

A MIDWIFE FOR EVERY WOMAN

Building Momentum

2019

ANNUAL REPORT



Introduction

A midwife for every woman. At the heart of this statement is a simple but meaningful vision; one that inspires, motivates, and drives the actions we take on a day-to-day basis. In 2019, we made significant progress in executing ACNM's five strategic goals, namely, providing members with high-quality resources and experiences; expanding access to midwifery care for all women; supporting the growth and development of our affiliate organizations; engaging with global partners; and strengthening ACNM's capacity to support the organization and its representation of the profession long-term.

The sections below describe in detail how we progressed towards each of our strategic goals, as well as recognition of our 2019 volunteers and award winners.

As we move forward, we must maintain our successes, improve and stabilize our financial infrastructure, and build our momentum to address the most pressing issues impacting maternal and women's health. Thank you for your continued commitment to ACNM and to the women, individuals, and families you serve.



ACNM's Key Achievement in 2019

STRATEGIC GOAL 1:

Supporting Our Members

ACNM's commitment to members has never been stronger. In 2019, ACNM heightened its value to members by improving upon key services that maximize the ability of midwives to practice and to make a positive impact on the women, families, and communities they serve. Several initiatives shined in 2019. While we accomplished so much, this was also a year of acknowledging some of the most pressing concerns facing our community and the College.

■ Collecting data gives us actionable insight into better serving our members. In 2019, we established a mechanism for gathering key demographic data to provide us with better insight into the composition of our membership. Thanks to excellent participation from the membership, we gathered data from 92% of our 6,973 members and learned that 549 (8%) of our members identify as midwives or student midwives of color. We will continue to gather critical information to support ACNM's efforts to become more inclusive, diverse, welcoming, and knowledgeable about the needs of all its members.

■ In 2019, we took important steps to further our commitment to diversity and inclusion. A cornerstone of that effort was the Listening Project Survey, conducted in conjunction with the Midwives of Color Committee and the Diversity, Equity & Inclusion Committee to gain insight into midwives' experiences with discrimination at work and within ACNM. The survey responses revealed areas in which we are doing well, but also identified areas in which we must improve our performance. As a result of the survey, diversity and inclusion messages were weaved into all activities of the College and its affiliate organizations. Diversity training and enhanced education tracks were conducted at the annual meeting. Resources were developed including an online toolkit for members. In addition, organizational policies have been revised to reflect our commitment to building an inclusive community.

■ In early 2019, we launched a #WeAreACNM social media campaign to generate awareness and conversation surrounding the passion and work of ACNM member midwives. The well-received campaign was spearheaded by the Membership & Marketing Committee as part of its effort to further enrich members' engagement and overall experience within ACNM.



■ We celebrated the release of *The Ultimate Survival Guide for New Midwives* at the ACNM Annual Meeting with a book signing by author Lizzie Kitue, CNM, MSN, WHNP-BC. The book, a Publications Committee project, provides invaluable advice, practical tips, and tools for students and new midwives embarking on their transition from school to their first job. In November, the Students and New Midwives Committee hosted a town hall webinar where the author of the publication provided participants with meaningful insight on what it takes to succeed in the workforce.

■ Released earlier this year, *Getting Paid: Billing, Coding & Payment for Midwifery Services, 5th Edition*, is an indispensable digital guide on reimbursement for midwifery services. The digital publication was spearheaded and managed by the Publications Committee in collaboration with the Business Committee.

■ We relaunched *Quickening*, ACNM's bi-monthly member publication, as a new, easy-to-access digital news site, now providing members with the latest midwifery news on a rolling basis instead of on the previous quarterly schedule. We will now provide a print *Best of Quickening* twice a year to subscribers.



■ We provided a new expert-level resume review service at the 2019 Annual Meeting. As part of this professional development effort, ACNM student and new midwife members were paired with experienced mentor midwives who provided wisdom and career advice to support them in their new roles.

■ We created an alliance with GE Healthcare and with the expertise of the Ultrasound Education Task Force, we introduced members to Vscan Extend,™ a handheld ultrasound system that empowers health care professionals to assess and accelerate treatment decisions at the point of care. As part of this alliance, GE will provide support for educational webinars and training to support midwives who are incorporating ultrasound into their practices.

■ Member responses to the ACNM 2019 Core Data Survey enabled the national office to update essential information about midwifery practice in the United States. Of the 6,448 members surveyed, there was a response rate of 18.7%. Analysis of the data from 2019 and of previously unanalyzed data from the 2015 survey has been completed. Highlights from the 2019 report will be shared with members in a *Journal of Midwifery and Women's Health* article to be published in the fall of 2020. The collection of this critical information enables comparison of our data with those collected by other professional organizations and the US government.

■ We partnered once again with the American College of Obstetricians and Gynecologists (ACOG) to offer a discounted educational affiliate membership in ACOG that will provide members with extended benefits to enrich their personal and professional development. In 2019, more than 609 ACNM members utilized this benefit.

■ We established a skills and competency resource for member midwives to convey to licensing and credentialing agencies the rigorous steps they have taken to ensure their ability to competently perform ultrasound examinations. Developed by members of the Ultrasound Task Force, this tool and accompanying rubric serve as excellent tools in

supporting midwives wishing to expand their practices to include ultrasound services.

■ We launched the ACNM Connect App for iPhone and Android devices, enabling easy access for members to participate and engage with colleagues in the ACNM Connect online communities. Participating in this interactive peer-to-peer forum is one of the most valued benefits of ACNM membership.

■ We launched the newly redesigned ACNM website, midwife.org. With an improved look and enhanced search capabilities, the website offers a one-stop information hub on the midwifery profession and quick and easy access to essential information and benefits of ACNM membership.

■ We conducted two successful “flash” membership sales to attract new members, enhance long-term growth, and further strengthen our voice, diversity, collaboration, and leadership. The first sale in September welcomed 198 new members in a single day; the second in December welcomed 310 new members over three days.

■ We completed prerequisite work to provide members with a more powerful and rich online learning management system (LMS) that will enhance the quality and experience of interactive learning. A competitive process was undertaken to review and compare LMS options, and Crowd Wisdom was ultimately chosen as our vendor. Implementation and training on the new system began in late fall and a soft launch is planned for the first half of 2020. The system will allow ACNM to offer online learning courses, recorded webinars, and other educational resources. It will also provide non-dues revenue and improved solutions for processing payments based on membership status and tracking continuing education credits.

■ The Clinical Standards and Documents Committee submitted an updated Position Statement on *Prevention of Group B Streptococcal Disease in Newborns*, and a new Position Statement, *Bullying and Incivility in Midwifery*.

Communications & Membership Statistics

social media followers



issues of Midwifery Now

21
(28.14% open rate)

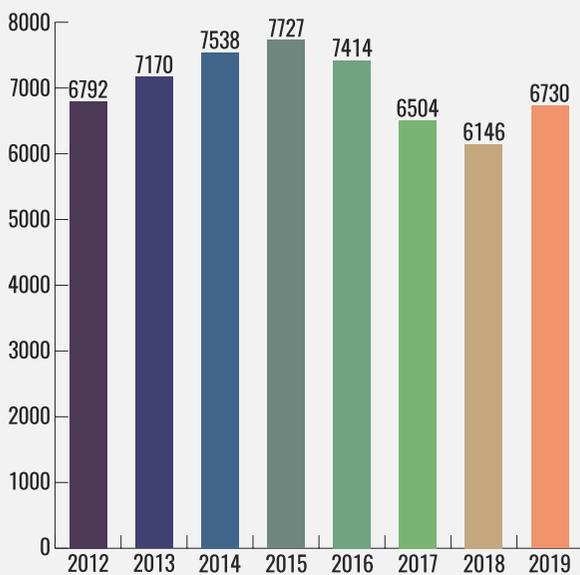


website visitors

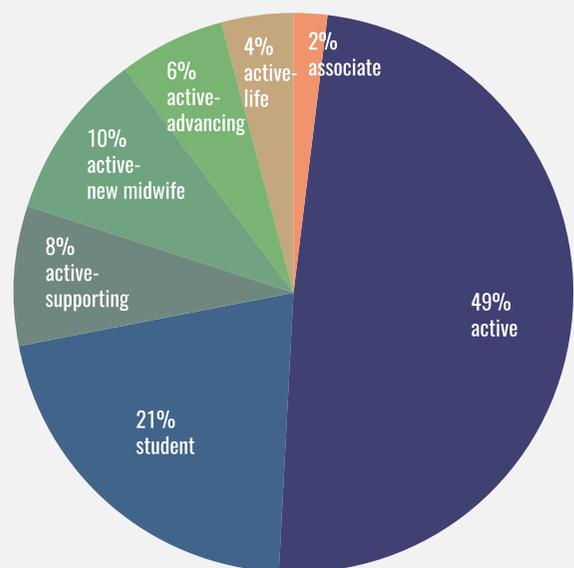
289,472
(496,768 pageviews)



