

Building the Necessary Workforce to  
Achieve Birth Equity and Quality:  
Workforce Training on DEIB and Antiracism to  
Improve the Culture of Healthcare Settings

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# Anti-Racist Midwifery Training & Practice

- How is anti-racist and culturally congruent practice being incorporated into health care education and training?
- What shifts in curriculum and practice have you seen that are meaningful and impactful in shifting practice to be more equitable?
- Over time, how will this work help to recruit, train, and retain a more diverse workforce to serve MIH clients?

# From Listening to Action:

## Impact of Racism Within Midwifery Education

### SOURCES

- ACNM Midwives of Color (MOC) Survey, May 2020
- “How does racism in midwifery education negatively impact diversity within midwifery and disparities in maternal and child health” conference presentation at the 2019 ACNM Annual Meeting; May 18-22, 2019; Washington, DC
- ACNM CEO listening session with students and faculty at the University of California San Francisco, 2019
- “Women of color entering midwifery: an assessment of unmet needs” by Nancy Anderson, MD, MPH; National Association of Professional Nurse-Midwives (NACPM) webinar, March 2017
- Into the Light of Day: Reflections on the History of Midwives of Color Within the American College of Nurse-Midwives; ACNM; 20126

# From Listening to Action:

## Impact of Racism Within Midwifery Education

### FINDINGS

- Isolation/belongingness
- Aggressions - macro and micro
- Lack of faculty, preceptors, and students of color
- Exclusion of BIPOC midwives from midwifery history/celebration of racist midwives in organizational history
- Repeatedly seeing race, rather than racism, listed as a risk factor for health inequities
- Programs wanting BIPOC graduates and not having structures in place to support this
- Biases in clinical settings: harder time getting placement
- More financial and social responsibilities than white classmates
- Learning in the context of currently living with racism and racial violence and learning in/from a racist institution
- Experience as child/parent/doula informing the choice to become a midwife
- Determination to achieve educational goals
- Preference for distance education

# From Listening to Action:

## Impact of Racism Within Midwifery Education

### RECOMMENDATIONS

- Increase scholarships, financial assistance & endowments
- Increase peer support & networking spaces specifically for BIPOC midwives and students
- Support mentorship opportunities
- Highlight the scholarly work and contributions of BIPOC midwives
- Increase program transparency regarding cost
- Commit to hiring and increasing BIPOC faculty and staff and hire a DEI officer
- Adapt testing and teaching to be inclusive of various learning styles
- Eliminate harmful and traumatic course content Incorporate the history of BIPOC midwives including Into the Light of Day
- Include the impact of racism and social determinants of health (SDOH) into curricula and core competencies
- Acknowledge the role of historical trauma, the related need to stay safe, and the need to facilitate avenues for increased safety

Addressing Racism and Advancing  
Equity in Midwifery Education:

## **A PROGRAM CONTENT TOOLKIT FOR ACTION**



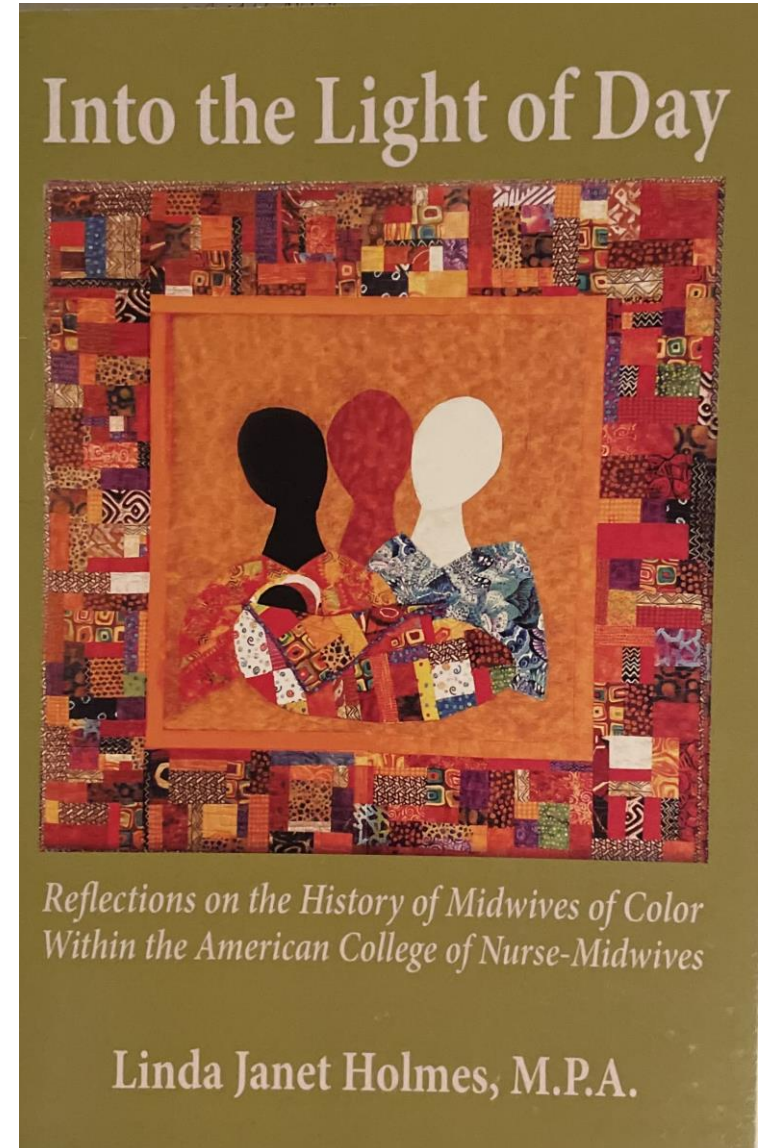
## American College of Nurse-Midwives Racism in Midwifery Education Task Force

### Toolkit Goals:

- Help midwifery educators reflect on their own racism
- Recognize how racism is present in midwifery education
- Offer tools to address racism and build antiracist programs.

# Tools for Assessing Program Content for Racism

- Curriculum assessment
- Program content evaluation
  - Didactic
  - Practicum
- Assignment suggestions
  - Scripting





# Recruitment & Training



In June, New Jersey Gov. Phil Murphy signed into law the 2023 state budget, which included **\$1 million** to increase opportunities for midwifery education – the first time that state funds have been earmarked for these services.

## HRSA Scholarships for Disadvantaged Students

- 2020 first time set-aside funding for midwifery programs
- 5-year grant: \$3.25 million dollars
- Scholarships for students from economically or educationally disadvantaged backgrounds
- 100% to student scholarships to pay for their tuition, books & fees, living expenses and travel to campus

### Funding to:

- CSU Fullerton
- State University of New York
- University of Washington
- Bastyr University

### Case Example

- 3-year period, 45 scholarships given



# Midwifery Mentoring & Belonging



## MMB AT A GLANCE

1	<b>Orientation</b> (1 hour; once, virtually)
2	<b>1:1 mentor/mentee</b> (1 hour; monthly)
3	<b>Drop-In Group Peer Space</b> (1 hour; quarterly, virtually)
4	<b>Workshops</b> (1 hour; quarterly, virtually)
5	<b>Real Talk</b> (1 hour; monthly, virtually)
6	<b>Aspiring Midwives Panel</b> (1 hour; quarterly, virtually)
7	<b>1:1 Check-Ins with Program Leads</b> (1 hour, as needed)
8	<b>Annual Social Gathering</b> (4 hours; in-person)

# Rutgers Midwifery

## The Road to Creating a Diversity, Equity, and Inclusion Plan

Staying true to our motto of embodying Excellence in Action, Rutgers School of Nursing was among the first Rutgers' schools to take several initial steps to actively work against racism and bias, while intentionally cultivating a community of diversity and inclusion at the school.

In July 2020, Rutgers School of Nursing Dean Linda Flynn launched a three-part approach to actively combatting racism and bias at School of Nursing. This initial tripartite initiative included:

- 1 The formation of the [Dean's Committee on Anti-Racism and Anti-Bias](#)
- 2 The implementation of "[Impact Dialogue Circles](#)"—a series of listening sessions with faculty, staff, and students designed to listen to the community and implement action based on feedback
- 3 The development of an [anonymous digital hotline](#) to report incidences of racism and bias directly to the dean.

