



PALS Doulas Guiding Principles

Vision Statement

PALS Doulas envisions a future in which:

- The myriad ways of coming to doula work are honored; and
- Doulas are fairly and sustainably compensated for their work, including through Medicaid and insurance; and
- Doulas are valued as an essential part of the care team; and
- Doulas have access to clients in all birth spaces; and
- All birth care providers engage in respectful and productive conversations regarding client needs; and
- All families experience non-judgmental, unbiased, safe, and culturally congruent birth care.

Mission Statement

PALS Doulas works toward realizing our vision by providing the following services:

- Culturally inclusive certification processes, with a lens on removing barriers to entry; and
- Advocacy for doulas in all birth settings, especially hospitals; and
- Grievance process to support doulas who experience challenges with birth professionals; and
- Ongoing communication with birth locations and professionals to increase collaboration and professional respect; and
- Facilitating and promoting educational opportunities for doulas; and
- Building community for doulas to support one another and to actively support each other in practice settings; and
- The organization is actively engaged in social justice and anti-racism work.

Values Statement

PALS Doulas values:

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| <ul style="list-style-type: none"> • Accessibility • Advocacy • Anti-racism • Community • Cultural Humility • Equity • Transparency • Ongoing Learning | <ul style="list-style-type: none"> • Inclusivity for people of all genders, sexualities, family structures, abilities, sizes, religions, ages, incomes, races • Professional relationship building • Stewardship • Sustainability |
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