

**From:** [Brenda Sheridan](#)  
**To:** [MSAAC Chair](#); [Wayde Byard](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Scott Ziegler](#); [Atoosa Reaser](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** Re: MSAAC Call to Action Social-Media Post  
**Date:** Saturday, March 27, 2021 5:37:36 PM

---

Thank you to everyone for the work done today!

Brenda L. Sheridan  
Loudoun County School Board  
Board Chair & Sterling District Representative

*Please note that correspondence with an elected official in the Commonwealth of Virginia is subject to FOIA laws.*

---

**From:** MSAAC Chair <MSAACChair@lcps.org>  
**Sent:** Saturday, March 27, 2021 4:43 PM  
**To:** Wayde Byard <Wayde.Byard@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Thanks very much for sending in advance of public release.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <Wayde.Byard@lcps.org>

**Sent:** Saturday, March 27, 2021 4:20 PM

**To:** MSAAC Chair <MSAACChair@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

Attached is the statement LCPS is sending out in response to media questions about this matter.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
Wayde.Byard@lcps.org

**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 1:55 PM

**To:** Joan Sahlgren <Joan.Sahlgren@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Sent:** Saturday, March 27, 2021 1:27 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,  
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to



ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 12:07 PM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 12:01 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this



moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 11:17 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive

environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 9:37 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)



Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [MSAAC Chair](#)  
**To:** [Wayde Byard](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 4:43:39 PM

---

Mr. Byard,

Thanks very much for sending in advance of public release.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: [@lcpsmsaac](#)  
Facebook: [@lcpsmsaac](#)

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 4:20 PM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
Attached is the statement LCPS is sending out in response to media questions about this matter.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)



**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 1:55 PM

**To:** Joan Sahlgren <Joan.Sahlgren@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Sent:** Saturday, March 27, 2021 1:27 PM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on

taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,  
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:07 PM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:01 PM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>



**Sent:** Saturday, March 27, 2021 11:17 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 9:37 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her



awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled

threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [Wayde Byard](#)  
**To:** [MSAAC Chair](#); [Joan Sahlgren](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** RE: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 4:20:12 PM  
**Attachments:** [LCPS Media Statement March 27, 2021.pdf](#)

---

Ms. Jennings,

Attached is the statement LCPS is sending out in response to media questions about this matter.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 1:55 PM  
**To:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)



Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Sent:** Saturday, March 27, 2021 1:27 PM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,  
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 12:07 PM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 12:01 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without

any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 11:17 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory



committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who

hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 9:37 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on



the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [MSAAC Chair](#)  
**To:** [Joan Sahlgren](#); [Wayde Byard](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 1:54:54 PM

---

Ms. Sahlgren,

Thank you, we will be sure to make the suggested edit.

To everyone else, thank you for your patience and guidance today, as I know this is not how any of you intended to spend your Saturday morning. It is appreciated.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: [@lcpsmsaac](#)  
Facebook: [@lcpsmsaac](#)

---

**From:** Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Sent:** Saturday, March 27, 2021 1:27 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,  
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <Wayde.Byard@lcps.org>

**Sent:** Saturday, March 27, 2021 12:07 PM

**To:** MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040



[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:01 PM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 11:17 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 9:37 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications



<[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC

Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac



**From:** [Joan Sahlgren](#)  
**To:** [Wayde Byard](#); [MSAAC Chair](#); [Lottie Spurlock](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** RE: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 1:27:57 PM

---

Dear Ms. Jennings,

Yes, please feel free to go ahead and post the social media post as you need to. I cannot advise on taking down or editing any posts. But, I would suggest just a tiny edit to this sentence: We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

It might be more well-received to say instead: We would like to sincerely apologize to anyone who may have felt as though your voice would be silenced or who has been offended by our post as that is not now, nor has it ever been our goal or intention.

With thanks,  
Joan Sahlgren

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Joan Sahlgren  
Director of Communications & Community Engagement  
571-252-6547  
[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 12:07 PM

**To:** [MSAAC Chair](#) <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; [Lottie Spurlock](#) <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; [Joan Sahlgren](#) <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; [Brenda Sheridan](#) <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; [Scott Ziegler](#) <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 12:01 PM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 11:17 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)



Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 9:37 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC

Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.



My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** Wayde Byard  
**To:** MSAAC Chair; Lottie Spurlock; Joan Sahlgren; Brenda Sheridan; Scott Ziegler  
**Cc:** MSAAC ViceChair; MSAAC Communications; MSAAC Secretary; MSAAC Membership; MSAAC PastChair  
**Subject:** RE: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 12:06:37 PM

---

Ms. Jennings,  
I will. The School Board Chair is reviewing the statement now.

Wayde B. Byard  
Public Information Officer  
Loudoun County Public Schools  
21000 Education Court  
Ashburn, VA 20148  
571-252-1040  
Wayde.Byard@lcps.org

**From:** MSAAC Chair <MSAACChair@lcps.org>  
**Sent:** Saturday, March 27, 2021 12:01 PM  
**To:** Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 11:17 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)



Twitter: @lcpsmsaac

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 9:37 AM  
**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC

Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.



