Preamble: For the purposes of the 2020-2023 collective agreement, recognizing the shared goal of increasing representation in appointments of candidates who self-identify as Indigenous or Racialized the parties have agreed to prioritize appointment of such candidates as set out in 12.04.1(ii).

Appointments shall be made as follows:

[...]

(iii) Pool of Candidates with Required Qualifications:

Where no appointment is made under Article 12.04**.1**(ii) because **there is no candidate who holds incumbency and** no candidate has the required and preferred qualifications*~~or there is no candidate who holds incumbency~~ {!}*, then the appointment shall be made from among the candidates with the required qualifications and according to the provisions in Article 12.04.(iv).

(iv) (a) The candidate with the most experience gained in applicable teaching, demonstrating, tutoring and marking within the University, subject to Articles 12.09 and 12.10, shall be appointed and, where applicable prior experience is equal **and where the data indicates that the Academic Unit in which the appointment is occurring has not met the threshold targets for representation of Indigenous or racialized as per Article 5.03.4**, the candidate **who self-identifies as indigenous or racialized shall be appointed, and where two or more candidates have equal applicable prior experience and also self-identify as indigenous or racialized, the candidate** with the desirable qualifications shall be appointed, except in the case of:

LONG-SERVICE OVERRIDE:

[...]