

**From:** [Ainy Haider-Shah](#)  
**To:** [Christina Delmont-Small](#); [REDACTED]  
**Subject:** [External] Howard County Muslim Council Introduction: [REDACTED]  
**Date:** Thursday, September 12, 2019 11:10:12 AM

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Hello Christina,

I hope you are doing well. It was nice seeing you at the mosque a few months ago and I hope to see you again soon at our winter event.

Part of my job as HCMC President is to help our Muslim community members navigate county representation. My friend [REDACTED] reached out to me for some help in this matter.

[REDACTED] and her husband live in Clarksville and have four lovely children, two of whom have graduated from [REDACTED].

Her family currently lives pretty close to [REDACTED]. Her community is concerned about the redistricting proposal and would like to speak to someone about it.

As their cluster rep, you're probably swamped with requests, but I'd ask that you please take some time to meet with this community.

I've CCed [REDACTED] on this email to make it easier for you to connect.

Thanks so much for your help.

Regards,  
Ainy Haider-Shah  
President  
Howard County Muslim Council  
[REDACTED]

Sent from my iPhone

**From:** [Rizwan Siddiqi](#)  
**To:** [Mavis Ellis](#)  
**Cc:** [Kathleen V. Hanks](#); [Ainy Kazmi](#)  
**Subject:** Re: [External] Re: HC BOE Calendar Committee  
**Date:** Tuesday, May 21, 2019 8:55:58 AM

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Thank you Mavis and appreciate all your help and support. I understand HCMC President, Ainy Heather-Shah is now part of this committee.

Please keep us posted.

Thanks/Rizwan

On Tue, May 21, 2019, 6:59 AM Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)> wrote:

Good Morning,

I was so happy to see your email about inclusion on the BOE Calendar Committee since it is included on the agenda for today's Board meeting.

Mavis Ellis

Sent from my iPad

On May 19, 2019, at 1:01 PM, Rizwan Siddiqi <[rasiddiqi@gmail.com](mailto:rasiddiqi@gmail.com)> wrote:

Greetings Ms. Hanks,

Hope all is well. Howard County Muslim Council (HCMC) would like to make sure we have Muslim representation on Howard County BOE Calendar Committee. I will appreciate if you can update committee details and schedule of meetings so that we can nominate someone to represent HCMC on the committee.

As you may be aware that the Muslim community wants two Eid days to be added to the school calendar as holidays each year. I will appreciate response and please do not hesitate to contact me at [REDACTED] or HCMC President, Ainy Haider-Shah at [REDACTED]. Thank you!

Best Regards,

Rizwan Siddiqi  
Director HCMC  
[rasiddiqi@gmail.com](mailto:rasiddiqi@gmail.com)  
Cell: [REDACTED]

**From:** [Kathleen V. Hanks](#)  
**To:** [Rizwan Siddiqi](#)  
**Cc:** [Mavis Ellis](#); [ainykazmi@gmail.com](mailto:ainykazmi@gmail.com); [Ron K. Morris](#)  
**Subject:** Re: [External] Re: HC BOE Calendar Committee  
**Date:** Monday, May 20, 2019 8:48:22 PM

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Good Evening,

Thank you for your inquiry. By copy of this email, I am forwarding you to Mr. Ron Morris, Chair of the Calendar Committee. Mr. Morris will be in contact with you.

On behalf of the Board, we thank you for your service.

Kind regards,

Kathy Hanks  
Administrator  
Board of Education of Howard County  
Phone: 410-313-7194  
Fax: 410-313-6833

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**From:** Rizwan Siddiqi <rasiddiqi@gmail.com>  
**Sent:** Sunday, May 19, 2019 1:01 PM  
**To:** Kathleen V. Hanks  
**Cc:** Mavis Ellis; Ainy Kazmi  
**Subject:** [External] Re: HC BOE Calendar Committee

Greetings Ms. Hanks,

Hope all is well. Howard County Muslim Council (HCMC) would like to make sure we have Muslim representation on Howard County BOE Calendar Committee. I will appreciate if you can update committee details and schedule of meetings so that we can nominate someone to represent HCMC on the committee.

