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## Diversification of Midwifery: The importance of inclusive workplaces

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Education Session: Midwifery Works 2014

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October 18, 2014



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## Content

- Defining diversity, inclusion, cultural competence, EEO, affirmative action
- Why diversity and inclusion matter
  - Demographics of midwifery, the workforce and patients
  - 2014 ACNM diversity and inclusion survey
  - Identify benefits of an inclusive workplace for employee, patients and the community
- Assessing your organization and planning first steps
- Moving along the path toward becoming a multicultural organization



In our work and in our living, we must recognize that difference is a reason for celebration and growth, rather than a reason for destruction.

-Audre Lorde

## DEFINITIONS



## Diversity

Differences in dimensions of identity that include but are not limited to race, ethnicity, culture, class, gender and gender identity, sex, sexual orientation, religion, physical and intellectual ability, nationality, citizenship, age, learning style, mental health, professional background, midwifery certification or degree.



## Inclusion

- An environment that makes it possible and encourages all to fully participate marked by:
  - sense of belonging
  - feeling respected and valued
  - feeling a level of supportive energy



## (Inter)Cultural Competence

- Set of congruent behaviors and attitudes that enable professionals to work effectively in cross-cultural situations and includes:
  - Awareness of one's biases and cultural preferences
  - General knowledge about various cultures that avoids stereotyping
  - Recognition that diversity exists both *within* cultures and *between* cultures
  - Approaches cross-cultural interactions with a willingness to learn



## Equal Employment Opportunity (EEO)

- Employment practices where employers do not engage in employment activities that are prohibited by law
- Federal law prohibits discrimination against an applicant or employee on the basis of race, age, color, sex, religion, or national origin.



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## Affirmative Action

- Policies that aim to increase the proportion of people of color, women, and historically under-represented groups in employment and educational institutions



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**DIVERSITY & INCLUSION  
IMPACT ON BUSINESS**



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## Benefits of diverse midwifery workforce

- Changing work force demographics
- Widening cultural gaps between midwives and patients
- Expanding employment opportunities in communities where practices are located
- Workforce diversity as one tool to address health care disparities



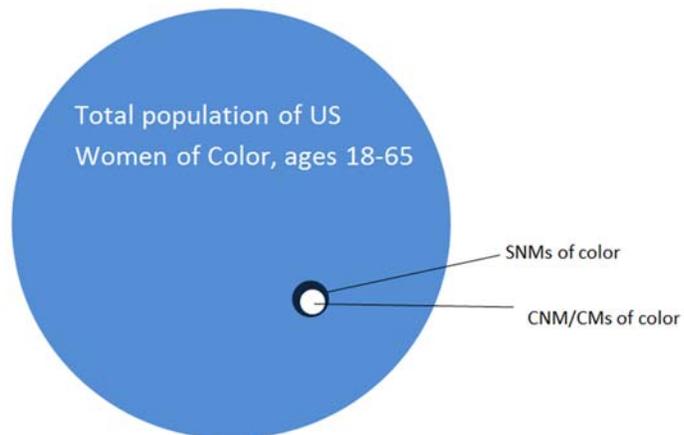
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## Benefits for your practice

- Increased adaptability
- Broader service range
- Variety of view points which increases creativity in problem-solving
- Increased employee engagement
- Community views practice as more welcoming environment

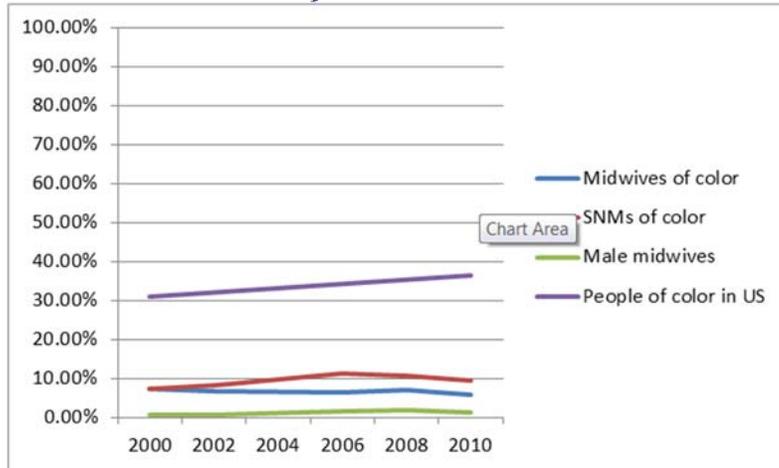
## WHAT WE KNOW ABOUT DIVERSITY & MIDWIFERY

