

DIVERSITY UPLIFTS, INC.
2018 - 2022



IMPACT REPORT



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EXECUTIVE WELCOME



A message from the Founder

For over a decade I worked as a psychologist in various settings, including community centers, homeless shelters, domestic violence shelters, psychiatric hospitals, and ultimately the Federal Bureau of Prisons. Working in these systems, I heard the stories of thousands of children and adults struggling to survive, strategize, heal and thrive in systems, in the community, in their homes, and their relationships without adequate resources, and in environments that were not conducive to healing. I also observed that despite the efforts of so many nurses, doctors, social workers, therapists, case managers, clergy and peer support professionals, providers struggled to build rapport, communicate with and develop effective interventions and treatment strategies for those in their care, as so many lacked both lived experience in the community and necessary cultural competence.

While I did my very best to support, guide, comfort and inspire individuals struggling through the most difficult life circumstances, from domestic violence to suicide attempts, I could see how the systems that were built to support the people had gaps and barriers to the very access they were in place to create. I could also see solutions and I would imagine how I would build a system, a clinic, hospital, correctional setting, community center etc. that was more therapeutic, that spoke to the needs of the diverse individuals that came into its walls, that was more culturally responsive, trauma informed, person/family centered and transformational.

While I was working in the system, I observed and gathered stories, solutions and feedback from people about what they needed, observing what worked and did not work. I would share these with colleagues and leadership within the systems, as well as through trainings, at conferences, in focus groups and on advisory boards throughout California and in many states around the country.

Ultimately, I created the nonprofit organization, Diversity Uplifts, Inc. that would sit at the intersection of the community and the system, and be a center from which I and other like minded advocates, educators and change-makers can contribute offerings to support individuals with high disparity and who are inadequately served. Stemming from my passion as a mother of two daughters, a doula, and the opportunity to benefit current and future generations, Diversity Uplifts focuses on improving the well-being of women, birthing people, children and families and providing trainings and solutions to increase competence and cultural humility among providers and systems who serve them.

Peace & Blessings,

Dr. Sayida Peprah-Wilson
Founder & Executive Director
Diversity Uplifts, Inc.



MEET THE BOARD OF DIRECTORS



Executive Director

Dr. Sayida Peprah-Wilson is a clinical psychologist, educator and doula, with over 15 years of experience in the field. She specializes in multicultural psychology, trauma, suicide prevention and perinatal mental health, and has practiced in community-based, in-home, psychiatric hospital and jail/prison settings.



Secretary

Susan Lowe is a Licensed Marriage and Family Therapist and Certified Perinatal Mental Health specialist, with over 25 years in community, non-profit and corporate sectors.



Interim Treasurer

Tamikka Claybrook is a transformational, social justice leader with more than 25 years of experience in operations and administration management in various non-profit and for-profit industries.



Board Member

Ms. Phillipa Johnson has over 35 years of experience in early childhood education and has managed the operations of all comprehensive services: health, nutrition, mental health, disabilities, social services, and educational services.



Board Member

Aiyana Davison is a full-scope Certified Nurse Midwife with over 12 years of experience in a combination of hospital, home and birth center settings providing high quality patient-centered care to individuals and families across the lifespan.



Board Member

Michelle Henderson is an attorney for the Los Angeles County Alternate Public Defender Office with 9+ years of experience providing legal services within juvenile delinquency courts, including with clients who are human trafficking survivors, pregnant, on probation and/or are in foster care. As a doula, she provides perinatal support to sexually trafficked youth and adults.



Board Member

Roshan Kindred is a Chief Diversity Officer with over fifteen years of negotiating and developing equitable programs and policies that support organizations into pivoting toward positive change.

OUR VALUES



Our Mission

Diversity Uplifts, Inc. is a direct service, consulting, and training 501(c)(3) non-profit organization determined to improve the well-being of women, birthing people, children and families by supporting marginalized and minority/global majority communities, while increasing competence and cultural humility among providers who serve them.

Our Vision

Diversity Uplifts, Inc. envisions a world in which all of the diverse needs of a person are met by providers and systems equipped with the skills to address them.

Our Guiding Frameworks

Diversity Uplifts, Inc. initiatives and advocacy efforts are rooted in the Universal Declaration of Human Rights and Reproductive Justice frameworks.





