

# PA PAC Questionnaire for N. C. General Assembly Candidates - 2018

Please return this completed form along with your resume or a brief biographical statement describing your education, work history, community service, and prior political experience as soon as possible, but by **March 9**, at the latest.

You may e-mail your responses to Tom Miller at [tom-miller1@nc.rr.com](mailto:tom-miller1@nc.rr.com) or you may send a printed copy of your responses to Durham PA-PAC c/o Tom Miller, 1110 Virginia Avenue, Durham, NC 27705

Please note that following the March 9 deadline, the Durham People's Alliance PAC may publish your responses to this questionnaire and your resume.

Thank you for completing this questionnaire and your willingness to serve the people of Durham.

Candidate's name: Zack Hawkins

District: NC House District 31

Address: PO Box 829 Durham NC 27702

E-mail Address: [zack@zackhawkinsnc.com](mailto:zack@zackhawkinsnc.com)

Phone: 919-824-3090

*When responding to this questionnaire, type your answers in italics, bold, or a different font to distinguish your answers from the questions. Please do not use colors. You may explain your answer to every question, but please be concise. If possible, limit your answer to each question to no more than 350 words. If you use words or ideas from another person, please attribute your source.*

## Why You Are Running

1. Of all the issues confronting the State of North Carolina which single issue is most important to you and why? **Education.**

**What would you do about it if you are elected? Propose and file bills, as follows:**

- **Create a plan to begin paying teachers at levels comparable to top 10 states in the country (by population and teacher pay scale)**
- **Increase per pupil spending to levels comparable to top 10 states in the country**
- **Students that graduate in the top 10 percent of their class should be guaranteed admission into any UNC system school, with competitive state-sponsored scholarship to pay for their education, based on need.**

## Politics and Voting Rights

2. Do you support or oppose placing state legislative and U. S. Congressional redistricting in the hands of a non-partisan commission? **I absolutely support a non-partisan redistricting committee. Voters should have the ability to choose their representation, not the other way around. I plan to join this effort immediately as a member of the NC House of Representatives and House Democratic Caucus.**

## The Environment

3. Should state agencies charged with the management and protection of our environment have the authority to make standards and rules which exceed federal standards? **Yes, states know best and should have the ability to work with local boards, commissions to properly protect and maintain our environment, given fluctuation in federal policy and strength of federal agencies.**

4. Has the state created laws and regulations adequate to protect North Carolinians from the potential harmful impacts of fracking? **No.**

5. What tools would you support in the clean up of GenX, coal ash, and other pollutants in the state's streams, lakes, estuaries and sounds, and water supplies? **It starts with adding teeth to existing policy, such as the Coal Ash Management Act and re-establishment of the Coal Ash Commission. Legislation that pushes responsible companies to pay for clean up measures and costs associated with household filter supplements. I would strongly supporting policy that encourages regulation of GenX by the EPA and mandating that it be tested for by municipalities.**

**Further investment in N.C. Department of Environmental Quality, at minimum, returning to pre-2017 levels and encourage partnership with local universities to develop intellectual pipeline for future research.**

## Educating Our Children

6. What measures, if any, do you believe are necessary to improve public education in North Carolina?

- **Increase in teacher pay. Develop a clear plan to place NC amongst the top states in this area. We are losing teachers to Texas, Maryland and other states due to salary. This commitment supports retention and recruitment of high quality teachers, which directly improves instructions for our students. As a former classroom teacher at Southern Durham High School, it was disheartening to see teachers give their all during the school day and have to work part-time jobs to support classroom operations and personal households.**
- **Per pupil spending. Support the Governor's plan immediately to move us back to pre-GOP majority levels and an extended plan to move us in top 10 in the nation. NC spends heavily in this space already, it will be essential that dollars are directly supporting students and based on priorities from principals and superintendents.**
- **Support for special education and Pre-K. Public dollars are not being properly allocated to students needing accommodations or teachers providing vital services. All students can learn and deserve as shot to contribute to North Carolina, no matter their circumstance. Increasing**

the number of trained teachers is a priority for me and increasing the curriculum and offerings, all of which support parents who otherwise would have to pay for private service.