As you may be aware that the Muslim community wants two Eid days to be added to the school calendar as holidays each year. I will appreciate response and please do not hesitate to contact me at [REDACTED] or HCMC President, Ainy Haider-Shah at [REDACTED]. Thank you!

Best Regards,

Rizwan Siddiqi

Director HCMC

[rasiddiqi@gmail.com](mailto:rasiddiqi@gmail.com)

Cell: 

**From:** [Karalee Turner-Little](#)  
**To:** [Michael Martirano](#)  
**Subject:** FW: Equity policy  
**Date:** Tuesday, February 26, 2019 12:48:05 PM  
**Attachments:** [Outlook-dsz1tr3n.png](#)

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It appears that Dr. Wu did not give specific names, but rather organizations....see below.

K

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**From:** Cherise Hunter <[Cherise\\_Hunter@hcpss.org](mailto:Cherise_Hunter@hcpss.org)>  
**Sent:** Tuesday, February 26, 2019 12:46 PM  
**To:** Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>  
**Subject:** FW: Equity policy

Fyi...Email thread of Board recommendations. Go down a couple for Dr. Wu's recommendations.

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**From:** Kathleen Bainbridge <[Kathleen\\_Bainbridge@hcpss.org](mailto:Kathleen_Bainbridge@hcpss.org)>  
**Sent:** Tuesday, February 26, 2019 9:25 AM  
**To:** Cherise Hunter <[Cherise\\_Hunter@hcpss.org](mailto:Cherise_Hunter@hcpss.org)>  
**Subject:** Fw: Equity policy

fyi

*Kathy Bainbridge  
Administrative Secretary, Policy  
Howard County Public School System  
410-313-8954*



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**From:** Cherise Hunter  
**Sent:** Monday, February 11, 2019 10:33 AM  
**To:** Kathleen Bainbridge  
**Subject:** FW: Equity policy

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**From:** Cherise Hunter  
**Sent:** Monday, February 11, 2019 9:59 AM  
**To:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>; Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)>; Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>  
**Cc:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>; Razia F. Kosi <[Razia\\_Kosi@hcpss.org](mailto:Razia_Kosi@hcpss.org)>; Timothy Guy

<[tguy@hcpss.org](mailto:tguy@hcpss.org)>

**Subject:** RE: Equity policy

Thank you all for your recommendations!

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**From:** Mavis Ellis <[Mavis\\_Ellis@hcpss.org](mailto:Mavis_Ellis@hcpss.org)>

**Sent:** Sunday, February 10, 2019 11:00 AM

**To:** Chao Wu <[Chao\\_Wu@hcpss.org](mailto:Chao_Wu@hcpss.org)>; Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)>

**Cc:** Cherise Hunter <[Cherise\\_Hunter@hcpss.org](mailto:Cherise_Hunter@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>

**Subject:** Re: Equity policy

Good Morning,

Other groups to be invited to serve on this committee include the NAACP, the NAACP Youth Group, The Council of Elders, Conexicones and the African American Roundtable.

I would also like to suggest that the Draft version of an Equity Policy developed by the MABE Adhoc Committee on Equity be included in the materials supplied our policy committee.

Thanks

Mavis

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**From:** Chao Wu

**Sent:** Saturday, February 9, 2019 9:56 PM

**To:** Jennifer Mallo

**Cc:** Cherise Hunter; BoE Email; Karalee Turner-Little; Michael Martirano

**Subject:** Re: Equity policy

Dr. Hunter,

I also recommend the following three organizations to be included:

- 1: Indian Origin Network of Howard County
- 2: League of Korean American of Howard County
- 3: Chinese American Parent Association of Howard County

By the way, these three organization will host some events together in May to celebrate the Asian American Month.

Thanks.

