



Inclusivity-based Community of Practice

Terms of Reference

This Terms of Reference outlines the roles and responsibilities of participants within the Inclusivity-based Community of Practice.

1. Background

In 2014, the Network launched an Inclusivity Working Group, consisting of a few Network Members. The group worked in an ad hoc manner for several years. In April of 2019, the United States Institute of Peace (USIP) hosted a meeting with the Network to review a recap of the history of the Network's work on inclusivity. Based on previous discussions with partners it was decided and reiterated during an Advisory Group Meeting in May 2019 that the Inclusivity Working Group should transform itself into a Community of Practice model focusing on connecting organizations working on inclusivity with grassroots religious and traditional peacemakers. Under this model, it was recommended the Community of Practice focus on: being a knowledge sharing space on best practices and lessons learned; being a space for further coordinated advocacy; and being a space for further partnership development.

The Network also followed up with several of its members with a survey and individual meetings to gauge what type of areas the Inclusivity-based Community of Practice should focus on and elevate, as well as, identifying some of the current challenges facing members in the area of advancing inclusivity. The Network further reached out to experts in the inclusivity space to gauge the same questions to look for synergies within the space.

Further development of the Inclusivity-based Community of Practice, through its actions and outcomes, is open to be continually shaped by its members.

2. Participation

The Inclusivity-based Community of Practice is open to both Network members and supporters, as well as outside observers and experts within these inclusivity-based issue areas. All participants must commit to the values of inclusivity, respect for diversity, human rights and human dignity.

In agreeing to participate in the Inclusivity-based Community of Practice, individuals or organizations commit to attending and actively participating in the group's meetings and

nominating a focal point for coordinated engagement. The Inclusivity-based Community of Practice will ask participants to share their expertise and experiences to build upon the knowledge of the Community of Practice group.

Those interested in participating in the Inclusivity-based Community of Practice should fill out the [call for interest here](#). The Network Secretariat will assess the information provided and procure other data, as needed, to continue building out the Inclusivity-based Community of Practice in an effort to launch its first meeting later this year.

3. Functions

The Inclusivity-based Community of Practice provides a vehicle for knowledge sharing, joint analysis, communication and dialogue, advocacy, and networking and can serve as a catalyst for further joint partnerships and activities and the financing of effective consortiums. The Inclusivity-based Community of Practice will provide readouts and updates on their meetings and initiatives during each Network Advisory Group Meeting.

4. Working Procedures

4.1 Leadership

The Inclusivity-based Community of Practice will be led by a small steering committee of members and supporters with the Network Secretariat providing coordination and other support as needed. The steering committee will help to shape priorities and operating procedures.

4.2 Meetings

The Inclusivity-based Community of Practice shall meet two to three times per year with the opportunity to convene more frequently, or as smaller sub-groups, as necessary or desired. Meetings may occur both in-person and virtually. Meeting agendas will be sent in advance to participants and minutes of the meeting will be recorded to share with the larger Network membership. All participants must act with discretion and maintain confidentiality of discussions except as documented in the minutes.