Standard Rules of Procedure (SROP)

Midwives of Color Council (MOCC)

I. Purpose:

The Midwives of Color Council (MOC Council) is a component body of the College composed of American College of Nurse Midwives (ACNM) members (midwives, students and associates) who have self-identified themselves on their membership application to be a Midwife, Student or Associate of Color. This designation exists to:

- serve as a resource to the ACNM
- serve as a resource to all Affiliates
- serve as a resource to the profession of midwifery
- recruit and retain persons of ethnic/cultural backgrounds to the profession of midwifery
- increase awareness and responsiveness to issues affecting people of Color, and
- provide advice to all Affiliates and the ACNM Board of Directors.

II. Membership Composition

a) Members of the Midwives of Color Council must be members in good standing of ACNM and who self-identify themselves as :

- African American
- Alaska Native
- Asian
- Black
- Hispanic
- Indian
- Latinx
- Multiracial
- Native American/Indigenous
- Native Hawaiian
- Other Pacific Islander
- Pakistani
- And anyone else who self identifies as a Person of Color

b) The classification, qualification and privileges of members of the Midwives of Color Council, established by ACNM include:

- Active members of the Council who may make motions, vote, and hold office.

- Student members of the Council who can make motions and vote at membership meetings. They may serve on committees and task forces in any capacity except as chairperson.
- Associate members of the Council may speak, but may not make motions, vote, or hold office. They may serve on committees and task forces in any capacity except as chairperson.

c) Only voting members of The Council (active and student members) can elect the Midwives of Color Council Board of Governors.

III. General Activities and Restrictions of the Council and BOG

a. The following activities will be carried out by the Midwives of Color Council:

i. Recruit and retain persons of ethnic/cultural backgrounds to the profession of midwifery

ii. Provide educational preparation to the American College of Nurse Midwives (ACNM) membership which will respect cultural variations;

iii. Increase awareness and responsiveness among the ACNM membership to maternal/child health issues affecting people of Color, and

iv. Provide advice to Affiliates and the ACNM BOD regarding the recruitment and retention of persons of ethnic/cultural backgrounds to the profession of midwifery and maternal/child health issues affecting people of Color;

v. Share information, network and act as a resource for Midwives of Color Council members, the ACNM BOD, and all Affiliates;

vi. Provide mentorship to students and midwives of Color;

vii. Propose education content for ACNM meetings;

viii. Hold at least one annual meeting of the Council members;

ix. Publish information about the Midwives of Color Council, its meetings and activities in ACNM publications, website, and other chosen social media outlets;

x. Establish a mechanism for cooperation with other groups and organizations in promoting the health and well-being of women of Color and their families;

xi. May solicit donations, funds, and other third-party sponsorship;

xii. May develop and sponsor educational symposia, professional conferences, and written publications;

xiii. May sponsor and endorse governmental and non-governmental policies and programs related to the professional field of midwifery and midwifery care of people of Color;

xiiii. Consider the need to restructure to an Affiliate to best respond to the needs of Midwives and Student Midwives of Color;

xv. Other activities as deemed appropriate by the Council and ACNM BOD.

b. Restrictions

i. MOCC will not identify its position as that of the ACNM or imply that the ACNM supports the MOCC position(s) if the ACNM holds a different position. The ACNM Bylaws Committee shall have the responsibility to review the Standing Rules of Procedure and Bylaws of the MOC Council to ensure consistency with the ACNM bylaws. The Board shall have the authority to require compliance with all requirements and ACNM documents and policies. There is a policy waiver should the MOCC wish to issue a policy or position that is not consistent with national organization policies and positions.

ii. MOCC collects and maintains ongoing funds for its own use as agreed to in the MOCC Memorandum of Understanding (MOU) with the ACNM and/or the ACNM Foundation.

