



## COLORADO

Department of Health Care  
Policy & Financing

### NOTES

Doula Advisory Committee on Wednesday, March 19, 2025, 12:00 - 2:00 p.m.

#### Meeting Resources:

- [Slides](#)
- The meeting recording will be available on the Department's website

#### 1) Welcome and Roll Call (slides 1 - 6)

- DAC members in attendance:
    - Amy Barcenas
    - Amy Du
    - Ebony White
    - Erin Ross
    - Hannah Saona
    - Helena Santos
    - Kaja Rumney
    - Koryn Holden
    - Laurel Hicks
    - Nicki Dunnivant
    - Phoebe Montgomery
    - Sydney Comstock
    - Tayla Kelly (attended ½ the meeting)
    - Whitney Buckendorf
    - Wivine Ngongo
  - DAC members absent:
    - Britt Westmoreland
    - Elizabeth Simmons
  - Due to technical difficulties with Zoom, the facilitators and the Department will research alternatives for the April through June meetings.
  - Updates
    - Whitney updated the Facebook group with registration for Doula speed dating and networking
      - Doula Speed Dating March 29th Penrose, CO More information available: <https://socodoulaco.wixsite.com/southerncoloradodoul/doula-speed-dating>
    - Taylor will add the link to her LinkedIn profile too
    - Phoebe shared that they are offering a Doula training program with upcoming sessions starting in June, July, and the fall, and scholarships are available. Contact Phoebe at [dhdoula@dhha.org](mailto:dhdoula@dhha.org)
      - Elephant Circle teaches doula training in Arabic, Dari, Pashto, Spanish, and Swahili
      - Roots Family Center also does doula training in Spanish
  - State agency representatives (see slide 6)
    - Shared [AYA Foundation Doula Collaborative Initiative.pdf](#)
- Improving health care equity, access and outcomes for the people we serve while  
saving Coloradans money on health care and driving value for Colorado.  
[hcpf.colorado.gov](http://hcpf.colorado.gov)



## 2) Recap

- a) What's been done to date with the Health First Colorado Doula benefit
  - a. Reviewed key milestones (slide 8) and reminded the DAC the [stakeholder engagement report](#) is available on the Department's Doula website
    - i. No comments or questions from the DAC
  - b. Reviewed 12 activities that have been informed by previous stakeholder engagement and completed to date (slide 9)
    - i. Slide 12 included the following links
      - 1. [Code of Conduct & Standards of Practice](#)
      - 2. [Doula billing manual](#)
      - 3. [Quick enrollment guide](#)
      - 4. [Training materials](#)
      - 5. [FAQ](#)
      - 6. [Selection process](#) for organizations to administer the scholarship program
    - ii. It was noted that several of the documents are also available in Spanish on the [Department's Doula website](#)
    - iii. No comments or questions from the DAC
  - c. Recapped why the DAC was created and the goals (slide 10)
    - i. No comments or questions from the DAC
  - d. Recapped the DAC responsibilities listed as in and out of scope (slide 11)
    - i. No comments or questions from the DAC

## 3) DAC Follow-Up Topics

- a) Revised group norms (slide 13)
  - a. Shared the updates the DAC suggested during the February 19 meeting
    - i. No dissent or comments from the DAC
- b) DAC Q&A
  - a. The Department is collecting questions and developing answers to questions raised by the DAC during these meetings.
  - b. The Department will review and approve their responses through their internal process and then publish the results on their website alongside the meeting notes.
  - c. No comments or questions from the DAC

## 4) Liability and CPR Requirements

- a) The Department shared information on CPR requirement (slide 17)
  - a. Colorado's Good Samaritan Law provides legal protection for individuals administering CPR in emergencies.
  - b. CPR certification is required for doulas enrolling as Health First Colorado (Medicaid) Doulas to ensure the delivery of high-quality care.
  - c. The Department is investigating whether a list of available CPR courses can be compiled and shared.
- d. DAC comments:
  - e. Some members expressed concerns about access, cost, and relevance to doula work.
  - f. Possible financial barriers were noted, with members exploring free or low-cost CPR training options.



