



Disability Equity Committee- Terms of Reference

| | |
|---|---------------------------------------|
| Policy Type: Board | Approval Date: October 2019 |
| Sub-Category: Terms of Reference | Amended: April 2022 |
| Last Review Date: April 2022 | Next Review Date: October 2024 |

Purpose, Responsibilities and Delegated Powers of the Committee:

The purpose of the Disability Equity Committee is to provide guidance to the Board on disability equity related issues. This Committee will provide strategic input the Board will regards to disability equity issues, and 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 Committee 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;
- Provide input to the Board of Directors on the development of the Strategic Plan;
- 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.

Composition

Members of the Disability Equity Committee will:

- Self-identify as a member of the equity-seeking population that their Committee aims to serve;

- Represent the diversity within the community of midwives with disabilities, years in practice and a variety of practice contexts (e.g. IBPOC, urban, rural, large and small practices, EMCMs and IMPs);
- 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 Committee will be comprised of:

- up to 7 midwife members
- up to two student members
- one MEP representative and
 - one representative from the AOM Benefits Trust selected by the AOMBT
 - One Board member selected by the Board
 - Director of Health Equity and Human Rights, or their designate
 - President of the Board of Directors (ex-officio)
 - AOM Executive Director (ex-officio)
 - Other AOM staff as required to provide staff resources to the committee

AOM and AOMBT staff will be non-voting members of the Committee.

Selection and Terms of Office

A call for members will be circulated to all AOM members. Interested members will be asked to submit a statement of interest. Selection will be recommended by the Committee to the AOM Board based on the composition criteria. In recognition of intersectional experiences and the AOM's commitment to anti-racism work, the Board will attempt to have majority representation from Indigenous, Black and Midwives of Colour.

Committee members will serve two-year terms renewable three times. Student members serve a two-year term, or a term that ends once the member is no longer a student, whichever is shorter. Terms will be completed as of the Annual General Meeting each year. For those serving on the Committee from its initiation, the term will be deemed to start as of May 2020.

The general term of office does not include any period of time in which the member served as Chair of the Committee or served as the President/ President's delegate.

Chair: The committee members may recommend a member of the committee to the Board to serve as committee Chair. To foster board accountability, the Board will make best efforts to select a sitting member of the Board as Chair; however, the Board may select a voting member who is not a Board member as Chair if the Board deems this will better serve the purpose of the committee, and the goals and objectives of the Board and the AOM.

The term of office of the Chair is 3 years, renewable once. The term can be renewable a second time if there are no other eligible members from the Committee who express interest.

Rules for Meetings:

The Committee will meet as required, at the request of the Chair, and will meet a minimum of four times per year, including one half day meeting 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.

Decision-making will be done by consensus where possible. Where this is not possible and a decision needs to be made, this will be done by majority vote. Quorum will be a majority of voting committee members. Staff members will not be counted in quorum.

Members who either miss more than two meetings in a row (except due to attending births or other extraordinary circumstances) or miss two meetings in a row without notifying the Chair, will have their membership on the Committee revoked. Requests for short term leaves of absence (6 months or less) can be made to the Chair.

Committee meetings can be called by the Chair, the Executive Director, or the Director, HEQHR if they consider one necessary.

Commitment to Anti-oppression, Diversity, Equity and Inclusion:

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] All members of this committee are expected to foster equity and inclusion, in accordance with the expectations set out in the AOM's *Policy on Anti-Oppression*, Diversity, Equity and Inclusion* (November, 2016). The AOM will work to ensure a safe space in which committee members will work. Training to support anti-oppression, diversity, equity and inclusion will be made available to members of committees, work groups and task forces as required.

* for a definition of anti-oppression, see AOM's policy on Anti-Oppression, Diversity, Equity and Inclusion.

Members who are unwilling to meet the expectations of the Anti-Oppression, *Diversity, Equity and Inclusion* policy may, at the sole discretion of the Executive Director have their membership on this committee revoked.

Reporting and Accountability Requirements:

The Disability Equity Committee is a committee of the AOM Board and accountable to the Board. In accordance with the AOM constitution article 6, the Committee is advisory in nature. It is established by the Board to carry out its mandate and to carry out the directions given to it from time to time by the Board. Committee members are responsible for implementing Board decisions regarding the Committee's mandate.

Due to the highly sensitive nature of information that will form part of the Committee's work, prior to joining the Committee, members will be required to sign a confidentiality agreement. A signed confidentiality agreement, one that covers the term of their membership on the Committee, is a requirement to serve on this Committee.

The Committee Chair will provide a written report to the Board of Directors on at least a quarterly basis about the key issues and the deliverables being achieved.

Any staff/consultants hired to undertake specific work related to the Committee will be hired by and report to the Executive Director.

The Board of Directors has the authority to dissolve a committee if they determine that there is no longer a need for it, or if there has been sufficient evidence to suggest that the group is no longer productive.