



CMRC Apology to Indigenous Peoples and Pledge to Action

The Canadian Midwifery Regulators Council (CMRC) apologizes to Indigenous peoples and communities who have experienced racism in their interactions with us and with our members, the provincial and territorial midwifery regulators. As the gatekeepers of regulated midwifery, the CMRC and its members acknowledge the harm that has been caused to the provision and advancement of Indigenous midwifery. CMRC sincerely regrets the impact of upholding colonial structures which contribute to White supremacy, Indigenous-specific racism, and settler-colonial harm. CMRC recognizes an apology is only the beginning of the important work necessary to establish truth and reconciliation between the network of midwifery regulators and Indigenous peoples.

In the [Canadian Competencies for Midwives \(2020\)](#), CMRC acknowledges that systemic racism and discrimination towards Indigenous (First Nations, Inuit and Metis) peoples adversely impact Indigenous peoples' access to, and treatment in, health services. Indigenous-specific racism is unacceptable in our society and CMRC joins other health care regulators and networks in condemning racist attitudes and behaviours among health care professionals, and in denouncing systemic racism within health care institutions, structures and policies. CMRC's [Response to the TRC's Calls to Action](#) (2020) and its [Statement of Commitment: Reconciliation and Indigenous Relations](#) (2022) also guide the CMRC's work, particularly as it pertains to including the perspectives and meeting the needs of Indigenous partners.

CMRC's members govern more than 2,000 registered midwives who provide primary health care to diverse client populations in a variety of practice settings. Racism by midwives has a negative impact on health outcomes. CMRC can address this aspect of Indigenous-specific racism by encouraging and supporting our members to regulate the professional conduct of those practicing midwifery. CMRC also believes that midwives have a responsibility to address racism and bias at the individual and system levels, and that they should adopt reflective practice to understand personal and systemic biases and to acknowledge the experience of others.

Our pledge now is to become anti-racist and to support provincial and territorial midwifery regulators to do the same. We must take definitive actions to uphold Indigenous rights and eliminate racism within the health care system and earn the trust of Indigenous people.

Specifically, CMRC will:

- Acknowledge and continue to learn about the harms suffered by Indigenous peoples in a racist health care system, of which we are a part.
- Engage with Indigenous partners and public using participatory approaches to ensure nothing for Indigenous people without Indigenous people.
- Ensure that entry-to-practice competencies for midwifery practice include cultural safety, cultural humility, and anti-racism.



- Develop and administer the national Canadian Midwifery Registration Examination in a culturally safe manner and ensure we are assessing for competencies around cultural safety, cultural humility and anti-racism.
- Develop the CMRC midwife self-assessment tool to include reflections on a midwife's ability to practice cultural safety, cultural humility and anti-racism.
- Create pathways for Indigenous midwifery by identifying and eliminating barriers and seeking solutions in partnership with Indigenous leaders and communities. These pathways must be Indigenous-driven.
- Review and improve our own processes and systems that impede the sovereignty and self-determination of Indigenous peoples.
- Elevate the CMRC Registration Affairs Sub-Committee on Pathways to Indigenous Midwifery to a full CMRC committee, reporting to the CMRC Board of Directors.
- Be an anti-racist leader, fostering a speak-up culture, where stereotypes, discrimination and racism are called out and eliminated.
- Partner with Indigenous-led organizations to improve our own systems and work.
- Collaborate with other health regulator networks to promote system change.
- Take accountability by assessing our progress on the above elements on a yearly basis and following through on these.

CMRC asks its member organizations to:

- Develop practice standards to ensure Indigenous people receive culturally safe care.
- Promote anti-racism and Indigenous cultural safety and humility as practice standards for current and future health care providers.
- Identify and remove barriers experienced by Indigenous people when filing a complaint related to midwifery care.
- Ensure Board/Council, staff and committee members, as appropriate, develop and maintain competence in cultural safety and humility, anti-racism, unconscious bias, and trauma-informed care.
- Learn from Indigenous leaders and Knowledge Keepers, in whatever manner is appropriate, to inform their work.
- Increase Indigenous participation on their Board/Councils, committees and staff teams while also working to create safe spaces and supports.
- Identify and support changes in laws and other structures to deconstruct colonialism, value Indigenous ways of knowing, and eliminate harm for Indigenous people.

References

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