

Call for committee, work group and task force members: Get involved in your professional association!

The AOM is looking for members for committees, work groups and task forces. These groups are important contributors to the ongoing success of your professional association. They provide expertise, direction, and action, and ensure the voices of members are included in all aspects of AOM activity. Our current groups are active, highly productive and contribute immensely to the strength and growth of the AOM. New members bring ideas, energy, perspective and experience – all vital ingredients to the continued success of your association.

All groups meet virtually. Location is not a barrier to participation. Groups are supported by staff to ensure members use their limited time effectively.

Please consider volunteering to be a member of one of these important groups:

- **Audit Committee**
- **Awards Task Force**
- **Disability Equity Work Group**
- **Expanded Midwifery Care Model (EMCM) Work Group**
- **Quality, Insurance and Risk Management Committee**
- **Racial Equity Committee**

The AOM recognizes the dignity and worth of every person and is committed to creating an environment that is safe, accessible, inclusive and respectful of members, staff, and the public. The Board of Directors adheres to an [Anti-Oppression, Diversity, Equity and Inclusion policy](#). **Applications are encouraged from representatives of the diverse communities within membership.**

Audit Committee

Do financial issues interest you or would you like the opportunity to learn more about how to think strategically about financial issues in a supportive environment? The Audit Committee provides guidance and support with managing the AOM's financial resources and mitigating organizational risk. It reviews the AOM's activities and makes recommendations to the Board of Directors about improving practices and/or reducing potential risk to the organization, including financial risk.

Committee responsibilities include:

- Overseeing the AOM's use of financial resources
- Monitoring the AOM's financial controls
- Monitoring the AOM's risk management controls, specifically to reduce exposure to significant risk
- Evaluating and recommending the AOM's auditors to the membership and Board of Directors

Membership

We are currently seeking to fill one (1) to three (3) member positions on this committee. Members serve a two-year term, renewable twice.

The committee typically meets **four times per year** and members may be required to provide input between meetings via telephone or email. Members will be selected based on expressed interest and to best represent membership demographics.

Awards Task Force

The purpose of the Awards Task Force is to review and score AOM Midwifery Award nominations received annually and to recommend award recipients to the Board of Directors. The task force will review existing award criteria and processes and assist with development of new awards as required. Over the coming year, the task force will be involved in a thorough review of the awards program with an equity and inclusion lens and will make recommendations to the Board of Directors on improvements to the awards program.

The Awards Task Force is committed to advancing the AOM's strategic goals related to deconstructing systems of oppression in midwifery including, but not limited to, colonization, racism, including anti-black racism, homophobia/ heterosexism, transphobia/ cissexism, xenophobia, Islamophobia and ableism. In reviewing the awards criteria, nominations and overall processes, the Task Force will be responsible for applying an equity and Indigenous sovereignty lens to all its work, including but not limited to:

- Ensuring that award recipients are aware of their responsibility to always collaborate with and credit Indigenous, Black and racialized members and communities who have made contributions to their work and encouraging public acknowledgement of how this played a role in their ability to receive their respective award(s)
- Designing and committing to a fair and equitable process that prioritizes accessibility and diversity in calls for nominations

- Acknowledging how affinity bias, racism and the current lack of racial diversity in the profession will have an impact on the diversity of nominees and consider these inequities when selecting award nominees
- When assessing the magnitude of achievements of award nominees, taking into account how certain privileges such as race, sexual orientation, being a settler/non-Indigenous in a colonial state, social networks, geographic location, financial resources etc. have played a role in each nominee's ability to meet their achievements
- Considering more than just the number of years or extent of work nominees have contributed, but also the value/impact their work has had on marginalized communities, particularly where it may not be high profile or is localized to a specific community (e.g. serving low resource IBPOC communities, refugees, 2SLGBTQI+, Indigenous communities, etc.), including the diverse life experiences and pathways that midwives take into the profession and the overcoming of obstacles to service communities

Membership

We are seeking **one (1) to two (2) voting members**, including up to two (2) past members of the Board of Directors, and we are especially looking for representation from:

- the Indigenous community
- a past participant in the International Midwifery Pre-registration Program (IMPP)

Meetings

The Awards Task Force will meet **at minimum three times** over the course of the year.

Membership terms last from July of each year until the Annual General Meeting of the following year. Members are encouraged to participate for at least two terms, for continuity.

Disability Equity Work Group

The purpose of the Disability Equity Work Group is to provide guidance to the Executive Director on disability equity related issues. This work group will participate in the development of equity related resource(s) and supports for midwives based on the unique needs of midwives with disabilities.

The AOM has assessed the work group's current makeup and representation and has identified a particular need for additional representation from Indigenous, Black and Racialized Midwives.

