



Dear Doula,

The Board of Directors and the Certification Committee of PALS Doulas (PALS) welcomes you as an applicant to the PALS Birth Doula Experienced Pathway Certification Program.

PALS is committed to growing and supporting a community of professional doulas that practice within the PALS Standards of Practice and Code of Ethics. We are locally and internationally recognized as a leading organization in the birth doula field. Certification is intended for doulas that value the process of peer evaluation and self-assessment. We hope you are ready to take the next step and look forward to helping you achieve your goals. We hope you will benefit from the experience of applying for certification and that you will use this process to help you learn more about yourself as a doula.

Please read the Requirements for PALS Birth Doula Experienced Pathway to Certification thoroughly. Fill out the Welcome Interview paperwork and send that in immediately. When the rest of your application is fully complete, mail it in together. If information is missing from your application, we will inform you of the missing items and place your file on hold until we receive the needed items or your packet expires, whichever comes first. Your packet is valid for two years from its date of purchase.

After your completed packet has been received, you will receive notification of your status within six weeks. If you are accepted for certification you will receive a letter from the Board of Directors, a Certificate of Recognition, and a PALS nametag. This certification requires that you abide by PALS Standards of Practice and Code of Ethics. Your name will be listed in the PALS roster with the initials CD (for "certified doula") after it, and you may use these initials in your doula business materials. Once certified, you will be eligible to join the Referral Line and create a profile for our website. It is required that you maintain continuous annual membership to remain a PALS Certified Doula. Your certification is valid for three years from the date of certification, and recertification is due before the end of the three-year period.

If you need accommodations to complete the certification requirements, please contact PALS. If you have any questions about certification that are not answered in this packet, you may email info@palsdoulas.org or call the PALS office at (206) 329-7257.

We wish you the best as you begin this important step in your doula career.

Sincerely,

PALS Doulas Board of Directors

Your email receipt indicates the date of purchase. Your packet must be completed within two years of that date.



PALS DOULAS EXPERIENCED PATHWAY CONTENTS LIST

| | |
|--------------|--|
| Page 1: | Experienced Pathway Welcome Letter |
| Page 2: | Experienced Pathway Contents List |
| Page 3-4: | Welcome Interview Paperwork: <i>please fill out and return immediately</i> |
| Pages 5-8: | Requirements for Experienced Pathway Birth Doula Certification |
| Page 9: | Application for Experienced Pathway Certification |
| Pages 10-11: | Experienced Pathway Required Birth Documentation |
| Page 12: | Evaluation of Labor Support Services Form |
| Page 13: | Data Collection Form |
| Pages 14-18: | Required Experiences Resource List |
| Page 19: | Statement of Completion of Required Experiences Form |
| Page 20: | Continuing Education Verification Form |
| Pages 21-22: | Birth Doula Skills Checklist |
| Page 23: | Vision and Mission |
| Pages 24-25: | Standards of Practice |
| Pages 26-27: | Code of Ethics |
| Page 28: | Grievance Information |

Please contact the PALS office if you are missing any paperwork.

WELCOME INTERVIEW



Fill out immediately and return to info@palsdoulas.org c/o Mentorship Lead

Name: _____ Date: _____

- I have read and understand PALS Code of Ethics
- I have read and understand PALS Standards of Practice

| |
|--|
| What languages do you speak? |
| Describe your doula training and the date of your training: |
| Are you currently being mentored by or in contact with other doulas? |
| Previous birth experiences: |
| Strengths/Areas of Concern: |
| Doula Business Desired: |
| Areas Served: |

Signature: _____

| |
|--|
| Date Completed: _____ |
| Welcome Member interviewed with: _____ |

WELCOME INTERVIEW



Fill out immediately and return to info@palsdouglas.org c/o Mentorship Lead.

Name: _____ Date: _____

Address: _____

Phone: _____ Email Address: _____

Birthdate (mm/dd/yy): _____ Preferred means of contact: Phone or Email

Website and other ways you promote your business: _____

How do you identify racially/ethnically/culturally: _____

Martial Status: _____ Age(s) of Child(ren): _____

Date and Location of Doula Training Course: _____

I have attended _____ births since _____.

I have the following upcoming births: _____

ADDITIONAL PROFESSIONAL SKILLS

Can you provide any of the following skills/qualities in your labor support work?

