



Present

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| Elizabeth Brandeis | President |
| Jasmin Tecson | President-Elect |
| Genia Stephen | Secretary |
| Kim Cloutier-Holtz | Member at Large |
| Janis Dalacker | Member at Large |
| Liz Fraser | Member at Large |
| Sarilyn Zimmerman | Member at Large |
| Amy Nelson | Member at Large |
| Disha Alam | Member at Large |
| Bounmy Inthavong | Member at Large |
| Mandy Levenson | Treasurer |

AOM Staff

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| Kelly Stadelbauer | Executive Director |
| Allyson Booth | Director, Quality and Risk Management |
| Ellen Blais | Director, Indigenous Midwifery |
| Juana Berinstein | Director, Policy & Communications |
| Tasha MacDonald | Director, Clinical Knowledge Translation |
| Cara Wilkie | Manager, Quality and Risk Management |
| Anna Ianovskaia | Executive Assistant (recorder) |

Regrets

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| Carol Couchie | Vice President |
| Melodie Smith | Member at Large |

The meeting began at 9:33 am.

Land Acknowledgement

E. Brandeis began the meeting with a land acknowledgement.

1. Agenda Review and Approval

- Meeting minutes from January will be circulated by e-mail
- Policies – Agenda Items 3.1.2 and 3.1.4 will be circulated by e-mail
- Items 3.1.2, 3.1.3, and 3.1.5 will be moved to future consideration

The agenda was approved as amended.

MOVED: S. Zimmerman

SECONDED: L. Fraser

CARRIED.

2. Board Evaluation

The evaluator for this meeting is S. Zimmerman.

3. Consent Agenda

The consent agenda was approved as amended.

MOVED: L. Fraser

SECONDED: A. Nelson

CARRIED.

4. President's Report

E. Brandeis provided the President's Report. E. Brandeis noted the approaching end to her term, and that she feels things are well in hand.

Recorder's Note: J. Dalacker joined the meeting at 9:45 am.

5. Negotiations

5.1 Member Meetings Report Back

There were several member meetings held in January. Notably, the in-person meetings were poorly attended, and the online meeting was very well attended. Members were exceptionally well-engaged. Somewhat surprisingly, the reception of the tentative agreement was very open and positive. The questions that were received were mostly trying to understand the context of the negotiations, but the general flavour of the meetings was that midwives were pleasantly surprised with the gains that were able to be made, considering the context. General consensus from Board members who had had a chance to discuss the tentative agreement with members was that there was overall support.

5.2 Ratification Results

The 2020-2023 Agreement was ratified. Notably, the turnout was quite good – 74% of members voted. There was some fear, especially with the sparsely-attended member meetings that perhaps member engagement was low. Of the 74% voter turnout, 94% voted in favour of ratification.

5.3 Next Steps – Implementation and MSC

In feedback during Negotiations, Ministry accepted most of the AOM's requests for editing of the budget submission and request package. This has been very encouraging, and there has been a very collegial approach of understanding. There is a Midwifery Services Committee Meeting scheduled for March 2020; the AOM is optimistic that this will be a productive meeting with rolling out the new contract for April 1, 2020.

Work has been underway for the specialized equipment funding for bilimetres and ultrasound. The Code of Ethics Task Force was tasked with thinking about an equitable and fair way to

allocate that funding. The AOM has been in close touch with the Ministry about how to best evaluate need and readiness for bilimetre use. This has been a productive engagement.

K. Stadelbauer noted many staff are ensuring the input going into the budget document are reflective of what was discussed at negotiations. The budget package is nearly ready to go out, which is a fast turnaround. The AOM negotiations task force, Team and staff have been very clear that we would like to see Indigenous midwives prioritized for bilimetre funding, and also that some EMCMs would benefit from this. Interestingly, the staff at the OMP are very intent in finding out how to stretch the dollars of bilimetre funding, and we know that the staff at the OMP also want to prioritize Indigenous midwives.

Recorder's Note: G. Stephen joined the meeting at 9:59 am.

The AOM would like to hear about concerns, if any, with the negotiations budget. Board members were encouraged to forward any concerns to J. Berinstein.

