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6 November 2024

Harford County Public Schools Board of Education:

Dr. Aaron Poynton  
Ms. Melissa Hahn  
Ms. Terri Kocher  
Ms. Lauren Strauss  
Ms. Denise Perry  
Mr. Wade Sewell  
Dr. Carol Meuller  
Ms. Carol Bruce  
Ms. Diane Alvarez  
Ms. Sacha Pazoki  
Dr. Sean Bulson

102 South Hickory Avenue  
Bel Air, MD 21014

Dear Harford County Public Schools (HCPS) Board of Education,

We would like to thank you for your continued work with all children across our district and would like to highlight an area that we believe is disingenuously misconstrued in many of the comments we have heard. Today we would like to talk about diversity, equity and inclusion.

At its most basic and fundamental purpose, DEI surpasses color, gender and educational norms. It is a reflection of all of us as a community and is a foundational premise of democracy. In a democracy, all people can share their views to help determine the outcome.

The people come from a variety of backgrounds, ages, ethnic origins and experiences. The people seek fairness in laws and policies. And, the people want to share their voice in making a larger difference in shifting the tide. Your board room offers a forum for DEI principles and perspectives both from the dais and within the community.

DEI encompasses many more facets of lives and lifestyle than is commonly implied. From the [National PTA's Responding to Pushback Against Diversity, Equity and Inclusion Efforts](#)<sup>1</sup>: “Our mission requires that diversity, equity and inclusion (DEI) be central to our work and used in our day-to-day decisions and actions.”

We believe DEI is central to *your* work and *your* day-to-day decisions and actions. It is apparent in your openness to receiving public comments. It is apparent in your internal discussions during Board meetings. It is apparent in your interaction with the community through activities/events like “Engage for Education.”

As you continue the discussions and dialogue throughout the community, we ask that you remain mindful of the fact that *you* are DEI advocates!

We don't think the same. We don't respond the same to similar situations. We don't possess the same gifts. This perspective of DEI might look different than you think it's supposed to, but to this HCCPTA Board of Directors, it is an affirmation on how to best serve our community - with a broad paintbrush of perspectives and experiences!

Thank you for your continued support of the children of Harford County Public Schools. What you do matters!

On behalf of the HCCPTA Board of Directors,



A. Renee DeBiase

President, HCCPTA

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<sup>1</sup><https://www.pta.org/docs/default-source/files/runyourpta/2022/diversity-equity-inclusion/responding-to-pushback-against-diversity-equity-inclusion-efforts.pdf>