**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
- 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

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

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

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

**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

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