6. Awards Nominations

J. Dalacker presented the AOM award nominations as discussed by the AOM awards task force. J. Dalacker noted that the awards task force suggested to ask for CVs to be included along with nominations in years moving forward. There were a few midwives whose applications would have been strengthened if they had been accompanied by their life's work. This requirement would particularly be useful for consideration of the *Lifetime Achievement Award*.

The *Excellence in Midwifery Research Award* was separately approved by the CKT Research Work Group.

K. Stadelbauer reminded board members that the information regarding awards should be kept confidential until recipients and membership are notified.

MOTION: *To approve the following nominees according the recommendations of the AOM Awards Task Force:*

- *Elsie Cressman Award: Lisa Bishop*
- *Lifetime Achievement Award: Patty McNiven*

MOVED: *M. Levenscrown*

SECONDED: *G. Stephen*

CARRIED.

7. 365 Bloor St Space & Offer to Lease

K. Stadelbauer presented the issue summary on the Lease for 365 Bloor St E and provided historical background to the AOM's leasing of space.

Recorder's Note: J. Tecson joined the meeting at 10:14 am.

The real estate agent, David Dennis from Devencore, plans to attend the board meeting in March and speak more about our future decisions. His speciality is in not-for-profit organizations. Devencore has advised that renegotiating a lease early may allow the AOM to secure a better rate.

There has been a rapid rise in Toronto commercial real estate rates; the rates to remain in the office are expected to dramatically increase. The rate currently under discussion with the landlord is a significant jump from Year 1 to Year 13. The current AOM lease is not up until April 2023, so current discussions are for a lease spanning from 2023-2033.

K. Stadelbauer presented a document to Board Members with a number of different scenarios and options for office space. The staff will still want a physical space, and to encourage the coming together of staff for particular types of meetings and activities. Board Members were encouraged to look over the document for future consideration and discussion. The Board discussed suggestions including co-working spaces and off-site work.

The AOMBT is interested in keeping their current space and has voiced that they will absorb costs.

Kelly discussed the budgetary implications of the GFD. Historical issues with ENCON regarding the GFD were addressed.

Recorder's Note: G. Stephen left the meeting at 10:51 am

J. Tecson brought forward the idea of hotelling, or the opportunity to build a community space. This would have an impact on organizational culture, but there is opportunity to make the space warm, friendly, and vibrant.

The Board expressed interest in teleworking and how this influences workplace culture and productivity. They requested receiving more information and research in terms of how telework affects the environment and safety of staff. The Board voiced initial reflections as an opportunity to reorganize and modernize the workspace. The intersection of that with the telework option makes good sense, and seems like it's on board with a movement in workspaces.

Recorder's Note: G. Stephen rejoined the meeting at 10:57 am.

E. Brandeis noted that presumably, many members part of the Board now will be different than those around the table in 2023. The impact of delaying this decision was discussed. K. Stadelbauer noted that the Board will need to provide direction regarding the signing of the tenure of the next Board. The other noted option is to not renegotiate. This option is not recommended as there is no real advantage to waiting in the context of costs going up.

J. Tecson lauded K. Stadelbauer's leadership in the proactive management of issues for the health of the Association, with an eye for being responsible stewards of membership finances. The Board will revisit the issue of lease renewal at a future Board meeting.

8. 2020 AGM

E. Brandeis led discussions surrounding the 2020 AGM.

8.1 Review of Resolutions

Resolution 1

K. Stadelbauer noted that this resolution will need to be revised in terms of wording, in order to be viable and accurate. Board members spent some time discussing the merits of the resolution and its requests, including implications to the relationship between the AOM and CAM.

The Board discussed creating a backgrounder from CAM. L. Fraser reminded board members to focus on the question of board responsibility in terms of bringing this resolution forward. M. Levenscrown noted that from this the Board can note the repeated issue of members' worries surrounding finances. More educational resources may be needed for membership to indicate where their fees go.

Resolution 2

The Board noted that the scope of the resolution seems to seek change at a grassroots level, and that not enough clear direction is given regarding the role of the AOM. K. Stadelbauer suggested for a board member to reach out to clarify intention and work through the meaning of the resolution. M. Levenscrown agreed to connect with the member.

G. Stephen noted that the resolution brought forward is indirectly speaking to changes brought forward by Ontario Health Teams, and are connected to a systems issue.

Resolution 3

J. Dalacker noted similarity to Resolution 2, recognizing the practical and tangible ways to achieve change in this resolution.

