

## 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:**

- **Audit Committee**
- **Awards Task Force**
- **Quality, Insurance and Risk Management 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 an [Anti-Oppression, Diversity, Equity and Inclusion policy](#). **Applications are encouraged from representatives of the diverse communities within the 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 or five 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.

## Awards Task Force

The Awards Task Force reviews and scores AOM midwifery award nominations received annually and recommends award recipients to the Board of Directors. The task force also reviews existing award criteria and processes and assist with development of new awards as required. Over the coming year, the task force will be involved in a thorough review of the awards program with an equity and inclusion lens and will make recommendations to the Board of Directors on improvements to the awards program.

The Awards Task Force is committed to advancing the AOM's strategic goals related to deconstructing systems of oppression in midwifery including, but not limited to, colonization, racism, including anti-black racism, homophobia/ heterosexism, transphobia/ cissexism, xenophobia, Islamophobia and ableism. In reviewing the awards criteria, nominations and overall processes, the Task Force will be responsible for applying an equity and Indigenous sovereignty lens to all its work, including but not limited to:

- Ensuring that award recipients are aware of their responsibility to always collaborate with and credit Indigenous, Black and racialized members and communities who have made contributions to their work and encouraging public acknowledgement of how this played a role in their ability to receive their respective award(s)
- Designing and committing to a fair and equitable process that prioritizes accessibility and diversity in calls for nominations
- Acknowledging how affinity bias, racism and the current lack of racial diversity in the profession will have an impact on the diversity of nominees and consider these inequities when selecting award nominees
- When assessing the magnitude of achievements of award nominees, taking into account how certain privileges such as race, sexual orientation, being a settler/non-Indigenous in a colonial state, social networks, geographic location, financial resources etc. have played a role in each nominee's ability to meet their achievements
- Considering more than just the number of years or extent of work nominees have contributed, but also the value/impact their work has had on marginalized communities, particularly where it may not be high profile or is localized to a specific community (e.g. serving low resource

IBPOC communities, refugees, 2SLGBTQI+, Indigenous communities, etc.), including the diverse life experiences and pathways that midwives take into the profession and the overcoming of obstacles to service communities

## Membership

We are seeking **two (2) voting members** and we are especially seeking representation from:

- the Indigenous community
- a past participant in the International Midwifery Pre-registration Program (IMPP)

## Meetings

The Task Force will meet **at minimum three times** over the course of the year. Membership terms last from July of each year until the Annual General Meeting of the following year. Members are encouraged to participate for at least two terms, for continuity.

## Quality, Insurance and Risk Management Committee

The Quality, Insurance and Risk Management (QIRM) Committee provides strategic guidance to the Board on quality-of-care matters, including risk management and liability insurance policies. This work is guided by the [QIRM Values Statement](#). This Committee is made up of a dynamic group of midwives who are eager to share their expertise and mentorship with new members.

The responsibilities of the QIRM Committee include:

- Identifying priority clinical and practice management risks and opportunities for quality improvement, especially considering that risks and opportunities may differ for IBPOC communities and therefore require different approaches
- Recommending and supporting the implementation of appropriate mitigation strategies and quality improvement initiatives, some of which may need to be specific to the needs of IBPOC clients or midwives
- Keeping abreast of trends and new initiatives related to quality improvement and risk management, especially those for IBPOC communities
- Maintaining a relationship with the insurance carrier(s) on behalf of the board and monitor the appropriateness of coverage and access to defense counsel through the AOM's policy of malpractice insurance for midwives

Committee members also commit to building knowledge on, addressing, and deconstructing varying systems of oppression in midwifery including, but not limited to, racism, homophobia/ heterosexism, transphobia/ cissexism, xenophobia, and ableism.

## Membership

The QIRM Committee is currently seeking to fill **two (2)** open member positions. Membership terms on the QIRM Committee are five years, with a potential to renew once.

The committee will have a **minimum of six meetings per year**, including one full-day meeting in person (when possible), with members off call. Committee members will also be required to provide input between meetings via telephone or e-mail.

The committee has assessed its current makeup and representation and has identified a particular need for additional representation from the following:

- An Indigenous midwife
- Midwives working in new ways e.g. EMCM

## 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 **two (2)** student member positions. Membership terms on the REC are **two (2) years**, with a potential to renew three times. 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 2021, 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 with:

- A diversity of lived experiences as a Black or racialized person, or members who are Indigenous and racialized. Intersectionality such as experience as 2SLGBTQQIA+, religious minority, Francophone, internationally trained or member with disability are valuable to expanding the voices and perspectives on REC; including diversity in professional experience such as, years in practice or practice contexts (e.g., urban, rural, large and small practices).
- Knowledge or previous experience in racial equity and anti-discrimination work (i.e., activism, community initiatives etc.) and a strong commitment to learn and contribute to this work
- Interest in and commitment to racial equity work and its application to midwifery
- Recognition of the impacts of systemic, intersectional and interpersonal racism on racialized populations
- Willingness to engage in thoughtful constructive discussion and reflection about midwifery practice in Ontario and how racial equity practices best apply.

### **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). **Deadline for submissions is June 22, 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](#).