Languages besides English? _____

Fluency (spoken/written)? _____

Familiarity with a particular culture/ethnic/religious group? _____

Massage, counseling, henna, photography, etc.? _____

REQUIREMENTS FOR EXPERIENCED PATHWAY BIRTH DOULA CERTIFICATION



1. Current PALS Doulas Membership.
You must be a current PALS member and maintain membership yearly to remain a certified doula with PALS. If you are not a member please visit the website www.palsdoulas.org to join, or call 206-329-7257 for more information.
2. Certification Application Review Fee. Please include a check for \$35.
3. Complete the included forms documenting fifty births in the past five years.
 - For 'delivery location,' provide name of hospital, birth center, or city and state for home births.
 - For 'delivery type,' indicate vaginal, cesarean, or VBAC.
 - For 'hours,' indicate the number of hours you spent with the client while in labor.
4. Send a copy of your certificate of attendance/completion of a PALS-approved Birth Doula Skills Workshop of sixteen hours or more.
Approved workshops include:
 - Birth Doula Training Workshop at the Simkin Center at Bastyr
 - All DONA approved birth doula trainings
 - CAPPA, ICTC, CBI trainings are accepted with additional requirements.Contact our certification chair for more information on these requirements.
If you are not certain if the course you attended is PALS-approved, send a copy of the outline of the workshop with your application.
We consider birth doula workshops that are not PALS-approved on a case-by-case basis.
5. Attend three births as the primary doula and submit self -assessments for each using the following guidelines:
 - Self-Assessments must be from births attended after purchasing your certification packet.
 - You must be in attendance at these births in the role of a primary doula.
 - The hours of attendance at the three births combined must total a minimum of 20 hours.
 - A cesarean birth may count for only one of the three births and must include the following documentation:
 - Your presence with the client before and during the cesarean
 - Immediate postpartum support
 - Follow-up postpartum contact

REQUIREMENTS FOR BIRTH DOULA CERTIFICATION CONT.

- For all three births combined, you must document a minimum of four prenatal hours.
- For all three births combined, you must document a minimum of four postpartum hours.
- Letters or birth stories written to the parents of the child will NOT be accepted for certification purposes.
- Use the Birth Skills Checklist included in your certification packet to ensure that you have included documentation of the essential skills required for our certification process. Please include the completed checklist with your certification packet.
- Please limit your essays to one or two pages and type in a legible font. Please print only on one side and please do not staple. Use Initials or change the names of your clients and baby to preserve privacy.

Self-Assessments should include the following:

- Brief description of the labor
- Labor support techniques used
- Emotional support techniques used
- Effectiveness of those techniques (include verbal and non-verbal communication)
- Interaction with others present (partner and/or medical caregivers)
- Your support role in the immediate postpartum period
- What you learned from this experience
- Areas you need to grow and develop as a doula
- Descriptions of prenatal and postpartum contact

6. Submit a total of six positive evaluations:

a) Three clients (birthing parent or partner) to whom you have provided labor support
AND

b) Three healthcare providers: RN, CNM, LM, or MD (one evaluation MUST come from a midwife or doctor)

Criteria for Evaluations:

- Use evaluation forms provided with this packet and make copies as needed
- DONA Evaluation of Labor Support forms will be accepted
- Evaluations must be from births attended after completing doula training and after purchasing your certification packet
- Evaluations should be from the same births for which you submit the self-assessments
- It is suggested that the laboring family not fill out evaluations the same day as the birth to allow time for reflection and feedback.

REQUIREMENTS FOR BIRTH DOULA CERTIFICATION CONT.



7. Submit a data collection form for each of the three births documented in the self-assessments. Use the form provided with this packet, making copies as needed.
8. Complete and document required experiences in each of the seven categories as stated in the Required Experience Resource List.
9. After completion of your Welcome Interview, please contact our Mentorship Lead to fill in the date completed and with whom your interview was conducted. The Mentorship Lead will make sure it is included in your certification packet.
10. Submit two local professional or peer recommendations from a PALS or DONA certified doula, a Childbirth Educator, Midwife, OB, RN or other birth professional. Recommendations should come from birth professionals who are familiar with the role of the birth doula and who can offer feedback on how you would fulfill this role. While it is best if the recommendation comes from a professional who has observed you working as a doula, it is not required as long as the birth professional is familiar with the role of a birth doula.
11. Submit a one to two page essay describing the purpose and value of labor support, your goals as a doula, and your anticipated participation with PALS.
12. Submit documentation of twenty hours of continuing education in maternal-child health within the last five years.
Complete the PALS Continuing Education Verification Form included in your packet.
Send a copy of the certificate of attendance, if available.
Continuing education may include, but is not limited to, attendance at one or more of the following:
 - Advanced Doula Trainings- Rebozo, Business Skills, TENS, etc...
 - Meetings and support groups of birth related organizations
 - Conferences, classes, or workshops related to maternal-child health
 - Childbirth preparation series (not as an expectant parent or as part of your initial training)
 - Videos/DVDs that contain lectures or seminars in maternal-child health
13. Complete the Birth Doula Skills Checklist included in this packet to be turned in with your certification packet.



REQUIREMENTS FOR BIRTH DOULA CERTIFICATION CONT.

14. Documentation of attendance at one PALS Board meeting or two PALS community gatherings.
15. Sign the bottom of the Application for Experienced Pathway Certification form acknowledging your agreement to abide by PALS' Standards of Practice and Code of Ethics and make a copy of your completed packet for your files.
16. *Please mail your completed application to:*
PALS DOULAS
ATTN: Certification
2524 16th Ave S, Suite 207B
Seattle, WA 98144

A certification committee member will contact you for your interview. It is helpful to take notes while working on your required experiences so you can refer to them during the interview.