## Midwifery workforce does not reflect US population



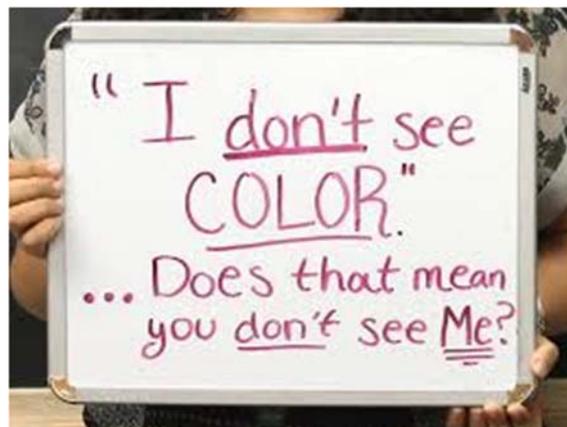
Data drawn from 2010 US Census and Schulling, et al 2013.

## Diversity trends 2000-2010



Data drawn from 2000 and 2010 US Census and Schulling, etal 2005, 2010, 2013.

## Colorblindness

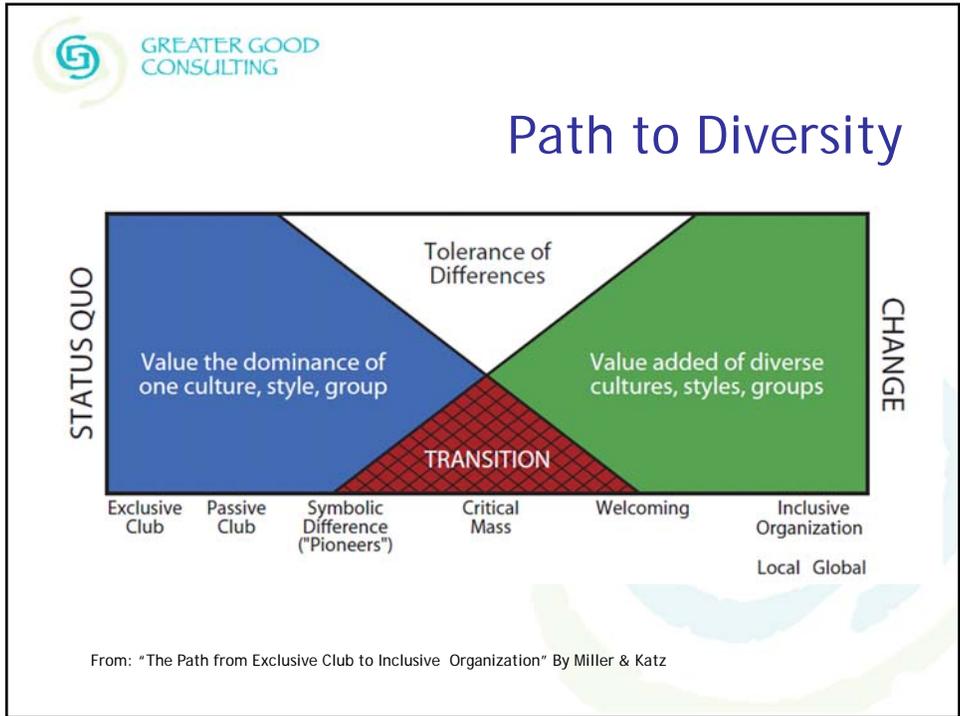
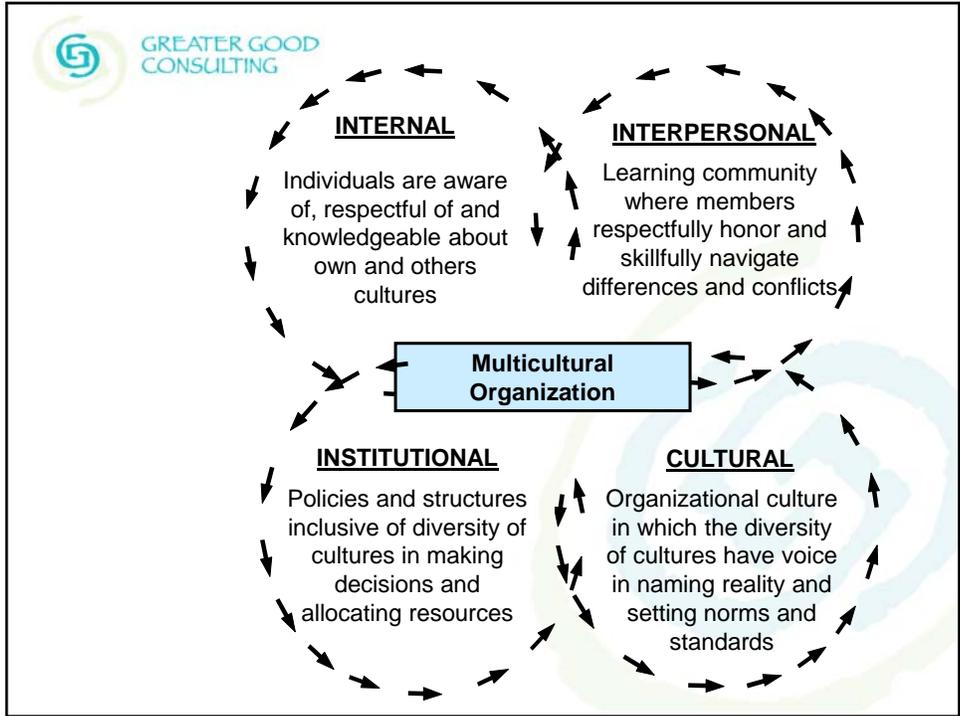


