

Racial Equity Committee Values Statements

The Racial Equity Committee (REC) is dedicated to working towards the [AOM's strategic goal](#) to achieve [racial justice within the AOM and in midwifery](#). The Committee 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. We are committed to employing the values listed below while providing guidance, recommendations, and support to the Board on the AOM's ongoing work to achieve racial justice and to dismantle the institutional and systemic barriers experienced by midwives and midwifery students across Ontario.

The values listed below are not a comprehensive list, they are a grouping of key priorities for the REC.

Promote Equity and Restorative Justice

A quality life is one that should be accessible to all people regardless of race, ethnicity, religion, disability, sexual orientation, gender identity, socioeconomic status, education, country of origin or any other [code protected grounds](#). The Committee aims to amplify the voices of racialized midwives, address the manifestations of systemic, institutional, and interpersonal racism in the profession, and identify pathways to achieving racial equity, actioning restorative justice and addressing gaps in quality and safety of care provided to equity deserving communities.

Empower Racialized Midwives to Lead

The Committee recognizes the value of leadership in midwifery being representative of racialized midwives with diverse lived experiences, world views and intersecting identities to strengthen the profession. Our aim is to empower racialized midwives to take on leadership roles by promoting pathways for racialized midwives to develop leadership skills through mentorship, education and networking opportunities.

Seek Diversity of Lived-Experiences and Foster Belonging

We value and respect the similarities and differences between individuals and believe [that diversity in midwifery](#) is a necessity and a strength to better serve racialized communities we work with by providing culturally safe, client centered, safe, accessible, quality care with integrity and respect. We share our knowledge, strengths and lived experiences to inform guidance provided to the AOM, and to cultivate a profession where *all* midwives belong and can thrive within.

Advocacy The committee provides guidance on advocacy efforts to ensure initiatives to advance racial justice and human rights is prioritized, adequately resourced, and meaningfully actioned across all aspects of the professional, clinical and business practice of midwifery. This includes through AOM led research, programs, services and communication with the membership, key stakeholders i.e., government and with members of the public