



ACADEMY HANDBOOK 2021



We Have The Power To Change Our World. Together We Win.

Table of Contents

Welcome	04
Our Mission, Our Vision, Our Motto	05
About Us	06
Meet The Team	07
Executive Director & Birth Assistant Instructor	
CPR Instructor & Mentor	
NRP Instructor	
Admission Coordinator	
Meet The Team	08
Holistic Practitioner & wellBEING Activist	
Personal Chef	
Prerequisites	09
Academy Information	10
Admission	
Course Description	
Physical Requirements	
Tuition Fees & Payment Plans	
Academy Information	11
Housing	

Table of Contents

Academy Information	12
Meals	
Supplies & Equipment	
Manual	
Certificate Of Completion	
Black Sisters Birth Academy Membership & Benefits	
Curriculum Overview	13
Policies & Agreement	14
Attendance Policy	
Safety Policy And Procedures	
Skills Lab Safety	
Sharps And Biohazard Waste Disposal	
Policies & Agreement	15
Photo/Video/Audio Policy	
Space Agreement	
Refund Policy	
Policies & Agreement	16
Student Liability Waiver	
Policies & Agreement	17
COVID-19 Liability Waiver	

WELCOME

It is a sincere honor to welcome you to Black Sisters Birth Academy. Here at Black Sisters Birth Academy we are committed to trainings Black women to become birth assistant in an environment that is warm, fun and exciting. Our aim to create more Black birthworkers will be felt for generations to come through the lives of the families we touch with our presence, knowledge and support. More than ever, there is a major need for Black birth workers to support and assist our mothers and babies to decrease the maternal and infant mortality and morbidity rates within our communities.

Our narrative will change as we press together to create solutions to empower ourselves, ours mothers and ours babies to grow and thrive in our divine excellence.

Thank you for being a part of our revolution towards holistic love for ourselves and our people. Together we have the POWER to change our world one birth at a time. Together we Win



OUR MISSION

Training Black women in becoming birth assistants in an environment that warm, fun and exciting with intentional space created for our collective healing, transformation and restoration as women.

OUR VISION

Increasing the amount of Black birth workers nationwide to promote safer births for Black families.

OUR MOTTO

BIRTH. It's what we DO.

ABOUT US

Black Sisters Birth Academy is a 3-Day intensive certification course to train Black women to become birth assistants in an environment that is warm, fun & exciting with intentional space create for our collective healing, transformation and restoration as women.

Christina Jemine, LM, CPM is the founder & CEO of Black Sisters Birth Academy. Christina is a Certified Professional Midwife & a licensed midwife in the state of Florida at Black Sisters Midwifery Services, PLLC and has been serving in the field of Maternal Child Health for over 10 years.

Christina is passionate about centering and servicing Black families. She believes it is vital to empower our women through educational trainings to increase Black birth workers that are richly rooted in our communities' well-being. Her vision is to have our families well-supported, healthy and thriving. Christina believes we have the POWER to change our world one birth at a time.



MEET THE TEAM

Executive Director & Birth Assistant Instructor

Christina Jemine, CPM, LM, is a Certified Professional Midwife and licensed midwife in the state of Florida at Black Sisters Midwifery Services, who have been serving in the field of women's health for over 10 years. Before becoming a midwife, Christina worked as a Mother-Baby and Pediatric nurse at Kings County Hospital Center in Brooklyn, NY (her hometown). There she has taught families everything from breastfeeding to car seat safety. Christina is also the founder and CEO of Black Sisters Birth Academy; a 3-Day intensive certification course designed to train Black women in becoming birth assistants. Christina's vision is for every community to have midwives and birthworkers who reflect them and is richly rooted in their well-being.

Cardiopulmonary Resuscitation (CPR) Instructor & Mentor

Brenda Francis, LPN, LM, CPM, Is a seasoned medical professional with over 20 years in the medical field including birth work. She has become a strong advocate and educator for pregnant women throughout New Jersey and Florida. Her focus is on the natural attribute of childbearing, delivery and recovery, aiming to educate women on their options for natural methods to bring forth life. She is on a quest to change the narrative within the African American community to bring awareness and combat the alarming mortality rate of women and children of color.

