

BARRIER TO CHANGE:

→ **Resistance to public health, anti-racism, women’s rights, and disability justice efforts**

This document describes actions from the [Birth Equity Action Map](#) that can shift mental models related to resisting public health, anti-racism, women’s rights, and disability justice efforts, which was identified as a barrier to change using the [Iceberg Model of Systems Thinking](#). Click [here](#) to view these actions in the interactive Birth Equity Action Map.



ACTION



DESCRIPTION



RESPONSIBLE SYSTEM ACTORS

ACTION	DESCRIPTION	RESPONSIBLE SYSTEM ACTORS
Communicate value of public health and equity work^{3,5}	Influential thought leaders and organizations should develop social media, mass communication content, and other strategies (e.g. conversations that can influence mental models), to encourage adaptive and transformative mindsets that support public health and equity. This is particularly aimed at politicians and community/organizational leaders.	National non-profits, Federal agencies, Private funders
Implement trust-based philanthropic practices³	Implement trust-based philanthropic practices that seek to shift power dynamics between funders and grantees and support grantees in co-developing priorities, impact measures, and feedback mechanisms. Specifically, this might look like: <ul style="list-style-type: none"> • Communicating regularly, authentically, and transparently with grantees and partners • Ensuring the whole organization, including board members, are aligned with trust-based philanthropic principles • Hold space for listening to grantees, accepting discomfort, and recognizing that respectful conflict is necessary 	Federal agencies, Private funders
Promote cross-sector dialogue^{1,3,4}	Promote high-level dialogues across sectors at the community, state, and national levels to discuss critical sector impacts on maternal health and through this grow buy-in and inform action to increase collective impact.	State and local health agencies, Community-based organizations, National non-profits, Federal agencies, Private funders, Health systems, Hospitals, Legislators
Support community engagement and staff retention^{1,3,4}	Cultivate and implement strategies to support the wellness and restoration of staff and create accessible, inclusive environments that welcome family and community engagement in program and policy design.	State and local health agencies, Community-based organizations, Health systems, Hospitals



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Sources

Actions were synthesized from a two-part Systems Mapping to Advance Birth Equity workshop with 48 diverse actors representing federal, state, local, community, and family birth equity partners as well as the following recommended recent sources that have called for specific actions to advance birth equity.

1. Black Mamas Matter Alliance (2023). Black Mamas Matter: In Policy and Practice: A policy agenda for the Black maternal health, rights, and justice movement.
2. Institute for Medicaid Innovation (2023). Innovation in Perinatal and Child Health in Medicaid.
3. National Birth Equity Systems Mapping Workshop (2023). AMCHP Virtual Workshop, May and June 2023.
4. National Partnership for Women and Families (2023). Raising the Bar for Maternal Health Equity and Excellence.
5. New Jersey Health Care Quality Institute and The Burke Foundation (2022). Delivering Better Care: Midwifery Practice in New Jersey.

Participating Organizations (in the workshop or feedback sessions)

- Alliance for Early Success
- Birthing Cultural Rigor, LLC
- BirthMatters
- Black Mamas ATX
- CityMatCH
- Family Solutions: A Program of the SC Office of Rural Health
- Funders for Birth Justice and Equity
- Georgetown University Center for Children and Families
- Giving Austin Labor Support
- Greater Newark Health Care Coalition
- Hand to Hold
- Healthy Mothers, Healthy Babies Coalition of Georgia
- HRSA's Maternal and Child Health Bureau
- Institute for Women and Ethnic Studies
- Intermountain Health RMOMS Program
- Mama Sana Vibrant Woman
- Mamatoto Village
- March of Dimes
- Maternal Health Equity Collaborative
- Maternal Mental Health Leadership Alliance
- Merck for Mothers
- Minnesota Indian Women's Resource Center
- National Healthy Start Association
- National Institute of Children's Health Quality
- National Partnership for Women & Families
- Our Journ3i
- Philadelphia Department of Public Health
- Preeclampsia Foundation
- Rhode Island Department of Health
- Sedgwick County Health Department
- St. Joseph County Department of Health
- Starting Out Right
- The BEE Collective
- The Reilly Group
- Trenton Health Team
- The U.S. Department of Agriculture
- U.S. Department of Labor
- Utah Pacific Islander Health Coalition
- University of Washington's Parent-Child Assistance Program