

ICEA Approved Cultural Competency Contact Hours

Cultural Competency training requirement

The ICEA Board of Directors has made the decision that 4 hours of the 24 hours required for recertification need to be in an area of Diversity, Equity, and Inclusivity. This decision was made in order to ensure that our educators and doulas have an understanding of implicit bias, inequities in healthcare, and a better understanding of inclusivity. Four hours is a very minimal requirement but will provide an opportunity to begin exploring how we can all do a better job teaching and serving families.

Below is a list of courses and trainings that have been vetted by our board and are recommended as possible ways to meet the requirement. This list will continue to grow as other options become available. You will need to do the research to decide which course, training, or other activity will work best for you.

- Dignity in Pregnancy and Childbirth online training
 - <https://equalperinatalcare.diversityscience.org/>
- Think Cultural Health, Health and Human Services
 - https://thinkculturalhealth.hhs.gov/maternal-health-care/?utm_medium=email&utm_source=govdelivery
- Kantola
 - https://www.kantola.com/Diversity-Equity-and-Inclusion-CT-409.aspx?utm_source=google&utm_medium=cpc&utm_term=online%20diversity%20training%20for%20employees&utm_campaign=DEI&gclid=EAAlaQobChMIImZP58rf19AIVh171Ch0kngdoEAAYASAAEgK9u_D_BwE
- Paradigm Reach
 - https://paradigmreach.com/?utm_term=%2Bonline%20%2Bcultural%20%2Bdiversity%20%2Btraining&utm_campaign=Online+Diversity+%7C+REACH&utm_source=adwords&utm_medium=ppc&hsa_tgt=kwd-389781465344&hsa_grp=109335542797&hsa_src=g&hsa_net=adwords&hsa_mt=b&hsa_ver=3&hsa_ad=473928176862&hsa_acc=6040429001&hsa_kw=%2Bonline%20%2Bcultural%20%2Bdiversity%20%2Btraining&hsa_cam=11145957047&gclid=EAAlaQobChMIImZP58rf19AIVh171Ch0kngdoEAAYAyAAEgI0lvD_BwE

- Ej4
 - <https://www.ej4.com/video-cat/diversity-and-inclusion-training-videos>
- The LGBTQ Center
 - <https://www.thelgbtqcenter.org/diversity-training>
- Birthing Advocacy, Doula Trainings
 - <https://www.badoulatrainings.org/courses>
- Uncomfortable Conversations
 - <https://Uncomfortableconvos.com>
- “So, You Want to Talk About Race” - Ijeoma Oluo
 - <https://www.youtube.com/watch?v=TnybJZRWipg>
- “How to be an Antiracist” – Ibram X. Kendi
 - <https://www.youtube.com/watch?v=TzuOlyyQlug&t=2389s>
- My Bias: Implicit, Explicit, Does it Matter Maternal & New Nursing Care - AWHONN
 - https://my.awhonn.org/productdetails?id=a1B5b00000LnAHAEA3&_zs=QBgoj1&_zl=buoN8#msdyntrid=v5HiiZ594vSFHE5K0m6D8waoYdt1P96G5LHryg4A394

If you take a course or training that does not offer CE’s, we ask that you submit the time spent attending or viewing the event and then give us a brief synopsis of what you learned (3/4 to 1 page) and if you recommend this educational event. If you would like to earn additional CE’s you may choose to submit what you learned in blog format to be published on our blog page. This is subject to requirements for submission. Please contact info@icea.org for more information.

An alternate activity would be to read a book on a DEI topic and submit the time spent reading along with a synopsis. Similarly, you could attend a community event or work event and submit the same information. We will allow for partial hours in several activities that equals 4 CE’s.

It is strongly recommended that if you pick an activity outside of the approved list that you submit for approval prior to attending so that you know the CE’s are approved. Simply send the details of the event or activity to info@icea.org.

These hours will not be subject to the occasional transfer fee that applies to other outside CE’s