



***Doulaing The Doula* Mentoring Program**

Become A DTD Birth Doula Trainer and Member of the Doulaing The Doula Training Faculty with the credential BDT(DTD)

Dear Experienced Doula,

I'm excited you are reading this! When I created *Doulaing The Doula* Birth and Postpartum Doula Training Programs, I wanted to create opportunities for qualified people to become doula trainers. I am especially interested in mentoring people from historically oppressed communities who are already experienced birth doulas and health educators.

Doula trainers grow doula communities. If your trainer is from your neighborhood, looks and talks like you, you will get more out of your training. You'll also send your friends.

It's also true that people that are marginalized in our perinatal care system desire effective support from members of their own community. Both individual doulas and community based doula programs provide services. Many programs are dependent on a large size grant to train one cohort every year or two. Over time, that group often dwindles to a handful of doulas. In it's current form, the work is often not sustainable and the demand for doula support is large. Often this ebb and flow of grant money and available doulas continues for years without much change.

Think about this. If an established doula program has their own trainer, they can train as many people as they want to in whatever format works for them. As a *Foundations of Doula Practice* Coach, their trainer continues to work with the group for six months using a proven structured curriculum. Novice doulas support one another as they achieve their certification. Our certification process rewards doulas as they easily progress through requirements designed to help them grow.

Trainers can conduct other classes. An educated labor support community will grow around them that offers even more resources for families (placenta services, herbal preparations, in home support, lactation, parent and baby exercise, etc.). Aunts and grandmothers will take doula trainings to informally and effectively support their loved ones. Their doula trainer can conduct trainings and offer *Foundations* coaching for similar organizations and can actually make money, while empowering the people who need nurturing caregiving the most.

These same things are true as an independent trainer whose birth community is fragile or small. Doula trainings get people interested in being a part of birth. A good doula training is transformative for attendees – they leave feeling affirmed and confident in themselves. Doula trainings are the entry point for many future labor and

delivery nurses or midwives. It's there where we help attendees to their address implicit biases. If we want more Indigenous, Black or Latinx birth workers, we have to create communities where those careers are visible and accessible. For most, that starts with attending births as a doula.

As a white person, my desire is to create opportunity - to make a doorway where there was only a wall. If you look at the industry, there really is no opportunity to become a doula trainer.

People outside the profession might ask why a qualified doula wouldn't start training new doulas on their own. Many have started and then realized that they have to train doulas to meet a particular standard and behave according to an ethical code. Since there is no universal standards set by any organization, the individual trainer is left to resolve the issue. The next hurdle is to write a curriculum that is unique enough from any existing organization so copyright isn't violated. Then there's the creation of a certification process.

I had the unique niche to address these issues. As a doula researcher for over twenty years, I had my data set to draw upon. I was able to write a workable code of ethics and standards of practice grounded in how doulas actually behave and solve problems. As a collegiate faculty member and adult educator, I have written almost seven hundred hours of unique curriculum. As a Research Fellow, I could access the resources to ensure the curriculum was evidence based, referenced, and trauma informed. For the certification process, I turned again to my data set. Doulas grow through reflection and a feeling of connection to others, so those elements are built in to the *DTD* Certification Program. Being a trainer for almost three decades I know what problems there are in the profession and worked to incorporate solutions from the very beginning. Doulas, especially those working to create better conditions for their marginalized communities, deserve an organization centers them and offers solutions not currently available from the major organizations. The *DTD* Birth Doula Training curriculum, Teaching Guide, the *Foundations of Doula Practice* program, and *DTD* Trainer Mentoring Manual are the culmination of my forty year career as an educator.

As a social entrepreneur, I want to use *Doulaing The Doula* as a vehicle for others to create social change in their communities. That entailed slowly creating a new organization so as not to perpetuate colonization and white supremacy. I am grateful to all the consultants and team members who worked together to bring my vision into reality and who stand with our program.

Now it's up to bring about the change we wish to see in the world. To continue the metaphor, I built the door, I created the vehicle, now you get to drive it through and create the future.

Amy D. Gilliland

Take Our Core Classes:

- Childbirth for Professionals
- Birth Doula Training

Begin our Online, Self-Paced Certification Course!

Take these short courses:

- Postpartum for Professionals
- Infant Feeding Course

Agree to follow by signing our Standards of Practice and Code of Ethics.

Read six books from our 21 item reading list and submit a response essay/video for each book/audiobook.

Attend six births. Submit a birth story, feedback from parents and nurses/midwives; and a reflection essay/video for each birth. Be accompanied by a qualified doula of your choice at a birth or schedule some discussion time with your trainer/coach.

Submit materials for review!

