Hive Waterloo Region Membership Guidelines - 2017

Thank you for your interest in becoming a member of Hive Waterloo Region! With your support, we will be able to continue our work promoting digital literacy skills for our citizens, and advocating for diversity and inclusivity in our tech sector.

These guidelines detail the membership levels for joining Hive Waterloo Region (Hive WR), and explain the expectations and benefits of being a member. This guide also includes an introduction to Hive WR's structure and history. More information about Hive WR and up-to-date activity is available on our website at http://hivewr.ca.

I. Hive Waterloo Region

Hive Waterloo Region works with community organizations to teach digital literacy skills essential for success in the 21st century, and actively promotes and supports greater diversity and inclusion within our tech sector. We are a member of the Mozilla Leadership Network, a global network promoting digital literacy and open access to the web.

Our member network helps us shine a spotlight on relevant learning opportunities, organizations, and resources in Waterloo Region, as we amplify and promote our local presence as a global tech centre. We particularly focus on outreach to youth, women, and minorities.

Hive Waterloo Region is an independent not-for-profit that is funded thanks to generous supporters such as Google Community Grants and the City of Kitchener. Visit hivewr.ca for more information, resources, and upcoming events. For more information, including sponsorship or volunteer opportunities, please contact us at hello@hivewr.ca.

Our Vision and Mission

Our Vision: We are passionately committed to promoting digital literacy for everyone in Waterloo Region and advocating for equity, diversity, and inclusion in our tech sector and the STEM fields (science, technology, engineering, and math).

Our Mission: We are building a network of individuals and organizations in Waterloo Region that work together and with us to support digital literacy and diversity efforts. Members of Hive WR benefit from cross-pollination of ideas and shared resources, as well as the ability to expand their reach through our connections and influence.

Our History

Waterloo Region has seen increasing interest in technology learning and maker culture over the past decade, on pace with global trends. In 2012, a volunteer community group called Hive Waterloo was formed to run events promoting digital literacy in the Region. On the strength of that project's momentum and others, a year-long learning campaign called Year of Code Waterloo Region was created and ran from between July 2015 and June 2016 as a charitable initiative under Capacity Canada. The Year of Code Waterloo Region campaign reached over 20,000 residents: teaching digital skills to youth and adults, highlighting the need for greater inclusivity in our tech sector, and showcasing Waterloo Region internationally as a collaborative community.

To continue this work, Hive Waterloo Region was incorporated in 2016 as a not-for-profit organization and recognized as a member of the Mozilla Leadership Network, joining other official technology learning communities around the world.

Mozilla Leadership Network

Hive Waterloo Region is an affiliate member of the Mozilla Leadership Network. The Mozilla Foundation's mission is to protect the Internet as a global public resource that is open and accessible to all. It focuses on making the health of the Internet a mainstream issue by connecting open Internet leaders and by mobilizing grassroots activities around the world. Mozilla's main priorities are promoting online privacy and security, open innovation, decentralization, web literacy, and digital inclusion. Hive Waterloo members are thus part of Mozilla's network of leaders, committed to developing new approaches to digital learning and teaching necessary skills for our time - the ability to access and participate in the digital world.

II. Membership in Hive Waterloo Region

Goals of Membership

Hive Waterloo Region is an open community; membership is not a requirement or barrier to participation. The membership network itself will undoubtedly influence and guide the direction of Hive WR. The membership application process is an opportunity to consider how each member may benefit from, and enrich our Hive's vision and mission. It's also a time to think critically about how our Hive can become an even more diverse and representative network.

For individuals and organizations, membership enables:
- Community & Partnerships - Members in our network have the opportunity to easily share ideas and resources with like-minded individuals and organizations
- Promotion - Hive WR actively works to advertise events, programs, and resources aligned with our vision, particularly those of our members
- Recognition - The official "Hive Waterloo Region member" designation can be used for promotional materials, establishing credibility in the connected learning community, etc.

