

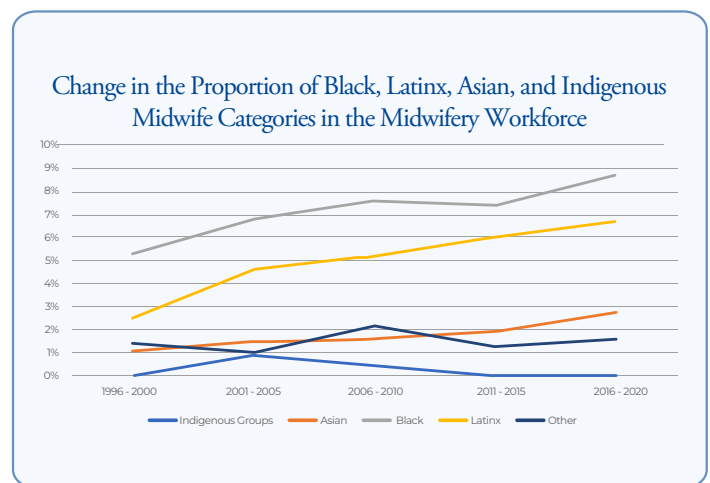
Is the proportion of midwives from self-identified Black, Latinx, Asian and Indigenous groups increasing?

ANALYSIS:

We used data from the American Midwifery Certification Board to compare the self-identified race or ethnicity category of advanced practice midwives in the workforce (i.e. employed at recertification) based on year of initial certification. To account for sparse data, we used groups with five years of data.

RESULT:

Over the past 20 years, the proportion of midwives categorized as Hispanic or Latino (167% increase), Asian (150%), and Black or African American (64%) has increased. Notably, these labels are used in the US Census, but more frequently, some community members prefer to be identified as Black, Latinx, Asian and Indigenous. There has been no change in the proportion of midwives categorized within Indigenous or other categories. With 80% of CNMs and CMs categorized as White, self-identified racialized groups continue to be underrepresented in the midwifery workforce.



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IMPLICATIONS

Efforts to increase the diversity of the midwifery workforce have achieved some success; however, self-identified Black, Latinx, Asian and Indigenous communities continue to be underrepresented in the midwifery workforce.

Each midwife has a duty to the profession and public to mitigate against discrimination and dismantle structural and systemic barriers that racialized individuals experience in their efforts to enter the midwifery workforce.