



INCLUSION CONFERENCE:

DARE TO THINK

Different

**SEPTEMBER
13-14, 2020**

Pre-Conference Workshops: September 12

VIRTUAL CONFERENCE

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ABOUT THE CONFERENCE

As providers of sexual and reproductive health care, we face a multitude of challenges in 2020. Prejudicial and discriminatory practices and policies in our health care systems perpetuate inequities and often result in negative health outcomes. We need to rise to the challenges surrounding access and equity by educating ourselves about biases based on race, gender, sexual orientation, age, religion, and other factors. We need to learn how to create inclusive institutional and interprofessional cultures that incorporate active participation, focus on equity and fairness, and emphasize the value of every person. We need to **dare to think different.**

Developed in response to feedback received from ACNM members, leadership, national office staff, midwifery students, and other stakeholders from ACNM's 2019 Listening Survey, the 2020 Inclusion Conference is a two-day forum committed to addressing the importance of diversity and inclusion in the midwifery profession. One of the hallmarks of midwifery, as found in ACNM's **Core Competencies for Basic Midwifery Practice**, is the promotion of person-centered care that respects and is inclusive of diverse histories, backgrounds, and identities. The Core Competencies state that "midwives are aware of the increased risks, barriers to care, and disparities in health outcomes faced by many marginalized communities due to systems of oppression and discrimination. Midwives work to eliminate those obstacles and therefore need a thorough understanding of fundamental concepts related to discrimination and oppression experienced by people of color, women, individuals of diverse gender identities and sexual orientation, immigrants and refugees, and people with disabilities in order to provide culturally safe care. As midwives, we also recognize the threat of increasing maternal mortality, particularly for women of color."

We ask that over the next few days, you consider your own views and actions and take a personal pledge to listen, learn and unlearn, and be vulnerable, in order to become an agent for change in creating more inclusive experiences for those we serve. Thank you for your commitment to this important work.



The A.C.N.M. Foundation, Inc. is the charitable arm of ACNM, with a mission to promote excellence in health care for women, newborns, and families worldwide through the support of midwifery. The Foundation supports diversity and inclusion efforts through sponsorship of studies and research, publications, and a variety of scholarships and awards for Black, Indigenous, and people of color (BIPOC) members, including two funded from the Foundation's Midwives of Color Scholarship Fund:

- The \$5000 **Carrington-Hsia-Nieves Doctoral Scholarship for Midwives of Color**, awarded annually to an ACNM member of color actively enrolled in doctoral or post-doctoral education;
- The \$3000 **Midwives of Color-Watson Basic Scholarship**, awarded annually to student midwives of color to enhance student success and increase the number of midwives of color in the profession

For more information about the A.C.N.M. Foundation, visit <https://www.midwife.org/ACNM-Foundation>.

SUPPORT THE FOUNDATION'S DIVERSITY, EQUITY, AND INCLUSION EFFORTS

Please consider supporting the Foundation's DEI efforts with a **tax-deductible donation** to the General Fund or a specific fund, such as the Midwives of Color Scholarship Fund. Visit <https://www.midwife.org/Charitable-Contributions> or scan the QR code below.



AS A CONFERENCE SPONSOR, THE A.C.N.M. FOUNDATION SUPPORTS:

Meeting Attendance by Students

Registration for 10 midwifery student members will be supported by the Foundation, including student members of ACNM's Racism in Midwifery Education Task Force and students involved in the work of ACNM's Midwives of Color Committee (MOCC). MOCC is the force behind 2+ decades of successful fundraising for the Midwives of Color Scholarship Fund, enabling 50 BIPOC students and 10 BIPOC midwives in doctoral programs to receive nearly \$150,000 in scholarship support!

Two Live Sessions

Creating an Inclusive Culture of Philanthropy in Midwifery (1 CE)

Sunday, September 12, 1:00 PM – 2:00 PM (ET)

Maria Valentin-Welch, CNM, DNP, MPH, CDP, FACNM and Lisa L. Paine, CNM, DrPH, FACNM

From Listening to Action: Mobilizing Equity, Diversity, and Inclusion (EDI) Evidence in Midwifery Education (1 CE)

Sunday, September 12, 6:30 PM – 7:30 PM (ET)

Kristin Effland, CPM, MA, Eva Fried, DNP, CNM, WHNP, Judy Lazarus, DNP, CNM, ARNP, FACNM, Felina M. Ortiz, DNP, CNM, FACNM, RN, Karline Wilson-Mitchell DNP, RM, RN, CNM, FACNM

SCHEDULE AT A GLANCE

INCLUSION CONFERENCE:
DARE TO THINK

Different

All events are listed in Eastern Time (ET).

Saturday, September 12

Time	Event	Format
1:00 PM – 5:00 PM	Pre-Conference Workshops <i>(additional fee)</i>	Live (Zoom)

Sunday, September 13

Time	Event	Format
8:00 AM	On-Demand Education Sessions Available	On-Demand
9:45 AM – 10:45 AM	Jump Start Session	Live (Zoom)
11:00 AM – 11:45 AM	Opening Plenary Address	Live (Zoom)
1:00 PM – 2:00 PM	A.C.N.M. Foundation Event	Live (Zoom)
2:00 PM – 3:00 PM	Live Chat with On-Demand Session Speakers	Live (Hubb Chat Box)
3:30 PM – 4:30 PM	Special Event: Crucial Conversations	Live (Zoom)
5:00 PM – 6:00 PM	Plenary Address	Live (Zoom)
6:30 PM – 7:30 PM	Bonus Session from the A.C.N.M. Foundation	Live (Zoom)

Monday, September 14

Time	Event	Format
8:00 AM	On-Demand Education Sessions Available	On-Demand
9:45 AM – 10:45 AM	Jump Start Session	Live (Zoom)
11:00 AM – 11:45 AM	Plenary Address	Live (Zoom)
2:00 PM – 3:00 PM	Live Chat with On-Demand Session Speakers	Live (Hubb Chat Box)
3:30 PM – 4:30 PM	Special Event: Crucial Conversations	Live (Zoom)
5:00 PM – 6:00 PM	Plenary Address	Live (Zoom)
6:15 PM – 7:00 PM	Special Event – THE Crucial Conversation	Live (Zoom)

ACNM Code of Conduct

The ACNM Code of Conduct reflects who we are, what is important to us, and how we communicate in our meetings, our online communities, and through verbal, written, and visual expressions. The Code provides an overview of the general rules and policies that are consistent with the high standards of business ethics we uphold and emphasizes the value we place on trust and treating all ACNM members and stakeholders with respect. It's imperative that every member follow our Code of Conduct, to observe high standards of integrity, and to make decisions that will preserve trust. The Code of Conduct is a great resource, but it does not cover every situation. It is important to use good judgment in your words and actions and contact ACNM if you're unsure about the right course of action. While we encourage a lively exchange of ideas and insights in face-to-face and online proceedings, we do ask that you read and adhere to the ACNM Code of Conduct when participating in ACNM events and discussions whether online, verbal, written or visual. Read our full [Code of Conduct](#).

ACNM Anti-Discrimination and Harassment Policy

ACNM strives to maintain professional environments and professional interactions where people are treated with dignity, decency, and respect – an environment characterized by mutual trust and the absence of intimidation, oppression, and exploitation. ACNM will not tolerate unlawful discrimination or harassment of any kind. ACNM will not tolerate negative biases and racial stereotypes from any party including staff, volunteers, speakers, guests, members, contractors, military, government, and industry representatives. Breaches of these policies by third party vendors would be cause for disciplinary action and/or cancellation of said contract at the discretion of the CEO. Read the full [ACNM Harassment Policy and Position Statement on Racism and Racial Bias](#).

ACNM Bias Incident Response Transparency and Healing (BIRTH) Team

ACNM is committed to conducting a meeting that is free of bias. To help ensure this, members have formed a Bias Incident Response Transparency and Healing (BIRTH) Team. Attendees who experience or witness bias in any form at ACNM conferences can report the incident to the BIRTH Team. The report will be confidential and the attendee can choose to remain anonymous. The team will offer support, resources and arbitration, as well as coordinate community healing, educational outreach and make recommendations for organizational changes. The team may be reached at birthteam@acnm.org.

