



We have been made aware of recent social media posts regarding Black Lives Matter from one of the Leadership U Class of 2020 members. While we encourage intelligent and constructive dialogue regarding sometimes controversial issues, we cannot tolerate offensive, racially charged social media posts. Such posts do not reflect LHC's values and are a clear violation of our code of conduct.

After careful consideration, reflection, and review of these actions, LHC rescinded the offer to include the student in the Leadership U Class of 2020.

Leadership Howard County embraces diversity of thought, and strives to create a safe, respectful, and fair environment for open conversations. Our core values include integrity, honesty, empathy, service, teamwork, collaboration, growth, and learning. And, our mission is to strengthen and transform our community and be a critical force in preparing community leaders (both adults and students) to build a strong and inclusive community. To this end, we strive to build a nurturing, inclusive community where all people feel safe, supported, welcomed, and celebrated.

Below is an excerpt from the Leadership U Policy and Consent Form (the "Policy") which all students and parents signed as they accepted their position in the Class of 2020:

"Students are asked to maintain appropriate and respectful conduct during Leadership U. This is required at all times during our summer week, Sunday sessions, Dig Deep and Discover Howard County, site visits, and any time students are representing Leadership Howard County at an event or activity. Leadership U students are role models in our community and are expected to behave accordingly. Differing opinions from other participants or leaders are expected to be courteously and thoughtfully considered. All forms of media, including, but not limited to, text messages, emails, group chats, and social media accounts, such as Snapchat, Facebook, and Instagram, should be used in a manner that reflects positively and respectfully on the program and others. Use of profanity or inappropriate language during the Leadership U program or on any such social media account is unacceptable."

We hope this incident provides everyone the opportunity to reflect upon the values of our community. As a student-driven leadership development program, we are committed to continue to work to create an atmosphere where students of all ethnicities and backgrounds are fully supported and encouraged to thrive.

Regards,

A handwritten signature in black ink that reads "Stacie Hunt". The signature is written in a cursive, flowing style.

Stacie Hunt, President & CEO
Leadership Howard County