

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

As a midwife who is deeply committed to the work of dismantling racism in our profession and changing healthcare systems to embrace healthy equity at every level, the opportunity to increase BIPOC representation on the ACNM Board of Directors feels like an important one. I have spent many years elevating the voice of patients who have little to no power in our society, and finding ways to get those with power to listen and act on their behalf. Additionally, as a midwife of color and daughter of immigrants, I see and feel the impacts of racism on the healthcare environment not just for patients, but also on BIPOC midwives who are frustrated, overlooked, heartbroken, and exhausted. I am excited to use this seat to represent those midwives and bring their ideas on how the ACNM can advocate on their behalf to the forefront. Finally, I want to help shift the culture of our organization, to make it a place where midwives of color see themselves thriving as individuals and as a community, and a place where their contributions are genuinely valued and seen as vital to the lifeblood of the ACNM.

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

The first two goals of the ACNM Strategic Plan most intersect with my life's work in reproductive health care. Goal 1: Diversity, Equity, and Inclusion most embodies the where I have applied my time and talent and the issues I've chosen to focus on as an activist, an educator, and a patient advocate. As a nurse and a midwife, I have also made these goals central to my work in every sphere of influence made available to me. I do not think we can provide excellent midwifery care without understanding how racism shows up in ourselves, in our interpersonal interactions, in our institutions, and in our culture at large. Goal 2: Member Engagement and Support also feels crucial to me. Our organization is only as strong as its members, and not until our members see that their national organization understands their value to shaping our profession will ACNM truly begin to deepen its impact and become relevant to midwives in every community across the country. As a midwife who has been intentional about contributing most of her energies in her local community, engaging her fellow midwives and midwifery students to support and educate each other, this aspect of the plan also embodies my personal values.

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

Firstly and most importantly, ACNM must continue truth-telling, acknowledging its long history of harms and complicity in perpetuating racism and other forms of exclusion in midwifery. Working from the inside out, ACNM should begin workforce development in diverse populations of high school and college students, and create strong mentorship for those individuals who choose to follow the calling to midwifery. Mentorship is often most effective when it occurs locally, and so ACNM should support state affiliates to equip their members with a better understanding of the deep impacts and legacy of racism and other forms of oppression in midwifery. This type of concerted effort can galvanize midwives around the country to take actions in every place they work and gather as midwives, shifting power distribution, equipping midwives from underrepresented group to assume leadership positions, and disrupting racism and other forms of oppression in the halls of midwifery schools, birth centers, and hospitals. Building

these efforts from small communities up and out to national platforms will systematically move midwifery towards an antiracist future. Finally, ACNM should continue listening to its members who are most impacted by the harms it has caused and follow their lead. These voices should be the ones to continue to guide the DEIB strategy and make this organization an inclusive and welcoming one for all midwives.

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

This moment in time, when ACNM is rebuilding from the ground up, feels like an opportunity for the organization to become clear on what midwives need from a national organization and how to best lead our profession forward. My vision includes an organization that listens, that follows the voices of its members, that provides resources to its local affiliates, and that speaks out to ensure that midwifery weighs in on the crucial issues facing reproductive health care today. I see a future of interdisciplinary collaboration, expanding the roles of midwives in communities of care, and highlighting the unique skill sets midwives bring to the healthcare environment to help midwives become agents of local and systemic change.

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

ACNM should continue to prioritize its work on undoing the harms of racism in our profession in every sphere of the organization. More specifically, ACNM should prioritize building a deep well of resources to promote antiracist and trauma-informed precepting practices. The organization can also do the same in offer guidance and support to midwives who are mentors in their communities, so as to promote strong, healthy, and enduring mentoring relationships that build a diverse and capable workforce. As a midwife in this position, I will continue to challenge decisions that do not move the organization forward in this regard and use my experiences and expertise to help inform these steps forward. Having invested a lot of my time in researching, teaching, and enacting best practices in both precepting and mentoring midwives, I can serve as a resource for the BOD in building a more robust and supportive pipeline for new midwives.