My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [MSAAC Chair](#)  
**To:** [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 12:01:15 PM

---

Mr. Byard,

Of course. None of this was our intention so I want to be as helpful as possible in this moment.

Please let us know when we can post the statement to our social media pages and remove the previous statement. We would like to still post our call to action graphic, but without any further commentary attached.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: [@lcpsmsaac](#)  
Facebook: [@lcpsmsaac](#)

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 11:17 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** RE: MSAAC Call to Action Social Media Post

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for

help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students. MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in



error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 9:37 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler

into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 2:19 AM  
**To:** Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021



eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [Wayde Byard](#)  
**To:** [MSAAC Chair](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** RE: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 11:17:32 AM

---

Ms. Jennings,

First, thank you for doing this.

LCPS is working on statement right now that incorporates the language you sent to us in an email earlier this morning. I think this verbiage was excellent and to the point.

Ms. Shalgren I would suggest the following edits in your proposed message:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters asking for help in ensuring those in favor of equity in education have their voices heard. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention.

While we stand behind the five call to action steps, the post that accompanied them was shared in error. It was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence.

We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: [@lcpsmsaac](#)

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 10:51 AM

**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications

<MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 9:37 AM



**To:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>; Brenda Sheridan <[Brenda.Sheridan@lcps.org](mailto:Brenda.Sheridan@lcps.org)>; Scott Ziegler <[Scott.Ziegler@lcps.org](mailto:Scott.Ziegler@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: @lcpsmsaac  
Facebook: @lcpsmsaac

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>

**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard
-

**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 2:19 AM

**To:** Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information

Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac



**From:** [MSAAC Chair](#)  
**To:** [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#)  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 10:50:54 AM

---

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment.

We are fully supportive and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: [@lcpsmsaac](#)  
Facebook: [@lcpsmsaac](#)

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>

**Sent:** Saturday, March 27, 2021 9:37 AM

**To:** Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

---

**From:** Wayde Byard <Wayde.Byard@lcps.org>

**Sent:** Saturday, March 27, 2021 8:39 AM

**To:** MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <MSAACChair@lcps.org>  
**Sent:** Saturday, March 27, 2021 2:19 AM  
**To:** Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.



I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** MSAAC Chair  
**To:** Wayde Byard; Lottie Spurlock; Joan Sahlgren  
**Cc:** MSAAC ViceChair; MSAAC Communications; MSAAC Secretary; MSAAC Membership; MSAAC PastChair; Brenda Sheridan; Scott Ziegler  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 10:40:10 AM

---

All,

I have drafted a statement to be posted on our social media pages if you all feel it appropriate and necessary. Please let me know if you would like for us to take this step. Please see the statement below:

On Friday, March 26, 2021, MSAAC issued a call to action to our community supporters to ask for help in ensuring those in favor of equity in education have their voices heard. While we stand behind the 5 call to action steps, the post that accompanied them was shared in error as it was a personal statement taken out of context and not at all reflective of the MSAAC committee or LCPS as a whole, and does not align with our mission and goals.

MSAAC is dedicated to advancing the academic, social, and cultural development of every student and to ensuring that the needs of all minority students are met. As one of two parent-led advisory committees to the Loudoun County Public School Board, we serve as a critical component to ensuring these needs are addressed throughout the system. Our goal is to help ensure all learners in the classroom have a positive and supportive environment. We are fully supportive

and welcoming of all opposing views and the rights of those who hold them to be able to express them in a civil manner. We do not condone violence nor threats of violence. We would like to sincerely apologize to anyone who may have been offended by our post and felt as though your voice would be silenced as that is not now, nor has it ever been our goal or intention. We are a group of parent volunteers focused on ensuring equity in education for all LCPS students.

---

**From:** MSAAC Chair <MSAACChair@lcps.org>

**Sent:** Saturday, March 27, 2021 9:37 AM

**To:** Wayde Byard <Wayde.Byard@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>

**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>; Brenda Sheridan <Brenda.Sheridan@lcps.org>; Scott Ziegler <Scott.Ziegler@lcps.org>

**Subject:** Re: MSAAC Call to Action Social Media Post

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: msaacchair@lcps.org

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac



Facebook: @lcpsmsaac

---

**From:** Wayde Byard <Wayde.Byard@lcps.org>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <MSAACChair@lcps.org>; Lottie Spurlock <Lottie.Spurlock@lcps.org>; Joan Sahlgren <Joan.Sahlgren@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <MSAACChair@lcps.org>  
**Sent:** Saturday, March 27, 2021 2:19 AM  
**To:** Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on

the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: @lcpsmsaac

Facebook: @lcpsmsaac

**From:** [MSAAC Chair](#)  
**To:** [Wayde Byard](#); [Lottie Spurlock](#); [Joan Sahlgren](#)  
**Cc:** [MSAAC ViceChair](#); [MSAAC Communications](#); [MSAAC Secretary](#); [MSAAC Membership](#); [MSAAC PastChair](#); [Brenda Sheridan](#); [Scott Ziegler](#)  
**Subject:** Re: MSAAC Call to Action Social Media Post  
**Date:** Saturday, March 27, 2021 9:37:41 AM

---

Mr. Byard,

Please let me know if we should draft a statement of clarification to post on social media and then remove the current one. I would also like to bring Ms. Sheridan and Dr. Ziegler into this conversation as well.

