

116TH CONGRESS  
2D SESSION

# H. R. 6164

To grow and diversify the perinatal workforce, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 10, 2020

Ms. MOORE (for herself, Ms. UNDERWOOD, Ms. ADAMS, Ms. SEWELL of Alabama, Ms. NORTON, Ms. SCANLON, Mr. CLAY, Mr. KHANNA, Ms. PRESSLEY, and Mr. LAWSON of Florida) introduced the following bill; which was referred to the Committee on Energy and Commerce

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## A BILL

To grow and diversify the perinatal workforce, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Perinatal Workforce Act of 2020”.

6 (b) TABLE OF CONTENTS.—The table of contents of  
7 this Act is as follows:

Sec. 1. Short title; table of contents.

Sec. 2. HHS agency directives.

Sec. 3. Grants to grow and diversify the perinatal workforce.

Sec. 4. Grants to grow and diversify the nursing workforce in maternal and perinatal health.

Sec. 5. GAO report on barriers to maternity care.

1 **SEC. 2. HHS AGENCY DIRECTIVES.**

2 (a) GUIDANCE TO STATES.—

3 (1) IN GENERAL.—Not later than 2 years after  
4 the date of enactment of this Act, the Secretary of  
5 Health and Human Services shall issue and dissemi-  
6 nate guidance to States to educate providers and  
7 managed care entities about the value and process of  
8 delivering respectful maternal health care through  
9 diverse care provider models.

10 (2) CONTENTS.—The guidance required by  
11 paragraph (1) shall address how States can encour-  
12 age and incentivize hospitals, health systems, free-  
13 standing birth centers, other maternity care provider  
14 groups, and managed care entities—

15 (A) to recruit and retain maternity care  
16 providers, such as obstetrician-gynecologists,  
17 family physicians, physician assistants, mid-  
18 wives who meet at a minimum the international  
19 definition of the midwife and global standards  
20 for midwifery education as established by the  
21 International Confederation of Midwives, nurse  
22 practitioners, and clinical nurse specialists—

23 (i) from racially and ethnically diverse  
24 backgrounds;

1 (ii) with experience practicing in ra-  
2 cially and ethnically diverse communities;  
3 and

4 (iii) who have undergone trainings on  
5 implicit and explicit bias and racism;

6 (B) to incorporate into maternity care  
7 teams midwives who meet at a minimum the  
8 international definition of the midwife and glob-  
9 al standards for midwifery education as estab-  
10 lished by the International Confederation of  
11 Midwives, doulas, community health workers,  
12 peer supporters, certified lactation consultants,  
13 nutritionists and dietitians, social workers,  
14 home visitors, and navigators;

15 (C) to provide collaborative, culturally con-  
16 gruent care; and

17 (D) to provide opportunities for individuals  
18 enrolled in accredited midwifery education pro-  
19 grams to participate in job shadowing with ma-  
20 ternity care teams in hospitals, health systems,  
21 and freestanding birth centers.

22 (b) STUDY ON CULTURALLY CONGRUENT MATER-  
23 NITY CARE.—

24 (1) STUDY.—The Secretary of Health and  
25 Human Services acting through the Director of the

1 National Institutes of Health (in this subsection re-  
2 ferred to as the “Secretary”) shall conduct a study  
3 on best practices in culturally congruent maternity  
4 care.

5 (2) REPORT.—Not later than 2 years after the  
6 date of enactment of this Act, the Secretary shall—

7 (A) complete the study required by para-  
8 graph (1);

9 (B) submit to the Congress and make pub-  
10 licly available a report on the results of such  
11 study; and

12 (C) include in such report—

13 (i) a compendium of examples of hos-  
14 pitals, health systems, freestanding birth  
15 centers, other maternity care provider  
16 groups, and managed care entities that are  
17 delivering culturally congruent maternal  
18 health care;

19 (ii) a compendium of examples of hos-  
20 pitals, health systems, freestanding birth  
21 centers, other maternity care provider  
22 groups, and managed care entities that  
23 have low levels of racial and ethnic dispari-  
24 ties in maternal health outcomes; and

1 (iii) recommendations to hospitals,  
2 health systems, freestanding birth centers,  
3 other maternity care provider groups, and  
4 managed care entities for best practices in  
5 culturally congruent maternity care.

