

Site Outline & Overview for [www.equitymidwifery.org](http://www.equitymidwifery.org)  
**A Web-Based Resource to Promote Equity in Midwifery Education and Training**

Midwives and aspiring midwives of color\* have been advocating for equity in midwifery education long before the creation of this web-based resource. With that in mind, this website aims to amplify the voices and perspectives of these important and all too often ignored members of our community and serve as a living repository for the transformative ideas and tools necessary to bring about equity in midwifery education and training.

Each page of the website begins with relevant quotations usually by midwives or aspiring midwives of color. These statements help explain the relevance and importance of each topic as part of a systems approach to transforming midwifery education and training.

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\*For a [Glossary of Terms and Acronyms](#) and a note on language, [click here](#). For [References](#), [click here](#).

## Site Overview:

### HOME Page (<https://www.equitymidwifery.org/>)

- About this Project: Why Promote Equity? (<https://www.equitymidwifery.org/aboutwhy>)
  - Provides information about the project and answers the question: Why promote equity?
  - Conceptual Diagram illustrating theory behind the project's purpose ([http://docs.wixstatic.com/ugd/c25c02\\_cf0cd7af9ad9444aa6ca1dbc269dda6b.pdf](http://docs.wixstatic.com/ugd/c25c02_cf0cd7af9ad9444aa6ca1dbc269dda6b.pdf))
- New to Equity? Where to Start (<https://www.equitymidwifery.org/wheretostart>)
  - Direction and guidance mainly for visitors who are new to the concept of equity with regard to midwifery and midwifery education who might be feeling overwhelmed by the topics covered and the volume of information available.
- How to Use this Resource (<https://www.equitymidwifery.org/how-to-use>)
  - Offers visitors a more complete picture of the totality of resources available so that they can use the overarching structure of the site to help guide them in employing a systems approach to promoting equity in their school or clinic.
    - Links to an Equity Agenda GUIDELINE for Midwifery Education & Training Programs (original content) ([http://docs.wixstatic.com/ugd/c25c02\\_7645f660000b450eb69c187ab9622e45.pdf](http://docs.wixstatic.com/ugd/c25c02_7645f660000b450eb69c187ab9622e45.pdf))

### TOOLS (<https://www.equitymidwifery.org/tools>)

- Curriculum & Learning - <https://www.equitymidwifery.org/curriculum>
  - Curriculum content and classroom experiences significantly impact student learning; when students especially those who are underrepresented cannot see themselves, their experiences or their communities reflected in curricula, they can feel ignored, excluded or discriminated against. Concepts of equity, social justice, diversity, inclusion and cultural humility and sensitivity cannot be taught and absorbed in a single course; they must be threaded throughout the entire curriculum. This section contains the following information:
    - The Important Role of Curriculum
    - Examples
    - Course Resources
    - Important Considerations
    - Curriculum Checklists
- Faculty & Staff Training - <https://www.equitymidwifery.org/facultystafftraining>
  - In-depth training is necessary for faculty, administrators, preceptors and staff from dominant cultures to enable them to develop a [critical consciousness](#) and an understanding of [power, privilege](#), implicit bias, racism and other oppressions that

impact student experiences and opportunities to succeed. This section contains the following information:

- Why is Faculty & Staff Training Needed?
  - Resources
  - Videos/Webinars
  - The Importance of Making a Commitment to Lifelong Learning
  - Microaggressions and Education
- Policies & Statements - <https://www.equitymidwifery.org/policiesandstatements>
    - Institutions that do not explicitly address equity or social justice in their official policies, statements, reviews and reports are making an implicit statement about their lack of commitment to promoting equity. However, a commitment to equity or social justice that is expressed only in words or statements will be perceived as hollow; official statements and missions must be backed by meaningful action, transformation and accountability. This section contains the following information:
      - Why are Policies & Statements regarding Equity & Social Justice Needed?
      - Examples
      - Important Considerations
      - Additional Resources
  - Climate & Inclusion - <https://www.equitymidwifery.org/climate-inclusion>
    - School and clinic climates or cultures have been shown to significantly impact student experiences and their ability or motivation to succeed. Institutions that don't acknowledge and actively address their climate/culture passively preserve and promote the dominant culture. This section contains the following information:
      - The Important Role of Climate
      - Fostering Affirming Climates
      - Understanding Climate
  - Recruitment & Retention - <https://www.equitymidwifery.org/recruitment-retention>
    - Health professions educational institutions wanting to succeed in creating a more diverse health care workforce to serve our increasingly diverse population must focus on improving their recruitment and retention of students from underrepresented communities. To positively impact student experiences and retention rates, institutions cannot focus on recruitment without committing sufficient resources and attention to improving student services and transforming school and clinic climates. This section contains the following information:
      - Why are Recruitment & Retention of Persons from Underrepresented Groups Needed?
      - Examples
      - Fostering Retention
      - Focusing on Recruitment

