



# THE DOULA ASSOCIATION

## Intercultural & Diversity Lead job description

### What we are looking for?

As an Intercultural and Diversity Lead, you'll aim to promote good relations and practices towards different minority groups and doulas from different cultures. This includes outreach and advocacy with and on behalf of our doulas, working to ensure that Black, Asian and ethnic minority doulas as well as doulas from the LGBTQIA+ community are supported, and assisted in gaining access to resources to help them achieve their goals.

Intercultural also means learning and understanding the culture of people from different countries, with various religious beliefs, disabilities and socio-economic back-grounds.

We would welcome applications from the Black, Asian and ethnic minority groups.

### We would like you to:

- Have a thorough understanding of the Associations Mission, values, and vision.
- Work with the Leadership Team to identify ways to ensure all communities are represented on our doula courses and doula directory.
- Act as an advocate for and presenting the needs of members of ethnic minority groups, the LGBTQ+ community, and those affected by age or disability.
- Review the association's workplace, policies and procedures, ensuring that these are all inclusive.
- Researching and advising on diversity and inclusion issues and creating ideas of programmes, training and values around this.

### Are you good at:

- Committing to promoting and advancing diversity and creating an atmosphere of inclusion.
- Organising and facilitating Zoom and in-person meetup with doulas from under-represented communities.
- Becoming familiar with using different communication platforms.
- Planning ahead
- Listening
- Relating and communicating with a wide range of people



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## **Key to this role**

We think the role will evolve and we are committed to support your learning. If you have great skills to offer, but need some training in a specific area, then please still apply, as we can support some learning. What is imperative for this role is you are happy to work with others and you have a flexible approach.

## **Predicted hours**

2-3 per week + attendance at Leadership team meetings

## **Reapplication schedule**

It is anticipated that this role will last 12-18 months. You will have an opportunity to reapply for the role should you wish to. If you don't wish to reapply, once a successor is identified there will be a 2-3 month handover.

## **Remuneration**

In return for the work they will be doing, they will receive a free listing on The Doula Directory for the time that they are in the role. Expenses will also be considered and should be agreed beforehand.