

ACNM BOD and Staff Response to the 2018 Student Report

The ACNM Board of Directors (BOD) would like to thank the students for their thoughtful and well-developed 2018 Student Report. We acknowledge that students comprise a large proportion of our membership and we respect and appreciate your opinions and suggestions! We strive to ensure that you feel the ACNM is inclusive and supportive of your voice - we want you to know that you have been heard.

The BOD, National Office Staff, and leaders within the volunteer structure have heard, read, and reviewed your comments within the Student Report and they were asked to respond. This is a summary of those responses, their suggestions for moving forward, and an explanation of endeavors that are currently underway. The responses are subdivided into major themes which the Student Report had outlined: diversity and inclusion, information regarding ACNM as an organization, clinical supports for students, and professional support for students & new graduates.

DIVERSITY AND INCLUSION

- **Weave anti-racism and diversity & inclusion into all levels of ACNM and midwifery work, including organizational representation, preceptor recruitment and workforce development**
 - There have been multiple in-depth conversations amongst the ACNM BOD and volunteer leadership on this important topic. This is one of the organization's strategic priorities and an action plan to ensure its implementation is being developed.
 - Discussions regarding outdated documents and the need for their revision/updates are underway. Pat Loftman, CNM, LM, MS, FACNM, who is the Chair of the Midwives of Color Committee (MOCC) and a BOD member has been instrumental in leading this important work. The Position Statement on Racism and Racial Bias is one of the documents under revision. Once the revisions/recommendations have been completed, they will be submitted to the Standards and Documents Committee who will review and bring them to the BOD for approval.
 - The Gender Equity Task Force (GETF) has submitted their first draft of a Position Statement on Transgender Nonconforming (TGNC) Care. The ACNM President has been transparent about this work and has requested ideas, suggestions, and comments from members on this important topic. Currently the ACNM is in the process of creating a Transgender Care Work Group. This group of stakeholders will give input to the BOD and Clinical Standards and Documents Committee in regards to the impact of the document on midwifery practice. Invitations to

participate in this have been extended to division and committee leaders, Directors of Midwifery Education (DOME), GETF, and the Core Competency Committee. Members will be kept informed as this work group is formed and makes its recommendations.

- The Ethnic Diversity Caucus has been assisting MOCC in efforts to increase the ethnic diversity of midwives.
- There has been collaboration by Friends of MOCC with Midwives Alliance of North America (MANA) as well as the National Association of Certified Professional Midwives (NACPM). The NACPM offers free membership to students of color, indigenous groups, and LGBTQ persons.
- We would love for you to be active in these diversity and inclusion efforts. You can contact Venay Uecke, CNM at youngmidwife@gmail.com and/or Pat Loftman, CNM, LM, MS, FACNM at CNM788@msn.com
- **Diversity and Inclusion at the Annual Meeting**
 - Continued work is being done to increase the visibility and accessibility of the BIRTH Team at the Annual Meeting. BIRTH Team stands for Bias Incident Response, Transparency, and Healing Team. ACNM respects the inherent dignity of all people, therefore the purpose of the BIRTH Team is to create an environment free from racism, discrimination, intolerance and hate. If you experience or witness any bias at ACNM functions, you can report it to the BIRTH Team who will then offer support and resources, as well as make recommendations to the ACNM to coordinate organizational changes.
 - ACNM Annual Meeting 2019 will have a plenary session that focuses on diversity and inclusion as well as racism and racial bias in midwifery student education.
- **Midwife of Color on Board of Directors**
 - The Board Composition Task Force made recommendations for reorganization of the board based on goals and strategic priorities of the ACNM. It was recommended that the MOC Representative become a **voting member** of the BOD. This was approved unanimously. A change in the bylaws will be needed before this is implemented and this step is underway.
- **Student Midwife on Board of Directors**
 - The Board Composition Task Force made recommendations for reorganization of the board based on goals and strategic priorities of the ACNM. It was recommended that the Student Representative become a **voting member** of the BOD. This was approved unanimously. A change in the bylaws will be needed before this is implemented and this step is underway.
- **Voting Privileges for Students**