Chao

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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)  
Phone: 443-355-9990  
Web: [www.hcpss.org](http://www.hcpss.org)

On Feb 9, 2019, at 8:02 PM, Jennifer Mallo <[Jennifer\\_Mallo@hcpss.org](mailto:Jennifer_Mallo@hcpss.org)> wrote:

Dr. Hunter,

I would like to recommend that we reach out to the following individuals/groups for representation on the equity policy committee:

CAN-DO (Chinese American Network for Diversity and Opportunity), the POC is Ying Matties, [ymatties@hotmail.com](mailto:ymatties@hotmail.com)

Howard County Muslim Council, POC is Ainy Hader-Shaw

PATH, POC is Rev. Louise Green

PFLAG, POC is Max Crownover

Start Schools Later/UUCC/PATH/BLM advocate, Tina Horn,  
[tinahorn\\_cae@hotmail.com](mailto:tinahorn_cae@hotmail.com)

HCPSS intern, Q. Smith-Green

HCPSS employees, Matthew Vaughn-Smith or Kelly Midgely

Thank you,  
Jennifer Mallo

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

**From:** [Sabina Taj](#)  
**To:** [Cherise Hunter](#)  
**Cc:** [Mavis Ellis](#); [Chao Wu](#); [Jennifer Mallo](#); [BoE Email](#); [Karalee Turner-Little](#); [Michael Martirano](#); [Razia F. Kosi](#); [Timothy Guy](#); [Kevin Gilbert](#); [Monifa McKnight](#)  
**Subject:** Re: Equity policy  
**Date:** Monday, February 11, 2019 1:37:16 PM

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Thank you, Dr. Hunter.

In addition to the groups my colleagues have listed, I would like to suggest:

Dr. Lisa Grey from the Inclusion Collaborative and someone from Horizon Foundation as they are working on their own equity efforts.

Further, I suggest consulting with Dr. McKnight and Dr. Gilbert on their recommendations if that is not already in process.

Thank you in advance for your work on this important policy.

Sabina

Sent from my iPhone

On Feb 11, 2019, at 9:59 AM, Cherise Hunter <[Cherise\\_Hunter@hcpss.org](mailto:Cherise_Hunter@hcpss.org)> wrote:

Thank you all for your recommendations!

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**Cc:** Cherise Hunter <[Cherise\\_Hunter@hcpss.org](mailto:Cherise_Hunter@hcpss.org)>; BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>; Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>; Michael Martirano <[Michael\\_Martirano@hcpss.org](mailto:Michael_Martirano@hcpss.org)>  
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**Sent:** Saturday, February 9, 2019 9:56 PM  
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Dr. Chao Wu  
Board Member  
Howard County Board of Education  
Email: [chao\\_wu@hcpss.org](mailto:chao_wu@hcpss.org)  
Phone: 443-355-9990  
Web: [www.hcpss.org](http://www.hcpss.org)

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PATH, POC is Rev. Louise Green

PFLAG, POC is Max Crownover

Start Schools Later/UUCC/PATH/BLM advocate, Tina Horn,

[tinahorn\\_cae@hotmail.com](mailto:tinahorn_cae@hotmail.com)

HCPSS intern, Q. Smith-Green

HCPSS employees, Matthew Vaughn-Smith or Kelly Midgeley

Thank you,

Jennifer Mallo

Jennifer Swickard Mallo

Howard County Board of Education Member

410-355-7043 Direct

410-313-7194 Office

**From:** [Cherise Hunter](#)  
**To:** [Jennifer Mallo](#)  
**Cc:** [Razia F. Kosi](#); [Timothy Guy](#)  
**Subject:** RE: Equity policy  
**Date:** Monday, February 11, 2019 9:58:18 AM

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Thank you much!

