

# Diversity Communities of Practice Terms of Reference

## About Communities of Practice

A Community of Practice is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfil both individual and group goals. Communities of Practice often focus on sharing best practices and creating new knowledge to advance a domain of professional practice. Interaction on a regular basis is an important part of this process.

## Purpose of the Diversity Communities of Practice

The Diversity Communities of Practice Series of the Centre for Cultural Diversity in Ageing was created to offer aged care providers diversity coaching and mentoring to support their inclusive practice journey. The Centre for Cultural Diversity in Ageing identified a need to give aged care providers the opportunity to learn from their peers and get support for understanding and using the Inclusive Service Standards online portal and its resources and to share learnings relating to diversity and inclusion for their consumers.

## Objectives of Diversity Communities of Practice

The objectives of the Diversity Communities of Practice are to:

- Provide a discussion forum for representatives from government funded aged care providers on inclusive care practices
- Cultivate peer-to-peer learning and mentoring on inclusive care
- Educate aged care providers on how to apply and implement the Inclusive Service Standards
- Identify linkages and opportunities for collaborative initiatives in inclusive care
- Enhance inclusive practices at the governance level and champion inclusive care
- Drive innovation in inclusive care

## Membership and Structure

The Diversity Communities of Practice is open to all Australian government funded aged care providers and organisations. The Centre for Cultural Diversity in Ageing facilitates the Diversity Communities of Practice. Members are encouraged to attend regularly to ensure optimal learning outcomes.

Members are required to engage constructively and respectfully with their peers. Where relevant, members are expected to share their professional expertise through their comments and share relevant diversity and inclusion resources that are useful to all members. Members are encouraged to promote learnings within in their organisations and through professional networks.

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## Duration and Evaluation

The Diversity Communities of Practice will run quarterly for two hours on the following dates until May 2022:

- ❖ Tuesday 9th November 2pm to 4pm (Melbourne time)
- ❖ Tuesday 8th February 2pm to 4pm (Melbourne time)
- ❖ Tuesday 10th May 2pm to 4pm (Melbourne time)

After each Communities of Practice meeting, a short survey will be sent to attendees. The Centre for Cultural Diversity in Ageing will analyse the feedback of the Diversity Communities of Practice surveys after each session and assess its effectiveness at the end of each financial year.

## Further information

For more information on the Diversity Communities of Practice, please visit the Centre for Cultural Diversity in Ageing's website on: <http://www.culturaldiversity.com.au/service-providers/training/diversity-communities-of-practice> or contact us at [info@culturaldiversity.com.au](mailto:info@culturaldiversity.com.au).

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