



MONTGOMERY COMMUNITY MEDIA

The Honorable Nancy Navarro  
Council Office Building  
100 Maryland Avenue, 6th Floor  
Rockville, MD 20850

Dear Councilmember Navarro,

First, please allow me to express on behalf of Montgomery Community Media how deeply sorry we are about this unfortunate incident. The behavior of the male MCM trainee involved is completely unacceptable and not reflective of our culture. We are appropriately disgusted and disappointed.

As a nonprofit leader, an African American and a woman, I take very seriously the type of microaggression displayed by the exchange during the hearing yesterday. Participants in conversations like these intend to make the subject of the comments appear to be less than, while normalizing the language and behaviors of bigotry. Let me be clear, MCM does not condone nor tolerate such behavior by our employees. Appropriate measures have been and will be taken.

Montgomery Community Media is one of the county's most diverse nonprofits with a proven track record of inclusion. It is reflected in our staff, our culture and our content. What happened yesterday unfortunately reflects what too often happens in our society. MCM joins you and the council in seeking to make sure it never happens again to anyone, anywhere.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nannette O. Hobson", is written over a horizontal line.

Nannette O. Hobson

CEO

Montgomery Community Media

Copy to:

Members of the County Council  
Jeffrey Slavin, President, MCM Board  
Vernon Ricks, Vice President, MCM Board