Amended proposal for a final selection process to fill vacancies in the Working Committee, Auroville Council, Entry Board and Funds and Assets Management Committee

Introduction.

In February 2020, the Residents’ Assembly approved an interim selection process in accordance with which on March 15, 2020, new members of the Working Committee, the Auroville Council, the Entry Board and the Funds and Assets Management Committee were appointed.

The approved interim selection process also specified that:

1) As soon as possible, a final selection process for appointing members of working groups should be submitted to the Residents’ Assembly for its approval;
2) The term of office of all appointed persons through the interim selection process will end as soon as members have been selected in accordance with the new approved selection process.

We propose to the community to approve the following final selection process to fill vacancies in (1) the Working Committee, (2) the Funds and Assets Management Committee, (3) the Auroville Council, and (4) the Entry Board.

This process is a refined version of the earlier approved interim selection process.

The Working Committee

A. PARTICIPATORY WORKING GROUPS DOCUMENT.

The document Participatory Working Groups and the Selection of their Members 2018 made by the RAS, the Study Group on Organization and the Auroville Council and approved by the Residents’ Assembly in October 2018, will be amended as follows:

b) Introduction – no change
c) Part 1. Working Group Members – no change
e) Part 3. Selection Process in 6 steps. To be changed as mentioned in sections B and C below.

B. NOMINATION PROCESS

1) All Working Groups to provide information about their work and requirement.

All working groups will submit to the RAS their requirement for new member(s) and give information about the work of the Working Group and what it expects the new member(s) will be doing. The RAS will post this information in the News and Notes, the Auronet and through its mass bulletin.

2) Nominations for working group membership.

a) The RAS will invite all Auroville residents to submit nominations for the membership of any of the above mentioned working groups.
b) An Auroville resident can either nominate him/herself or nominate another Auroville resident. If nominating someone else, the nominator will first confirm that the nominee is willing to serve if selected.
c) For each nomination, a nomination form has to be filled in by the nominator and the nominee. The content of the nomination form is attached to this proposal.
d) A person can only be nominated for one working group. If a person has been nominated for more than one working group, the RAS will contact the nominee for his/her decision in which working group s/he would like to serve.

e) A person who was selected as a working group member in the interim selection process of February 2020 can be nominated for any working group including the one in which s/he has been serving since February 2020.

3) Rejected nominations.
   a) The RAS will reject the following nominations:
      i) A nomination made on a nomination form that has not been properly filled in or is unsigned. Before rejecting the nomination, the RAS will give opportunity to the nominator and/or the nominee to amend the nomination form within two days after being notified by the RAS.
      ii) The nomination of a person who is a close family member (husband, wife, brother, sister, partner, or child) of a member of the same working group.
      iii) The nominations of two close family members (husband, wife, brother, sister, partner, or child) for the same working group. If this case, the RAS will contact both nominees for their decision who will withdraw their nomination.
      iv) The nomination of a person who would be serving a third consecutive term in the working group for which he/she is nominated. Note: The period served by a person appointed through the interim selection process will not be counted.
      v) The nomination of a person who owns immoveable property in the City and Greenbelt areas of Auroville. This does not apply if the immoveable property is family-owned as ancestral lands and the nominee’s family members are not residents of Auroville.

4) Announcement of nominations and feedback.
   a) After the RAS has evaluated all nominations as specified in sections 2 and 3 above, the RAS will publish the list of confirmed nominees for each working group in the News and Notes, on the Auronet and in the mass bulletin, together with the filled-in nomination forms of all nominees.
   b) Residents can give their positive or negative feedback on a nominee in the comment section below each nomination form and send this to the RAS.
   c) Neither the Auronet nor the News and Notes will publish any feedback on a nominee.
   d) The RAS will share the feedback with the confirmed participants in the selection process only.

C. SELECTION PROCESS

1) After the publication of the list of confirmed nominees and the nomination forms, the Residents’ Assembly Service will invite all residents of Auroville and all nominees and the members of the concerned working groups to participate in the selection process.

2) The Aurovilians who have expressed to the RAS their willingness to participate in the selection process, the nominees and the members of the concerned working groups will jointly select the new members for the working groups, except as mentioned in section C.9 below.

3) The RAS will send all feedback it received on the nominees to the participants in the selection process. The participants commit to treat all feedback as confidential and not publish or circulate it and only use this feedback for the selection of the confirmed participants. The feedback is only for individual information and reflection nd will not be the basis of a discussion during the selection process.

4) Participants and nominees and the members of the concerned working groups commit to participate in the entire selection process. It is not possible to participate in part of the selection process only.

5) The selection process will be organised, monitored and concluded by the RAS. The RAS may decide to select one or more facilitators to guide the selection process.
6) The selection process for each working group will take half a day. The working group will present its mandate, its work, its challenges and its needs. Then, each of the nominees will make a personal presentation and answer any questions asked by the participants.

7) The selection will take place immediately after the nominees’ presentations. The process of selection will be as follows:
   a) For each vacancy each participant in the selection (called the selector) gets one selection card. EG, if there are three vacancies, each selector gets 3 cards.
   b) Each selector can only use one card per candidate, or discard a card. EG, if there are 3 candidates, A, B, and C., the selector can submit one card for A, one for C, and deposit the third card in the discard box. The selector can also deposit all cards in the discard box in case the selector is of the opinion that none of the candidates are suitable to fill the vacancies.
   c) To be selected, a candidate needs to have the trust of a minimum of 50% of the selectors. A candidate will not be selected, if this quorum has not been reached.
   d) The cards in the discard box will not be counted.

8) If there are more vacancies and more than one candidate has passed the quorum, the candidate who gained the most trust will be selected, followed by the next etc.

9) The ongoing members of the working group for which new members are selected and the nominees for that specific working group cannot participate in the selection of members for that working group. They will leave the room when the selection takes place.

10) All those involved in the selection process will endeavour to ensure that at least 2/3rd of the members of each working group consist of persons who have been resident of Auroville for at least 5 years. EG, if a working group’s mandate specifies that the group will have 7 members, ideally 4 members should be resident of Auroville for at least five years; if the mandate specifies 9 members, ideally 6 members should be resident of Auroville for at least five years.

11) All those involved in the selection process will endeavour to ensure age and gender equality and a differentiation of nationality in each working group.

12) The RAS will immediately inform the community about the outcome of each selection process.

13) No feedback on any of the selected persons will be solicited.

14) The selected persons will immediately after the RAS announcement, join the working group for which they have been selected.

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Contents of the Nomination Form

To be filled in by the nominator:

1) The nominator’s contact information
2) The nominee’s contact information
3) The name of the Working Group for which the nominee is nominated
4) The nominator’s signature, place, date.

To be filled in by the nominee:

1) Where are you working at present?
2) What is your work experience in Auroville?
3) Do you have knowledge and understanding of the task of the working group for which you are nominated? (A ‘yes’ or ‘no’ reply is not sufficient. Please explain.)
4) Do you consider that you are qualified and competent to participate in the work of the working group for which you are nominated? (A ‘yes’ or ‘no’ reply is not sufficient. Please explain.)
5) Do you consider that you can work in the team of the working group for which you are nominated? (A ‘yes’ or ‘no’ reply is not sufficient. Please explain.)
6) What do you think you will contribute to the work of the working group?
7) Are you interested to join the working group full-time or part-time?
8) Do you need a maintenance for your work in the working group?
5) Any additional relevant information you wish to share?
6) Signature, place, date.