OUR WORK IN COMMUNITY: WHO WE SERVE

DU is committed to supporting holistic solutions to our society's most impactful problems. We recognize the inextricable link between multiple facets of our work. This is why we strive to coordinate efforts, break down silos and be present in various spheres of impact.

Our work with **service providers** has been fundamental to our mission. Our ability to support the well-being of women, birthing people, children and families is impacted by the availability of a healthcare system that provides quality equitable care. Unfortunately, the statistics such as those related to maternal and infant mortality and morbidity have been continuous examples of a system that is failing birthing families. Black mothers and birthing people are four to six times more likely to die from pregnancy/birth-related causes and twice as likely to suffer a maternal morbidity (such as hemorrhage and infection) than those in all other racial/ethnic groups. Native American and Alaska Native communities face significant maternal disparities as well.

The US healthcare system was not designed to serve people of color and other marginalized groups (LGBTQAI+, diverse abilities, etc.) and the failure of the system is being placed on the backs of the community from the womb to the grave. Educating healthcare and social service providers through implicit bias and cultural humility training and challenging the preconceived notions that they may hold around providing care to Black and other marginalized communities is central to our work.

Our **community partners** help advance our reach and contribute to our ability to actualize our mission. Through meaningful partnerships we have been able to connect over 100 community doulas with over 300 Black birthing people at no cost to the pregnant person. One program, Frontline Doulas, has maintained client breastfeeding rates over 90% (+25% over the national average), among many other accomplishments. Our partnerships allow us to maintain strong community connections and provide a higher level of direct service. Our doulas often stand in the gap between the client and the healthcare providers, offering a safe space to express concerns, advocacy support, health literacy when needed and much more. Given the current state of the medical system, the role of community doulas is essential. Our CBO and program partners make this work possible.

OUR WORK IN COMMUNITY: HOW WE SHOW UP

Diversity Uplifts works to educate, empower and activate communities to achieve social equity by supporting holistic well-being. This work is done through 1) education and training, 2) policy advising and advocacy and 3) community support and partnership.

1. Education & Training

DU develops educational curriculums and administers training to organizations on a range of topics including implicit bias and cultural humility, historical trauma & racism; birthing justice and human rights in childbirth, maternal mental health; mental health and wellness and support for incarcerated people. We also provide hands on education and training to up-and-coming professionals through our internship program.



2. Policy Advising & Advocacy

DU recognizes the importance of a multi-pronged approach to changemaking to ensure the needs of those without voices or seats at the table are heard. This includes advocating on community advisory boards, providing guidance on county, state, and national policies, and supporting policies focused on uplifting communities of color as well as marginalized communities.



3. Community Support & Partnership

DU exists to serve and empower individuals and communities who are inadequately served and experience disparities. We work closely with direct service organizations, health service providers, philanthropic organizations and volunteers to provide support for individuals, communities and organizations who need it most. Our support and partnership takes many forms, including program management, backbone support, fiscal sponsorship, administrative support, capacity development and more.



DIVERSITY UPLIFTS, INC. IS AN ORIGINAL SUPPORTER OF THE FOLLOWING CALIFORNIA BILLS/FEDERAL ACTS

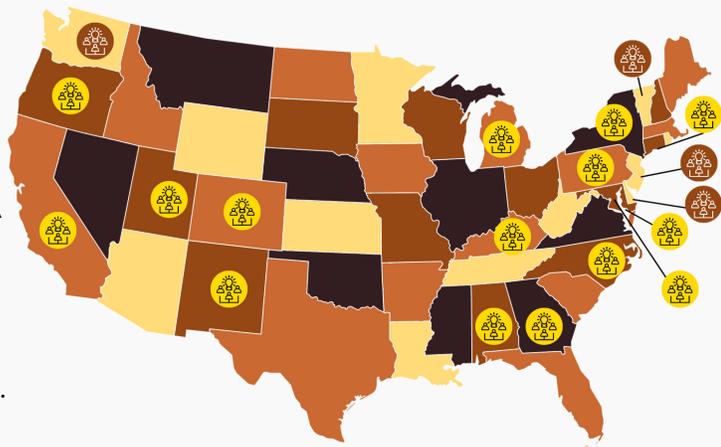
- [AB 732](#): Reproductive Dignity for Incarcerated People Act (2020)
- [SB 464](#): California Dignity in Pregnancy and Childbirth Act (2020)
- Black Maternal Health [Momnibus Act](#) of 2021 (2021)
- [SB 65](#): California Momnibus (2022)

EDUCATION & TRAINING: A CLOSER LOOK

"Dr. Sayida's presentation has helped highlight the importance of supporting our prenatal and postpartum clients in feeling seen. The data shared focused around "preventability, and stress reduction", helped me anchor my visits and conversation around my clients' personal histories, and their specific needs."