ADDITIONAL INFORMATION

- Please allow up to six weeks for processing your application. If you have not heard from the certification committee six weeks after your application was mailed, please contact us at info@palsdoulas.org or call 206.329.7257.
- Scholarships for packets or processing fees may be available through Open Arms Perinatal Services (OAPS). Contact OAPS at 206.723.6868.
- If your packet will expire or has expired, you may request a one-time, six-month extension added to the original "certify by date" by sending a letter along with a \$10 fee to PALS. If you do not complete the process after the six-month extension, you will be required to purchase another certification packet. It is required that you purchase your packet *before* attending births used for certification.
- If you need accommodations to complete the certification requirements, please contact PALS. Accommodation options may include, but are not limited to: in-person interview, interviews with clients or care providers, and/or alternate forms of documentation.



APPLICATION FOR EXPERIENCED PATHWAY CERTIFICATION

Name: _____

Address: _____

Email: _____

Cell: _____ Other Phone: _____

I completed all of the certification requirements two years from this date: _____

Put your completed packet in the order listed below. Do not staple papers.

- I am a current member of PALS Doulas.
- I sent my Welcome Interview paperwork to the Mentorship Lead for review.
- I included my \$35 certification application-processing fee.
- I documented fifty births in the last five years on the provided paperwork.
- I filled out, signed, and enclosed the Required Experiences Form.
- I attended a PALS approved training and enclosed a copy of the certificate of attendance.
- I enclosed six evaluation forms from three clients and three healthcare professionals.
- I attended at least three births as a birth doula since my training *after purchasing my packet*.
- I submitted three self-assessments of one to two pages, one from each of the three births, documenting the skills listed on the Birth Doula Skills Checklist, which I also included.
- I enclosed a data collection sheet from each of the three births I attended as a birth doula.
- I submitted two letters of recommendation from birth professionals or peers.
- I included an essay of one to two pages describing the purpose and value of labor support, my goals as a doula, and my anticipated participation with PALS Doulas.
- I attended at least twenty hours of continuing education in the last five years and have included that documentation.
- I have included documentation of attendance at one PALS Board Meeting, or two PALS Monthly Meetings.
- I understand a certification team member will contact me for an interview.
- I read and will abide by the PALS Code of Ethics and Standards of Practice.
- I made a copy of this entire application for my files.

By signing, I acknowledge I read, understand, and agree to work within PALS *Code of Ethics and Standards of Practice*.

Signature

Date

Send completed application, including all necessary forms and paperwork, to:
PALS Doulas, Attn: Certification, 2524 16th Ave S, Suite 207B, Seattle, WA 98144



EXPERIENCED PATHWAY REQUIRED BIRTH DOCUMENTATION

Fifty births must be after completing your Doula Skills Workshop and within the past five years.

| | Client Name | Delivery Location | Date | Delivery Type | Hours |
|----|--------------------|--------------------------|-------------|----------------------|--------------|
| 1 | | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |
| 7 | | | | | |
| 8 | | | | | |
| 9 | | | | | |
| 10 | | | | | |
| 11 | | | | | |
| 12 | | | | | |
| 13 | | | | | |
| 14 | | | | | |
| 15 | | | | | |
| 16 | | | | | |
| 17 | | | | | |
| 18 | | | | | |
| 19 | | | | | |
| 20 | | | | | |
| 21 | | | | | |
| 22 | | | | | |
| 23 | | | | | |
| 24 | | | | | |
| 25 | | | | | |



EXPERIENCED PATHWAY REQUIRED BIRTH DOCUMENTATION

| | Client Name | Delivery Location | Date | Delivery Type | Hours |
|----|--------------------|--------------------------|-------------|----------------------|--------------|
| 26 | | | | | |
| 27 | | | | | |
| 28 | | | | | |
| 29 | | | | | |
| 30 | | | | | |
| 31 | | | | | |
| 32 | | | | | |
| 33 | | | | | |
| 34 | | | | | |
| 35 | | | | | |
| 36 | | | | | |
| 37 | | | | | |
| 38 | | | | | |
| 39 | | | | | |
| 40 | | | | | |
| 41 | | | | | |
| 42 | | | | | |
| 43 | | | | | |
| 44 | | | | | |
| 45 | | | | | |
| 46 | | | | | |
| 47 | | | | | |
| 48 | | | | | |
| 49 | | | | | |
| 50 | | | | | |



EVALUATION OF LABOR SUPPORT SERVICES

Name of Birthing Parent: _____
 Date of Birth: _____
 Birth Attended: _____ Location: _____
 Doula's Name(s): _____

We would appreciate you taking a moment to evaluate your perception of the doula's role. Please circle the number that most closely reflects your opinion of the doula's contribution.

| | More harm than good | Neither helped nor hurt | Was a big help | | |
|---|------------------------|----------------------------|-------------------|---|---|
| 1) Were the techniques suggested by the doula helpful for the birthing parent in handling the physical aspects of labor? | 1 | 2 | 3 | 4 | 5 |
| 2) Were the techniques suggested by the doula helpful for the birthing parent in handling the emotional aspects of her labor? | 1 | 2 | 3 | 4 | 5 |
| 3) Were the techniques suggested by the doula helpful for the partner and/or other family members or friends present for the labor? | 1 | 2 | 3 | 4 | 5 |
| 4) Overall, how would you evaluate the usefulness of having the doula present at this birth? | 1 | 2 | 3 | 4 | 5 |
| 5) Do you have comments or suggestions? _____ _____ _____ | | | | | |

What was your role?
 Doctor Midwife Nurse Other Labor & Delivery Staff
 Birthing Parent Father/Partner Family Member Friend

Approximately how many hours were you with the mother in labor? _____ hours
 Your name (optional): _____

Thank you very much for taking the time to complete this evaluation.
 Please return to the doula or mail:
 PALS Doulas, 2524 16th Ave S, Suite 207B, Seattle, WA 98144.



