

## **MIR JUDGE SELECTION PROCESS AND FRAMEWORK**

Each year the Mr. International Rubber organization selects 7 individuals to serve as judges, and 2 individuals to serve as tally master for the annual contest.

### **TALLY MASTERS**

Traditionally MIR has used the tally master positions to help raise the visibility of local Chicago titleholders as they prepare to pursue a possible state, national or international title. As the tally master is essentially a data input role, these positions have been filled by individuals who are local, for whom travel and lodging is not an issue, and who can meet with the Judges coordinator in advance of the weekend to become familiar with the data entry spreadsheet and the dual entry, scoring verification process.

### **JUDGING PANEL**

The panel always includes the MIR who is stepping down. Except for rare occasions, such as significant anniversary years, former MIR's only judge their step down contest. They compete for the title, then serve the community for a year, and then judge their step-down. It is often only in their third year that they finally can enjoy the weekend as a regular attendee with no formal obligations to the contest.

Thus, there are 6 seats on the judges panel to be filled annually.

Each potential judge is evaluated individually on multiple factors, as well as how they might complement and add to the diversity of the larger panel. Some of these core factors include the following (listed alphabetically):

- Ability/Disability
- Age
- BDSM / Fetish Interest
- Community Activism, Involvement and Leadership
- Gender Identity and Sexual Orientation
- Location / Cultural Background
- Organizational Affiliations
- Profession, Skills and Hobbies
- Race
- Relationship Status
- Rubber-Specific Interest and Experience

Additional considerations may include, but are not limited to the following:

- Slating an individual to lend some prominence to a fledgling club, organization, or contest.

- The ability and willingness of a judge to travel to Chicago in November, at their own expense. (Like contestants, MIR offers to assist with lodging expenses for judges by placing them with local Chicagoans who open their homes as hosts for the weekend. This is not a requirement, but one way we try to help defer the expense that is associated with being a judge.)
- Lack of experience with rubber is NOT a disqualifying factor, especially if other factors will add to the panel's diverse perspectives.

As there are only 6 seats on the judging panel, it is impossible to slate the full diversity of the rubber community on each year's panel. Each of the core factors considered above has numerous individual variants. It is hoped that over the course of a 5 year period, the 35 individuals to have served as judges would reflect the broad range of the rubber community and represent a diversity of individuals across all categories.

As a policy, individuals can only serve as a judge for MIR once. We maintain a database of past judges, and refer to it during the selection process.

## **THE SELECTION PROCESS**

1. MIR Contest maintains a database of individuals to be considered for future judge positions. Individuals are added to this database by members of the MIR Staff, by former judges, and by individual community members through our Nomination Form available on our website.
2. As names come into the database, additional research and verification of information submitted is undertaken by MIR Contest, Inc. A preliminary vetting process determines if information submitted is accurate and if any critical information was omitted. Vetting may include, but is not limited to : online searches, checking social media presence, referring to any relevant publications, making discrete inquiries of clubs and community members, and any other potential sources of information.
3. Annually, the Judges Coordinator, the Contestant Coordinator, and the Chief Operating Officer meet to develop a slate of judges, tally masters, and a number of alternates. They take into consideration the core factors outlined above in their decision making process, as well as the past few years of panels to ensure ongoing diversity in the slate of judges. During this time, the merits of each judge is considered and debated, and any positive or negative community feedback that has been noted in the database is discussed.
4. When the slate is solidified, a dossier on each member of the slate is prepared for the MIR Executive Team to review, suggest changes, and ultimately approve the slate.
5. Once the slate is approved, confidential asks then begin to each of the potential judges. Judges are asked to keep their ask confidential until a formal announcement can be made, typically in May of each year when we open ticket sales.

6. If a judge is unable to serve in a given year for any reason, but indicates their interest, a notation is made in the judges database. After 3 asks and refusals, an individual is removed from future consideration.
7. Once the slate is confirmed, and all have accepted, the judges coordinator begins to collect bio's and photo for the website and in preparation for the official announcement of the judges for that year.

### **COMMUNITY COMMENTS**

As with all aspects of the Mr. International Rubber organization, questions, comments or concerns should be email to the organization at [info@MIRubber.com](mailto:info@MIRubber.com)

1. If comments or concerns are received prior to any formal announcement of a judges panel, receipt of the comments will be acknowledged in the reply email. Notations will be made in the judges database of relevant comments. The names in the judges database remain anonymous, and any reply from MIR will not disclose if an individual is or is not named in the database.
2. If comments or concerns are received after a formal announcement of a judges panel, receipt of the comments will be acknowledged by a reply email. At that time the organization may ask for additional information regarding the concern from both the individual submitting the concern, as well as the judge in question. After a thorough investigation, and using the MIR Code of Conduct as a guide, a final determination will be made and both parties will be notified of the decision and the basis upon which it is made.