

Selection process for inaugural membership of the University Council on Anti-Racism and Equity (UCARE)

Applications for membership on the UCARE will be received by the Office of the Provost and Vice-Principal (Academic). Completed applications will be forwarded to the UCARE Nominating Committee, comprised of two university administrators and two members-at-large (faculty, staff, student or community member/alumni) from its membership.

The Office of the Provost 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 Nominating Committee member designated as the Equity Representative, unless some disclosure is required in order to maintain the Council's minimum representation requirements.

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

Wherever possible, recommendations of the UCARE Nominating Committee will be made by consensus. Final approval of the recommended membership rests with the UCARE.