

## **ACNM Board of Directors, Staff, and Stakeholder Response to the 2019 Student Report**

The American College of Nurse-Midwives (ACNM) Board of Directors (BOD) would like to thank the students for their thoughtful, inclusive, and comprehensive 2019 Student Report. We were very impressed with its presentation to the BOD at the Annual Meeting in May, 2019, and we appreciate and respect ACNM student members who engage with us to make ACNM a stronger, more representative, and inclusive voice for midwives. Students are a significant portion of our membership and we hope to evolve with you as you move through your studies and transition into practice. Through the 2019 Student Report, it was clear to us that students want to see more information, discussion, and representation of the diverse- and sometimes racist- history of midwifery, and more opportunities to involve midwives of color in the college. We have taken your requests very seriously, and hope that we can continue to grow together. The 2019 Student Report was shared with members of the BOD, National Office Staff, and leaders within the ACNM volunteer structure. The following is a summary of responses from stakeholders, key activities that are already taking place, and future initiatives that have been developed in response to student feedback.

In reading through this response, we hope that you feel as though you have a strong and powerful voice within ACNM. We hope that you remain active in the organization throughout your studies, and continue to engage with involvement along with constructive feedback throughout your careers. We have structured this report into three sections to mirror the 2019 Student Report: 1) diversity, equity, and inclusion; 2) preceptorship; and 3) membership and annual conference.

### **1) Diversity, Equity, and Inclusion**

**We call upon ACNM to add to Core Competencies covering the history of midwifery practice by midwives of color and indigenous midwives.**

- The Core Competencies are currently under review. This thorough review and updating process happens every five years, and includes input from a diverse group of stakeholders throughout ACNM. In this process, the Student Rep. to the BOD requested that the committee consider updating Section B of the Components of Midwifery Care: Professional Responsibilities of CNMs/CMs to include knowledge of the diverse history of midwifery. It is anticipated that the Core Competencies will be approved by the BOD in 2020.
- New accreditation criteria for midwifery education programs from the Accreditation Commission for Midwifery Education (ACME) requires all programs to include specific content regarding diversity and inclusion, health disparities, and implicit bias.

### **Offer more scholarships to minority students.**

- At the 2019 Annual Meeting, we were extremely excited and impressed with the student-led fundraiser for the Friends of Midwives of Color Committee (MOCC)! Your voice was heard loud and clear, and we acknowledge the importance of finding new ways of supporting midwives of color throughout the college. The money that was raised was transferred to the MOCC, and after much discussion, members of this committee decided that the funds would be best spent to support membership dues of midwives of color. This would include support for current members, as well as new members who may not have been able to participate due to financial barriers. The MOCC is developing the process for applying for membership scholarships, and they should be available to members in 2020.
- The ACNM BOD is in support of creating a donation option on the membership page to cover the cost of dues for student midwives who identify as midwives of color. This donation option will be presented to individuals as they sign up for membership, or current members who are renewing their membership. This scholarship fund will be managed by the ACNM National Office with coordinated input from MOCC.

### **Create a reading list for educational programs that includes the history of midwives of color in the US.**

- We began the process of creating a comprehensive reading list inclusive of the diverse history of midwifery for midwifery programs and students. This list is intended to complement existing reading lists, and will be a living document that is updated as new resources become available. It includes information from a diverse group of stakeholders, and as always, we welcome feedback and ideas. The intent of this document is to extend beyond a reading list, and be more a resource list that includes oral histories, interviews, videos, news articles, editorials, and other resources beyond traditional written word. The draft of the reading list was disseminated to all of the Directors of Midwifery Education (DOME) program directors for feedback, and we are continuing to identify how it can be presented in a more formal way. The draft of the list can be found here:

[ACNM Diverse History of Midwifery Resource List](#)

### **Provide preceptor training to address the presence of racism and bias in clinical education.**

- We created a [Diversity Tool Kit](#), which has excellent resources, activities, and training opportunities to foster an environment of diversity and inclusion for midwives. We have shared this toolkit with DOME to share with preceptors, and we encourage you to share this resource with your preceptors as appropriate.