- i. It is unclear where people can obtain CPR training and whether all CPR training is suitable. It would be helpful to have a list of CPR courses, including their locations and pricing.
  - (a) Comment from the Department: *In the training provided on the doula webpage for enrollment, adult and infant CPR is specified.*
- ii. The cost of CPR certification and re-certification is a barrier.
  - (a) DAC Member Question: Could the Department or grant funding cover the cost of CPR training?
- iii. Language and accessibility may be barriers.
- iv. There are some concerns about liability or working out of scope as a Doula if required to perform CPR.
- v. A suggestion was made to make CPR training optional but encouraged.
- vi. Recommendation from Laurel H. in chat: I recommend that the CPR requirement be removed. If it isn't removed, we would like to suggest that HCPF increase information about which CPR course meets the requirement and what low-cost or no-cost options are available to help expand access for Doulas to enroll.
  - (a) Seconded by Whitney B.
  - (b) Voted for (11), (4) abstained, and (2) absent
  - (c) Post-meeting there were some members who changed their votes and two members who were absent voted.
  - (d) Final Voting Summary: ~50% support removal, ~25% oppose, ~25% abstain.
- vii. Additional question from the Chat related to training for Doulas for diabetes and other chronic health conditions.
- g. No public comment registered
- h. Note: Wivine Ngongo changed her vote from "for" to "against" via email on April 6, 2025. Elizabeth Simmons voted against via email on April 2, 2025.
- b) The Department shared information on the liability insurance requirement (slide 18) and set up the focus of the discussion to be focused on what barriers Doulas encounter when trying to get liability insurance.
  - a. DAC comments/questions
    - i. Some think the cost of liability insurance is a big issue.
      - (a) Some think it is the number one reason Doulas are not enrolling in Health First Colorado as a provider.
    - ii. Some suggested it is not clear which liability insurance is needed since there isn't a specific Doula liability insurance.
    - iii. It is unclear where to obtain liability insurance from - could the Department list the liability insurance providers?
    - iv. Some think that having liability insurance does not align with the community orientation of what a Doula is.
    - v. Some feel that why liability insurance is required is unclear, and what liability insurance covers is also unclear.
    - vi. Some feel that if a member or community member hears that a Doula doesn't have liability insurance, it may land wrong.
    - vii. Comment from the Department: Entering the paraprofessional space is relatively new, and it has always been a requirement for Health First Colorado providers to carry liability insurance.



viii. Recommendation voted on: We recommend that HCPF remove the requirement of liability insurance for Doulas. While that removal is in process, we recommend that HCPF list the liability insurance providers on the website.

(a) Voted for (10), abstained (5), absent (2)

(b) Post-meeting there were some members who changed their votes and two members who were absent voted.

(c) Final Vote Summary: More than 50% in favor; ~25% opposed; and the remainder abstained.

b. No one signed up for public comment

c. Note: Wivine Ngongo changed her vote from “for” to “against” via email on April 6, 2025. Elizabeth Simmons voted against via email on April 2, 2025.

## 5) Department’s Doula Hub - tabled because ran out of time

a) The Department shared information about the proposed Health First Colorado (HFC) Doula Hub (slides 22 - 23)

b) The Department shared DAC survey insights and next steps regarding HFC Doula Hub (slides 24 - 25)

## 6) Upcoming DAC Meetings and Reminder (slides 29 - 30)

a) The next meeting is scheduled for Wednesday, April 16, from 12:00 to 2:00 p.m.

b) DAC members are asked to complete the DAC [meeting evaluation form](#)

c) **Regarding DAC Compensation:** The Department apologized and explained that the delays last month were due to staff processing the compensation unexpectedly being out sick. DAC members who have indicated they would like compensation and have provided a W9 will automatically receive payment for any meetings they attend unless they indicate otherwise.

d) The facilitators and the Department will explore alternatives to Zoom for the April through June meetings. There were recurring issues with everyone having to re-register.

## 7) General Public Comment

a) General public comment will be open by 1:45, and there will be a time limit

b) You may submit written comments and questions directly to [hcpf\\_maternalchildhealth@state.co.us](mailto:hcpf_maternalchildhealth@state.co.us) or sign up to provide public comment at <https://forms.office.com/r/Fp0KegD1Dd>

## 8) Please visit: <https://hcpf.colorado.gov/doulas> for more information

Reasonable accommodations will be provided upon request for persons with disabilities. Please notify the Board Coordinator at 303-866-4764 or [Shay.Lyon@state.co.us](mailto:Shay.Lyon@state.co.us) or the 504/ADA Coordinator [at\\_hcpf504ada@state.co.us](mailto:at_hcpf504ada@state.co.us) at least one week before the meeting to make arrangements.