2012-2019 ANNUAL MEMBERSHIP



2019 MEMBERSHIP BY CATEGORY



STRATEGIC GOAL 2:

Supporting Our Affiliates

The strength of ACNM's voice at the community level is reflected in affiliates' ability to carry out large-scale mission-oriented initiatives at the local level. In 2019, ACNM continued to prioritize its support to affiliate organizations by providing vital tools and resources needed to successfully advance midwives and the midwifery profession in their local communities.

The ACNM Government Affairs team supported state affiliates in education and awareness campaigns to improve access to midwifery care in California, Florida, Georgia, Kansas, Louisiana, Mississippi, North Carolina, Pennsylvania, Texas, Virginia, Washington, DC, and Wisconsin. Affiliates were provided with tools and resources that enabled them to address key legislative priorities such as reducing barriers to the midwifery model of care, increasing the midwifery workforce, and assuring the reimbursement of midwives, among others.

Affiliates elevated the voice of midwives through their advocacy work, established relationships to advance the education of midwives, and mobilized their communities on critical issues facing women's health care including the ongoing racial inequities and restrictions placed on the practice of midwifery. In 2019, ACNM and its affiliates improved the practice environment for midwives in several ways, including:

■ California, Connecticut, Georgia, Florida, Kansas, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Texas, Virginia, and Wisconsin engaged in successful lobby and/or advocacy days that successfully elevated ACNM's policy agenda among legislators at the state level.

■ **Hawaii:** A new law was passed establishing licensure and regulation of CMs in Hawaii.

■ **New York:** Governor Andrew M. Cuomo (D) committed \$8 million over 2 years in the 2019-2020 executive budget to immediately fund important initiatives recommended by the New York State Taskforce on Maternal Mortality and Disparate Racial Outcomes including the launch of a Maternal Mortality Review Board, creating an implicit racial bias training and education program for hospitals, investing in community health worker programs, creating a data warehouse on perinatal outcomes, and providing equitable reimbursement to midwives.

■ **New Mexico:** Governor Michelle Grisham (D) signed HB 280, which requires health facilities to grant CNMs privileges in parity with those of physicians in New Mexico. CNMs now have full medical staff privileges in New Mexico that includes admitting and discharging as well as voting on patient care related decisions.

■ The Affiliate Development and Support Committee continued to establish initiatives and develop materials to support affiliate leaders in their ongoing efforts to grow and strengthen their organizations' capabilities. In 2019, the committee presented two half-day workshops; launched a webinar series; and set up a "twinning" system to support struggling affiliates. This also included the development of a diversity toolkit to assist affiliate members in promoting diversity and inclusiveness in all aspects of their local operations. Guidance and valuable content for use by affiliate staff members is now available on ACNM's affiliate resources webpage and includes a board officer toolkit that includes operations guidance and orientation materials for new officers, administrative resources, a crisis communications guide, and other useful information.



STRATEGIC GOAL 3:

Advancing Midwifery and Women's Health Nationally

The 116th session of Congress convened on January 3, 2019, with a record-breaking number of women, people of color, and lesbian, gay, bisexual, transgender, and queer and/or questioning (LGBTQIA) represented. The new session of Congress also ushered in Democratic control of the House of Representatives and Republican control of the Senate, creating a divided government. This partisan environment hindered any real bipartisan and bicameral efforts to address widespread health care delivery system reforms during the first session. However, steps were taken in both the House and Senate to build upon legislative accomplishments achieved during the 115th session of Congress to improve the culture of maternal health.

Current trends and inequities in maternal health show that our nation is not doing a good job of financing a system that supports high quality, equitable care during pregnancy and childbirth. Maternal mortality and morbidity are on the rise in the US and continue to disproportionately affect black and Native American communities, where women are 3 times as likely to die due to pregnancy-related conditions as white women. Furthermore, our nation faces racial and geographic disparities in maternal and infant health that are putting women and families at risk.

As such, members of the 116th Congress introduced several pieces of legislation to address a number of related maternity care issues, including extending Medicaid postpartum coverage from 60 days to 1 year; funding for clinical training on racism, health equity and implicit bias; developing broader networks of maternity care providers in rural areas; and conducting research on the potential benefits of Medicaid coverage for doula care. In 2019, ACNM vigorously supported many of these bills in hopes that the provisions outlined in the legislation are included in a larger "must pass" health-related legislative vehicle prior to the end of this Congress on January 2021. ACNM is committed to protecting, promoting, and advancing the practice of midwifery in the United States by advocating federally for policies that reflect ACNM's standards, expand the midwifery workforce, and increase the visibility and recognition of the value of midwifery care, including:

■ *The Quality Care for Moms and Babies Act*, H.R. 1551/S. 1960, which would improve the quality of care for pregnant women and infants by directing the Department of Health and Human Services (HHS) to develop a core set of evidence-based perinatal



quality measures to be used in Medicaid and the Children's Health Insurance Program (CHIP).

■ *The Helping Medicaid Offer Maternity Services Act of 2019*, H.R. 4996, which would provide a state option under the Medicaid program to provide and extend coverage for pregnant and postpartum individuals through 1 year postpartum.

■ *The Maternal Health Quality Improvement Act*, H.R. 4995, which would improve obstetric care and maternal health outcomes in rural areas, provide rural obstetric and telehealth network grants to midwives and other health professionals, strengthen perinatal quality collaboratives, and authorize funding for innovation that will support the implementation of clinically proven best practices and training for health care providers to reduce and prevent discrimination.

■ *The Mothers and Offspring Mortality and Morbidity Awareness Act*, H.R. 1897/S. 916, which would improve federal efforts to support states in their work to end preventable maternal mortality and morbidity by supporting the training of clinicians on implicit bias and health equity, extending Medicaid postpartum coverage, providing funding for states to enhance data collection, and issuing best practices to state Maternal Mortality Review Committees on how to best identify, review, and prevent maternal deaths.

■ *The Maternal Care Access and Reducing Emergencies Act*, H.R. 2902/S. 1600, which would improve federal efforts to prevent maternal mortality and morbidity by using evidence-based quality improvement, such as implicit bias training.



■ *The Birth Access Benefiting Improved Essential Facility Services Act, H.R. 5189*, which would authorize \$25,000,000 for states to conduct demonstration programs to expand access to high-quality maternal care provided by birth centers and midwives for Medicaid beneficiaries with low-risk pregnancies.

■ *The Title VIII Nursing Workforce Reauthorization Act, H.R. 728*, which would reauthorize Health Resources and Services Administration's (HRSA) federal nursing workforce development grant programs for 5 years for certified nurse-midwives and midwifery education programs housed within the nation's schools of nursing.

