

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

For much of my career, I have invested in midwives, midwifery and ACNM. I have served as local chapter chair and state affiliate President. I have served on national taskforces, committees, and work groups. For the last 3 years I have served as Vice President of ACNM. These experiences have given me an intimate understanding of our organizational structure, but it has also allowed me to cultivate relationships with midwives throughout the nation. I have used these relationship skills to midwife us through change. We are at a critical juncture in the history of ACNM and what we know for sure is that our organization must change. We need a leader who can help us navigate the challenging path ahead and I believe that each of my experiences up until this point have prepared me to accept this challenge.

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

Throughout my career I have committed myself to several of the goals included in the ACNM 2021-2024 Strategic Plan, but I have most aligned my work to advocate for Diversity Equity Inclusion and Belonging. I was a member of the Diversity and Inclusion Taskforce that created the Shifting the Frame Report, I have served as Secretary and a Mentor within the Midwives of Color Committee, and I have advocated to gender inclusivity by Chairing the revision of the Core Competencies for Basic Midwifery Practice to include care of transgender and gender non-conforming individuals and serving as board liaison to the Taskforce that revised the Scope of Practice to be in alignment with the revised Core Competencies. As a midwife of color, I have found community and support, but I have also found opportunity to create change.

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

If we as an organization seek to enhance DEIB efforts, we should look for greater opportunities to engage and include our students and new midwives. The generation of midwives entering the profession currently are advocates for social justice. They are choosing the profession as an avenue to innovate and create new systems of care. Our organization can create a brighter future by listening to, welcoming, and supporting these student and new midwives.

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

The future of ACNM is bright if we can focus on our commonalities. The vision of ACNM is "Midwifery for every community". A strong professional organization is critical to realizing this vision but the building blocks to our organization are our members. This organization was built by midwives for midwives. As we have grown it has proved challenging to nourish the personal relationships that happen locally. It is critical that we support our affiliates as they are truly the front line of ACNM for most midwives. Nourishing relationships at the local level will be critical to bringing all midwives into ACNM.

Ballot Question 5: What are two improvements that ACNM should prioritize and how would you help address them in your role?

At this time, the priority for ACNM must be financial solvency. As an affiliate leader I am very familiar with small and tight budgets. For years our affiliate functioned on a shoestring budget. We made just enough each year to barely pay for our lobbyist. We depended on midwives to support midwifery. It was not until we expanded our funding streams that we were able develop a more robust budget. Again, during Covid, we had to pivot and think critically about how we were generating revenue and spending money. The future of ACNM will depend on midwives understanding the value of a strong professional organization and our ability to generate non dues revenue. We must also look outside of midwifery to support midwifery. All volunteer

leaders at the national and state level must feel charged to advocate on behalf of ACNM to members but also engage with philanthropic and industry partners that are aligned with our vision. As President, I will seek ways for all midwives to see themselves as critical to the success of our profession and our professional organization.