Research and Surveys

Data collection activities that have not been approved in advance by the ACNM Division of Research are not permitted, and no unapproved surveys, handouts, or literature may be distributed at the meeting. The policy can be found at www.midwife.org/acnm-research-guidelines.

Navigating the Virtual Meeting Platform

Our virtual meeting is hosted through Hubb, which gives access to on-demand session videos and live events on Zoom. For FAQs about navigating the Hubb platform, visit their [Attendee Help page](#). You can also reach out to Hubb representatives for technical help at any time during the meeting via the Help and Contact Support buttons in the top right. For questions specific to ACNM, contact us at events@acnm.org or membership@acnm.org.

Accessing Continuing Education Credits

The Inclusion Conference offers 21.5 CEs and 0.25 RxCES. Recorded sessions will be available on the Hubb conference platform through October 13, 2020. Attendees must complete a session evaluation for EACH session attended by this date to receive credits from ACNM. Certificates will then be sent to attendees by October 31, 2020.

Saturday, September 12, 1:00 PM – 5:00 PM ET

Building the Framework to Implement, Support and Sustain Anti-Racism Work at Your Institution (3.5 CE)

Wendy Gordon, DM, MPH, CPM, LM

Safiya McCarter, ND, LAC

After this workshop, participants will be able to:

- Explain the historical context for the anti-racism work that is needed today
 - Explain the importance of teaching about anti-racism in health professions education
 - Describe how racism impacts health outcomes
 - List different levels of anti-racism work (personal, institutional, structural) with examples of each
 - List the steps necessary to implement anti-racism work at their home institution
 - Create a plan for sustaining their anti-racism work
-

Saturday, September 12, 1:00 PM – 5:00 PM ET

Transgender 101 (3.5 CE)

Jennifer Baumstark, DNP, CNM, APRN

After this workshop, participants will be able to:

- Define terms related to gender identity and sexual orientation
- Understand the major health care disparities facing transgender and gender non-conforming people
- Identify strategies for effective nursing and health care for transgender and gender non-conforming patients
- Describe ways to create a welcoming environment for transgender and gender non-conforming patients

JUMP START SESSION

Sunday, September 13, 9:45 AM – 10:45 AM ET

The Nonviolent Communication (NVC) Model: Compassion Across Differences (1 CE)

Tina Taylor, MS, RN

After this session, participants will be able to:

- State the purpose of the NVC and definitions of empathy and compassion
 - List the Two Roles, Four Components, and Five Empathic Choices in the NVC
 - List self-empathy strategies for self-care
 - Describe having an experience of empathy in group or dyad
-

OPENING PLENARY ADDRESS

Sunday, September 13, 11:00 AM – 11:45 AM ET

Delivering TLC with TIC (Trauma Informed Care): Cultural, Historic, and Gender Issues Affecting Black Maternal and Infant Mortality (1 CE)

Donna L. Hamilton, MD, MS, FAAP

After this session, participants will be able to:

- Describe the relationship between adverse childhood experiences and two adult health risk factors
 - List the core elements of trauma informed patient care
 - Give two examples of cultural, historic or gender issues that could impact their African-American patients' health and well-being
 - Describe five arenas to consider when doing a biopsychosocial assessment
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A.C.N.M. FOUNDATION EVENT

Sunday, September 13, 1:00 PM – 2:00 PM ET

Creating an Inclusive Culture of Philanthropy in Midwifery (1 CE)

Maria Valentin-Welch, CNM, DNP, MPH, CDP, FACNM

Lisa L. Paine, CNM, DrPH, FACNM

After this session, participants will be able to:

- Understand the importance of fundraising and philanthropy for the enhancement of diversity, equity, and inclusion (DEI) in health care and the health professions.
 - Appreciate the importance of establishing a 'Culture of Philanthropy' to support DEI initiatives
 - Describe the fundraising history between the ACNM Midwives of Color Committee (MOCC) and The A.C.N.M. Foundation, Inc.
 - Identify at least three different types of scholarships and projects specifically for marginalized groups
 - Explain three different fundraising activities in support of DEI in midwifery
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SPECIAL EVENT: CRUCIAL CONVERSATIONS

Sunday, September 13, 3:30 PM – 4:30 PM ET

Let's Talk Rural Healthcare

Theresa Coley-Kouadio, CNM, MSN

Brittany Dawson, CNM

Lodz Joseph, CNM, MPH

Let's Talk Generational Value

Nancy Jo Reedy, CNM, FACNM, MPH

Sharon Ann Taylor-Small, CNM

Zoe Gutterman, CNM

PLENARY ADDRESS

Sunday, September 13, 5:00 PM – 6:00 PM ET

Creating a Gender Affirming Community: Including of All Families in Midwifery Practice (1 CE)

Jamarah Amani, LM

Indra Lusero, JD, MA

After this session, participants will be able to:

- Distinguish between biological sex, gender identity, and gender expression
- Identify the best practice for asking about biological sex and gender identity on health care intake forms
- Identify reasons for creating a gender affirming practice

BONUS SESSION

Sunday, September 13, 6:30 PM – 7:30 PM ET

From Listening to Action: Mobilizing Equity, Diversity, and Inclusion (EDI) Evidence in Midwifery Education (1 CE)

Kristin Effland, CPM, MA,

Eva Fried, DNP, CNM, WHNP,

Judy Lazarus, DNP, CNM, ARNP, FACNM,

Felina M. Ortiz, DNP, CNM, FACNM, RN,

Karline Wilson-Mitchell DNP, RM, RN, CNM, FACNM

(supported by a grant from the A.C.N.M. Foundation)

After this session, participants will be able to:

- List themes from existing D&I surveys completed via ACNM and other North American midwifery organizations
- Discuss how these themes inform anti-racism action in midwifery education

JUMP START SESSION

Monday, September 14, 9:45 AM – 10:45 AM ET

Humanizing Birth, Learning, and Thinking (1 CE)

Karline Wilson-Mitchell, DNP, MSN, CNM, RN, RM, FACNM

After this session, participants will be able to:

- Define and conceptualize bias, microaggressions, and racism in anthropological terms
- Identify potential scenarios where hierarchical structures in clinical placements, institutional policies, and work environments might be causing trauma
- Identify strategies that might decolonize spaces of learning, work, and healthcare
- Provide direction for future learning activities for midwifery organizations and educators

PLENARY ADDRESS

Monday, September 14, 11:00 AM – 11:45 AM ET

They Said What? Microaggressions and Inclusive Language (1 CE)

Shani Barrax Moore, CCDP/AP

Rhonda Dixon, APRN, MSN, CNM

Claire Moynihan, CNM

After this session, participants will be able to:

- Define and understand microaggressions
- Consider the interpersonal and organizational intent and impact of microaggressions
- Identify strategies for interrupting microaggressions and using more inclusive language

SPECIAL EVENT: CRUCIAL CONVERSATIONS

Monday, September 14, 3:30 PM – 4:30 PM ET

Let's Talk Gender Identities

Raja Gopal Bhattar, PhD

Nathan Victoria, MEd, CAE

Let's Talk Reproductive Justice

Nikia Grayson, DNP, MSN, MPH, MA, CNM, FNP-C

Suzanne Wertman, CNM, MSN

PLENARY ADDRESS

Monday, September 14, 5:00 PM – 6:00 PM ET

Overcoming Implicit Bias (1 CE)

Joia Crear-Perry, MD, FACOG

After this session, participants will be able to:

- Understand the social determinants of health inequities
- Identify tools and strategies to overcome implicit bias
- Recognize that antiracism happens on the personal level, before systems or community transformation
- Identify Respectful Care as a global maternal health concept to be adopted in the US

THE MOST CRUCIAL CONVERSATION

Monday, September 14, 6:15 PM – 7:00 PM ET

Understanding the History of Slavery & American Gynecology (1 CE)

Deirdre Cooper Owens

After this session, participants will be able to:

- Describe at least one implication of historical racism on your current medical practice.
- Understand and identify how inequalities happen because of structural defects. As medical professionals, you must be able to recognize negative social determinants as structural inequalities, especially in reproductive medicine.
- Identify medical racism as a civil and human rights issue that should be mandated a public health crisis.

1 CE each unless otherwise noted

Anti-Racist Strategies for White Midwives: Tools for Self-Examination & Action (2 CEs)

Liz Donnelly, CNM, WHNP-BC

Kara Myers, CNM, MS, FACH

Signy Toquinto, CNM, WHNP, MS, MA

This session is intended for white* identified midwives committed to growing and developing their skills and capacity in anti-racism work. The webinar will offer practices for anti-racism self-examination as well as strategies and goals for active anti-racist action within midwifery, our personal lives, our practices, and ACNM.

**We recognize that race is a social construct and that many people, especially those with multiracial identities and people of color (POC) with light skin privilege, don't fit neatly into these socially constructed racial categories. This webinar is open to people of any racial identity. The focus will be on working with those who self-identify as white to learn tools and techniques for active engagement in anti-racism work.*

Confident, Foundationally Inclusive Sexual Health (1.5 CE, .25 Rx CE)

Katherine Rowe, CNM, MSN, DNP

After this session, the participant should be able to demonstrate LGBT-inclusive language surrounding the following health topics:

- Collecting a thorough sexual history
- Discussing sexual partners
- Discussing sexual orientation
- Asking a patient's pronouns
- Asking about barrier use
- Asking about sexual practices (vaginal, oral, anal receptive or insertive sex)
- Giving your own pronouns
- Inquiring about anatomy present (ovaries/ cervix/ uterus, penis/ prostate/ testes, breasts)
- Asking if a patient has experience with sexual abuse or violence
- Your ability to find out what STI screening is most appropriate for your patient

Creating a New Learning Context: Implicit Bias and Racism as a Social Determinant of Learning

Victoria L. Baker, CNM

After this session, participants will be able to:

- Identify health inequities resulting from the implicit bias of clinical health professionals
- Identify evidence based interventions to reduce implicit bias
- Evaluate interventions to improve the academic context for diversity, inclusion, and implicit bias for use in their own environment

Fatphobia and Weight Stigma in Healthcare

Heather Bradford, CNM, ARNP, FACNM

Katie DePalma, CNM, WHNP-BC

Kaity Molé, CNM, SANE-A

Signey Olson, CNM, WHNP-BC

After this session, participants will be able to:

- Understand the concepts of fatphobia, weight stigma and weight bias including how they present in the clinical setting (overt and subtle), and impact client outcomes
- Identify the harms of a weight-loss approach, including the physical and mental health risks of chronic dieting and weight cycling
- Identify and practice ways to have a client conversation that supports weight inclusive and health promoting behaviors
- Describe the principles of the "Health at Every Size" approach

Game On: Leveraging Game-Based Learning to Accelerate Inclusive Behaviors

Blair Bloomston

After this session, participants will be able to:

- Create an environment utilizing a system of shared values and guidelines where each person is treated with respect and fairness
- Identify moments where you may be susceptible to bias and implement strategies to help mitigate these blind spots and ensure a fair playing field
- Define three phases of a communication framework that is helpful when having important, tense, or complicated conversations
- Cultivate authentic connections with others by identifying your values and what you value while focusing on what brings us together rather than what sets us apart

The Lived Experience of Students of Color in Women's Health Programs: A Panel Discussion (no CEs)

Triana Boggs, BSN

Curshelle Floyd, RN, BSN

Brittini Johnson, RN

Facilitator: Sheri Sesay-Tuffour, PhD, CAE

ACNM is committed to the work of dismantling structural racism by recognizing and addressing historical and current racism within midwifery education, clinical practice, and institutions including ACNM. As we call on our organization, midwifery programs, and members to prioritize supporting those who do not have the privilege of looking away from fear and trauma; we must include the voices of students in the conversation. This panel discussion will discuss the lived experience of three BIPOC students in midwifery education programs. The students will provide meaningful insight into their everyday realities within a racialized society. Students will share how their experiences have fostered awareness, stamina and a desire to change the status quo.

Midwifery from the Inside Out

Tara Lawal, MSM, RN

Jodilyn Owen, LM, CPM

After this session, participants will be able to:

- Define terms related to gender identity and sexual orientation
- Understand the major health care disparities facing transgender and gender non-conforming people
- Identify strategies for effective nursing and health care for transgender and gender non-conforming patients
- Describe ways to create a welcoming environment for transgender and gender non-conforming patients

The Power of Language: Thinking More Critically About the Words We Use (2 CEs)

Mikel Brand Oliver, M.Ed

Kathryn Kravetz Carr, CNM, MSN, FACNM

After this session, participants will be able to:

- Explain why a deeper understanding of implicit-bias and systemic racism is critical for health
- Identify and extend deeper personal connections to equity/racial equity
- Assess the connection between language and perpetuation of bias and oppressive ideology
- Describe how the harmful impact of language is rooted in history

- Name several examples of bias-free language
- Identify resources to continue learning about bias-free language
- Gain a deeper understanding of trauma from microaggressions
- Acquire tools to further learn how to identify and prevent microaggressions
- Garner knowledge and gain courage to strategically interrupt racialized language and actions

Religious, Secular, and Spiritual Identities: Overcoming Bias, Instituting Equity

J. Cody Nielsen, PhD

After this session, participants will be able to:

- Have a greater understanding of the difference in those who identify as religious, secular, and spiritual
- Understand the current demographics in the United States for religious minorities
- Have a greater understanding of the needs of women in prenatal and postnatal care as it pertains to their religious identities and practices
- Have more cultural awareness of the differences of religious minority practices based on their cultural heritage and personal practices
- Have greater ability to ask sensitive questions related to the needs of women under care as it relates to their religious, secular, and spiritual identities

A Reproductive Justice Lens to Addressing Disparities in Maternal Health and Achieving Equity

Linda Sloan Locke, CNM, MPH, LSW, FACNM

After this session, participants will be able to:

- Define Reproductive Justice
- Define Structural Racism and Structural Determinants of Health
- Define "Weathering"
- Identify the components of the Socio-Ecological model
- Identify two ways in which Implicit Bias may impact health care

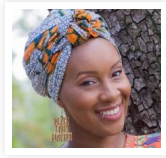
What Is Race and Why Does It Matter?

Juliette G. Blount, MSN, NP

After this session, participants will be able to:

- Critically evaluate the genetics of race and race as a social construct
- Define personal racial, ethnic, and cultural identity
- Define and identify racism and implicit bias
- Define and identify social determinants of health

SPEAKER INFORMATION

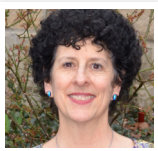


Jamarah Amani, LM

Jamarah Amani (she/her/hers) is a community midwife who believes in the transformative and healing power of birth and that every baby has a human right to human milk. Her mission is to do her part to build a movement for Birth Justice locally, nationally and globally. Jamarah is the architect of the Birth Justice framework, the Black Midwives Model of Care, and the Birth Justice Bill of Rights.

A community organizer from the age of sixteen, Jamarah has worked with several organizations across the United States, the Caribbean and in Africa on various public health issues, including HIV prevention, infant mortality risk reduction, access to emergency contraception and access to midwifery care. As a birthworker and activist, Jamarah has been tackling issues of racial justice, including the epidemics of Black maternal and infant morbidity and mortality for over fifteen years. She is currently the director of Southern Birth Justice Network, a 501(c)3 non-profit organization working to expand the Birth Justice movement and to make midwifery and doula care accessible to marginalized communities. She is also the co-founder of National Black Midwives Alliance, the only national professional association in the U.S. specifically for midwives of African descent.

Jamarah is the recipient of the 2019 Trailblazer Award from the City of Miami. She has been featured in a variety of media outlets including PBS, NPR, NBC and publications such as Vox, Miami Herald, Time Magazine and Miami Times, among others. She has written for several blogs including the Huffington Post and is currently a fellow of Echoing Ida, a collective of Black women and non-binary writers. In addition to parenting four children and jumping in the ocean whenever possible, Jamarah offers midwifery care to families in South Florida and teaches workshops on Birth Justice to organizations across the United States.



Victoria L. Baker, CNM

A certified nurse-midwife and also certified in public health, Victoria (Tori) Baker loves to teach, which her experiences and scholarship reflect. As an academic and clinician, she has practiced, consulted, studied, and taught midwifery and public health since 1985. She has taught in the classroom, clinical arena, laboratory, and online. For the last decade, she has taught at Frontier Nursing University, currently in the DNP program. She has practiced in three states and two countries. Her presentations and publications focus on teaching, health equity, and cultural humility.



Jennifer Baumstark, DNPc, CNM, APRN

Jennifer Baumstark earned her DNP from Hawai'i Pacific University and her MSN from University of Illinois-Chicago. Her doctoral research involved educating nurses on transgender and gender non-conforming health care. Jennifer practiced as a certified nurse-midwife from 2002 to 2019 in four states. Her last 8 years were spent caring for women on a remote Hawaiian island where she was the only obstetric provider. While there she attended births in a one bed LDRP inside a rural hospital with the closest operating room across the Pacific Ocean on the island of Oahu. Jennifer is now a nurse educator at the University of Hawai'i-Maui where she is including pedagogy on LGBTQI in the curriculum she teaches.



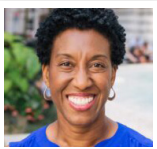
Raja Gopal Bhattar, PhD

Raja Gopal Bhattar (they/them/theirs) is a nationally recognized higher education leader, advocate, consultant and author. Most recently, Dr. Bhattar served as the Assistant Provost and Executive Director of the Center for Identity + Inclusion at the University of Chicago, overseeing the Office of Multicultural Student Affairs, LGBTQ Student Life and Student Support Services along with campus-wide climate and inclusion work. Previously, Raja has held positions at the University of California – Los Angeles, University of Redlands, University of Vermont, Champlain College, and Semester at Sea (University of Virginia). They hold a PhD and Master of Arts in Higher Education and Organizational Change from UCLA, Master of Education in Higher Education and Student Affairs Administration from the University of Vermont, and Bachelor's in Psychology with a minor in Spanish Literature from Boston University.



Blair Bloomston

Blair Bloomston is a Partner and VP of Business Development for Game On Nation. Blair has spent the last fifteen years working with the world's most recognizable athletes, teams, and corporations, including NASCAR, USOC, Deloitte, USO, Honda, Acura, Hilton, and the Pittsburgh Pirates. She is a co-creator of the MILE™ curriculum, an expert on game theory and game-based training and oversees all business operations for Game On. Blair holds a BFA in Drama from Marymount Manhattan College, and resides in Bradenton, FL with her husband and two sons.



Juliette G. Blount, MSN, NP

Juliette G. Blount is an Adult Nurse Practitioner in New York City, where she provides Primary and Women's Healthcare to diverse patient populations. She is also an experienced speaker and educator in the areas of racial health disparities and health equity. Ms. Blount holds a Bachelors' Degree in Nursing from Howard University, received her Master's in Nursing and Adult Nurse Practitioner Certification from Hunter College of the City University of New York, and is an Alumna of the Duke-Johnson & Johnson Nurse Leadership Program. She has 30 years of clinical experience, has been recognized with awards for both Customer Service and Clinical Excellence, and volunteers in her community by educating the public about becoming empowered healthcare consumers. When Ms. Blount's is not working to reduce implicit bias and health disparities for patients of color, she enjoys watching movies with her son and cats, Cookie & Tiger. She is an avid meditator, dancer, lover of culture, and a social justice advocate.



Heather Bradford, CNM, ARNP, FACNM

Heather Bradford (she/her) is the Assistant Program Director at Georgetown University's NM/WHNP and WHNP Programs. She is the Course Coordinator for the Introduction to Reproductive Health Care of Women course. Heather is pursuing a PhD in nursing science at Vanderbilt University, studying weight stigma and its adverse impact on health.



Triana Boggs, BSN

Triana Boggs received her BSN from University of Louisville in 2014. She is currently pursuing an MSN and is on the Certified Nurse-Midwife track at Frontier Nursing University with anticipated graduation in 2021. Her areas of focus are out of hospital physiologic births, racial equality and improving maternal and neonatal health outcomes in minority underserved populations.



Theresa Coley-Kouadio, CNM, MSN

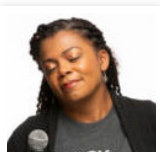
Theresa Coley-Kouadio received both her BSN and MSN from Case Western Reserve University. She has devoted her twenty-four year career working in primarily rural communities. Currently she is a Staff Nurse-Midwife at the Maniilaq Health Center in Kotzebue, Alaska, thirty-three miles in the Arctic Circle. She just completed the Duke-Johnson & Johnson Nurse Leadership Fellowship Program sixth cohort, where she was the first Fellow selected from Alaska. Currently she serves at the Alaska Affiliate President. Additionally, she is an ordained minister in The Fellowship of Affirming Ministries, an organization of primarily black same gender loving, transgender, and gender non-conforming people. For seven years she has had the privilege of Co-Pastoring a Christian church along with her wife that had a significant trans membership. In that capacity, she has done a great deal of social justice work defending the rights and dignity of the LGBTQ community locally and nationally.



Kathryn Kravetz Carr, CNM, MSN, FACNM

Kathryn Kravetz Carr is a midwife at St. Elizabeth's Medical Center in Boston, Massachusetts where she has provided full-scope midwifery care for over a decade with special interests in anti-racism work, and trans and gender non-conforming (TGNC) care. Kathryn is a member of ACNM's Diversity, Equity, Inclusion and Belonging (DEIB) committee and is developing a support structure for affiliate anti-racism work through ACNM's Affiliate Development and Support (AD&S) Committee. Kathryn served until 2019 as Region I Representative to the ACNM Board of Directors, where she advocated for TGNC care and dismantling systemic racism. She is past president of the Massachusetts Affiliate of ACNM, where she supported the creation of the Diversity and Inclusion Committee and Midwives of Color network in Massachusetts and helped write full practice authority for midwives into state regulation. Kathryn established a vibrant community for TGNC children in and around Massachusetts, and started an elementary school anti-racism work group to drive school culture transformation.

Kathryn studied Chemistry and French at the College of William and Mary, received her nursing degree from the Johns Hopkins School of Nursing, and completed her degree in midwifery and women's health at the University of California, San Francisco.



Joia Crear-Perry, MD, FACOG

Joia Crear-Perry is the Founder and President of the National Birth Equity Collaborative. She is a global maternal health advocate, recently addressing the United Nations Office of the High Commissioner for Human Rights. Previously, she served as the Executive Director of the Birthing Project, Director of Women's and Children's Services at Jefferson Community Healthcare Center, and Director of Clinical Services for the City of New Orleans Health Department, where she worked to improve access and availability of affordable health care to New Orleans' citizens post the Hurricane Katrina disaster of 2005. Dr. Crear-Perry completed her medical degree at Louisiana State University and her residency in Obstetrics and Gynecology at Tulane University's School of Medicine. She was also recognized as a Fellow of the American College of Obstetrics and Gynecology. Her love is her family; health equity is her passion; maternal and child health are her callings.



Brittany Dawson, CNM

Being a native of St. Croix, US Virgin Islands, and a graduate of the St. Croix Educational Complex, Brittany began her journey to midwifery and women's health after obtaining her Bachelors of Science Degree and becoming a Registered Nurse in South Florida. Through her undergraduate studies she discovered her passion for women's health. Her career and life took her to New York where she hosted free childbirth course to women in under served communities in hope of combating the disparities they faced through education.

The continued experiences with the affects of racial inequities in reproductive health and wellness pushed her to become engaged in community service and activism. It also pushed her to pursue her Masters in Midwifery. Brittany's focus is on providing resources and full spectrum services to women of color, marginalized communities and LGBTQ by empowering each person to be engaged in their treatment and care.

Brittany is an advocate and activist and firmly believes in patient-centered, woman-centered, honest care. She promotes and practices shared decision making. She works tirelessly to support and educate women, those in and out of her care, while offering all the information necessary to build a trustworthy relationship and continuity of care for the safety of her clients. Brittany is a member of the American College of Nurse Midwives, a public speaker, and a mentor to future BIPOC going into midwifery. Remember, "People may not always remember your name, but they will remember how you made them feel." – Maya A.



Katie DePalma, CNM, WHNP-BC

Katie DePalma (they/she) practices full scope midwifery in Washington, DC at George Washington (GW) University Hospital. They graduated from Georgetown University's midwifery program. They are now adjunct faculty in both Georgetown's midwifery program and clinical faculty at GW's School of Medicine, where they incorporate weight inclusivity into teaching the next generation of providers. Katie is passionate about partnering with clients who have experienced trauma, especially those who have experienced medical trauma due to weight and gender biases. Katie has presented both locally and nationally on trauma-sensitive care and queer and gender inclusiveness in medicine.



Rhonda Dixon, APRN, MSN, CNM

Rhonda Dixon, African-American female, has 28 years experience as a Registered Nurse and 23 years as an Advanced Practice Registered Nurse, Certified Nurse-Midwife. She lives in Port Arthur, a small suburban city in Southeast Texas, 90 miles Southeast of Houston, TX. She is married to her best friend and has three children. She was born into a family of community outreach advocates; her late mother was known as the Mother Teresa of Port Arthur. She's #16 of sixteen children from a blended family. She and her family are active in their community.

The majority of Rhonda's career and her passion has been caring for women who are low-income and live in underserved communities. She currently works for a Maternity and Women's Health Center in Port Arthur, TX, an outpatient clinic for holistic maternity and well-woman care.

She is in her second year of pursuing a Doctor of Education degree in Organizational Leadership with an emphasis in Health Care Administration at Grand Canyon University. Her life's mission is to help relieve the hurting, instill hope into the hopeless, and empower women from all walks of life.



Liz Donnelly, CNM, WHNP-BC

Liz Donnelly (she/her/hers) is a midwife providing prenatal, labor, and postpartum care with Kaiser Permanente in Walnut Creek and Antioch, CA. She is Vice-Chair of the California Nurse-Midwives Association Health Policy Committee, liaison to the California Coalition for Reproductive Freedom, and sits on the Anti-Racism workgroup of the California Nurse-Midwives Association.



Kristin Effland, CPM, MA

Kristin Effland is a Certified Professional Midwife in rural WA where she practiced as a direct-entry Licensed Midwife for nine years. She recently completed a Master's Degree in Maternal Child Health Systems during which time she developed a web resource for educators designed to help promote Equity in Midwifery Education at www.equitymidwifery.org. Kristin is active on the Legislative and Health Policy committee of the Midwives Association of WA State where she previously served as Vice President. She also teaches at Bastyr University and the Midwives College of Utah. Kristin has a BA in Women, Gender and Sexuality Studies and Philosophy. She previously served families in homeless and domestic violence shelters before working for a national organization to help end violence and discrimination caused by gender stereotypes. She has had the pleasure of attending over 500 births (mostly at home or in freestanding birth centers) and has helped to coordinate the primary maternity care of thousands of families.



Curshelle Floyd, RN, BSN

Curshelle Floyd is studying nurse-midwifery at Shenandoah University, and previously attended Old Dominion University. As a native of Puerto Rico and culturally influenced by the British Virgin Islands, she hopes to serve the Hispanic and immigrant community, providing culturally sensitive care to uninsured/under-insured patients. She has been a women's health nurse for eight years and is passionate about providing high quality, patient-centered care to all patients.



Eva Fried, DNP, CNM, WHNP

Eva Fried is the director of the nurse-midwifery program at the University of Cincinnati, where she also teaches in the women's health nurse practitioner program. Eva maintains a clinical practice at a federally qualified health center in Dayton, Ohio. Additionally, Eva volunteers in many capacities within ACNM as well as other midwifery and community organizations where she enjoys writing, mentoring, succession planning, and other opportunities for relationship building. Eva is a lifelong learner whose most current scholarship is focused on diversification of the midwifery workforce.



Wendy Gordon, DM, MPH, CPM, LM

Wendy Gordon is an associate professor and Chair of the Department of Midwifery at Bastyr University in Kenmore, WA. She is also in active practice as a licensed midwife at Center for Birth Midwives in Seattle. Dr. Gordon's teaching and research interests include the provision of midwifery care in home and birth center settings; the role of racism in perinatal health disparities; and the ability to translate and evaluate research. She served as one of two Certified Professional Midwives on a committee for the National Academies of Sciences, Engineering and Medicine (formerly the Institute of Medicine) to assess health outcomes by birth setting. Dr. Gordon has been facilitating courses and workshops on racism and whiteness for 10 years and evaluated the effectiveness of these courses in her doctoral

work. Dr. Gordon holds a BS in Chemical Engineering, an MPH from Oregon Health & Sciences University with a focus in health disparities, and a Doctorate in Midwifery from Jefferson University in Philadelphia.



Nikia Grayson, DNP, MSN, MPH, MA, CNM, FNP-C

Nikia Grayson is a staff nurse-midwife at CHOICES Memphis Center for Reproductive Health. Before becoming a midwife, Nikia worked in public health where she studied and developed community programs around HIV and reproductive health. While working on an infant mortality community project, Nikia saw a great need to address maternal and child health and decided to become a midwife. After graduating from nursing school, she worked as a labor and delivery nurse at Regional One Health. During her time there, Nikia completed her Doctorate in Nursing Practice and Family Nurse Practitioner education at University of Tennessee. She then went on to complete a certified nurse-midwifery post master's certificate program at Frontier Nursing University.



Zoe Gutterman, CNM

Zoe Gutterman is a Certified Nurse-Midwife with a Master's in Public Health Nursing from Johns Hopkins School of Nursing and Shenandoah School of Nursing. She is the Midwifery Coordinator at Unity Healthcare, a Federally Qualified Health Center in Washington, D.C. She also serves as the Chair of the ACNM DC Affiliate and is the Chair of the ACNM Government Affairs Committee.



Donna L. Hamilton, MD, MS

Donna L. Hamilton is a workplace well-being strategist, four-time bestselling author, and holistic wellness speaker. She is among the country's most innovative health and well-being leaders. She travels internationally, teaching practical strategies and tips about becoming healthier in a way that addresses your unique needs. She's on a mission to help everyone live the healthy, satisfying lives they're meant to lead.

A dynamic speaker and media figure, Dr. Donna® is a thought leader in health and well-being. She put away her white coat and stethoscope, moved beyond her thriving career as a board-certified pediatrician and now helps driven professionals move from stuck to unstoppable with her trainings and coaching programs. Her workplace well-being services support organizations striving to create positive, productive, healthy workplaces where people enjoy working, and can do the job they're hired to do without drama and dysfunction.

During her career as a board-certified community pediatrician, Dr. Donna® quickly learned the key to achieving optimal health in children: optimize the health of the adults in their lives. She frequently saw external factors such as stress, environment, and relationships impact not only her patients' health but also their caregivers. Addressing these psychosocial issues often played a major role in her patients' ability to become healthier. She now passionately works to help adults improve their personal well-being by addressing similar factors.

Dr. Hamilton received a Bachelor of Arts degree from the University of Virginia, a Master of Science degree from Rutgers University, a Doctorate of Medicine degree from Thomas Jefferson University and completed her pediatric residency at the University of Minnesota. She was board-certified in pediatrics throughout her clinical career.

She is now CEO and Chief Well-being Officer of Manifest Excellence, LLC. Her work has supported many organizations including some on the Fortune 100 list. She is a four-time #1 best-selling author, and has been featured in numerous media outlets including ABC, CBS, NBC, FOX, NPR, Fortune, Investors Business Daily, Inc.com, American Express Open, MSNBC.com, More Magazine, Ladies Home Journal, Jet, and Self magazine.



Brittni Johnson, RN

Brittni Johnson is a doula turned registered nurse now pursuing a career as a CNM. She is passionate about reproductive health and providing exceptional care to marginalized demographics. She believes that maternal health is paramount to the health of a society and will dedicate her professional practice to decreasing the maternal mortality rate.



Lodz Joseph, CNM, MPH

Lodz Joseph is a Haitian-American midwife who practices in Southwestern Georgia. She is deeply interested in LGBTQIA+ issues, reproductive justice and health, rural healthcare, translational research and issues that impact people of color in the deep South. She lives in Georgia with her wife and three dogs. She can be reached at lodz.joseph@aaphc.org.



Tara Lawal, MS, RN

Tara Lawal is a co-founder of the Rainier Valley Midwives, a non-profit clinic in South Seattle serving a Federally Designated Medically Underserved community. She is Native Hawaiian and East Indian. Her parents had nine children, the youngest 3 born at home, and taught her that birth should be family-centered and promote feelings of safety and confidence. As a trained midwife, she values those principles and values women as the ultimate decision makers about their care. She is humbled to be leading an amazing team of providers and staff who are representative of the communities they serve and fight every day for social and health justice.

Tara graduated with her Master of Science in Midwifery from Bastyr University and is a Registered Nurse and is completing an ARNP, FNP, DNP at Seattle University. Tara served for 3 years on the Board of Directors for the Midwives Association of WA state, and is the co-chair of the Pacific Islander Health Board.



Judy Lazarus, DNP, CNM, ARNP, FACNM

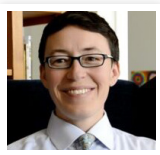
Judy Lazarus is an educator and clinician in full scope practice. She has practiced for 31 years as a staff midwife in the same practice. During that time, she has precepted over 40 nurse-midwifery students and continues to actively precept each quarter. Judy joined the faculty of the Nurse-Midwifery Education Program at the University of Washington in 2002. She is a Senior Lecturer and the Community Liaison, working closely with community preceptors to place students in clinical rotations and enhance precepting relationships. Judy was the chair of the ACNM Preceptor Development and Support Committee for 6 years and is now the Chair of the Clinical and Academic Educators Committee. As part of her work on the Preceptor Committee, Judy helped to create the online Preceptor Manual that is now available on the ACNM website. Judy has both published and presented on preceptor training and tips for success.



Linda Sloan Locke, CNM, MPH, LSW, FACNM

Linda Sloan Locke has a career-long commitment to women's health, health disparities, social justice, the intersection of health and mental health, and the impact of violence on health. She obtained her BSN and MPH from the University of Michigan, her Midwifery Certificate from SUNY Downstate, and MSW from Rutgers University. During her midwifery career of over 40 years, she has practiced in a variety of settings, including Planned Parenthood, FQHC's, private solo midwifery practice, teaching, and practice both community and teaching hospitals, including the position Chief of Midwifery at a large teaching hospital in northern NJ for over 25 years. She currently holds a position as consultant in reproductive health care access.

Linda has been active in midwifery in many roles, including being immediate past president of the New Jersey Affiliate. She now chairs the Affiliate Diversity, Equity and Inclusion Committee and serves on the Boards of the NJ Coalition Against Sexual Assault and the New Jersey Healthcare Quality Institute. She also is the Co-Chair of the Perinatal Disparities Work-Group, of the NJ Perinatal Quality Collaborative and sits on the NJ Maternal Mortality Review Committee. She is the founding chair of the NJ Health Cares about Domestic and Sexual Violence Collaborative, which envisions a healthcare culture in NJ where all providers in all settings recognize the prevalence and health impact of domestic and sexual violence, and trauma-informed care is the standard.



Indra Lusero, JD, MA

Indra Lusero is a Staff Attorney at National Advocates for Pregnant Women and founder of Elephant Circle and the Birth Rights Bar Association. As a Queer, Genderqueer, Latinx parent rooted in the Rocky Mountain West Indra is attuned to the importance of people on the margins and their role in leading us to dismantle oppressive systems and build a more equitable world. Indra helped pass legislation in Colorado to eliminate the shackling of incarcerated women during pregnancy and birth, to improve midwifery and birth center regulations, and to create more humane policies for families impacted by substance use. Indra recently spearheaded the creation of "Birth Rights: A resource for everyday people to defend human rights during labor and birth."



Safiya McCarter, ND, LAC

Safiya McCarter is a Naturopathic Doctor and Acupuncturist practicing in Silver Spring, Maryland. She is also a consultant that facilitates organizations in their work of establishing a standard of equity, inclusion, and diversity and applying that standard to the work they do and the services they provide.

Dr. McCarter served as adjunct faculty at Bastyr University-Washington in the Schools of Naturopathic Medicine and Natural Health Arts & Sciences from 2011-2018 and Co-Director of the Daniel K. Church Center for Social Justice and Diversity from 2015-2018. In these roles she was involved in curriculum design, development and implementation, and accreditation standards review. She developed and delivered workshops and trainings on social justice, diversity, equity and inclusion for staff, students and faculty. She has also been a featured panelist and conference presenter on cultural humility, diversity and inclusion specifically as they relate to healthcare delivery and education.

Dr. McCarter completed her Doctorate in Naturopathic Medicine and MS in Acupuncture and East Asian Medicine at Bastyr University-Washington and BS degrees in Biology and Mathematics at Clark Atlanta University, Atlanta, GA.



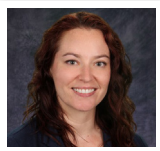
Kaity Molé, CNM, SANE-A

Kaity Molé (she/her) is a certified nurse-midwife currently practicing at George Washington (GW) University Hospital in Washington DC. Prior to working as a midwife, she worked extensively in family planning and abortion care as a registered nurse. She works with Georgetown's NM/WHNP and WHNP Programs teaching on the topic of fatphobia and abortion care and is also clinical faculty for GW's School of Medicine. Kaity is additionally an experienced sexual assault nurse examiner (SANE-A), has a post-graduate certificate in LGBT Health Policy and Practice, and is working towards expanding her practice by completing a psychiatric NP program. She has worked extensively with folks who have experienced trauma as a partner in both their physical and mental health. Kaity provides her clients care from a Health at Every Size® framework.



Shani Barrax Moore, CCDP/AP

Shani Barrax Moore (she/her/hers) is a strategic diversity and inclusion practitioner with 20 years of experience in training and development, strategic planning and change leadership, and coalition building. Shani currently serves as the Director of Diversity and Inclusion at the University of North Texas (UNT) in Denton where she leads a learning and development team, executes planning and delivery of the Equity and Diversity Conference, and develops strategic partnerships for the university. At both UNT and Tarrant County College District where she served as the Chief Diversity and Inclusion Officer, she led an institution-wide campus inclusion climate survey and strategic planning process leading to institutional diversity and inclusion infrastructure. She led similar initiatives as the Director of Diversity and Inclusion at Cary Academy, a 6 – 12 independent school in North Carolina, which earned her membership on the Executive Committee of the National Association of Independent School's Call to Action, the Association's think tank for diversity, equity and inclusion initiatives. Shani is a Cornell University Certified Diversity Advanced Practitioner and an Intercultural Development Inventory Qualified Administrator. An alumna of the University of North Carolina at Chapel Hill, Shani is the mom of two teenage daughters.



Claire Moynihan, CNM

Claire Moynihan (she/they) is a Certified Nurse-Midwife in Rochester, NY. She graduated from Simmons College in Boston with a Bachelors in Nursing in 2009, and from Jefferson University (formerly Philadelphia University) with a Masters in Midwifery in 2019. She practiced nursing in Inpatient Women's Psychiatry in Boston before moving back to her hometown of Rochester, where she worked as a Labor & Delivery nurse at Highland until pursuing midwifery.

Claire enjoys being able to work with women and individuals AFAB, and their families in achieving their health goals through shared decision-making and trauma-informed care, both in the office and inpatient obstetric settings. She is passionate about providing better care for fellow LGBTQ/TGGE-identified individuals, addressing racism and reproductive justice in health care, minimizing barriers to better mental health services, and advocating for the midwifery profession and improved maternity care in Rochester and the state of NY.



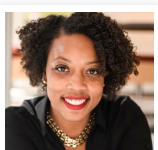
Kara Myers, CNM, MS, FACH

Kara Myers (she/her/hers) identifies as white and grew up in the suburbs of Sacramento, California, where whiteness was plentiful but rarely discussed. Kara is a nurse-midwife and clinical professor in the UCSF Department of OB, Gyn, and Reproductive Sciences. She currently serves as President of the Academy of Communication in Healthcare (ACH) and co-directs the relationship centered communication (RCC) program at San Francisco General. Within the UCSF community and nationally, as faculty of ACH, she regularly facilitates workshops in RCC, conflict, and feedback. In collaboration with colleagues, she has designed and implemented workshops focusing on the application of relationship centered communication to the promotion of equity in health care and health professions education.



J. Cody Nielsen, PhD

J. Cody Nielsen (he/him/his) is Founder and Executive Director of Convergence. Cody previously served as Multifaith Coordinator at the University of Guelph, Expert in Residence for Religious, Secular, and Spiritual Initiatives at NASPA and is former President of the National Campus Ministry Association. Cody's passion lies at the intersection of civil rights and religious, secular, and spiritual identities. Cody holds a Ph.D. in Higher Education Administration at Iowa State University and holds Master's degrees in Mental Health Counseling from the University of Northern Iowa and Divinity from Wesley Theological Seminary in Washington D.C. His dissertation focused on understanding the institutional policy and practices necessary to support religious, secular, and spiritual diversity within higher education in the United States and Canada. He offers consultation for universities regarding strategic thinking around religious, secular, and spiritual identity. His 2013-2015 study Multifaith in Higher Education, a Louisville Foundation-funded initiative, explores 150 public and private universities in the United States and Canada regarding their policies, practices, and initiatives to support campus climates. He has a six-year-old son, Levi, and stays active as a runner and biker.



Mikel Brand Oliver, M.Ed

Mikel Brand Oliver is the owner and principal consultant of Mpact Consultancy LLC, where she strengthens the execution and outcomes of mission-centered individuals, initiatives, and organizations through consulting, coaching, and professional development. Mpact has created and produced equity-centered content for media production companies and institutions of higher education for local and national audiences. Mpact's coaching and professional development have enriched the productivity and confidence of non-profit and for-profit teams, leaders, and entrepreneurs. Mikel believes relationships are paramount to accomplish any mission and essential to creating space to understand and value our collective differences.

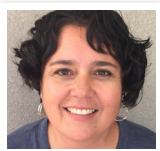
Prior to launching Mpact in 2019, Mikel served in Public Education in New Haven, CT, Prince George's County, MD, and Washington, D.C. as an educator, instructional coach of mathematics, and founder of an identity-affirming initiative started in 2016 for Black Males in Southeast, Washington D.C. called The Boys Institute. Mikel's work in education grounded her "Why" for dismantling inequity.

Mikel has a BA and BS in Elementary Education and Psychology from Southern Connecticut State University, a Master's degree in Reading Education from Bowie State University, and a Master's degree in School Leadership from Harvard Graduate School of Education. She brings meaningful relationship building, user-centered design principles, courage, leadership, teaching, excellence, and precision to every project and client.



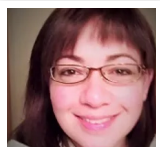
Signey Olson, CNM, WHNP-BC

Signey Olson (she/they) is currently practicing at Columbia Fertility Associates in Washington, DC. She completed her graduate education at Frontier Nursing University and is now faculty at Georgetown University, teaching in their NM/WHNP and WHNP Programs, adding the lens of weight stigma to evidence-based lessons. Clinically, Signey focuses on the LGBTQ+ community, providing GYN, gender-affirming hormone management and fertility treatment. Her focus includes the treatment of endocrine disorders, care of patients in larger bodies, those with trauma histories, and patients with disordered eating patterns. Signey serves as a mentor and resource for providers from around the country who are expanding their practices to include gender-affirming care.



Felina M. Ortiz, DNP, CNM, FACNM, RN

Felina M. Ortiz is an assistant professor at the University of New Mexico (UNM) College of Nursing, teaching Women's Health, Intrapartum, and Newborn courses for the nurse-midwifery program. She is the Chair of ACNM's Midwives of Color Committee. She specializes in working with culturally diverse families and is an advocate for marginalized populations. She believes in holistic, traditional care and brings this into her practice at a Federally Qualified Health Center (FQHC). Felina received her ADN from Weber State University in Ogden, Utah in 1998 and her BSN from the University of Utah in 2001. In 2003, she received her master's degree in nurse-midwifery from the University of New Mexico and her DNP from New Mexico State University in 2014.



Jodilyn Owen, LM, CPM

Jodilyn Owen is a Licensed Midwife. She was born and raised in Seattle and raised her own family in South Seattle, working as a doula and parenting educator for many years before becoming a midwife. Jodilyn loves teaching and learning from the families she serves and her colleagues and students. She is passionate about community-based work and increasing capacity within the midwifery community to serve from a public health stance. A born collaborator, she is happiest working in a team innovating programs and services that delight healthcare consumers and the providers who serve them.

Jodilyn is focused on provider infrastructure for the Rainier Valley Midwives, leading collaborative rounds, supporting student midwives, and developing unique avenues of education and skill development for the team and our colleagues. She is passionate about innovating at the intersection of love and justice and healthcare.

Jodilyn currently lives in Memphis, TN, where she worked with underserved families before joining the RVCC team. She has mastered the art of Zoom Communications and is most often found in the clinic on the computer screen meeting, collaborating, learning, and planning! She comes to Seattle regularly for RVCC intensives and wakes up excited every day to be lucky enough to be a part of the team.



Deirdre Cooper Owens

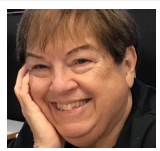
Deirdre Cooper Owens is the Linda and Charles Wilson Professor in the History of Medicine and Director of the Humanities in Medicine program at the University of Nebraska-Lincoln. She is an Organization of American Historians' (OAH) Distinguished Lecturer, a past ACOG Research Fellow, and has won a number of prestigious honors for her scholarly and advocacy work in reproductive and birthing justice. A popular public speaker, Dr. Cooper Owens has spoken widely across the U.S.

and Europe. She has published articles, essays, book chapters, and think pieces on a number of issues that concern African American experiences and reproductive justice. Her first book, *Medical Bondage: Race, Gender and the Origins of American Gynecology* (Univ. of Georgia Press, 2017) won the 2018 Darlene Clark Hine Book Award from the Organization of American Historians as the best book written in African American women's and gender history.



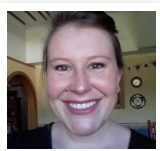
Lisa L. Paine, CNM, DrPH, FACNM

Lisa L. Paine, CEO of The A.C.N.M. Foundation, Inc., is a leadership, management and fundraising consultant for nonprofit organizations, built upon her 30+ year career in midwifery and public health education, practice and research. She holds a doctorate in public health and certificate in nonprofit management from Johns Hopkins University, and a master's in nursing/midwifery from the University of Utah. Throughout her career, Dr. Paine has closely collaborated with researchers, clinicians, administrators, advocates, and philanthropists dedicated to equity and inclusion in health care and health professions education and leadership, especially for people marginalized because they are BIPOC, LGBTQIA+, veteran/military, or (dis)Able. In her current work as CEO of The A.C.N.M. Foundation, Inc, she advances fundraising for and development of diversity, equity, and inclusion initiatives that support the mission: to promote excellence in health care for women, infants and families worldwide through the support of midwifery.



