

## 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:**

- **Disability Equity Committee**
- **Audit Committee**
- **Board Recruitment Task Force**
- **Expanded Midwifery Care Models Work Group (EMCM WG)**
- **Midwifery Research Work Group**

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 seeking to fill 1 – 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.

## Board Recruitment Task Force

The AOM Board of Directors provides governance to the association, making critical decisions regarding the organization and the profession. Are you interested in being part of the process to select appointed members? This time limited task force is a great opportunity for those who would like to “dip their toes” into AOM committee work.

Task Force responsibilities include:

- Ensure understanding of the recruitment matrix approved by the Board and key methods for prioritizing gaps. This understanding will be supported through consultation with the Indigenous Midwifery (IM) and Health-Care Equity, Quality and Human Rights (HEQHR) departments.
- Screen all applications for board appointments based on needs identified by the matrix.
- Prioritize diversity of perspectives (racial, religious, disability, 2SLGBTQQIA+ etc.), particularly when gaps on the Board are due to a lack of representation of Indigenous and equity-deserving groups.
- Provide recommendations to the Board regarding Board appointed positions and support the Indigenous Midwifery Advisory Circle (IMAC) process for their appointed board representative.

## Membership

**We are seeking to fill 2-3 member positions** on this Task Force. The purpose of the Task Force is to administer the Board recruitment process in preparation for our upcoming AGM.

Selection will be based on two priority areas:

1. Diverse representation of lived experiences, particularly as an Indigenous and Black member, and persons with intersectional experiences.

2. Experience with or knowledge of the current issues faced by the Board, and/or issues the Board needs to consider to build a strong and equitable profession.

The term for this task force is to the following Annual General Meeting. The Task Force will have a minimum of two meetings. Task Force members will also be required to provide input between meetings via telephone or e-mail.

## **Disability Equity Committee**

Are you interested in furthering disability justice and equity within the AOM and the profession of midwifery? This Committee provides guidance to the Board on disability equity related issues. This committee will participate in the development of equity related resource(s) and supports for midwives based on the unique needs of midwives with disabilities.

Committee responsibilities include:

- 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**

**We are seeking to fill one (1) midwife position and need additional representation from Indigenous, Black and Racialized Midwives.**

Members of the Disability Equity Committee will:

- Self-identify as a member of the equity-seeking population that their committee 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.

Committee members will serve two-year terms renewable three times.

## Expanded Midwifery Care Models Work Group

The newly formed Expanded Midwifery Care Models Work Group (EMCM WG) is looking to fill a **maximum of four (4)** 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
  - 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

Work group members will serve two-year terms renewable three times.

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.

## Midwifery Research Work Group

Does research excite you? Do you relish in the thought of furthering midwifery research capacity? This Work Group provides guidance to the AOM staff and undertakes work to support midwife-led research and to support a midwifery research agenda.

Work Group responsibilities include:

- Participating in a peer review process for the AOM's research awards program and midwifery research grants.
- Providing guidance for research-based content at the AOM's events, particularly the annual conference.
- Developing and participating in a peer review process for the selection of research-based abstracts at the annual conference.
- Providing guidance and advice to the Executive Director regarding:
  - o Important scientific developments.
  - o The AOM's initiatives to support midwife-led research.
- Collaborating with stakeholders.

## Membership

**We are seeking 1-2 members with peer review experience and particularly encourage IBPOC midwives to apply.** Members serve two-year terms renewable three times.

The Work Group will meet a minimum of three times per year. Members may be required to provide input between meetings via telephone or e-mail. Members will be selected based on experience with midwifery research and peer review and to best represent membership demographics.

## 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 Sonia Tavares, Acting Executive Assistant at [executiveassistant@aom.on.ca](mailto:executiveassistant@aom.on.ca). **The deadline for submissions is February 15, 2022, 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](#).