**COMPLETE CERTIFICATION
AS QUICKLY OR SLOWLY
AS YOU WOULD LIKE!**



Would you like more interaction with other doulas?

Join our Book Club to discuss books on the Reading List.



Want more support?

Your Trainer becomes your Coach in Foundations of Doula Support. Designed to help you set up your doula business, find and book your first clients, and attend your first births, you receive nine small group meetings plus one hour one on one with your Coach!

Here are answers to these FAQ about becoming a *Doulaing The Doula* Birth Doula Trainer

- What is the job description?
- What do I receive? What will I be able to do?
- Is it possible I may not end up being a *Doulaing The Doula* Trainer?
- What are the costs?
- What's the time investment?
- What is the timeline for completion?
- What does it mean to be part of *Doulaing The Doula*?
- Am I an employee or an independent contractor?
- How is the job described in the legally binding contract?
- Can I change the curriculum or learning activities? How can I make the curriculum culturally relevant to the people I want to train as doulas?

What is the Job Description?

Doulaing The Doula Birth Doula Trainer and *Foundations of Doula Practice* Coach offer Introduction to Childbirth, Birth Doula Training and *Foundations of Doula Practice* courses to all people who want to learn caregiving skills. As a *DTD* Faculty member you are an acknowledged leader in your community and are taking a stand for equitable care for all people. Your role is to be an inspiring educator who assists learners in developing greater confidence and skills in their ability to care for others during labor and the perinatal period. You are accepting, nonjudgmental, and use teaching and learning methods that are adaptable, diverse, and work for many kinds of people with different capacities.

What Do I Receive? What will I be able to do?

- Honorary Lifetime Birth Doula Certification with the credential of CBD
- *Doulaing The Doula* Faculty status with the credential of BDT(*DTD*)
- Attendance at two Introduction to Childbirth and Birth Doula Training workshops
- *DTD* Basic Education courses, Infant Feeding and Introduction to Postpartum
- Approximately thirty to forty hours of small group and individual mentoring by Amy L. Gilliland

1. Candidates will be mentored to train people in the *DTD* Birth Doula Training workshop. They will be supplied with a sixty page Birth Doula Training Curriculum Guide, an exclusive *Doulaing the Doula Trainer* Mentoring Manual, and the necessary slides, training manual, and videos to present the lesson plans.

2. Candidates will be trained to offer the ten meeting, six month *Foundations of Doula Practice* Coaching program. They will be supplied with a fifteen page Curriculum Guide, *The Doula Business Guide Workbook* by Patty Brennan, and the *DTD Foundations of Doula Practice Workbook*. The *Foundations of Doula Practice* course can be attended by any person who has attended *any* doula training, it does not have to be a *DTD* training. It is taught online but can

also be done in person. *Foundations* Coaches can offer this training as often as they wish. This enables them to create an additional income stream. It also works to develop doula communities as people work together for six months to bring their doula vision to life.

3. Candidates may also offer a DTD Book Club to continue to work with learners and create additional income.

Is it possible I may not end up being a DTD Trainer?

Sometimes it takes a while to figure out that this isn't a good match.

We hope to avoid that by not having you make a commitment until you've attended a training. At that time you'll have a good dose of what *Doulaing The Doula* is all about, and whether we can help to advance each other's goals in the world.

After that, we have a formal invitation and acceptance process so you aren't making the commitment lightly.

Third, we have strived to make the Mentoring Program relevant to any educator or small group facilitator just in case our paths part ways. There are no refunds once a candidate has formally accepted the invitation and the Mentoring Program has started. Specifically, once a candidate has received access to any training materials such as videos or Curriculum Guides for the Foundations Course or the Birth Doula Training Workshop, there are no refunds for the program.

The most likely reason to part ways would be a conflict with the DTD Code of Ethics or Standards of Practice that cannot be resolved.

If we should find that we accepted a candidate into the Mentoring Program and then found out they were unsuitable for reasons of our own, we would refund half (or more) of the Mentoring Program fee, depending on what point in the timeline that decision is made.

For all of these reasons, taking the time to get to know one another in the very beginning is important. The way I see it, I'm training you for a new career. One where you can make income and enjoy doing for decades. I'm creating a community and a legacy. You will morph the curriculum I've created and the vision I've illustrated and make it work for you. You will continue doing the work I spent my life enjoying, interpreted in your own way and for subsequent generations.

You are choosing an organization that has a vision you agree with, and a training curriculum that excites you. There is room for creativity and cultural adaptation in learning activities. You agree to the legal structure and policies governing your involvement. You like the website and the way it represents *Doulaing The Doula*. Most of all, you respect and align with the DTD Standards of Practice and Code of Ethics. You understand and like the DTD Certification Program.

