

## 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.

- **Clinical Practice Guideline (CPG) Committee**
- **Emergency Skills Workshop (ESW) Committee**
- **Disability Equity Work Group (DEWG)**
- **Midwifery Research Work Group (MRWG)**
- **Quality, Insurance, Risk Management (QIRM) Committee**
- **Racial Equity Committee (REC)**

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.**

## 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 17, 2021 at 11:59 pm (EST).**

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

## **Clinical Practice Guideline (CPG) Committee**

The CPG Committee provides timely guidance and support to the AOM's ongoing work in clinical practice guideline (CPG) development.

### **Responsibilities of the CPG Committee include**

- Ensuring all CPGs are developed according to "A Values-Based Approach to CPG Development" approved by the Board of Directors in November 2006
- Contributing to CPG development by participating in the GRADE process of CPG development as required, including: defining research questions, specifying important outcomes, rating quality of evidence, making recommendations, reviewing drafts and applying the AGREE tool to the final draft.
- Reviewing clinical knowledge translation products.
- Assisting in developing strategies for the dissemination and uptake of CPGs.
- Assisting in the evaluation of dissemination and uptake of CPGs.
- Contributing to capacity building within the AOM to develop CPGs on an ongoing basis.
- Recommending new CPG topics to be developed.
- Reviewing existing CPGs and recommending to the Board those CPGs that should be revised.

### **Committee membership:**

*This committee is seeking two (2) members who meet any of the following criteria:*

- have more than 10 years of midwifery experience
- are a current MEP student
- are currently in their NR year

CPG Committee members, with the exception of the 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 committee typically meets four times per year and members may be required to provide input between meetings via telephone or email.

## **Emergency Skills Workshop (ESW) Review Work Group**

The ESW Review Work Group provides timely guidance and support regarding the clinical content of the AOM's ESW Workshop (including the ESW Manual).

### **Responsibilities of the ESW Review WG include**

- Providing input regarding various aspects of the clinical content of the AOM ESW to ensure content is current, relevant, and evidence informed.
- Keeping up to date on the relevant literature about each of the emergency skills.
- Scanning the environment for similar programs, trends, or issues that may affect AOM ESW or suggest that changes should be considered.
- Providing input into policies related to ESW as required.

- Providing input on various aspects related to the quality assurance program for ESW instructors.

### **Committee membership:**

*This committee is seeking two to four (2-4) members who meet the following criteria:*

- Have experience as an ESW Senior instructor
- Have ≥ 5 years' experience instructing (or having taught ≥ 12 full-day ESWs)

Members serve a two-year term, renewable three times. The committee meets a minimum of two times per year and members may be required to provide input between meetings via telephone or email.

### **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.

### **Responsibilities of the Disability Equity Work Group include:**

- Exploring 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;
- Advising 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;
- Strengthening the capacity of the AOM and midwives to respectfully and effectively serve and work alongside diverse population groups;
- Critically analyzing 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;
- Monitoring and improving the career satisfaction, recruitment and retention of midwives with disabilities.

### **Committee membership:**

Members of the Disability Equity Work Group recognize the stigma attached to disability and the risk of discrimination in their personal and / or professional lives if information about their disability is shared, or even if their identity as a midwife with a disability is shared. All members of the Disability Equity Work Group (DEWG) and staff supporting the DEWG understand the sensitivity of the information that they are entrusted with and protect the confidentiality of the names of the members of the WG and the information shared by them.

*This committee is seeking two (2) student members who meet the following criteria:*

- Self-identify as a person with a disability
- Represent the diversity within the community of midwives with disabilities
- 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.

## **Midwifery Research Work Group (MRWG)**

The purpose of the Midwifery Research Work Group is to provide guidance to the AOM and undertake work to support midwife-led research and to support a midwifery research agenda.

**Responsibilities of the Midwifery Research Work Group include:**

- Participating in a peer review process for the AOM's research awards program and midwifery research grants.
- Providing guidance for research-based content at the AOM's events, particularly the annual conference.
- Developing and participating in a peer review process for the selection of research-based abstracts at the annual conference.
- Providing guidance and advice to the Executive Director regarding:
  - Important scientific developments.
  - The AOM's initiatives to support midwife-led research
- Collaborating with stakeholders.

## **Midwifery Research Work Group Membership**

*This work group is seeking members with peer review experience and is particularly encouraging IBPOC midwives to apply. The work group is seeking two (2) members and one (1) student member. Members serve two-year terms renewable three times.*

The Work Group will meet a minimum of three times per year. Members may be required to provide input between meetings via telephone or e-mail. Members will be selected based on experience with midwifery research and peer review and to best represent membership demographics.

## Quality, Insurance, Risk Management (QIRM) Committee

The Quality, Insurance and Risk Management (QIRM) Committee provides strategic guidance to the AOM Board of Directors on quality-of-care matters, including risk management and liability insurance policies. This work is guided by the [QIRM Values Statement](#) and is consistent with the philosophy and model of Ontario midwifery.

This Committee is made up of a dynamic group of midwives who are eager to share their expertise and mentorship with new members. 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. Learn, offer guidance, and help build the AOM's capacity in the areas of lateral violence and conflict resolution practice management, insurance and risk management.

### Responsibilities of the QIRM Committee include:

- Identifying priority clinical and practice management risks and opportunities for quality improvement
- Recommending and supporting the implementation of appropriate mitigation strategies and quality improvement initiatives
- Keeping abreast of trends and new initiatives related to quality improvement and risk management
- Maintaining a relationship with the insurance carrier(s) on behalf of the AOM Board and monitor the appropriateness of coverage and access to defense counsel through the AOM's policy of malpractice insurance for midwives

### Committee Membership:

*The QIRM Committee is currently seeking to fill one (1) open member positions. The committee has assessed its current makeup and representation and has identified a particular need for additional representation from the following:*

- Identifies as Indigenous
- Identifies as a person with a disability
- Under 5 years of practice
- Experience serving northern clients and communities
- Identifies as 2SLGBTQ+

Membership terms on the QIRM Committee are **five (5) years**, with a potential to renew once.

The Committee will have a minimum of **six (6) meetings** per year, including one full-day meeting in person, with members off call. Committee members will also be required to provide input between meetings via telephone or e-mail.

## 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 voices the priorities and needs of racialized midwives in the profession through ongoing engagement with racialized midwives. The Committee works 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.

### Responsibilities of the Racial Equity Committee include:

- Exploring 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 analyzing 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;
- Advising 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;
- Assisting the Board and committees in incorporating racial equity into the AOM's strategic goals, objectives, priorities, policies and practices;
- Maintaining a global, equitable and inclusive view of racial diversity in midwifery profession;
- Monitoring and working to improve the recruitment and retention, professional growth, and career satisfaction of racialized midwives;
- Reviewing Board and AOM processes, composition and governance, such as recruitment, election, and meeting processes, for inclusion and equity; and
- Keeping abreast of broad trends and best practices related to anti-discrimination work and for combatting systemic oppression.

### Committee Membership:

*The Racial Equity Committee is currently seeking one (1) member.*

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 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.