IV. MEETINGS

a. Meeting Frequency

The Council shall meet at least once per year.

b. Voting Procedures

- All votes of the membership taken at the Council Meeting will be conducted in accordance with the most recent edition of Robert's Rules of Order.
- Each active and student member is entitled to one (1) vote per motion, question, or resolution.
- All actions of the Council membership shall be carried out by a majority vote.
- No voting by proxy shall be permitted.

c. Electronic Balloting

- With respect to any motion, question, resolution or other proposed action that the MOC Council Board of Governors determines, the Council shall email an electronic ballot to each active member to the last known email address

provided to the Council, which shall be deemed to be good and sufficient notice of such vote.

- Each completed ballot returned to the MOC Council within the specified time period shall be valid.
- Actions taken by electronic vote shall pass by a simple majority (1/2+1) of those voting unless otherwise specified in these bylaws.
- The sale or transfer of a vote is strictly prohibited.

.

V. GOVERNANCE

a) Individuals currently serving as Officers or Steering Committee Members of the Midwives of Color Committee of Friends of Midwives of Color may serve as the initial officers of the MOC Council BOG until the first election of Officers is held. This service will facilitate the transfer of the Midwives of Color Committee and the Friends of Midwives of Color Caucus to the Midwives of Color Council. Time served on the BOG during this transition period is not included in the length of terms of tenure for BOG Officers. These individuals are encouraged to run for election for the MOC Council Board of Governors.

b) The MOCC Council governance structure includes a Board of Governors (BOG) elected by the Council. The Board of Governors includes:

i. Officers: President, Vice President, President-Elect, Secretary, Treasurer

ii. Regional Governors: representatives from each ACNM Region

iii. Two Governors At-Large elected from the Council Membership, one representing Affiliates

iv. Student Representative(s) - Optional

b) Active members of the Council in good standing shall be eligible to hold any of the elected positions of the MOC Council.

c) Members of the Board shall take office at the Board meeting following the Membership Business Meeting at which their election is declared.

VI. TERMS OF OFFICERS

a) The term of office for each officer except the optional student representative shall be three (3) years as noted by the position and where possible, terms shall be staggered. No member of the BOG shall be eligible to serve more than two consecutive terms,

or six consecutive years, whichever is greater. Terms of the President and President-Elect are noted below (items d and e.)

b) BOG members will serve for a term of three years and may be re-elected to a second term for a maximum of six years of continual service.

c) After two consecutive terms, each BOG member, except the President, is eligible again for service on the Board after one term has elapsed from the end of service.

d) The President is limited to one three year term at a time. After three years have lapsed since the end of service, a former President is eligible to serve as President-Elect again for one additional term.

e) The term of the President Elect is three years, one year as President-Elect and two years as President. Each member shall serve until a successor is elected and assumes office.

f) The term of the optional Student Representative(s) will be negotiated with the student(s).

g) Previous BOG members will be able to run for a new position on the BOG after at least one term of non-service on the Board.

h) In the event that a BOG member is unable to complete a full term, the President, in consultation with the BOG, will appoint a member from the Council to fill that vacancy for the remainder of the term within 60 days of the initial vacancy.

i) The following BOG members will be elected by electronic vote by the Council as positions are required, but no later than 60 days prior to the ACNM Annual Business Meeting:

i. President
ii. President Elect
iii. Vice President
iv. Secretary
v. Treasurer
vi Regional Governors
vii. Two Governors-At-Large
vii. Student Representative (optional)

j) The number of Regional Governor positions elected will be defined by the Regional Map of the ACNM.

k) The President of MOCC shall be appointed as a voting member of the ACNM BOD by the President of the ACNM BOD and act as a liaison between the Council, the MOCC

BOG, and the ACNM BOD. The primary role of the President of MOCC on the ACNM BOD is the oversight and representation of the MOC Council to the ACNM BOD and to establish a close working relationship with the At-large MOCC elected representative for Midwives and Student Midwives of Color. Participation on other ACNM Committees is secondary to the duties of President of the MOC Council.

l) ACNM Board members may not sit on the MOCC BOG.

