



Present

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

AOM Staff

Kelly Stadelbauer	Executive Director
Allyson Booth	Director, Quality and Risk Management
Ellen Blais	Director, Indigenous Midwifery
Juana Berinstein	Director, Policy & Communications
Tasha MacDonald	Director, CPG
Cara Wilkie	Manager, Quality and Risk Management
Julie Toole	Quality and Risk Management Specialist
Anna Ianovskaia	Executive Assistant (recorder)

Regrets

Melodie Smith	Member at Large
---------------	-----------------

Guests

Glen Horne	AOM Auditor; Partner, BDO
------------	---------------------------

The meeting started at 10:05 am.

Land Acknowledgement

E. Brandeis began the meeting with a land acknowledgement.

1. Agenda Approval

The agenda was amended to remove Agenda Item 5 – Polices.

The agenda was approved as amended.

MOVED: S. Zimmerman

SECONDED: L. Fraser

CARRIED.

2. Meeting Evaluation

The evaluator for this meeting was L. Fraser.

3. COVID-19 Report

E. Brandeis acknowledged the incredible work done by the AOM at this time, particularly highlighting the expertise and skill of Julie Toole, QIRM Specialist. E. Brandeis lauded the hard work of the entire staff, and acknowledged K. Stadelbauer's leadership. K. Stadelbauer foresaw the magnitude and immensity of this crisis before many did, and exemplified incredible forethought.

J. Toole and K. Stadelbauer provided the COVID-19 Report. Ministry is requiring healthcare providers to report their PPE shortage daily. There appears to be some confusion and duplication of efforts in this regard.

The new provincial emergency order prevents gatherings of more than 5 people, except for households and funerals. The decision regarding funerals was controversial and is not consistent with international guidelines. Currently stakeholders are awaiting information regarding childcare for frontline workers. J. Berinstein confirmed that this grouping does include midwives. Specifics regarding logistics and whether childcare spots will be funded, subsidized, or just available, is unclear. Communications will be handled by the Ministry of Education.

Over the weekend Ministry provided guidance for healthcare providers to return to work, which was shared in the COVID-19 Bulletin to membership. Questions have arisen regarding designation of specific COVID-19, though currently there are no further plans. Lab testing capacity is still expanding, aiming for 10,000 tests per day.

3.1 AOM activities to support midwives and the health care system

The Board discussed larger strategic questions. There was discussion of whether the Association had deliberated doing a bulk order of surgical masks. The AOM is currently entertaining all possibilities. Working remotely and lacking infrastructure for taking bulk orders and distributing supplies is a challenge. Furthermore, this is a responsibility and role of the Ministry. The AOM is considering and preparing for all possible ways to get PPE in the hands of midwives.

Board members shared ways in which they are coordinating supplies within their communities. Practices are spending substantial amounts of money on PPE from sources like Amazon. This was identified as a concern for membership morale.

J. Tecson noted that the COVID-19 pandemic is exacerbating already-existing inequities within society. Those who are more vulnerable socio-economically are at greater risk. Indigenous communities in particular, and other communities that are not well-resourced will need more support. K. Stadelbauer agreed and noted that the system as a whole does not seem to be paying close attention to this issue, with the exception of a bioethicist at the Ministry. The approach seems to be patchwork in the Ministry's prioritization for PPE in vulnerable communities.

After the highest priority of keeping midwives safe and healthy is the second goal of getting midwives on the frontlines, e.g. moving NRs into practice quickly and having more hands available.

E. Blais shared that the Indigenous Midwifery team at the AOM is working on systems and are participating in discussions at the national table. Efforts are being made to connect at the provincial level. Information is being flowed to IMPs and Indigenous midwives in Ontario.

L. Fraser noted that many practice groups are struggling with having a handle on operations from an administrative and planning side. Issues of funding and logistics are posing issues and could be a good area of support for the AOM.

G. Stephen noted the continuing problem of siloing in certain regions, where obvious solutions continue to be unavailable due to hospital integration issues. K. Stadelbauer encouraged sharing of these on-the-ground experiences.

3.2 Health & Safety Report: AOM Staff Working from Home

K. Stadelbauer presented the Health and Safety report to the Board.

Recorder's Note: J. Toole left the meeting at 11:07 am.

Recorder's Note: G. Horne joined the meeting at 11:10 am.

4. Finance

4.1 Audited Financial Statements

Glen Horne presented the Audited Financial Statements. Glen briefed the Board on the meaning of a clean audit, and what it means to not have any concerns about internal controls.

MOTION: To approve the Audited Financial Statements.

MOVED: M. Levenson

SECONDED: K. Cloutier Holtz

CARRIED.

Recorder's Note: Glen Horne left the meeting at 11:31 am.

4.2 Brief Update on Lease

K. Stadelbauer provided a brief update on the question of the lease renewal for 365 Bloor St E. The issue is not yet ready for Board consideration, and will be brought forward at a future meeting.

4.3 Budget for 2020: Revisions due to COVID-19

K. Stadelbauer discussed the Variances and Assumptions going into the 2020 Budget. The budget has been amended to account for changes related to COVID-19. K. Stadelbauer indicated likelihood of a two-month delay for the hiring of the Director of Human Resources and Operations position. E. Blais cited a delay in the hiring of Manager and Policy Analyst positions for the Indigenous Midwifery department.

MOTION: Approve the amended 2020 Budget.

MOVED: S. Zimmerman

SECONDED: K. Cloutier-Holtz

CARRIED.

5. Policies

5.1 Expense Reimbursement Policy

This item is removed.

6. Board Succession Planning

E. Brandeis thanked S. Zimmerman and A. Nelson for their time on the Board. C. Couchie informed E. Brandeis of her plans to step down from the VP position. B. Inthavong was congratulated on getting re-elected to the Board. New Board member Sarah Martineau will be joining the Board at a future meeting.

Meeting Evaluation

L. Fraser conducted the meeting evaluation.

Meeting Adjournment

MOTION: To adjourn the Board Meeting.

MOVED: S. Zimmerman

SECONDED: J. Tecson

CARRIED.

The meeting ended at 12 pm.