-DMH + UCLA Early Childhood Fellow

- 1. ALABAMA
- 2. CALIFORNIA
- 3. COLORADO
- 4. CONNECTICICUT
- 5. DELAWARE
- 6. GEORGIA
- 7. KENTUCKY
- 8. MARYLAND
- 9. MICHIGAN
- 10. NEW MEXICO
- 11. NORTH CAROLINA
- 12. OREGON
- 13. PENNSYLVANIA
- 14. UTAH
- 15. VERMONT
- 16. WASHINGTON
- 17. WASHINGTON D.C.
- 18. NEW YORK
- 19. + CANADA
- 20. + HONG KONG
- 21. + AUSTRALIA



200+
TRAINING EVENTS &
WORKSHOPS

14K+
PROVIDERS &
PROFESSIONALS
TRAINED

GOING GLOBAL
WE REACHED 18 STATES
ACROSS THE US & 3
COUNTRIES WORLDWIDE



**ON A
LOCAL LEVEL**
WE PROVIDED TRAINING
TO ORGANIZATIONS IN **14**
CA COUNTIES



- 1. ALAMEDA
- 2. BUTTE
- 3. EL DORADO
- 4. EUREKA
- 5. FRESNO
- 6. LOS ANGELES
- 7. RIVERSIDE
- 8. SACRAMENTO
- 9. SAN BERNARDINO
- 10. SAN DIEGO
- 11. SAN FRANCISCO
- 12. SANTA BARBARA
- 13. SANTA CLARA
- 14. VENTURA

EDUCATION & TRAINING: HIGHLIGHTS



Maternal Health Network
of San Bernardino County

Maternal Health Network Learning Community

A year-long training and consulting contract to develop a multi-year Learning Community for their members. The Learning Community kicked off with a three-part webinar series presented by Dr. Sayida:

- Part 1: Strengthening Cultural Humility, Dismantling Implicit Bias
- Part 2: Strengthening Cultural Humility, Dismantling Implicit Bias
- Part 3: Social Determinants of Health - The Impacts on Maternal Health

On-demand Implicit Bias Course (State Mandated)

Assembly Bill No. 241 (2019), Senate Bill No. 464 (2020), and Assembly Bill No. 1407 (2021) were recently approved, mandating providers and hospitals to engage in implicit bias training. In collaboration with Dr. Sayida Uplifts LLC., a 60 minute on-demand course was developed to meet the requirements set forth in the legislation. Riverside University Health System was the first to license the course for their providers and staff.



KJLH Women's Health Expo - Long Beach, CA

Dr. Sayida and Diversity Uplifts were invited to exhibit at the Annual KJLH Women's Health Expo at the Long Beach Convention Center with over 10K+ attendees. Dr. Sayida was a key figure throughout the day as she:

- participated as a panelist in a radio broadcasted panel discussion on health and wellness,
- presented a breakout session on transgenerational trauma and resilience, and
- facilitated a panel discussion on maternal mental health



*"This was a great training, it was very relevant to a lot of the work done at my department and would be useful to our staff. An eye opener for me, it has changed the way I view others based on my biases."
- Implicit Bias Training Participant*

FISCAL SPONSORSHIP WITH HOLISTIC SUPPORT



As a small community-based organization, DU has a deep critical understanding of the challenges many CBOs face in providing high quality service to the communities they are committed to support. We understand that in order to make meaningful change, the passion may often exceed the capacity. Our goal is to help provide the tools and support needed to assist our partner organizations in fulfilling the missions we share.

While we have seen an increase in funding for diversity, equity and inclusion work in response to public demands for justice since 2020, many CBOs lack the full capacity to capitalize on these opportunities. Many work with small teams of volunteers and do not have experience applying for funding or grant implementation.