Recognition of the Certified Midwife Credential

This past year, ACNM intensified advocacy efforts to obtain equitable national and state recognition of the CM credential that would allow CMs to practice to the full extent of their education and training. On July 15, 2019, a day-long summit was held at the ACNM national office to strategize on attaining nationwide recognition of the CM credential. The summit was supported in part by a grant from The A.C.N.M. Foundation, Inc., with a gift from the Sparacio Foundation, Inc. in memory of Dorothea M. Lang, CNM, MPH, FACNM.

As of July 2019, just six states, including Delaware, Hawaii, Maine, New Jersey, New York, and Rhode Island, recognized the CM credential. Attendees reviewed the history of the CM role and explored a more realistic and actionable plan for moving the credential forward at both the state and federal level. The group agreed that expanding upon the current federal program to gain recognition of CMs within the Indian Health Service, Department of Defense, Veteran's Administration, and Medicare is paramount, particularly as our nation continues to experience a shortage of women's health care providers. The group also recognized the need to revisit a prior ACNM Board commitment to gain the support of key stakeholders who can influence medical and nursing boards. As part of ACNM's renewed strategy, affiliate leaders will move forward concurrently with the national effort to establish legislation that includes CMs in statute.

Increasing the Midwifery Workforce

Increased federal funding for accredited midwifery education programs is crucial to growing and improving racial and ethnic representation within our nation's maternity care workforce. In May, nearly 600 midwives gathered in Washington, DC to meet face-to-face with close to 400 of our nation's legislative leaders during ACNM's Hill Day. Midwives from throughout the US joined ACNM's Division of Advocacy and Affiliate Support volunteers and the ACNM Government Affairs team in calling for greater integration of midwives and the midwifery model of care into our nation's health care system and prioritization of legislation that will increase the number of CNMs and CMs urgently needed to remedy the growing shortage of maternal health care providers.

Persistence paid off. On July 18, Representatives Lucille Roybal-Allard (D-CA) and Jamie Herrera Beutler (R-WA) introduced the *Midwives for Maximizing Optimal Maternity Services (MOMS) Act*, legislation that would increase capacity within the midwifery workforce by establishing two new funding streams for accredited midwifery education programs under Title VII and Title VIII programs of the Public Health Service Act.



The *Midwives for MOMS Act* takes important steps to help alleviate significant pressures communities and health systems experience resulting from the shortage of trained maternal and women's health care providers in high-need rural and urban areas. Specifically, the bill authorizes \$35 million in new grants to be administered by HRSA for:

- » Direct support of student midwives;
- » Establishment or expansion of an accredited midwifery school or program; and
- » Securing, preparing, or providing support for increasing the number of preceptors at clinical training sites to guide and coach students training to become CNMs or CMs.

Prioritization will be given to programs that seek to increase racial and ethnic representation and those who agree to serve in a health professional shortage area.

In December 2019, ACNM proudly achieved a significant legislative priority: federal funding for accredited midwifery education programs. The House and Senate's passage of the fiscal year 2020 non-defense spending package included a provision to allocate \$2.5 million in funding under Title VII of the Public Health Service Act's Scholarships for Disadvantaged Students (SDS) program for the nation's accredited midwifery education programs. Inclusion of this provision represents a major step forward in realizing ACNM's broader strategic priority of establishing two new permanent funding streams under Title VII and Title VIII for accredited midwifery education programs (i.e., *The Midwives for Maximizing Optimal Maternity Services Act*). This is a monumental win for ACNM member midwives and for the US midwifery community at large. This critical funding prioritizes diverse students from disadvantaged communities and brings life to programs that will strengthen much-needed racial and ethnic representation within the midwifery workforce. This funding will help to increase the number of graduates working in medically underserved communities and reduce crisis level US maternal mortality rates that disproportionately impact black mothers and other people of color across the country.

At ACNM, we consider the full impact of our advocacy efforts on midwives, the patients served, and society overall. And, we readily accept our leadership role in ensuring a midwife for every woman. In 2020, ACNM will remain vigilant and work with purpose and responsibility to engage lawmakers in discussions to reduce maternal mortality, eliminate racial disparities, lower nationwide maternity care shortages, and improve maternal and neonatal outcomes. To that end, we have substantially expanded efforts to achieve passage of vital legislations such as the *Midwives for Maximizing Optimal Maternity Services (MOMS) Act* and take steps to establish permanent funding within Title

VIII and Title VII for accredited midwifery education programs. It is this investment of time and energy that strengthens our community as we navigate the legislative opportunities that lie ahead.



Practice Improvement, Quality, and Safety

In 2019, ACNM heightened its efforts to promote midwife-led care through various key programs.

- » **ACNM Reducing Primary Cesarean (RPC) Learning Collaborative:** ACNM's groundbreaking multi-state, multi-hospital initiative aimed at reducing primary cesarean births in low risk women through the support of physiologic labor and birth completed its fourth year. The 25 multidisciplinary teams that have participated in the initiative since its founding have reduced their cesarean rate for first time, low risk mothers by as much as 18%. This past year, the Michigan Obstetrics Initiative, a Blue Cross/Blue Shield funded statewide perinatal quality collaborative, provided its 73 participating hospitals the opportunity to engage in the monthly RPC webinar series as part of its mission to safely reduce the use of cesarean delivery among low risk births. ACNM also secured grant support from the Transforming Birth Fund and Ferring.
- » **Our Moment of Truth:** In 2019, we took steps to reinvigorate ACNM's public awareness campaign that aims to improve women's health and maternity care in the US by reintroducing midwifery as an important option that should be considered the norm for women's health care services. Plans are underway to rename the program, change the domain name, enhance web content and improve the overall online experience for consumers.
- » **Healthy Birth Initiative:** In 2019, ACNM took steps to update educational material that empowers women, maternity care providers, payers, and health care administrators to embrace physiologic birth. A member survey completed by more than 300 midwives, evaluated the use and effectiveness of Birth Matters, an administrative guide that explains how implementing an evidence-based strategy focused on physiologic birth increases the well-being of families and prevents rare, adverse outcomes for hospital systems. Information gathered from 300 members will assist the Healthy Birth Initiative Maternity Care Subcommittee as

they strategize on determining the ideal way to communicate key messages that support safe, healthy, and normal physiologic childbirth.

- » **Pearls of Midwifery:** In October of 2019, ACNM released its newly updated *Pearls of Midwifery*, a straightforward, simple-to-use presentation to assist midwives in explaining the science and art of the midwifery model of care to hospital administrators, physicians, residents, students, and the general public. The presentation shows health care providers how to implement the latest Cochrane recommendations for the care of laboring women and is applicable to all birth settings, including hospitals, freestanding birth centers, and homes. The presentation showcases the benefits of midwifery practices that support labor and childbirth for mothers and babies.
- » **Midwifery Clinical Education Empowerment Project:** Conceived and funded by the Developing Families Center (DFC) in collaboration with ACNM, the goal of this project was to increase the diversity and capacity of the midwifery workforce in the District of Columbia by ensuring full scope clinical education experiences for midwifery students representing diverse or historically marginalized populations. The program will pair supportive preceptors with selected students in organizations that receive reimbursement to partially offset the institutional cost of accommodating student needs. Preceptors will be recognized and receive a monetary award to support professional development activities. Four preceptors representing two practices were selected for participation in this program. Midwifery students will be selected and placed for 2020 clinical rotations.
- » **Interprofessional Education (IPE) Project (midwifery education programs and obstetrics-gynecology residency programs):** Jointly organized by ACNM and ACOG with leadership provided by Drs. John Jennings and Melissa Avery, CNM, this project focuses on the development of resources to promote IPE and expand midwifery student and OB/GYN resident education.
- » **Women's Health Nurses and Midwives Coalition for Alcohol Free Pregnancy:** Now funded for a second year, this Centers for Disease Control and Prevention (CDC)-funded initiative was established to influence health care practice and systems to promote alcohol-free pregnancies. Led by the University of Alaska, this collaboration between ACNM, Nurse Practitioners in Women's Health, and Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), leverages the strength of professional associations to promote member awareness related to alcohol use in pregnancy, build a champions' network to foster awareness, and promote clear, consistent, science-based messages that nursing and midwifery professionals can deliver to patients. As part of this effort, ACNM

collaborated with partners on an article for the *Journal of Midwifery and Women's Health* describing the ethical mandate for midwives to share accurate information regarding the potential effects of alcohol consumption during pregnancy.

