

**Ballot Question 1: What makes you qualified for this position? Why are you interested in this position?**

I am qualified for the Region V ACNM representative because I am an experienced midwife. I practiced as a full-scope midwife for 15 of my 21 years as a CNM. During that time, I worked in all birthing settings, including hospitals and birth centers, and attended home births. I have experience in management and education. I taught midwifery students and was a co-director of CNM practice with more than twenty midwives. I am ready to represent the constituents of Region V and have experience in enough areas to understand the many needs of midwives. I am interested in Region V Representative because I am at a stage in life where I can give back. My kids are teenagers, one in college and one in high school. I work in a psychiatry office and don't have the day-to-day stressors I had in midwife practice. I am loyal to midwives and will always stop everything I'm doing to help a fellow midwife in need. I have participated in supporting midwives in making expansive strides and will contribute to expanding federal and state policies to support our profession and patients.

**Ballot Question 2: Visit ACNM's Strategic Plan [HERE](#). What part of the strategic plan embodies your personal philosophy?**

Goal 3: Policy, Advocacy, and Affiliate Support is the strategy that represents my philosophy of advancing midwifery the most. I have extensive experience working at the federal and state levels on issues affecting midwives. I worked on the bill that became a law to increase midwife reimbursement to 100% under Medicare. That is so important because other insurers tend to follow how Medicare pays. I also worked on a bill in Minnesota that brought all APRNs closer to our collective independence goals. I worked on a successful freestanding Birth Center licensing bill in MN, and now there are many birth centers in our state. Midwives have come a long way, and want to help see midwives go further. As Minnesota's late Senator Paul Wellstone used to say, "We all do better when we all do better." Our patients will do better when we, as a profession, do better!

**Ballot Question 3: Visit the Diversity, Equity, Inclusion, and Belonging (DEIB) [HERE](#). What ideas do you have for enhancing diversity, equity, inclusion, and belonging?**

I would prioritize offering resources for midwives around hiring practices that encourage hiring diverse candidates. We could provide training on blind hiring techniques and help with strategies for midwife practices to seek candidates with varied backgrounds actively. Continue to offer inclusion training for midwives. Let's continue to include topics such as unconscious bias, cultural competence, and inclusive communication. I would like to honor midwife practices with safe and inclusive work environments and model these workplaces for other midwives to see how open dialogue encourages different perspectives. I would also like to showcase the policies created to prevent discrimination and harassment. These are a few of my ideas for growth and helping more midwives feel like they belong.

**Ballot Question 4: What is your vision for innovation and improvement within ACNM?**

My vision for innovation and improvement would be midwife growth. Specifically, growth in numbers of CNMs, growth in CNM experts, growth in financial resources, growth within ourselves, and growth in

collaboration with like-minded medical organizations. We need more power, time, people, and help to become a sustainable profession. We have a unique voice among many overlapping professions, and instead of working solo, let's work together.

**Ballot Question 5: What are two improvements that ACNM should prioritize and how would you help address them in your role?**

I want to reinvigorate ACNM's annual meeting; it might look different and not even be every year. I want ACNM to continue to offer programs, workshops, conferences, and online courses to help our members enhance their skills and knowledge. After working for many decades as a busy midwife, I have realized the importance of self-care. The annual ACNM meeting has always been a time for midwives to prioritize their physical and mental health and de-stress. Sharing experiences, challenges, and best practices when we are together helps us gain solutions to our profession's many challenges. Let's form coalitions with other nursing and medical organizations to amplify our collective voice for improved (safe, effective, timely, efficient, and equitable) patient care, access to care, and gain new ideas, etc. As Region V Representative, I would meet with the subdivisions, divisions, caucuses, task forces, and committees that are already working, gain our status, and get to work from there. I would see what small steps and successes we could aim for first. We can start with small steps and build on our successes. Successes can empower our members to keep working and move forward. By promoting wellness for our members and building coalitions, we will strengthen ourselves, our profession, and our community.