

Call for Committee 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:

- [Audit Committee](#)
- [Clinical Knowledge Translation Committee](#)
- [Diverse Midwifery Models Committee](#)
- [Racial Equity Committee](#)

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.**

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 Executive Assistant at executiveassistant@aom.on.ca. **Deadline for submissions is August 7, 2025, at 9:00 a.m. (EDT).**

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

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 the budget, finances, improving practices and reducing potential risks.

Committee responsibilities include:

- Overseeing the AOM's use of financial resources
- Monitoring the AOM's financial and risk management controls, specifically to reduce exposure to significant risk
- Evaluating and recommending the AOM's auditors to the Board of Directors and membership

Membership:

We are seeking to fill 1 member position on this committee. Members serve a two-year term, renewable twice (up to a total of six years).

The committee typically meets four times per year and members may be required to provide input between meetings via telephone or email. We encourage members with diverse experiences to apply. Committee members will be selected based on expressed interest and to reflect the diversity of membership.

Clinical Knowledge Translation (CKT) Committee

The Clinical Knowledge Translation Committee provides guidance and support in the development of Clinical Practice Guidelines (CPGs) and their supporting materials, and other midwifery educational/professional development resources and activities.

Committee responsibilities include (but are not limited to):

- Review existing CPGs and recommend to the Board those CPGs that should be revised/updated
- Identify priority clinical topics to consider for new CPGs, other clinical resources or educational programming
- Advise on the development of CKT policies and procedures which incorporate principles of racial justice and health equity, and which explore the ways in which colonization and systemic racism has compromised access to or quality of care for Indigenous, Black and racialized birthing communities
- Participate in the GRADE process of CPG development
- Review clinical knowledge translation products (client handouts, clinical data discussions, mobile apps, infographics etc.)

- Assist in the evaluation of dissemination and uptake of CPGs, knowledge translation resources and other educational/ professional development offerings

Membership:

We are seeking to fill 3-4 member positions on this Committee. Student members are welcome to apply.

We are particularly encouraging midwives with diverse experiences to apply including AOM members who:

- practice in rural and remote areas
- identify as IBPOC and/or 2SLBTQIA

CKT Committee members, apart from student member(s), will serve two or three-year terms, renewable three times. The MEP student member will serve a one to two-year term. The CKT Committee meets a minimum of twice per year. Members may also be required to provide input between meetings via e-mail.

Diverse Midwifery Models Committee

The Diverse Midwife Models Committee (DMMC) provides strategic guidance to the Board on issues impacting midwives practicing as employees and independent contractors outside of caseload midwifery models. This includes but is not limited to guiding strategic work around midwifery within Indigenous Midwifery Programs (IMPs), Expanded Midwifery Care Models (EMCMs), birth centres, as well as funding mechanisms such as Schedules Q and R of the AOM-MOH Funding Agreement. The Committee guides strategic support for midwifery system integration in Ontario primary care, including but not limited to Interprofessional Primary Care Teams (IPCTs), Indigenous Interprofessional Primary Care Teams and other primary health care teams.

Committee responsibilities are to:

- Provide guidance and recommendations to the Board on the inclusion of non-caseload models into the AOM strategic goals, including input to guide government relations, advocacy, labour relations, and the development and implementation of the AOM strategic plan
- Engage strategically to identify trends and systemic integration issues for midwives working outside of caseload models
- Advise on the development and adaptation of resources to support midwives working in these models

Membership:

We are currently seeking to fill 4 member positions on this new Committee. Membership terms will be two years long, renewable three times.

The DMMC is looking for members who represent the diversity of midwives working outside of caseload models, particularly those working in Indigenous Midwifery Programs (IMPs), Schedule Qs, Schedule Rs, and as employees in birth centres.

The DMMC will meet a minimum of four times per year. Members may also be required to provide input between meetings via e-mail.

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.

Membership:

The REC is currently seeking to fill one (1) midwife member position, (2) student 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. Student membership terms are two (2) years, or until the member is no longer a student, whichever is shorter.

The Committee will meet as required, at the request of the Co-Chairs, and will have a minimum of two (2) meetings per year, 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:

- Are Black and/or racialized;
- Will represent diversity of lived experience as a Black and/or 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;
- Will recognize the impacts of systemic, intersectional and interpersonal racism on racialized populations; and
- Will be willing to engage in thoughtful constructive discussion and reflection about midwifery practice in Ontario and how racial equity practices best apply.