Neonatal Resuscitation Program (NRP) Instructor

Patricia Boyte, is a retired Respiratory Therapist with 45 plus years in the field. She has been a ECMO specialist and primer with 25 plus years and hyperbaric specialist for 34 years. Patricia has taught America Heart Association (AHA) courses for about 35 years and has been teaching NRP since the 90's. She is currently the AHA training center coordinator at Santa Fe College Gainesville, FL.

Administrative Assistant

Jamila Kiwasi Bacchus is a Public Health Advocate contributing 13 years and counting public servant leadership roles in assessing, creating, educating, organizing, and mobilizing system changes in population health. She is the Chief Executive Officer and Founder of Black Birthworkers Rock LLC, a national/international social club movement for black birthworkers. Kiwasi obtained a Bachelor's in Human Services, a Masters in Public Health.

Throughout her 17 years as a childbirth educator and birth doula, she has witnessed and serviced the many roles birthworkers maneuver throughout life while supporting birthing families. She offers professional development birthworker mentorship sessions and career consultation services to birth professionals on starting a birth business and branding their birth business on a grassroots and virtual platform.

MEET THE TEAM

Holistic Practitioner & wellBEING Activist

Shelley Parris, Holistic Practitioner & wellBEING Activist is the Creatress of The Womb Sanctuary, a soulcentered practice that blends Holistic Health, Life Coaching, Mind Mastery and Energy Medicine; Shelley integrates a harmonic system of breathing techniques, revitalizing postures and creative visualization coupled with sound, color and spatial therapy. While working with Shelley, you will discover the resonance in your life, putting you in alignment with vitality, abundance and fulfillment. Her method inspires you to follow your passion cultivating restorative connections to yourself and others, which promote emotional wellbeing and the creative boldness required to live the life you've always dreamed of.

She is also a published author and gifted speaker, inviting women to explore the Infinite Possibilities in their lives. Women learn to lead more empowered lives as they are equipped with Sacred Tools and Techniques focused on: selfCare, Womb Wellness, Emotional well-BEING, Healing Trauma and Transformation. Shelley offers these Sacred Femcare tools and techniques to invoke the creative powers of the womb, awakening women to the Infinite Possibilities in their lives. Practicing Sacred selfCare, women learn to refill their cup and serve from their overflow. They begin to SHOW UP boldly and unapologetically, the greatest and highest version of Self. Finding the courage to live their authentic truth, women rediscover their G-Spot (Godspot) allowing them to taste the full sweetness of their lives and the Power of Being Present. They transition from living out carefully rehearsed Pain Stories to fashioning Power Stories worthy of all the best their GOD-sized dreams have to offer!

Vegan Chef

Annah Brown is a vegan chef at Eats with the Empress based out of Brooklyn, New York. She is a National Certified Food Manager and Certified Food Handler. She is a student, double majoring in Culinary Arts, Psychology and a minor in Business. Annah is walking in the purpose God designed for her and called her too. She loves creating in her kitchen and sharing that love to you on every plate!

Prerequisites

- Must be a Black woman, 18 years old or older, seeking training to become a birth assistant
- Must be CPR Certified OR Must complete the online CPR Certification course (Heartsaver CPR AED Online: eLearning portion of the Heartsaver CPR AED Blended Learning Course) prior to attending the hands-on skills session provided by us. You may upload your CPR certificate of completion within your registration form or you can submit it via email at blacksistersmidwifery@gmail.com. Click link here for access to CPR online course: <https://shopcpr.heart.org/heartsaver-cpr-aed-online>
- Must be NRP Certified OR Must complete the NRP Provider Course online (Required: Lesson 1-9) prior to hands-on skills session provided by us. You may upload your NRP certificate of completion within your registration form or you can submit it via email prior to attending your course at blacksistersmidwifery@gmail.com. Click link here for NRP Provider How-To Guide: <https://www.aap.org/en-us/continuing-medical-education/life-support/NRP/Pages/Provider.aspx>
- Must be certified in Blood-Borne Pathogens and Medical Record Documentation prior to attending your course. You may upload each certificate of completion within this registration form or you can submit them via email prior to attending your course at blacksistersmidwifery@gmail.com. Click link here for suggested course online: https://advancenursing.net/course_catalog. When registering for these courses if you do not have a medical license number you may type "0000" in its place. You may also select another approved provider to complete these courses.
- Must have attended at least 3 out-of-hospital births prior to attending your course. Students must provide a record of each birth with the provider's &/ client's initials noted. A Home Birth Observation Record is provided online at <https://www.blacksistersmidwifery.com/black-sisters-birth-academy> for those needing a form to utilize for their birth records.