- Investments in early childhood education are necessary for students to start school at appropriate age and grade levels, which bodes well for long-term student success, increased parent engagement, retention and reduction of class management issues for teachers. I will support any measure that moves us closer to programs that places North Carolina as a nationally recognized state, like More at Four and Smart Start.

## Healthcare

7. Are you satisfied with the current system of providing healthcare to North Carolina residents? Explain. If you are not satisfied, what changes would you make?

**I am not satisfied.**

- It's pretty unsettling to know that 500,000 NC residents are uninsured because of our state legislature's unwillingness to act and not accept federal medicaid dollars. As someone who personally worked statewide in support of the Affordable Care Act, I understand the impact of people making decisions between pills and bills and the burden high-cost healthcare has on working families.
- I would support the Governor's effort to expand medicaid.
- I would push to explore broader options for affordable options
- I would push our legislature to develop a plan to guarantee close proximity to affordable, high-quality healthcare

## State Revenues

8. Is the current system of state and local taxes and fees fair and adequate to meet the needs of North Carolina residents? What changes should be made, if any? Please cite specific examples. **No, the current tax structure isn't fair. Due to deep tax cuts, the state has the potential for budget shortfall in 2 years and it has weakened our economy. Direct remedies are to repeal cuts made last session and replace with investments in education, transportation and evening the playing field for working families across our state. Otherwise, out of control higher education tuition, decreased K-12 spending and decreased teacher pay will be our fate for the foreseeable future. Kansas, after attempting to give tax cuts, reversed course as the anticipated gains did not pay dividends.**

The party of low taxes has created (according to a 2018 News and Observer article) a backdoor tax system to generate revenue not only for agencies, but for general revenue purposes. Specifically with court fees, the article states, "It deprives many poor defendants of the essentials of due process, frequently leading to incarceration and other punishments based merely on their poverty (Gene Nichol and Heather Hunt, NC Poverty Research Fund)." Phasing out these taxes on working and middle class families of North Carolina would be the best place to start. I would propose the same for the sharp fee hike for DMV fees. It is reasonable to increase over time and have fee for service, but the GOP is building on the backs of every people.

9. State and local governments provide substantial economic incentives for corporations to relocate to North Carolina or to expand their operations in the state. What is your position on the use of economic incentives for private business?

**I personally believe that you cannot give incentives to companies without benchmarks being reached and written commitments outlining the number of jobs created, the plan to hire and train local workers and timeline for the aforementioned. One of the worst examples in NC was when state lawmakers approved a \$242 million package of tax breaks and other incentives in 2004 to lure Texas-based Dell Computers, Inc. to North Carolina. Forsyth County and Winston-Salem kicked in another \$37 million in incentives. Within 5 years the company shut down, leaving hundreds without jobs and a bad hit to the NC economy.**

#### **Civil Rights**

10. Would you support legislation designed to protect gay, lesbian, and transgender people from discrimination in housing, employment, public accommodation, and access to government benefits and services?

**Yes. Every citizen deserves the opportunity to maximize their fullest potential without barrier or discrimination. As a leader in the NC Democratic Party, I actively work statewide against HB2 and Amendment 1 and supported workplace provisions for inclusion at places that I have worked.**

#### **Crime, Law Enforcement, Courts and Racial Justice**

11. What, if anything, should be done about gun violence and the proliferation of guns in North Carolina?

**Decreasing gun violence and making our communities safe is a very important issue. Every child deserves to attend a safe school and every parent deserves to have them return.**

- 1. Citizens should undergo a background check for any gun purchase, no matter where they take place. Close the gun show loophole.**
- 2. Implement Universal background checks and ensure that agencies are collaborating and reporting information properly, especially with regards to mental health.**
- 3. Support Governor Cooper's effort to raise the age to 21 to purchase advanced weapons, as well as require that advanced training and certification be obtained to own such guns.**
- 4. Ban bump stocks in North Carolina**
- 5. Never allow teachers to carry guns during instructional time on school property, as part of their job.**
- 6. While history has shown that communities of color have been drastically impacted by gun violence and suffered deeply because of infusion of guns into those communities, I truly believe that pressure should be applied much further upstream to decrease proliferation. The last 30-40 years have shown that it is commonplace to criminalize such communities, without strategies to deter unethical dealers.**

