

Ballot Questionnaire: Charlotte Morris, At-Large Midwife of Color Representative

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

As an active member of ACNM since first being introduced during my time as a midwife student, I have continued to be actively involved in the work of the college. It would be an honor to serve on the board. The year 2020 has been a very challenging year with the pandemic, violence in many cities and a divided nation. Yet ACNM has continued to survive and evolve. There are two responses to our changing world, culture and organization. You can be part of the problem or a part of the solution. I see serving as a member of the ACNM board as a part of the solution. This will allow me the opportunity to continue to serve in a greater capacity to impact more lives playing an active role in the leadership and decision making of our organization.

What I bring to the table is a commitment to service.

I have served in ACNM over the years as Chair of the Membership Committee, Secretary of MOCC for several years, elected to the nominating committee serving a three-year term. Currently working and supporting the MOCC mentoring program. As a lifetime member of ACNM I am vested in the future of our organization.

I have also had the opportunity to serve ten years as practice director, leading others to be the best they can be. Growing student midwives as well as encouraging support staff to start to continue their education. I have always been engaged in supporting diverse populations and empowering women to advocate for themselves.

In other arenas outside of ACNM or midwifery, I have served on community boards of the American Heart Association and the American Red Cross. In these roles I have served as a liaison for Black and underrepresented communities. I have also served as secretary of 4000-member faith organization. I am responsible for archiving as well as keeping current minutes for all general membership and the executive board in my role as secretary.

Other responsibilities include maintaining a calendar and supporting the Executive Director with appointments and various engagements and maintaining record archives.

My career as a practicing nurse midwife and my community outreach activities have allowed me to grow in the areas of effective listening, collaboration and sensitivity to others. These are the qualities that I will bring to the ACNM board along with a commitment to serve.

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

The part of the strategic plan that embodies my philosophy is that of Global Engagement and diversity and Inclusion.

In agreement with the vision of ACNM "A midwife for every woman", this vision fosters the need to diversify the membership of ACNM. The United States has grown in its own level of diversity. To grow as a profession membership and leadership should reflect the diversity of our nation. Literature supports patients do better with "like providers".

As ACNM grows it is important to have global partners. This will allow ACNM to share our profession, experience and expertise as well as learn from different cultures. Global outreach allows for other doors to be open for collaborative relationships, sharing of knowledge and growing future midwives. It is the hope that increasing global relationships will build strong collaboration as we all work towards the same common goal to support women and newborns.

Global outreach is diversification. Working throughout the world allows us to engage with other cultures, indigent communities, Black, and Brown people of color. Engaging to support a common goal, care of women and children.

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

One of the most important aspects of building an organizational culture of diversity, inclusion, and a spirit of anti-racism, is to promote cultural change. Change takes time and needs to continually evolve. Each member beginning with the leadership team must understand the work of anti-racism and its impact on our members and society.

As a board member I would work to assure growth is continual and not stagnant. Training, reinforcement of concepts, acknowledging, self-reflection, when you have show bias. All are a part of the growing pains with change. Developing a partnership with another organization who has successfully changed the culture of their organization to be recognized as an anti-racist organization. The leadership team must continue to learn, grow and embody the concepts of diversity, equity, inclusion and belonging. They must reflect the change we want to see as role models for membership.

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

ACNM has established a great set of objectives and future direction with its Anti-Racism Mapping Project. To reinforce the mapping activities training needs to also occur within the membership, from the board, to the affiliates to the general membership. Activities should be opportunities to educate, inform and empower others to become more involved in the process.

Extended training from the leadership team to the membership level will also help to develop a cooperative spirit throughout the organization. Another effective tool in promoting cultural change is being an effective listener. Listening sessions for the leadership to listen to the membership. Creating safe spaces where members can speak openly and honestly for positive change. As a member of the board I would assist in the development of these activities. Bringing a perspective of a woman of color ensuring we are able to reach, support and hear from a diverse group of our membership.