

## Call for Members:

## Get Involved in Your Professional Association!

Dear AOM members:

Get involved! We are looking for members for four of our committees and task forces. These advisory groups are important contributors to the ongoing success of your professional association. They provide expertise on various issues, provide specific direction and action in particular areas, and ensure the voices of members are included in all aspects of AOM activity. Our current advisory groups are active and highly productive, and have contributed immensely to the strength and growth of the AOM. New members will bring new ideas, energy, diverse perspectives and experience – all vital ingredients to the continued success of your professional association.

All advisory groups meet mostly via teleconference, so distance is not a barrier to participation! They are supported by AOM staff to ensure that members use their limited time effectively when participating in task force work (you won't be asked to take minutes!)

Please consider volunteering to be a member of one of these important groups. Members receive an annual stipend for participation.

- **Racial Equity Committee**
- **Disability Equity Work Group**
- **2SLGBTQ Equity Work Group**

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, members, staff, and the Ontario public. To that end, the AOM Board of Directors approved an updated Anti-Oppression, Diversity, Equity and Inclusion Policy in 2017. **We invite and encourage applications from representatives of the diverse communities within the AOM's membership.**

### **Racial Equity Committee**

The Racial Equity Committee provides guidance and support to the Board on the AOM's ongoing work to improve racial equity in midwifery. The Committee will aim to voice the priorities and needs of racialized midwives in the profession through ongoing engagement with racialized midwives. The Committee will work to explore historic and contemporary, systemic and interpersonal racial discrimination, inequity and oppression that racialized midwives face within the midwifery profession and the broader healthcare system. However, the Committee 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.

As the AOM's Indigenous Midwifery Advisory Circle (IMAC) gives voice to the perspectives and experiences of Indigenous midwives, this Committee is intended to give voice to the perspectives and experiences of racialized midwives.

### **The responsibilities of the Racial Equity Committee include:**

- Explore the ways in which racial discrimination and inequities experienced by racialized midwives manifest within the midwifery profession, how they present challenges and barriers for midwives, and how they can be addressed;
- Critically analyze the current state of the profession from a racial equity lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon;
- Advise the Board on interventions to help develop their perspectives on racial equity and advance Ontario midwifery into a more racially equitable profession for midwives, and consequently racialized midwifery clients as well;
- Assist the Board and committees in incorporating racial equity into the AOM's strategic goals, objectives, priorities, policies and practices;
- Maintain a global, equitable and inclusive view of racial diversity in midwifery profession;
- Monitor and work to improve the recruitment and retention, professional growth, and career satisfaction of racialized midwives;
- Review 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-discrimination work and for combatting systemic oppression.

### **Committee Membership:**

This is a new Committee. We are currently seeking up to **eleven (11)** positions for this task force.

- A maximum of **eight (8)** racialized midwife members
- **One to two (1-2)** racialized student members
- **One (1)** racialized faculty representative from the Midwifery Education Program

Membership terms on the Racial Equity Committee are **two (2) years**, with a potential to renew three (3) times. Student members serve a **two (2) year** term, or a term that ends once the member is no longer a student, whichever is the shorter period. The term of office of the Chair is **two (2) years**, renewable once. The term can be renewed a second time if there are no other eligible candidates.

The Committee will have a minimum of **two (2) meetings** per year, including one full-day meeting to be in person, with members off call. Committee members will also be required to provide input between meetings via telephone or e-mail.

The Racial Equity Committee is particularly interested in having a membership which consists of racialized individuals having diversity of lived experience, including, number of years in practice and a variety of practice contexts (e.g. urban, rural, large and small practices). Members should also have an interest in racial equity work and its application to midwifery.

## **Disability Equity Work Group**

The purpose of the Disability Equity Work Group is to provide guidance to the Executive Director on disability equity related issues. This Work Group will participate in the development of equity related resource(s) and supports for midwives based on the unique needs of midwives with disabilities.

### **The responsibilities of the Disability Equity Work Group are to:**

- Explore the ways in which discrimination and inequities experienced by people with disabilities manifest within the midwifery profession, the ways in which these inequities present challenges and barriers for midwives, and how they can be addressed;
- Advise on the development of resources, tools and policies which aim to advance Ontario midwifery into a more equitable profession for midwives, and consequently midwifery clients as well;
- Strengthen the capacity of the AOM and midwives to respectfully and effectively serve and work alongside diverse population groups;
- Critically analyze the current state of the profession from an equity lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon;
- Monitor and improve the career satisfaction, recruitment and retention of midwives with disabilities.

### **Committee Membership:**

Members of the Disability Equity Work Group will:

- Self-identify as a person with a disability;
- Represent the diversity within the community of midwives with disabilities, years in practice and a variety of practice contexts (e.g. urban, rural, large and small practices);
- 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.

The Disability Equity Work Group will be comprised of a **maximum of 7 midwife members and 2 student members** (excluding AOM and MEP representatives). In addition, members of the Disability Equity WG may include one MEP representative and one representative from the AOM Benefits Trust.

The Work Group will meet as required, at the request of the Chair, and **will meet approximately two (2) times per year, including one full day meeting to be in person with members off call**. Members may be required to provide input between meetings via telephone or e-mail. Minutes for each meeting will be recorded and circulated.

## **2SLGBTQ Equity Work Group**

The purpose of the 2SLGBTQ Equity Work Group is to provide guidance to the Executive Director on Two-Spirit, Lesbian, Gay, Transgender, and Queer (2SLGBTQ) equity related issues in midwifery. Work Group will participate in the development of equity related resource(s) and supports for midwives based on the unique needs of 2SLGBTQ midwives.

### **The responsibilities of the 2SLGBTQ Equity Work Group are to:**

- Explore the ways in which discrimination and inequities experienced by 2SLGBTQ people manifest within the midwifery profession, the ways in which these inequities present challenges and barriers for midwives, and how they can be addressed;
- Advise on the development of resources, tools and policies which aim to advance Ontario midwifery into a more equitable profession for midwives, and consequently midwifery clients as well;
- Strengthen the capacity of the AOM and midwives to respectfully and effectively serve and work alongside diverse population groups;
- Critically analyze the current state of the profession from an equity lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon;
- Monitor and improve the career satisfaction, recruitment and retention of 2SLGBTQ midwives

### **Committee Membership:**

Members of the 2SLGBTQ Equity Work Group will:

- Self-identify as a member of the 2SLGBTQ community;
- Represent the diversity within the community of 2SLGBTQ midwives, years in practice and a variety of practice contexts (e.g. urban, rural, large and small practices);
- 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.

The 2SLGBTQ Equity Work Group will be comprised of a **maximum of 7 midwife members** and **2 student members** (excluding AOM and MEP representatives). In addition, members of the 2SLGBTQ Equity Work Group may include one MEP representative.

The Work Group will meet as required, at the request of the Chair, and **will meet approximately two times per year**, including **one full day meeting to be in person with members off call**. Members may be required to provide input between meetings via telephone or e-mail. Minutes for each meeting will be recorded and circulated.

## How to Get Involved

**Interested in participating?** Please fill out the [Statement of Interest Form](#).

For any questions or further information please contact Anna Ianovskaia, AOM Executive Assistant, at [executiveassistant@aom.on.ca](mailto:executiveassistant@aom.on.ca). **The deadline for submissions is February 18, 2020 at 5:00 pm (EST).**

*Note: Volunteer members are expected to follow the AOM's Code of Conduct Policy and Anti-Harassment and Anti-Discrimination Policy.*