The DEWG is seeking to fill **two (2)** midwife positions.

The responsibilities of the Disability Equity Work Group are to:

- Explore the ways in which discrimination and inequities experienced by people with disabilities manifest within the midwifery profession, the ways in which these inequities present challenges and barriers for midwives, and how they can be addressed
- Advise on the development of resources, tools and policies which aim to advance Ontario midwifery into a more equitable profession for midwives, and consequently midwifery clients as well
- Strengthen the capacity of the AOM and midwives to respectfully and effectively serve and work alongside diverse population groups
- Critically analyze the current state of the profession from an equity lens to identify existing gaps that need to be filled, barriers that must be addressed and strengths that can be built upon
- Monitor and improve the career satisfaction, recruitment and retention of midwives with disabilities

Membership

Members of the Disability Equity Work Group will:

- Self-identify as a member of the equity-seeking population that their work group aims to serve
- Represent the diversity within the community of midwives with disabilities, years in practice and a variety of practice contexts (e.g. urban, rural, large and small practices)
- Have knowledge or previous experience in equity and/or anti-discrimination work or strong commitment to learn and contribute to this work
- Have an interest in equity work and its application to midwifery
- Recognize the impacts of varying systemic, intersectional and interpersonal inequities on marginalized population groups
- Be willing to engage in thoughtful constructive discussion and reflection about midwifery practice in Ontario and how equity practices best apply

Work group members will serve two-year terms renewable three times. Student members serve a two-year term, or a term that ends once the member is no longer a student, whichever is shorter. Terms will be completed as of the Annual General Meeting each year.

Meetings

The work group will meet as required, at the request of the Chair, and will meet approximately **two times per year**, including one full-day meeting with members off call. Members may be required to provide input between meetings via telephone or email. Minutes for each meeting will be recorded and circulated.

Reporting and accountability requirements

The Disability Equity Work Group is accountable to the Executive Director and will report to the Executive Director a minimum of once per year. Committee meetings can be called by the Chair or the Executive Director as required.

Expanded Midwifery Care Models Work Group

The newly formed Expanded Midwifery Care Models Work Group (EMCM WG) is looking to fill a **maximum of seven (7)** positions.

The purpose of the EMCM WG is to provide guidance to the AOM through the Executive Director on issues impacting midwives working in EMCMs.

The responsibilities of the EMCM WG are to:

- Advise on issues including (but not limited to):
 - collection of data and tracking/analyzing client outcomes and the value of EMCMs (e.g., access to BORN)
 - removing registration barriers for midwives working in EMCMs, including liaising with the CMO as needed
 - ensuring AOM programs and services are responsive to needs of EMCM midwives
 - funding and policy improvements (e.g., review and recommendations into the revision and additional development of EMCM position templates created through negotiations with the Ministry of Health)
- Advise on the development of resources and tools to support midwives working in EMCMs
- Advise on the AOM's role in relation to organizations that employ midwives
- Provide recommendations regarding representation of midwives working in EMCMs in governance
- Provide input to the AOM's Funding Task Force, as required

Members of the EMCM WG will:

- Represent the diversity within the community of midwives working in settings including (but not limited to) as employees in community health centres, hospitals, family health teams, and with populations served
- Have knowledge or previous experience in equity and/or anti-discrimination work and recognize the impacts of systemic, intersectional and interpersonal inequities
- Have an interest in health systems transformation and its application to midwifery

The Executive Director will select work group members from those who responded to the call. In recognition of intersectional experiences and a commitment to racial equity work, the Executive

Director will endeavour to ensure majority representation from Indigenous, Black and racialized midwives.

Work group members will serve two-year terms renewable three times. Terms will be completed as of the Annual General Meeting each year. For those serving on the work group from its initiation, the term will be deemed to start as of May 2021.

The Executive Director will select the Chair from the members. Selection of the Chair will be based on the criteria for membership, their understanding of the diverse needs of midwives, and their ability to facilitate constructive discussion. The Chair will serve a two-year term renewable once.

The Chair of the work group (or their delegate) will also serve on the Negotiations Task Force.

Time commitment

The work group will meet as required, at the request of the Chair, and will meet approximately **three times per year**, including one full day meeting to be with members off call. Members may be required to provide input between meetings via telephone or e-mail. Minutes for each meeting will be recorded and circulated.

Reporting and accountability requirements

The EMCM WG is accountable to the Executive Director and will report to the Executive Director a minimum of once per year. Work Group meetings can be called by the Chair or the Executive Director as required. The Executive Director reports to the board. In addition, the Chair or their delegate is required to participate in the Negotiations Task Force (NTF). The NTF is chaired by the president of the board.