In January 2021, President Jonathan Holloway announced [five priorities](#) that encapsulated areas where Rutgers University needed to make progress to further the University's institutional commitment to Diversity, Equity, and Inclusion (DEI). Those priorities include:

- 1 Recruit, Retain and Develop a Diverse Community
- 2 Promote Inclusive Scholarship and Teaching
- 3 Define Sustainable and Substantive Community Engagement
- 4 Build the Capacity of Leaders to Create Inclusive Climates
- 5 Develop an Institutional Infrastructure to Drive Change

## Diversity Strategic Planning & Implementation Process

The newly formed Diversity Strategic Planning Implementation and Assessment Committee (SPIAC) will implement the strategic plan and support the forward movement at RBHS.

### Strategic Planning Implementation and Assessment Committee (SPIAC) Members

#### Sangeeta Lamba, MD, MS-HPed

Vice President for Faculty Development and Diversity, Rutgers University  
Vice Chancellor for Diversity and Inclusion  
Rutgers Biomedical and Health Sciences

#### Kyle D. Warren, PhD, MAE

Senior Vice Dean, Administration and Student Services  
Rutgers School of Nursing

#### Teri E. Lassiter, PhD, MPH

Assistant Dean for Diversity, Equity and Inclusion  
RBHS Diversity Leadership Council  
Assistant Professor, Department of Urban-Global Public Health  
Rutgers School of Public Health

#### Ravi Maharajh, EdS, LPC, ACS

Director, Marketing and Communications  
RBHS Diversity Leadership Council  
Co-Chair, UBHC Diversity, Equity, & Inclusion  
Rutgers University Behavioral Health Care

#### Humberto Jimenez, Pharm.D

Director of Diverse Scholar Engagement and Advancement and Assistant Professor  
RBHS Anti-Racism Task Force  
Ernest Mario School of Pharmacy

#### Abigail Armstrong, PhD

Postdoctoral Fellow  
Center for Advanced Biotechnology and Medicine

#### Pamela Valera, PhD

Director, Doctoral Studies and Assistant Professor  
Rutgers School of Public Health

#### Gwendolyn M. Mahon, MSc, PhD

Dean  
Interim Chair, Clinical Laboratory and Medical Imaging Sciences  
Rutgers School of Health Professions

#### Linda R. Flynn, PhD, RN, FAAN

Dean and Professor  
Rutgers School of Nursing

#### Patricia N. Whitley-Williams, MD

Professor of Pediatrics  
RBHS Diversity Leadership Council  
Associate Dean for Inclusion and Diversity  
Rutgers Robert Wood Johnson Medical School

#### Hermínio Perez, DMD, MBA

Assistant Dean, Student Affairs, Diversity and Inclusion  
RBHS Diversity Leadership Council  
Rutgers School of Dental Medicine

#### Robin Eubanks, PhD

Associate Professor  
RBHS Anti-Racism Task Force  
Rutgers School of Health Professions

#### Adrienne Ettinger, ScD

Chief of Staff for Research  
Rutgers Biomedical and Health Sciences

#### Maria Soto-Greene, MD, MS-HPed, FACP

Executive Vice Dean and Professor  
Rutgers New Jersey Medical School

## School of Nursing Diversity, Equity, and Inclusion Unit Goals and Action Plan

Submitted by: Dean's Committee on Anti-Racism and Anti-Bias

Charlotte Thomas-Hawkins, PhD, RN, FAAN, Co-Chairperson  
Mehtap Ferrazzano, MSW, Co-Chairperson

#### Faculty Members:

Thomas Loveless, PhD, MSN, CRNP  
John Nelson, PhD, CPNP  
Mamilda Robinson, DNP, APM, PMHNP-BC  
Constance Sensor, PhD, RN, CTN-A, NJ-CSN  
Kyeongra Yang, PhD, MPH, RN, CNE

#### Staff Members:

Steven Glogocheski, EdD  
Gregory Hughes

#### Student Members:

Candace Elam, DNP student  
Aditi Mahapatra, Second-degree student  
Leslie Wright-Brown, PhD student

#### Alumnus member:

Shanda Johnson, PhD, RN



**RUTGERS**  
School of Nursing