

Ballot Questionnaire: Michelle Munroe, Presidential-Elect Candidate

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

I have been a certified nurse-midwife since 2003 and a registered nurse since 1992. As I think about the role of President, I know that it takes a leader to fulfill the duties of this position. That leader must be an excellent communicator with transparency, be open to ideas across the entire organization and drive organizational change. My experience as a healthcare executive for the last ten years, makes me the perfect choice.

I am interested in this position because I am passionate about midwives, the midwifery model of care and the benefit of our care to women. Midwives do good work with the limitations that are placed upon us imagine what we could do if those limitations were eliminated. A midwife for every woman would change the maternal care environment and would improve maternal mortality and women's healthcare. I believe that I can make a difference as president.

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

I chose to look at the 2021-2024 Strategic Plan since that is the plan that will be used moving forward. Within the 2021-2024 Strategic plan, there are six goals listed all of which I fully support. There are two areas that specifically speak to me. The first one is diversity, equity, and inclusion. Each person needs to be aware of their biases; diversity, equity, inclusion and belonging needs to be part of their daily practice. A diverse workforce (in age, race, religion, nationality, sexual orientation, and gender) brings diverse viewpoints and perspectives. In my experience as a hospital executive, I have seen the importance of diversity, equity, inclusion and belonging benefit the workplace. It decreases group think and allows for a wider range of thoughts and ideas. It also provides an environment where people feel safe sharing opposing ideas. This is needed if we are going to be a strong community with a professional presence. The second goal that resonates with me is to advance policy, advocacy, and affiliate support. Having been a midwife in a federal facility with full practice authority, admission privileges and respect for all disciplines in the workplace, I see this as a model of care that should be emulated within our country. Maternal mortality in the United States is the worse than any other wealthy country according to the Center for Disease Control. We need to make a change and full practice authority with midwives available for all births is a good first step. I am passionate about midwifery care and the value it brings. We are the solution.

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 has been working since 2012 on its anti-racism policies, training, and workshop. The roadmap is a great trajectory for change in the organization. There has been a lot of work over the last eight years to make this change. We are on our way but still have a lot of work ahead. One thing that is missing from the roadmap is the conversation with external stakeholders surrounding diversity. We need to partner with other professional organizations, hospitals and organizations that support change. As a professional organization, we not only need to engage our membership but also need our workplaces to do the same. The essence of workplace racism needs to stop. ACNM can be the lead in this change. We need to partner with our maternal child healthcare providers so that a culture of change occurs throughout our workforce. It will make the difference in women's healthcare.

We must create a culture where people from all backgrounds feel included. Inclusivity is the key to maintaining (not just creating) diversity in the workplace. It is only through inclusivity that we will be able to achieve our goals.

Daily practice of DEIB must occur. Awareness is the first step. ACNM is already on the path of awareness with its DEIB roadmap. The trainings that have been offered are fantastic and need to continue. Reviewing committees to ensure diverse membership offers a wider perspective. Increasing membership to the committees allows for multiple perspectives and voices. Additionally, I would review all our internal policies to ensure that the wording reflects DEIB concepts. After an initial review of the volunteer structure committee, I noticed that there is not a community outreach committee. Having midwives present at schools, community events and in the community sparks interest in our profession and awareness of our scope of practice.

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

In my opinion, the best way to improve ACNM is increased communication and transparency. Communication from the elected positions, the staff, and each member is imperative. Regular correspondence from the ACNM office offers transparency and inclusion. The impacts that the ACNM staff make on behalf of midwifery and ACNM are not known at the membership level. Communication goes both up and down. Everyone's voice is important and must be heard and respected then innovative ideas will flourish from all members. Embracing diverse thinking is useful in generating ideas and getting feedback while at the same time creating an environment where everyone feels relevant and part of a shared mission. Having an innovative vision is how midwives make themselves relevant in the future.

Additionally, we must focus on the membership itself. We need to have every midwife be a member of our organization. We need a grassroots effort of reaching out to midwives who no longer are members or have not been members. What are the reasons for not being a part of the professional organization? Every midwife makes a

difference for the future. It takes every midwife to make change. WE can do this together.