- » **Vulnerable Populations Immunization Project:** This critical CDC-funded project, led by ACOG, convenes a bi-monthly immunization task force of national provider organizations including ACNM that develop and carry out strategies for promoting maternal immunizations. In 2019, ACNM endorsed a vaccine schedule for adults and in 2020, it will endorse a childhood immunization schedule that will be distributed to health care facilities nationwide. This endorsement reflects the critical role of midwives in primary care and as resources to parents considering childhood vaccination. As part of its comprehensive strategy



to encourage maternal vaccinations, ACNM utilized e-mail and social media to raise awareness throughout 2019. ACNM also participated in the development of a maternal immunization “call to action” that has been endorsed by American College of Obstetricians and Gynecologists (ACOG), American Academy of Family Physicians, and AWHONN leadership, and will be released in 2020.

- » **Alliance for Innovation on Maternal Health (AIM):** ACNM remains an engaged and committed partner in supporting the ACOG-led AIM initiative. Through monthly calls with state midwifery leaders ACNM facilitates strategy development and the identification of solutions to address the complexities of AIM safety bundle implementation. Funding from Health Resources and Services Maternal Child Health Bureau over the next four years will support the implementation of the AIM approach across all 50 states and US territories.

STRATEGIC GOAL 4:

Global Engagement

This strategic goal commits ACNM to strengthen its global partnerships and impact on women's health around the globe. The global reach and impact ACNM member midwives have on families worldwide can be seen in the various global projects we collaborate on with partners who share similar goals to advance the care of women and their families. In 2019, we sharpened our focus on creating more structure surrounding the fulfillment of available global opportunities.

■ ACNM's Division of Global Engagement established the approved *ACNM Global Health Competencies and Skills for Midwives*, a guide to ensure the competencies and skills required on a variety of global projects are appropriately matched with the competencies and skills of CNMs and CM wishing to serve on global health projects. The competencies and skills identified in the guide outline the breadth of global expertise that may be required on a variety of global projects and put forth incremental learning opportunities beyond the *ACNM Core Competencies for Basic Midwifery Practice*. The guide will equip CNMs and CMs to regularly assess their current strengths and identify areas for continued learning so that they may explore unique opportunities to deepen their expertise and broaden their perspectives on diverse cultures and stakeholders.

■ In January, we successfully expanded our membership demographics data collection process to capture members' experience and interest in global work and language fluency. As of December 31, 2019, 237 members indicated in their profile that they have global expertise, and 222 members indicated foreign language fluency. The collection of data facilitates the coordination of midwives with global projects. ACNM engaged several new consultants in active global grants.

■ In October 2019, a self-imposed audit of our global programs and operations was completed as part of ACNM's continuous improvement efforts. The audit identified areas to strengthen in global operations, bidding, consultancy, and positioning. Further, the audit found that ACNM was uniquely positioned to lead in building worldwide midwife capacity through midwifery education, professional association, and the enabling of global practice.

■ **ACCESS Madagascar (Accessible Continuum of Care and Essential Services Sustained):** In 2019, we launched the ACCESS program in Madagascar, a 5-year USAID cooperative agreement



with ACOG and the American Academy of Pediatrics (AAP). As part of its role in the program, ACNM supported local capacity building workshops in conjunction with Management Sciences for Health and two other clinical associations; facilitated in-country interactive training of ACCESS district supervisors, regional coordinators, and clinical experts; and initiated the development of an adult learning platform for online capacity building. In addition, ACNM established a series of monthly virtual online tele-mentoring sessions that will continue through 2020.

■ **Every Preemie—SCALE (Scaling, Catalyzing, Advocating, Learning, Evidence-Driven) — South Asia; Africa:** In the summer of 2019, we concluded a 5-year USAID Cooperative Agreement designed to provide practical, catalytic, and scalable approaches for expanding the uptake of preterm and low birth weight interventions in 24 USAID priority countries throughout Africa and Asia. The program utilized ACNM's global midwifery expertise to lead health care provider capacity building and performance improvement activities aimed at increasing newborn survival through evidence-based interventions. Highly skilled midwives with long-term experience working in challenging, low-resource settings took the lead in training health care providers on the family-led Kangaroo Mother-Care Model, an innovative approach to providing supportive care to increase the chances of survival for preterm and low birth weight babies.

■ **SHOPS Plus – Nepal (Sustaining Health Outcomes through the Private Sector):** USAID's Sustaining Health Outcomes through the Private Sector (SHOPS) Plus was tasked with building the technical capacity and financial sustainability

of Contraceptive Retail Sales Company (CRS), a nonprofit Nepalese social marketing organization that has developed, and supports, 'Sangini' branded franchises, a network of private pharmacy outlets that promote and provide family planning products. In 2019, ACNM helped to finalize an operational manual to support CRS quality improvement teams and managers.

■ **SHOPS Plus – Nigeria (Sustaining Health Outcomes through the Private Sector):** In 2019, USAID's (SHOPS) Plus Nigeria Family Planning program worked with the Federal Capital Territory government to increase women's access to voluntary and rights-based family planning services by increasing the capability of public and private health providers to deliver quality family planning services. This included making long-acting reversible contraceptives available as well as improving the quality of family planning counseling and service delivery. ACNM is working on systemizing the SHOPS Plus approach into a national training curriculum to benefit the broader community.



Improving the health and well-being of women and infants worldwide through strengthening the profession of midwifery

STRATEGIC GOAL 5:

Expanding Organizational Capacity



Fiscal Capacity

In 2019, ACNM focused its energy and resources on strengthening the College's organizational capabilities to enable us to take on the challenges and opportunities of changing business dynamics while fulfilling our mission of supporting midwives and advancing the practice of midwifery. As we navigate an evolving and challenging health care environment, the focus remains on delivering vital education, research, and advocacy programs that enhance the ability of midwives to provide quality and informed care. As with everything else, these activities require considerable human and financial resources.

An in-depth review of revenue and expense allocations in addition to short- and long-term organizational commitments revealed why ACNM has closed each fiscal year in a deficit for the past 12-15 years. We found that while resources were being allocated to a multitude of projects and activities consistent with ACNM's mission, they put a financial strain on the organization. We are essentially spending more money than we have. To ensure long-term financial sustainability moving forward, we need to allocate our limited resources more effectively while identifying new revenue streams.

What began in 2018 with a redesign of the organization's financial infrastructure continues with a realistic 2020 annual budget that more accurately reflects association revenue and expenses. Our 2020 budget does not eliminate ACNM's deficit,

but begins to significantly decrease the deficit by embarking on a series of cost-saving efforts and the introduction of a number of new non-dues, income-generating activities, including:

- » A 2020 national office relocation to save ACNM in rental expenses
- » Developing new revenue opportunities for 2020 that include:
 - Hosting a diversity and inclusion conference
 - Conducting two leadership programs
 - Organizing a policy conference
 - Introducing ACNM's First Assist training program
 - Launching a new learning management system that will deliver value-added content to members
 - Introducing an affinity program with business partners who will offer special services and rates to members
 - Operationalizing a global and domestic grant opportunities business plan to rebuild the grant pipeline

With these initiatives, ACNM has charted a more robust, financial plan to support our mission and to strengthen our organization's financial health.

