Commitment to Become Anti-Racist

Internal Board of Directors (BOD) Work
- Structured BOD diversification
- Conversation at every BOD meeting
- Team building
- Implicit bias and anti-racist training

Task Force on Racism in Midwifery Education
- Student experience
- Program content
- School policy/processes
- Preceptor and faculty education

Member Education
- Anti-racism resources on website
- Inclusion Conference
- Webinar series
- Review ACNM Code of Conduct with equity lens
- Define key terms related to racism

Volunteer Leadership
- Implicit bias and anti-racist training
- Sign pledge re: professional behavior and accountability

Support for BIPOC Members
- Membership renewal add-on feature to donate to MOCC**
- Listening sessions separate & together
- Targeted webinars

Website Changes
- Increase visibility of DEIB* content
- Re-write “History of ACNM” page

Policy/Process Changes
- Creation of Equity Tool Kit
- Review all documents with equity lens
- Truth & Reconciliation statement
- BIRTH Team^ to integrate an anti-racism response team

Conversations with Stakeholders
- Journal of Midwifery & Women’s Health (Racism, Antiracism, and Racial Equity Library)
- A.C.N.M. Foundation (Mary Breckenridge donor level)
- ACNM Fellows
- American Midwifery Certification Board
- Accreditation Commission for Midwifery Education

KEY:
- Completed
- In Process
- Future Plan

*Diversity, equity, inclusion, & belonging
**ACNM Midwives of Color Committee
^ACNM Bias Incident Response Transparency and Healing Team

Completed
In Process
Future Plan

Updated November 2020