## Midwives' Views on Diversity & Inclusion

	Agree All respond ents	Agree Respond ents of color
The profession of midwifery is committed to promoting diversity and inclusion.	84%	58%
The profession of midwifery is progressing towards greater diversity and inclusion.	85%	64%
I feel that the profession of midwifery is a diverse and inclusive environment.	74%	44%
I feel valued and respected within the profession.	85%	67%
A diverse midwifery workforce improves patient outcomes.	89%	92%
There is racial tension within the profession of midwifery.	31%	53%

Data drawn from survey of ACNM members conducted by Greater Good consulting in 2014 as part of a project to develop a diversification and inclusion strategy. Results have not been published.

## DIVERSITY & INCLUSION AS A JOURNEY





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## So What's a Practice Director to Do?

- Assess where your organization is on the path to diversity
- Increase *your own* knowledge and comfort
- State commitment to diversity in job postings
- Provide preceptorships to students from under-represented groups
- Use formal and informal networks to connect with potential applicants
- Assess hiring and promotion criteria for unintended bias
- Offer learning opportunities about diversity & inclusion to ALL employees



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## Leading for change

- Build skills and knowledge in conflict management, team development, change management and diverse dimensions of leadership
- Start with small, achievable goals
- Identify barriers and bright spots
- Recognize that you may be a "novice"
- Share leadership and responsibility



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## Test Your Knowledge

Black women are more than \_\_\_\_\_ times as likely as white women to die in childbirth.



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## Test Your Knowledge

Black women are more than 3.3 times as likely as white women to die in childbirth.

In 2005, maternal deaths among black women were 3.3 times higher than the rates for white women according to the 2011 National Healthcare Quality and Disparities Reports.

## Test Your Knowledge

Which racial/ethnic group has the *highest* rate of cervical cancer diagnosed at advanced stage?

- a) White non-Hispanic
- b) Hispanic
- c) Black
- d) Native American/Alaskan Native
- e) Asian/Pacific Islander

## Test Your Knowledge

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- b) **Hispanic**
- c) Black
- d) Native American/Alaskan Native
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According to the *2011 National Healthcare Quality and Disparities Reports*, cervical cancer diagnosed at advanced stage among women aged 20 and older is highest among Hispanics, followed by: Blacks, NA/AIs, Whites, and API.



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## Test Your Knowledge

In what year will the white babies be a minority of US births?

- a) 2018
- b) 2020
- c) 2050
- d) None of the above



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In what year will the white babies be a minority of US births?

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- b) 2020
- c) 2050
- d) **None of the above**

According to the US Census Bureau, white babies represented 49.6% of birth in 2011.



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## Test Your Knowledge

A Princeton study of elite universities in the U.S. found that legacy status was roughly equivalent to how much of a boost to an applicant's SAT score?

- a) 20 points
- b) 90 points
- c) 160 points
- d) 220 points



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- a) 20 points
- b) 90 points
- c) **160 points**
- d) 220 points

The legacy advantage is equivalent to a 160 point boost in SAT scores. The study found that legacy applicants—people with a parent or grandparent who attended—are sometimes more privileged by legacy status than applicants of color are by affirmative action policies.



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At what age are employees protected from age discrimination?

- a) 65 years
- b) 50 years
- c) 40 years
- d) There is no threshold for age discrimination.



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The Age Discrimination in Employment Act *prohibits employment discrimination against persons 40 years of age or older.*



“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”

— Max de Pree



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