Respectfully,

--

Keaira Jennings, MHA  
Minority Student Achievement Advisory Committee (MSAAC)  
Executive Committee | Chair 2020-2021  
eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)  
Website: [MSAAC Website](#)  
Twitter: [@lcpsmsaac](#)  
Facebook: [@lcpsmsaac](#)

---

**From:** Wayde Byard <[Wayde.Byard@lcps.org](mailto:Wayde.Byard@lcps.org)>  
**Sent:** Saturday, March 27, 2021 8:39 AM  
**To:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>; Lottie Spurlock <[Lottie.Spurlock@lcps.org](mailto:Lottie.Spurlock@lcps.org)>; Joan Sahlgren <[Joan.Sahlgren@lcps.org](mailto:Joan.Sahlgren@lcps.org)>  
**Cc:** MSAAC ViceChair <[MSAACViceChair@lcps.org](mailto:MSAACViceChair@lcps.org)>; MSAAC Communications <[MSAACCommunications@lcps.org](mailto:MSAACCommunications@lcps.org)>; MSAAC Secretary <[MSAACSecretary@lcps.org](mailto:MSAACSecretary@lcps.org)>; MSAAC Membership <[MSAACMembership@lcps.org](mailto:MSAACMembership@lcps.org)>; MSAAC PastChair <[MSAACPastChair@lcps.org](mailto:MSAACPastChair@lcps.org)>  
**Subject:** Re: MSAAC Call to Action Social Media Post

Ms. Jennings,

Thank you for reaching out. The Daily Wire has asked for comment from LCPS regarding this statement, but I have offered none. I am copying in my supervisor, Joan Sahlgren, for her awareness.

- Wayde B. Byard

---

**From:** MSAAC Chair <[MSAACChair@lcps.org](mailto:MSAACChair@lcps.org)>  
**Sent:** Saturday, March 27, 2021 2:19 AM



**To:** Lottie Spurlock <Lottie.Spurlock@lcps.org>; Wayde Byard <Wayde.Byard@lcps.org>  
**Cc:** MSAAC ViceChair <MSAACViceChair@lcps.org>; MSAAC Communications <MSAACCommunications@lcps.org>; MSAAC Secretary <MSAACSecretary@lcps.org>; MSAAC Membership <MSAACMembership@lcps.org>; MSAAC PastChair <MSAACPastChair@lcps.org>  
**Subject:** MSAAC Call to Action Social Media Post

Mrs. Spurlock and Mr. Byard,

I recognize the hour however this topic is weighing heavily on my mind and I felt it necessary to address this with both of you sooner rather than later.

As you may be aware by now, on Friday 3/26, MSAAC issued a call to action to our supporters to ask for their assistance in speaking up in support of equity in education.

In doing so, I also quickly drafted some verbiage to go along with the graphic. Within that verbiage I wrote the phrase "we will silence the opposition" toward the end of the statement, without realizing the firestorm my words would cause unintentionally. And honestly it didn't even register that anything I had written would be an issue because I knew my intent was not to cause harm or invalidate the feelings of anyone else.

First and foremost, it is not now, nor has it ever been my intention to threaten or intimidate anyone into silence and I fully respect the right of everyone to exercise their first amendment rights. It was a poor choice of words and while I did not personally post on the official MSAAC social media pages, I have to take responsibility as they are my words.

Moreover, I realize that this is now a case of impact versus intent. My intention was and is to have the voices in support of equity in education be heard and supported, and I was actually thinking "hopefully those voice will eventually ring louder and drown out those against equity". Sadly, the impact has been received as negative and perceived as wanting to force people who disagree into silence through coercion, violence or any number of false narratives.

Unfortunately, the tweet and replies on Twitter seem to have grown legs over the past few hours and The Daily Wire has again written an article referencing the statement.

My initial thought was to write a statement of clarification but I fear that would just add fuel to the fire and because we are a committee supported by LCPS I want to be cautious about how we proceed as not to cause anymore unnecessary negativity toward the school system.

The words were those of a tired, overworked mother volunteering to help ensure all kids get what they need before the start of a much needed break. What they are not is veiled threats toward anyone or any group who is against equity work within LCPS.

I wanted to reach out to you both as LCPS MSAAC staff liaison and the Public Information Officer to make sure you had all of the facts from me directly in the event LCPS and/or Dr. Ziegler has to issue a statement.

Please let me know how you would like to proceed with this matter.

Respectfully,

--

Keaira Jennings, MHA

Minority Student Achievement Advisory Committee (MSAAC)

Executive Committee | Chair 2020-2021

eMail: [msaacchair@lcps.org](mailto:msaacchair@lcps.org)

Website: [MSAAC Website](#)

Twitter: [@lcpsmsaac](#)

Facebook: [@lcpsmsaac](#)