12. Should state and local government law enforcement agencies have the discretion to decide the extent to which they cooperate with U. S. Immigration and Customs Enforcement with regard to detainers and programs such as Secure Communities and the 287(g) program? **Yes, counties should have the discretion to decide. As witnessed in Mecklenburg County (NC), the outcomes can be detrimental to trust with communities of color and place unnecessary burden on law enforcement rather than allowing them to properly protect and serve all citizens.**

13. Do you support or oppose the recent statutory changes that discourage North Carolina judges from waiving court fines and fees for indigent defendants? Why or why not? **I do not support the changes. Such changes will negatively impact communities of color and low-income citizens, primarily. The job of a judge is not to generate revenue for the court system at the expense of the people, but to administer the law fairly and impartially. If a judge determines that financial hardship is a burden, we should trust that they understand the downstream impact. For many, it's a decision between bills and court costs, childcare and daily expenses. Potentially losing their license can be detrimental for employment and providing for one's family. Secondly, the changes create a logistical nightmare and backlog for the system.**

14. At times, both political parties have suggested moving from the election of judges to some form of "merit selection". What do you believe is the best way to select independent and qualified judges? **The election of judges, period. Retention elections and selection by committee or commission violates the ability of the citizenry to determine who best represents their communities, negatively impacts diversity and inclusion and is an inherently more political system than an election.**

**Returning to publicly financed campaigns for judges is another incredible way to select independent and qualified judges. Since 2013, when the system was disbanded, statewide election spending by special interest groups soared, directly threatening impartiality.**

**Lastly, fair maps, removal of partisanship and fair terms of service are imperative to increasing the number of qualified people seeking office. The legislature's attempt to treat judges like legislators is undermining to our entire system.**

**Yes or No**

15. Please answer the following questions by circling (or underlining) YES or NO. You may explain or qualify your answer to any question, but *please use no more than 40 words.*

a. Should North Carolina voters have to present some sort of identification in order to vote?

YES\_ or **NO**

**Photo IDs should not be required, but basic verification that connects the voter to where they live, as a first time voter, based on current law. A current utility bill, bank statement, paycheck or other government-issued identifying document with your name and registered address on it. I am also open to that list being expanded. I am vehemently opposed to barriers to the ballot box and access to participating full in our democracy.**

b. Do you support increased state funding for a crisis pregnancy center?

YES or NO

I am opposed.

c. Should North Carolina have a paid sick leave law?

YES or NO

d. Should cities and counties have the authority to use inclusionary zoning to promote affordable housing?

YES or NO

**Absolutely and I plan to fight for inclusionary zoning in Raleigh. Laws like this allow residential neighborhoods to change dynamics via equality in schools, socio-economically diverse neighborhoods and fair distribution of and access to resources across cities and counties.**

e. Should cities and counties have the authority to control rents to promote affordable housing?

YES or NO

**I support rent controlled opportunities in Durham, for those citizens that qualify, in collaboration with owners of local developments.**

f. Do you support or oppose requiring a supermajority city council vote in re-zoning cases when qualified neighbors file a protest petition?

YES or NO

No. I do not support. There has to be an incentive in place to ensure that both neighbors and developers are being good partners. A supermajority is not necessary, simple majority should be the only requirement. At minimum, Sen. Jeff Jackson's proposal in 2015 outlining a plan for  $\frac{2}{3}$  vote requirement should be the closest compromise. As I continue to learn more on this issue, I would want to hear more about expansion of affordable housing in affluent neighborhoods or the reverse with regard to potential controversial development in low to middle class neighborhoods.

g. Under what circumstances should polluters be exempt from fines and civil penalties imposed by the state?

YES or NO

**Polluters, especially large scale polluters should have to pay some fine or penalty.**

h. Should magistrates or other government officials be excused from performing their lawful duties because of their religious beliefs?

YES or NO

**This is very reminiscent of discriminatory practices against people of color and other marginalized groups in US history. We have a duty to serve all citizens.**

i. Should the death penalty in North Carolina be abolished?