Task Forces

In 2019, we established three new task forces to add to our robust Volunteer Structure:

- » The **Perinatal Mental Health Task Force** was created to ensure ACNM's position statement "Depression in Women" remained relevant and that it reflected the full range of perinatal mental health disorders and childbirth related trauma midwives could encounter in their practices. The task force is also charged with developing a perinatal mental health clinical bulletin and toolkit, and making a recommendation regarding the potential benefit of establishing strategic partnerships with other organizations involved with this issue.
- » The **Bullying in Midwifery Task Force** was established to address and investigate issues related to bullying within ACNM and the midwifery profession and to create solutions and a safe space within our community to support victims of bullying.
- » ACNM initiated development of a **Midwifery Residency/Fellowship Task Force** to address issues surrounding midwifery post graduate residency and fellowships including possible accreditation of these programs.

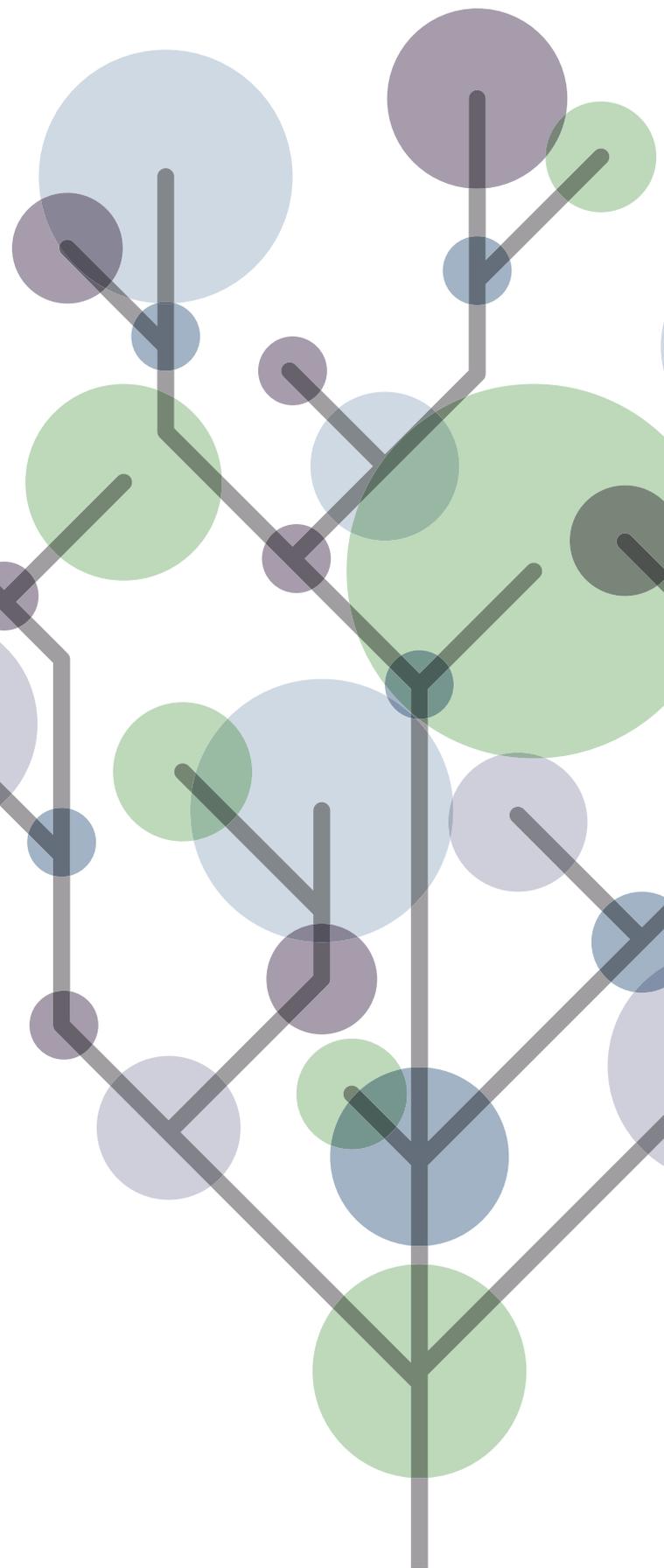
ACNM Representation and Collaboration on External Projects

We continued to grow our strategic relationships to give ACNM a voice at the table, bring awareness to the important contributions of certified nurse-midwives and certified midwives, promote interprofessionalism, and build on the strengths of like-missioned organizations. In 2019, ACNM sponsored meaningful programs and participated as organizational liaison representatives on influential projects advancing the state of maternal health, including:

- » American Academy of Family Physicians; Medicaid & CHIP Payment & Access Commission; HRSA Women's Preventative Services Initiative; American College of Obstetricians and Gynecologists (ACOG); ACOG Women's Health Registry Alliance; The Joint Commission Perinatal Safety Project; CDC Advisory Committee on Immunization Practices; American Society for Colposcopy and Cervical Pathology; Nursing Alliance for Quality Care; National Quality Forum; Maternal Health Expert Workgroup; International Confederation of Midwives; ACOG Council on Resident Education in Obstetrics and Gynecology; ACOG Committee on Obstetric Practice; Noninvasive Prenatal Testing Advisory Committee; Planned Parenthood Federation of America; Futures without Violence; National Conference on Health and Domestic Violence Steering Committee; Secretary's Advisory Committee on Infant Mortality Maternal Child Health Bureau; Indian Health Service; NIH Pelvic Floor Disorders Network.

ACNM also collaborated with the following organizations during 2019:

- » American College of Obstetricians and Gynecologists; Association of Women's Health, Obstetric and Neonatal Nurses; American Nurses Association; US Breastfeeding Committee; Black Mamas Matter Alliance; March for Moms; Birth Summit IV 2019; American Association of Nurse Anesthetists; Nursing Community Coalition; American Association of Nurse Practitioners; National Council of States Boards of Nursing; AARP; National Association of Pediatric Nurse Practitioners; National Association of Women's Health Nurse Practitioners; American Association of Birth Centers; Association of Maternal and Child Health Programs; Center for American Progress; Center for Reproductive Rights; Centering Healthcare Institute; DONA International; Every Mother Counts; Effie's Grace; Lamaze International; March of Dimes; Medela; National Association of Certified Professional Midwives; Nurse Family Partnership; National Partnership for Women and Families, Childbirth Connection Programs; Preeclampsia Foundation; Society for Maternal-Fetal Medicine; 1000 Days; 2020 Mom.



Financial Statistics

ACNM Consolidated Statement of Activities (Summary) For 12 Months Ending December 31, 2019

| | 2019 YTD Actual ACNM | 2019 YTD Actual PAC | 2019 YTD Actual Consolidated | 2018 YTD Actual ACNM | 2018 YTD Actual PAC | 2018 YTD Actual Consolidated |
|---|----------------------------|---------------------------|------------------------------------|----------------------------|---------------------------|------------------------------------|
| REVENUE AND SUPPORT | | | | | | |
| Membership Dues | 1,639,949 | | 1,639,949 | 1,872,584 | | 1,872,584 |
| Meetings and Exhibits | 1,081,755 | | 1,081,755 | 1,268,218 | | 1,268,218 |
| Grants and Contracts | 1,395,993 | | 1,395,993 | 860,845 | | 860,845 |
| Publications/Online Sales | 95,194 | | 95,194 | 99,751 | | 99,751 |
| Advertising and Royalties | 334,759 | | 334,759 | 428,331 | | 428,331 |
| Contributions and Sponsorships | 104,686 | 86,502 | 191,188 | 208,233 | 45,773 | 254,006 |
| Contributed Goods and Services | 104,070 | | 104,070 | 10,336 | 54,674 | 65,010 |
| Accreditation, Divisions, Committees Fees | 285,099 | | 285,099 | 270,105 | | 270,105 |
| Subscriptions | 51,050 | | 51,050 | 46,265 | | 46,265 |
| Other | 74,054 | | 74,054 | 22,655 | | 22,655 |
| Satisfaction of Program Restrictions | 0 | | 0 | 128,692 | | 128,692 |
| TOTAL REVENUE AND SUPPORT | 5,166,609 | 86,502 | 5,253,111 | 5,216,015 | 100,447 | 5,316,462 |
| EXPENSES | | | | | | |
| Program Services: | | | | | | |
| Global Outreach | 812,978 | | 812,978 | 702,234 | | 702,334 |
| Meetings and Exhibits | 1,215,167 | | 1,215,167 | 1,294,129 | 3,924 | 1,298,053 |
| MPE-Domestic | 921,287 | | 921,287 | 972,298 | | 972,298 |
| Membership Services | 484,122 | | 484,122 | 636,153 | | 636,153 |
| Accreditation | 334,454 | | 334,454 | 378,615 | | 378,615 |
| Midwifery Journal | 200,719 | | 200,719 | 169,760 | | 169,760 |
| Committees and Divisions | 60,073 | | 60,073 | 29,523 | | 29,523 |
| TOTAL | 4,028,800 | 0 | 4,028,800 | 4,182,711 | 3,924 | \$4,186,635 |
| Support Services: | | | | | | |
| Management and General | 1,028,957 | 56,527 | 1,085,484 | 980,364 | 79,152 | 1,059,516 |
| Finance | 802,113 | | 802,113 | 326,759 | | 326,759 |
| IT | 223,776 | | 223,776 | 141,342 | | 141,342 |
| TOTAL | 2,054,846 | 56,527 | 2,111,373 | 1,448,464 | 79,152 | 1,527,616 |
| TOTAL EXPENSES | 6,083,646 | 56,527 | 6,140,173 | 5,631,175 | 83,076 | 5,714,252 |
| CHANGE IN ASSETS FROM OPERATIONS | (917,037) | 29,975 | (887,062) | (415,161) | (17,371) | (397,790) |