This is where DU comes in. We anticipate the barriers that our partner organizations may face as they work to secure funding and implement programs, and provide guidance on how to mitigate potential pitfalls. We also provide robust administrative support for our partner organizations once funds are secured. We do this because we know the importance of record keeping and database maintenance on successful grant execution, and how challenging it can be to juggle this while simultaneously doing grassroots work.

Our partner organizations have a passion for community service that is authentic and sincere. *We work to make sure that passion is coupled with the necessary structural support to assure our communities receive the full benefit of resources provided by caring and committed community advocates.*

DU Provides Fiscal Sponsorship for the following organizations:

- Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Lactation Collaborative of California
- Black Women Birthing Justice
- Frontline Doulas (org partnership and fiscal sponsorship)
- Roots of Labor Birth Collective



UPLIFTING VOICES: CALIFORNIA COMMUNITY ORGANIZATIONS

Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Lactation Collaborative of California

The Collaborative seeks to recognize the needs of the AANHPI communities, and share culturally relevant and culturally congruent programs and educational materials to increase chest/breastfeeding rates in our communities. We do not focus on deficits and barriers; rather, we take an asset-based approach to uplift communities, build upon strengths of tradition, and advocate for visibility in healthcare. Recognizing community members and valuing their experiences as knowledge allow us to produce reciprocal and mutually beneficial research that can lead to socially and relevant and sustainable solutions. **Current DU Sponsored Programs:** Education and advocacy. **Website:** aanhpihealthcollab.com

Black Women Birthing Justice

The vision of Black Women Birthing Justice is that every pregnant person has an empowering birth and postpartum experience, free of unnecessary medical interventions and forced separation from their child, one that honors their autonomy and maintains dignity. We aim to educate and inform, to document and share Black women and individuals' birth stories in their own words, to raise awareness, influence healthcare policy, and keep birth sacred. We challenge human rights violations, including maternal mortality and near misses, and rebuild confidence in our Black and Brown community's ability to birth. **DU Sponsored Programs:** Community-Based Doula Services, training, and apprenticeship for BElovedBIRTH Black Centering program.

Website: blackwomenbirthingjustice.com

Frontline Doulas

The Frontline Doulas are an uplifting generation of community doulas on the frontline of birth in the Black community co-creating and reclaiming family-centered narratives for generations to come. Their team of Black Frontline Doulas provide Black families in need with non-medical professional perinatal services. This includes; physical, emotional, informational, psychosocial, and advocacy support during the pregnancy, childbirth, and postpartum period. The goal is to decrease perinatal health disparities and increase positive health outcomes during pregnancy and in the first year of life in the Black community. **DU Sponsored Programs:** Frontline Doulas Centering the Community programs, Frontline Doula Hotline, Black Doula Awards.

Website: frontlinedoulas.com

Roots of Labor Birth Collective

Roots of Labor Birth Collective (RLBC) is committed to reproductive justice, and believes that everyone deserves a doula, regardless of one's ability to pay. RLBC dedicates a group of community doulas to engage with Santa Rita Jail (SRJ) in support our community's most vulnerable population– those who are currently incarcerated. They support people with any reproductive questions or concerns, attend births, and support during the postpartum time. **DU Sponsored Programs:** Community-Based Doula Services for Santa Rita Jail and Bay Area low-income and Black, Indigenous and people of color communities (BIPOC).

Website: rootsoflaborbc.com



OUR STRATEGY: COLLABORATIVE CO-CREATION

Building Community & Capacity

The wellbeing of Black women, birthing people and children is at the core of our work. DU centers the voices of the communities we serve as a pathway to co-creating a future inclusive of health equity and access to resources.



530+

BLACK FAMILIES CONNECTED TO BLACK DOULAS SINCE 2019



21% Cesarean Rate & 0% Preterm Births

IN 2020 & 2022 FRONTLINE DOULAS PROGRAMS. COMPARED TO NATIONAL AVERAGES OF 36%+ (CESAREAN) AND 14.2% (PRETERM BIRTHS)



\$120K in Black Doula Awards

IN 2020 & 2022 WE ADVANCED THE WORKFORCE BY PROVIDING SCHOLARSHIPS TO 60+ BLACK DOULAS IN CA



Our Impact During COVID-19:

Birthworkers Unite

Amidst uncertainty and a world gripped in fear, DU partnered with Black Women Birthing Justice and Frontline Doulas to support a statewide community doula initiative around the start of the COVID-19 pandemic. Doulas were recruited to support Black families in six CA counties with significant disparities in Black birth outcomes. Community Doula Scholarships (Black Birth Awards) were offered to doulas to provide direct doula support to Black birthing families at no cost. Additionally, the Frontline Doula Hotline was established to provide virtual doula support to Black families and has connected 300+ birthing families to a Black doula across CA, and now around the nation.