PLEASE NOTE THAT ALL PREREQUISITES MUST BE COMPLETED PRIOR TO ATTENDING YOUR COURSE. For assistance with completing your prerequisites email us at blacksistersmidwifery@gmail.com.

Academy Information

Admission

Students will be received on a first come first serve basis. 8 students are enrolled per course to ensure quality engagement and training. All students must first register online at <https://www.blacksistersmidwifery.com/black-sisters-birth-academy> in the Upcoming Courses section. All students must first complete their registration form to start the enrollment process. All prerequisites must be completed prior to attending your course with tuition and fees paid in full. Membership benefits are reserved for students that have paid in full.

Students enrolling in BSBA are required to meet the physical requirements needed to complete their training and to practice as a birth assistant. Our academy is not designed to provide auxiliary aids and services for students with disabilities at this time. Due to the nature of our training, enrolled students are required to sign a Student Waiver of Liability upon their registration to participate in our course activities. Our course description and physical requirement for our academy is listed below:

Course Description: 3-Day Intensive Birth Assistant Certification Training.

BSBA In-Person Birth Assistant Curriculum: (In-person hands-on skills training, lectures (oral, visual and video), quizzes, screenings & assessments, clinical insight, peer interaction, exit examination and skills-drills).

Physical Requirements: Students are required to have a full range of motion, manual and finger dexterity and eye-hand coordination. Students are required to have a corrected hearing and vision to normal range. Light Work - (1) Exerting up to 10 pounds of force occasionally, and/or a negligible amount of force constantly (Constantly: activity or condition exists 2/3 or more of the time) to move objects. (2) when it requires walking or standing to a significant degree; or (3) when it requires sitting most of the time.

Tuition, Fees & Payment Plans

Birth Assistant Course, Registration, Resort Grounds & Housing, Professional Catering, Holistic Practitioner, Supplies & Equipment, Manual, Technology (Zoom), Membership, Directory and Processing fees are all included in your tuition. Immediately after completing your registration form you are required to make a payment to secure your course. We have two payment options available for you on our Tuition & Payment page. Once your payment is processed an email will be sent to you with further details of the course and venue information. (PLEASE NOTE: It will take 1 to 3 business days to receive this notification).

Academy Information

DOWN PAYMENT POLICY: A down payment of \$500 USD is required before scheduling your payment arrangement to secure your course. You can schedule your payment arrangement on our Tuition & Payment page at <https://www.blacksistersmidwifery.com/tuition-payment>

On-Site Housing:

- Birth Assistant Certification: PLUS NRP & CPR Certification (3 Night Resort Stay): \$2,222 USD
- Birth Assistant Certification: PLUS NRP Certification ONLY (3 Night Resort Stay): \$2,187 USD
- Birth Assistant Certification: PLUS CPR Certification ONLY (3 Night Resort Stay): \$2,177 USD
- Birth Assistant Certification ONLY (3 Night Resort Stay): \$2,142 USD

Non-Housing:

- Birth Assistant Certification: PLUS NRP & CPR Certification: \$1,722 USD
- Birth Assistant Certification: PLUS NRP Certification ONLY: \$1,687 USD
- Birth Assistant Certification: PLUS CPR Certification ONLY: \$1,677 USD
- Birth Assistant Certification ONLY: \$1,642 USD

Housing

- This course will take place in a gated resort community in central Florida (Kissimmee/ Davenport area). As a student you'll have unlimited access to the clubhouse, resort-style pool complete with a waterslide and lazy river. There is also a fitness center, volleyball courts, tennis courts, a sundry shop and video arcade. Students will be housed in a professionally decorated townhouse &/ house. Flat screen TVs with free cable & Wi-Fi are available in each room. This townhouse &/ house also has a private pool as well.
- **PLEASE NOTE:** Students will be received on a first come first serve basis. We provide 4 on-site housing spots (single rooms). The 1st two paid students will receive a single queen size bedroom. The 3rd and 4th paid students will receive a double bedroom.

