



www.birthforhumankind.org  
info@birthforhumankind.org

## **Introducing Birth for HumanKIND and our Volunteer Doula program**

Thank you for your interest in volunteering as a doula with Birth for HumanKIND! Here you will find all the information you need to understand how the program runs and whether it will be a good fit for you to join our growing team of passionate, caring, professional doulas.

### ABOUT US

Birth for HumanKIND is a not-for-profit organisation supporting vulnerable, at-risk and disadvantaged women through their pregnancy and birth. Our mission is to provide quality education, support and care for women in vulnerable, at-risk or otherwise disadvantaged circumstances during pregnancy, birth and after the baby comes. We do this through offering free one-to-one doula support, education sessions and information, networking and referrals to other support services, research and advocacy, and professional tailored training and support for our doulas.

### ELIGIBILITY FOR VOLUNTEERING

To be eligible to volunteer as a doula with Birth for HumanKIND, you must:

- Have completed a comprehensive doula training program, be a midwife or student midwife
- Have attended a minimum of 3 births
- Have a current Police Check and Working with Children Check
- Be willing to follow the Birth for HumanKIND Code of Practice (see [www.birthforhumankind.org](http://www.birthforhumankind.org))
- Have the right attitude to provide quality, impartial support to women from different cultural and socio-economic backgrounds
- Be committed to supporting a minimum of three births with Birth for HumanKIND

### WHAT DOES VOLUNTEERING WITH Birth for HumanKIND INVOLVE?

#### **Initial introduction to our team**

Once we review your application, you will be contacted to arrange a face to face interview with our Doula Coordinator and Supervisor. If your application is successful, you will be invited to attend the Birth for HumanKIND doula induction training where you will learn about your role, our processes and how to work with women in vulnerable and at-risk circumstances.

Before meeting with any Birth for HumanKIND clients you will need to meet face to face with the Doula Coordinator and Supervisor to begin your working relationship. The Doula Coordinator and Supervisor will be a source of information and support to you during your work with Birth for HumanKIND and can support you during any matters that arise with your clients. This initial meeting is to get to know each other and discover your interests and passions so our Doula Coordinator and Supervisor can best allocate you with clients.

### **How it works**

Birth for HumanKIND receives client referrals from various agencies. When a referral is received, we do our best to match a client with a doula, according to needs, preferences, and location – and of course, availability.

Once you agree to working with a client, you will arrange an initial meeting with yourself, our client and the Doula Coordinator and Supervisor in a neutral place, and you will both be able to decide if you want to work together. If yes, you agree to provide the following minimum services:

- Three visits before the birth (including one appointment with the midwife/doctor)
- Two visits after the birth
- 24/7 on-call availability two weeks before and two weeks after your estimated due date.

If you want to provide additional support to what is offered above, you can discuss this with your client.

To ensure professional services, Birth for HumanKIND has a range of forms, processes, and feedback procedures that all doulas must follow to ensure consistency and quality.

### **What kind of clients will I be supporting?**

Birth for HumanKIND was set up to provide birth support for women in at-risk and vulnerable circumstances, who would otherwise be unable to afford doula services, and may not understand the maternal health system and choices around birthing. Most of our clients are young women, or refugee, asylum seeker and migrant women. Many have suffered histories of abuse, trauma, emotional and mental health challenges, and possibly drug and alcohol abuse. Many do not speak English well, and may have cultural practices and beliefs different to your own.

So this is not your average doula work. It has unique challenges and huge rewards. It requires an open heart, an open mind, and all of the skill it takes to be an effective, compassionate doula.

We provide you with specific training in working with these client groups, and you are also able to specify what type of clients you would prefer to work with. You will bring the right attitude, willingness, resilience, compassion, and openness for this work.

### **How much time do I have to commit?**

We respect and value your time as a volunteer, and understand that it's not always easy to juggle supporting births with existing life commitments.

When you join Birth for HumanKIND, you become part of our Birth for HumanKIND family. We offer a lot to our volunteer doulas, providing high level support, professional development, opportunities for growth and input to the development of the organisation, and a real team culture.

We require a minimum commitment of *three births* over an approximately 18 month period. There is of course no maximum, just as long as you are taking care of yourself!



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### **Reimbursements for relevant expenses**

We are able to provide a small amount of reimbursement for expenses incurred during supporting a woman, including transport and parking, printing, and food. Further details will be provided at your induction training.

However, please be aware that the nature of birth and of volunteering to support births means that you may need to take time away from paid work. Birth for HumanKIND is unable to reimburse you for lost wages as a result of attending a birth.

### **What support will I receive from Birth for HumanKIND?**

Birth for HumanKIND will provide:

- Free compulsory induction training and professional development to meet Birth for HumanKIND requirements in working with specific client groups and in specific environments, such as public hospitals.
- Supervision and debriefing for doulas.
- Self initiated buddy system where you can access support from another one of Birth for HumanKIND doula's or share your work with a client together if needed, providing your client agrees to this.
- On-call phone support during the labour and birth.
- Templates for all required reports, including meeting notes, birth report, evaluation, during and after the service.
- Assistance with onward client referrals where necessary.
- Assistance arranging a back-up doula if required (note: all back-up doulas must also be registered with Birth for HumanKIND).
- A guided but flexible format for service delivery and respect for doulas' skills, knowledge and time.
- Networking opportunities for Birth for HumanKIND doulas and staff.

### **What else do I need to know?**

If you have any other questions, please email us at [info@birthforhumankind.org](mailto:info@birthforhumankind.org). If you would prefer to talk over the phone, please provide your phone number, and one of our staff will call you.



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### VOLUNTEER DOULA REGISTRATION PROCESS

If this sounds like it is for you, please complete our registration form and send to [info@birthforhumankind.org](mailto:info@birthforhumankind.org).

Once we receive your registration form, we will contact you to arrange a in-person interview, so that we can get to know each other better and make sure it is a good fit. If it is, then you will need to arrange for a police check and a working with children check, and undertake our full-day induction training. Dates and times will be announced periodically.

You will then officially be part of Birth for HumanKIND family, and we will be in touch with you as suitable clients are referred for our services.

We look forward to hearing from you!

Sincerely,

A handwritten signature in blue ink, appearing to read "Mei Lai Swan", followed by a horizontal line extending to the right.

Mei Lai Swan & The Birth for HumanKIND Team