

## 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:**

- **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](mailto:executiveassistant@aom.on.ca). **Deadline for submissions is [October 29th](#), 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](#).

## 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 (2) midwifery student positions.** 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.