- At the last annual meeting, midwives Eva Goodfriend-Reaño, CNM, Kim Dau, CNM, Rebekah Kaplan, CNM, Ana Delgado, CNM, and Jennifer Braddock, CNM presented a workshop intended for preceptors and students to better address racism and bias in practice. The workshop can be found online in the ACNM Online Learning Platform, with details on how to access it below. It is currently available to all ACNM members, and there are discussions on making it open-access for non-member preceptors as well.

Workshop: ES222 Skills for Implementing Equitable Care and Addressing Racism in Midwifery: Cultivating Partnership between Preceptors and Students

Steps for accessing the presentation:

- Login to the ACNM website
- Go to the “Learn” tab on the top left of the screen
- Enter the ACNM Live Learning Center
- Use the magnifying glass in the right hand corner of the page to search for ES222

### **Highlight the success stories of minority midwives to promote diversity of the profession.**

- There has been an intentional effort made to increase social media presence from the ACNM National Office, this includes incorporating stories of midwives at different stages throughout their careers, midwives in diverse geographic locations, midwives serving multitudes of different communities and populations, and midwives from diverse backgrounds. You may have noticed that we are trying to draw attention to midwifery, which means focusing on different licensed pathways to midwifery, and creating innovative communications strategies for 2020 Year of the Nurse and Midwife.

Opportunities to interview midwives:

- The ACNM Midwifery History Caucus collects interviews with midwives, and would be very interested in helping to increase the number of interviews with midwives of color. The Midwifery History Caucus has an established [application process](#), guidelines, and tips for conducting interviews. We are working together with the caucus and MOCC to recruit potential interviewees, and would love for you to participate in the interview process!
- We have started discussions with the ACNM Foundation to focus one cycle of the Midwifery Legacies Project on interviews with midwives of color. This project (<https://www.midwife.org/Midwifery-Legacies-Project>) is an interview project between midwives (student and practicing) and midwives nearing the end of their careers. The goal is to document and memorialize the stories of senior midwives. Students who participate in the project are entered to win a \$1,000 scholarship from the ACNM

Foundation. Students must be members of ACNM and enrolled in an ACME accredited program, however the interviewee or midwife does not have to be a current or active member of ACNM. You can help us gather and document the rich histories and stories of diverse midwives by participating in these interviews!

From the Midwifery Legacies Project page:

Students meet and interview a senior midwife, record her/his story and write a reflection essay that focuses on what they learned from the midwife they interviewed and how their listening to the senior midwife may influence their midwifery career. Awards are given annually to the student(s) who submit the most outstanding interview and reflection essay.

Enrollment Deadline: February 15, 2020

Completed Project Deadline: April 1, 2020

## **2) Preceptorship**

**We request more transparency on the timeline and progress ACNM has made to support educational programs in recruitment of preceptors.**

- Based on discussions at the October 2019 and December 2019 BOD meetings, we have issued a charge to a diverse group of stakeholders who are all actively engaged in increasing the number of midwifery preceptors throughout the country to look at the innovative ideas certain programs and regions are using to increase preceptorship.
  - The charge: The Committee for Advancement of Midwifery Education (CAME) will gather interested and key members from DOME, Students and New Midwives Committee (SNAMC), ACME and American Midwifery Certification Board (AMCB) to explore innovative ideas and cost considerations for various preceptor programs—they will update the BOD on their progress by the March 2020 Board of Directors Meeting.
  - The issue regarding the dearth of preceptors is at the forefront of discussions between key groups at every meeting. We understand that this is a huge challenge for students- we really do hear you- and our hope is that this charge will present new, alternative ways to increase preceptorship. For instance, preceptors in Georgia are allowed to claim this role on their taxes and receive a tax credit for precepting. Our goal is to look more into systems and programs that are successful in supporting preceptors and model those to individuals, communities, and educational programs that are looking to increase preceptorship.

