

NEA
HCR
Awards



NATIONAL EDUCATION
ASSOCIATION

2025 HUMAN AND
CIVIL RIGHTS
AWARDS



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In loving memory of
Shannon Nephew



HISTORY OF THE AWARDS PROGRAM

The Human and Civil Rights Awards Program began as an activity of the American Teachers Association (ATA). In 1966, when the ATA merged with the National Education Association (NEA), the two organizations agreed that NEA would continue to sponsor the traditional awards ceremony at the time of the NEA Representative Assembly. The first dinner of the merged Association was held in 1967.

As conceived by ATA, the awards program honors individuals who have expanded educational opportunities for students of color and educators and improved intergroup relations in public schools.

As implemented by NEA, the awards program continues the ATA tradition and keeps it current. In homage to ATA, NEA presents awards named for two great Black educators: Dr. H. Councill Trenholm, who served as ATA's executive director from 1939–1960, and Dr. Carter G. Woodson, who founded the Association for the Study of African-American Life and History (ASALH). And to keep the ATA tradition current, NEA periodically adds new awards to reflect contemporary rights issues.

PURPOSES OF THE AWARDS PROGRAM

- To demonstrate the continuing efforts by NEA to maintain and update ATA traditions.
- To present a joint NEA-ATA activity that involves former ATA leaders and members.
- To serve as a reunion for former ATA leaders and members.
- To honor individuals and affiliates that promote and defend human and civil rights.
- To encourage NEA members to replicate the awardees' courageous activities.
- To remind members about NEA's multicultural roots and to reinforce NEA's crusade for human and civil rights.

GENERAL INFORMATION ABOUT NOMINATIONS

NEA

1. Accepts nominations without regard to race, color, creed, gender, sexual orientation, or national origin.
 2. Reserves the right to present no award or to select a nominee other than the person or organization nominated for an award.
 3. Presents awards to nominees as selected by the NEA Human and Civil Rights Awards Committee and approved by the NEA Executive Committee.
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Nominees

1. May be individuals, schools, NEA affiliates, or organizations working in the area of human and civil rights.
 2. Must be NEA members, if eligible for membership. To facilitate verification, please include membership ID number or last four digits of social security number.
 3. Must have engaged in human and civil rights activities that have community-wide impact.
 4. Must not have performed the activities that meet the awards criteria as part of compensated Association staff responsibilities, unless award category indicates differently.
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Nominators

1. Must be an NEA member, affiliate, or caucus.
 2. Must make each nomination for a specific award category.
 3. Must submit a separate nomination application form for each nominee or nominating award category.
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Nominations

1. All nomination materials, including supporting documents, **must be submitted online** at nea.org/hcraawards. Please email NEAHCRAwards@nea.org with questions or if you are experiencing technical difficulties. All below sections of the Nomination Application must be completed and submitted online:

Human and Civil Rights Awards Nomination Form (not considered part of the supporting materials)

- Be sure to include nominator's NEA membership ID number or last four digits of Social Security Number to facilitate an NEA membership check. If the nominee is eligible for membership, please provide

his/her/their NEA membership ID number or last four digits of Social Security Number to facilitate an NEA membership check.

Criteria Eligibility Question (not considered part of the supporting materials)

- Complete official Criteria Eligibility Question in the application for selected category that briefly highlights how your nominee meets **ONE** or **MORE** of the award criteria within the block space provided.

Nomination Supporting Materials/Organizing Form

All Supporting Materials must be clearly titled and identified in the corresponding Nomination Supporting Materials/Organizing Form. Supporting Materials must be uploaded and submitted online. Please note that quality of supporting materials rather than quantity is preferred. Please select and submit supporting documents that best represent the nominee! **High Resolution Photo and Resumé of the Nominee are mandatory.** Some examples of supporting materials are:

■ **Nominee’s Photo (mandatory; not considered part of the supporting materials)**

- Nominee’s photo must be uploaded and submitted online in .jpeg format;
- Nominee’s photo must be of high quality resolution for reproduction purposes;

■ **Nominee’s resumé or Organization’s Information (mandatory; not considered part of the supporting materials)**