- Accreditation & Certification - <https://www.equitymidwifery.org/accreditation-certification>
  - Accreditation and certification agencies have the opportunity to promote equity, encourage lifelong learning, acknowledge racial bias and integrate increased learning opportunities regarding the provision of culturally sensitive and appropriate midwifery care into midwifery education, training, certification and recertification. This section contains the following information:
    - The Important Roles of Accreditation & Certification in shaping the Profession of Midwifery
    - Examples & Resources
    - Future Needs
    - US Midwifery Documents related to Accreditation & Certification
  
- Planning & Evaluation - <https://www.equitymidwifery.org/planning-evaluation>
  - Promoting equity requires institutional transformation which can begin with the development of a plan that relies on the input of diverse stakeholders. Evaluation may occur at the beginning, middle and/or end of an institution's planning cycles. Successful planning requires regular evaluation. This section contains the following information:
    - Evaluation
    - Strategic Plan Examples
    - Inclusive & Equitable Planning
  
- System Strengthening & Capacity Building - <https://www.equitymidwifery.org/system-strengthening-capacity-build>
  - Inequity in midwifery education and training programs is a complex and persistent systems problem. Sustained commitment, capacity building and a recognition of our role as individuals in perpetuating the status quo will be required to bring about the transformative change towards equity the profession aims to achieve. This section contains the following information:
    - Why are System Strengthening and Capacity Building Needed?
    - What Is Needed?
    - Resources

**EXAMPLES** (<https://www.equitymidwifery.org/examples>)

- Scholarships & Financial Aid - <https://www.equitymidwifery.org/scholarships-financial-aid>
  - Many midwifery students and apprentices require financial support and assistance to complete their education and training because it is difficult to find other work

while on call. Aspiring midwives from marginalized communities typically face additional barriers in this realm due to disparities in accumulated wealth. Removing and/or decreasing financial stress and barriers for these aspiring midwives may better enable them to confront the additional stressors they otherwise face as underrepresented students and apprentices. This section contains the following information:

- Why are Scholarships and Additional Financial Aid Opportunities Needed?
- Existing Opportunities
- Future Needs

- Power & Privilege - <https://www.equitymidwifery.org/power-privilege>

- Acknowledging the role that power and privilege play in shaping our school and clinic spaces as well as our lives and those of our clients and of aspiring midwives is considered a necessary first step before one can practice cultural humility and sensitivity. Structural racism and other oppressions rely in part on individuals not confronting the implicit biases we all have. This section contains the following information:

- The System of Racial Inequity
- Internal: Privilege & Bias
- External: Structural Racism

- Mentorship - <https://www.equitymidwifery.org/mentorship>

- Aspiring midwives can hone strength, resiliency and many other benefits from quality mentorship and many do develop informal mentoring relationships organically. Underrepresented and marginalized students and apprentices who may stand to benefit even more due to their minority status also have fewer opportunities for these relationships to form especially with a culturally concordant mentor and/or one comfortable with discussing racial equity. This section contains the following information:

- The Important Role of Mentors
- Examples
- Future Needs
- Additional Resources
- Faculty Mentoring Resources

- Peer Support - <https://www.equitymidwifery.org/peersupport>

- Research has demonstrated the benefits of peer support for all students, but underrepresented students often face extra challenges in developing an adequate support network especially with culturally concordant peers or those with whom they feel they can relate on multiple levels. Marginalized students and apprentices deserve opportunities for peer

support with persons able and willing to talk about the inevitable inequities and microaggressions they will encounter. This section contains the following information:

- Why is Peer Support Important to Promote?
  - Examples
  - Considerations
- Cross-racial Teams - <https://www.equitymidwifery.org/cross-racial-teams>
    - Working as part of a cross-racial team presents challenges and many opportunities for growth as it necessarily involves reflection and processing to succeed. Exposure to cross-racial shared leadership not only provides students with an opportunity to witness this important and uncommon dynamic but it also demands that educators and administrators learn how to put words into action regarding racial equity. This section contains the following information:
      - The Value of Shared Leadership
      - Important Considerations
      - Resources
  - Academic Support - <https://www.equitymidwifery.org/academic-support>
    - Research demonstrates that student support services benefit many students, but academic preparedness may be more limited among underrepresented students due to the many unequal opportunities in early and secondary education which are well documented and have nothing to do with student motivation or capabilities. This section contains the following information:
      - Why are Academic Support Structures Needed?
      - Examples
      - Resources
  - Representation in Leadership - [www.equitymidwifery.org/representation-in-leadership](http://www.equitymidwifery.org/representation-in-leadership)
    - A diverse composition of leaders, including educators and administrators, positively impacts perceptions of school and clinic climates especially for underrepresented students and apprentices. Conversely, a lack of representation in leadership makes it difficult for underrepresented aspiring midwives to see themselves as belonging. This section contains the following information:
      - Why is Diverse Representation in Leadership Needed?
      - Strategies for Promoting Change
      - Additional Resources

