



MABC STATEMENT ON DIVERSITY, EQUITY & INCLUSION

The purpose of this statement is to express the MABC's values regarding equity and diversity within the Association and to guide MABC work with and on behalf of midwives.

The MABC 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 British Columbia public.

We are committed to embracing diversity by fostering equity and inclusion through:

- Developing policies, protocols, programs and services that seek to eliminate systemic barriers and promote inclusion in every facet of our work;
- Understanding, accepting and increasing diversity within the Association, staff, and clients of midwifery care;
- Respecting and valuing everyone for their contribution, celebrating peoples' differences and providing equality of opportunities for all;
- Midwives Association Aboriginal Committee: Supporting the expansion of local, culturally safe and appropriate maternity care services in Aboriginal communities throughout BC in order to bring birth 'closer to home and back into the hands of women.

In pursuit of these goals, the MABC adheres to both the British Columbia Human Rights Code and the College of Midwives of BC's Code of Ethics which prohibit discrimination on the basis of "race, colour, ancestry, place of origin, religion, political beliefs, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age."

Any client, employee or health professional who feels they have been discriminated against on the basis of one of the above criteria is encouraged to bring their complaint to the MABC, CMBC or the BC Human Rights Tribunal within 6 months of the incident.

In keeping with this policy please note that the MABC does not collect or disclose information about members or staff that may be used in a discriminatory manner. This includes but is not limited to the categories listed in the BC Human Rights Code and CMBC Code of Ethics. This means that we will not accommodate requests from potential or current clients seeking midwives on the basis of these categories.

However, in an attempt to improve access, equity and diversity a midwife or practice may choose to self-identify as a member of a particular community and/or may focus outreach efforts to reach members of underserved, marginalized and/or minority groups. In an effort to serve immigrants and provide culturally appropriate care the MABC does collect data on languages spoken by midwives and can provide referrals to midwives on this basis.

References:

1. Association Ontario Midwives
http://www.aom.on.ca/Communications/Position_Statements/DiversityStatement.aspx
2. Canadian Association Midwives
<http://www.canadianmidwives.org/vision-and-mission.html>
3. Royal College of Midwives
<http://www.rcm.org.uk/college/about/equality-diversity/>
4. BC Human Rights Code
http://www.bclaws.ca/civix/document/id/complete/statreg/00_96210_0
5. BC Human Rights Coalition
<http://www.bchrcoalition.org/files/filingcomplaint.html>

