

Annual Report 2015



Association of
Ontario **Midwives**
Delivering what matters.

Calendar
May 2016-April 2017

2016-2017 AOM Board of Directors

Standing from left to right: Jackie Whitehead (Treasurer), Tracy Franklin (Secretary), Lisa Weston (President), Elizabeth Brandeis (President-elect), Anne Wilson (Regional Coordinator South West). Sitting from left to right: Esther Willms (Regional Coordinator South Central), Jasmin Tecson (Regional Coordinator South East), Kelly Graff (Regional Coordinator North), Rebecca Carson (Vice-President), Nicole Roach (Regional Coordinator West), Maureen Silverman (Member at Large), Genia Stephen (Regional Coordinator East).

Ontario midwives: focused on social justice, equity and solidarity

Being your president for the past four years has been a privilege, a pleasure and an inspiration—particularly in 2015, when midwives created so much together and faced so much together. For me, some of the highlights of the past year include work on social justice and equity, two themes that are woven into the very fabric of our profession.

Continuing to push for the equitable rollout of government funding that will enable Aboriginal midwives to provide care in their communities is one of the AOM board priorities of which I am most proud. Ensuring that all AOM publications use language and images that are gender inclusive and underscore the message that midwifery is welcoming to LGBTQ families – and midwives who are members of the LGBTQ community – was also a key focus in the past year. Midwives' fight for pay equity reached a high-water mark for us in 2015, with the profession remaining united and strong in our application at the Human Rights Tribunal of Ontario.

It was this sense of unity and solidarity among midwives that got both me and my fellow board members through some of our toughest times. When we were unsure about how to proceed with our case before the tribunal, we ultimately put our faith in you, our fellow midwives. And you did not let us down. We remain united and continue to demand that we be paid equitably for the



high-quality primary care we provide. We also continue to draw strength from the knowledge that a victory in our case could also have major positive repercussions for other workers who experience gender-based discrimination in their compensation.

I love being a midwife. In addition to speaking out for what's right, fair and equitable for themselves, their clients and their communities, midwives are engaged in the important work of caring for families and bringing new lives into the world each and every day.

I am now passing the torch to Elizabeth Brandeis, a wise and courageous leader who will confidently guide the association through the challenges and opportunities ahead. Thank you, midwives, for your support, your bravery and your hard work.

Lisa M. Weston
AOM President, 2012 - 2016





Greetings from the Executive Director

As I look back on 2015, I am deeply impressed by the accomplishments of Ontario midwives. I don't know where busy primary care providers find the time to advocate for changes to our maternity care system, improve midwifery integration in their hospitals, serve on the AOM board and committees, and speak out against inequity and injustice – but I'm very grateful that you do!

The AOM is fortunate to have members who are engaged and invested in our work and committed to growing and strengthening the profession. Our vision and direction are always guided by your wisdom and experience. As we struggle to achieve pay equity through our case before the Human Rights Tribunal of Ontario, your input, patience and participation in regional meetings and social media campaigns are critical to our successes.

Working on major projects like pay equity can be exciting but, in fact, some of my favourite moments of 2015 came in slightly smaller packages. For example, I was thrilled when the meticulous research and work of Ontario midwives and AOM staff received international recognition in a review of international clinical practice guidelines (CPGs) on hypertensive disorders of pregnancy (HDP). The AOM's CPG on HDP was reviewed (along with those from the World Health

Organization and the U.K. National Institute for Health and Care Excellence), scored well and was recommended for use. This is the kind of midwifery achievement that keeps me going every day!

I'd like to thank Lisa Weston for her leadership, commitment and hard work as AOM president. She has skillfully shepherded the Board of Directors through some unprecedented challenges during the past four years. As Elizabeth Brandeis steps into the role, I look forward to her insights and advice as we collaborate with the board to achieve the association's strategic goals.

To our board and committee members, AOM staff and the more than 800 midwives in the province – thank you for your commitment to the Ontario model of midwifery, and for everything you do to support and advance the profession.