- Nominee’s resumé must be uploaded and submitted online in .pdf or Microsoft Word format;
- Nominee’s resumé may be up to 4 pages double-spaced or 2 pages single-spaced of Times New Roman 12 pt. font **only**;
- An organization’s information may include a fact sheet, history, and/or background information as the resumé;

■ **Additional information supporting criteria eligibility;**

■ **Letters of recommendation – up to 3 (Note: Letters of recommendation must be uploaded in Microsoft Word or .pdf format);**

■ **News clippings/flyers, etc. (Note: .pdf files may be uploaded and attached to the Nomination Application and/or links to website articles can be uploaded. Scanned .pdf files of articles or newspapers must be legible or they will not be considered);**

General Information About Nominations *(continued)*

- Video files or youtube links of the Nominee that support the eligibility criteria;
- Other materials as listed under Supporting Materials in official Nomination Application.
- If you have additional Supporting Materials or pieces of information about the Nominee that you feel would strongly support their profile; but that cannot be submitted online; please email NEAHCRAwards@nea.org. On a case by case basis, these items may be mailed in and must be postmarked no later than December 6, 2024. Mailed items will not be accepted if they can be submitted online.

Deadline

Nomination applications must be submitted **online on or before December 6, 2024 by 11:59 pm PST.**

Nominate and Submit online at www.nea.org/hcrawards.

Any additional supporting materials that are mailed, must be **postmarked on or before December 6, 2024** and mailed to: NEA Human and Civil Rights, Attn: Alexandria Richardson, 2025 HCR Awards, 1201 16th St, N.W. Suite 410, Washington, DC 20036-3290, NEAHCRAwards@nea.org.

AWARDS CHRONOLOGY

October 2024

Nomination forms available on-line at www.nea.org/hcrawards or email NEAHCRAwards@nea.org for directions.

Submitted Online December 6, 2024

Deadline for submission of 2025 nomination forms to NEA Human and Civil Rights.

March 2025

Selection of awardees by the NEA Executive Committee, based on recommendations by the NEA Human and Civil Rights Awards Committee.

April 2025

■ 2025 HCR award winners and their nominators are notified. Unselected candidates and their nominators will also be notified.

■ Announcement of the availability of tickets for the annual HCR Awards. (Tickets usually sell out by the end of May.)

July 2025

Annual NEA Human and Civil Rights Awards to take place on July 2, 2025 prior to the NEA Representative Assembly.

APPLEGATE-DORROS

Peace and International Understanding Award

(Awarded in odd years)

Irvamae Applegate (1920–1973) served as NEA president (1966–67) and as a member of the Executive Committee of the World Confederation of Organizations of the Teaching Profession (now Education International). Sidney Dorros (1925–1993) was the staff consultant to the NEA Bicentennial Committee.



NEA presents the Applegate-Dorros Peace and International Understanding Award to an NEA member, NEA local affiliate, and/or NEA state affiliate whose activities in education contribute to international understanding and motivate youth to work for world peace.

To be eligible for this award, the nominee must meet one or more of the following criteria:

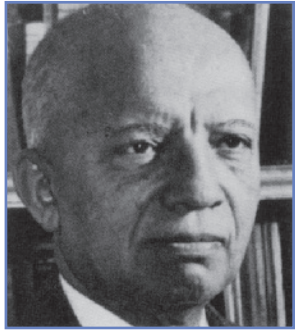
- Serve as a leader in efforts to further international understanding among Americans.
- Make lasting contributions to the cause of international peace.
- Inspire youth to study and become involved in methods for realizing international peace.
- Promote international understanding, peace, and cooperation among the nations of the world.

CARTER G. WOODSON

Memorial Award

(Awarded in odd years)

Carter G. Woodson (1875–1950), a scholar and historian, founded the Association for the Study of African-American Life and History, published books and journals about Black history, and initiated what is now Black History Month. He is known as the father of Black history.



NEA jointly presents the Carter G. Woodson Memorial Award with the Association for the Study of African-American Life and History. The award is presented to an individual, NEA affiliate, or institution whose activities in Black affairs significantly impact education and the achievement of equal opportunity.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Demonstrate leadership and creativity in promoting Black History.
- Increase understanding of and appreciation for the heritage of Blacks.
- Impact the total school community or a significant portion of the local community in promoting Black history.

