



## **MSEA Human and Civil Rights Award Policy and Guidance**

### **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.

### **CATEGORIES OF AWARDS:**

#### **Aspiring Educator**

- The nominee must be a member of the MSEA Aspiring Educator Program.

#### **Educator/Education Support Professional (ESP)**

- The nominee must be an active member of MSEA (this includes retired, retired-life, and higher education).

### **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.

### **CRITERIA:**

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

- Demonstrate devotion, resilience, and strength in organizing traditionally disadvantaged workers.
- Organize with racially/ethnically diverse groups to support and empower disadvantaged workers and their families.
- Help improve intergroup relations and understanding among racial and ethnic groups.
- Work beyond the call of duty to free the education profession from inequities based on race, ethnicity, gender, or sexual orientation.



- Secure community recognition for their contributions to intergroup relations.
- Display creativity, determination, and perseverance in achieving human and civil rights goals.
- Establish an ongoing program or institution for the improvement of human relations and civil rights.
- Initiate or engage in activities that positively impact the educational, social, economic, or political life of the community.
- Inspire public engagement in the elimination of poverty and educate the public about the issues related to the impact of poverty on children.
- Promote public policy that positively affects the economic health and welfare of families.
- Work actively to improve the economic opportunities for all people.
- Inspire direct action in the cause of human and civil rights.
- Help schools develop programs that enhance the education of LGBTQIA students and that teach other students to refrain from activities such as bullying, stereotyping, and fighting.
- Promotes appreciation for diversity with regard to sexual orientation.

#### **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:**

- Anyone submitting the established nomination form and seconding form must be an active, aspiring, or retired (including life) MSEA member, local affiliate, or caucus.
- All nomination forms must include:



- The name, local affiliation, and home contact information of the primary nominator and the four (4) secondary nominators, as well as their signatures; and
- Information about the nominee (such as a biographical sketch) and support materials (such as newsletters, newspaper or periodical articles, certificates, citations, printed programs and/or fliers) that relate directly to the specific criterion or criteria for which the candidate is being nominated.

Members of the Human and Civil Rights Committee during the year of the award are ineligible to receive the award. A member of the Human and Civil Rights Committee may not nominate a potential recipient but may second a nomination. Only one second for any nomination may come from a member of the committee. 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.

The Board of Directors, as a body, may, by a 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 outlined above.

The nominating application can be found on the MSEA website at [www.marylandeducators.org/Awards](http://www.marylandeducators.org/Awards). Hard copies of the application are available, upon request, from the staff liaison of the Human and Civil Rights Committee at MSEA headquarters.

## DEADLINE:

Completed nomination forms and supporting documents are to be submitted electronically via the MSEA website or emailed, faxed, or mailed to MSEA headquarters (140 Main Street, Annapolis, MD 21401, Attention: Human and Civil Rights Committee). Submissions must be received **no later than 11:59 pm on November 1** of the prior year in which the award is to be given.