**ACNM STANDALONE STATEMENT OF ACTIVITIES
COMPARED TO BUDGET - 2019**

| | Actual YTD 2019 | Budget 2019 | Actual vs. Budget Variance | Actual YTD 2018 |
|------------------------|--------------------|----------------|-------------------------------|--------------------|
| Revenues | 5,166,609 | 5,480,826 | (314,217) | 5,216,015 |
| Expenses | 6,083,646 | 5,473,727 | 609,919 | 5,631,175 |
| NET PROFIT/LOSS | (917,037) | 7,099 | (924,136) | (415,160) |

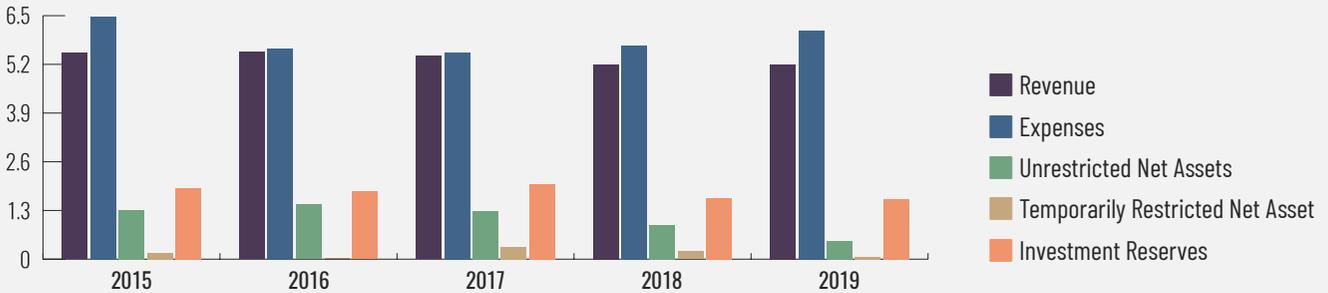
INVESTMENTS - 2019

| | Long-Term Reserve Fund (LTR) | Short-Term Reserve Fund (STR) | Total Investments |
|---|------------------------------------|-------------------------------------|----------------------|
| Beginning Balance 1/1/19 | 1,337,409 | 291,129 | 1,628,538 |
| Interest / Dividend Income | 39,060 | 298 | 39,358 |
| Gains / (Losses) | 216,895 | 3,326 | 220,221 |
| Fees | (10,117) | - | (10,117) |
| Transfers | - | (240,000) | (240,000) |
| ENDING BALANCE 12/31/19 | 1,583,247 | 54,753 | 1,638,000 |
| % of Reserve Funds to Annual Budgeted Expenses | 30% | | |

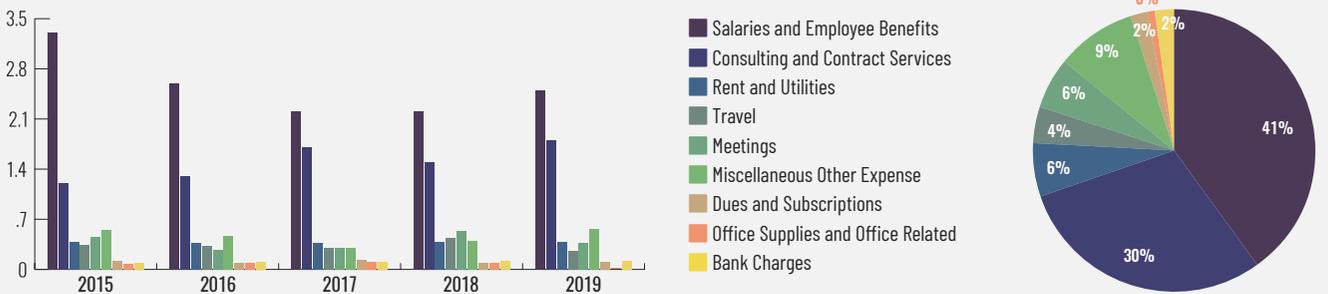
CONSOLIDATED STATEMENT OF FINANCIAL POSITION - 2019

| | Audited 2019 | Audited 2018 |
|---|------------------|------------------|
| Cash | 576,311 | 467,408 |
| Contributions & Accounts Receivable, Net | 417,116 | 517,696 |
| Prepaid Expenses | 93,767 | 87,874 |
| Inventory | 9,635 | 20,372 |
| Investments | 1,638,000 | 1,628,538 |
| Property & Equipment, Intangible and Other Assets, Net | 199,995 | 262,751 |
| TOTAL ASSETS | 2,934,824 | 2,984,639 |
| Liabilities | 2,445,465 | 1,868,256 |
| Unrestricted Net Assets | 483,789 | 915,527 |
| Temporarily Restricted Net Assets | 5,570 | 200,856 |
| TOTAL LIABILITIES & NET ASSETS | 2,934,824 | 2,984,639 |

HISTORICAL FINANCIAL PERFORMANCE- DECEMBER YTD (in \$M)



CONSOLIDATED HISTORICAL EXPENSES - DECEMBER YTD (in \$M)



CONSOLIDATED HISTORICAL SOURCES OF REVENUES - DECEMBER YTD (in \$M)



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ACNM deeply appreciates its many volunteers. Your contributions are the engine that moves midwifery forward. We value you and your commitment to ACNM. View the volunteer structure at midwife.org/volunteer.

