

Ballot Questionnaire: Carol Bues, Nominating Committee

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

My vast experience as a member of various committees qualifies me for this position, especially the more recent activities on national committees. I am interested in helping to bring more diversity in the leadership in ACNM. My multiple experiences as a midwife in various settings in NYC dealing with a wide variety of people uniquely qualifies me for this position.

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

The two of ACNM's strategic plan that most closely embodies my personal philosophy is "Diversification and Inclusion" and "Leadership Development". I believe embracing diversity of both the population it serves and within the midwifery profession, is a large part of what makes midwifery unique among health care workers. Being leaders on all aspects of healthcare is what will contribute to the growth and strength of midwifery going forward.

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

I became a midwife in the early 1990's because I was a volunteer at Harlem Hospital's "Boarder Baby Program". I saw then that the key to changing the lives of babies born HIV+ and addicted to drugs and alcohol was to work with, educate and offer services to the women who were pregnant with the babies. In much the same way, I believe that ACNM's DEIB needs to focus on outreach to the diverse community of the US population that may want to become midwives. Once this occurs, offer equity and inclusion for the students in the programs. The goal will be to have the feeling of belonging to the ACNM so becoming a leader within the organization will occur naturally and thought of as their own, not "other"

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

I envision ACNM continuing its progress for DEIB among its members. As a long-standing member, it seems that these changes were forced upon the organization just before it was about to implode on itself! I believe as the ACNM continues along these lines to be an innovator like the current anti-racist and DEIB strategic plans, the next hurdle is embracing nonbinary individuals. The ACNM can become a leader in this field of healthcare, not something marginalized. I also think the ACNM will have a difficult time doing all of this if the word "nurse" stays in its name. The newer generation of midwives will revolt, as it did of the structural racism within the organization, against this as it continues to divide and exclude instead of uniting and including.