- Critical Consciousness - <https://www.equitymidwifery.org/criticalconsciousness>
  - Preparing aspiring midwives to uncover and confront their own inevitable implicit biases and identify the structural patterns in healthcare that have perpetuated social inequality and health disparities is necessary in order to enable them to learn to provide culturally humble and sensitive care as practitioners. The process of this learning and discovery can be described as the development of critical consciousness. This section contains the following information:
    - What is Critical Consciousness?
    - Important Considerations
    - Examples
  
- Healing Resources & Focusing on Strengths - <https://www.equitymidwifery.org/healingresourcesfocusingonstrengths>
  - Aspiring midwives from marginalized groups develop resiliency in order to confront stress from microaggressions and racism every day especially if they are learning in schools and clinics where they are underrepresented or are minorities. Institutional attention and resources directed at acknowledging and confronting this reality while supporting them will improve student experiences, motivation and success rates. This section contains the following information:
    - Why might Healing Resources be Needed?
    - Healing Resources
    - Videos & Photo Essays
    - Get Connected: Community Resources
    - Strengths-Based Interventions

**WEBINARS** (<https://www.equitymidwifery.org/webinars>) (Original Content)

- Registration link for future webinars (<http://eepurl.com/cEer4r>)
  
- Recordings of previous webinars (CEUs available for 2 years - ACNM & MEAC)
  - Incorporating Antiracism Coursework into a Cultural Competency Curriculum ([https://media.wix.com/ugd/c25c02\\_b4d4908d934149449d38b102e6feb458.pdf](https://media.wix.com/ugd/c25c02_b4d4908d934149449d38b102e6feb458.pdf))
    - VIDEO (<https://www.youtube.com/channel/UCaK0X3gRztHrPVW9UN8ADmw>)
    - AUDIO (<https://soundcloud.com/equity-in-midwifery-education>)
  
- Upcoming webinars
  - Curriculum Tools for Discussing Race & Racism in Midwifery
    - Presenters: Kim Q. Dau, RN, MS, CNM, Brittany Edwards, RN & Leandra Santos, MSN, CNM (July 28, 2017 - 2pm ET)

(Upcoming webinars continued)

- Birthing, Blackness & the Body: A Follow-Up
  - Presenter: Keisha Goode, PhD ~ educator, midwifery researcher and author of *Birthing, Blackness and The Body: Black Midwives and Experiential Continuities of Institutional Racism*
  - September 21, 2017 - 2pm ET
- Infusing Equity and Diversity into Clinical Teaching
  - Presenter: Karline Wilson-Mitchell, DNP, MSN, CNM, RM, RN
  - November 17, 2017 - 2:30pm ET

#### CONNECT (<https://www.equitymidwifery.org/connect>)

- Equity Strategy and Collaboration Calls (<https://www.equitymidwifery.org/virtual-calls>)
  - Registration link for future calls (<http://eepurl.com/cEer4r>)
  - Next Call Tuesday, August 29, 2017
- Independent Facebook page: Anti-Racism and anti-Oppression in Midwifery (AROM)  
([https://www.facebook.com/groups/150777878378439/?multi\\_permalinks=1243581102431439&notif\\_t=like&notif\\_id=1496949777931276](https://www.facebook.com/groups/150777878378439/?multi_permalinks=1243581102431439&notif_t=like&notif_id=1496949777931276))
- YouTube Channel: Equity in Midwifery Education  
(<https://www.youtube.com/channel/UCaK0X3gRzHrPVW9UN8ADmw>)
- SoundCloud Channel: Equity in Education  
(<https://soundcloud.com/equity-in-midwifery-education>)
- Sign up for Emails (<https://www.equitymidwifery.org/register>)
  - Mailchimp email marketing service to receive information & reminders about upcoming webinars & calls

#### CONTACT (<https://www.equitymidwifery.org/contact>)

- Web form enabling site visitors to communicate with the site developer
- Visitors are urged at the bottom of every page to provide input and feedback on the website using this form

This site was designed as part of a Masters Project in Maternal Child Health Systems at Bastyr University by Kristin Effland, LM, CPM (2017). If you are interested in more information or being a part of growing this project into the future, contact [equitymidwifery@gmail.com](mailto:equitymidwifery@gmail.com). While this web-based resource has initially focused primarily on racial equity, my hope is that it can continue to expand to address the unique needs of other underrepresented and marginalized aspiring midwives and apprentices. For a detailed narrative description of the website, [click here](#).