Sincerely,

Kelly Stadelbauer
Executive Director

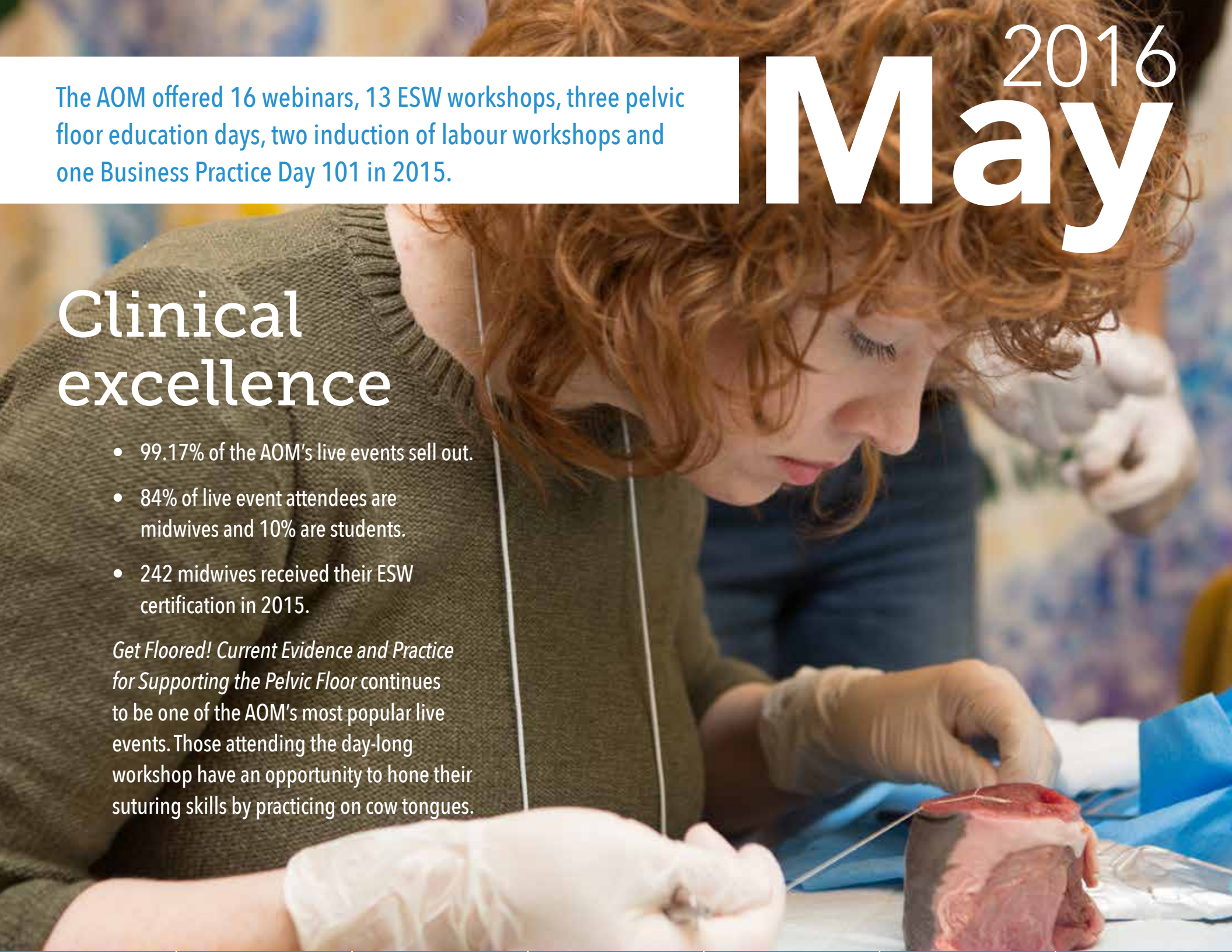
The AOM offered 16 webinars, 13 ESW workshops, three pelvic floor education days, two induction of labour workshops and one Business Practice Day 101 in 2015.

May 2016

Clinical excellence

- 99.17% of the AOM's live events sell out.
- 84% of live event attendees are midwives and 10% are students.
- 242 midwives received their ESW certification in 2015.

