

# Diversity Tool Kit

*Presented by*

*the American College of Nurse-Midwives*

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The ACNM 2015 - 2020 Strategic Plan identifies diversification and inclusion as one of ACNM's 5 core commitments over the next five years. This commitment clearly states that ACNM embraces diversity and inclusion in our profession and organization at every level to meet the needs of a diverse US population and so that all CNMs and CMs feel welcome and able to contribute to the profession. We have included strategies throughout the new plan to develop a deeper understanding of how to be more welcoming to midwives of color and others who have been traditionally underrepresented in ACNM. We also are committing to creating greater transparency in the leadership process so that every member is able to participate fully in ACNM affiliates and the national organization. We will be working to clarify our strategy for diversifying the midwifery workforce and spreading the word about midwifery to communities of color.

We encourage members to join the conversation about diversification, inclusion, and health equity. In addition to a number of Annual Meeting events, we encourage you to discuss this initiative on the ACNM Town Hall Connect Community, or you can send comments to [Leadership@acnm.org](mailto:Leadership@acnm.org).



**Our  
Commitment**

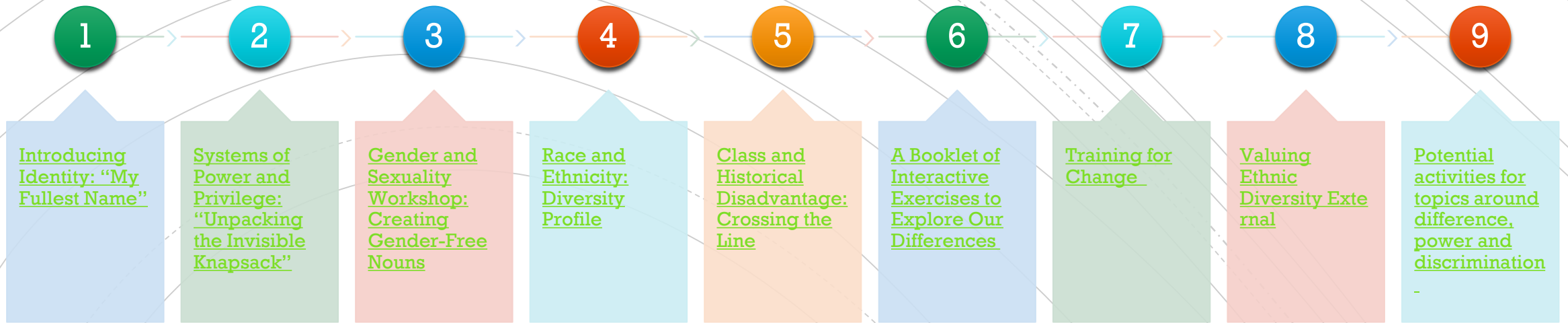
We seek to embrace diversity and inclusion in our profession and organization at every level to meet the needs of a diverse US population and so that all CNMs and CMs with diverse backgrounds and career choices feel welcome and able to contribute to the profession.

# Diversity

*Diversity.* Differences in 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. Diversity also refers to diversity of thought and perspective that come with individual identity. At a collective level, these dimensions of identity may correlate with inequity of social experience, including inequalities of privilege, opportunity and access to resources within the midwifery profession or in the pursuit of midwifery education.

# Inclusion

***Inclusion.*** Creating an environment that makes it possible and encourages all to fully participate. An inclusive environment promotes cultural humility, communication skills, and empathy. Inclusion is practical (ie, the ability to participate in a way that is congruous with one's identity and life circumstances) and emotional (ie, a sense of belonging, feeling respected and valued, and feeling a level of supportive energy and commitment from others to support the best work of all individuals).



# Activities

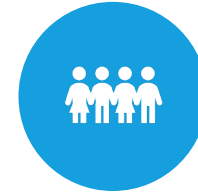
# Free Trainings



Unconscious bias



Understanding Diversity and Inclusion



Optimizing Diversity on Teams



Becoming a Successful Leader (Inclusive Leadership Training)



Gender Equality and Sexual Diversity



Diversity and Inclusion in the Workplace



Leading With Effective Communication (Inclusive Leadership Training)



Inclusion of Minorities in Community Development

# Additional Resources

- [WorldTrust Workshop Formats](#)
- [“When the Rules are Fair, but the Game Isn’t,”](#)
- [“Uncommon Common Ground: Race and America's Future,”](#)
- [“Diversity and Social Justice: A Glossary of Working Definitions”](#)
- [Grand Challenge: Achieve Equal Opportunities and Justice](#)
- [Peculiar Benefits](#)
- [A Transgender Toolkit for Nurse Practitioner Faculty and Clinicians](#)
- [Into the Light of Day: Reflections on the History of Midwives of Color Within the American College of Nurse-Midwives](#)
- [Best Practices Diversity Initiatives](#)
- [The Culturally Proficient Professional](#)
- [Principles of Cultural Proficiency](#)
- [Best Practices in Recruiting a Diverse Workforce](#)
- [Best Practices in Retaining a Diverse Workforce](#)
- [Generational Differences in the Workplace](#)
- [Implicit Bias](#)