

Canadian Alliance of Racialized Midwives Council Call for Members of the Core Leadership Circle (5 to 12 individuals)

The Canadian Alliance of Racialized Midwives (CARM) convened to provide a national platform of support, connection, advocacy, and professional development to the racialized midwifery community. The CARM provides guidance and recommendations to the Canadian Association of Midwives (CAM) and support to racialized midwives and midwifery students across the provinces and territories.

To learn more about the developing purpose and responsibilities of the CARM, please refer to the draft Terms of Reference.

This form is intended for the recruitment of Core Leadership Circle members (5-12 individuals), a separate form will be used for the recruitment of Co-Chairs. If you are interested in one of 2 Co-Chair positions that will become available, please submit your application first to become a member of the Core Leadership Circle. The Core Leadership Circle will contribute to the selection of Co-Chairs.

The CARM invites members to self-nominate to become a member of the Core Leadership Circle. ****New voices with no prior experience with committee work or in leadership roles are encouraged to apply**.**

Background:

CARM is intended to give voice to the perspectives and experiences of racialized midwives. In recognizing that Indigenous communities experience multigenerational trauma and ongoing systematic racism rooted in Canada's colonial history and present-day policies, the National Aboriginal Council of Midwives (NACM) gives voice to the perspectives and experiences of Indigenous midwives. As such, the unique experiences of racism and colonization as experienced by Indigenous midwives is appropriately outside the scope of this Council. CARM also recognizes the intersectionality of both Indigenous and racialized individuals and leaves it up to such individuals to participate in either one or both groups as appropriate.

The responsibilities of the CARM are to:

- Explore the ways in which racial discrimination and systemic inequities experienced by racialized midwives and birthing communities manifest within the healthcare system, how they present challenges and barriers for midwives, and how they can be addressed;

- Critically analyze the current state of the profession from a decolonized, racial justice and intersectional lens to identify existing gaps that need to be filled, barriers that must be addressed, and strengths that can be built upon;
- Provide guidance to CAM, provincial and territorial midwifery associations and education programs and other stakeholders on implementing racial justice principles into organizational strategic goals, objectives, priorities, policies and practices, with the aim of supporting racialized midwives, midwifery students, and birthing and pregnant populations;
- Maintain a global, equitable and inclusive view of racial diversity in the midwifery profession;
- Provide guidance on the recruitment, retention, professional growth and career satisfaction of racialized midwives;
- Keep abreast of broad trends and best practices related to anti-racism work and for combatting systemic oppression nationally.

Please note that because the TOR has not been formally adopted, the descriptions and expectations for Co-Chairs are subject to change.

Purpose of Core Leadership Circle:

The affairs of the CARM will be guided by a team called the Core Leadership Circle, which will act in accordance with the vision and core purpose of the CARM. The Core Leadership Circle is a non-hierarchical body composed of individuals from across the country who will be chosen from the general membership of the CARM. Three Co-Chairs will lead the activities of this central group.

Composition of Core Leadership Circle:

The Core Leadership Circle will consist of at least 5, and no greater than 13 individuals, including the three Co-Chairs. Each member must identify as BPOC and/or racialized. The Core Leadership Circle will include:

- At minimum, 25% of members with Black lived experience, as a means of responding to the unique and pervasive violence of anti-Black racism and to provide space to amplify the strength and diversity of Black voices and experiences
- At minimum, 70% of members who have completed midwifery studies
- At minimum, 50% of members who have actively practiced within the last five years
- One (1) to two (2) midwifery students; when two (2) students are involved, priority will be to have at least one student with Black lived experience

The Core Leadership Circle will also seek the representation of members from intersecting social, equity-deserving identities, as well as other geographic and/or demographic groups including (but not restricted to):

- 2SLGBTQ+
- living with disability
- minority religious/faith communities
- immigrants/refugees
- francophone
- linguistic communities
- single parent
- low socioeconomic status
- practicing in alternate/extended models
- rural/remote
- provincial/territorial
- internationally educated (particularly from the Global South)
- within first five years of practice
- 20+ years of experience

Responsibilities of Core Leadership Members:

The Core Leadership Circle will be responsible for:

- Upholding the values, principles, and policies of the CARM
- Collaborating to identify and implement the priorities of the CARM
- Communicating with and providing engagement opportunities for the CARM membership
- Establishing and/or participating in Leadership Circle Committees as required
- Representing the CARM to external groups as required
- Participating and offering guidance for CARM strategic and financial decisions
- Advising and providing consultation in support of internal and external racial equity strategies
- Producing or consulting on position papers and/or advocacy statements
- Sharing administrative and executive responsibilities as delegated by the Co-Chairs
- Attending Core Leadership Circle and general membership meetings
- Rotating the meeting facilitation and report-writing roles; learning, practicing, and modeling consensus-based facilitation

Experience:

The CARM is seeking Core Leadership Members with:

- A diversity of lived experiences as a Black or racialized person, or members who are Indigenous and racialized. Intersectionality such as experience as 2SLGBTQ+, religious minority, Francophone, internationally trained or member with disability are valuable to expanding the voices and perspectives on the Core Leadership Circle; including diversity in professional experience such as, years in practice or practice contexts (e.g., urban, rural, large and small practices).

- Knowledge or previous experience in racial equity and anti-discrimination work (i.e., activism, community initiatives etc.) and a strong commitment to learn and contribute to this work
- Interest in and commitment to racial equity work and its application to midwifery
- Recognition of the impacts of systemic, intersectional and interpersonal racism on racialized populations
- Willingness to engage in thoughtful constructive discussion and reflection about midwifery practice in Canada and how racial equity practices best apply.

Requirements for Core Leadership Members:

In addition to the requirements to participate in the Core Leadership Circle, Core Leadership members should be equipped with a device, with access to reliable internet to participate in meetings.

Time Commitment:

- The Core Leadership must be available for the biannual Core Leadership Circle meetings; one (1) of which will be followed by the meeting of the CARM membership.
- Ideally, Core Leadership Circle members will be available for the CAM in-person conference (3 days), in Ottawa October 4-6th, 2023.

Availability

- Remuneration is not yet available. CARM will work with CAM to explore opportunities for funding.
- Willing to travel (when support available for expenses)

Length of Term for Core Leadership members:

- Core Leadership Circle Members will serve a two (2) year term, which is renewable twice, thus total of six (6) years consecutive
- Students in the Core Leadership Circle will serve a one (1) year term, which may be renewed once. Upon graduation, individuals who were student members may be re-appointed as midwife members.
- Core Leadership Circle Members may self-nominate or be nominated by another member of the CARM.
- Core Leadership Circle members will be selected and renewed by consensus.
- No more than 50% of the Core Leadership Circle will end their term in a given year

How to Express your Interest:

Please complete the self-nomination form below and submit the form along with:

1. A brief biography describing your experience, skills, and attributes, including lived experiences as a Black or racialized person, or as an Indigenous and racialized person. Intersectionality such as experience as 2SLGBTQ+, religious minority, Francophone, internationally trained or member with disability is valuable to expanding the voices and perspectives on the Committee. This includes diversity in professional experience such as, years in practice or region/context of practice (e.g., urban, rural, large and small practices), and representation of members across the provinces and territories.
2. A letter outlining your interest in the position and how you envision contributing to the CARM.

Please submit applications by October 1st, 2022, to Annie Hibbert

at ahibbert@canadianmidwives.org.

If you would like to nominate someone, please fill in the nomination form and have them sign the form as well. Please contact them directly and encourage them to complete the application.

Please feel free to contact Feben Aseffa, Chair of Racialize Midwives Council, if you have questions at: feben.aseffa@aom.on.ca

Self-Nomination Form – CARM Core Leadership Circle Members

Term: October 2022, to October 2024 (twice, renewable for up to six years)

I, _____, would like to become a member of the Core Leadership Circle for the term of October 2022 to October 2024.

Signature of Candidate

Date

	Candidate Contact Information
Candidate address:	
Candidate e-mail:	
Candidate phone:	

In accepting this position, the candidate acknowledges the duties and terms of the position and, if appointed, commits to performing them to the best of their ability.

Please include with this form:

1. A brief biography describing your experience, skills, and attributes, including your lived experiences as a Black or racialized person, or as an Indigenous and racialized person. Intersectionality such as experience as 2SLGBTQ+, religious minority, Francophone, internationally trained or member with disability that may be valuable to expanding the voices and perspectives with the Circle; this may also include diversity in professional experience such as, years in practice or practice contexts (e.g., urban, rural, large and small practices).
2. A letter outlining your interest in the position and how you envision contributing to the CARM.