We are aligning our fates together. The hope is that things are set up in a way to alert us to any conflicts in the beginning so we each feel good about the process and the outcome.

What are the costs?

1. There is no cost for members of historically oppressed communities, especially when the goal is to build or strengthen a local birth community. Others have paid on a sliding scale of \$1000.00 - \$5,000.00 for the DTD Trainer Mentoring Program. We have lots of options. If we are the right fit for one another, we'll make financial arrangements that work for both of us.
2. The other expenses that you may incur during your training period are: office supplies; internet fee; books on the DTD reading list; overnight accommodations and meals to attend a training. All other training and certification supplies and shipping in the domestic US are included in your fee or financial aid.
3. Once you have completed the Mentoring Program and schedule your own doula trainings, you will pay a \$500 fee per workshop and \$50.00 fee per person. These fees pay Amy Gilliland for all of the costs involved with creating the DTD business and training curriculum, and time for office staff support for DTD Trainers.
4. When you begin your training career, you may need to purchase teaching supplies (peanut balls, baby and pelvis model, etc).

What's the time investment?

- Each candidate attends two to three birth doula trainings, including one online. (The tuition cost is included in your Mentoring Program.)
- Each candidate attends a ten meeting small group Mentoring Program. Each meeting lasts about two hours and there are some tasks to complete between meetings.
- Each candidate is expected to read at least one of the books in each of the six topics on the *DTD Certification Reading List*.
- Each candidate is expected to complete the *Foundations of Doula Practice* course as a participant during their Mentoring period. (The tuition cost is included in your Mentoring Program.)
- Each candidate is expected to complete the self paced training to become a *Foundations of Doula Practice* Coach.
- After attending two doula trainings and the small group Mentoring Program, each candidate does a self assessment of their own skills as a health educator. Based on this self assessment and observations by Amy Gilliland, each candidate will develop a list of goals or skills to work on before their first training. This plan is individual and worked out between Amy Gilliland and the candidate.
- Candidates then teach their first training when they feel they are familiar with the lesson plans and are confident in their facilitation skills, and their Mentor agrees.

Because doula trainings happen 6-8 times a year and are dependent on consumer demand, it may take a six months or a year to complete the program.

What is the timeline for completion?

Optimal Sample Timeline:

Month One: Candidate completes Step One of the application. Zoom interview with Amy Gilliland.

Month Two: Unless they are an alumni, the candidate needs to attend the *DTD* Introduction to Childbirth and Birth Doula Training. Completes Step Two of the application. Accepted into program. Sign code of ethics and standards of practice, review the contract rights and responsibilities; receive formal invitation to join program.

(If attending eight week online course, add two months to this timeline.)

Months Three - Nine: Attend *Foundations of Doula Practice* as a participant (meets every 3 weeks for six months).

Attend *Foundations of Doula Practice* Coaching Program (online, self paced).

Sign up for the *DTD* Certification Program online and complete the materials for attending at least one birth and reading one book.

Complete six books from the *DTD* Reading List.

Complete the *DTD* online course *Introduction to Postpartum*.

Complete online interactive *DTD Infant Feeding Course*.

Month Five: Begin ten week Mentoring Group with Dr. Amy Gilliland, meets weekly for ten weeks. Continue with Foundations Group.

If the candidate wishes to train online and has taken the in person training, they will also be attending a weekly training along with the Mentoring Group.

Months Six and Seven: At the conclusion of the Mentoring Group, candidates complete a teaching self-assessment. They will review their pedagogy statement from their application (a philosophy of teaching and learning). Develop individual plan outlining any additional steps for skill development before first full childbirth class and doula training.

Sign *DTD* Trainer contract.

Assistance with gathering supplies, if needed.

Plan and submit optimal training schedule for the next six to twelve months.

Month Eight: Attend an additional training or co-teach if needed. Take steps as outlined in individual plan.

Month Nine - Ten: All tasks and courses have been completed. Candidate has negotiated their schedule with *DTD* Director of Operations, and can begin offering *DTD Birth Doula Training* workshops and *Foundations* coaching on their own. Trainers can work as individuals or in pairs.

What does it mean to be part of *Doulaing The Doula*?

Well, you're throwing your hat in with ours, unless you decide to end your contract early. We're new so we don't have a history.

Instead we have a vision. That vision is one of inclusivity and respect, so that means there will inevitably be conflict. Most of us are also healing from intergenerational trauma, abusive childhoods, or relationships where our boundaries were violated. So there will be imperfect communication. The DTD certified doula sitting next to you at an event may have personal values that are incompatible with your own. Yes, there will be differences in perspectives, life experience, emotional intelligence, and how we nurture others.