Get Floored! Current Evidence and Practice for Supporting the Pelvic Floor continues to be one of the AOM's most popular live events. Those attending the day-long workshop have an opportunity to hone their suturing skills by practicing on cow tongues.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 <i>WEBINAR: Are Your Instruments Really Sterile?</i>	3 <i>WEBINAR: Prenatal Diagnosis and Medical Genetics Program</i>	4	5 International Day of the Midwife World Hand Hygiene Day	6 ● (New moon)	7
8 Mother's Day	9	10 <i>AOM MEMBERSHIP PRE-AUTHORIZED DEBIT (PAD)</i>	11	12 Canada Health Day	13	14
15 International Day of Families	16 <i>EMERGENCY SKILLS WORKSHOP (ESW) NIAGARA</i>	17 AOM Conference and AGM		19 Aboriginal Awareness Week (to May 22)	20 <i>DEADLINE: 2016 LIABILITY INSURANCE RENEWAL</i> ○ (Full moon)	21
22	23 Victoria Day	24	25	26	27	28 National Multiple Births Awareness Day
29	30	31	<p>The AOM worked with the Canadian Association of Midwives (CAM) to translate its Emergency Skills Workshop manual into French. The manual is now being used by midwives in Quebec and CAM plans to make it available to French-speaking midwives in other countries during future projects.</p>			

In June 2015, the AOM and National Aboriginal Council of Midwives (NACM), hosted a consultation with Aboriginal midwives and stakeholders, including representatives from Indigenous health centres, the Maternal and Child Centre at Six Nations of the Grand River, the Association of Ontario Health Centres, the Toronto Birth Centre, Well Living House and the College of Midwives of Ontario.


Aboriginal midwifery

Participants discussed recommendations for the Ministry of Health as it implements funding for Aboriginal midwifery. Following the consultation the AOM submitted a comprehensive report to the Ministry.

Aboriginal midwives (from left to right) Ellen Blais (NACM co-chair), Nathalie Pambrun (NACM council), Ashley Lickers (student) and Melodie Smith opened the AOM's 2015 conference by singing "Strong Woman", a song written by inmates at Kingston's Prison for Women. The song honours all women, including those who are incarcerated.

2016
June



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>After years of advocacy efforts on the part of the AOM and community partners, the 2015 Ontario budget announced historic funding for Aboriginal midwives working under the exemption.</p>			<p>1</p> <p><i>WEBINAR: Membership has it's Benefits</i> <i>HRTO hearing</i></p>	<p>2</p> <p><i>HRTO hearing</i></p>	<p>3</p> <p><i>ESW OTTAWA</i></p>	<p>4</p> <p>●</p>
<p>5</p>	<p>6</p>	<p>7</p> <p><i>HRTO hearing</i></p>	<p>8</p>	<p>9</p> <p><i>WEBINAR: Instrument Cleaning & Sterilization Part 2</i> <i>HRTO hearing</i></p>	<p>10</p> <p><i>PAD</i> <i>HRTO hearing</i></p>	<p>11</p>
<p>12</p>	<p>13</p>	<p>14</p>	<p>15</p>	<p>16</p>	<p>17</p>	<p>18</p>
<p>19</p> <p><i>Father's Day</i></p>	<p>20</p> <p>○ <i>HRTO hearing</i></p>	<p>21</p> <p><i>National Aboriginal Day</i> <i>HRTO hearing</i></p>	<p>22</p> <p><i>CMO Council meeting</i> <i>HRTO hearing</i></p>	<p>23</p>	<p>24</p>	<p>25</p>
<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>	<p>30</p> <p><i>HRTO hearing</i></p>		

Midwives, such as Jen Goldberg (left) are proud to provide care to LGBTQ clients and their families. This year, the AOM introduced a number of new resources, including an LGBTQI2S safer-space poster. j wallace skelton (holding baby Solomon) and S. Bear Bergman (with Stanley on his shoulders) were one of the families featured in the poster.

Pride

The AOM was also pleased to offer a new webinar for midwives called *Introduction to Trans Cultural Humility*. The webinar focused on core competencies for working with trans clients in midwifery care and was presented by Jordan Zaitzow, the coordinator of Trans Health Connection, a project of Rainbow Health Ontario.

In 2015, the AOM endorsed and adopted a statement released by the CAM committing to providing safe, inclusive care to all. The statement commits the AOM to "including trans, gender queer, intersex and marginalized communities in our central dialogue and ensuring that the AOM is inclusive in its statements, actions and in all aspects of its work."



