



## MSEA Human and Civil Rights Grant Policy

### PURPOSE:

To provide funds to assist local affiliates and members with expenses related to activities and events planned to promote human and civil rights and social justice.

### AMOUNT OF GRANT:

Grants are limited to \$1,000.00 per local affiliate or individual member.

### REQUIREMENTS:

- Submission of the Human and Civil Rights Grant application form by the deadline.
- Events should take place during the school year in which the grant was awarded.
- Applicants must be MSEA members or local affiliates.
- Grants must be aligned with at least one of the strategies outlined in Appendix II of the MSEA Bylaws.
- Grants must ensure participation of and impact on students and/or communities.
- A final reconciliation of the grant financial form, receipts documenting expenses, and completion of a survey detailing how your grant was utilized and its ultimate impact must be submitted to MSEA no later than June 1.

**Failure to complete an expense reconciliation may result in denial of future applications and/or issuance of a 1099.**

### PROCESS:

- Grant applications must be submitted to MSEA by the deadline. Late applications or incomplete will not be considered.
- The MSEA Human and Civil Rights Committee will review all grant applications and make recommendations to the MSEA Board of Directors.
- The MSEA Board of Directors will take action on the recommendations at its November meeting.

**DEADLINE:** October 25 of the school year in which the grant is being requested.



## **MSEA Human and Civil Grant Guidance**

The absence of social justice results in social oppression. Racism, sexism, ageism, classism, ableism, and heterosexism are some forms of social oppression in society. Societies and individuals form hierarchies of oppression in which certain types of oppression are addressed and others are not. Oppression of certain groups or individuals can result in social or legal exclusion, discrimination, inequitable distribution of resources, and emotional and physical consequences.<sup>1</sup>

### **Strategies**

- Raising awareness of the diversity in communities is critical to fostering social justice.
- Addressing real consequences of oppression—when discussing social justice in lessons or staff meetings, it is important to acknowledge the real social and economic disadvantages that oppressed people face in society, not simply the psychic harm of oppression.
- Promoting understanding of the mechanisms that perpetuate oppression—i.e., those attitudes and behaviors (e.g., racism, sexism, ageism, heterosexism) from a position of privilege.
- Resisting hierarchies of oppression by forming/developing strategies to foster justice with an inclusive mindset: who is being left out?
- Planning lessons/activities/events that seek to address social justice on three levels—personal (self), institutional (school) and societal (community).

---

<sup>1</sup> NEA Social Justice Toolkit