DATA COLLECTION FORM

Place a check in each appropriate box. *Use one form per birth.* Make additional copies as needed.

Doula's Name: _____
 Doula's Labor Hours: _____ Labor Length: _____
 Mother's Age: _____ Mother's Initials: _____
 Pregnancy #: _____ Birth #: _____ Date: _____

REFERRAL SOURCE and PAYMENT:

- PALS Doulas
- Private Pay
- Other

ETHNICITY:

- Asian African American
- Caucasian Hispanic
- Native American
- Other: _____

ATTENDED BY:

- Married, partner present/not present
- Single, accompanied, male or female
- Single, unaccompanied

PLACE OF BIRTH:

- Home Hospital Birth Center

CAREGIVER:

- Midwife
- OB Doctor
- Combination
- Family Practice Doctor

PREGNANCY:

- Normal
- Gestational Diabetes
- Pregnancy Induced Hypertension (PIH)
- Post Date > 42 weeks
- Premature < 37 weeks
- Other: _____

CHILDBIRTH EDUCATION CLASSES:

- Yes No

VAGINAL BIRTH AFTER C-SECTION:

- Successful Attempted

1ST STAGE INTERVENTIONS:

- Induction Method _____
- Artificial Rupture of Membranes _____ cm
- IV or Heplock
- Mom restricted to bed
- Pitocin @ _____ cm
- Monitoring: EFM ___ IUPC ___ FSE ___
- Other: _____

LABOR COMPLICATIONS:

- None
- Meconium present Fetal distress
- Persistent occiput posterior Breech
- Postpartum hemorrhage Hemorrhage
- Retained placenta Lacerations
- Episiotomy

MEDICATIONS:

- None
- Analgesia: _____ @ _____ cm
- Epidural: _____ @ _____ cm
- Other: _____

METHOD OF BIRTH:

- Spontaneous vaginal
- Water birth
- Forceps Vacuum
- Planned cesarean section
- Unexpected cesarean section

COMFORT MEASURES:

- Patterned breathing
- Massage
- Acupressure
- Hydrotherapy
- Verbal encouragement
- Guided imagery/Visualization
- Birth tools: ball, cold/hot packs, etc
- Other: _____

BABY'S OUTCOME:

- Birth Weight _____
- Normal Gestation Premature
- Apgars: ___/___ Stillbirth
- Breastfed: _____ NICU
- Other: _____

Please mail completed form to PALS Doulas, 2524 16th Ave S, Suite 207B, Seattle, WA 98144



PALS REQUIRED EXPERIENCES RESOURCE LIST

From the list below, please select ONE activity from EACH category. You may *read or listen* to one of the recommended books, OR *attend* a workshop relevant to the subject, OR *watch* one of the videos listed below. Once you've made your selections, please complete the checklist.

ADVANCED BIRTH SKILLS (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

- The Essential Homebirth Guide*, by Jane Drichta, Jodilyn Owen
- When Survivors Give Birth*, by Penny Simkin
- Labor Progress Handbook*, by Penny Simkin
- Having Your Baby: For the Special Needs of Black Mothers*, by Hilda Hutcherson
- Mocha Manual to a Fabulous Pregnancy*, by Kimberly Seals-Allers
- Homebirth in the Hospital*, by Dr. Stacey Marie Kerr
- An Easier Childbirth*, by Gayle Peterson
- A Silent Sorrow: Pregnancy Loss*, by Ingrid Kohn

Attend:

- Supporting Families in Grief workshop (The Simkin Center at Bastyr)
- Birth Story Listening course http://birthingfromwithin.com/bsl_course_info
- Advanced Doula Trainings (Pre/Perinatal Massage, Rebozo, Acupressure, TENS)
- When Survivors Give Birth workshop, VBAC, Supporting Families in Grief, etc.)
- Childbirth Education series (Birthing From Within, Lamaze, Hypnobirthing, etc.)
- Karen Strange's Neo-Natal Workshop, <http://www.karenstrange.com>

Watch:

- "Everyday Miracles" <http://www.youtube.com/watch?v=mZDeozklQw8>
- Penny Simkin's Comfort Measures for Childbirth* DVD, available at www.PennySimkin.com

BREASTFEEDING/NEWBORN CARE (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

- What's Going on in There*, by Dr. Lise Eliot
- The Better Way to Breastfeed*, by Robin Ellise
- Pregnancy, Childbirth, and The Newborn*, by Penny Simkin
- Touchpoints*, by T. Berry Brazelton
- After the Baby's Birth*, by Robin Lim
- Breastfeeding Made Simple: Seven Natural Laws for Nursing Mothers*, by Mohracher and Kendall-Tackett
- Ina May's Guide to Breastfeeding*, by Ina May Gaskin



PALS REQUIRED EXPERIENCES RESOURCE LIST CONT.