Quality Insurance Risk Management Committee

The Quality, Insurance and Risk Management (QIRM) Committee provides strategic guidance to the Board on quality-of-care matters, including risk management and liability insurance policies. This work is guided by the [QIRM Values Statement](#). This Committee is made up of a dynamic group of midwives who are eager to share their expertise and mentorship with new members.

The responsibilities of the QIRM Committee include:

- Identifying priority clinical and practice management risks and opportunities for quality improvement, especially considering that risks and opportunities may differ for IBPOC communities and therefore require different approaches

- Recommending and supporting the implementation of appropriate mitigation strategies and quality improvement initiatives, some of which may need to be specific to the needs of IBPOC clients or midwives
- Keeping abreast of trends and new initiatives related to quality improvement and risk management, especially those for IBPOC communities
- Maintaining a relationship with the insurance carrier(s) on behalf of the board and monitor the appropriateness of coverage and access to defense counsel through the AOM's policy of malpractice insurance for midwives

Committee members also commit to building knowledge on, addressing, and deconstructing varying systems of oppression in midwifery including, but not limited to, racism, homophobia/ heterosexism, transphobia/ cissexism, xenophobia, and ableism.

Membership

The QIRM Committee is currently seeking to fill **two (2)** open member positions.

Membership terms on the QIRM Committee are five years, with a potential to renew once.

The committee will have a **minimum of six meetings per year**, including one full-day meeting in person (when possible), with members off call. Committee members will also be required to provide input between meetings via telephone or e-mail.

The committee has assessed its current makeup and representation and has identified a particular need for additional representation from the following:

- An Indigenous midwife
- Midwives working in new ways

Racial Equity Committee

The Racial Equity Committee (REC) provides guidance, recommendations and support to the board on the AOM's ongoing work to promote racial justice in midwifery. The committee will aim to act as a voice for racialized midwives through diverse representation on the committee and through ongoing engagement with racialized midwives of diverse experiences.

This REC is intended to give voice to the perspectives and experiences of racialized midwives. In recognizing that Indigenous communities experience multigenerational trauma and ongoing systematic racism rooted in Canada's colonial history and present-day policies, the AOM's Indigenous Midwifery Advisory Circle (IMAC) gives voice to the perspectives and experiences of Indigenous midwives. As such, the unique experiences of racism and colonization as experienced by Indigenous midwives is appropriately outside the scope of this committee. This committee also recognizes the intersectionality of both Indigenous and racialized individuals and leaves it

up to such individuals to participate in either one or both groups as appropriate.

The responsibilities of the Racial Equity Committee include:

- Exploring the ways in which racial discrimination and inequities experienced by racialized midwives manifest within the midwifery profession, how they present challenges and barriers for midwives, and how they can be addressed
- Critically analyzing the current state of the profession from a racial equity and intersectional lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon
- Advising the board on interventions to help develop their perspectives on racial equity and advancing Ontario midwifery into a more racially equitable profession for midwives, and consequently racialized midwifery clients
- Assist the board and committees in incorporating racial equity into the AOM's strategic goals, objectives, priorities, policies and practices
- Monitor and work to improve the recruitment and retention, professional growth, and career satisfaction of racialized midwives

Membership

The REC is currently seeking to fill **one (1)** open midwife member position.

Membership terms on the REC are two years, with a potential to renew three times.

The committee will have a **minimum of two meetings per year** (note: in 2020/21, five meetings were held), including one full-day meeting to be in person (if it is safe and feasible to hold in-person meetings), with members off call. Committee members will also be required to provide input between meetings via telephone or email. f

The Racial Equity Committee is seeking members with:

- A diversity of lived experience as a Black and racialized person, with regards to years in practice, practice contexts (e.g. urban, rural, large and small practices) and intersectionality (e.g. 2SLGBTQI+, disability, international midwifery training, etc.)
- Knowledge or previous experience in racial equity and anti-discrimination work (i.e. activism, community initiatives, etc.) and a strong commitment to learn and contribute to this work
- Interest in and commitment to racial equity work and its application to midwifery
- Recognition of the impacts of systemic, intersectional and interpersonal racism on racialized populations
- Willingness to engage in thoughtful, constructive discussion and reflection about midwifery practice in Ontario and how racial equity practices best apply

How to Apply for a Committee, Work Group or Task Force

Please fill out the [Statement of Interest Form](#).

For any questions or further information please contact Diana MacNab, Manager of Membership Services at diana.macnab@aom.on.ca. **The deadline for submissions is October 27, 2021, at 11:59 p.m. (EST).**

Volunteer members are expected to follow the [Code of Conduct Policy](#) and [Anti-Oppression, Diversity, Equity and Inclusion Policy](#).