**Selection Process for Membership of the University Council on Anti-Racism and Equity (UCARE)**

Applications for membership on UCARE will be received by the Office of the Provost and Vice-Principal (Academic).  Completed applications will be forwarded to the UCARE Governance and Nominating Sub-Council, comprising four members, of whom one must be a student member and one must be an ex officio member.

The University is committed to ensuring a minimum representation of 51% racialized UCARE members; therefore, all applicants will be asked to voluntarily complete a self-identification questionnaire and to indicate whether they identify as a racialized person. Each applicant will receive the invitation to voluntarily self-identify from the Equity Office. The information will be held in confidence by the Equity Office and one Governance and Nominating Sub-Council member designated as the Equity Representative, unless some disclosure is required in order to maintain UCARE’s minimum representation requirements.

Applicants will be adjudicated based on the following criteria:

**Experience** – evidence that the applicant has the background, the skills, and the commitment necessary to contribute productively to the University Council on Anti-Racism and Equity;

**Adequacy of Application Preparation** – evidence that the application was prepared conscientiously and, by extension, that the applicant is likely to perform the tasks of the University Council on Anti-Racism adequately; and

**References** – evidence that the referees have known the applicant long enough, and in an appropriate capacity to provide references, and the references being provided are supportive of the application.

Wherever possible, recommendations of the UCARE Governance and Nominating Sub-Council will be made by consensus. Final approval of the recommended membership rests with UCARE.