6 (c) DEFINITION.—In this section, the term “cul-  
7 turally congruent”, with respect to care or maternity care,  
8 means care that is in agreement with the preferred cul-  
9 tural values, beliefs, worldview, and practices of the health  
10 care consumer and other stakeholders.

11 **SEC. 3. GRANTS TO GROW AND DIVERSIFY THE PERINATAL**  
12 **WORKFORCE.**

13 Title VII of the Public Health Service Act is amended  
14 by inserting after section 757 (42 U.S.C. 294f) the fol-  
15 lowing new section:

16 **“SEC. 758. PERINATAL WORKFORCE GRANTS.**

17 “(a) IN GENERAL.—The Secretary may award grants  
18 to entities to establish or expand programs described in  
19 subsection (b) to grow and diversify the perinatal work-  
20 force.

21 “(b) USE OF FUNDS.—Recipients of grants under  
22 this section shall use the grants to grow and diversify the  
23 perinatal workforce by—

1           “(1) establishing schools or programs that pro-  
2       vide education and training to individuals seeking  
3       appropriate licensing or certification as—

4           “(A) physician assistants who will complete  
5       clinical training in the field of maternal and  
6       perinatal health; and

7           “(B) other perinatal health workers such  
8       as doulas, community health workers, peer sup-  
9       porters, certified lactation consultants, nutri-  
10      tionists and dietitians, social workers, home  
11      visitors, and navigators; and

12          “(2) expanding the capacity of existing schools  
13      or programs described in paragraph (1), for the pur-  
14      poses of increasing the number of students enrolled  
15      in such schools or programs, including by awarding  
16      scholarships for students.

17          “(c) PRIORITIZATION.—In awarding grants under  
18      this section, the Secretary shall give priority to any insti-  
19      tution of higher education that—

20          “(1) has demonstrated a commitment to re-  
21      cruiting and retaining minority students, particu-  
22      larly from demographic groups experiencing high  
23      rates of maternal mortality and severe maternal  
24      morbidity;

1           “(2) has developed a strategy to recruit and re-  
2       tain a diverse pool of students into the perinatal  
3       workforce program or school supported by funds re-  
4       ceived through the grant, particularly from demo-  
5       graphic groups experiencing high rates of maternal  
6       mortality and severe maternal morbidity;

7           “(3) has developed a strategy to recruit and re-  
8       tain students who plan to practice in a health pro-  
9       fessional shortage area designated under section  
10      332;

11          “(4) has developed a strategy to recruit and re-  
12      tain students who plan to practice in an area with  
13      significant racial and ethnic disparities in maternal  
14      health outcomes; and

15          “(5) includes in the standard curriculum for all  
16      students within the perinatal workforce program or  
17      school a bias, racism, or discrimination training pro-  
18      gram that includes training on explicit and implicit  
19      bias.

20          “(d) REPORTING.—As a condition on receipt of a  
21      grant under this section for a perinatal workforce program  
22      or school, an entity shall agree to submit to the Secretary  
23      an annual report on the activities conducted through the  
24      grant, including—

1           “(1) the number and demographics of students  
2       participating in the program or school;

3           “(2) the extent to which students in the pro-  
4       gram or school are entering careers in—

5           “(A) health professional shortage areas  
6       designated under section 332; and

7           “(B) areas with significant racial and eth-  
8       nic disparities in maternal health outcomes; and

9           “(3) whether the program or school has in-  
10      cluded in the standard curriculum for all students a  
11      bias, racism, or discrimination training program that  
12      includes explicit and implicit bias, and if so the ef-  
13      fectiveness of such training program.

14          “(e) PERIOD OF GRANTS.—The period of a grant  
15      under this section shall be up to 5 years.

16          “(f) APPLICATION.—To seek a grant under this sec-  
17      tion, an entity shall submit to the Secretary an application  
18      at such time, in such manner, and containing such infor-  
19      mation as the Secretary may require, including any infor-  
20      mation necessary for prioritization under subsection (c).