For Hive Waterloo Region, membership allows us to:
- Connect - We are creating an early-adopter community to help promote activities and grow community involvement. The energy of our shared commitment can become action, through access to broad networks across sectors.
- Make Impact - We can identify where resources will be most beneficial in our community, make connections, amplify network activity, and unlock opportunities.
- Gather Information - Valuable data collected about our member network and its activities may be shared back in meaningful ways to help effect change.
- Recognize - It signals back to our members that we think their work is important and their contributions have been meaningful.

Membership Types

Membership in Hive Waterloo Region is available to both organizations and individuals. Applications for organizational membership may be submitted by qualified representatives on behalf of the organization and its staff.

1. Organizational Members

The Hive Waterloo Region membership includes organizations engaged in work aligned with our vision of digital literacy and diversity in tech: community groups as well as not-for-profit and for-profit organizations, no matter how large or small. These may include public institutions such

as libraries, museums, and schools; social agencies in our community; technology organizations or local businesses; and municipal governments.

Criteria for Organizational Membership:
- Your organization is committed to advancing the Hive WR mission (see page 2) through its work or promotions
- Your organization may be for-profit or not-for-profit, a charity, community organization, municipality, or civic institution
- Organizations may be as small as one individual or as large as thousands

Membership Benefits for Organizations[1]:
- Promotion of your services and events relating to our mission and goals
- First consideration for participation in large public Hive WR events, such as Family Hack Jam
- Your name and logo included in list of Hive Waterloo Region members
- Free attendance at quarterly Hive WR member meetups
- Opportunity to present at curated quarterly Hive WR meetups
- Facilitated connections within the Hive WR community
- Volunteer opportunities for your team and stakeholders
- Access to select Mozilla Learning Network resources

Membership Fees for Organizations[2]:

Organization's Annual Operating Budget	Annual Hive WR Membership Fee
$0 - $250,000	$25
>$250,000 - $1,000,000	$100
>$1,000,000 - $5,000,000	$500
>$5,000,000	Starting at $1000; please contact us for more information

2. Individual Members

Individual members of Hive Waterloo Region represent the diversity of our community, including students, educators, parents, seniors, executives, artists, programmers, civil servants, entrepreneurs, and more.

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[1] Please note that membership benefits may be subject to change with 60 days' notice.
[2] If the membership fee is a barrier for you or your organization to join Hive Waterloo Region, please contact us for subsidy opportunities.

Criteria for Individual Membership:
- You are committed to supporting the Hive WR mission (see page 2), through learning, volunteering, and/or sharing our message
- Annual membership fee of $25[2]

Membership Benefits for Individuals[1]:
- Participation in and facilitated connections within the Hive WR community:
  - Connect with like-minded community members and create change from the ground up
  - Find learning resources for yourselves and others in your lives
  - Help support schools and others in preparing our youth for the digital future
- Free attendance at quarterly Hive WR meetups
- Opportunity to participate in and/or volunteer at Hive WR events
- Access to Mozilla Learning Network resources as available

III. Withdrawal of Membership

Hive Waterloo Region reserves the right to grant, refuse, or withdraw membership rights at any time at its sole discretion. Individuals and organizations may also choose to withdraw from membership at any time. Membership fees will not be refunded upon withdrawal of membership.

IV. Membership Application Process

Important Dates

New Member Application Cycle Opens: January 11, 2017
New Member Application Cycle Closes: February 28, 2017

Link to begin membership application: http://hivewr.ca/membership/

We will be publishing and announcing our membership list, both of individual and organizational members, mid-March 2017.

For Organizations
Once you have submitted your application, we will be reviewing applications in the order received. All members will be notified of their application's success by March 17, 2017. Membership fees will be invoiced at the time of notification.

For Individuals

Once you have submitted your application, you will be directed to a page where you may pay your $25 membership fee online. Cash and cheque payments are also acceptable and the page will provide details for how to send these.

Please send any questions to hello@hivewr.ca. We look forward to building the Hive together with you!