



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	
Tuition Fees & Payment Plans	
Housing	
Academy Information	11
Meals	
Supplies & Equipment	
Manual	
Certificate Of Completion	
Black Sisters Birth Academy Membership & Benefits	

Table of Contents

Curriculum Overview	12
---------------------	----

Policies & Agreement	13
----------------------	----

- Attendance Policy
- Safety Policy And Procedures
- Skills Lab Safety
- Sharps And Biohazard Waste Disposal

Policies & Agreement	14
----------------------	----

- Photo/Video/Audio Policy
- Space Agreement
- Refund Policy

WELCOME

It is a sincere honor to welcome you to Black Sisters Birth Academy. Here at Black Sisters Birth Academy we are committed to providing high-quality, culturally infused courses to train Black women in becoming birth assistants (also known as a midwife's assistant) in an environment that is warm, fun and exciting. 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 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

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

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.

Admissions Coordinator

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!

Personal Chef

Sunny Davis is a Personal Chef at Daily Ambrosia. Daily Ambrosia was created by Sunny to help others find happy, be happy, and live happy by challenging their old connections with food and giving them the skills to create new ones. Through her journey, Sunny noticed a health disparity in her own community and felt compelled to help others in their journey towards wholeness. At Daily Ambrosia, they believe in the whole you. They believe that food should taste good and it should help you feel great and live better. They believe that food is medicine and want to help you achieve your health goals. They are currently working on offering more services which will better benefit underserved communities as a whole.

Balancing cultural flavors with healthy, plant-based meals, Sunny has the ability of taking you back home and placing you into a state of nostalgia. She is the perfect chef for the transitioning vegan, the veteran or the person who just wants to try it out. She understands the complexity and brevity of healthy eating and is consistently helping others take back their health. It is this understanding that propels her into working diligently for her community. She currently hosts plant-based cooking classes, creates decadent healthy desserts (for your sweet tooth), provides catering services for the vegan in need, and helps others choose their best selves as a health coach.

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 1,2,3,4, & 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.

Tuition, Fees & Payment Plans

Registration, Resort Grounds & Housing, Professional Catering, 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 2 business days to receive this notification).

DOWN PAYMENT POLICY: A down payment of \$500 USD is required before scheduling your payment arrangement to secure your course.

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. As a student you'll have unlimited access to a 10,000 sq.ft. clubhouse, lake & pier, zero entry resort-style pool complete with a waterslide, lazy river, and Kids' water playground. The Tu Casa Tiki bar & fireplace lounge serves food for poolside dining. There is also a fitness center, volleyball courts, and 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.

Academy Information

Meals

Three delicious catered vegan meals (Breakfast, Lunch & Dinner) is provided daily by Sunny Davis of Daily Ambrosia; A Personal Chef with a nostalgic style of balancing cultural flavors with healthy, plant-based meals. Breakfast starts at 7am (Sunday-Monday).

Supplies & Equipment

This course will provide all the supplies and equipment needed for use during your training (Medical Equipment, IV 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

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 you will receive are:

- (1.) Monthly One Hour Refresher Courses Via Zoom (Obstetrical Emergencies, Medication Administrations, Phlebotomy etc.) (Valid for One Year from Your Course Date.)
- (2.) Access to Our Private Support Group
- (3.) FB & IG Practice Feature on the Black Sister Midwifery Pages
- (4.) 10 % Discount On Our Events &/ Retreats.

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

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
- Common medications used in obstetrics
- Administration of injectable medications

Day Three (9 hours)

- NRP Skills Sign Off (Hands-on session)
- Phlebotomy
- Priming an IV (Intravenous) line
- IV insertion
- 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.