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**From:** Jennifer Mallo <Jennifer\_Mallo@hcpss.org>  
**Sent:** Saturday, February 9, 2019 8:02 PM  
**To:** Cherise Hunter <Cherise\_Hunter@hcpss.org>; BoE Email <boe@hcpss.org>; Karalee Turner-Little <Karalee\_TurnerLittle@hcpss.org>; Michael Martirano <Michael\_Martirano@hcpss.org>  
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HCPSS intern, Q. Smith-Green  
HCPSS employees, Matthew Vaughn-Smith or Kelly Midgely

Thank you,  
Jennifer Mallo

Jennifer Swickard Mallo  
Howard County Board of Education Member  
410-355-7043 Direct  
410-313-7194 Office

**From:** [Karalee Turner-Little](#)  
**To:** [Michael Martirano](#); [Jahantab Siddiqui](#)  
**Subject:** Fwd: [External] Vote on Black Lives Matter Week of Action  
**Date:** Thursday, January 31, 2019 10:50:24 AM  
**Attachments:** [BOE - BLM Vote response.v2 -1.30.19 .docx](#)  
[ATT00001.htm](#)

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Sent from my iPhone

Begin forwarded message:

**From:** Lawrence Walker <[albrance@gmail.com](mailto:albrance@gmail.com)>  
**Date:** January 30, 2019 at 1:01:40 PM EST  
**To:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>  
**Cc:** Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>, Coleen Morris <[hceapresident1@gmail.com](mailto:hceapresident1@gmail.com)>, Paige Getty <[minister@uucolumbia.net](mailto:minister@uucolumbia.net)>, Tyrone Jones <[pastorjones@fbcog.org](mailto:pastorjones@fbcog.org)>, Ainy Haider-Shah <[ainykazmi@gmail.com](mailto:ainykazmi@gmail.com)>, Niti Srivastava <[nitisriv98@gmail.com](mailto:nitisriv98@gmail.com)>  
**Subject:** [External] Vote on Black Lives Matter Week of Action

Madam Chair and Board Members,  
Attached is a letter representing the view of several organizations, representing thousands of Howard County citizens, on the Black Lives Matter at School Week of Action proposal you voted on January 24, 2019. We trust that you will weigh future decisions with a strong consideration for the those who are impacted the most. After reading our response please feel free to contact us if you have any questions. You can reach our group through Larry Walker [REDACTED] or [albrance@gmail.com](mailto:albrance@gmail.com).

Peace,  
Larry

Larry Walker, President  
African American Community Roundtable  
[REDACTED]  
[lwalker@wininlife.com](mailto:lwalker@wininlife.com)  
[aaehoward@gmail.com](mailto:aaehoward@gmail.com)  
[www.aacr-howard.org](http://www.aacr-howard.org)

**From:** [Christina Delmont-Small](#)  
**To:** [Mark Blom](#)  
**Subject:** Fwd: [External] Vote on Black Lives Matter Week of Action  
**Date:** Wednesday, January 30, 2019 1:37:40 PM  
**Attachments:** [BOE - BLM Vote response.v2 -1.30.19 .docx](#)  
[ATT00001.htm](#)

---

See below

Christina Delmont-Small  
Member  
Board of Education of Howard County  
667-786-3895 cell

Sent from my BOE iPhone

Begin forwarded message:

**From:** Lawrence Walker <[albrance@gmail.com](mailto:albrance@gmail.com)>  
**Date:** January 30, 2019 at 1:01:40 PM EST  
**To:** BoE Email <[boe@hcpss.org](mailto:boe@hcpss.org)>  
**Cc:** Kathy Agans <[Kathy\\_Agans@hcpss.org](mailto:Kathy_Agans@hcpss.org)>, Karalee Turner-Little <[Karalee\\_TurnerLittle@hcpss.org](mailto:Karalee_TurnerLittle@hcpss.org)>, Coleen Morris <[hceapresident1@gmail.com](mailto:hceapresident1@gmail.com)>, Paige Getty <[minister@uucolumbia.net](mailto:minister@uucolumbia.net)>, Tyrone Jones <[pastorjones@fbcog.org](mailto:pastorjones@fbcog.org)>, Ainy Haider-Shah <[ainykazmi@gmail.com](mailto:ainykazmi@gmail.com)>, Niti Srivastava <[nitisriv98@gmail.com](mailto:nitisriv98@gmail.com)>  
**Subject:** [External] Vote on Black Lives Matter Week of Action

