

Ballot Questionnaire: Venus Standard, At-Large Midwife of Color Representative

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

My CV speaks for itself but what is not on my CV is that I am a midwife of color, and MOC needs representation on the board. While times have changed, some things want to remain the same for the sake of familiarity and habit. With the passing of time I like to think we have grown and an individual and as an organization enough to know that statuesque is no longer acceptable. If we want to be the organization that represents midwives, we must represent ALL midwives not only white midwives.

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

Diversification and Inclusion. Black women deserved to have a midwife that looks like them.

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

It's not enough to be asked to sit at the table, it's about having our voices and concerns heard. The needs of MOC heard, acknowledged, and respected. MOC no longer just wants to sit at the table we want to be included in all discussions with a deciding vote at the table. It's not about being invited to the party, we expect the opportunity to dance at that party.

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

Ongoing diversity and cultural sensitivity training. Taking one class does not make you proficient, it only allows you to check on the box that you did it. Over the last few months, a few racially charged anti-black letters written by white midwives have surfaced on social media. These midwives stood strong in their conviction and their supporters attempted to justify their statement with nonsense and denial. And the majority didn't even respond, If you don't stand up against racism by personally and publicly denouncing it, it's equivalent to standing in support of it. We since learned that many stand in support of racism and bigotry based on statements and actions. This is not acceptable professional behavior and this needs to change. Change starts from the top down. We must model what we expect of our members.