Resolution 4

The Board discussed the issue brought forward in Resolution 4, including restriction of midwives' scope of practice.

Resolution 5

Recorder's Note: A. Nelson left the meeting at 12:06 pm.

The Board discussed this resolution, which seeks for the AOM to establish a formal process that does not currently exist, wherein the AOM would play a role in intervening in situations of bullying and misuse of power. A. Booth noted this question was contemplated by the QIRM Committee, which looked at putting forward a structure to support midwives who are most vulnerable. Previously considered options include:

- Legal Assistance Program
- LAP developed in-house in AOM
- AOM Ombudsperson
- Use commercially-available insurance program

E. Brandeis noted that this resolution may be an example where provision of background information might be very helpful. This can come in the form of a board statement or outreach to the members. G. Stephen noted that the resolution does not give particular direction; the AOM has already been actively working on the issues brought forward, and will continue to do so.

Resolution 6

This Resolution will be brought forward to the AGM as presented.

Lunch Break

8.2 Review of Board Nominations

MOTION: To put out a call for Vice President in the upcoming Call for Members.

MOVED: G. Stephen

SECONDED: J. Tecson

CARRIED.

MOTION: To approve the slate of Board Member Nominations as submitted

MOVED: L. Fraser

SECONDED: A. Nelson

CARRIED.

8.3 AGM Procedures to Facilitate Racial Equity

J. Tecson noted that upon reading the issue summary of how racialized members on the AGM floor felt during the resolution discussion, particularly about the board and panel's role in addressing or not addressing issues, she was forced to reflect on her own experience sitting on that panel, as a board member and racialized person. J. Tecson identified feelings of vulnerability in navigating such issues wearing a board hat while reconciling personal experiences.

E. Brandeis noted the intent behind this set of recommendation is to help create a system of protection for members. This is a valuable opportunity to raise awareness and demonstrate to membership that the AOM is putting action behind intention to dismantle racism.

K. Stadelbauer noted that a communications document will accompany the second AGM package regarding changing of systems and processes at the AGM.

9. Equity

9.1 Intersectionality with IM Work

E. Blais spoke to the intersectionality between Indigenous and racial equity work. One question is how the AOM is moving forward in defining the pieces of work. In November there was a conversation with NACM and some AOM staff. It is not the intention of the AOM for the work to only fall on the shoulders of racialized midwives; oppression and racism affect both Indigenous and racialized midwives, and both groups clearly lack resources in moving forward. Grounding principles between Indigenous and racial equity work were established before starting this work.

One of the ways to communicate this more broadly to membership will be through a joint communication between the Indigenous Midwifery Advisory Circle and the Racial Equity Committee.

9.2 Amendment of AOM Strategic Goals and Constitution to Demonstrate Commitment to Racial Equity

K. Stadelbauer presented two suggested changes to Article 2.1 and Article 3.3 in the AOM Constitution. The motion will recommend to the membership these changes to the constitution.

The review was strictly done with that racial equity lens. The constitution was reviewed by F. Aseffa and C. Wilkie. The aim is to embed something in the constitution that is difficult to change, that shows that equity is embedded in a foundational AOM document, moving forward.

***MOTION:** Recommend changes to Articles 2.1 and 3.3 in the AOM Constitution to the AOM Membership.*

***MOVED:** J. Tecson*

***SECONDED:** J. Dalacker*

CARRIED.

***MOTION:** To Approve the Strategic Goal #5 Draft Wording as circulated.*

***MOVED:** J. Tecson*

***SECONDED:** G. Stephen*

CARRIED.

K. Stadelbauer noted that, as per the direction from the board coming out of the November 2019 Intensive, AOM staff recommend adding an additional pillar to the 2017-2020 strategic plan.

B. Inthavong noted that one element that may be missing from the objectives section of the document, is the racial disparity piece that comes with the MEP, and the championship influence that the AOM can have on the MEP or the OMP.

Recorder's Note: Items 10 and 11 are deferred.

Meeting Evaluation

S. Zimmerman conducted the meeting evaluation. The resolutions discussion was very important – it assisted in planning for the development of backgrounders and reminded board members about their role with respect to membership.

MOTION: Motion to adjourn this meeting.

MOVED: S. Zimmerman

SECONDED: J. Dalacker.

CARRIED.