Madam Chair and Board Members,  
Attached is a letter representing the view of several organizations, representing thousands of Howard County citizens, on the Black Lives Matter at School Week of Action proposal you voted on January 24, 2019. We trust that you will weigh future decisions with a strong consideration for the those who are impacted the most. After reading our response please feel free to contact us if you have any questions. You can reach our group through Larry Walker [REDACTED] or [albrance@gmail.com](mailto:albrance@gmail.com).

Peace,  
Larry

Larry Walker, President  
African American Community Roundtable  
[REDACTED]  
[lwalker@wininlife.com](mailto:lwalker@wininlife.com)  
[aacrhoward@gmail.com](mailto:aacrhoward@gmail.com)  
[www.aacr-howard.org](http://www.aacr-howard.org)

**From:** [Ainy Haider-Shah](#)  
**To:** [Sabina Taj](#)  
**Subject:** [External] Thank you So Much!  
**Date:** Monday, January 28, 2019 6:52:34 PM

---

Sabina Taj,

Dear Member of the Board,

YOU GUYS ROCK!!

I want to take this opportunity to thank you for adopting the resolution endorsing the Black Lives Matter at School Week of Action. Your vote affirms the lives of black students across the county.

By adopting this resolution, you have allowed educators to support their black students without fear of reprisal, and you have sent a message to schools that a culturally relevant and responsive curriculum that reflects the culture and heritage of black youth is an essential part to their academic success. Moreover, you have made investing in counselors, social workers, and other mental health professionals a priority over funding police in our schools.

Thank you again for supporting our black students, educators, and families and please have a wonderful day.

Ainy Haider-Shah  
ainyhaider@gmail.com



**From:** [Ainy Haider-Shah](#)  
**To:** [Student Board Member](#)  
**Subject:** [External] Thank you So Much!  
**Date:** Monday, January 28, 2019 6:52:30 PM

---

Ambika Siddabathula,

Dear Member of the Board,

YOU GUYS ROCK!!

I want to take this opportunity to thank you for adopting the resolution endorsing the Black Lives Matter at School Week of Action. Your vote affirms the lives of black students across the county.

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Thank you again for supporting our black students, educators, and families and please have a wonderful day.

Ainy Haider-Shah  
ainyhaider@gmail.com

[REDACTED]

[REDACTED]

**From:** [Ainy Haider-Shah](#)  
**To:** [Mavis Ellis](#)  
**Subject:** [External] Thank you So Much!  
**Date:** Monday, January 28, 2019 6:52:29 PM

---

Mavis Ellis,

Dear Member of the Board,

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Thank you again for supporting our black students, educators, and families and please have a wonderful day.

Ainy Haider-Shah  
ainyhaider@gmail.com

[REDACTED]  
[REDACTED]



**From:** [Ainy Haider-Shah](#)  
**To:** [Kirsten Coombs](#)  
**Subject:** [External] Thank you So Much!  
**Date:** Monday, January 28, 2019 6:52:30 PM

---

Kirsten Coombs,

Dear Member of the Board,

YOU GUYS ROCK!!

I want to take this opportunity to thank you for adopting the resolution endorsing the Black Lives Matter at School Week of Action. Your vote affirms the lives of black students across the county.

By adopting this resolution, you have allowed educators to support their black students without fear of reprisal, and you have sent a message to schools that a culturally relevant and responsive curriculum that reflects the culture and heritage of black youth is an essential part to their academic success. Moreover, you have made investing in counselors, social workers, and other mental health professionals a priority over funding police in our schools.

Thank you again for supporting our black students, educators, and families and please have a wonderful day.

Ainy Haider-Shah  
ainyhaider@gmail.com

[REDACTED]

[REDACTED]