



Midwifery Sustainability Project Steering Committee (MSP-SC) Terms of Reference

Policy Type:	Board	Approval Date:	
Sub-Category:	Governance	Amended:	N/A
Last Review Date:	N/A	Next Review Date:	N/A

Background:

Project Charter: (draft) A multi-year, multi-pronged project to **understand**, make **recommendations** and **advocate** for, and **evaluate** the implementation of reforms to support sustainability of midwives and midwifery using an equity framework.

The AOM Midwifery Sustainability Project (MSP) is a massive transformational undertaking with the goal of providing strategic guidance and a government advocacy, operational implementation and evaluation workplan for evidence-based changes to:

- The funding model (TPA-MPG template agreement)
- The model of midwifery care, including a review of the core tenets:
 - o Continuity of Care
 - o Informed Choice
 - o Choice of Birthplace
 - o Choice of Care Provider
 - o Judicious Use of Technology
- Intra-professional structure and function within Midwifery Practice Groups including:
 - o Power structures in MPG's
 - o Racism and colonialism in Midwifery
 - o Bullying in Midwifery
- Inequity in opportunities and barriers to enter midwifery workforce, obtain job security and career development/leadership opportunities
- Inter-professional relationships, attitudes, opportunities and barriers
- Scope of Practice restrictions
- Health System barriers and facilitators to midwifery leadership and integration
- Individual midwives' health and well-being
- Mechanisms to ensure compensation free of gender discrimination and based on evaluation of the Skills, Effort, Responsibility and Working Conditions (SERW) of the work.

Several recent studies have contributed to our understanding of the needs and challenges faced by midwives with regards to sustainability (add links/references)

- Mental Health Reports (Darling et al¹, Cathexis draft report)
- NOM survey
- Bullying survey
- Racism survey and research
- Sustainability in midwifery literature
- AOM membership survey on midwives considering leaving midwifery practice

The AOM will need to further develop a clear understanding of the factors that impact sustainability of midwives and midwifery by conducting (not an exhaustive or final list):

- Focus groups
- Key informant interviews
- Research projects
- Consumer and community engagements
- Culminating in a Midwifery Sustainability Symposium Event (to be planned for 2023-24)

Purpose, responsibilities, and delegated powers of the Steering Committee

The purpose of the Steering Committee is to provide specific guidance to the Board of Directors, the Senior Project Leader (Elizabeth Brandeis) and other AOM staff regarding the information-gathering inquiry phase, the development of recommendations, and the implementation and evaluation of the recommended changes to support sustainable midwifery practice and the profession.

The Steering Committee will produce a report to the AOM Board of Directors with Key Findings, Recommendations and Key Performance Indicators for the roll-out of changes to the profession to support sustainability.

Composition of the Steering Committee:

The Steering committee requires broad representation of perspectives and lived experience of the midwifery profession, including experiences of power imbalance and inequity in midwifery work. Committee members will include, *at a minimum*:

- 1 member from the Board of Directors
- 2 members from the Racial Equity Committee (or racialized members who can bring a racial justice lens if REC is unable to delegate representatives)
- 2 members from the Indigenous Midwifery Advisory Circle (or members who can bring an Indigenous sovereignty lens if IMAC is unable to delegate representative)
- 1 member from the Disability Equity Committee

- 1 member from the Quality, Insurance and Risk Management Committee
- 1 Trustee from the AOMBT
- 1 member from the AOM Research Work Group
- 1 midwife faculty member from the Midwifery Education Program

The composition of the Steering Committee must include, at a minimum, 1 member who:

- Works, or has worked, as an associate but not as a partner in an MPG
- Works, or has worked, as a partner in an MPG
- Is a midwife with 5 years or less experience
- Is a practicing or retired midwife who has at least 15 years of experience
- Works, or has worked in a Northern, rural or remote community
- Works, or has worked, in an EMCM
- Works, or has worked, in an IMP

- AOM President (ex-officio)
- Executive Director (ex-officio)
- Senior Project Leader (staff lead)
- Other staff as required by the Executive Director to support the Steering Committee's work and operationalize their recommendations

A call will be circulated to the Committees, IMAC, Work Group and Trust, and the Board will select the members prioritizing diverse representation and experiences, particularly from Indigenous, Black and racialized communities.

In order to ensure experienced facilitation, the Chair of the Task Force must either be a current Board member or have chaired an AOM committee or previously served on the AOM Board of Directors. The Chair will be appointed by the Board. Priority will be given to IBPOC members for this leadership role.

Term

The Steering Committee term is three years. Members are asked to make a long-term commitment to the Committee due to the magnitude of the work and the importance of continuity. Vacancies on the Committee will be filled through a call for member interest, Committee recommendation and Board appointment.

Rules for meetings

The Steering Committee will meet as required, at least quarterly.

Steering Committee members will be required to provide input between meetings via telephone or e-mail.

Members who miss more than two meetings in a row (except due to attending births or extraordinary circumstances), will have their membership on the Steering Committee revoked.

Because of the expected complexity of the work and expected building of decisions at each meeting, substitutions are not permitted.

Decision-making will be done by consensus where possible. Where this is not possible and a decision needs to be made, varying viewpoints will be considered, with a priority placed on principles of equity and centering the perspectives of those who are marginalized. Upon considering these viewpoints, a decision will be reached by majority vote.

Minutes for each meeting will be recorded. Quorum will be 51% of Task Force members, not including staff members.

Reporting and accountability requirements

The AOM MSP Steering 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 with regard to 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 Steering Committee Chair will provide reports to the Board from each MSP-SC meeting.

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

The Board of Directors may dissolve the Steering Committee, if they determine that there is no longer a need for it, if there is sufficient evidence to suggest that it is no longer productive, or once the Committee's work is complete.

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. All members of this Committee are expected to foster equity and inclusion, in accordance with the expectations set out in the AOM's Diversity, Equity & Inclusion position statement and Racial Justice position statement. 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.