



Anti-Oppression, Diversity, Equity and Inclusion Policy

Policy Type:	Board	Approval Date:	November, 2009
Sub-Category:	Governance	Amended:	November 2016 November 2017
Last Review Date:	November 2017	Next Review Date:	November 2020

Purpose:

The purpose of this statement is to express the expectations for the Board, AOM committees, Work groups, and staff regarding equity and diversity within the Association and to guide the work of the Board, Committees, Work Groups, volunteers, contractors and staff with and on behalf of midwives.

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, Board members, staff, and the Ontario public.

The AOM recognizes that inequity is maintained by oppression, discrimination against and systemic marginalization of people based on the protected grounds identified by the Ontario Human Rights Code.¹

The AOM is committed to ensuring that the work of the Association of Ontario Midwives is free from discrimination and harassment. To this end, a specific **Anti-Discrimination and Anti-Harassment policy** has been developed.

This policy also serves as the AOM's statement on Anti-Oppression, Diversity, Equity and Inclusion.

¹ For a list of "Protected Grounds" from the Ontario Human Rights Code, see: <http://www.ohrc.on.ca/en/ontario-human-rights-code>

Definitions

Anti-oppression: Anti-oppression is a complex concept, but a working definition that can be used in the context of AOM committee work is: "... 'a tool to understand and respond to the complexity of the experience of oppression' (B. Burke and P. Harrison, *Communication, Relationships and Care: A Reader*, 2003). Anti-oppression is a way of naming oppression that happens against certain people, based on their identities, and then a way to work toward ending that mistreatment, oppression, violence toward that particular group. More specifically, anti-oppression identifies the experiences of people based on their race, their gender identity, sexual identity, their physical and mental ability, their choice of religion, their class background (whether growing up poor, working poor, working, middle or upper class), their physical appearance (fat or thin), and the list goes on. It also is a way to challenge the ways people are treated based on these identities." Source: Singh, D. "The 5 W's and the H's of the Anti-Oppression Framework", *Shameless Magazine*, February 4, 2013, found at <http://shamelessmag.com/blog/entry/the-5-ws-and-the-h-of-the-anti-oppression-framewo>

Policy:

AOM Board members, Committee and Work Group members, volunteers, contractors and staff are expected to foster equity and inclusion and will:

- Develop policies, protocols, programs and services that seek to eliminate systemic barriers and promote inclusion in every facet of our work
- Ongoing periodic review of existing policies, protocols, programs and services to ensure they reflect the principles of anti-oppression, diversity, equity and inclusion
- Seek means by which to support and increase diversity within the Association Board, staff, committees and work groups, the profession of midwifery, and clients of midwifery care
- Create opportunities for dialogue and self-reflection and support a continued commitment to social justice and anti-oppression principles
- Create opportunities for dialogue and self-reflection and support a continued commitment to the recommendations of the Truth and Reconciliation Commission of Canada with respect to Indigenous people²

² Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada, 2015. <http://www.trc.ca/websites/trcinstitution/index.php?p=3>

- Seek out and apply the perspective of equity-seeking groups and individuals, in recognition that they are integral to the processes of assessment and development of equity strategies in the work of the AOM
- Respect and value everyone for their contribution, celebrating peoples' differences and providing equality of opportunities for all.
- In all facets of AOM work and activities, the AOM Board and staff will, at a minimum, adhere to the *Ontario Human Rights Code*.

Also see: *Anti-Discrimination and Anti-Harassment Policy*