



## **AOM Midwifery Awards Guiding Principles & Objectives**

### **Guiding Principles**

The AOM recognizes the varied and important ways that all members contribute to their workplaces, communities, and the broader profession. To ensure these outstanding contributions do not go unnoticed, the AOM believes in the formal recognition of its members through the Midwifery Awards Program. A profession that values its membership is vital to its long-term success and sustainability.

Moreover, the recognition of members' acts of service and contributions to midwifery sets important precedence for what the AOM believes its members should embody. It highlights both the contributions and voices deemed significant to the profession and the many communities midwives serve.

However, the inherent subjectivity present in any awards process has the potential to exacerbate existing inequities. As such, the AOM intends to uphold an awards program that centres equity throughout the process. The AOM is committed to advancing racial equity and Indigenous sovereignty at all levels of the profession, and as such, ensuring that all members feel valued, heard, and respected for their innumerable contributions.

The AOM is committed to upholding an awards program that:

- Demonstrates our commitment to dismantling all forms of racism and oppression throughout the profession
- Recognizes the diversity of the Indigenous community
- Values all members and the communities they serve
- Recognizes the diverse skillsets, knowledge bases, values, priorities, belief systems and working environments of its membership
- Ensures all stages of the awards process, including the nomination and eventual acknowledgement of nominees, is fair, transparent, and equitable
- Applies a decolonized, intersectional and equity lens in reviewing and selecting award nominees
- Seeks a diversity of lived and professional experience on the AOM Award Task Force
- Aligns with and supports [strategic goals](#)

## Objectives

The AOM Midwifery Awards Program is designed to recognize individuals or organizations that have made significant contributions to advance midwifery in their community, workplace, provincially, nationally, or internationally.

The awards are intended to: promote the profession of midwifery; encourage excellence in the field of midwifery; and support the integration of midwifery into the health care system.

AOM Midwifery Awards will be presented annually by the Board of Directors. Nominations will be reviewed by the Awards Task Force; for The HIROC Just Culture and Patient Safety Culture Award, the QIRM Committee; and for the Excellence in Midwifery Research Award, the Midwifery Research Work Group, which will make recommendations regarding award recipients to the Board of Directors. Selections will be based on established nominations criteria and selection procedures for each award.