YES or NO

**Without question. Not only is the death penalty inhumane, but all research shows that it does not determine crime and is a drain on taxpayers.**

j. Do you support the Jordan Lake and Falls Lake rules?

YES or NO

### **Concerning You**

16. Have you ever been convicted of any criminal offence other than a minor traffic offense? Have you ever been charged with a felony (without regard to the disposition of the charge)? If the answer to either of these questions is yes, please describe the charge or charges, the circumstances, and the outcome. **No, I have not.**

17. For whom did you vote in the 2012 and 2016 general presidential elections?  
**President Barack Obama and Secretary of State Hillary Rodham Clinton. I was a proud delegate at both at the respective Democratic National Conventions.**

*Thank you and please don't forget to send us your resume or biographical statement.*

# ZACK ANTHONY FORDE HAWKINS, M.S.

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Durham, NC 27703

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## PROFESSIONAL DEVELOPMENT PROFILE

**UNC Chapel Hill**

**2017-Present**

**Division of Student Affairs**

**Director of Development and External Relations**

- Manage planning process for major, principal and corporate gifts, donor relations, annual gifts, donor stewardship and cultivation of current and prospective donors for the division. Serve as point of contact for volunteer, parent and alumni engagement with the University.
- **Focus areas are as follows:**
  - Food Insecurity
  - LGBTQ Center
  - Alcohol Recovery and Opioid Treatment
  - Counseling and Psychological Services
  - Student Scholarships
  - Student Emergency Fund
  - Career Services Opportunity Fund
  - Carolina Veterans Resource Center
  - Capital Projects
  - Accessibility Resources and Beyond Academics Autism Program

**East Carolina University (ECU)**

**Greenville, NC**

**Division of Student Affairs**

**2013-2017**

**Director, Development and Parent and Family Programs**

Serve as the senior fundraiser for the Division of Student Affairs and member of the Vice Chancellor's Executive Council. Manage personnel in the offices of Student Affairs Development and Parent and Family Programs.

### **Development**

- Oversee and manage planning process for major and corporate gifts, donor relations, annual gifts, donor stewardship and cultivation of current and prospective donors for the division.
- Since fiscal year 2015, raised over \$1.6M for scholarships, programs and other funding priorities, including over \$900,000 (90% proposals funded) in fiscal year 2016 and \$750,000 in fiscal year 2015.
- Successfully secured \$500,000 gift for campus LGBT Center, the largest gift in Student Affairs' history and the first named space in new student center project.
- Secured Darragh Leadership Scholars gift, \$200,000. Scholarship will fund \$25k per year, as full-ride scholarship, includes post-graduate studies. Modeled after Morehead Cain and Parks scholars programs.
- Coordinate special events connected to the cultivation, solicitation and stewardship of alumni, donors or high-level prospects.
- Manage Student Giving Program, in collaboration with staff from Dean of Students, Annual Giving, University Scholarships, ECU Foundation and Financial Aid Office.
- Responsible for the establishment and current management of the emergency fund in place to support parents of "Fallen Pirates" with final arrangements and other related needs.

## **Alumni and External Engagement**

- Responsible for the creation of the Corporate and Leadership Awards, *40 Under 40 Banquet*, as an annual event for Student Affairs to highlight key priorities and projects, recognize donors, sponsors and friends of the Division.
- Provide strategic direction and support to establish a scholarship for first black graduate and restructured the University's Black Alumni Reunion programming, with a focus on fundraising, engaging almost 400 new or lapsed diverse donors raising more than \$225,000.
- Work with LGBT Center and Ledonia Wright Cultural Center to develop Advancement Councils to engage specific alumni constituencies in student affairs fundraising efforts and events.

### **North Carolina Democratic Party (NCDP)**

**Raleigh, NC**

#### **First Vice Chair (Feb 2015-Present)**

**2012- 2017**

#### **Second Vice Chair (May 2012-Feb 2015)**

- Chair statewide fundraising operations, planning and targeting for NCDP statewide initiatives.
- Work with NCDP Finance Director to identify and execute regional fundraising programs.
- Coordinate and facilitate statewide training team and authored training manual as well as developed curriculum.
- Identified and solicited party leaders and elected officials as host sponsors at the 2012 Democratic National Convention in Charlotte, N.C.