Attend:

“Bringing Baby Home” workshop, offered at several local locations
<https://www.gottman.com/couples/parenting/new-parents-workshop/>
Workshop to increase breastfeeding **or** newborn knowledge; various options available through Big Belly Services, Beyond Birth Seattle, Great Starts, BabySafe, and online.

Watch:

“Baby Baby Oh Baby” DVD
“Amazing Talents of the Newborn” DVD by Penny Simkin
Dr. Jack Newman’s breastfeeding-related videos online at www.breastfeedinginc.ca

COMMUNICATION (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

Nonviolent Communication, by Marshall Rosenberg
Inner Work, by Robert Johnson
The Four Agreements, by Don Miguel Ruiz
Messages: The Communications Skills Book, by Mathew McKay

Attend:

Nonviolent Communication workshop through www.nwcompass.org/trainings/
Advanced Doula Training, such as “Politics, Boundaries and Changes,” Sheri Deveney

Watch:

“Nonviolent Communication” <http://www.youtube.com/watch?v=UEqmZ2E1o64>

CULTURAL STUDIES (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

Health Disparities in the United States, by Donald A. Barr
Cultural Competencies for Health Care Administration & Public Health, by Patti Rose
People’s History of The United States: 1492 to Present, by Howard Zinn
The World’s Religions, by Huston Smith
The Spirit Catches You and You Fall Down, by Anne Fadiman
A Different Mirror: A History of Multicultural America, By Ronald Takaki
Red Medicine: Traditional Indigenous Rites of Birthing and Healing (First Peoples: New Directions in Indigenous Studies), by Patrisia Gonzales
Narrative Medicine: The Use of History and Story in the Healing Process, by Lewis Mehl-Madrona



PALS REQUIRED EXPERIENCES RESOURCE LIST CONT.

Attend:

Open Arms Perinatal Services Doula Training
Cultures Connecting workshops <http://www.culturesconnecting.com>

Watch:

“Cultural Diversity for Healthcare Providers”
<http://www.youtube.com/watch?v=ISMAdYOs2Q>
“Worlds Apart: A Series on Cross-Cultural Health Care,” The Commonwealth Fund
multi-part series available at https://www.youtube.com/watch?v=K5d_iPaUrWw

GENDER/SEXUALITY (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

Gender and Sexuality for Beginners, by Jaimee Garbacik
Meet Polkadot, by Talcott Broadhead
The New Essential Guide to Lesbian Conception, Pregnancy, and Birth, by Stephanie Brill
The Queer Parent’s Primer: A Lesbian and Gay Family’s Guide to Navigating Through a Straight World, by Stephanie Brill
The Lesbian Parenting Book: A Guide to Creating Families and Raising Children, by D. Merilee Clunis and G. Dorsey Green
Misconceptions: Truth, Lies, and the Unexpected on the Journey to Motherhood, by Naomi Wolf
The Sociology of Gender: An Introduction to Theory and Research, by Amy S. Wharton

Attend:

Workshop on gender or sexuality studies, local options include:
LGBTQ Birth & Family Professionals workshops <http://www.lgbtqbirthandfamily.org>
Dept. of Gender, Women & Sexuality Studies <https://gwss.washington.edu/calendar>
Women of Wisdom workshops and conference <http://www.womenofwisdom.org>
Providing Culturally Sensitive Care for LGBTQ Families
<http://maiamidwifery.com/professional-training/>

Watch:

“Middle Sexes Redefining He and She”
<http://www.ovguide.com/middle-sexes-redefining-he-and-she-9202a8c04000641f800000009635708>
“Ted Talk: Understanding the Complexities of Gender”
<http://www.itpronouncedmetrosexual.com/2013/05/my-ted-talk-understanding-the-complexities-of-gender/>



PALS REQUIRED EXPERIENCES RESOURCE LIST CONT.

PROFESSIONAL DEVELOPMENT (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

Radical Doula Guide, by Miriam Zoila Perez
Bearing Witness, by Dr. Lisa Doran & Lisa Caron
Doula Business Guide, by Patty Brennan
Trauma Stewardship, by Lipsky and Burk
Keep the Fires Burning, by Micky Jones

Attend:

Open Arms Perinatal Services Orientation/Training
Big Belly Services Advanced Doula Trainings at Breitenbush

Watch:

“The Other Side of the Glass” http://www.youtube.com/watch?v=rIx_rbquVgM
“A Doula Story, on the Frontlines of Teen Pregnancy”
http://www.dailymotion.com/video/x126tnh_a-doula-story-a-doula-story_shortfilms

RACE/POWER/PRIVILEGE (CHOOSE ONE FROM THIS CATEGORY):

Read/Listen:

Killing the Black Body, by Dorothy Roberts
Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation, by Derald Wing Sue
Women, Race, and Class, by Angela Y. Davis
White Women, Race Matters: The Social Construction of Whiteness, by Ruth Frankenberg
Racism: A Very Short Introduction, by Ali Rattansi
Reproducing Race: An Ethnography of Pregnancy as a Site of Racialization, by Khiara Bridges
Readings for Diversity and Social Justice, by Adams, Blumenfeld, Castaneda, et al
Surviving in the Hour of Darkness: A Comprehensive Look at the Wellness of Black Women,

Attend:

White Privilege Conference, annual event that rotates locations within the U.S.
CARW workshop <http://www.carw.org/organizing-institute/>
Undoing Institutional Racism (UIR) workshop, locally through
<http://pinwseattle.org/what-we-do.php#>



PALS REQUIRED EXPERIENCES RESOURCE LIST CONT.