CÉSAR CHÁVEZ

Acción y Compromiso Human and Civil Rights Award

(Awarded in odd and even years)

César Chávez (1927–1993), revered in the labor and civil rights movements, inspired thousands of farm workers to unionize for dignity and attain contracts that would give them livable wages and working conditions. Against great odds, he established the United



Farm Workers of America and used the strike (la huelga), the boycott, and fasting to gain better life for oppressed workers. Although he initially organized Mexican American workers in the Southwest, Chávez later expanded the movement to involve other ethnic groups. NEA presents the César Chávez Acción y Compromiso Human and Civil Rights Award to a nominee who follows in the exemplary footsteps of César Chávez in philosophy, work, and leadership.

To be eligible for this award, the nominee must meet one or more of the following criteria:

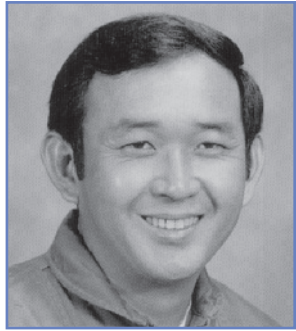
- Engage in activities that dignify workers and their jobs and give them hope for a better life.
- Exemplify the nonviolent philosophy of César Chávez in improving the status of labor and the lives of workers.
- Demonstrate devotion, resilience, and strength in organizing traditionally disadvantaged workers.
- Combine labor relations techniques and grassroots organizing to achieve improvements in working conditions.
- Make notable contributions to the labor movement through commitment, action, and negotiation.
- Organize across racially/ethnically diverse groups to support and empower disadvantaged workers and their families.

ELLISON S. ONIZUKA

Memorial Award

(Awarded in odd and even years)

Ellison S. Onizuka (1946–1986) was a Japanese American aerospace engineer. The first Asian/Pacific Islander chosen by NASA for the astronaut program, Onizuka served as a mission specialist on the space shuttle Challenger, which exploded on January 28, 1986, killing all aboard. Onizuka credited Hawaii’s public schools for steering him toward a career as an astronaut, and he often visited those schools to encourage students to set goals and work hard to achieve them.



NEA presents the Ellison S. Onizuka Memorial Award to a nominee whose activities in Asian and Pacific Islander affairs significantly impact education and the achievement of equal opportunity for Asians and Pacific Islanders.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Increase the public’s understanding of and appreciation for the heritage of Asians and Pacific Islanders.
- Develop and implement a bilingual, multicultural educational program that impacts a school system or a large portion of a community.
- Lobby for legislation that positively affects Asians and Pacific Islanders.
- Work actively with a community to improve opportunities for Asians and Pacific Islanders.
- Help schools develop programs that enhance the educational opportunities of Asian and Pacific Islander children.

GEORGE I. SÁNCHEZ

Memorial Award

(Awarded in odd and even years)

George I. Sánchez (1906–1972) was an educator and scholar who devoted his life to improving the education of Hispanic children. He worked his way through the University of New Mexico (UNM) teaching in small rural schools. He earned a Ph.D. from the



University of California at Berkeley. Sánchez served as President of the New Mexico Education Association (1935–36) and led the fight to equalize school funding. This cost him a promised tenured professorship at UNM, but he went on to enjoy a distinguished career at the University of Texas.

NEA presents the George I. Sánchez Memorial Award to a nominee whose activities significantly impact education and the achievement of equal opportunity for Hispanics.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Promote equitable educational opportunities for Hispanic children.
- Help establish and/or fund a bilingual education program.
- Develop bilingual instructional materials and/or multi-media bilingual programs.
- Help public schools develop programs that enhance the educational opportunities of Hispanic students.
- Promote, design, and coordinate training programs for counselors and educators of Hispanic students.

H. COUNCILL TRENHOLM

Memorial Award

*(Non-Black award given in odd years;
Black award in even years)*

Harper Council Trenchholm (1900–1963) served for 21 years as executive secretary of the American Teachers Association (ATA). One of the country’s most outstanding Black educators, he helped build ATA’s numbers and strength and worked for the merger of ATA and NEA.



NEA presents two H. Council Trenchholm Memorial Awards, one to a Black educator and one to a non-Black educator.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Must be an educator.
- Work beyond the call of duty to free the education profession from inequities based on race or ethnicity.
- Help improve intergroup relations and understanding among racial and ethnic groups.
- Secure community recognition for his or her contributions to intergroup relations.
- Form education coalitions with non-education groups.