Academy Information

Meals

Three delicious catered vegan meals (Breakfast, Lunch & Dinner) is provided daily by Eats with the Empress; A vegan chef who specializes in making love on a plate with her delicious plant-based meals. Breakfast starts at 7am (Saturday-Monday).

Supplies & Equipment

This course will provide all the supplies and equipment needed for use during your training (Medical Equipment, Practice Arms & Supplies, Medications, Stethoscope & Sphygmomanometer, Stationary supplies, etc.).

Manual

A Black Sisters Birth Academy: Birth Assistant Manual will be issued to each paid student on the first day of your course. A PDF version via Google Doc will be accessible to all paid students one month prior to their course for review before receiving their physical copies. All rights reserved for the Black Sisters Birth Academy: Birth Assistant Manual (Hardcopy and PDF version via Google Doc). No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form by any means, electronic, mechanical, photocopying, recording or otherwise, without the prior written permission of the publisher.

Certificate Of Completion

A Birth Assistant Certification of Completion will be granted to each student after successful completion of their coursework, skills drills and exit examination. CPR and NRP Certificates will be electronically issued once the hand-on skills sign off sessions are completed.

Black Sisters Birth Academy Membership, Benefits & Bonuses

Once your registration form is processed and your course is paid in full you will automatically be signed up as a Black Sisters Birth Academy Member. As a member, our collective goal is to serve ourselves and others from a place of love, authenticity, respect, dignity, accountability, positivity and honor. As a member the benefits and bonuses you will receive are:

- (1.) Monthly One Hour Refresher Courses Via Zoom (Obstetrical Emergencies, Medication Administrations, Breastfeeding, etc.) (Valid for One Year from Your Course Date.)
- (2.) Access to Our Private Support Group
- (3.) One Time Session with The Womb Sanctuary for soulWork Group Activities, Sound Therapy, Womb Blessing & more*
- (4.) FB & IG Practice Feature on the Black Sister Midwifery Pages *
- (5.) 10 % Discount On Our Events &/ Retreats.*
- (6.) A Directory Subscription to Black Birthworkers Rock*
- (7.) An Official Black Birthworkers Rock T-shirt*

*Bonuses

Curriculum Overview

Black Sisters Birth Academy provides training to Black women in becoming birth assistants (also known as a midwife's assistant) in an environment that is warm, fun, & exciting with intentional space created for our collective healing, transformation and restoration as women. Our 3-day intensive certification course is MORE than a training; it is also a RETREAT. Our course will have you filled in more ways than one. Our curriculum totaling 24 clock hours of instruction is designed to be completed within 3 consecutive days. There are four sessions per year (Winter, Spring, Summer and Fall).

Day One (6 hours)

- Welcome & Introductions (Orientation)
- What is a Birth Assistant
- The Role of a Birth Assistant
- What is a Midwife
- Midwifery Model of Care
- The Process of Labor and Birth
- Stages of Labor
- CPR Skills Sign Off (Hands-on session)
- Heal, Transform & Restore: The Womb Sanctuary

Day Two (9 hours)

- Overview of OSHA and Universal precautions
- Identifying Birth related medical supplies, equipment, and use
- Introduction to HIPAA and medical terminology
- Performing and recording maternal and newborn vital sign
- The birth assistant's role during labor, delivery and immediate postpartum
- Birth room set up
- Sterilization of tools and Birth room clean up
- How to handle obstetrical emergency: Shoulder Dystocia & Postpartum Hemorrhage
- Assessment of the placenta and blood loss estimation
- Maintenances of a sterile field and Assisting the midwife with suturing

Day Three (9 hours)

- NRP Skills Sign Off (Hands-on session)
- Common medications used in obstetrics
- Administration of injectable medications
- Priming an IV (Intravenous) line
- Phlebotomy and Venipuncture
- Birth Assistant Skills Drill Check Off and Certification

Policies & Agreement

ATTENDANCE POLICY: Students must register and pay for their course before the first day of attending their training. Students must attend their course all four days consecutively. If an absence is inevitable, the student is responsible for immediately contacting the instructor before the absence occurs. Make-up course time will be address on a case by case bases.

