

POLICY ON EQUITY AND ACCESSIBILITY IN THE COLLEGE OF MIDWIVES

The College of Midwives of Manitoba is committed to making midwifery accessible to Manitoba women and their families regardless of place of residence or circumstance. In particular it is committed to ensuring that groups which may have had limited choices in their childbearing health-care in the past because of cultural, language, geographic, physical, economic or other social barriers, are able to choose and receive care from midwives. This includes immigrant women and newcomers to the province, Aboriginal women, women with disabilities, women in rural or remote communities, and teenage women.

The College of Midwives is equally committed to recruiting midwives with diverse backgrounds, experience and knowledge, reflecting the diversity of Manitoba populations. Such recruits may be drawn from groups including immigrants and newcomers to the province, Aboriginal persons, persons with disabilities, visible minorities and persons who live in rural or remote communities.

The College shall strive to meet its commitment to equity by removing and preventing systemic barriers in the practice of midwifery and ensuring that groups that have experienced disadvantage are represented on the Council and Committees of the College. Policies and procedures of the College will include principles of equity for all facets of College business.

Midwives are expected to make themselves available to women who might not otherwise seek their care. In accordance with the Model of Practice, midwives will develop their own protocols for incorporating equity principles in their practices. Like all facets of practice, these can be audited by the College.

ADVOCACY FOR ACCESSIBILITY

The College has a responsibility to advocate for the availability of midwifery in Manitoba, to ensure the Manitoba women can choose midwifery care from a range of maternity care choices throughout the province. The College will examine and make recommendations about where practices are, where they are needed, which women in the province are excluded and how barriers to accessibility can be overcome.

PUBLIC EDUCATION

The College of Midwives has a role in public education, to ensure that there is general understanding of who midwives are, the care they provide to women and their families and how they are available. As practices and the College develop, public education from the College will inform Manitobans of new developments.

Using information from the Standards Committee about the demographics of women midwives are serving, the College will set annual goals to target certain parts of the population. The goals will include strategies for distributing the public education materials, including but not limited to the targeted communities, RHAs, hospitals, community health centres, and appropriate government channels.

Strategies for public education can be developed with the Midwives Association of Manitoba as well as consumer action groups.

MONITORING EQUITY AND ACCESSIBILITY

The College of Midwives will conduct periodic reviews of business, policies and procedures to monitor the effectiveness of equity policies.