



Membership Agreement

Purpose of the Collective for the Individual, Group & Community:

Individual - continuing education, professional development, marketing, mentorship, a place to debrief and process (emotional support), and creates the space for a community of doulas

Group - collectively promotes doulas in the community, efficiency in goal-setting and follow-through, offers back-up support and sustainability of birth work in the community, helps to establish relationships with local providers, offers professional recognition, allows the sharing of skills (continuing edu.), and offers financial and professional collaboration opportunities

Community - offers a diverse group of professional doulas, facilitates community networking, offers a resource hub, promotes referrals within the birth community, establishes a commitment to improving community maternal health outcomes, facilitates community conversations and education (film screenings, panel discussions, etc.), normalizes birth and postpartum within the community, supports all families/births/gender identities of individuals and families, and creates professional integrity of its members

Membership Commitments and Responsibilities:

- Each member will take on at least one role
- Members are expected to attend at least one meeting per month. If you miss a meeting, you are responsible for reading minutes and posting that you've read them.
- Attend or participate in retreat conversations (review agenda and share your thoughts ahead of time if you can't attend)
- Attend majority of the Meet the Doula events
- Attend annual networking event
- Attend community education events

- Educate the community about doulas on behalf of and through the professional lens of the Ithaca Doula Collective
- Share in PR and marketing responsibilities in the community
- Provide a referral source for other doulas
- Reach out to providers
- Maintain marketing and outreach materials in specific locations
- Adhere to the Code of Ethics

Code of Conduct and Ethics (Adapted from the DONA international code of ethics)

1. ***Propriety*** The doula should maintain high standards of personal conduct in the capacity or identity as a birth doula.
2. ***Competence and Professional Development*** The doula should strive to become and remain proficient in the professional practice and the performance of professional functions through continuing education, affiliation with related organizations, and associations with other birth doulas.
3. ***Honor our Statement of Values on Social Media*** On social media platforms, the doula should extend respect, courtesy, fairness and good faith towards doulas and on behalf of the doula profession. The influence on students, consumers and fellow doulas extends beyond time in a birth, postpartum session or workshop setting. When engaging on social media platforms, the doula agrees to clarify that any opinions are his/her own, show respect in each communication, use good judgment in sharing only public information, and be aware that social media content is permanent and may reflect the Ithaca Doula Collective inadvertently.
4. ***Integrity*** The doula should act in accordance with the highest standards of professional integrity.

Ethical Responsibility to Clients

1. ***Primacy of Client's Interests*** The doula's primary responsibility is to their clients.
2. ***Rights and Prerogatives of Clients*** The doula should make every effort to foster maximum self-determination on the part of their clients.
3. ***Confidentiality and Privacy*** The doula should respect the privacy of clients and hold in confidence all information obtained in the course of professional service.
4. ***Obligation to Serve*** The doula should assist each client seeking birth doula support either by providing services or making appropriate referrals when they cannot offer services themselves.
5. ***Reliability*** When the doula agrees to work with a particular client, their obligation is to do so reliably, without fail, for the term of the agreement. This includes arranging and working with a back-up doula as needed.

6. **Fees** When setting fees, the doula should ensure that they are fair, reasonable and commensurate with services performed. The doula must clearly state their fees to the client and describe the services provided, terms of payment and refund policies.

Ethical Responsibility to Colleagues

1. **Respect, Fairness, and Courtesy** The doula should treat colleagues with respect, courtesy, fairness, and good faith. The Ithaca Doula Collective does not tolerate discrimination (including age, sex, race, color, creed, religion, ethnicity, sexual orientation, gender identity, national origin, citizenship, disability, or marital status or any other legally recognized protected group) and will uphold federal, state, and local laws, regulations or ordinances.
2. **Dealing with Colleagues' Clients** The doula has the responsibility to relate to the clients of colleagues with full professional consideration.

Ethical Responsibility to the Birth Doula Profession

1. **Maintaining the Integrity of the Profession** The doula should uphold and advance the values, ethics, knowledge and mission of the profession.
2. **Community Service** The doula is encouraged to promote the DONA International vision of "A doula for every person who wants one," by providing birth doula services at a reduced cost, if possible, or making appropriate referrals, as available.

Ethical Responsibility to Society

1. **Promoting Maternal and Child Welfare** The doula should promote the general health of birthing people and their babies, and whenever possible, that of their family and friends as well.

Membership status will be reviewed every 6-12 months. If a doula is not adhering to the code of ethics and responsibilities as a professional member (without prior communication with the Collective - i.e. in the event of a personal life transition), they will be asked to rectify their actions. If changes are not witnessed within 3 months, they will be asked to leave the Ithaca Doula Collective. Members of the Ithaca Doula Collective are able to freely step down from their professional membership of the IDC at any point. Their membership fees will not be reimbursed at the time of their departure.

Print Name:

Signature:

Jennifer Feingold
