

Conceptual Model for Equity in Midwifery Education and Training

Besides the potential to improve the retention and psychosocial experience of students of color, infusing an equity focus throughout midwifery education and training programs (METPs) ultimately benefits all students (McGee Banks & Banks, 1995, p. 153). By creating a climate that facilitates [critical consciousness](#) in all students, METPs could produce a midwifery workforce capable of providing culturally sensitive, humble, and versatile care. Achieving these aims would ultimately lead to a midwifery workforce better able to serve the nation's residents and thereby also more capable of improving the health of families, especially those who are most vulnerable. The connection between these ideas is presented below in Figure 1, a conceptual model for equity adapted from “Figure 3. Nursing in 3D conceptual model depicting the stepwise relationship among nursing workforce diversity, health-care access and quality, health disparities, and health equity” (Williams et al., 2014).

Figure 1: Conceptual model for equity

