

## **Standard Rules of Operating Procedure (SROP)**

**Name: Diversity and Inclusion Committee**

**Type: Standing**

**Meeting Structure:** Members will meet by conference call a minimum of once per quarter.

**Composition:** One chair or two co-chairs  
6-12 general members  
Membership committee liaison  
President, ex officio or designee

**Mission:**

Diversity and Inclusion is a new NYSALM initiative with the mission of encouraging diversity in midwifery education, discourse, and practice to strengthen and expand the relevance of midwifery in all of society.

**Purpose and Responsibilities:**

- Engage members and other midwives of underrepresented race, ethnicity, gender, sexual orientation, religion, ability, and socioeconomic background
- Advocate for diversity within the organization and in midwifery practice in general
- Promote a culture of inclusion within NYSALM as an ACNM affiliate and the profession of midwifery, in which diversity is respected, sought, and embraced.
- Cultivate a culture that promotes collaboration, flexibility, and fairness to enable individuals to contribute to their full potentials and rise to leadership roles.
- Engage, encourage, and mentor diverse and underrepresented prospective midwives and student midwives
- Educate and engage the membership about the needs of diverse and underrepresented patient populations
- Aid diverse and underrepresented patient populations in accessing midwifery care
- Enhance dialogue about racial equality, diversity, and other topics critical to the future of midwifery and our consumers.