### **Duke University, Nicholas School of the Environment**

**2012**

#### **Asst. Director, Annual Giving and Alumni Engagement**

Managed plans for annual giving and alumni engagement.

### **Non Profit Development Consultant**

**2010-- 2012**

#### **Genesis Home, Development Committee, Board of Directors**

The organization's goal is to reduce poverty and homelessness in Durham, NC for women and children.

- Worked with the Director of Development to develop strategies for corporate and foundation giving.
- Trained and coached Board of Directors on the following:
  - how to be effective senior level volunteers
  - data segmentation and message development
  - active solicitation and relationship development and management

### **United Way of the Greater Triangle**

**Morrisville, NC**

#### **Workplace & Leadership Giving Manager**

**2010-2011**

Responsible for leadership giving affinity groups and coordinating the implementation of strategic development plans and events.

- Managed 35 professional accounts worth over \$1.2 million dollars, consisting of multi-national science/biotech companies, law firms, and accounting firms.
- Increased affinity group event engagement/participation by over 300% from 170 donors/prospects (2010) to 560 donors/prospects (2011).
- Created and implemented Executive Series for United Way affinity groups.
- Managed six resource development interns to utilize the United Way consultative sales and relationship management strategies to cultivate prospective donors to solicit leadership gifts.
- Recruited and supported high-level volunteers including industry executives and public sector leaders.
- Planned special events and other opportunities for members of Leadership Giving groups, which included creating and maintaining budgets, generating funding through sponsorships, and delivering on the terms of sponsorships.

## **Young Democrats of North Carolina (YDNC), Raleigh, NC**

**Vice President, 2005-07**

**President, 2007-09**

Managed budget and developed original fundraising and issue-based concepts geared toward raising funds for NC Young Professionals organization operating and outreach efforts. As the State President of the Young Democrats of North Carolina, served as the chief organizer and originator of the following events:

- **Gantt-Watt Reception**

Reception honoring Former Charlotte Mayor Harvey Gantt, Congressman Mel Watt, as well as African Americans Contributions to North Carolina. Fundraiser is now an annual event located in Charlotte, NC.

- **Legacy Reception**

Annual fundraiser celebrating women's contributions to North Carolina. First Year's Event Honorees: Adelaide D. Key and Secretary of State Elaine Marshall.

- **Board of Trustees & Alumni Reception**

Reception designed to recognize YDNC appointed Board of Trustee members financial and strategic support, as well as reuniting YDNC's alumni that are elected officials and community leaders. Board consists of current/former elected officials and major gift donors.

- 2007-2009 Honorary Chairman Governor James B. Hunt, Jr.

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Initiated multi-city partnership with the USO Military organization to support American troops and military families

Served as statewide spokesperson and event coordinator for Organizing for America's Health Insurance Reform plan

Served as organizational representative to North Carolina Health Alliance for Anti-Smoking Bill Coalition

Served as organizational representative for Same Day Voter Registration Coalitions and Historic Thousands on Jones Street annual event

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## **PROFESSIONAL EDUCATOR BACKGROUND**

**Organizing for America-North Carolina**

**North Carolina**

**Deputy Field Director**

**2009**

Organized communities and served as statewide spokesperson on the value of the Affordable Care Act

**Durham Public Schools**

**Durham, NC**

**Biology & Physical Science Instructor**

**2007-2009**

Southern High School & Rogers Herr Middle School

Developed and implemented daily lesson plans and using classroom management tools. Provide daily instruction in General Science, Earth Science and Biology to over 100 minority high school and middle school students. Provided students with many hands-on experiences and laboratory projects and encourage and motivated all students to seek higher education in the many fields of Science. Implemented, organized, and hosted following programs at Southern High School and in the community for students to attend:

- Peter Agre, PhD. Nobel Prize Laureate in Chemistry
  - (Program was open to all Durham County Schools)
  - Day at the Governor's Mansion with Governor of the State of North Carolina Selected five young men from various High Schools in Durham County to attend Young Democrats opening convention event at the Governor's Mansion.
  - Southern High Science Night-Students presented projects on famous minority scientist.
  - Served as an advisor to Sophomore Class and On-Campus Fraternity for African American male students.