- As with the previous two asks, this would require a change in the bylaws and for a proposal to be submitted - this is in very early stages.
- **Increased Number of Preceptors of Color**
 - The Friends of MOCC has a mentoring program which pairs self-identified student midwives of color with preceptors. Midwifery education program directors are sent information about this opportunity and are given the paperwork associated with this program. Please contact your program director or Venay Uecke, CNM at youngmidwife@gmail.com to participate. There were 120 students in the program last year - let's increase the number this year!
 - There is a midwives of color directory that can be used for study groups, communication, and information. It is found here: https://drive.google.com/file/d/0B_WOkWO4gOofb0VIekZpV3pseG5NeEVwVTZXLXN0b2ZpNjQ0/view
 - In addition, the Student and New Midwives Committee (SANMC) hosts a mentoring program for students with the ACNM Fellows. The addition of questions to the selection process has been discussed, as they would allow the students to voice their preferences in regards to a gender or race concordant mentor.
- **Creation and dissemination of module trainings for all preceptors on anti-racism and gender-inclusivity in clinical settings**
 - The Student Representative to the BOD/Kira Schultz as well as many other BOD members attended the DOME meeting at Midwifery Works and mentioned the importance of this request among others.
 - The BOD, National Office Staff, and Program Committee will be completing diversity and inclusion training in early 2019. After these groups have gone through the education, it is the plan to have other leaders within the ACNM volunteer structure do the same. The hope is that training will be completed by the greater membership in the future.
 - Anti-discrimination and harassment language will be integrated into new membership applications, membership renewal forms, all contracts, etc.
 - The GETF is currently working with the Committee for Advancement of Midwifery Education (CAME) on a complete curriculum for TGNC education. However, if you (or someone you know) is completing a DNP track, a phenomenal project idea would be to develop a series of diversity & inclusion and/or anti-racism modules. The organization would be open to using them in the training of staff, leaders, and the membership.
 - Work is under way by the Friends of MOCC and the Ethnic Diversity Caucus to secure grant money for a student workshop on topics related to collaboration and interaction with students of color. The format is still under consideration, though

they have discussed using a “book club” style group that would meet virtually once a month to learn more about one another and foster not only individual growth, but a safe and welcoming community for all.

KNOWLEDGE DEFICIT

- **Expanding technological interface and social media adaptability of all ACNM materials, trainings and information, and updating the ACNM website (especially the student and new midwife pages)**
 - The Student Representative to the BOD/Kira Schultz has discussed the need for a website update with the National Office Staff as well as the BOD as the current website is aging and difficult to keep updated. These things are necessary to ensure that we as an organization are able to share everything we would like to with our membership, potential members, and those visiting the site for information. Ultimately, the website is an outward expression of our organization and may be the first encounter potential members have with the ACNM. For that reason, the importance of a better design and greater usability has been emphasized. As you can imagine, redoing the entire website is not only time consuming, but also requires a very large financial commitment. This undertaking is something that is not immediately feasible. However, the IT staff was made aware of what changes students would like to see, as well as what specific pages & items were in need of updating. There are efforts underway to complete these improvements.
- **Marketing the profession of nurse midwifery - educating consumers and related professionals about our scope of practice**
 - A lot has been happening on the advocacy front for our profession both at the state and national levels - most notably Congress’ passing of the Access to Maternity Care Act and the Preventing Maternal Deaths Act. Advocacy and collaboration to raise awareness surrounding reproductive health issues continues! As of December 20th, the January 2019 edition of National Geographic is on shelves - it contains a feature story called “Giving Birth can Still be Deadly” which provides a deep look at the maternal mortality crisis in America.
 - The Membership and Marketing Committee is working on a re-branding for the “Our Moment of Truth” campaign.
 - The ACNM endorsed MANA’s response to the recently published Gatehouse Media’s article on community birth.
 - The Healthy Birth Initiative (HBI) commits to the following actions:
 - HBI members will continue work with the ACNM National office to use social media to market the resources developed by the HBI, including the tools available on <http://www.birthtools.org>, the Normal, Healthy

Childbirth for Women and Families: What you Need to Know document, and the Birth Matters document.

- Each subcommittee of the HBI will re-establish a “Student Representative” position within their group. They will also reach out to students through social media and midwifery educational programs to request their involvement when appropriate projects arise.
- The Consumers Subcommittee of the HBI will work towards developing a webinar or modules promoting physiologic birth (and thus, midwives) for consumers.
- The Consumers Subcommittee of the HBI will work towards developing online lectures or educational modules promoting physiologic birth (and thus, midwives) for nursing students, high-school students, and other college classrooms that can be included easily in teachers’ lectures.
- The HBI hopes that student midwives will also engage in promoting physiologic birth and midwifery care by sharing, liking, or re-tweeting the posts about the HBI that the National Office makes on social media.
- **Enhancing Transparency of ACNM Governance**
 - The ACNM President has begun sharing Letters from the President and posting statements in Town Hall regarding what the BOD and ACNM Staff have been working on recently.
 - The open session BOD meeting held at Midwifery Works in October was broadcasted to membership via Zoom. This allowed members, even if they could not attend in person, to participate in the meeting by using the chat feature for questions. This was the first time this was done, though there are plans to continue this service in the future.
- **Increase Student Involvement**
 - ACNM leaders desire for students to be involved in all areas of the volunteer structure as students bring a much needed and welcomed perspective! All students are encouraged to determine what interests them and/or they are passionate about and become active in that area.
 - Recently, ACNM hosted a webinar called Volunteer 411 which was presented in order to assist members, including students, understand the ACNM volunteer structure and determine how to become involved. If you missed the webinar, don’t worry...find it here:
<https://drive.google.com/file/d/11MhE65rfw7lxQGGHK4aGEIFL-YvG7Cg9/view>
 - Since overall feedback from the Volunteer 411 webinar was positive and we want to continue transparency of the ACNM volunteer structure, there has been talk of having a more frequent (possibly quarterly) volunteer structure update webinars.