July²⁰¹⁶

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
	●		Eid al-Fitr			
10	11	12	13	14	15	16
	PAD					
17	18	19	20	21	22	23
		○				
24	25	26	27	28	29	30
31						

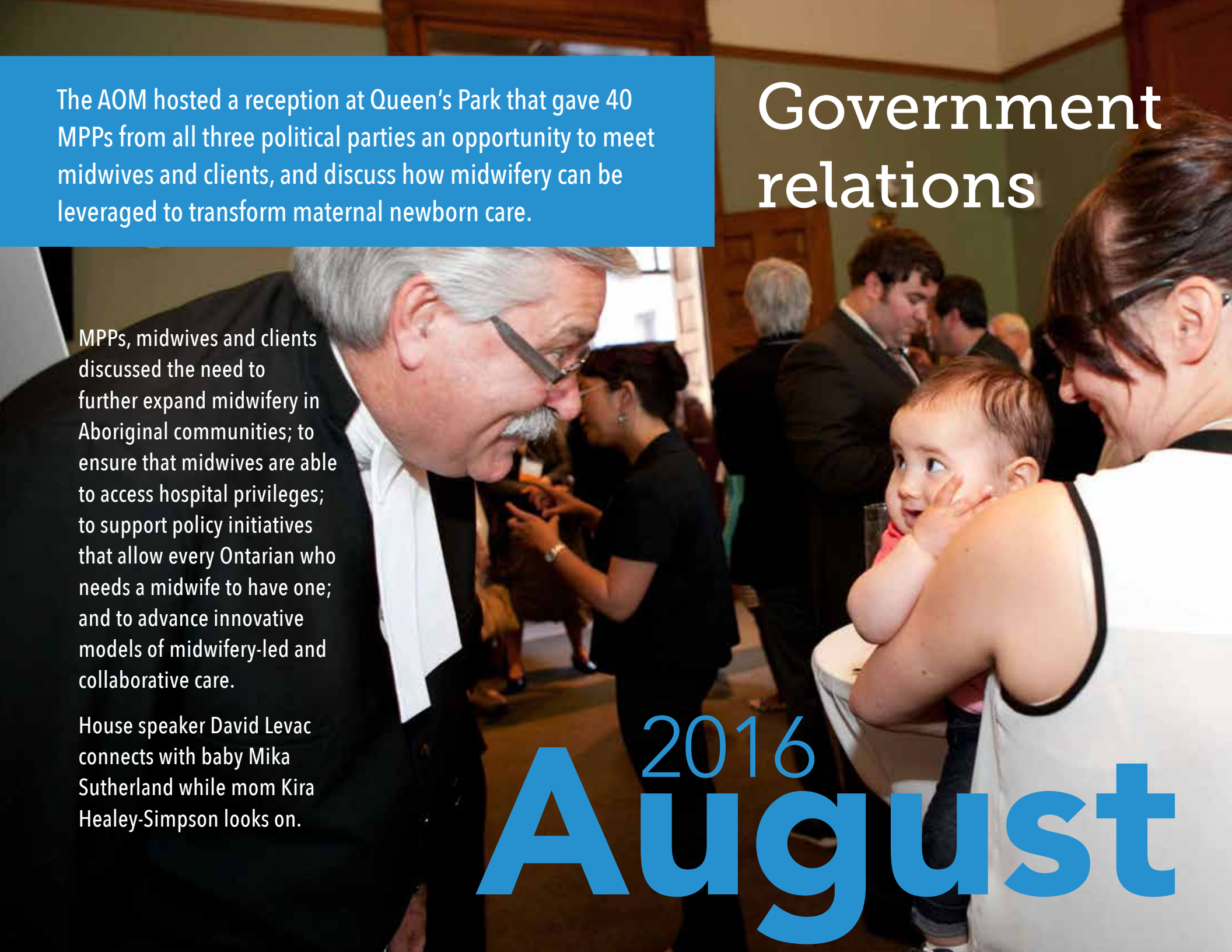
The AOM hosted a reception at Queen's Park that gave 40 MPPs from all three political parties an opportunity to meet midwives and clients, and discuss how midwifery can be leveraged to transform maternal newborn care.

Government relations

MPPs, midwives and clients discussed the need to further expand midwifery in Aboriginal communities; to ensure that midwives are able to access hospital privileges; to support policy initiatives that allow every Ontarian who needs a midwife to have one; and to advance innovative models of midwifery-led and collaborative care.

House speaker David Levac connects with baby Mika Sutherland while mom Kira Healey-Simpson looks on.