LEO REANO

Memorial Award

(Awarded in even years)

Leo Reano (1922–1971) was a teacher, artist, and interpreter. A member of the Santo Domingo Indian Pueblo, Reano served on the All Indian Pueblo Council and the NEA Council on Human Relations. He dedicated his life to securing educational opportunities for American Indian/Alaska Native children.



NEA presents the Leo Reano Memorial Award to a nominee whose activities in American Indian/Alaska Native affairs significantly impact education and the achievement of equal opportunity for American Indians/Alaska Natives.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Promote equal educational opportunity for American Indian/Alaska Native children.
- Help schools acquire and use information about federal legislation affecting American Indians/Alaska Natives.
- Help schools develop programs to enhance the education of American Indian/Alaska Native children.
- Help eliminate the misuse of federal funds that are set aside for American Indian/Alaska Native education.
- Promote, design, and coordinate training programs for counselors and educators who work with American Indian/Alaska Native students.
- Promote educational American Indian/Alaskan native issues in educational setting for professional development growth.
- Help dispel myths, stereotypes, and historical inaccuracies of the American Indian/Alaska Native community.

WILMA MANKILLER

Memorial Award

(Awarded in odd years)

The 54th annual NEA Human and Civil Rights Awards (2021) unveiled a new award category in honor of Wilma Mankiller, Chief of the Cherokee Nation. Wilma Pearl Mankiller (November 18, 1945–April 6, 2010) was an activist who fought for the rights of American Indian/Alaska



Natives and women. Mankiller was the first elected woman to serve as Deputy Chief and later Principal Chief of the Cherokee Nation, the second largest tribe in the U.S. As the Principal Chief of the Cherokee Nation, her administration focused on reducing unemployment rates, increasing educational opportunities, improving community health care, and developing the economy. She committed herself to improving the image of the Native people by using the press to combat negative stereotypes surrounding American Indian/Alaska Native peoples and stressed the importance of cultural heritage.

During her term as the Principal Chief of the Cherokee Nation, she contributed significantly to the education of Native heritage and to the advancement of educational institutions in the Cherokee Nation.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Promote equal educational opportunity for American Indian/Alaska Native children.
- Help schools acquire and use information about federal legislation affecting American Indians/Alaska Natives.
- Help schools develop programs to enhance the education of American Indian/Alaska Native children.
- Help eliminate the misuse of federal funds that are set aside for American Indian/Alaska Native education.

- Promote, design, and coordinate training programs for counselors and educators who work with American Indian/Alaska Native students.
- Promote educational American Indian/Alaskan native issues in educational setting for professional development growth.
- Help dispel myths, stereotypes, and historical inaccuracies of the American Indian/Alaska Native community. Awarded in odd-numbered years.

MARTIN LUTHER KING, JR.

Memorial Award

(Awarded in odd and even years)

Martin Luther King, Jr., (1929–1968) led the American civil rights movement that broke the shackles of segregation. By applying what is now known as the Kingian method of nonviolence, he stirred the conscience of the nation, helped enact civil rights laws, and opened pathways of hope to Americans of all races and groups.



NEA presents the Martin Luther King, Jr., Memorial Award to a nominee who emulates Dr. King in leadership and philosophy.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Initiate or engage in activities that positively impact the educational, social, economic, or political life of the community.
- Contribute to the achievement of self-determination by individuals or groups.
- 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.
- Exemplify the nonviolent philosophy of Martin Luther King, Jr., and other nonviolent activists in the quest for improved human relations and civil rights.

MARY HATWOOD FUTRELL

Mary Hatwood Futrell Award

(Awarded in odd and even years)

Mary Hatwood Futrell increased national awareness of the Equal Rights Amendment during her presidency of ERAmerica. She also made NEA a leading champion of women's rights during her three terms as NEA president. During her presidency of Education International and deanship at George Washington University Graduate School of Education and Human Development, she also advanced the cause of women's rights.



NEA presents the Mary Hatwood Futrell Human and Civil Rights Award to a nominee whose activities in women's rights significantly impact education and the achievement of equal opportunity for women and girls.