Watch:

“White Like Me” <http://www.youtube.com/watch?v=oV-EDWzJuzk>

“A Gardner’s Tale” <http://www.vimeo.com/11939747>

“Race: The Power of An Illusion,” PBS <http://newsreel.org/video/RACE-THE-POWER-OF-AN-ILLUSION>

“Unnatural Causes: Is Inequity Making Us Sick – When the Bough Breaks”

http://www.pbs.org/unnaturalcauses/hour_02.htm

http://www.pbs.org/unnaturalcauses/video_player.htm?wbb

“TED Talk Mellody Hobson: Color Blind, or Color Brave:”

https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?language=en

ADDITIONAL READING AND RESOURCES PALS THINKS YOU MAY ENJOY, BUT ARE NOT REQUIRED

Birth as an American Rite of Passage, by Robbie Davis-Floyd

Deconstructing Privilege: Teaching and Learning as Allies in the Classroom, by Kim Case

Birth Matters: A Midwife’s Manifesta, by Ina May Gaskin

Race, Class, and Gender in the United States: An Integrated Study, by Paula S Rothenberg

White Awareness: Handbook for Anti-Racism Training, by Judith H. Katz

Uprooting Racism: How White People Can Work for Racial Justice, by Paul Kivel

Making and Unmaking of Whiteness, by Birgit Brander Rasmussen, et al.

Promise and A Way of Life: White Antiracist Activism, by Becky Thompson

Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment, Patricia Collins

Racial Formation in the United States, by Michael Omi and Howard Winant

A Different Mirror: A History of Multicultural America, by Ronald Takaki

Gay Dads: A Celebration of Fatherhood, by David Strah and Susanna Margolis

Queer Theory, Gender Theory, by Riki Wilchins

Gender Born, Bender Made, by Diane Ehrensaft

“Downplaying Differences: Historic Accounts of African American Midwives and Contemporary Struggles for Midwifery” <http://www.highbeam.com/doc/1g1-237296002.html>

Undoing Racism In Public Health:

<http://sph.unc.edu/files/2013/07/citymatchundoingracismreport.pdf>

“Adverse Birth Outcomes in African American Women: The Social Context of Persistent Reproductive Disadvantage” by Tyan Parker Dominguez

<http://www.tandfonline.com/doi/pdf/10.1080/10911350902986880>



STATEMENT OF COMPLETION OF REQUIRED EXPERIENCES

Required Experiences (In addition to the continuing Education Workshop Hours)
Below, please list the option you have chosen for **each** category:

ADVANCED BIRTH SKILLS

BREASTFEEDING/NEWBORN CARE

COMMUNICATION

CULTURAL STUDIES

GENDER/SEXUALITY

PROFESSIONAL DEVELOPMENT

RACE/POWER/PRIVILEGE

Signature _____ Date _____

PALS welcomes learning about other educational options. Please contact the certification chair if you have suggestions directly related to the above categories that we can consider adding to our list of suggested books, experiences, DVDs, etc. We plan to keep a current list available on our website or at the PALS office.

If you have questions or need assistance with the requirements, please email info@palsdoulas.org or call our PALS Office at (206) 329-7257.



CONTINUING EDUCATION VERIFICATION FORM

Program Name: _____

Date: _____

Location: _____

Sponsor: _____

Speakers: _____

Signature of Event Lead: _____

Number of Hours: _____

Thoughts about this Event: _____

Please attach a copy of certificate of completion, if available

By signing below, I verify that the above information is true

Applicant's signature

Note: *When documenting more than one event, please copy this form.*



BIRTH DOULA SKILLS CHECKLIST

This list is designed to aid in the completion of your self-assessments and will help ensure you are well prepared to practice as a PALS Certified Doula. Please make sure the three births presented for certification collectively have given you the following skills. Document the skills within the text of your narratives. It is not necessary that each birth include all of the following, but it is necessary that you have supported at least one client through the last month of pregnancy, the birth from start to finish, and approximately two weeks postpartum. Please include this checklist with your completed certification packet for review.

Prenatal Skills

- Meet in person with your client before the day of the birth
- Learn about your client's birth preferences and concerns
- Develop a system of documenting information about your client
- Assess your client's needs and encourage client decision-making
- Set parameters of doula's scope of practice and learn what is expected from you
- Show respect and sensitivity to the wishes of your client(s)
- Discuss the clients' postpartum concerns, wishes, and plans including topics such as infant care, postpartum mood disorders, and support networks
- Arrange for backup doula support and communicate this plan to your client(s)
- Discuss how and when client(s) should make contact with you

Labor and Delivery Skills

- Arrive for the birth before or during active labor
- Provide continuous support throughout the birth
- Take notes of labor progress for reference
- Use a variety of comfort measures at appropriate times
- Problem solve with non-intervention methods
- Provide emotional support, positive reinforcement, and reassurance to your client(s)
- Provide emotional support, reassurance, and suggestions to partner and other family members, if applicable
- Demonstrate your understanding of advocacy in the doula role by listening and facilitating decision-making between the birth attendants and your client(s)
- Apply an understanding of the physiology of pushing
- Assist your client with breastfeeding or bottle-feeding
- Take measures to reserve your own health and emotional stamina
- Demonstrate empathy while maintaining a nurturing attitude
- Establish good rapport with hospital staff or birth attendants
- Remain after the birth of the baby to provide immediate postpartum support



BIRTH DOULA SKILLS CHECKLIST CONT.

