

# Quality, Insurance and Risk Management Committee Values Statement

The QIRM committee supports the AOM strategic plan to grow Indigenous midwifery, achieve racial justice in midwifery, foster sustainable midwifery practice, and value midwives. The QIRM Committee achieves this through a commitment to the promotion of high-quality midwifery services for all Ontarians through their work to support midwives, midwifery practice environments and the midwifery profession. This support and guidance is offered with an understanding and appreciation of the following values and beliefs.

High quality care with the best possible outcomes is enhanced and promoted through midwifery that is consistent with professional standards centered around the provision of informed choice. Continuous quality improvement and risk management are important processes inherent in midwifery and include promoting effective, satisfying and safe care. Quality care, measured through clinical outcomes and client satisfaction, reduces the incidence of lawsuits and college complaints. The availability of comprehensive professional liability insurance is essential to the provision of care.

Quality midwifery services are facilitated when:

- midwives work in collaborative, supportive, satisfying, inclusive and healthy working environments, free from all forms of discrimination and racism; where conflict is resolved constructively and midwives feel safe to raise concerns
- midwives are empowered to support clients as the primary decision makers in their own care, managing their own risks using the best available evidence
- midwives are supported through the processes and stresses associated with clients choosing care outside of midwifery standards of practice
- midwives are supported to engage in quality and risk management processes
- midwives are supported to work autonomously, to full scope, as primary-care providers
- midwives have access to up-to-date clinical, business and administrative tools and resources that are based on evidence and best practices
- midwives have access to culturally safe, trauma-responsive, confidential, individualized and non-judgmental support and guidance
- midwives engage in reflective practice as part of their ongoing professional development, quality improvement and management of risk
- midwives have access to liability insurance with a provider who understands, appreciates and values the care midwives provide.

The QIRM Committee is best able to support and advocate for members by:

- supporting Indigenous sovereignty, and applying an anti-racism and anti-oppression lens in all of its work
- having diversity in identity and lived experience (e.g. racial/ethnic, gender identity, sexual orientation, religious/spiritual beliefs etc.)
- having diversity in professional experience (e.g., years of practice, areas of practice, types of communities and services offered, and levels of resource)
- supporting the sustainability of the profession and the sustainability of midwives, facilitating the establishment of positive and healthy practice environments for midwives, where midwives are a valued and appropriately resourced part of the health care system

- anticipating and responding to midwives' needs for ongoing support in promoting equitable quality care, positive intra-professional, inter-professional, community and hospital relations, and maintaining or expanding their scope of practice
- fostering effective and evidence based clinical and business excellence, and the development of leadership and advocacy skills
- working effectively and collaboratively with HIROC, legal counsel, the College of Midwives of Ontario, MEPs, Ontario birth centres, the Ontario Midwifery Program, and other stakeholders.