AMPLIFYING AWARENESS: REPRODUCTIVE JUSTICE & INCARCERATION

2021 Belly of the Beast Documentary Screening



In partnership with Frontline Doulas, we hosted a screening of the documentary, “Belly of the Beast.” The documentary features the story of Kelli Dillon, a survivor of forced sterilization. We were honored to have Dillon join us for a panel discussion following the screening where she shared more about her advocacy in this space and the launch of the California Forced Involuntary Sterilization Compensation Program. We continue to lift up the efforts inspired by the documentary, to see justice and compensation for all women affected by forced sterilization in California and beyond.

2022 Sybil Brand Commission Public Testimony

Diversity Uplifts deeply values reproductive justice and the support of rights for incarcerated women and birthing people. In January 2022, Dr. Sayida provided a public testimony at a Sybil Brand Commission for Institutional Inspections hearing. The Sybil Brand Commissioners conduct unannounced inspections of jails, lockups, probation and correctional facilities in the Los Angeles County.



California Forced Involuntary Sterilization Compensation Program



The California State Legislature approved \$4.5 million for compensation to survivors of forced or involuntary sterilization. The amount will be divided equally among the number of claimants who qualify for compensation. The California Victim Compensation Board (CalVCB) administers the program and is accepting applications from January 1, 2022 - December 31, 2023.

Learn more at: tinyurl.com/rjbehindbars





MOVING FORWARD: MANIFESTING OUR FUTURE

Maternal Health Network: Transition to Backbone Organization



With funding from First 5 San Bernardino, the Maternal Health Network ([MHN](#)) of San Bernardino County was established utilizing a collective impact framework, based on the understanding that issues facing the maternal health system in San Bernardino County were complex and required the joint contributions of multiple service sectors, partners, advocates and consumers. The MHN is comprised of partners which include hospitals, doulas, mental health professionals, healthcare plans, lactation support specialists, family service providers, and families involved in the maternal health system.

In 2022, First 5 of San Bernardino released a request for applicants to take on the role of serving as the Backbone organization. After an application and interview process, Diversity Uplifts, Inc. has been selected by First 5 San Bernardino, to be the new backbone agency for the Maternal Health Network of San Bernardino County. Diversity Uplifts will assume the full position of Backbone organization in July 2023.

Medi-Cal Doula Benefit Rollout



We've advanced coverage for community-based doulas, especially for women & birthing people on Medi-Cal throughout California. In 2022, California Health Care Foundation and the Stupski Foundation administered funding to Diversity Uplifts, Inc. to provide stipends to five community doulas from the DHCS Doula Stakeholder Workgroup, who had for months (and without compensation) been actively engaging with DHCS to ensure that, as best as possible, the doula benefit was designed in a manner that supports and reflects the needs of families and the doulas who will serve the community. With the support of RACE For Equity, who provided technical assistance and facilitation support services, active communication between community and system was enhanced. Diversity Uplifts, Inc. will continue to support community doulas and birthing families through the implementation of the benefit, and currently sits on the Senate Bill 65 Doula Implementation Workgroup.

DEEPEST GRATITUDE TO OUR FUNDERS & PRIVATE DONORS



California Health Care Foundation



L.A. Care HEALTH PLAN



THE CENTER at Sierra Health Foundation



Charles R. Drew University of Medicine and Science
A Private University with a Public Mission



KAISER PERMANENTE



LA Partnership for Early Childhood Investment



Black Maternal Health Center Of Excellence

CHARLES R. DREW UNIVERSITY OF SCIENCE AND MEDICINE



Interested in diversity
TRAINING or booking a
CONSULTATION?

Scan or visit:
DiversityUplifts.org/learn

Interested in **VOLUNTEERING** or
INTERNSHIP opportunities?



Scan or visit:
DiversityUplifts.org/support-us



Interested in supporting our
work through **DONATIONS** or
FUNDING?

Scan or visit:
DiversityUplifts.org/support-us



Diversity Uplifts, Inc.

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