

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**
- **Disability 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 member position 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 term lasts until the AGM of 2023, but we are hoping that Task Force members will stay on for a second term, to complete the award program review.

Disability Equity Committee

The Disability Equity Committee provides guidance to the Board on disability equity related issues. This Committee provides strategic input to the Board in regards to disability equity issues, and participates in the development of equity related resource(s) and supports for midwives based on the unique needs of midwives with disabilities.

The Disability Equity Committee is seeking one Student member (two-year term, or term runs as long as midwife is a student), and one General Registrant Member (two-year term).

To serve on the DEC, members will:

- Self-identify as a member of the equity-seeking population that their Committee aims to serve;
- Represent the diversity within the community of midwives with disabilities, years in practice and a variety of practice contexts (e.g. IBPOC, urban, rural, large and small practices, EMCs and IMPs);
- Have knowledge or previous experience in equity and/or anti-discrimination work or strong commitment to learn and contribute to this work;
- Have an interest in equity work and its application to midwifery;
- Recognize the impacts of varying systemic, intersectional and interpersonal inequities on marginalized population groups;
- Be willing to engage in thoughtful constructive discussion and reflection about midwifery practice in Ontario and how 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. **Deadline for submissions is November 18, 2022, at 9:00 a.m. (EST).**

Volunteer members are expected to follow the [Code of Conduct Policy](#) and [Anti-Oppression, Diversity, Equity and Inclusion Policy](#).