



POSITION STATEMENT

GENDER INCLUSIVITY & HUMAN RIGHTS

The Canadian Association of Midwives (CAM) is an organization that is rooted in the feminist movement and has a history of commitment to human rights and social justice. It is our goal to pursue visionary leadership in our work on these issues within the Canadian and global healthcare context. We are committed to the inclusion of trans, genderqueer, intersex and otherwise marginalized communities in our central dialogue and focused on ensuring that CAM is inclusive in its statements, actions, and in all aspects of its work. These priorities should not be established by the needs of the majority but by the powerful impact of the inclusion of all voices.

We are working to ensure that trans, genderqueer, and intersex people in our care and in our communities are not denied or made invisible and we believe that this does not undermine our ability to provide woman-centered care. It is critical for midwives to honour and respect all people's right to self-determination as well as their right to receive health care that is free from discrimination, transphobia, and prejudice. Women and women's health care will not benefit by refusing to recognize or include the rights of others.

We are aware that transphobia disproportionately affects those with intersecting marginalized identities such as racialized people, self-identified Indigenous communities, those living with the ongoing and current legacies of colonization, residential schools, childhood apprehension, and those who are differently abled. We recognize that multiple intersecting identities can compound the impacts of marginalization.

Discrimination in the provision of services can cause trans people to delay or avoid necessary health care services, potentially putting their overall health at risk. Health equity depends upon care providers being informed about the needs of trans, genderqueer or intersex people. CAM is committed to providing resources and education for our members and in auditing our own organization on an ongoing basis with a focus on inclusion. We have begun our work on these issues within CAM and recognize that we will always have much to learn and more to do as an organization and as individuals. We are committed to our own continuing education, in partnership with organizations, individuals, and communities who can provide guidance and direction. CAM believes that all midwives and midwifery practices can and should provide an environment where every individual is welcomed and treated with dignity and respect.

It is our hope and intent that all midwives will be supported in their practice and their profession regardless of gender identity or gender expression and likewise, that Canadian midwives will welcome all clients and provide them with compassionate, culturally safe care. We believe that ensuring that our work and language reflects the inclusion of trans, genderqueer, and intersex clients does not represent the erasure of women, but instead makes foundational a respect for the human rights of everyone.