SAFETY POLICY AND PROCEDURES

- Students should at all times practice safe and appropriate techniques while using all supplies or equipment.
- Students should be knowledgeable of the care, handling, and proper use of equipment prior to using it.
- Students should inform course coordinators of physical disabilities, recent injuries, illnesses, surgeries, and latex sensitivities/allergies* as soon as possible so that necessary precautions may be taken during our skill lab sessions. Medical clearance from a physician may be needed before students with aforementioned concerns will be allowed to participate in skill lab sessions.

SKILLS LAB SAFETY

- Universal precautions will be followed at all times when there is exposure or potential exposure to blood or body fluids.
- Eating and drinking are not permitted around the lab spaces
- Gloves are to be worn by students and instructors during any potential contact with blood and body fluids.

Medications and Fluids

- IV fluids with expired dates may be used for practice and demonstration only.

Needle Safety

- Needles provided for practice of injection are used in the lab only when the teaching assistants or instructors are present. Students must demonstrate safety precautions while properly utilizing needles during practice.
- Needles will never be recapped after use. Used needles are to be disposed of the Sharps containers provided throughout the lab space.
- Needles and other sharp objects must not be discarded in the trash or left out openly in the lab at any time.
- Injection practice will only occur on the manikins or practice injection pads &/ objects provided in the lab.

SHARPS AND BIOHAZARD WASTE DISPOSAL

- Potential infectious wastes and sharps are collected, contained, stored, and disposed of according to the Occupational Safety and Health Administration (OSHA) guidelines.

Policies & Agreement

PHOTO/VIDEO/AUDIO POLICY: I hereby grant permission to the right of my image, likeness and the sound of my voice as recorded on audio or video tape without payment or any other consideration. I understand that my image may be edited, copied, exhibited, published or distributed and waive the right to inspect or approve the finished product where in my likeness appears. I also understand that this material may be used in a diverse educational settings within an unrestricted geographic area. I hereby release any and all claims against any person or organization utilizing this material for educational purposes.

SPACE AGREEMENT: I agree to respect the Space Agreement of the training grounds. The grounds is zero tolerance for violence either physical or verbal threats, assault, or battery. I will respect everyone's identity and background. I will not assume anyone's gender identity. Consent is a must. I will respect everyone's emotional and physical boundaries. I will be present. I will show up on time and be fully present and ready to give and receive. I will respect the grounds and help to keep it clean. I will only eat or drink in the designated eating areas. I agree to indemnify and hold the hosts of this event harmless from any liability for personal injury, property damage, or loss or theft of personal property sustained by guests or parties invited onto the property by guests. I agree if any damage(s) to the property incurs by my actions I acknowledge that I will be fully liable for any damage(s). I agree to not bring any unauthorized guest(s) to the training without being granted written consent by the host of this course. Alcohol and illegal drugs are not permitted on the premises. I will be attentive and be an active participant. Silence is okay. I will share knowledge and skills with my sisters. No one knows everything and together we know a lot. Self-care practice is essential. I will be kind and gentle with myself. I am worth it.

REFUND POLICY: All students who enroll in Black Sisters Birth Academy courses must complete a registration form that states that they have read and understood the Black Sisters Birth Academy refund policy. Refund policies are as follows:

- Enrolling into any Black Sisters Birth Academy course is non-refundable.
- A request to cancel or withdraw from a Black Sisters Birth Academy course will be granted with a formal email submission to blacksistermidwifery@gmail.com regarding the request. *Please note that any/all payments submitted prior to the decision to withdraw from the course are non-refundable.
- There is the option to transfer your enrollment payment contribution(s) as a credit towards a future course within one year of the withdrawal notification.
Please note: There are no guarantees for enrollment into a course you may have first preference on. Black Sisters Birth Academy course enrollment spots are filled on a first-come serve basis.
- **ACKNOWLEDGEMENT:** I acknowledge that the selected payment option I requested is the payment plan that I will adhere to.

