Choosing members for working groups – Draw by Lots Process

The RA Task Force for designing the new manner of choosing members for our working groups proposes the below new selection process for RA's consideration.

We have crafted this proposal after reviewing issues with the past Selection Process (PWG); listening to and having a deep discussion about various viewpoints about the past process; and considering numerous proposals and ideas received from the residents. Mainly, we noticed and discovered that residents are asking for three factors in any new manner of choosing working group members: transparency, openness and RA wide participation in the new process. In addition, we also considered feedbacks from the last GM through a series of discussions. Based on our work, we propose the following:

Group responsible for selection of new members: We propose that RAS should be the coordinator for the entire new process and should be held accountable for objectively and neutrally executing the below process.

1. **Detail roles for each vacancy in a working group:** RAS should take inputs from the existing members of the group to detail roles and tasks to be performed by the incoming new members. All details of roles for each vacancy will be transparently published in N&N and the Auronet, and through the community email service.

2. **Call for applicants for the specific vacant roles:** RAS should detail the qualities required in a person to be selected for a working group, and call for residents to apply (Self nomination only). Residents whose names are admitted in the Registry of Residents, but have NOT served in the concerned working group for two consecutive terms (6 years) are eligible to apply. All applicants' details will be published in N&N and the Auronet, and through the community email service, before the Residents’ Assembly Selection Process meeting.

3. **Call an open Residents' Assembly Selection Process meeting:** This Meeting will be called on a Sunday. A separate RA Selection Process meeting will be called on separate Sundays for each working group. During this meeting, participating residents will both choose members for the Screening Panel to screen applicants as described below and select people to fill vacancies in the Working Groups. The morning session will include formation of a Screening Panel and presentations by the applicants to the Screening Panel. The afternoon session will select residents for specific roles.

4. **Selection of the Screening Panel:** The RAS will call for volunteers for the Screening Panel from the participants of the meeting.

   A. **General criteria for Screening Panel**
      1. Members volunteering should have been Aurovilians, and who have been in the Register of Residents, for at least 10 years.
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2. Members volunteering for the Screening Panel should not be in any current working groups (WC, AVC, TDC & FAMC). Members of other groups such as the Entry Board or the Land Board can volunteer for the Screening Panel.

3. Five members will be chosen. If more than 5 residents volunteer to be part of the Screening Panel, the names will be chosen by draw. If less than 5 people volunteer for the Screening Panel, the Panel can continue with lesser number of people.

B. Role of the Screening Panel

1. To match the applicants for the role against specified qualities detailed by RAS for that specific role. The Screening Panel, if needed, can interview applicants. If needed, a questionnaire can be prepared ahead of time for this purpose, or the Screening Panel can choose its own methods for deciding such match. If there is a mismatch between the qualities detailed by RAS and applicants’ profile, the Screening Panel can reject the applicant.

2. To present the results to the Residents’ Assembly in the afternoon session.

C. Mode of choosing final applicants for draw by lots process:

1. The Screening Panel will decide on accepting or not accepting an applicant based on the needs for each role, as set forth by RAS.

2. The Screening Panel will then present to the RA their results. RA can further discuss and decide whether to accept the Screening Panel’s decisions on individuals through a show of hands.

3. Unmatched applicants will be given a chance for applying again in the next selection process.

5. Choosing new members for the working groups: In the afternoon session, the following process will be followed:

A. Place names in a box for each position.

B. Invite the youngest person in the room to draw the names.

6. Dissolve the Screening Panel: The Screening Panel will be dissolved after the selection process gets over. RA will form another screening panel for the next selection process.