2016
August



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 World Breastfeeding Week (to Aug. 7) Simcoe Day (ON)	2 	3	4	5	6
7	8	9	10	11 <i>PAD</i>	12	13
14	15	16	17	18 	19	20
21	22	23	24	25	26	27
28	29	30	31			

A woman wearing a black hijab is smiling and looking down at a baby she is holding. The baby is looking towards the camera with a neutral expression. The background is a plain, light color.


Refugees and uninsured clients

The AOM supported midwives across the province in providing care to newly arrived Syrian refugees, including disseminating information through a new listserv and providing one-on-one member support.

The AOM collaborated with Healthcare Insurance Reciprocal of Canada (HIROC) to launch a new Governing Law and Jurisdiction Agreement for midwives to ensure the most appropriate protection for midwives.

The AOM provided significant member support to help midwives understand the new uninsured funding protocols and troubleshoot issues that they encountered; hosted a webinar on the insurance implications of non-resident clients; and developed an FAQ that addresses funding issues.

September 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5 <i>Labour Day</i>	6	7	8	9 <i>ESW TORONTO</i>	10
11 <i>Eid al Adha</i>	12 <i>PAD</i>	13	14 <i>HRTO hearing</i>	15 <i>HRTO hearing</i>	16 <i>HRTO hearing</i>	17
18	19	20 <i>WEBINAR: Membership Has its Benefits</i>	21 <i>September Equinox HRTO hearing</i>	22 <i>HRTO hearing</i>	23 <i>ESW HAMILTON HRTO hearing</i>	24
25	26	27	28 <i>HRTO hearing</i>	29 <i>HRTO hearing</i>	30	



The AOM promoted quality improvements to infection prevention practices in midwifery that reflect the unique aspects of midwifery care.

Managing infectious diseases

A work group of midwives and stakeholders began development of educational resources and tools on topics such as the chain of transmission, hand hygiene and the cleaning, sterilizing, storing and handling of supplies and instruments.

The AOM supported midwives to remain current regarding the Zika virus and evolving care guidelines, and continued to provide one-on-one support to midwives needing detailed advice.

2016
October

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 <i>AOM QUARTERLY MEMBERSHIP PAYMENT DEADLINE</i>
2 <i>Rosh Hashanah begins</i>	3 <i>National Family Week (to October 11)</i>	4	5 <i>ESW SUDBURY</i>	6	7	8
9 <i>Medical Device Reprocessing Week (to Oct. 14)</i>	10 <i>Thanksgiving PAD</i>	11 <i>Yom Kippur begins</i>	12	13	14	15
16 ○	17 <i>National Infection Control Week (to Oct. 21)</i>	18	19	20	21 <i>ESW TORONTO</i>	22
23	24 <i>Canadian Patient Safety Week (to Oct. 28)</i>	25	26 <i>Canadian Association of Midwives Conference, Victoria, B.C.</i>	27	28	29
● <i>Diwali</i> 30	<i>Halloween</i> 31					

In spring 2015, the AOM held workshops across the province to engage midwives in discussions about top areas of risk in midwifery and to share successful strategies for enhancing quality of care and practice management.

Safe, quality care

Midwives from 75 practice groups and two birth centres participated, including Kim Cloutier-Holtz, a midwife at Sages-Femmes Temiskaming Midwives who assessed her practice at the northern Risk Assessment Checklist workshop.

Valuable insights provided by midwives enabled the AOM's Quality, Insurance and Risk Management Committee to identify midwives' priority needs, which will inform project planning over the next several years.

The AOM's PLEASE line operates 24 hours a day, 365 days a year. Midwives called the PLEASE line to get expert advice on planning care for complex clients, responding to hospital policy changes, fostering collegial relationships, coping with drug shortages, and numerous other topics.



2016
November

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6 <small>Daylight Savings Time ends</small>	7	8	9	10 <small>PAD</small>	11 <small>Remembrance Day</small>	12
13	14 <small>○</small>	15	16	17	18 <small>ESW, OSHAWA</small>	19
20	21	22	23	24	25	26
27	28	29 <small>●</small>	30	<p>To contact the PLEASE line during office hours (9:00 a.m. to 5:00 p.m., Monday to Friday) phone the AOM office at 1-866-418-3773 or 416-425-9974. Outside of office hours the PLEASE line phone number is 1-877-651-4410.</p>		

In 2015, the AOM produced several high-quality, evidence-based clinical resources: an app that highlights key recommendations from the AOM's clinical practice guideline (CPG) *Group B Streptococcus: Postpartum Management of the Neonate*; a clinical backgrounder for midwives and an accompanying client resource summarizing research on pregnancy after 40; and print and video resources for clients and midwives on postpartum hemorrhage.

