



Birth Mark Core Values

At Birth Mark, our focus is providing individuals and families with the support they need as they navigate any reproductive experience. We adhere to a set of core values to ensure fair and equitable treatment of all people we work with. Each core value aims to further our commitment to [anti-racism](#) and anti-oppression.

Birth Mark members must align with and commit to the following core values:

- **Community Care**
- **Inclusivity**
- **Respect**
- **Relationship**
- **Integrity**
- **Social Justice**
- **Continuous Learning**

Value: *Community Care*

Birth Mark team members draw on their knowledge, training and experience to be of service to individuals from a client-centred, trauma-aware lens of care. Birth Mark fills significant gaps in reproductive health care by providing support and complementary services to individuals and families that could otherwise not access them. We strive to build lasting community connections that resonate with our clients' unique needs.

Value: *Inclusivity*

Birth Mark team members actively focus on inclusivity and are cognizant of the ways in which an individual's identities may impact access to appropriate and affirming health care. We recognize that reproductive health care is rooted in oppressive systems that exclude many people. Our goal is to create spaces and programming that disrupt these systems. Birth Mark team members seek opportunities to expand our definition of inclusivity and adapt accordingly.

Value: *Respect*

Birth Mark believes that all individuals deserve to be treated with dignity and respect and that their reproductive health care should reflect this. Birth Mark team members support their clients' right to autonomy and self-determination. We centre our clients in all interactions, remaining sensitive and responsive to their lived experiences and identities.

Value: *Relationship*

Birth Mark seeks to strengthen relationships among individuals, families and care providers to foster the well-being of our clients, their families and communities. Birth Mark team members engage clients and their families as partners and collaborators in their individualized care. We further acknowledge the importance of a reciprocal relationship with land, ecosystems, and ancestors as an integral part of well-being and strength within communities.

Value: *Integrity*

Birth Mark team members act honestly and responsibly, keeping informed consent and confidentiality at the forefront of all interactions. We maintain transparency with clients, other team members and community. Team members work to address clients' integral needs while adhering to Birth Mark's scope of care.

Value: *Social Justice*

Birth Mark team members pursue social justice by assisting individuals and families who are facing complex barriers as they navigate reproductive health care systems. We operate from a [reproductive justice](#) lens taking into account the ways in which unique identities may intersect. Birth Mark promotes equitable access to individualized services with a focus on client self-advocacy and meaningful participation.

Value: *Continuous Learning*

Birth Mark encourages continuous skill development by providing team members with [ongoing educational opportunities](#) that complement their initial training. We strive to collaboratively increase professional knowledge and skills and to appropriately apply them in practice. Birth Mark team members are committed to lifelong learning, individual growth, and community knowledge sharing.