**We also recommend the initiation of a nationwide survey to explore the reasons why so many midwives decline to become preceptors.**

- We believe the survey we conducted in 2014, “Factors that Influence Midwives to Serve as Preceptors: An American College of Nurse-Midwives Survey,” remains very relevant to the current struggles regarding preceptorship, and we encourage you to read it.

Germano, E., Schorn, M. N., Phillipi, J., & Schuilling, K. (2014). Factors that influence midwives to serve as preceptors: An American College of Nurse-Midwives survey. *Journal of Midwifery and Women's Health*, 59(2), 167-175. doi 10.1111/jmwh.12175

- We know that there are significant structural barriers within American midwifery education programs and within our current medical system that prevent willing preceptors from accepting students. The reasons why preceptors decline or are unable to become preceptors are extremely complex, and often very complicated. Sometimes, willing preceptors simply cannot precept students because the hospitals where they work are not supportive of students, and require students to carry malpractice insurance beyond any level that a midwifery student could obtain. While we understand some of the reasons why midwives cannot or will not become preceptors, we are focusing our energy on looking at systemic changes through legislation, and exploring new ways for midwives to become preceptors in supportive environments.
- As part of H.R. 3849 the Midwives for MOMs Act, we have lobbied for funding for Title VII and Title VIII of the Public Health Service Act to support midwifery education including scholarship and support for preceptors.

**We urge the ACNM to investigate the ethical ramifications of requiring students to personally compensate their preceptors.**

- We met with the Directors of Midwifery Education (DOME) members at their meeting in October, 2019 to discuss preceptorship, including the compensation of preceptors. DOME is comprised of all of the directors of ACME accredited midwifery education programs, ensuring there is representation from each school in this group. They meet regularly and routinely address issues faced by students. It is important to note that DOME and ACNM are separate entities. While compensation of preceptors is proprietary information of the school, we were assured by program directors that students were not required to personally compensate preceptors. Compensation of preceptors is decided upon at the university-level, and there are certain guidelines in place that neither individual programs, nor ACNM can alter. For more information on your specific program, we recommend you reach out to your program director directly. If you believe you are being required to personally compensate your preceptor, please reach out to ACME by emailing [acme@acnm.org](mailto:acme@acnm.org).

**We therefore ask the ACNM to advocate on our behalf for funding that is comparable to medical education, and for funding to be allocated so that midwives may be reimbursed for educating medical students, medical residents, and student midwives. We would like to see more legislation written and introduced both nationally and locally to support these goals.**

- This is one of ACNM's top strategic priorities for 2020. We have dedicated full time staff that are advocating on the behalf of midwives and funding for midwifery training and education programs daily. You can see our policy agenda for 2019-2020 here: [ACNM Policy Agenda, 2019-2020](#).

In December 2019, we saw a major legislative win in the passing of the congressional budget for FY 2020. This included:

- Increase of \$5.5 million in funding for Title VIII Nursing Workforce Development Programs
- Additional \$5 million for the establishment of a Nurse Practitioner Optional Fellowship
- \$6.121 million increase in funding for the National Institute of Nursing Research
- \$2.5 million in Title VII scholarships for disadvantaged students' program, which will enable CNM and CM students in accredited programs to apply for direct funding

Other legislation we are supporting to grow the midwifery profession:

- **Midwives for Maximizing Optimal Maternity Services Act (Midwives for MOMS), H.R. 3849:** creates two new federal programs under Title VII and Title VIII of the Public Health Service Act to support basic and graduate nursing and midwifery education and training programs, with a specific focus on support for clinical preceptors and designated funding to increase ethnic and racial representation within ACME-accredited midwifery programs.
  - Establishes a new "Midwifery Expansion Program" for accredited midwifery education programs that educate and train nurse-midwifery students.
  - The Health Services and Resources Administration (HRSA) may provide grants to schools of nursing for: direct support of student nurse midwives; establishment or expansion of an accredited nurse midwifery school or program; and securing, preparing or providing support for increasing the number of preceptors at clinical training sites to precept students' education and training to become CNMs.
  - Prioritization will be given to programs that seek to increase racial and ethnic representation and those who agree to serve in a health professional shortage area (HPSA).