To be eligible for this award, the nominee must meet one or more of the following criteria:

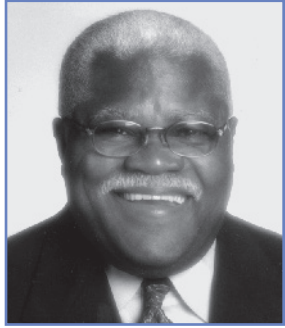
- Promote equitable educational opportunities for women and girls.
- Improve the economic, occupational and health status of women members.
- Develop programs that strengthen women's role in the making of educational policy.
- Develop programs that help women of various cultures form coalitions and share resources.
- Promote public policy designed to eliminate sex role stereotyping and /or inequities in education and in other sectors of the economy.
- Champion policies and/or legislation that defends, fosters, and ensures, women's rights.

REG WEAVER

Human and Civil Rights Award

(Awarded in odd and even years)

As a classroom teacher for more than 30 years, Reg Weaver saw the toll poverty takes on students. He saw poverty's negative impact on student learning. Reg Weaver was famous for dipping into his own pocket to buy a student a winter coat, a meal, or school supplies.



And when Reg Weaver became President of NEA, he kept the spotlight on the plight of poor students.

NEA presents the Reg Weaver Human and Civil Rights Award to a nominee whose activities around closing the poverty gaps for children in America and around the world have made a significant impact in helping poor students and eliminating poverty.

To be eligible for this award, the nominee must meet one or more of the following criteria:

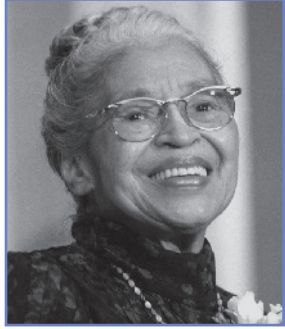
- Educate the public about the issues related to the impact of poverty on children.
- Inspire public engagement in the elimination of poverty.
- Work actively to improve the economic opportunities for all people.
- Promote public policy that positively affects the economic health and welfare of families.
- Work in partnership with other agencies/groups to give a voice to those marginalized by poverty.
- Help schools develop programs that enhance the education, social, and emotional health of children in economically depressed areas and/or areas of high concentration of poverty.

ROSA PARKS

Memorial Award

(Awarded in even years)

Rosa Parks (1913-2005) sat down so that others could stand up. By refusing to give up her seat on that fateful day - December 1, 1955 in Montgomery, Alabama - Rosa Parks set in motion a series of events that caused the racist system of legalized segregation to collapse. Her activism and personal sacrifice spurred the 381-day Montgomery Bus Boycott, which ultimately led the city of Montgomery to lift the law requiring segregation on public buses. It was a dangerous thing she did that day but not a random act. Rosa Parks had been an NAACP activist for years. On a national platform, the Boycott helped to shine light and launch advocacy across the nation to end segregation of public facilities.



NEA presents the Rosa Parks Memorial Award to inspire others to champion the cause of human and civil rights.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Demonstrate the courage to challenge the status quo in order to achieve a just society for the disadvantaged.
- Exemplify a nonviolent philosophy in pursuit of a better life for minorities.
- Inspire direct action in the cause of human and civil rights.
- Contribute to the establishment of laws and policies that promote equal opportunities for minorities and the disadvantaged.

ROSENA J. WILLIS

Memorial Award

*(State award given in odd years;
local award in even years)*

Rosena J. Willis (1926–1970) was a displaced Black teacher who lost her job when her school district in Virginia closed all public schools rather than desegregate. Joining the NEA staff, Ms. Willis worked diligently to implement the NEA merger with the American



Teachers Association. A superb facilitator and organizer, Ms. Willis also worked with NEA state and local affiliates to help them bring minority members into the activities and leadership of the association.

NEA presents two Rosena J. Willis Memorial Awards to NEA affiliates that involve NEA members in advocacy for minority students and families, minority parent involvement in schools, and community outreach. The state affiliate award is presented in odd-numbered years, and the local affiliate award in even-numbered years.

