

Title: MSEA DOROTHY LLOYD WOMEN’S RIGHTS AWARD

Policy Code: 300

Cross Reference:

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Adopted:	April 1990	
Revised:	July 2021	February 2002
	September 2016	October 1999
	March 2015	May 1997
	March 2014	February 1996
	May 2008	May 1994
	November 2003	January 1993
	April 2003	

BACKGROUND

Dorothy Lloyd, former MSEA (then MSTA) employee who retired in 1981 after 25 years of service, was a dedicated advocate for teachers and other education employees. She began her career with MSTA as a secretary for the Teachers Association of Baltimore County. When she retired, she was Director of Publications for MSTA. Her commitment to equity was reflected in her roles as consultant to the Human Rights in Education Committee and liaison to the original Women’s Leadership Training Cadre.

PURPOSE: In recognition of the dedication and commitment to equity that Dorothy Lloyd, former MSEA staffer, reflected by serving as a role model for MSEA women activists and mentor to entry-level women staff members, this award honors up to two persons, groups or programs annually for their individual accomplishments in the field of girls’ and women's rights.

REQUIREMENTS: Award recipients must be MSEA or NEA members if they are eligible for MSEA or NEA membership in an employee unit represented by an affiliate of the NEA.

TYPE OF AWARD

1. A framed certificate signed by MSEA president and Women’s Concerns Committee chair.
2. A contribution to be made on behalf of the recipient to an organization, which promotes girls’ and women's concerns, as approved by the MSEA Board of Directors.

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.

MSEA Bylaw:

Other Citation:

NEA Bylaw:

Neg. Agr.:

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Adopted:

Revised: March 2013

CRITERIA

This award is to honor outstanding efforts in the area of girls' and women's rights. Candidates for the award are required to show leadership in one or more of the following areas.

1. Obtaining equal educational opportunities for girls and women.
2. Improving the social and/or economic status of girls and women in the education community.
3. Assisting girls and women in acquiring a greater voice in establishing educational policy.
4. Assisting girls and women of diverse ethnic, cultural, and economic backgrounds in forming coalitions and sharing resources.
5. Promoting programs or activities to eliminate gender stereotyping.
6. Developing or promoting programs, activities or legislation to eliminate gender stereotyping and discrimination against girls and women.
7. Heightening the awareness of girls' and women's contributions in all areas.

PROCESS

1. Selection Subcommittee

A subcommittee of not fewer than three members of the MSEA Women's Concerns Committee shall be appointed by the chairperson of the committee annually. Subcommittee members shall remain anonymous, except to the MSEA Women's Concerns Committee, the MSEA Board of Directors, the MSEA executive director, and the staff liaison to the MSEA Women's Concerns Committee. No person who seconds the nomination of a potential recipient of the award may sit on the selection subcommittee. A committee of the whole may replace the subcommittee when appropriate. The application will be presented to the Women's concerns committee for their approval to recommend the nominee to the Board of Directors.

The subcommittee shall consult with the appropriate local affiliate(s) concerning the nominees prior to its deliberations and report its findings to the Board of Directors when it makes its recommendations. The name(s) of the person(s) recommended to receive the award(s) as selected by the subcommittee will be presented to the MSEA Women's Concerns Committee, which will present its recommendations to the MSEA Board of Directors for final approval. The subcommittee may offer a substitute recommendation if, upon consideration of the data submitted, the Board of Directors rejects one or more of the subcommittee's recommendations.

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Consistent with the deadline, the committee shall establish, with Board approval, a timeline for securing nominations and obtaining Board approval in such a manner as to conform to the date on which the awards will be presented. *ActionLine* shall appropriately publicize the awards, nomination procedures, and date.

2. Nominations

- A. Only members of MSEA or the MSEA Student Program or members of the MSEA staff or its local affiliates may submit and be seconders on the established form.
- B. A member of the MSEA Women's Concerns Committee may not nominate a potential recipient, but may second a nomination if the potential recipient is from outside the United Education Profession. Only one second on any nomination may come from a member of the Committee.
- C. The Board of Directors as a body may, by a unanimous vote, nominate a person, group or program outside the United Education Profession. The Board of Directors must follow the procedural requirements.

3. Recipients

- A. Members of the MSEA Women's Concerns Committee during the year of the award are ineligible to receive the award.
- B. Present officers and members of the Board of Directors of MSEA are ineligible to receive this award, to nominate, or to second the nomination of a potential recipient, but may second a nomination if the potential recipient is from outside the United Education Profession.

4. Submission

- A. In addition to the link to nominate being shared through various communication vehicles, the nominating forms will be available upon request from the staff liaison of the Women's Concerns Committee at MSEA headquarters in Annapolis by calling 800-448-6782 or on the MSEA website. Forms will be updated each year, as appropriate.
- B. Completed nomination forms and supporting documents must be received at MSEA headquarters no later than midnight on the date of the deadline. Documents may be emailed, faxed, or mailed.
- C. All nomination forms must bear the signature of the person making the nomination along with his/her home address; the signatures of two seconders; and be accompanied by supporting materials and a statement signed by the nominee indicating he/she has knowledge of the nomination.
- D. The nomination should include a typed or printed biographical sketch of the nominee and support materials such as copies of newspaper clippings, certificates, and/or citations. The nomination form and support materials will become the property of MSEA. Support material provided must relate directly to the specific criterion or criteria for which the candidate is being nominated.

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5. Selection Process

- A. Ratings: Each candidate for the award will be judged on a five-point scale according to how successfully that individual has fulfilled one or more of the criteria for the award. The ratings will then be averaged according to the following scale.
 - 1-(lowest): Maintains status quo, doesn't present new ideas, is indirectly involved, is a follower.
 - 5-(highest): Shows creativity, shows originality, is personally involved, shows initiative, shows leadership.
- B. Raters will also take into consideration how the nominee's actions impact Maryland students and education employees generally and girls and women particularly. Participation in community organizations, particularly those that further girls' and women's rights, and educational organizations will also be noted.

PRESENTATION OF THE AWARD

The Dorothy Lloyd Women's Rights will be presented in January at the annual Martin Luther King, Jr. ceremony sponsored by MSEA's Minority Affairs Committee. The name of the recipient and write-up should be submitted to the MSEA Board of Directors by the first Thursday in November after the deadline. Print quality photo of recipient and award presenter name(s) should be submitted to the Minority Affairs Committee by the required printing deadline.

Recognition of the recipient will be included in the Women's Concerns Committee's Annual National Women's history Month lobby display at MSEA headquarters in March of the same year.

MSEA Bylaw:
NEA Bylaw:
Neg. Agr.:

Other Citation: