

ACNM's Diversity, Equity, Inclusion (DEI) Strategy

Vision

The American College of Nurse-Midwives cultivates a more diverse, equitable, and inclusive organization to advance our mission of supporting midwives and clients in every community.

Our Historical Context: We acknowledge ACNM has a complex history of exclusion and harm done to underrepresented members and we recognize there are many lessons to learn and opportunities to act. We commit to understanding the historical pain points, addressing current challenges, and creating a more inclusive organization so that all are heard, valued, and respected regardless of their positioning within the organization.

Our Guiding Principles:

- We are committed to advancing our anti-racism efforts, addressing systemic issues, and eliminating harm being caused to students, clients, and midwives.
- We hold ourselves accountable to respecting every ACNM member and the unique cultures, identities, and experiences they bring, ultimately creating welcoming spaces that build a sense of belonging for all.
- We aspire to diversify the broader midwifery community and influence career pathways for the midwives of the future.

Our Call to Action: We will become better equipped to increase public awareness, educate future talent about midwifery, and build a community of midwives that's more reflective of the diverse populations we serve and true to the DEI vision we're striving to reach.

Levers

Prioritize

ACNM's Leadership Capability and Membership Engagement

Promote

DEI Knowledge and Sense of Belonging to influence the Midwifery Field

Partner

To increase the diversity of Future Midwives

Goals

1. Enable and increase diversity in leadership roles by target growth percentage to include representation of race/ethnicity, gender, and/or LGBTQ identity by 2025
2. Establish baseline and create plan to address gaps in member engagement based on race/ethnicity, gender, and/or LGBTQ identity by 2022

3. Increase understanding of DEI history in midwifery via recommended competencies and educational platforms by 2025
4. Establish baseline and create plan to address gaps in members indicating they feel valued and heard at ACNM based on race/ethnicity, gender, or LGBTQ identity by 2022

5. Increase public awareness of midwifery and educate professionals about the profession via schools targeting underrepresented populations, community partners, and nursing associations/conferences

FINAL DEI STRATEGY

Goals	Leadership & Engagement	Knowledge and Belonging	External Partners
Initiatives	<ul style="list-style-type: none"> ● 1.1. DEI Leadership Development: Work with a diversity and conflict resolution expert to create programs for ACNM Board, Division, Committee, and Affiliate leaders on managing difficult conversations on DEI and making decisions with a DEI Lens ● 1.2. Mentoring Future Leaders: Mentor and coach underrepresented members to take on leadership positions within ACNM Board, Divisions, Committees, and Affiliate roles ● 1.3. Leadership Diversity Review: Perform a review of the Board, Division, Committee, and Affiliate nomination and appointment processes, increase transparency, and make report available to the broader membership (Parts A, B, C, D) <hr style="border-top: 1px dotted #ccc;"/> ● 2.1. Ongoing DEI Education: Create and promote a DEI educational learning series to spotlight underrepresented groups at ACNM and understand what impacts members’ sense of belonging; set up process to manage and update DEI educational materials over time ● 2.2. ACNM Inclusive Governance: Create an ACNM awareness series on membership governance, voting, and volunteering to increase overall voting participation and improving inclusion of all voices in ACNM governance ● 2.3. Member Behaviors and Conflicts: Establish org-wide principles to set cultural behaviors on listening, respecting, and supporting one another, regardless of identity; Enhance existing processes to resolve conflict 	<ul style="list-style-type: none"> ● 3.1. DEI Resource Hub: Integrate an educational platform within ACNM’s Learning Resource Center to house DEI materials and assessments for members to access ● 3.2. History of Midwifery in the US: Finalize and publish the “History of ACNM” webpage and establish processes for updating information over time*; implement a communication strategy for broader membership ● 3.3. DEI Leadership Outside of ACNM: Sponsor a DEI leadership development program for midwives who hold leadership positions outside of ACNM, helping them to become better DEI advocates and allies at their organizations <hr style="border-top: 1px dotted #ccc;"/> ● 4.1. ACNM DEI Office: Budget and hire a DEI professional to lead, oversee, and sustain all DEI efforts and strategic initiatives at ACNM; build a plan to grow a DEI team over time ● 4.2. Member Empowerment: Create a platform for underrepresented midwives across ACNM and the broader midwifery field to tell their stories and spotlight their accomplishments and contributions* 	<ul style="list-style-type: none"> ● 5.1. Partner Relationships: Create a process to identify priority ACNM partners (schools targeting underrepresented populations, community partners, and nursing associations/conferences); develop relationship owners/ liaisons to own, strengthen, and increase relationships with priority partners ● 5.2. Student Mentorship: Enhance and promote the mentorship program for underrepresented students currently in Midwifery education programs; Recruit and train more mentors*

*= Initiatives inspired by or directly from ACNM’s [Anti-Racism Roadmap for Change](#)

FINAL DEI STRATEGY

Initiatives	<ul style="list-style-type: none"> • 1.1. Leadership Development • 1.2. Mentoring Future Leaders • 1.3. Leadership Diversity Review (Parts A, B, C, D) 	<ul style="list-style-type: none"> • 2.1. DEI Education • 2.2. ACNM Inclusive Governance • 2.3. Member Behaviors and Conflicts 	<ul style="list-style-type: none"> 3.1. DEI Resource Hub 3.2. History of ACNM 3.3. DEI Leadership Outside of ACNM 	<ul style="list-style-type: none"> • 4.1. ACNM DEI Practitioner • 4.2. Member Empowerment 	<ul style="list-style-type: none"> • 5.1. Partner Relationships • 5.2. Student Mentorship
Suggested KPIs <i>(to be finalized by Implementation Team)</i>	<p><u>Tracked Annually:</u></p> <ul style="list-style-type: none"> • % increase of leaders who identify as racially/ethnically underrepresented • % increase of leaders by gender • % increase of leaders who identify as LGBTQ+ • % increase in diversity of nominating committee 	<p><u>Tracked Annually:</u></p> <ul style="list-style-type: none"> • % increase of underrepresented members who report high-levels of engagement • Increase # of members who report increased knowledge after voting insights training • % increase of voter participation year-over-year • Increase # of affiliate groups reaching or exceeding voting threshold • Increase in ratio of underrepresented members vs total members voting year-over-year 	<p><u>Tracked Annually:</u></p> <ul style="list-style-type: none"> • Increase # and % of active users on ACNM educational platform • Increase # of members who report improved knowledge of the racial equity history of midwifery & ACNM • % increase of members who report bringing a racial equity and inclusion lens to their midwifery practice 	<p><u>Tracked Annually:</u></p> <ul style="list-style-type: none"> • % increase of members who report feeling valued and heard • % increase in underrepresented members who respond to the survey • % increase of participants attending “brave space” storytelling sessions that give a positive review 	<p><u>Tracked Annually:</u></p> <ul style="list-style-type: none"> • Increase in ratio of (or # of) members from HBCU, HSI, TCU partnering schools vs. total members • Increase in ratio of (or # of) members from community partnerships vs. total members • Increase in ratio of (or # of) members coming from underrepresented target conferences vs. total conference members • Increase completion rate of members in midwifery mentor program