### **3) Membership and Annual Conference**

**Provide a block of rooms at a considerably discounted price and be exempt from penalty for booking outside of the room block.**

- As in years past, there is a block of rooms set aside at a discounted, negotiated rate at the 2020 Annual Meeting in Austin, TX. The room rate for the meeting will be available until May 4, 2020 or until the block of rooms is full. A complete list of room rates is listed on the [Annual Meeting Hotel & Travel](#) page. Cancellations will be accepted with a minimum of 48 hour notice prior to the event, but we hope that you will carefully research your options for housing prior to registering for the conference to leave blocked rooms available for other members should you choose to book elsewhere. There is no penalty if you choose to book outside of the room block, and we understand that despite our efforts to negotiate affordable housing for conference attendees, that you may need to pursue other arrangements.

**Offer more opportunities for students to earn free or discounted registration rates through volunteer opportunities or scholarships, potentially in collaboration with state affiliates. Continue to support the student volunteer program.**

- This year, we will offer 40 student scholarships to attend the Annual Meeting through the Student Volunteer Program. The Program Committee is in charge of selecting student volunteers from all applicants, and has made a commitment to have representation from many different midwifery education programs this year.

**Alert all students who apply for volunteer opportunities and scholarships when the selections have been made and inform them of the results weeks before the early-bird registration deadline.**

- We acknowledge that there were issues in notifying students of their status and whether or not they were selected in a timely fashion. We apologize that this affected students' ability to register for the early-bird registration, and impacted their ability to attend the meeting. This year, we will alert all scholarship recipients no later than March 30, 2020, and will make every attempt to notify them sooner for planning purposes. We will also ensure that we are notifying all students who applied for the Student Volunteer Program about their status, and acknowledge that students who were not selected were not notified in a timely manner last year. We hope that the timeline and notification process is improved this year, and trust that you will let us know if we need to make improvements in future years.

**Arrange the Annual Meeting in a location that is more economical for students.**

- We are taking this consideration very seriously, and have begun the process of looking at different venues and renegotiating existing contracts. We host the Annual Meeting in Washington, DC every four years to ensure that we keep a strong and active midwifery presence on Capitol Hill. We understand that the last meeting in Washington, D.C. was very expensive for many students, and we are actively working on finding a new venue within/near the city that will meet the needs of our membership in 2023.
- It is important to remember that Annual Meeting fees comprise a significant portion of the annual budget, and many members choose to attend the meeting each year based upon the location. To that end, we try to ensure that we are attracting members from all over the country, and hosting meetings in locations that are easily accessible for travel. Additionally, due to the large size of our meetings and space requirements, we are often limited on the spaces that are available for us to use. While our meetings scheduled and contracts have been negotiated through 2023, we will continue to look for ways to make meetings more affordable and inclusive of students. This includes looking at the length of our Annual Meeting, continuing to support the Student Volunteer Program, and identifying new and innovative ways to include students in our activities. We welcome any ideas and feedback on this process.

### **Annual Meeting Dates/Locations 2020-2023**

#### **ACNM 65th Annual Meeting & Exhibition**

May 29 – June 2, 2020

J.W. Marriott

Austin, TX

#### **ACNM 66th Annual Meeting & Exhibition**

May 21-25, 2021

Portland Convention Center

Portland, OR

#### **ACNM 67th Annual Meeting & Exhibition**

May 21 – 25, 2022

Hilton Chicago

Chicago, IL

#### **ACNM 68th Annual Meeting & Exhibition**

June 24-28, 2023

Marriott Wardman Park

Washington, DC