Policies & Agreement

STUDENT LIABILITY WAIVER: I hereby acknowledge and agree to term of the Black Sisters Birth Academy (BSBA) Student Waiver of Liability as follows:

Release and Waiver: Students does hereby release and forever discharge and hold harmless Black Sisters Birth Academy and it successors and assigns from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity, which arise or may hereafter arise from student's activities with Black Sisters Birth Academy.

Students understand that this release discharges Black Sisters Birth Academy from any liability or claim that the student may have against Black Sisters Birth Academy to any bodily injury, personal injury, illness, death or property damage that may result from the student's activities with Black Sisters Birth Academy, whether caused by negligence of Black Sisters Birth Academy.

Students also understand that Black Sisters Birth Academy does not assume any responsibility for or obligation to provide financial assistance or other assistance including but not limited to medical health or disability insurance in the event of an injury or illness.

Medical Treatment: Students do hereby release and forever discharge Black Sisters Birth Academy from any claims whatsoever which rises or may hereafter arise on account of any first aid treatment or service rendered a connection with the students activities.

Assumption Of The Risk: Students hereby expressly and specifically assumes the risk of injury or harm in activities and releases Black Sisters Birth Academy from all liability for injury, illness, death or property damage resulting from the activity.

Insurance: Students understand that Black Sisters Birth Academy does not carry or maintain health medical or disability insurance for any student.

I hereby release and agree to hold Black Sisters Birth Academy harmless from, and waive on behalf of myself, my heirs, and any personal representatives any and all causes of action, claims, demands, damages, costs, expenses and compensation for damage or loss to myself and/or property that may be caused by any act, or failure to act of the Academy, or that may otherwise arise in any way in connection with any services received from Black Sisters Birth Academy. I understand that this release discharges Black Sisters Birth Academy from any liability or claim that I, my heirs, or any personal representatives may have against the Academy with respect to any bodily injury, illness, death, medical treatment, or property damage that may arise from, or in connection to, any services received from Black Sisters Birth Academy. This liability waiver and release extends to the Black Sisters Birth Academy together with all affiliates.

Policies & Agreement

COVID-19 LIABILITY WAIVER: I acknowledge the contagious nature of the Coronavirus/COVID-19 and that the CDC and many other public health authorities still recommend practicing social distancing. I further acknowledge that Black Sisters Birth Academy (BSBA) has put in place preventative measures to reduce the spread of the Coronavirus/COVID-19. I further acknowledge that Black Sisters Birth Academy can not guarantee that I will not become infected with the Coronavirus/Covid-19.

I understand that the risk of becoming exposed to and/or infected by the Coronavirus/COVID-19 may result from the actions, omissions, or negligence of myself and others, including, but not limited to, academy staff, and other affiliates. I voluntarily seek services provided by Black Sisters Birth Academy and I acknowledge that I must comply with all set procedures to reduce the spread while attending my birth assistant training course. I attest that:

- I am not experiencing any symptom of illness such as cough, shortness of breath or difficulty breathing, fever, chills, repeated shaking with chills, muscle pain, headache, sore throat, or new loss of taste or smell.
- I have not traveled internationally within the last 14 days.
- I do not believe I have been exposed to someone with a suspected and/or confirmed case of the Coronavirus/COVID-19.
- I have not been diagnosed with Coronavirus/Covid-19 and not yet cleared as non contagious by state or local public health authorities.
- I am following all CDC recommended guidelines as much as possible and limiting my exposure to the Coronavirus/COVID-19.

I hereby release and agree to hold Black Sisters Birth Academy harmless from, and waive on behalf of myself, my heirs, and any personal representatives any and all causes of action, claims, demands, damages, costs, expenses and compensation for damage or loss to myself and/or property that may be caused by any act, or failure to act of the Academy, or that may otherwise arise in any way in connection with any services received from Black Sisters Birth Academy. I understand that this release discharges Black Sisters Birth Academy from any liability or claim that I, my heirs, or any personal representatives may have against the Academy with respect to any bodily injury, illness, death, medical treatment, or property damage that may arise from, or in connection to, any services received from Black Sisters Birth Academy. This liability waiver and release extends to the Black Sisters Birth Academy together with all affiliates.