21          “(g) TECHNICAL ASSISTANCE.—The Secretary shall  
22      provide, directly or by contract, technical assistance to in-  
23      stitutions of higher education seeking or receiving a grant  
24      under this section on the development, use, evaluation,  
25      and post-grant period sustainability of the perinatal work-



1 force programs or schools proposed to be, or being, estab-  
2 lished or expanded through the grant.

3 “(h) REPORT BY SECRETARY.—Not later than 4  
4 years after the date of enactment of this section, the Sec-  
5 retary shall prepare and submit to the Congress, and post  
6 on the internet website of the Department of Health and  
7 Human Services, a report on the effectiveness of the grant  
8 program under this section at—

9 “(1) recruiting minority students, particularly  
10 from demographic groups experiencing high rates of  
11 maternal mortality and severe maternal morbidity;

12 “(2) increasing the number of physician assist-  
13 ants who will complete clinical training in the field  
14 of maternal and perinatal health, and other  
15 perinatal health workers, from demographic groups  
16 experiencing high rates of maternal mortality and  
17 severe maternal morbidity;

18 “(3) increasing the number of physician assist-  
19 ants who will complete clinical training in the field  
20 of maternal and perinatal health, and other  
21 perinatal health workers, working in health profes-  
22 sional shortage areas designated under section 332;  
23 and

24 “(4) increasing the number of physician assist-  
25 ants who will complete clinical training in the field

1 of maternal and perinatal health, and other  
2 perinatal health workers, working in areas with sig-  
3 nificant racial and ethnic disparities in maternal  
4 health outcomes.

5 “(i) AUTHORIZATION OF APPROPRIATIONS.—To  
6 carry out this section, there is authorized to be appro-  
7 priated \$15,000,000 for each of fiscal years 2021 through  
8 2025.”.

9 **SEC. 4. GRANTS TO GROW AND DIVERSIFY THE NURSING**  
10 **WORKFORCE IN MATERNAL AND PERINATAL**  
11 **HEALTH.**

12 Title VIII of the Public Health Service Act is amend-  
13 ed by inserting after section 811 of that Act (42 U.S.C.  
14 296j) the following:

15 **“SEC. 812. PERINATAL NURSING WORKFORCE GRANTS.**

16 “(a) IN GENERAL.—The Secretary may award grants  
17 to schools of nursing to grow and diversify the perinatal  
18 nursing workforce.

19 “(b) USE OF FUNDS.—Recipients of grants under  
20 this section shall use the grants to grow and diversify the  
21 perinatal nursing workforce by providing scholarships to  
22 students seeking to become—

23 “(1) nurse practitioners whose education in-  
24 cludes a focus on maternal and perinatal health; or

1           “(2) clinical nurse specialists whose education  
2           includes a focus on maternal and perinatal health.

3           “(c) PRIORITIZATION.—In awarding grants under  
4 this section, the Secretary shall give priority to any school  
5 of nursing that—

6           “(1) has developed a strategy to recruit and re-  
7           tain a diverse pool of students seeking to enter ca-  
8           reers focused on maternal and perinatal health;

9           “(2) has developed a partnership with a prac-  
10          tice setting in a health professional shortage area  
11          designated under section 332 for the clinical place-  
12          ments of the school’s students;

13          “(3) has developed a strategy to recruit and re-  
14          tain students who plan to practice in an area with  
15          significant racial and ethnic disparities in maternal  
16          health outcomes; and

17          “(4) includes in the standard curriculum for all  
18          students seeking to enter careers focused on mater-  
19          nal and perinatal health a bias, racism, or discrimi-  
20          nation training program that includes education on  
21          explicit and implicit bias.

