Office of Community and Belonging
Room F101
Mount Royal University
4825 Mount Royal Gate SW
EDI@mtroyal.ca 403.440.6538

Community of Practice: Terms of Reference

Statement of Intent

The Community of Practice (CoP) aims to offer a safe space that facilitates peer-to-peer communication, collaborative relationships building, meaningful exchanges and knowledge sharing. CoP is a network of MRU EDIA leaders who are committed to build an inclusive and welcoming campus that embeds the principles of Belonging and Inclusion.

Purpose

The Community of Practice is a safe space to:

- Exchange ideas and resources
- Have open discussion in exploration of issues
- Review recent resources, research, and ideas
- Share best practices
- Provide peer support
- Collaborate on projects and initiatives

Sharing an interest in Belonging and inclusion, we come together as a community to recognize the work being done at MRU and to explore what we can do as a group to support and enhance belonging on campus.

Involvement

Anyone from the MRU community is welcome to join the CoP. As hosts of the community of practice, we commit to making it a healthy and inclusive community for all. We welcome everyone interested in learning about and building belonging on campus, regardless of age, gender identity and expression, sexual identity and orientation, body size, visible or invisible disability, ethnicity, sex characteristics, level of experience, education, socio-economic status, nationality, personal appearance, race,color, religion, political preference, and any other group or reason not explicitly addressed above. We commit to acting and interacting in ways that contribute to a welcoming, diverse, and engaging community.

Key Principles

To ensure safety for all members and to encourage open dialogue, attendees are asked to follow the safe communication guidelines below. These guidelines aim to make participation in the community of practice a more enriching, engaging, and inviting experience for everyone.

- Privacy and confidentiality to be maintained within the CoP to encourage free and open discussion
- Discussion will be rooted in respect and non-judgement with a spirit for learning and growth; attendees are asked to be respectful of differing opinions, viewpoints, and experiences

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- Giving and gracefully accepting constructive feedback
- Active listening and speaking, contributing and borrowing (with permission)

Meetings and Administrative Processes

The CoP will aim to meet every other month during term time, with a break when classes are not running (e.g. summer). Administrative Support will be provided by the Office Community and Belonging and the Education and Development Specialist (i.e. booking of meetings, meeting notes, meeting follow-up, document management, and member communication).

Process

Each meeting will start with a Land Acknowledgement & Declaration of Intent to support a safe space that fosters learning and growth.

Evaluation

The Terms of Reference will be reviewed by the Office of Community and Belonging annually.