

Job Description: Project Lead for ARIA (Anti-Racism in Action)

Project Timeline: July 2022- December 31, 2023

The Reproductive Justice and Anti-racism (RJAR) Committee of the California Nurse-Midwives Association and the California Nurse-Midwives Foundation (CNMF) are looking for a project lead to help implement the anti-racism platform* with the RJ AR Committee. Project objectives and activities are briefly summarized below. Although the project lead may designate others to perform some of the work, ultimately the project lead is responsible for completing all project objectives. This position reports to CNMF and works within the RJ AR Committee.

Required qualifications:

1. Understanding and *applying* Reproductive Justice and Anti-racism framework
2. Understanding of the historical and current context for midwives and birthworkers of color in training and practice
3. Experience with community building and networking within BIPOC communities in California
4. Strong administrative and communication skills
5. Capacity to manage timelines and track program deliverables
6. Knowledge of social, media, technology, and other tools that can bring people together
7. Calling California "home" (you don't have to be a current resident)
8. Ability to work remotely and independently
9. Ability to coordinate and collaborate with RJAR Committee and project designees

Desired qualifications:

1. Lived experience as a member of a community historically marginalized in birthwork
2. Previous experience with a related project- including but not limited to:
 - a. Community or campus organizing
 - b. Project planning, implementation, and evaluation
 - c. Grant management, budgeting, and reporting.
3. Spanish speaker

Compensation:

\$100/hour, not to exceed \$43,000 over the two year project. The project lead may designate another consultant to perform some of the work, and those designees will be paid directly by CNMF at the same rate as the project lead. There will be an additional \$12,000 available for operationalizing the project aims.

Application process:

Please email cover letter and resume to info@californianursemidwivesfoundation.org **BY JUNE 15.**

Objective 1: Intentionally target, recruit and build Black, Indigenous, and People of Color (BIPOC) leadership through mentorship, capacity building, and organizational support.

- ACTIVITY 1 Through intentional recruitment and capacity building the project lead or designee will foster BIPOC leadership on the board of directors (BOD) of CNMA and at the subcommittee level. Currently, BOD membership is at 33% BIPOC representation.
- ACTIVITY 2 The project lead or designee will help connect California chapters to the CNMA RJ AR work and select one BIPOC midwife to represent the chapter for the statewide CNMA RJ AR work.
- ACTIVITY 3 The project lead or designee will recruit and support 1-2 BIPOC Student Nurse-Midwives (SNMs) from CSF, UCSF, and as available from the distance programs (Georgetown, Shenandoah, and Frontier) to act as a student representative within the RJ AR Subcommittee of CNMA to boost leadership and sustainable development of BIPOC CNM Leaders.

Objective 2: Recruitment, retention, matriculation, and support of BIPOC student nurse-midwives and BIPOC practicing midwives

- ACTIVITY 1 The project lead or designee will augment community outreach efforts in education targeting BIPOC serving institutions including but not limited to nursing training programs and undergraduate health programs
- ACTIVITY 2 The project lead or designee will build a bridge between CNM training schools(UCSF, CSF, and Frontier) through relationship building and integration into existing campus and CNMA activities.
- ACTIVITY 3 The project lead or designee will enhance BIPOC SNM retention efforts by intentionally reaching out to BIPOC student midwives interested in working with CNMA to network, connect mentors, and support SNMs through RJ AR Committee. Incorporating information from Activity 2.

Objective 3: Build authentic and mutually benefiting relationships with BIPOC community members, RJ organizations, birthworkers to 1) build trust, 2) move RJ and AR work forward 3) create a conduit for BIPOC community members to meet the organization, and 4) create safe-er space for networking that can lend to increasing more BIPOC midwives.

- ACTIVITY 1 The project lead or designee will host quarterly 2hr themed "Virtual Happy Hours" that intentionally target BIPOC midwives, student midwives, and birthworkers to 1) share stories, 2) exchange information, 3) uplift each other's enterprises, and 4) learn from each other employing the horizontal learning or critical pedagogy approach.
- ACTIVITY 2 The project lead or designee will host bi-yearly 2hr educational sessions that intentionally target BIPOC midwives, student midwives, and birthworkers to 1) uplift each other's enterprises and 2) skill share based on needs assessed through quarterly happy hours.

*The AR RJ platform was developed by BIPOC nurse-midwives and white allies. Through a weighted voting system, the perspectives of Black and Indigenous committee members were prioritized in designing the platform.