Postpartum Skills

- Meet with the family for postpartum follow-up at their home a reasonable amount of time after the birth to allow for reflection
- Assess the birthing parent's recovery and if postpartum needs are being met
- Provide resources specific to your client's needs
- Support postpartum recovery by answering basic postpartum questions
- Use active listening to help your client integrate the birth experience
- Answer questions concerning the birth
- Accept your client's expressions of positive and negative feelings in a supportive way
- Assess your effectiveness as a doula and be open to feedback
- Facilitate closure of the client/doula relationship



VISION AND MISSION STATEMENT

OUR VISION

PALS Doulas is a trusted organization that promotes and supports birth doulas in the greater Puget Sound region.

Our Core Values and Guiding Principles

- Childbirth is a key life experience that has a lifelong impact on the birthing family.
- The support – continuous emotional care, reassurance, encouragement, information and physical comfort – the birthing family receives during childbirth determines whether the impact will be positive or negative.
- The doula ensures that the birthing family's support needs are met during labor.
- In order to continue meeting the support needs of birthing families, doulas benefit from a community that provides education, mutual support, and leadership.

OUR MISSION

PALS Doulas is a welcoming and relevant resource for all birth doulas in the greater Puget Sound region, regardless of race, ethnicity, religion, gender, sexual orientation, or socio-economic status. We build community, provide mentorship, and offer educational opportunities to support our members. PALS Doulas cultivates a positive view of doulas and increases the community's awareness of the value of doula support.

OUR GOALS

- To promote adherence by our certified doulas to the PALS Code of Ethics and Standards of Practice.
- To ensure doulas provide high quality labor support to our clients as an effective means to improve maternal and child health.
- To provide services that are culturally sensitive and responsive to the needs of doulas and the clients they serve.
- To offer continuing education as a way to improve the quality and ongoing education of doulas.
- To provide information and services to the public and medical community to promote a broader understanding of labor support practice.
- To maintain communication and participation in coalitions and other organizations who share PALS Doulas commitment to improving maternal and child health.
- To maintain a viable, ongoing professional organization with the resources necessary to achieve these goals.



STANDARDS OF PRACTICE

Scope

- A. *Services Rendered:* The Certified Doula accompanies their client continuously while in labor, gives emotional and physical support, suggests comfort measures, and offers encouragement and suggestion for both the client and the client's partner, if applicable. Whenever possible, the doula delivers prenatal and postpartum emotional support, including explanation and discussion of practices and procedures throughout the course of service.
- B. *Limits to Practice:* The Certified Doula does not provide clinical care such as blood pressure or temperature monitoring, fetal heart tone checks, vaginal examinations, or postpartum clinical care. PALS Doulas' provide emotional, physical, and informational support.
- C. *Advocacy:* The Certified Doula supports their client in self-advocating for the client's wishes as expressed in the birth plan, in prenatal conversations, and intrapartum discussions. The doula helps the family incorporate changes in plans if and when the need arises and enhances communication between the client and the caregiver. Clients and doulas must recognize that the advocacy role does not include the doula speaking on behalf of the client, making decisions for the client, or causing deterioration in the relationship between the client and caregiver. The advocacy role is best described as support, information, and mediation or negotiation.
- D. *Referrals.* For client needs beyond the scope of the doula's training, referrals are made to appropriate resources.

Continuity of Care

The Certified Doula will make back-up arrangements with other certified and/or qualified doulas to ensure continuous services to the client if the doula is sick, unavailable, or needs to leave a laboring family while they are in labor. In the event that any doula finds it necessary to discontinue service to an established client before labor, it is the doula's responsibility to notify the client in writing and arrange for a replacement, if the client so desires. This may be accomplished by:

- Introducing the client to the doula's backup associate.
- Suggesting another doula from PALS regarded as appropriate for the client's needs.
- Contacting the Referral Coordinator for suggestions or suggesting that the client do so.
- Following up with the client or backup doula or Referral Coordinator to make sure the client's needs are being accommodated.



Training and Experience

- A. *Training:* Doulas certified by PALS will have completed all the requirements set forth in the PALS Doulas Requirements for Certification. This includes but is not limited to the following: training in childbirth education and a PALS approved labor support course, completing activities from the Required Experiences list, positive evaluations from three medical care providers and clients, attendance at continuing education events, two peer recommendations, three birth narratives/self-assessments, and completion of a personal essay. See the Requirements for Certification document for complete details.
- B. *Experience:* Doulas certified by PALS will have the experience as set forth in the PALS Requirements for Certification. PALS offers two Pathways to Birth options: Mentored Pathway, and Apprenticeship Pathway. The Mentored Pathway is required, the Apprenticeship Pathway is optional and there is a fee. The Certification Committee reviews packets and makes recommendations regarding certification. Certification will not be granted to any doula that does not complete the requirements, or to doulas the committee feels are not prepared to practice as a Certified Doula. The Committee supports all doulas towards obtaining the experience necessary to practice as a PALS Certified Birth Doula.
- C. *Recertification:* Doulas certified by PALS are required to maintain continuous membership with the organization and to recertify every three years to maintain status as a Certified Doula.