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Task Forces

Gender Equity Task Force: Jennifer Demma, CNM (*Chair*)

Interprofessional Education Task Force: Melissa Avery, PhD, CNM, APRN, FACNM, FAAN (*Chair*)

Tia Andrighetti, CNM
 Kim Dau, CNM, FACNM, MS
 Robin Grant, CNM

Susan “Sukey” Krause, CNM, CNM, FACNM
 Tonya Nicholson, DNP, CNM, FACNM, WHNP, CNE
 Audrey Perry, CNM, MSN

Ultrasound Education Task Force: Kristen M Ostrem-Niemcewicz, DNP CNM, FACNM (*Chair*)

Thomas Chappel, CNM, MSN, FACNM
 Terri Clark, PhD, CNM, FACNM
 Diana Dowdy, DNP, CNM, FACNM
 Carolyn L. Geger, CNM, MS, FACNM
 Ira Kantrowitz-Gordon, PhD, CNM
 Faith Harris, CNM, APN, MSN

Anthony Lathrop, PhD, CNM, RDMS
 Cydney Afriat Menihan, CNM, RDMS
 Amy Natch, DNP, CNM, MPH, FACNM
 Vanessa Robbins-North, CNM, MSN, WHNP
 Kathy Watkins, CNM MSN
 Venay Uecke, CNM, MSN

Bullying in Midwifery Task Force: Jessica Anderson, DNP, CNM, WHNP, FACNM (*Chair*)

Molly Altman, CNM
 Rosemary Bolza, CNM
 Rebecca Burpo, CNM, FACNM
 Cathy Gordon, CNM, FNP-BC
 Kathy Herron, CNM
 Iain Holmes, DNP, RN, CCRN-K, NEA-BC

Rhonda Johnson, DNP, CNM, MSN
 Linda McDaniel, CNM, MSN
 Kari Michalski, CNM, APRN
 Elizabeth Mollard, PhD, WHNP, SNM (*Student*)
 Wendy Sobey, CNM

Perinatal Mental Health Task Force: Sara Mertz, CNM, MS (*Chair*)

Cathy Collins-Fulea, DNP, CNM, FACNM
 Cheryl Tatano Beck, CNM, DNSc, FAAN
 Jacquelyn Clark, SNM
 Adria Goodness, CNM, MN, PMHNP-BC
 Katherine Ferrell Fouquier, PhD, CNM, FACNM
 Barbara Hackley, PhD, CNM, FACNM

Lisa Hanes, CNM, LMFT
 Lucia Jenkowsky, MS, APRN-CNM, C-EFM, FACNM
 Julie Paul, DNP, CNM, FACNM
 Ann Smith, CNM, APRN
 Mecia St. Clair-Hill, CNM, MSHS, MSN
 Tanya Tanner, PhD, CNM, PMHNP, FACNM

2019 ACNM Awards and Scholarships

ACNM is proud to recognize over 60 remarkable midwives, student midwives, and midwifery & health care organizations for their excellence and achievements. They exemplify the best in our profession and ourselves.

Hattie Hemschemeyer Award

Deborah Armbruster, CNM, MPH, FACNM

Kitty Ernst Award

Melissa A. “Missy” Saftner, PhD, CNM, APRN, FACNM

Louis M Hellman, MD, Midwifery Partnership Award

Given jointly with *The A.C.N.M. Foundation, Inc. and the Midwifery Business Network*

Matthew Hoffman, MD, MPH, FACOG

Distinguished Service Award

Richard F. Jennings, CNM, MSN

Betty June Jennings, CNM, MSN

Clinical Star Awards

Lori House, PhD, CNM, MS

Mary McGuinness, CNM, MS

Susan Miller, CNM, MS

Lynn Rife, CNM

Elizabeth (Tish) Roeske, CNM, MS

Lisa Scheiman, CNM

Exemplary Partner Award

March of Dimes

Public Policy Award

Erin Biscone, DNP CNM, FACNM

Media Award

Patsy Harmon, CNM, MSN

JMWH Best Research Article Award

Laura Attanasio, PhD and Katy B. Kozhimannil, PhD, MPA
“Relationship between Hospital-Level Percentage of Midwife-Attended Births and Obstetric Procedure Utilization”

JMWH Best Review Article Award

Kathryn Fay, MD and Lynn Yee, MD, MPH

“Reproductive Coercion and Women’s Health”

JMWH Mary Ann Shah New Author Award

E. Brie Thumm, PhD, CNM, MBA

“The Five Attributes of a Supportive Midwifery Practice Climate: A Review of the Literature”

Outstanding Preceptor Award

Linda M. Abraham, CNM, MSN; Sarah E. Barton, CNM, MSN, C-EFM; Irma Cobian, CNM, MSN; Melissa J. Creighton, CNM, MSN, LM, IBCLC; Patricia Dodge, ARNP-CNM, MSN; Stephanie Hernet, CNM, MSN, APNP; Robi M. Jaspin, CNM, MSN; Christina Kocis, DNP, CNM; Mary “Kay” Kramer, DNP, CNM, FNP; Danica Denielle-Fischer Loveridge, DNP, CNM, WHNP; Sara Lipkin, AGNP, WHNP, MSN; Kaity Maistros, CNM, APRN; Emily McGahey, CNM, MSN; Christina McPhersson, CNM, MS; Jennifer Hamblett Mohr, CNM, APRN; Brigitte Raahauge, CNM, MSN; Elizabeth Roeske, CNM; Karen McEvoy Shields, CNM, MSN; Lisa Sisk, CNM, MSN; Susan Skinner, CNM, APRN; Amy Wallace, CNM, MSN; Mara Wendell, MSN, WHNP-BC; Stacey Wilson, CNM; Elizabeth A. Withnall, CNM, MS; Denise Wharton, CNM, MSN

Excellence in Teaching Award

Jill Alliman, DNP, CNM, APRN, *Frontier University*; Becky Bagley, DNP, CNM, FACNM, *East Carolina University*; Heather Bradford, CNM, ARNP, FACNM, *Georgetown University*; Suzanne Carrington, DNP, CNM, *University of Colorado*; Erin Johnson Cole, DNP, CNM, WHNP-BC, *University of Utah*; Elizabeth Eiederegger, DNP, CNM, *University of Cincinnati*; Yvonne Griffin, DNP, CNM, ARNP, *University of Washington*; Mamie Guidera, CNM, MSN, FACNM, *University of Pennsylvania*; Heather Findletar Hines, DNP, CNM, FACNM, *Stony Brook University*; Kylea L. Liese, PhD, CNM, *University of Chicago*; Aleida Llanes-Oberstein, CNM, LM, MS, FACNM, *SUNY Downstate*; Tonia L. Moore-Davis, CNM, FACNM, *Vanderbilt University*; Erin Morelli, CNM, MSN, CLC, *Yale University*; Priscilla M. Nodine, PhD, CNM, *University of Colorado*; Karen Robinson, PhD, CNM, *Marquette University*; Rebekah L. Ruppe, DNP, CNM, DNP, LM, *Columbia University*; Cheri Van Hoover, CNM, MS, FACNM, *Thomas Jefferson University*; Kate Woeber, PhD, CNM, MPH, *Emory University*

Exemplary Affiliate Award

Region I: Connecticut; **Region II:** New Jersey; **Region III:** Georgia; **Region IV:** Indiana; **Region V:** Iowa; **Region VI:** Arizona; **Region VII:** Oregon

With Women for a Lifetime

North Central Bronx Midwifery Practice (*platinum*)
Shenandoah Women’s Health (*platinum*)

2019 ACNM Fellows

In 2018, ACNM bestowed the honor of Fellowship on 29 midwives for their demonstrated leadership, clinical excellence, outstanding scholarship, and professional achievement. We are proud to recognize their outstanding contributions within the profession of midwifery.

