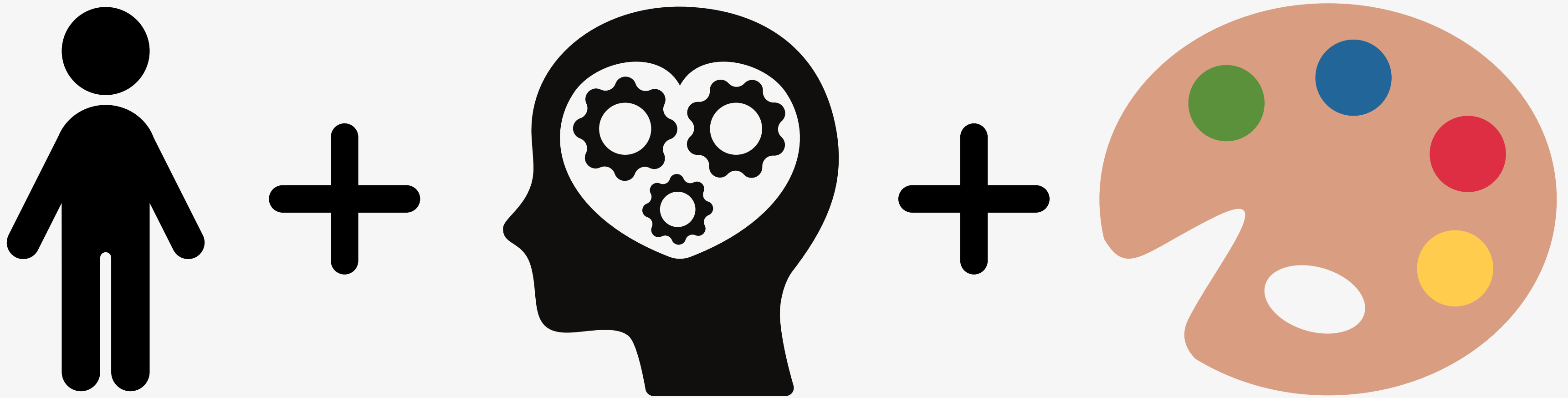
ID: a graphic equation used to represent body + identity + expression. There are two black plus signs between each of the three icons in sequence. A black figure. A black profile with outlined heart and gears in the head. And, a colorful artist's palette.

Barriers to Queer & Trans Family-Building

Prejudice & Discrimination

Legality

Affordability

Access to Competent Medical Care

Family Structures

ID: a family poses, smiling towards the camera. There are two adults and two children.

Video: Different Kinds of Families

- Single Parent Family
- Multiple Parent Family
- Nuclear Family
- Extended Family
- Blended Family
- Family By Choice
- Adoptive/Foster Family

Content note: parody of the sensationalization of different family types, nuclear family example is not expansive/inclusive, no representation of polyamorous/non-monogamous parents or intentional cooperative parenting

ID: a screengrab of a video that has a cartoon of acrobatic performers in a human pyramid and the words "Different Kinds of Families" in the lower right corner the word "amaze"

[Video:Should Three Parent Families Be Legally Recognized](#)

ID: a screengrab of a video about a three parent family, with all three parents and their toddler in the frame

Content note: implication of these families being "non-traditional" or "complicated" may perpetuate bias, legal discrimination/inequity

Intersecting Identities and Experiences

ID (Disabled and Here): Four disabled people of color gather around a table during a meeting. A Black woman sitting on a couch gestures and speaks while the three others (a South Asian person sitting in a wheelchair, a Black non-binary person sitting in a chair, and a Black non-binary person standing with a clipboard and cane) face her and listen.

[Video: How Microaggressions are Like Mosquito Bites](#)

Content note: violence and death; examples of overt discrimination and implicit bias related to race, ethnicity, Disability, gender, sexuality

ID: a screengrab from a video of a cartoon illustration of a person being bitten by two giant mosquitoes and block text in the lower third "Micro Aggressions"

Reminders:
- All people hold many identities and experiences
- No one is perfectly reflected in the dominant culture narrative of reproductive health

🤜 Consider

...what is the dominant culture narrative of reproductive health?

...how is that dominant culture reflected in the language used?

...how is that dominant culture reflected in the accessibility of reproductive healthcare?

...what language do you/can you use to discuss reproductive health?

...what imagery do you/can you use to represent reproductive health?

🤜 Break Out Groups

✊ Continued Practice

🖐 Cultural Humility is a Lifelong Practice

- Always engage in self-awareness practices.
- Consider your social location and identities – this week's homework assignment will help you do this - and continue to reconsider and peel back the layers as you learn more.
- When you know better, you do better.
- Seek out the perspectives of people with lived experience, from a variety of identities and social locations.
- Practice cultural humility in every single client interaction.