That means we will need to be compassionate with ourselves as well as kind to others as we navigate this territory. We know the way to do that as doulas, but it's the practice of it in relationship to others that is challenging. Inside of each of us, we know that is The Way to a better future. It's our dedication to the vision of a better future for mothers, women, birthing people, babies, fathers, parents, nurses, physicians, midwives, and doulas that brings us together and keeps us committed.

You will notice in many of our documents I don't tell you what to think. I share with you what to think *about*. There's a big difference. I will give you focused questions for conflict resolution, rather than telling you what the answer is. You, as part of the organization, use your skills to bring that vision to life.

Our organizational structure is a simple LLC. Birth Doula Trainers, Foundations Coaches are Independent Contractors who decide their own schedules. There is a comprehensive contract lasting three years that you get a copy of several months before you are expected to sign it. In the future as our business stabilizes and becomes more predictable, we will likely sell shares in a group LLC. I prefer to make decisions by consensus with team members.

I seek to be transparent in all decisions that affect organization members, and keep our mission in mind.

Am I an employee or an independent contractor?

All training faculty (Birth Doula Trainers) are independent contractors. To fulfill the legal requirements for independence, Trainers will be in charge of their own schedules and can do as many or as few trainings in a year as they like. Trainers can also have other business interests, and we encourage trainers to develop compatible skills and products under their own brand.

There is a seven page legally binding contract to sign. You will receive the contract several months before you are expected to sign it. Anything major on the contract is explained here.

Can I change the curriculum or learning activities? How can I make the curriculum culturally relevant to the people I want to train as doulas?

Yes, you can. We have a trainer policy for adding a new learning activity or changing core curriculum, and for negotiating scheduling conflicts. New learning activities are welcomed and reimbursed for. There is a rubric for making changes to the curriculum and case studies to illustrate different ways to apply the rubric. It's one thing for me as a white person to tell people of color that they can change the curriculum to make it work better for their groups. Then what? Trust me?

No, I owe it to the people I'm making promises to have a transparent system that prioritizes our learners and shares the decision making power.

If the organization is growing, will I have fewer opportunities to train doulas over time?

I certainly hope not! Most people don't have a doula or any outside labor support. We are in the business of creating markets – of sharing with people who aren't doulas yet why they ought to take a training. We have tried to create a pricing structure that enables you to have a good enough income with only a small group.

How is the job described in the legally binding contract?

Independent Contractor shall serve as a doula trainer which shall include teaching and training individuals to become doulas using the curriculum developed by the Company ("Services").

Contractor's responsibilities include, but are not limited to:

- Participate in training required by Company and achieve the goals set by Company for Contractor's development as a trainer;
- Develop and deliver curriculum for online and in-person continuing education workshops for trainees in areas considered essential or foundational to doulas, for example lactation and infant feeding;
- Ensure Contractor's trainees understand the curriculum;
- Encourage trainees through the training process;
- Listen to trainees and provide feedback as to trainees' progress;
- Help trainees develop the skills necessary to be a doula;
- Stay informed by reading books and other literature discussing culture, diversity, race and other topics to understand and teach how our society affects individuals' perspectives;
- Coordinate training schedules with the Company to ensure a variety of training opportunities are available for trainees;
- Encourage the sale of Dr. Amy L. Gilliland's ("Dr. Gilliland") books, stickers and posters and other Doulaing The Doula, LLC sponsored products in doula training.

- Contractor agrees to observe and follow all practices and policies that may be established by Company from time to time and the Doulaing The Doula Standards of Practice and Code of Ethics.
- Contractor shall perform the Services in such a way that reflects favorably for Company. Contractor shall not make any representations or warranties not specifically authorized by Company.
- Contractor expressly acknowledges that Contractor will be acting as an independent contractor and not as an employee, for all purposes, and accepts the obligation for payment of all federal, state and local taxes applicable to the Contractor's Services.
- Contractor warrants and represents that Contractor has obtained all professional licenses and permits necessary to provide the Services in the state in which Contractor is performing the Services, and that all licenses and permits required will remain current through the term of this Agreement.



Doulaing The Doula

Birth Doula Mentoring Program Application Information Form

DATE: _____

LEGAL NAME (for contract): _____
First Middle Last

NAME YOU WANT US TO CALL YOU (if different): _____

ADDRESS: _____
Street Address Apt/Suite

City State Zip Code

E-MAIL: _____

MOBILE PHONE: _____

WEBSITE(S): _____

EIN NUMBER: ____ - _____

By signing this form, I affirm that whatever information I supply on any and all parts of this application is true and valid.

SIGNATURE _____