Local Affiliate Award

To be eligible for the local affiliate award, the nominated local affiliate must meet one or more of the following criteria:

- Involve more minority members in the work and leadership of the association by providing them an opportunity for leadership training and encouraging their activism in local association committees and campaigns.
- Provide NEA members with the opportunity to become activists in the human and civil rights movement of our day, especially in the battles where the health and well-being of minority students and their families are at stake.

- Involve NEA members in the fight for ethnic studies and immigrant rights as well as in initiatives that champion pre-school and kindergarten for all minority students, smaller class sizes, and tutoring for any student who falls behind in her/his studies.
- Establish outreach programs in which NEA members listen to minority families, connect with them, and then help them become more involved in the education of their children.
- Promote the teaching of social justice in our schools to students, and during in-service and pre-service training for educators and in association training for members.

State Affiliate Award

To be eligible for the state affiliate award, the nominated state affiliate must meet one or more of the following criteria:

- Encourage and assist local associations in implementing one or more of the criteria cited in the Local Affiliate Award.
- Successfully involve more minority members in the work and leaderships of the association.
- Establish your organization as one of the leading advocates for minority students and families in your state, especially in regard to closing achievement gaps, reducing drop outs, and increasing access to college.
- Forge cooperative working relationships with other groups in your states that are fighting for NEA's core values of equal opportunity and a just society for all.
- Sow the seeds of human and civil rights activism among your members by promoting the inclusion of social justice education during in-service and pre-service programs as well as in association training.

SUANNE BIG CROW

Memorial Award

(Awarded in even years)

SuAnne Big Crow (1974–1992) was an American Indian student from Pine Ridge, South Dakota. An outstanding athlete, student leader, and role model, she spent her school years working to give her peers on the reservation a greater sense of self-worth and dignity. Big Crow died in an automobile accident at the age of 17.



NEA presents the SuAnne Big Crow Memorial Award to a K–12 student(s), under the age of 20, whose achievements in schools have helped enhance students' sense of worth and dignity.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Promote, through leadership in specific activities and actions, an appreciation for diversity and the elimination of bigotry and prejudice.
- Demonstrate leadership in improving the conditions and self-esteem of minorities or the disadvantaged.
- Secure community recognition for his or her contribution toward the elimination of social injustice.

VIRGINIA URIBE

Memorial Award for Creative Leadership in Human Rights

(Awarded in odd and even years)

Virginia Uribe (1933-2019) was a high school teacher and counselor and a leader in the movement to improve the lives of gay and lesbian youth. In 1984, she founded California's Project 10, the first school-based drop-out prevention program for students facing sexual orientation discrimination and harassment.



NEA presents the Virginia Uribe Award for Creative Leadership in Human Rights to a nominee whose activities in human rights significantly impact education and the achievement of equal opportunity for those facing discrimination due to their sexual orientation.

To be eligible for this award, the nominee must meet one or more of the following criteria:

- Promote appreciation for diversity with regard to sexual orientation.
- Work to eliminate discriminatory or abusive behavior toward lesbian, gay, bisexual, transgender, and questioning (LGBTQ) groups and individuals.
- 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.
- Demonstrate leadership and creativity in improving conditions and opportunities for LGBTQ individuals.
- Champion policies and/or legislation that improve conditions and opportunities for LGBTQ individuals.

THE 2024 AWARDEES

Ellison S. Onizuka Memorial Award

Fred "Peleke" Flores

George I. Sánchez Memorial Award

Alejandro De La Peña, Jr.

H. Councill Trenholm Memorial Award (Black)

Al Alexander

Martin Luther King, Jr. Memorial Award

Eddie McAllister

Reg Weaver Human and Civil Rights Award

Black Leaders Acquiring Collective Knowledge
Lacrosse (B.L.A.C.K. LAX)

Rosa Parks Memorial Award

Cia Siab, Inc.

Rosena J. Willis Memorial Award (Local Affiliate)

United Teachers Los Angeles (UTLA)

SuAnne Big Crow Memorial Award

Sreenidi (Sree) Bala

**Virgina Uribe Memorial Award for
Creative Leadership in Human Rights**

Kate Okeson

NEA President's Award

Mary Kay Henry

2024-25

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Gladys Fátima Márquez, Illinois

Ronald "Duff" Martin, Wisconsin

Shannon McCann, Washington

Robert Rodriguez, California

Christine Sampson-Clark, New Jersey

2024-25

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