

Facilitated Discussions Pilot Program - Application Guide

Association of Ontario Midwives & Curated Leadership

Preamble: Thank you for taking the time to apply to the Association of Ontario Midwives (AOM) Facilitated Discussions Pilot Program. On behalf of the AOM, Curated Leadership is designing and facilitating spaces for courageous and generative conversations within midwifery practice sites (e.g., MPGs, IMPs or EMCMS).

Facilitation Circles are a community-based approach designed to build competencies in fostering inclusive communication, building trust and relationships, conflict resolution, encouraging reflection and growth, and enhancing team cohesion.

The goals of the Facilitated Discussions Pilot Program are:

- To engage practice group members in reflection, dialogue, and relationship strengthening
- To support practice groups with curating healthy intra-practice dynamics and inclusive environments
- To provide midwives with the tools for effective communication within their practice

Who should fill out this application form?

The Primary Contact Person for an Ontario Midwifery Practice Group, EMCMS, or Indigenous Midwifery Practice.

Completing the form

Please read through all the questions and instructions below to help you complete the application. Please answer all questions on this application form to the best of your ability unless otherwise indicated. The more information you are able to provide, the better we can ensure that you and your practice receive the support you require.

If you have any questions or require accommodations, please email Leila Niazmand, Project Coordinator, leila@curatedleadership.com

Section 1: Basic Information (Questions 1-6)

This section asks for basic information about you and your practice, including but not limited to: midwifery practice site contact person, size and location of your practice, and if you identify as a member of an Indigenous Midwifery Program.

Section 2: Commitment

Please note that the Facilitated Discussions are only effective when the majority of, if not all of your members in the practice group are able to participate. Therefore, we strongly encourage you to apply only if you know your practice group will be able to dedicate the energy and time necessary to this program. Therefore we ask that at least 75% of your practice group members are willing and able to participate in the Facilitated Discussions.

In addition, your practice group must agree to following the AOM's EDI Policies which can be found here:

- [AOM Racial Justice Positionality Statement](#)
- [AOM DEI Positionality Statement](#)
- [AOM Bullying Positionality Statement](#)
- [AOM Indigenous Self-Identity Statement](#)

Section 3: Topics of Interest (Questions 1&2)

1. In this section, you will be asked to select one topic that your practice is interested in exploring. While we understand many topics may overlap, we ask you to select the theme that best serves your practice's current needs. Below we have provided examples to help you select the most appropriate and relevant topic.
 - a. **Practice Dynamics (e.g. power dynamics within your practice or hospital)**
 - i. Some key elements of practice dynamics include: roles, workplace norms, relationships, communication, organizational culture and values. Through this topic, your practice members will explore the power dynamics in your workplace environments and how to navigate these dynamics, as well as communication skills to address concerns with power dynamics within your practice group.
 - b. **Conflict Resolution & Interpersonal Communication**
 - i. This topic refers to the act of working with others to resolve interpersonal conflicts and disagreements in a positive way; working with others to identify, define, and solve problems within your workplace.
 - c. **Psychological Safety and Discrimination (e.g. bullying, racism, homophobia/transphobia, ableism or other grounds protected by the [Ontario Human Rights Code](#))**
 - i. Psychological safety refers to feeling safe to take interpersonal risks, to speak up, to disagree openly, to surface concerns without fear of negative repercussions or pressure to sugarcoat bad news.
 - ii. The grounds protected by the Ontario Human Rights Code include: race, ancestry, place of origin, ethnic origin, citizenship, gender identity, gender expression, sex, sexual orientation, age, disability, marital status, family status, receipt of public assistance
 - d. **Cultivating Inclusive, Accountable Practice Groups/ Programs (e.g. mental health and wellbeing, allyship).**
 - i. This topic refers to inclusivity and accountability within your practice group with reference to practice members' mental health (i.e. concerns around anxiety, depression, ADHD, lethargy, burnout) as well as their overall wellbeing and allyship between practice members. This theme includes how workplace environments should prioritize mental health and wellbeing for their members. Allyship refers to actions and behaviours taken to support and advocate for individuals and communities from underrepresented groups that experience discrimination and oppression.

e. Implementing Indigenous Self-Determination, Centering Relationships, Actioning Reconciliation)

- i. This topic focuses on centering relationships with Indigenous midwives and putting Reconciliation into practice. This will look different depending on the make-up of a practice group.

2. Please use this space to provide details about the specific issue facing your practice including the context, history, and other relevant information.

Section 4: Written Submission or Video Submission (Questions 1-6)

For this section, please answer the questions on the application in **either** written or video format. Please choose the format most accessible to you. Note, you are only required to submit in **one format**: either a written submission or a video submission.

WRITTEN SUBMISSION: Please answer each question with no more than a total of 1500 words in a separate Google Doc and provide us with the link to that Google Doc. Please title your document as follows <<FacilitatedDiscussionsPilotProgram_PrimaryContactName>>.

VIDEO SUBMISSION: If you are submitting a video, please upload a video no longer than 5 minutes in length to YouTube as a private link and share it with us through the application.

Please follow these steps:

- 1) Create/Log into your YouTube account
- 2) Find the camera icon on the top right, hover over the field for the “Create” option to light up, once you click on the icon “Upload video” will appear.
- 3) A new window will open up, allowing you to upload your video
- 4) Please title your video with the following format :
<<FacilitatedDiscussionsPilotProgram_PrimaryContactName>>
(e.g.FacilitatedDiscussionsPilotProgram_JaneDoe)
- 5) Select “private” for who can see your videos and share the video with programs@curatedleadership.com

Please reference this link if you are having any technical difficulties: [Uploading on YouTube](#).

If you encounter problems with uploading, please email us at:

programs@curatedleadership.com.

Please note that videos will only be viewed by the admissions committee. Videos will be stored during the application selection process and deleted afterwards in accordance with [PIPEDA](#).

Question 1

Please tell us about your goals for this project – what you would like your practice to achieve by participating in this program. Include any specific outcomes and changes you would like to see in your practice/

among practice members through your participation in this program
Your practice goals can be related to specific skills you would like members to gain, specific outcomes you want to see in your workplace, suggestions you can implement in your workplace, changes around organizational culture you would like to see, etc.

Question 2 Please share any barriers that you believe may prevent your practice from reaching their goals for this program. Some examples of barriers include power dynamics, lack of accessibility accommodations, apprehension around consequences when discussing sensitive concerns, etc.

Question 3 Please provide us with specific examples regarding the main challenges your practice currently faces engaging in difficult conversations. Some examples of challenges include, miscommunication, misunderstandings between practice group members, cultural differences around communication, etc.

Question 4 Please share any specific forms of support or resources that you require in order to improve your practice group's communication skills and ability to engage in courageous conversations. Some examples include methods for members to submit concerns, regular check-in activities for members of your practice, and communication skills.

Question 5 Please share your hopes for these facilitation discussions. What do you hope these sessions will look like, sound like, and feel like? For example, do you want sessions to be primarily virtual, in-person, or hybrid? What tone do you want to set during the sessions? Do you want there to be internal reflection activities during the sessions? How would you like to feel during the sessions and after you leave the sessions? e.g. hopeful, motivated, relaxed, etc.

Question 6 This question is optional, please share any other additional and relevant information about your specific practice site that was not addressed earlier in the application.