Supporting evidence-based practice

The updated CPG on postpartum hemorrhage is the first CPG to involve consumers as work group members. Active participation of midwifery clients ensured that the CPG reflects client values and preferences. Another noteworthy aspect of this CPG: it marked the first time that health equity was formally considered as part of the CPG development process.

Midwifery clients were consulted in the development of *Not What We Planned: Two stories of birth and postpartum hemorrhage*, a video that explores two families' experiences with postpartum hemorrhage (PPH). The project was funded by Women's Xchange, a women's health research and knowledge translation program based at Women's College Hospital.

2016
December

A woman with dark hair, wearing a blue top, is looking down at a document she is holding. The document is titled "What are Hypertensive Disorders of Pregnancy?" and contains text about blood pressure measurement and hypertension. The word "December" is overlaid in large white letters at the bottom of the image, with "2016" in smaller white letters above it.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>The AOM's CPGs received accolades from researchers in Canada and the Netherlands. When the researchers conducted a review of international CPGs on hypertensive disorders of pregnancy (HDP), the AOM's CPG on HDP was recommended for use.</p>				1	2	3
				World AIDS Day		
4	5	6	7	8	9	10
		National Day of Remembrance and Action on Violence Against Women	ESW TORONTO CMO council meeting			
11	12	13	14	15	16	17
	PAD ○					
18	19	20	21	22	23	24
						Hanukkah begins
25	26	27	28	29	30	31
Christmas Day	Boxing Day			●		

Midwifery hospital integration

In 2015, the AOM worked alongside the Ontario Medical Association, the College of Midwives of Ontario, and the Ontario Hospital Association to advocate for midwives at the MOHLTC's Hospital Integration Working Group.

The AOM supports midwives with hospital integration challenges by working in three key areas: advocacy, media and risk management. The AOM developed advocacy strategies and tools for midwives; provided risk management advice; and, where needed, gathered community support and generated media coverage.

Hôpital Montfort in Ottawa won the AOM's Hospital Integration Award in 2015. (From left to right) Ann Salvador, Administrative Director of the hospital's Mental Health Program and Family Birthing Unit, head midwife Laurence Tsorba, and midwife Teresa Bandrowska accepted the award at the annual conference.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 New Year's Day	2	3	4	5	6 New Year's Day	7
8	9	10 AOM MEMBERSHIP QUARTERLY PAYMENT/ FULL MEMBERSHIP PAYMENT DEADLINE	11	12 ○	13	14
15 National Non-smoking Week (to January 21)	16	17	18	19	20	21
22	23	24	25	26	27 ●	28 Chinese New Year
29	30	31				

The AOM provided communication support to a number of practices in 2015, including spokesperson training and key message development.



Media support & communication

Members turned to the AOM for press releases, outreach and promotion, and graphic design assistance. Training in strong social media use was delivered via webinar and one-on-one support.

In 2015, the AOM expanded its social media reach, pushing views of some Facebook posts upwards of 50,000 and growing the number of Twitter, Facebook and Instagram followers by the thousands.



2017
February

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>The AOM rolled out the <i>Midwifery Memo</i>, a weekly email digest of information and events to supplement the triannual <i>Ontario Midwife</i> newsletter, periodic issues of <i>The Bulletin</i>, social media messaging, and the 20 blog posts that were published in 2015.</p>			1	2	3	4
5	6	7	8	9	10	11
					○	PAD
12	13	14	15	16	17	18
		Sexual and Reproductive Health Awareness Day				
19	20	21	22	23	24	25
Family Day						
26	27	28	<p>FOLLOW US on social media!</p> <p>Get information and updates on our activities, campaigns and more!</p>			
		ICM Congress 2017 early bird registration deadline				
			  		<p>@OntarioMidwives</p>	

Belleville midwife Liza van de Hoef felt so strongly that the Ontario government should end the mandatory administration of erythromycin ointment into eyes of all newborns that she launched a grassroots campaign.