This would discuss current projects as well as opportunities available to members that would like to become involved.

- A Student Volunteer Opportunities document has been uploaded to the ACNM Student Midwives Facebook Group as well as ACNM Connect (via Town Hall and the Student and New Midwives pages). The opportunities can also be located on the new Student Volunteer Opportunities page on the ACNM website - found here: <http://www.midwife.org/student-volunteer-opportunities>. We encourage all students to look at these opportunities often and reach out to division and committee leaders about student involvement as there are others which are not listed! The list will be updated by the BOD Student Representative each month as they are made aware of additional opportunities.
- In October, student midwives were asked via the ACNM Students Facebook page as well as ACNM Connect what topics they would like to see sessions on at the 2019 Annual Meeting. A list was compiled and sent to the Program Committee. This list was utilized as the members of the Program Committee reviewed the submitted abstracts and determined which would be selected to present. Many of the topics on the students list were represented in the abstracts and will be presented on at the Annual Meeting in D.C. - we hope to see a record breaking number of students there!
- **Release Educational Program Data**
 - In October 2018, DOME met at Midwifery Works and updated the midwifery education program data, which can be located here: <https://portal.midwife.org/education/education-programs>.
- **Answer the question “What can the ACNM do for me?”**
 - The wide variety of ACNM member benefits and resources can be found on: <http://www.midwife.org/Member-Resources>.
 - A webinar called You Are ACNM was held in September 2018 and included presentations by ACNM President Susan Stone, ACNM Student Representative to the BOD Kira Schultz, and SANMC Co-Chair Yuliya Labko. You can find the You are ACNM webinar here: <http://midwife.org/You-Are-ACNM-September-2018>.
- **Increased Social Media Presence via Student Twitter and Instagram Accounts**
 - The The ACNM IT department has been made aware of this request and is working with the ACNM Student Representative to the BOD to make this happen. Due to the amount of content shared via the social media outlets that ACNM is already a part of, the Student Representative will have to undergo training on a marketing management system to oversee all of the accounts - this could take some time.

- An ACNM Student Midwives Twitter page was created in 2012, but has not been active since 2013. Kira Schultz/ACNM Student Representative to the BOD has been working to gain access to this account to activate it. The ACNM does have an active Twitter account though, which can be viewed here: <https://twitter.com/acnmmidwives?lang=en>.
- The ACNM also has an active Instagram account, which can be viewed here: <https://www.instagram.com/acnmmidwives/>.
- **Maintenance of Members**
 - This has been identified by the ACNM as a strategic goal for 2019. Development of a plan to grow our membership by 5 or more percent is currently taking place. This is something that takes everyone's assistance! Share your experiences with the ACNM, complete surveys when invited, discuss the benefits, promote midwifery, and talk about membership with those that you are close to. There are a variety of different membership types which are explained here: <http://midwife.org/Join-ACNM>.
 - The questions included on the ACNM member application and renewal forms are being updated by ACNM National Office Staff. This information will allow us to better serve our members, collect useful data, and assist members in becoming involved in the organization based on their interests.
 - If you have any questions about membership OR suggestions related to membership please contact Marcene Jack, Membership Coordinator at mjack@acnm.org and/or Hedy Ross, Director of Memberships and Communication at hross@acnm.org.

CLINICAL ASSISTANCE

- **Training on Preceptorship & Offering Exemplars/Support for New and Existing Preceptors**
 - A great deal of work is already being done to support current and future educators by the ACNM Division for Advancement of Midwifery. Exemplars are being created by the ACNM as well as individual education programs. This content (which includes among other things, diversity & inclusion, skill building, round tables, and innovative ways to address areas of concern in midwifery education) is shared with preceptors via the ACNM Educators Workshop that is held each year at the Annual Meeting. This year's workshop will include a session for preceptors on how to assist struggling students, and the focus of the round table will be diversity and inclusion.
 - In addition, this year's Annual Meeting will have an education related plenary session, which will focus on the experience of students of color in midwifery education programs and how all midwives – practitioners, preceptors and

academic educators, and organization leaders – can better support students of color.