22          “(d) REPORTING.—As a condition on receipt of a  
23 grant under this section, a school of nursing shall agree  
24 to submit to the Secretary an annual report on the activi-

1 ties conducted through the grant, including, to the extent  
2 practicable—

3 “(1) the number and demographics of students  
4 in the school of nursing seeking to enter careers fo-  
5 cused on maternal and perinatal health;

6 “(2) the extent to which such students are pre-  
7 paring to enter careers in—

8 “(A) health professional shortage areas  
9 designated under section 332; and

10 “(B) areas with significant racial and eth-  
11 nic disparities in maternal health outcomes; and

12 “(3) whether the standard curriculum for all  
13 students seeking to enter careers focused on mater-  
14 nal and perinatal health includes a bias, racism, or  
15 discrimination training program that includes edu-  
16 cation on explicit and implicit bias.

17 “(e) PERIOD OF GRANTS.—The period of a grant  
18 under this section shall be up to 5 years.

19 “(f) APPLICATION.—To seek a grant under this sec-  
20 tion, an entity shall submit to the Secretary an applica-  
21 tion, at such time, in such manner, and containing such  
22 information as the Secretary may require, including any  
23 information necessary for prioritization under subsection  
24 (c).

1       “(g) TECHNICAL ASSISTANCE.—The Secretary shall  
2 provide, directly or by contract, technical assistance to  
3 schools of nursing seeking or receiving a grant under this  
4 section on the processes of awarding and evaluating schol-  
5 arships through the grant.

6       “(h) REPORT BY SECRETARY.—Not later than 4  
7 years after the date of enactment of this section, the Sec-  
8 retary shall prepare and submit to the Congress, and post  
9 on the internet website of the Department of Health and  
10 Human Services, a report on the effectiveness of the grant  
11 program under this section at—

12               “(1) recruiting minority students, particularly  
13 from demographic groups experiencing high rates of  
14 maternal mortality and severe maternal morbidity;

15               “(2) increasing the number of nurse practi-  
16 tioners and clinical nurse specialists entering careers  
17 focused on maternal and perinatal health from de-  
18 mographic groups experiencing high rates of mater-  
19 nal mortality and severe maternal morbidity;

20               “(3) increasing the number of nurse practi-  
21 tioners and clinical nurse specialists entering careers  
22 focused on maternal and perinatal health working in  
23 health professional shortage areas designated under  
24 section 332; and

1           “(4) increasing the number of nurse practi-  
2           tioners and clinical nurse specialists entering careers  
3           focused on maternal and perinatal health working in  
4           areas with significant racial and ethnic disparities in  
5           maternal health outcomes.

6           “(i) AUTHORIZATION OF APPROPRIATIONS.—To  
7           carry out this section, there is authorized to be appro-  
8           priated \$15,000,000 for each of fiscal years 2021 through  
9           2025.”.

10 **SEC. 5. GAO REPORT ON BARRIERS TO MATERNITY CARE.**

11           (a) IN GENERAL.—Not later than two years after the  
12           date of the enactment of this Act and every five years  
13           thereafter, the Comptroller General of the United States  
14           shall submit to Congress a report on barriers to maternity  
15           care in the United States. Such report shall include the  
16           information and recommendations described in subsection  
17           (b).

18           (b) CONTENT OF REPORT.—The report under sub-  
19           section (a) shall include—

20                   (1) an assessment of current barriers to enter-  
21                   ing accredited midwifery education programs, and  
22                   recommendations for addressing such barriers, par-  
23                   ticularly for low-income and minority women;

24                   (2) an assessment of current barriers to enter-  
25                   ing accredited education programs for other mater-

1 nity care professional careers, including obstetrician-  
2 gynecologists, family physicians, physician assist-  
3 ants, nurse practitioners, and clinical nurse special-  
4 ists, particularly for low-income and minority  
5 women;

6 (3) an assessment of current barriers that pre-  
7 vent midwives from meeting the international defini-  
8 tion of the midwife and global standards for mid-  
9 wifery education as established by the International  
10 Confederation of Midwives, and recommendations  
11 for addressing such barriers, particularly for low-in-  
12 come and minority women; and

13 (4) recommendations to promote greater equity  
14 in compensation for perinatal health workers, par-  
15 ticularly for such individuals from racially and eth-  
16 nically diverse backgrounds.

○