

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

Early in my midwifery education and career I became interested in improving Black maternal health. As I developed professionally, I realized that the root of the Black maternal health crisis in this country is deep-seeded and multi-factorial. As monumental as this crisis is, I believe the ACNM is positioned to be at the forefront, eliminating multiple structures that affect BIPOC individuals with the right voices at the table.

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

Under "Goal #1: Diversity, Equity, and Inclusion," the bullet point that stands out most to me is 1.3, "Apply an equity lens to policies, programs, and documents." Although it is important to diversify the profession, if midwives of color are then being expected to function and provide care within constructs built upon infrastructures that are based in racism, their success will be limited. These are the same constructs that BIPOC individuals must navigate while obtaining healthcare, reducing their access and trust in the system. These structures must be identified and dismantled.

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

ACNM's DEI strategy is very comprehensive and well thought out. In the role of MOC At Large, I would like to gather the input and support of midwives and student midwives of color to implement change using a stepwise approach so as not to lose momentum. We must identify issues, prioritize them, create plans of correction, and feasible timelines for implementation. These initiatives will be shared with the body and the membership will be invited to actively participate. Additionally, seeking input from midwives of color who are not ACNM members would be ideal and potentially impactful.

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

In midwifery practice there are multiple gaps, as identified in the ACNM DEI Strategy. I have four main areas of focus: 1. diversifying our midwifery student body and ensuring midwifery education is provided with an equity lens, 2. taking that same equity lens and focusing it institutionally, within hospitals, health departments, government entities, professional organizations (including ours), and community-based organizations, 3. building structures to empower patients of color who navigate our complex healthcare system, and 4. the ACNM being recognized as a safe place for midwives/midwifery students of color to flourish professionally.

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

As previously stated, my main goals are to identify frameworks that hinder the success of midwives/student midwives of color, to ensure the ACNM is a safe place for midwives/student of midwives to thrive, and to elevate the health of birthing people, considering the pervasive maternal health crisis in the United States