Advocating for change

The campaign reached a major milestone on November 30, 2015 when Conservative MPP Todd Smith presented van de Hoef's petition with more than 1400 signatures in the Legislative Assembly of Ontario.

The AOM supports the elimination of mandatory eye prophylaxis and embraced the opportunity to support van de Hoef's evidence-informed campaign. The association promoted her initiative via social media and wrote a blog post and press release to generate additional interest. The AOM collaborated with MPP offices and Queen's Park to organize a press conference featuring: (back row, left to right) NDP Health and Long-Term Care critic France G elinas, MPP Todd Smith and Liberal MPP Sophie Kiwala; (front row, left to right) midwifery researcher Liz Darling, PhD, Liza van de Hoef and midwifery client Laura Hardy.

2017
March

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
PD FUND MAR DEADLINE 31			1	2	3	4
5	6	7 <i>Application deadline to be an ICM congress steward</i>	8 <i>International Women's Day</i>	9	10 <i>PAD</i>	11
12 <i>Daylight Savings Time starts</i>	13	14	15	16	17 <i>St. Patrick's Day</i>	18
19	20	21	22	23	24	25
26	27	28	29	30	31 <i>PD FUND SUBMISSION DEADLINE</i>	

2017 April

The AOM is an active member of the Equal Pay Coalition, a coalition of organizations that seeks equal pay for work of equal value.

Advocating for pay equity



Mother/daughter midwives Mary Ann (right) and Sarah Leslie are among the close to 800 midwives who are waiting for their work to be valued and appropriately compensated relative to the skills, effort, responsibility and working conditions of other health-care professionals paid by the Ministry of Health.

The AOM supported midwives from 12 communities to share their experiences at public consultations held by the government's Gender Wage Gap Steering Committee. More than 100 midwives participated. The AOM submitted a response to the government's consultation paper, *Closing Ontario's Gender Wage Gap*, expressing how deeply committed midwives are to achieving equity for all Ontarians.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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Equal Pay Day is marked each April to illustrate the gap between men's and women's wages. Each year, statistics related to the wage gap are analyzed and a date is chosen to show how far into the year women must work to earn what men earned in the previous year. In 2015 the wage gap was 30% and Equal Pay Day was held on April 19.

AOM QUARTERLY
MEMBERSHIP PAYMENT
DEADLINE

						1
2	3	4	5	6	7	8
					World Health Day	
9	10	11	12	13	14	15
	PAD	○ Passover begins			Good Friday	
16	17	18	19	20	21	22
Easter Sunday						
23	24	25	26	27	28	29
	HIROC annual conference BORN Ontario conference, Toronto (to April 25)		● Administrative Professionals' Day			
30						

The AOM is pleased to present the winners of this year's awards.

AOM Lifetime Achievement Award

Christine Sternberg

A teaching midwife and clinical educator for more than 35 years, Chris was an early innovator of evidence-based medicine and client-centred care. Highlights of her career include pushing forward evidence on the safety of VBAC, being an early champion of midwifery-led birth centres and organizing a program that provided midwifery care for incarcerated women.

AOM Hospital Integration Award

Michael Garron Hospital

Midwives who have privileges at Michael Garron Hospital are actively involved in decision-making and policy development and work to their full scope of practice. The hospital has a Department of Midwifery which includes a voting seat on the Medical Advisory Committee.

AOM Media Award

Director Ava Karvonen
and Writer Tihemme Gagnon

Aboriginal Peoples Television Network: Chaos and Courage - Midwifery

This documentary highlights the history and resurgence of Aboriginal midwifery, as well as the important role that Aboriginal midwives play in healing individuals and communities and helping Aboriginal families reclaim lost traditions.

AOM Honourary Membership

Jean Teillet, BFA, LL.B, LL.M

Jean was the AOM's lead legal counsel from 1999 until her recent retirement. She has been a fierce advocate for proper and equitable bargaining structures for midwives and a strong supporter of the AOM's efforts to champion the resurgence of Aboriginal midwifery in Aboriginal communities. A recognized expert in the field of Indigenous rights law, Jean was a founder of the Métis Nation of Ontario and the founding president of the Métis Nation Lawyers Association.

Congratulations!