



College of
Midwives
of Manitoba

Job Description

Reconciliation Coordinator

Organization: College of Midwives of Manitoba (CMM)

Location: 210 Commerce Dr., Winnipeg, MB – Flexible workplace options available

Term: Contract / Part-time (8 hours/week; 2-year term; flexible scheduling possible)

Salary: \$37/hour plus benefits

About the College of Midwives of Manitoba (CMM)

The CMM is the provincial regulator for midwifery in Manitoba. Established under The Midwifery Act, the CMM protects the public by regulating the practice of midwifery, setting professional standards, supporting quality assurance, and ensuring accountability within the profession. The CMM is committed to supporting safe, competent, and culturally responsive midwifery care for Manitobans. Through Kagike Danikobidan (KD), CMM's Indigenous advisory committee, the CMM is working to ensure Indigenous perspectives help inform regulatory decisions, policies, and initiatives.

Position Summary

The Reconciliation Coordinator supports the CMM's commitment to advancing reconciliation, Indigenous midwifery, supporting the provision of culturally safe midwifery care and bringing birth closer to home.

The role focuses on assessing and strengthening competency requirements, and working collaboratively with CMM staff, Council and committees and external partners to advance equitable access to safe, culturally appropriate care. Work will include identifying pathways that increase access to registration, retention, and mentorship for Indigenous midwives and midwifery students.

Key Responsibilities

While undertaking the activities below the Reconciliation Coordinator is responsible for keeping CMM informed with regular reporting to staff and the Steering Committee, preparing reports for Council, KD and other CMM committees as required.

- Advise on alignment with CMM strategic objectives related to Indigenous midwifery and public protection.
- Contribute to reporting and briefing materials for Council and committees.
- Ongoing coordination with CMM staff/Steering Committee/Kagike Danikobidan (KD).
- Provide progress updates and reporting to Council/committees.

1. Reconciliation Framework and Policy Development

- Develop a CMM Reconciliation Framework, informed by leading practices, including:
 - Actions required to address CMM's commitment to the Truth and Reconciliation Commission (TRC) Calls to Action
 - Provide advice on Indigenous identity considerations and community-informed approaches where relevant to CMM policies and programs
 - Develop a CMM statement recognizing equitable access to culturally safe midwifery care as a public safety, health equity, and reconciliation priority

2. Identify and Support Indigenous Midwifery Education and Mentorship Initiatives

- Support Indigenous midwives and students by:
 - Identifying and helping to navigate barriers to education, registration, and practice
 - Facilitating access to supports, resources, and opportunities that promote success and participation in the profession
- Follow up on findings from CMM's Indigenous Midwife Mentor Project (2024) and recommend feasible next steps for CMM (within mandate/resources)
- Identify potential related funding opportunities

3. Culturally Safe Care – Standards and Competency

- Assess requirements for supporting initial registrant competency in anti-Indigenous racism training, including:
 - Review of the University of Manitoba baccalaureate midwifery curriculum and Toronto Metropolitan bridging program in relation to supporting midwives to provide culturally safe and anti-racist care for Indigenous clients
 - Identify key strengths, gaps, and emerging practices related to advancing cultural safety competencies for health professionals
 - Produce a summary report with recommendations for CMM
- Support development of a CMM Standard of Practice for Culturally Safe Care

4. External Engagement and Collaboration

- Engage with key external partners to advance reconciliation and culturally safe care, including:
 - Government
 - Regional Health Authorities
 - Indigenous communities
 - Indigenous health service organizations
 - Elders and knowledge keepers
 - Educational institutions
- Share and gather information to support policy and system improvements as appropriate
- Advocate for Indigenous perspectives to be reflected in broader initiatives, including midwifery workforce expansion planning

Qualifications and Experience

- Demonstrated knowledge of:
 - Matters related to Indigenous health equity and Indigenous-specific racism within Canadian health systems
 - Cultural safety and anti-racism in healthcare
 - Truth and Reconciliation Commission Calls to Action
 - Health professions regulation
- Experience advancing strategies that support truth and reconciliation.
- Lived experience as an Indigenous person and/or can demonstrate deep familiarity with Indigenous communities, knowledge and practices.
- Experience working with Indigenous communities and/or organizations, Elders and Knowledge keepers.
- Demonstrated understanding of distinctions-based approaches involving First Nations, Inuit, and Métis Peoples.
- Understanding of the history and role of Indigenous midwifery in community health, cultural continuity, and self-determination
- Experience writing reports for a wide variety of audiences
- Detailed oriented, with strong time and project management skills
- Ability to work independently and demonstrate a high degree of initiative.
- Knowledge and competency using Microsoft Office applications (Word, Excel, PowerPoint, Outlook, Teams web conferencing).
- Strong skills in:
 - Policy analysis and development
 - Interest-holder engagement and facilitation
 - Writing and communications
- Bachelor's degree in a related field is preferred; a combination of experience and education will be considered.

The CMM values the knowledge, leadership, and contributions of First Nations, Inuit, and Métis Peoples and encourages applications from Indigenous candidates.

The CMM is committed to the creation of a diverse and inclusive workplace that is free of discrimination. If you are invited to continue the selection process, please identify any accommodation that you may require.

We thank all applicants for their interest in this opportunity, however only those selected for an interview will be contacted. Resumes received will be held in confidence and shared only with the Project Selection Committee and will be used only for the purposes of selection for this position.

To learn more about the College of Midwives of Manitoba, visit our website at www.midwives.mb.ca

APPLICATIONS

- Send your Resume with Cover Letter in PDF format by email, with Subject Line: *Reconciliation Coordinator Selection Committee* to selectioncommittee@midwives.mb.ca
- Applications open until position is filled.