



Joint Equity Committee
Short-List Review for Academic Appointments

Academic Unit \_\_\_\_\_ Reference # \_\_\_\_\_

Position Title and Rank \_\_\_\_\_

Status of the Position:

Tenure Track [ ] Term [ ] Duration \_\_\_\_\_ CRC [ ]

Total number of applicants \_\_\_\_\_ Total number of employment equity surveys returned \_\_\_\_\_

Total number of equity-deserving applicants \_\_\_\_\_

Is at least one member of the search committee an equity-deserving group member? Yes [ ] No [ ]

Please list the names of search committee members:

[Empty box for listing search committee members]

Where was the position advertised?

[Empty box for where position was advertised]

Please indicate efforts made to attract equity-deserving group members.

[Empty box for efforts made to attract equity-deserving group members]

Please list short-listed candidates. Include the equity-deserving group membership information provided by the applicant in the self-id survey. (If more space is required, attach a second page.)

Table with columns: Name, Did this candidate self-id as an equity deserving group member?, Equity Self-identification Profile (Woman, Racialized, Indigenous, Person with a Disability), and Minority Sexual Orientation, Gender Identity or Expression. Rows 1-5.

For future reference, please identify which candidates, if any, who are short-listed and are not Canadian Citizens or permanent residents of Canada. As per 6.21 (k) of the collective agreement, unless a non-Canadian candidate for a position is demonstrably more qualified than a Canadian or permanent resident candidate, the Search Committee shall recommend that the Canadian or permanent resident be appointed.

[Empty box for identifying non-Canadian candidates]

Please explain how the short-list was determined and its ranking (if any). Attach all relevant documentation.

For **each** of the candidates who self-identified as an equity-deserving group member but were not placed on the short-list, please explain in sufficient detail why that candidate is not substantially equal to those who are short-listed. Attach additional information, if desired.

\_\_\_\_\_  
Signature, Chair of the Search Committee

\_\_\_\_\_  
Extension #

\_\_\_\_\_  
Date

**To be completed by the Head of the Academic Unit:**

**Is the short-list consistent with your unit's employment equity strategy? If so, how? If not, please explain.**

\_\_\_\_\_  
Signature, Head of the Academic Unit

\_\_\_\_\_  
Extension #

\_\_\_\_\_  
Date