VII. Duties of Board Of Governors (BOG) Officers:

All BOG Officers will perform the following roles:

President:

a) Develop an agenda with the Secretary in the preparation and circulation of the agenda to the BOG and to the Council for their respective upcoming annual meetings;
b) Obtain input from Council members and develop with the Treasurer an annual work plan with a budget for planned activities;
c) Along with the Treasurer, approve requests for and any disbursement of funds;
d) Chairs quarterly BOG meetings;
e) Chairs a minimum of two full Council membership meetings, one being held at the ACNM annual meeting;
f) Communicate with the BOG and the Council twice yearly using varied telecommunications mediums;
g) Participate in all ACNM BOD meetings;
h) Appoint Project Chairs of the MOCC BOG and Council as needed.;
i) Notify MOCC Council members two weeks in advance of any meetings or activities.
j) Report quarterly to the ACNM BOD on meetings and activities;
k) Inform the ACNM BOD of any agenda items or actions relating to the activities and proposed projects;
l) Provide final authorization for any budget requests and submit to the ACNM CEO and Finance Officer.

President Elect

a) Assists and advises the President, and performs other duties as requested or directed by the President;
b) Serves as Acting President in the absence or disability of the President, assumes all authority conferred upon the office of the President, and performs all duties for which the President is responsible until the President can resume duties;
c) Succeeds to the office of President after one year as President Elect;
d) Succeeds to the office of President should the Presidency become vacant during an

unfinished term.

Vice President

a) Assists the President in organizing the work objectives of the Council and Committees and ensures that any work delegated to them has been completed;
b) Serves as the liaison for all Council Committees to the BOG;
c) Performs other duties as the Board or the President may assign;
d) Serves as Acting President in the absence or disability of the President and the President-Elect, assume all authority conferred upon the office of the President, and performs all duties for which the President is responsible until the President or President- Elect can resume duties;
e) Succeeds to the role of President should the Presidency become vacant during an unfinished term when there is no President-Elect.

Secretary

a) Assists the President in the development of the agenda for meetings and written telecommunication to the MOC Council members, including the annual meeting;
b) Distributes minutes to the MOCC Council members within a timely timeframe (recommend two weeks) after the meeting;
c) Takes minutes and distributes minutes from all Council and BOG meetings;
d) Maintains and preserves current and historical documents of MOCC in conjunction with ACNM Archives Committee.

Treasurer

a) Leads preparation of an annual budget for the Council in coordination with the President and Vice President and President-Elect and submit to the ACNM National Office;
b) Communicates with ACNM Headquarters and/or the ACNM Foundation about the expenditures and balance of MOCC funds;
c) Maintains a listing of all Midwives of Color Council members;
d) Maintains financial transactions and prepares a quarterly and annual financial report to the BOG and Council;
e) Authorizes any budget request arising from the Board of Governors and submits to the President for final authorization.

Regional Governors and Governors-at-Large

a) May serve as liaison between MOC Council and Affiliates;
b) Be available for questions and encourage awareness for CNMs/CMs in their regions;
c) Facilitate mentoring relationships between students and midwives in their regions;
d) Assist in the coordination and implementation of special projects.

Student(s) (optional)

a) Length and duties to be determined with the BOG; this role will be creative and customized to be mutually beneficial to the BOG, the student's learning needs and the Council..

Council Members

a) Submit workplan items and associated costs to Board of Governors for consideration for inclusion in annual workplan by designated dates;
b) Submit ideas for continuing education needs of Council members;
c) Serve on ACNM national committees;
d) Serve on MOC Council Committees.

VIII. NOMINATIONS AND ELECTIONS

a). Election Schedule

- There shall be an annual election.
- Only active members of the Council whose consent has been obtained shall be selected for nomination.

b). Election Procedure

- Election Procedure
    - Elections will be held via electronic ballot.
    - Election shall be by electronic ballot sent to the voting membership of the Council no later than 60 days prior to the date of the meeting when the election will be announced.
    - Election is by majority vote of those returning their ballot.
    - A tie vote in a category shall be resolved by a ballot vote of the voting member at the meeting when the tie is announced.
    - Those elected shall take office at the close of the meeting at which their election is declared.

