

**Title: MSEA HUMAN AND CIVIL RIGHTS AWARDS PROGRAM**

Policy Code: 304

Cross Reference:

Page: 1

Adopted: April 2019

Revised: July 2021

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**PURPOSE**

To provide statewide recognition to those individuals who promote and defend human and civil rights and to encourage MSEA members to replicate the awardee's courageous activities and/or demonstrated leadership in areas of human and civil rights activism.

**REQUIREMENTS**

Awards may be given to individuals who have made exceptional contributions to education in the state of Maryland and whose nomination is in compliance with the MSEA Human and Civil Rights (HCR) Awards Program Procedures.

- Nominees
  - May be individuals, schools, local affiliates, or organizations working in the area of human and civil rights.
  - Must be MSEA members, if eligible for membership.
  - Must have engaged in human and civil rights activities that have community-wide impact.
  - Must not have performed the activities that meet the awards criteria as part of a compensated association staff responsibilities or system of employment.
- Nominators
  - Must be an MSEA member, local affiliate, or caucus.
  - Must submit a separate nomination application form for each nominee.

**DEADLINE**

The deadline for receipt of nominations for the award(s) will be by the date determined by the appropriate MSEA committees (Women's Concerns, Minority Affairs, and Human and Civil Rights) . All three committees must agree to the same nomination deadline. The deadline shall be no later than November 10 of the prior year in which the award is given. The committee chair(s) shall inform the Board president of the deadline for nominations at least four months in advance of the deadline. If more time is necessary to receive nominations past the set deadline, the committees will recommend an extension to the MSEA president.

**SUBMISSION**

Completed nomination forms and supporting documents, in one complete nomination packet, must be received at MSEA headquarters, 140 Main Street, Annapolis, MD 21401, Attention: Human and Civil Rights Committee, by midnight on the date of the deadline. The documents may be emailed, faxed, or mailed.

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MSEA Bylaw:

Other Citation:

NEA Bylaw:

Neg. Agr.:

# **Title: MSEA HUMAN AND CIVIL RIGHTS AWARDS PROGRAM PROCEDURES**

Procedure Code: 304P

Cross Reference:

Page: 1 of 3

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## **CRITERIA**

The nominee must meet one or more of the below criteria:

1. Demonstrate devotion, resilience, and strength in organizing traditionally disadvantaged workers.
2. Organize with racially/ethnically diverse groups to support and empower disadvantaged workers and their families.
3. Help improve intergroup relations and understanding among racial and ethnic groups.
4. Work beyond the call of duty to free the education profession from inequities based on race, ethnicity, gender, or sexual orientation.
5. Secure community recognition for his/her contributions to intergroup relations.
6. Display creativity, determination, and perseverance in achieving human and civil rights goals.
7. Establish an ongoing program or institution for the improvement of human relations and civil rights.
8. Initiate or engage in activities that positively impact the educational, social, economic, or political life of the community.
9. Inspire public engagement in the elimination of poverty and educate the public about the issues related to the impact of poverty on children.
10. Promote public policy that positively affects the economic health and welfare of families.
11. Work actively to improve the economic opportunities for all people.
12. Inspire direct action in the cause of human and civil rights.
13. Help schools develop programs that enhance the education of LGBTQ students and that teach other students to refrain from activities such as bullying, stereotyping, and fighting.
14. Promotes appreciation for diversity with regard to sexual orientation.

## **CATEGORIES**

1. Aspiring Educator: The nominee must be a member of the MSEA aspiring educator program.
2. Educator/ESP: The nominee must be an active member of MSEA (this includes retired, retired-life, and higher education).

## **PROCESS**

1. A standing recognition subcommittee of the MSEA HCR. The committee shall be charged with the principal responsibility for making annual recognition recommendations for approval by the MSEA Board of Directors.
2. The recognition subcommittee shall be composed of at least a three-member panel of the HCR committee, consisting of the chairperson, the Board liaison, and two other committee members as appointed by the chairperson. The Board liaison shall serve as a non-voting member. No person who seconds the nomination of a potential award recipient may sit on the recognition subcommittee.
3. Recognition subcommittee members shall remain anonymous, except to the Board of Directors, the executive director, and the staff liaison to the HCR committee.

Title: **MSEA HUMAN AND CIVIL RIGHTS AWARDS PROCEDURES**

Procedure Code: 304P

Cross Reference:

Page:2 of 3

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4. The subcommittee shall establish, with Board approval, a timeline for securing nominations and obtaining Board approval in such a manner to conform to the award(s) presentation. Existing communication vehicles shall appropriately publicize the awards, nomination procedures, and dates.

#### NOMINATION PROCEDURES

1. Anyone submitting the established nomination form and seconding form must be an active, aspiring, or retired (includes life) member of MSEA.
2. Completed nomination forms and supporting documents are to be mailed, emailed or faxed to MSEA headquarters and must be received no later than November 10 of the year in which the award is to be given. All nomination forms must bear the signature of the person making the nomination along with his/her home address and the signatures of four (4) seconders. The nomination form must also be accompanied by a typed 100-250 word personal statement as well as supporting materials. Appropriate supporting materials may include: newsletters, newspaper or periodical articles, certificates, citations, printed programs and/or fliers. Note: Supplementary materials provided must relate directly to the specific criterion or criteria for which the candidate is being nominated. Items will not be returned. Photo copies, scanned materials, and hyperlinks will be accepted.
3. Members of the MSEA Human and Civil Rights Committee during the year of the award are ineligible to receive the award. A member of the MSEA Human and Civil Rights Committee may not nominate a potential recipient, but may second a nomination. Only one second may come from a member of the committee.
4. Present MSEA officers and members of the Board of Directors are ineligible to receive this award, to nominate, or to second the nomination of a potential recipient.
5. The Board of Directors, as a body, may, by unanimous vote of Board members present and voting, nominate a group or an elected or appointed individual outside the United Education Profession. The Board of Directors must follow the nomination procedural requirements.

#### SUBMISSION

Completed nomination forms and supporting documents, in one complete nomination packet, must be received at MSEA headquarters, 140 Main Street, Annapolis, MD 21401, Attention: Human and Civil Rights Committee, no later than 5:00 p.m. on November 10.

#### PRESENTATION OF THE AWARD

The award(s) shall be presented annually at the Martin Luther King, Jr. Awards celebration. The awardee(s) and one guest will be given tickets to the celebration. The award will be commensurate to the Minority Recognition and Dorothy Lloyd Wright award.

Title: **MSEA HUMAN AND CIVIL RIGHTS AWARDS PROCEDURES**

Procedure Code: 304P

Cross Reference:

Page: 3 of 3

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#### SELECTION PROCESS

1. The committee shall meet to review all nominations in the course of its regular business.
2. The committee may offer a substitute recommendation if, upon consideration of the data submitted, the Board of Directors rejects one or more of the committee's recommendations.
3. The committee will present its recommendations to the MSEA Board of Directors for final approval.
4. The decision of the Board will be final. Letters to nominators will indicate the finality of the Board's decision.
5. The committee may consult with the appropriate local affiliate concerning any proposed awardee and report its findings to the Board when it makes its recommendations.

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