



## Civil Rights, Inclusion & Opportunity Department

### Human Rights Award Criteria

2023

**You are invited to nominate a leader or organization to receive the 2023 Human Rights Award!**

The City of Detroit's Civil Rights, Inclusion & Opportunity Department (CRIO) in partnership with our Human Rights Commission is hosting its 5<sup>th</sup> Annual Human Rights Award Celebration to honor some of Detroit's leaders and organizations who advance human rights and exemplify hope, strength and progress because of the actions and achievements shown in one of the following categories:

#### **Category 1: Human Rights & Civil Rights:**

**Commitment to Civil & Human Rights:** The leader or organization should demonstrate a strong and unwavering commitment to upholding civil/human rights within the City of Detroit. This commitment should be evident in their words, actions and policies.

**Champions Equality and Non-Discrimination:** The leader or organization should actively work to eliminate discrimination and promote equality among all residents of the city, regardless of race, ethnicity, gender, sexual orientation, religion or socio-economic status.

**Engagement with Underrepresented Communities:** There should be viable efforts to engage and empower underrepresented and marginalized communities within Detroit, ensuring their voices are heard and their needs are addressed.

**Measurable Impact:** Evidence of positive outcomes should be indisputable. There should be clear data that details the impact on the City of Detroit through their work.

#### **Category 2: Diversity, Equity and Inclusion**

**Demonstrated Commitment to Diversity, Equity and Inclusion:** A proven track record of actively promoting diversity and inclusion within Detroit, whether through hiring practices, community engagement or policy initiatives. The nominee should have shown leadership and advocacy in advancing diversity, inclusion and equity in the city. This may include participating in public awareness campaigns, promoting diversity in leadership positions and championing related causes. They will exhibit cultural competency, respect for diverse traditions and have a sensitivity to the unique challenges and experiences of various cultural and ethnic groups.

**Educational Initiatives:** This leader or organization has comprehensive initiatives that promote diversity and inclusion through educational programs and outreach efforts, especially in schools and educational institutions.

**Equity in Economic Opportunities:** The leader or organization creates and expands economic opportunities that are equitable and accessible to all, regardless of race, religion, ethnic background, gender, gender identity and expression or socioeconomic background.

**Community Collaboration:** This leader or organization actively collaborates with other community organizations, the City of Detroit and stakeholders to address diversity and inclusion challenges collectively.

### **Category 3: Accessibility**

**Accessibility and Universal Design:** This organization or leader would promote initiatives that focus on making public spaces, services and facilities more accessible to individuals with disabilities and all members of the community. This includes transportation accessibility, educational inclusion, affordable accessible housing, emergency preparedness and viable employment opportunities.

**Inclusive Policies and Practices:** The leader or organization has implemented inclusive policies and practices within their workplaces or community initiatives. These policies should actively promote accessibility and inclusion.

**Measurable Impact:** Leaders or organizations that have made a significant and measurable impact in increasing accessibility and fostering inclusion within the community. This could be demonstrated through statistics, case studies, or testimonials.

**Includes Stakeholders:** The leaders or organizations who actively include, engage and consult with people with disabilities and relevant stakeholders to ensure that accessibility measures are effective and meaningful.

**Please nominate your choice. Nominations open November 10 and close December 1, 2023**

**Awards will be presented at an in-person ceremony**

**December 12, 2023**

**10 am to Noon**

**AB Ford Community Center - Main Banquet Room**

**100 Lenox Street**

**Detroit, MI**