Nancy Jo Reedy, CNM, FACNM, MPH

Nancy Jo Reedy received a BSN from University of Texas Medical Branch in Galveston, nurse-midwifery education at the University of Mississippi Medical Center, and an MPH from the University of Illinois in Chicago, Illinois. Ms. Reedy founded and directed nurse-midwifery practices focused on care of vulnerable and underserved women. She has published in the areas of service provision and care of at-risk women. She has served on the Board of Directors for the American College of Nurse-Midwives and the Board of Trustees for the ACNM Foundation including serving as the President of the Foundation. In 2007, Ms. Reedy received the Hattie Hemschemeyer Award, the highest award given by the American College of Nurse-Midwives.



Katherine (Kate) Rowe, CNM, MSN, DNP

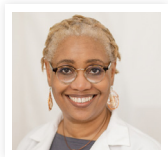
Graduating with her MSN in 2018, Kate Rowe (she/her) has focused exclusively on LGBT-inclusive, reproductive healthcare in an outpatient setting while working on her Doctoral project entitled: Improving Provider Confidence and Partnership with LGBT Patients Through Inclusivity and Education. Through her education and clinical work, Kate saw a need for improved provider education when addressing LGBT-inclusive sexual health and believes that simple changes for confident provider practice can be made with inclusive language and repetition.



Tina Taylor, RN, MS

Tina Taylor is a stress management consultant, mediator, and owner of Stress Solutions LLC in Corvallis, OR. Tina is a Registered Nurse (since 1981) with her Master's degree in Counseling (1995) and national certification as a yoga instructor. Stress Solutions LLC is her private practice, offering holistic stress management, communication skills training, and mediation. Nonviolent Communication (NVC) has been her primary model since 2008.

As a mediator she has specialties in Eldercare Mediation and Medical Mediation. Since 2010 she has volunteered with the Oregon Prison Project, bringing NVC training to inmates at Oregon State Penitentiary. She also volunteered 2009-2015 with Neighbor-to-Neighbor Mediation Services in Corvallis, providing free mediation for small claims courts and community cases. She has hundreds of hours of NVC training by CNVC-certified and other NVC teachers. Tina offers individual and relationship stress management consulting, NVC workshops, inservices for professional and private groups, and a variety of related services. Contact: www.StressSolutionsLLC.com, 541.753.2255.



Sharon Ann Taylor-Small, CNM

Sharon Ann Taylor-Small received her Bachelor of Arts in Psychology from Long Island University. She also obtained a bachelor's and Master of Science in Nursing, as well as a Master of Science in Social Work from Columbia University in New York City. An advocate for women's health care, support, and empowerment for over 30 years, she encourages her patients to consider lifestyle changes that will be to their benefit. Her professional interests focus on health education, disease prevention and the reduction of perinatal mortality and morbidity. She believes in engaging and forming strong relationships with the women she serves. She listens to them and spends time with them.

She is the owner/primary provider for Redeemed Creations Midwifery Services, PLLC and is affiliated with Wyckoff Heights Medical Center and the Brooklyn Birthing Center. She is currently serving as a Midwife Consultant at Northern Manhattan Perinatal Partnership in Harlem, NY.

Sharon is the widow of Joshua Small, CASAC, who was known for his ministry to prisoners in NY. She is the immensely proud mother of a young adult son, Joshua David Small, II ('Jay Peso') and the 'fur mom' of little mister Bucky 'Winter Soldier' Taylor-Small.



Signy Toquinto, CNM, WHNP, MS, MA

Signy Toquinto (she/her/hers) is a mixed race white and Mexican American and 3rd generation; her great-grandparents immigrated from Durango, Mexico and Denmark. She is a relatively new nurse-midwife who works at a community hospital and clinic in Marin County in the San Francisco Bay Area. She graduated from UCSF in 2018 and also has a graduate degree in sexuality studies. She is an advocate for reproductive justice and harm reduction and believes that antiracism is critical to this work. Signy has taught classes and led workshops on harm reduction, trauma-informed care, substance use and opioid use during pregnancy, and sexual violence.



Maria Valentin-Welch, CNM, DNP, MPH, CDP, FACNM

Maria Valentin-Welch is a consultant for The A.C.N.M. Foundation, Inc. Dr. Valentin-Welch is the Chief Consultant Officer and Founder of Maria's Dime, LLC, 'Maria's Diversity, Inclusion, Maternal/Mentoring, and Educational Expertise.' She holds a doctorate in nursing from Frontier Nursing University, a master's in public health, and a nurse midwifery certificate from Boston University. She also holds a national diversity professional certificate. Dr. Valentin-Welch was Frontier Nursing University's (FNU) first Chief Diversity Inclusion Officer (CDIO). Under her leadership, FNU received the 2018 and 2019 Health Professions Higher Education Excellence in Diversity (HEED) Awards. In 2018, she received one of the nation's Top 25 Women in Higher Education in Diverse Issues Award, and in 2019 she received the first Outstanding Chief Diversity Inclusion Officer Leadership Award from FNU. With over 30 years of public health, clinical, mentoring, and academic teaching

experience, she has worked with vulnerable populations such as pregnant homeless women, uninsured, underprivileged, and undocumented women from different cultures. Dr. Valentin-Welch has been a tireless champion of Diversity, Equity, and Inclusion (DEI). Her instrumental efforts resulted in DEI issues being included in the strategic goals of the American College of Nurse-Midwives (ACNM), which occurred during her 2010-2013 tenure as chair of ACNM's Midwives of Color Committee (MOCC). In this role she also founded The MOCC Mentoring Program, ACNM's first formal mentoring program. She was also Principal Investigator for the project, 'Into the Light of Day', a historical publication about the origin of the MOCC. Presently, Dr. Valentin-Welch is working with The A.C.N.M Foundation, Inc. to expand diversity, equity, and inclusion efforts in its scholarships, awards, special projects, and fundraising.



Nathan Victoria, MEd, CAE

Nathan Victoria is a doctoral candidate in the Executive Leaders Program, Human and Organizational Learning at the George Washington University, as well as inaugural Executive Director and Chief Executive Officer for the Society for Personality Assessment, the largest organization dedicated to the exchange of ideas about the theory and practice of assessment and the promotion of the applied practice of personality assessment. Prior to that, he spent almost 13 years at NASPA-Student Affairs Administrators in Higher Education, the leading voice for student affairs administration, policy, and practice, where his tenure culminated as the Senior Director, Recruitment, Engagement, and Volunteerism (REV). Nathan has been featured as the "Exec of the Future: Change Agent" by Associations Now and recognized as one of Forum's Forty Under 40 Award Winners.



Suzanne Wertman, CNM, MSN

Suzanne Wertman has over twenty years' experience providing midwifery care to people of all ages and backgrounds in public, private, and non-profit settings. Suzanne is a consultant in state government affairs for the American College of Nurse-Midwives. In her last clinical role, she was the home clinician for eight and a half years at Planned Parenthood in Wilmington, NC. She has taught nurse practitioner and nurse-midwife students at the University of North Carolina at Wilmington and East Carolina University. Suzanne has also worked as a nurse-midwife in the United States Virgin Islands and San Francisco, California.

Her lifelong passion for reproductive justice started when she was an undergraduate student at Mount Holyoke College, and she is learning every day how to be an effective anti-racist co-conspirator.



Karline Wilson-Mitchell, DNP, CNM, MSN, FACNM

Karline Wilson-Mitchell, Co-PI Canadian Midwives of Colour (CMOC) Project, is Director of Ryerson University's Midwifery Education Program. She is passionate about reproductive justice that informs midwifery education, practice and global partnerships. Since 1992, Karline's clinical work grew from the U.S. (urban and rural) to Canada (Ontario, remote Quebec), and then to midwifery education and leadership building in the Global South (Jamaica, Tanzania, Zambia, Burundi, South Sudan). Her scholarship explores the skills and infrastructure necessary to diversify the midwifery workforce and strategies that facilitate equitable and inclusive work environments for midwives and vulnerable populations. Her goal is to promote resilience and sagacity in vulnerable midwifery students. Karline has been teaching in the Ryerson Midwifery Education Program since 2008.

**Dismantling Racism in Midwifery:
Acknowledging the Past and
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