Erin Biscone, DNP, CNM, FACNM
Mary Ellen Bouchard, CNM, MS, FACNM
Nancy Brannin, CNM, ND, FACNM
Christie Bryant, CNM, MS, FACNM
Nicole Carlson, PhD, CNM, FACNM
Desiree Clement, DNP, CNM, FNP, FACNM
Celina Cunanan, CNM, MSN, FACNM
Kim Dau, CNM, MS, FACNM
Diana Dowdy, DNP, CNM, MN, RDMS, FACNM
Michelle Dynes, PhD, CNM, FACNM, MPH, MSN
Elois Edge, DNP, CNM, APRN, MSN, FACNM
Karen Trister Grace, PhD, CNM, MSN, FACNM
Barbara Hackley, PhD, CNM, FACNM
Sally Hersh, DNP, CNM, MSN, FACNM
Margaret Holcomb, DNP, CNM, FACNM

Jenna LoGuidice, PhD, CNM, RN, FACNM
Ebony Marcelle, CNM, MS, FACNM
Amy Nacht, DNP, CNM, MSN, MPH, FACNM
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Kelly Walker, DNP, CNM, MA, FACNM
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Karlina Wilson-Mitchell, DNP, CNM, RM, MSN, FACNM
Jennifer Woo, PhD, CNM, MSN, WHNP, FACNM
Erin Wright, DNP, CNM, MS, APHN-BC, FACNM



2019 A.C.N.M. Foundation Awards & Scholarships

AWARDS AND SCHOLARSHIPS TO CNMS/CMS

Dorothea M. Lang Pioneer Awards

Alice Bailes, CNM, MSN, FACNM
Marsha Jackson, CNM, MSN, FACNM
Ellen Martin, CNM, MS, FACNM

Therese Dondero Memorial Lecture

Holly Powell Kennedy, PhD, CNM, FACNM, FAAN

Carrington-Hsia-Nieves Doctoral Scholarship for Midwives of Color

Lauren Arrington, MSN, CNM (*Duke University*)

Fellowship for Graduate Education

Karen Jefferson, CM, MS, FACNM (*Thomas Jefferson University*)

Dianne S. Moore Midwifery Research Scholarship

Dolly Pressley Byrd, CNM, MSN (*University of North Carolina – Greensboro*)
Patricia McGaughey, CNM, MSN (*New York University*)

Jeanne Raisler Award for International Midwifery

Michelle Drew, DNP, MPH, CNM, FNP-C

W. Newton Long Award for the Advancement of Midwifery

Elise Erickson, PhD, CNM

Thacher-MBN Midwifery Leadership Fellows

Noelle Borders, CNM, MSN
Cindy Nelly, CNM/APRN
Camilla Pharamond, CNM
Monica Rodriguez, MSN, CNM
Tarena Sisk, MSN, APRN, CNM
Tonja Santos, MSN, RN, CNM
Laure Sinnhuber-Giles, MS, LM, CM
Martine Tesone, DNP, CNM

AWARDS AND SCHOLARSHIPS TO STUDENT MIDWIVES

Midwives of Color-Watson Scholarship

Alexandra Millett, SNM (*Frontier Nursing University*)
Mar Schupp, SNM (*University of California – San Francisco*)
Heidi Young-Blackgoat, SNM (*Georgetown University*)

The Edith B. Wonnell CNM Scholarship

Emily Johnson, SNM (*University of New Mexico*)

Christine N. Nuger CNM Memorial Scholarship

Nancy Reinhart, SNM, MPH (*Frontier Nursing University*)

A.C.N.M. Foundation Memorial Scholarship

Jasmine Farrish, SNM, MPH (*Texas Tech University Health Sciences Center*)

Texas Midwifery Creation Scholarships (in honor of Pat Jones, CNM, MSN)

Ginger G. Wells, SNM (*Texas Tech University Health Sciences Center*)
Mary Thomson-Esquivel, SNM (*Texas Tech University Health Sciences Center*)
Lorin Zaumseil, SNM (*Frontier Nursing University*)

Varney Participant Awards

Lawrence (Lars) McLennan, SNM/SWHNP (*Georgetown University*)
Mari A. Upshaw, SNM (*University of New Mexico*)

Midwifery Legacies Project 20th Century Student Interview Awards

1st Place: Caroline Booth, SNM (*Vanderbilt University*)
2nd Place: Marjorie Carmada (*Oregon Health & Science University*)
3rd Place: Martha Orlet, SNM (*Vanderbilt University*)
Honorable Mentions: Miscra Cohen-MacGill, SNM (*Oregon Health & Science University*); Cassandra Hodge, SNM (*Oregon Health & Science University*); Gwendolyn Neumeister, SNM (*Oregon Health & Science University*); and Lacey Tomczak, SNM (*Bethel University*)



Our Partner Organizations

Accreditation Commission for Midwifery Education (ACME)

With a mission to advance excellence in midwifery education, ACME strives to assure the highest standards of professional competence are maintained through its accreditation criteria and programmatic reviews of midwifery education programs. At one time known as ACNM's Division of Accreditation, ACME is financially and administratively autonomous. For more than three decades the U.S. Department of Education (DOE) has recognized ACME as a nationally programmatic accrediting agency for nurse-midwifery education programs. In 2019, ACME issued two major publications designed to elevate the education of midwives in the US. *Criteria for Midwifery Programmatic Accreditation of Midwifery Education Programs with Instructions for Elaboration and Documentation* and *Midwifery Education Trends Report 2019* not only support the advancement of the midwifery profession but establish the foundation for developing highly educated midwives with the knowledge and skills to follow their passion for caring for women and families.

ACME Published New Criteria. Published in May 2019, ACME's *Criteria for Midwifery Programmatic Accreditation of Midwifery Education Programs with Instructions for Elaboration and Documentation* is absolute to evaluating midwifery education programs for pre-accreditation and accreditation status. The publication of the new criteria, led by the ACME Board of Commissioners (BOC), was a collaboration of a dedicated team of volunteers from the midwifery education community working alongside the ACME Executive Director. The periodic comprehensive review of ACME's accreditation criteria every 5 years is one of the requirements for ACME's continued recognition as a programmatic accreditor by the U.S. Department of Education. For each periodic criteria review, ACME considers the dynamic environment and contemporary discussions on higher education, and the current status of the midwifery profession to ensure that the criteria remain aligned with the needs and goals of ACME's many stakeholders.

Midwifery Education Trends Report 2019. The United States is facing a severe maternity health care provider shortage that demands fixing. Various studies have shown that a robust, diverse workforce of midwives educated through ACME-accredited midwifery education programs can have a positive impact in helping to reverse this alarming trend. The need to invest in the midwifery workforce has become an imperative our nation can no longer afford to ignore. Our nation needs more ACME-accredited midwifery education programs that graduate more CNMs and CMs to ensure that access to affordable, quality

midwifery care is available to all women, particularly those from rural and medically underserved communities.

To help shape and deliver the message to stakeholders about the importance of expanding midwifery education, ACME and ACNM partnered to develop the *Midwifery Education Trends Report 2019*. The report provides valuable insight on need-to-know trends in ACME-accredited midwifery education programs, comprehensive data, and recommendations for expanding the midwifery workforce in the US. The report is based on aggregated data provided by midwifery programs to ACME in annual monitoring reports (AMR) from 2014-2019, research, information from ACNM, and the results of the annual certification examination reported by the American Midwifery Certification Board (AMCB).

The A.C.N.M. Foundation, Inc.

The A.C.N.M. Foundation, Inc. is a 501(c)(3) nonprofit organization with the charitable purpose of advancing public knowledge and understanding of midwifery and supporting the strategic priorities of ACNM. We accomplish our mission *to promote excellence in health care for women, infants, and families worldwide through the support of midwifery* by awarding scholarships for students in midwifery programs and midwives in doctoral education; advancing the work of midwifery researchers; providing fellowships to develop business and leadership skills for practice administrators; enhancing global health experiences for midwives; and supporting community-based leadership. In 2019 the Foundation awarded more than \$70,000 to individuals and over \$50,000 to ACNM in support of their strategic goals and priorities.

Foundation highlights in 2019 include the following:

- » Expanded by 25% the number of donors making an unrestricted pledge of \$10,000 over 5 years to the Founder's Fund, thereby showing their support for a solid administrative and financial base from which our mission can be met continuously.
- » Coordinated with ACNM at all levels, including the global and domestic departments at the National Office; and strengthened collaboration with committees and divisions, especially the Midwives of Color Committee and the Division of Global Engagement.
- » Made a commitment to using an equity lens in everything we do, and to assessing and improving our diversity and inclusion practices overall, especially regarding Board composition, scholarships & awards, and marketing/fundraising.

2019 Donations to The A.C.N.M. Foundation, Inc.

The Trustees of The A.C.N.M. Foundation, Inc. express their sincere gratitude for the generosity of donors in 2019 that include individuals, foundations, corporations, and businesses. Listed here are donors of \$250 or more.

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