Record Keeping

- A. *Documentation:* The Certified Doula maintains clear and accurate records of each client relationship and the birth.
- B. *Data Collection:* The Certified Doula collects and submits data on the clients they provide services to, and the outcome of their pregnancies and labors to PALS on a regular basis.



CODE OF ETHICS

Rules of Conduct

- A. *Propriety.* The Certified Doula will maintain high standards of personal conduct in their labor support capacity and/or identity.
- B. *Competence and Professional Development.* The Certified Doula will strive to become and remain proficient in the professional practice and performance of labor support functions through continuing education, affiliation with related organizations, and associations with other doulas.
- C. *Integrity.* The Certified Doula will act in accordance with the highest standards of professional integrity.

Ethical Responsibility to Clients

- A. *Primacy of Client's Interests.* The Certified Doula's primary responsibility is to their clients.
- B. *Rights and Prerogatives of Clients.* The Certified Doula will make every effort to foster maximum self-determination on the part of their clients.
- C. *Confidentiality and Privacy.* The Certified Doula will respect the privacy of clients and hold in confidence all information obtained in the course of professional services.
- D. *Obligation to Serve.* The Certified Doula will assist each client seeking labor support either by providing services or making appropriate referrals.
- E. *Reliability.* When the Certified Doula agrees to work with a particular client, the obligation is to do so reliably, without fail, for the term of the agreement. The agreement (verbal or written) will clearly state any limitations on the doula's availability and include clear backup plans for such situations when the doula is unavailable. (See *Continuity of Care* as outlined in Standards of Practice.)
- F. *Fees.* When setting fees, the Certified Doula will ensure they are fair, reasonable, considerate, and commensurate with service performed and with due regard for the client's ability to pay. The Certified Doula must clearly state their fees to the client and describe the services provided, terms of payment, and refund policies.

Ethical Responsibility to Doula Colleagues

- A. *Respect, Fairness, and Courtesy.* The Certified Doula will treat colleagues with respect, courtesy, fairness, and good faith.
- B. *Dealing with Colleagues' Clients.* The Certified Doula has the responsibility to relate to the clients of colleagues with full professional consideration.



Ethical Responsibilities to Health Care Providers of the Client

- A. *Respect, Fairness, and Courtesy.* The Certified Doula will treat their client's caregivers with respect, courtesy, fairness, and good faith.
- B. *Recognition of Clinical Responsibility.* The Certified Doula recognizes that responsibility for clinical management belongs to the Health Care Provider (nurse, midwife, physician) and the client. The Certified Doula does not interfere with clinical management beyond making suggestions to, or asking questions of, the Health Care Provider and client, based on their knowledge of the client's birth plan and preferences.

Ethical Responsibility to the Doula Profession

- A. *Maintaining the Integrity of the Profession.* The Certified Doula will uphold and advance the values, ethics, knowledge, and mission of the profession.
- B. *Community Service.* The Certified Doula is encouraged to assist the profession by making reduced cost or no cost labor support services available when possible.

Ethical Responsibility to Society

- A. *Promotion Maternal, Paternal, and Child Welfare.* The Certified Doula will promote the general health of laboring families and their babies, and whenever possible, that of their family and friends as well.



INCIDENT REVIEW AND GRIEVANCE PROCEDURE

Incident Review

An Incident is any potentially negative occurrence arising in a labor support situation and involving a PALS Doula. The PALS Doula or anyone else directly involved in or witnessing the occurrence may report it. The purpose of an Incident Review is to discover facts and to provide support, advice, and correction as appropriate.

Grievance Procedure

A Grievance is a complaint arising from a labor support situation, lodged by a client or partner, a caregiver, or a nurse, against a PALS Doula. The purpose of the Grievance Procedure is to provide a vehicle through which a complaint may be brought, a fair and complete investigation undertaken, and appropriate action taken.

- A. *Committee Composition:* The Grievance and Incident Review Committee is made up of three PALS Doulas members, including at least one officer of the Board of PALS Doulas, and up to two members at large. If the grievance stems from a client or caregiver complaint to another PALS Doula, that doula should be included on the grievance committee.
- B. *Process:* Any written documentation should be assembled. Examples might be a letter of complaint, or an evaluation form from a client. A time is set when all parties can review the situation. The doula has the option to attend the meeting. The Grievance Committee discusses the circumstances, evaluates the situation, makes recommendations, and initiates change, when appropriate. Involved parties (client, caregiver, or doula) will be notified by the Chair of the Grievance Committee of the findings of the committee and informed of any actions resulting.
- C. *Sanctions:* The doula may choose to resign or may be asked to resign if the situation cannot be satisfactorily resolved.