



## **Community of Practice: Human Genomics and Genomic Medicine**

### **1. Purpose**

The Community of Practice (CoP) on Human Genomics and Genomic Medicine aims to foster collaboration, knowledge exchange, and innovation across Africa and globally in the fields of human genetics, genomics, and precision medicine. It provides a platform for researchers, clinicians, data scientists, policymakers, and public health practitioners to co-create solutions that leverage genomics to improve human health outcomes.

#### *Objectives:*

- Objective 1: Promote cross-disciplinary collaboration in human genomics research and translational genomic medicine.
- Objective 2: Support the development and implementation of harmonized protocols and best practices for genomic research, data sharing, variant interpretation and clinical application.
- Objective 3: Facilitate capacity building through training, mentorship, and resource sharing in human genomics and genomic medicine.
- Objective 4: Advocate for ethical, equitable, and sustainable integration of genomic medicine into healthcare systems.
- Objective 5: Work closely with other continental organisations leading or developing human genomics efforts: African Society of Human Genetics, H3Africa, Africa CDC Genomics initiative, African Genomics Centres of Excellence, African Population Cohorts Consortium

### **2. Scope of Work**

#### *Inclusions:*

- a) Mapping and evaluation of human genomics research activities and clinical and translational genomics programs across Africa.
- b) Development of interoperable resources including a network of distributed trusted research environments (TREs), registries, reference genomes, and variant databases.

- c) Engagement in ethical, legal, and social implications (ELSI) of human genomic research.
- d) Coordination of training workshops, webinar series, and mentorship programs in translational and implementation genomics variant interpretation and .
- e) Promotion of open science and FAIR data principles in genomics.
- f) Alignment with the WHO (TAG-G) principles for genomic data (<https://www.who.int/publications/i/item/9789240102149>)
- g) Proposing harmonized policy frameworks for human genomics data handling and management

*Exclusions:*

- a) Direct funding allocation or grant administration.
- b) Clinical diagnosis or treatment decisions for individual patients.
- c) Regulatory or accreditation responsibilities unless formally mandated.

### **3. Membership and Participation**

- a) *Eligibility:* Open to individuals with interest or expertise in human genomics, medical genetics, precision medicine, bioethics, or related areas.
- b) *Composition:* Researchers, clinicians, genetic counselors, bioinformaticians, ethicists, patient advocates, and institutional representatives.
- c) *Meeting Frequency:* Monthly virtual meetings with optional quarterly in-person or hybrid sessions.
- d) *Attendance Expectation:* Regular participation is encouraged. Members attending fewer than 50% of meetings over six months may be asked to review their capacity to contribute.

### **4. Roles and Responsibilities**

*Chair/Co-Chairs:*

- 1) Lead and facilitate meetings.
- 2) Develop agendas and oversee execution of the work plan.
- 3) Represent the CoP in external engagements.

*Members:*

- 1) Actively participate in meetings and discussions.
- 2) Join working groups and contribute to deliverables.

- 3) Communicate progress and availability.

*Secretariat (Optional):*

- 1) Coordinate administrative tasks (e.g., scheduling, minutes, communications).
- 2) Maintain the CoP document repository.
- 3) Role to be rotated every 12 months.

## 5. Governance and Decision-Making

*Decision-Making Mechanism:*

- 1) Consensus is preferred for major decisions.
- 2) Where consensus is not possible, a simple majority vote will be applied.
- 3) Advisory recommendations may be developed for external stakeholders.

*Quorum:* Minimum of 50% of active members present.

*Conflict Resolution:*

- 1) Differences will be addressed through facilitated discussion.
- 2) If unresolved, issues will be escalated to a neutral oversight group or external advisor.

## 6. Deliverables & Timeline

Deliverable	Start Date	End Date
Establishment of CoP and Finalized ToR	July 2025	August 2025
Online platform for member engagement	August 2025	October 2025
Inaugural capacity-building webinar	October 2025	November 2025
Mapping report on genomics activities in Africa	September 2025	December 2025
Draft policy brief on genomic medicine integration	November 2025	February 2026

## 7. Review and Revisions

This ToR will be reviewed **annually** or upon the completion of major milestones, with updates made based on evolving priorities, member feedback, and broader scientific or policy

developments.

#### List of Contributor(s)

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