## **2004-2007**

### **Research Technician & Lab Manager**

**Principal Investigator: Dr. Sharon Milgram**

**The University of North Carolina-Chapel Hill, Chapel Hill, NC**

**Dept of Cell and Developmental Biology**

Research-intensive position focusing on defining function of Yes Associated Protein, a multi-adaptor protein and transcriptional co-activator that has been found to play a major role in yolk sac vasculogenesis during development, absence is lethal at E8.5.

#### Techniques:

Molecular Biology

DNA: Extraction/Purification of Plasmid/Genomic, Polymerase Chain Reaction,

Sub-cloning, Site Directed Mutagenesis, Deletion/Truncation Construction, Southern Blot Analysis, Gene Mapping

RNA: Extraction/Purification, Reverse Transcriptase-PCR

#### Tissue Culture

Embryonic Stem Cell Derivation from Blastocyst

Embryonic Stem Cell/Embryoid Body Maintenance

Mouse Embryonic Fibroblast Cell Preparation

Cell Transfection

Currently involved in Gene Targeting by Homologous Recombination

#### Biochemistry

All general Biochemistry Techniques

Subcellular Fractionation

Animal Care/Surgery

Animal Handling/Restraint

Ear/Tail Identification

Euthanasia

Timed Mating

Surgical removal/Dissection of Embryonic Stages 10.5-18.5

Surgical removal/Dissection of Kidney, Lung, Cerebellum, Heart

#### Bioinformatics

NCBI-BLAST

Vector-NTI

MacVector

SDSC Biology Workbench

#### Lab Manager/Technician Responsibilities:

Animal Facility/Mouse Colony Management

Prepared and maintained all Buffers/Lab Reagents

Lab Ordering and Billing

## **2001-2004**

**Research Technician/Graduate Student  
Student Temporary Education Program**

**National Institute of Environmental Health Sciences, Research Triangle Park, NC**

Lab of Neurobiology, Principal Investigator: Dr. Perry Blackshear

Master's Thesis Work: Yeast Two Hybrid Binding Partners of the Myristoylated Alanine Rich C Kinase Substrate

**2003**

**NCCU Dept of Biology**

**Graduate Teaching Assistant/Instructor**

Independently directed laboratory portion of first year biology course.

**1998-1999**

**2000-2001**

**Research Scholar**

**NIH Extramural Associate Research Development Award**

Elizabeth City State University, Elizabeth City, NC

Assisted research advisor in conducting research projects. Utilized numerous research techniques to compete and perform in the laboratory setting. Techniques included: PCR, gel electrophoresis, plasmid isolation, cell culturing, and transformation techniques. Introduction to biomedical research and scientific reading and writing.

#### **AFFILIATIONS AND COMMUNITY ENGAGEMENT**

Member, National Association of Student Personnel Administrators (NASPA)

Conference Presentation, "*Student Center and Capital Project Fundraising*", March 2017

Advisory Board Member, Mass-Mutual, Raleigh-Durham, 2015-16

NC Central University National Alumni Association, 40 under 40 Committee, 2012-2014

Durham MLK Steering Committee, Fundraising Chair 2009-12

Leadership Triangle, 2011 Graduate

Durham Chamber Transit Referendum Campaign Committee

Durham County Transportation Advisory Board

Member, Elizabeth City State University Alumni Association

Member, NC Central University National Alumni Association

Member, Omega Psi Phi Fraternity, Incorporated

Principal Search Committee, Holt Elementary School, Durham Public Schools

Member, Durham People's Alliance

Member, Durham Committee on the Affairs of Black People

#### **EDUCATIONAL BACKGROUND**

**North Carolina Central University**

Master of Science, Biology

**Durham, NC**

**August 2001-May 2004**

**Elizabeth City State University,**  
Bachelor of Science, Biology

**Elizabeth City, NC**  
**August 1997-May 2001**