- Though this is in the early stages of discussion and may take some time to bring to fruition, there is talk about offering webinars for preceptors as a means of support and skill building. In the meantime, current preceptor resources can be found here: <http://www.midwife.org/preceptors>.
- **ACNMs Continued Assistance in Increasing Preceptors**
 - The ACNM BOD, National Office Staff, and volunteer structure leaders understand that the need for preceptors is immense! It has been addressed at countless meetings and remains a key priority.
 - AMCB numbers report a growing profession, yet new midwives may need a reminder of their ability to serve as a preceptor. That being said, the ACNM CEO and Student Representative to the BOD are discussing ideas to encourage those who can become a preceptor to do so. Developing a plan to increase preceptor numbers will include looking at barriers to becoming a preceptor, identifying ways to make precepting easier, determining how the ACNM can best support and train preceptors, and continued work on regulatory and practice issues such as productivity, documentation, and liability.
- **Additional Round Tables, Panel Discussions, Preceptor Q&A Sessions, etc.**
 - A round table called Survival of Your First Unexpected Outcome will occur at the Annual Meeting on Tuesday, May 21st from 1:15 to 2:15PM.

NEW GRAD SUPPORT

- **Webinars on negotiating contracts and salaries/Webinars on establishing collaborative agreements/Webinars on how to apply for jobs and interviews**
 - While the SANMC works to ensure content that falls into these categories is available at both the Annual Meeting and Midwifery Works, we would encourage students to assist in creation and submission of abstracts for presentations in future years. The more abstracts submitted on these items, the more likely they will be adequately represented during the conferences.
 - Currently throughout the ACNM there is a focus on the continuing education opportunities provided for members - especially in the online learning realm. This is a lengthy development process and will require a bit of implementation time; however, do know that it is being worked on. This may be a topic addressed by these continuing education modules in the future.
 - The Understanding Your Practice Environment: Making an Informed Decision About Where to Work presentation from 2014 can be found here: <http://www.midwife.org/acnm/files/ccLibraryFiles/Filename/000000004315/Understanding-Practice-Environment.pdf>. It provides information on salaries across the

states as well as reimbursement from Medicare and Medicaid. This document does not differentiate between new midwife salaries or salary based on experience. Therefore, the Students and New Midwives Committee recommends an update to the report which would include current information and statistics on new midwife salaries and salaries based on experience.

- Contract negotiating tips are reviewed in the ACNM Transition to Practice annual webinar - the 2018 presentation can be found here:
<http://www.midwife.org/acnm/files/ccLibraryFiles/Filename/000000007113/Transition-to-Practice-2018-Final.pdf>. The webinar hosted by the Students and New Midwives Committee and led by experienced midwives to discuss transition to practice including guidance with the job application process, job search resources available through the ACNM, contract negotiation, salaries, and liability. Currently, there are no specific programs or webinars dedicated to preparing graduates for the interview process, though the Students and New Midwives Committee will work toward addressing this need in the next year.
- As for a webinar on collaborative agreements, the ACNM does not currently have one. The Students and New Midwives Committee will work toward developing and hosting a webinar on this topic. The group will draw up plans to gather content within the next 6 months.
- **ACNM Encouragement for Hiring of New Midwives**
 - In April 2018, the Joint Statement of Practice Relations Between Obstetrician-Gynecologists and Certified Nurse Midwives/Certified Midwives was revised. The updated statement was presented during the President's Address at the Annual Meeting and distributed to membership and the public in June. The document emphasizes the fact that CNMs and CMs are independent clinicians that participate in team-based collaborative care. It also emphasizes the maternity care shortage and the importance of expanding midwifery workforce. You can find the statement here:
[http://midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/00000000224/ACNM-College-Policy-Statement-\(June-2018\).pdf](http://midwife.org/ACNM/files/ACNMLibraryData/UPLOADFILENAME/00000000224/ACNM-College-Policy-Statement-(June-2018).pdf).
- **Pearls of Midwifery Update**
 - The HBI has been working on this task for some time. The group asked for input on this update last fall and have been working on the revisions since. As of recently, the Pearls of Midwifery and Evidence-Based Practice documents are in their final stages of revision and will be uploaded to the ACNM website (at <http://www.midwife.org/pearls> and <http://www.birthtools.org>) soon!

Thanks again students for the nicely composed 2018 Student Report. We made every effort to address each of your requests within this response and will continue to work diligently to make

these things a reality. Please continue to openly communicate questions, concerns, and suggestions with ACNM leaders - **we value you and what you have to say!** We look forward to working with you as we continue to improve our organization and advance the profession of midwifery.

Regards,
ACNM Board of Directors and Staff
December 2018