



Shades of Divinity STRATEGIC PLAN

2024-2027



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Summary

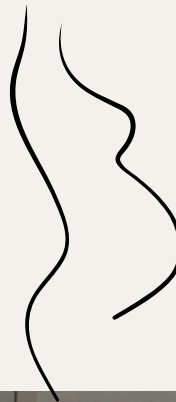
Shades of Divinity (SOD) is a 501(c)3 non-profit organization that aims to provide social support to Black, Indigenous, and People of Color (BIPOC) families through scholarships and partnerships with local community-based organizations.

Vision

A world where all families have equitable access to essential resources with minimal barriers.

Mission

To promote reproductive justice and equity in Washington State by uplifting BIPOC families.



BIPOC



A woman with curly hair, wearing a red top, is looking upwards with her head tilted back. The background is a soft-focus image of trees with green leaves, suggesting an outdoor setting. The overall tone is positive and hopeful.

Core VALUES

- Birth Equity
- Reproductive Justice
- Social Justice
- Community Building

Framework

SOD uses the reproductive justice framework created by the Black Women's Caucus of the Illinois Pro-Choice Alliance in 1994.

At the core of reproductive justice is the belief that all women have:

1. the right to have children;
2. the right to not have children and;
3. the right to nurture the children we have in a safe and healthy environment.
4. the right to maintain personal bodily autonomy

Focus Areas



Research

SOD uses evidenced-based research to inform each of its focus areas. We also collaborate with academic institutions, health agencies, and community organizations on research projects aligned with SOD's priorities.

SOD's research team conducts literature reviews to reveal birth inequities in BIPOC communities and demonstrate the magnitude of the maternal health crisis.

Our long-term goal is to create a Cultural Humility Perinatal Protocol, an evidence-based protocol, consisting of clinical and community recommendations for providers treating BIPOC patients at birthing centers.

Education

SOD aims to diversify the healthcare workforce by offering scholarships to BIPOC students pursuing a career in healthcare and focusing on maternal and child health (e.g. doulas, IBCLCs, mental health specialists, etc.).

Practice

SOD aims to have a BIPOC-centered community space in Pierce County, WA that provides full spectrum services and community circles. BIPOC-centered spaces reduce the social determinants of health in BIPOC communities by promoting health literacy, social connectedness, self-empowerment, and reducing barriers to accessing health services.

The services in SOD's community space will be provided through contracts with local birth workers. There will be doula trainings, lactation groups, and small gatherings in this space and will be free of charge for BIPOC birth workers, pregnant and parenting folx.

Focus Areas

Cont.



Community Outreach

SOD aims to build and strengthen relationships with the community through meaningful community engagement. Community engagement will be fostered through hosting community events (e.g. community baby showers and birth worker brunch) and providing perinatal supplies through The Divinity Pantry Initiative at SOD's community space.

The Divinity Pantry Initiative aims to support BIPOC families and provide essential perinatal items during local community events organized during the holidays and back-to-school periods.

To promote health literacy and self-empowerment, SOD will create a variety of educational resources to enhance awareness and understanding of BIPOC perinatal health. In addition to traditional printed media, SOD will create a podcast focused on BIPOC perinatal health, a perinatal app containing resources, forums, and advice for birthing individuals, and collaborate in the future with local and state partners to organize a maternal health conference.



Shades of Divinity Theory of Change

PROBLEM: Maternal health disparities and crisis in BIPOC communities

ASSUMPTIONS

- BIPOC communities deserve access to high-quality reproductive healthcare.
- BIPOC communities have innate wisdom and understand their needs well.
- Community-led initiatives can change healthcare systems.

PRECONDITIONS

- BIPOC-centered organizations collaborating with each other.
- Implement community-centered and evidenced-based practices.
- Advocate against inequitable policies and practices.

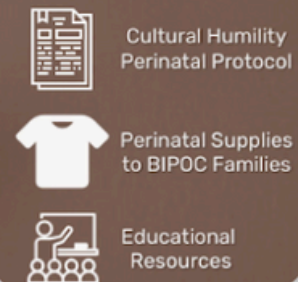
INPUTS



ACTIVITIES



OUTPUTS



OUTCOMES

Short Term



Intermediate



Long-Term



IMPACT:

**REPRODUCTIVE JUSTICE
&
BIRTH EQUITY**

THANK YOU!



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