

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 this important group:

- **Racial Equity Committee (REC)**

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 a [Racial Justice, Diversity, Equity and Inclusion Policy](#). **Applications are encouraged from representatives of the diverse communities within the membership.**

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 and dismantle racism in midwifery. REC 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. REC will work to explore historic and contemporary, systemic and interpersonal racial discrimination, inequity and oppression that racialized midwives and students face within the midwifery profession and beyond. However, the REC does not have sole responsibility to address the issues that it identifies. The AOM Board, staff and membership recognize the broader ownership that it must take in resolving racial inequities.

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 the REC. 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 REC are to:

- Explore the ways in which racial discrimination and systemic inequities experienced by racialized midwives and birthing communities manifest within the healthcare system, how they present challenges and barriers for midwives, and how they can be addressed;
- Critically analyze the current state of the profession from a decolonized, racial justice and intersectional lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon;
- Provide guidance to the Board and AOM staff in implementing racial justice principles into the AOM's strategic goals, objectives, priorities, policies and practices;
- Maintain a global, equitable and inclusive view of racial diversity in the midwifery profession;
- Provide guidance on the recruitment, retention, professional growth and career satisfaction of racialized midwives;
- Advise on Board and AOM processes, composition, and governance, such as recruitment, election, and meeting processes, for inclusion and equity; and
- Keep abreast of broad trends and best practices related to anti-racism work and for combatting systemic oppression.

Committee Membership:

The REC is currently seeking to fill **two (2)** midwife member positions and **one (1)** racialized faculty representative from the Midwifery Education Program (MEP). Membership terms on the REC are **three (3) years**, with the potential to renew a second time, for a one-year term renew. Student membership terms are **two (2)** years, or until the member is no longer a student, whichever is shorter.

REC will have a minimum of **two (2) meetings** per year (note: in 2023, a total of four meetings were held), including one full-day strategic planning meeting to be in person (if it is safe and feasible to hold in-person meetings), where members will strive to be off call. Committee members will also be required to provide input between meetings via telephone or e-mail.

The REC is seeking members who will:

- Self-identify as Black and/or racialized;
- Represent 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., 2SLGBTQQIA+, disability, international midwifery training, etc.);
- Have knowledge or previous experience in racial equity and anti-discrimination work (i.e., activism, community initiatives etc.) and a strong commitment to ongoing learning and contribution to racial justice in midwifery;
- Recognize the impacts of systemic, intersectional and interpersonal racism on racialized populations; and

- Be willing to engage in thoughtful constructive discussion and reflection about midwifery practice in Ontario and how racial equity practices best apply.

Timing of New Registrant Offers Task Force

The purpose of the Timing of NR Offers Task Force is to investigate options which would lead all Midwifery Practice Groups to adopt a common hiring timeframe for MEP students.

The responsibilities of the Task Force include:

- Synthesizing the tensions and issues with the current NR hiring practices
- Reviewing evidence on the timing of hiring new registrants:
 - This includes evidence from Ontario midwives (i.e., NOM survey results) and other professional bodies (i.e., law and medicine)
 - The evidence review would also carefully consider the impact of a standard offering time period on diversity, equity and inclusion
- Considering all available options to promote consistent hiring time-frames
- Developing a recommendation on the offering of NR positions to present to members
- Providing feedback on the implementation plan and evaluate its uptake by MPGs

Membership

We are seeking 7 to 9 members with diverse experiences:

- Diversity of lived experiences including at least 3 midwives who identify as an Indigenous, Black or racialized midwife.
- Practice partners at MPGs who are specifically responsible for the hiring of NRs
- Student midwives or midwives within their first five years of practice

Members of the task force will operate on an ad-hoc basis until the completion of the project, estimated to be 18 months, after which the Task force will be dissolved.

Meetings

The Task Force will meet 4 to 6 times over the course of the year. Task Force members may also be required to provide input between meetings via telephone or e-mail.

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, Executive Assistant at executiveassistant@aom.on.ca. **Deadline for submissions is January 12, 2024 at 11:59 p.m. (EST).**

Volunteer members are expected to follow the [Board Code of Conduct Policy](#) and [Racial Justice, Diversity, Equity and Inclusion Policy](#).