New York Coalition for Doula Access

Advancing Equitable Medicaid Reimbursement for Doulas in New York
**Zoom Features**

**Name**
Please update your preferred name & pronouns and organization by opening the participants panel, hovering your name and clicking "rename."

**Polls**
We will launch a poll at the end of the meeting that will pop up on your screen.
You can complete the poll by selecting your answer and clicking submit.

**Q&A and Chat**
We invite you to participate by sharing thoughts or resources in the chat and submitting questions using the Q&A function.

- Mute or unmute microphone
- Stop or start video
- Open participant panel to rename yourself
- Ask a question
- Open chat panel
- Raise your hand for the Q&A section
- Turn on closed captioning
- Leave meeting
- Turn on closed captioning
- More
Agenda

- Introductions and Community Agreements
- Overview of NYCDA
- Medicaid Reimbursement for Doulas in NY State
- Alignment Project Overview
- Questions & Closing
Community Agreements

BE PRESENT, BE ACCOUNTABLE
- Listen - feel no pressure to speak yet resist the temptation to only witness the dialogue.

BE BRAVE, BE INCLUSIVE
- Acknowledge the risk speakers take, and value the privilege to learn from one another.
- Our values, cultural identities, and personal experiences matter.
- Conflict is always possible and conflict is OK.

TAKE SPACE, MAKE SPACE
- Call attention to the unheard voices of people, ensuring that all individuals have space to participate fully.

ADDRESS RACIALLY BIASED SYSTEMS & NORMS
- Call out Power Dynamics in the room - be intentional of how you exercise your privilege.
- Remember, we all have bias. Biases are learned and can be unlearned.
- Practice the ability to recognize personal biases, emotions, and triggers, considering how they might impact actions.

BE OPEN TO ANTI-RACIST DIALOGUE
- Remember Black, Brown, AAPI, and Indigenous people’s experiences with racism are vast and vary.
- Avoid becoming defensive when Black, Brown, AAPI or Indigenous people speak from lived experiences with racism.
Who We Are

The New York Coalition for Doula Access (NYCDA) is a diverse, member-driven association of doulas and supportive allies who provide an array of prenatal, birth, and postpartum services in NY.
NYCDA Vision

NYCDA seeks to ensure that doulas have a powerful voice in determining their own professional standards.

Our efforts focus on increasing access to doula care in underserved communities and improving the integration of doulas as valued members of the care team.

We believe these efforts will help to address and reduce racial inequities in maternal health outcomes in New York.
NYCDA Goals

- To set standards for a living wage for doulas through Medicaid reimbursement
- To develop a “doula friendly” hospital designation
NYCDA Key Milestones

- **NYCDA formed**
- **2011**
  - Letter to NYS Medicaid Redesign team recommends Medicaid coverage for doulas
- **2013**
  - Helped design *Healthy Women, Healthy Futures* Program
  - Advised on *Doula Care in New York City* white paper by Choices in Childbirth
- **2018**
  - Developed the “Principles of Doula Support in the Hospital”
  - Ensured doula representation on NYS Maternal Mortality Task Force
- **2019-2020**
  - MHQIN initiated + hospitals assessed for doula friendliness
  - Advocated for living wage reimbursement rate for NYSDOH Medicaid pilot
- **2022**
  - NYCDA re-engaged
  - NYCDA kicks off Medicaid Reimbursement Project
Doulas Deserve A Living Wage

All caregivers are critical to addressing essential needs, accessing health and mental health care, improving community conditions, and enabling racial health equity.
NYCDA re-convened with first monthly coalition meeting. NYCDA members agree to priority focus areas.

**April**
- Meeting held on Medicaid reimbursement in NYS + across the US
- Members brainstorm what an equitable Medicaid Reimbursement structure could look like in NY

**May**
- Overview of Medicaid Reimbursement Project
- NYCDAA members vote to move forward with alignment project

**June**
- Meeting held to map potential participants + stakeholder groups to engage in Medicaid Reimbursement Project

**July**
- Recruitment of Project Advisory Team and participants
- Medicaid Reimbursement Project Launch

We are here.
How We Will Do It

Find agreement on an equitable reimbursement structure from the input of all the stakeholders

Doulas
Hospitals
Hospital Associations
Medicaid Payers
Community Based Workforce Groups

Doula Cooperatives + Agencies
Maternal Health Organizations
Maternal Health Providers
Academia
Doula Associations

NYS Department of Health
NYC Department of Health
Medicaid Recipients
The Process

PHASE ONE
Design and Setup

PHASE TWO
Online Virtual Dialogue
Analytics and Reporting

PHASE THREE
Roadmap and Action Plans
Coordinated Actions
Timeline

Aug 26 – Sept 2
OPEN THOUGHTS
Online form
Open-ended comments
Similar to a conversation
40-60 people
1 hour

Sept 12 – Sept 16
OPINION SURVEY
Online survey
Everyone participates
Less than 1 hour

Sep 26 – Sept 30
CONVERGENCE
Online form
Change your mind
Provide reasoning
30 minutes
Questions?
Strategic Collaboration Seed Interview Template

Determining an Equitable Reimbursement Structure for NYS Doulas by 2023

Goals/Objectives/Indicators of Success

Insert below the opening question and prompts that will trigger the participant's opinions describing their view of success for the topic:

If I asked you in a few years "has Determining an equitable Medicaid reimbursement structure for Doulas been successful?", what examples would you say that would point to that success – e.g. what would be happening in a few years? What's stopped happening? What is about to happen?

- Who will benefit from determining an equitable Medicaid reimbursement structure?
  (eg Expectant mothers, Doulas, State Health system, taxpayers)
- How are they getting value? How is that different to today?
- How does the group you belong to receive value from determining an equitable Medicaid reimbursement (if applicable)?
- What does an equitable Doula reimbursement structure look like? How does this compare to the minimum wage? How does it compare to a Living Wage?
- What about non-financial value eg the various improved health outcomes?
- How else would you describe what success might look like eg improved access for patients, greater awareness of doula services?
- How are you helping to create that value?
- What people roles would you see needed for an equitable Medicaid reimbursement to be in place?
- What processes would need to be in place to have an equitable Medicaid reimbursement?
- Would there be any new administrative procedures or technologies in place?
- What would the relationship between Doulas and NYS Health look like?
- What new training and certifications would be needed to have a more equitable reimbursement structure?

Potential Unintended Consequences

Insert below the opening question and prompts that will trigger the participant's concerns describing likely negative side-effects of acting on this topic:
Project Advisory Team

Patrizia Bernard, Doula Advisor, NYCDA co-lead, NYC Department of Health and Mental Hygiene

Asteir Bey, RN, IBCLC, Co-Director, Village Birth International

Yuki Davis, Manager of Policy & Advocacy - Every Mother Counts

Rochelle James-Delmas, Perinatal Coordinator, Ancient Song Doula Services

Shannon Johns, CD (DONA), CLC, CEO & Founder Calming Nature Doula Service & Center, Buffalo’s Breastfeeding Sisters, Erie County Task Force

Nan Strauss, Managing Director of Policy, Advocacy & Grantmaking - Every Mother Counts

Danise Wilson, Executive Director, Erie Niagara Area Health Education Center, Erie County Task Force

Michelle Zambrano, Program Director, Health Leads NY, NYCDA co-lead
Advisory Team Expectations

- Commit about 15 hours to the project from August - November 2022
- Provide feedback on survey questions
- Review survey data analysis
- Attend project meetings when scheduled
- Review pre-read materials prior to meetings and come prepared for engaged discussion, active listening, and respectful dialogue
- Provide progress updates to NYCDAA and respond to their feedback