- The MOC Council may establish a nominating committee. The makeup and role of such a committee are outlined below. If the Council has no nominating committee, it will be the responsibility of the Council BOG to create a ballot and follow election procedures:
    - Compose an annual ballot by creating an electronic ballot;
    - Prepare the ballots and disseminate to voting membership no later than 60 days prior to the date of the meeting when the election results will be announced; Preparation of the ballot includes voting instructions to be sent with the ballot. An electronic ballot shall be distributed via email and responses are collected anonymously
    - Review election results

- Validate results
- Submit results to President no later than fourteen (14) days prior to the meeting when the election will be announced

IX. NOMINATING COMMITTEE:

Three Nominating Committee Members will be elected from the Council members. They shall select the candidates for each BOG vacancy as terms rotate and send these names to the President of the BOG.

a) Nominating Committee will strive to select at least two candidates for impending vacancies for any position
b) Prepare a slate of candidates
c) Send ballot to Midwives of Color Council members
d) Tally Council votes and report to the President

X. QUALIFICATIONS AND RESPONSIBILITIES OF THE BOG

a) Active members in good standing of the ACNM and MOC Council
b) Demonstrated ability to carry out the responsibilities of the position as defined
c) Notification by any BOG member to the President can be made if someone is not fulfilling or cannot fulfill their duties.

XI. BOG Meetings

a) The BOG will meet quarterly, one meeting may be during the ACNM Annual Meeting.
b) Additional Interim meetings may be held as determined by the BOG.
c) Meetings may be held by audio or video conferencing with notification and information for the meeting provided two weeks prior to the meeting.
d) Electronic mail or other asynchronous methods of communication may be used for document review and any other business not requiring face-to-face discussion or a vote of the members.

XII. FINANCES

a) Mandated dues for MOC Council members will be as follows:
    - Midwives - $25
    - Student Nurse-Midwives - $10 (Optional)

b) MOCC dues and fees will cover expenses, including the Midwives of Color Council meeting during the Annual Meeting. Items noted below represent a sampling of other types of activities that may be covered with mandatory dues and fees. All activities will be included in a work plan.

- Board of Governors meeting held at the ACNM annual meeting
- Sponsor MOCC Council individual(s) to select conferences/meetings as speakers to represent the Midwives of Color Council
- Purchase of merchandise whose sale will leverage additional income
- Trademark and copyright costs for the Midwives of Color Council
- Special projects that are included in an annual workplan

c) Dues are remittable annually from October to December to the Treasurer. For specific details, refer to the ACNM/MOCC or ACNMF/MOCC MOU for financial procedures.

d) The Board of Governors in consultation with Council members, shall establish the amount of membership dues, consistent with its activities, and may raise funds for specific projects independently of these dues.

Non-Payment of Dues

e) A member whose dues are not paid by the due date is delinquent.

f) A member who has not paid all applicable dues within sixty (60) calendar days of notice of the due date shall be in default and not in good standing, and shall not be entitled to exercise any rights or privileges of the Council until all such dues are paid in full.

g) Members who pay all dues in arrears within sixty (60) calendar days of notice of the default shall not lose any membership privileges.

h) Non-payment of applicable dues in arrears will cause membership in the Council to expire or be terminated.

i) Board Authority/Dues, Fees, and Assessment Reduction and Waiver

j) The Council Board of Governors shall have the sole authority and responsibility to develop, establish, and enforce policies to determine, modify, and, in special circumstances, reduce or waive fees for special and particular reasons, including, but not limited to, financial hardship and other appropriate considerations.

XIII. REVIEW OF THE MOCC SROPs

Review of the MOCC SROPs will be conducted on odd-numbered years by the BOG.

XIX. AMENDMENTS TO THE SROPs

Amendments to the SROPs can be brought forward at any time at the discretion of the majority of the BOG and forwarded to the ACNM Bylaws Committee for review.

Approved by MOCC BOG _____
Clarifying edits as requested by ACNM Bylaws _____
Approved by the ACNM BOD _____