

housing policies, and full funding for our public schools, among others.

We need to set ambitious, statewide clean energy and carbon neutrality goals, take active steps toward climate resiliency, and transform our infrastructure and public services to rely on clean resources that are accessible to all North Carolinians.

We must treat safe and adequate housing as a basic human right by enacting laws that protect the rights of tenants, allow municipalities to have more say in how affordable housing is provided in their communities, and provide incentives to make stable housing more accessible to vulnerable populations.

We must fully fund our public schools in the state budget and increase per-pupil expenditure, train and pay our teachers competitive salaries, fund high-quality, accessible pre-K, and provide our diverse student population with the resources they need to achieve their potential.

Politics and Voting Rights

2. What changes would you make to North Carolina's election and campaign finance laws and why?

Unconstitutional voting requirements and our partisan gerrymandered maps must be changed through legislative action and through our courts to prevent disenfranchisement and ensure that all of our residents have a voice in our elections.

I would support limitations on PAC contributions to candidates and greater transparency for individual contributors to PACs. PACs and super PACs have an outsized impact on our elections, and in many instances, have encouraged unethical and illegal conduct by key actors. I would also support public financing options to encourage more fairness and greater accountability in campaign financing.

3. Support or Oppose – Please indicate whether you support or oppose the following. *If necessary, you may explain each of your answers with no more than 100 words.*

a. Establishing a non-partisan redistricting commission for congressional and state legislative districts Support Oppose

b. Affiliated party committees Support Oppose

c. Voter ID Support Oppose

d. Same-day voter registration Support Oppose

e. A convention of states Support Oppose

The Environment

4. Do state agencies have the authority they need to protect the state's natural resources from sources of pollution such as GenX, coal ash, fracking, and hog waste? What changes would you make, if any?

No, the rollback of critical environmental protections and aggressive use of preemption to restrict the ability of state agencies to adopt regulations that protect and preserve our natural resources has been devastating. We need to eliminate incentives that encourage degradation of our air and water and put our environment in greater danger. The State must adopt strict regulations for the management of dangerous environmental waste, restore effective protections that were scuttled in recent time, and hold large corporations accountable for conduct that threatens our air, water, and the health of our residents.

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

No polluter should be exempt from enforcement of our environmental regulations. I am not opposed to considering good faith mitigation efforts and/or the ability of smaller actors to pay in how fines and penalties are collected, but fines and penalties, in this area, are an important tool toward keeping our residents safe, preserving our natural resources and ensuring a safe environmental future.

6. How does climate inform your policy view with regard to the environment, economic development, energy production, and transportation?

To many, climate change seems like a long-term problem, but every aspect of our everyday lives has an impact on our climate. So, climate informs every aspect of my policy view. The State must play a leading role in building climate resiliency into our infrastructure, programming, economic incentives, and regulation of the energy market. We urgently need to plan for the impacts of extreme heat and cold, and more frequent and substantial rain events and flooding. We are in store for huge changes to the energy landscape that the State has to facilitate through policy that prioritizes clean energy and carbon emission reduction.

I also want to emphasize that climate impacts are critically important because they impact our low-income communities of color disproportionately. In Durham, there are daily reminders of the historic disinvestment in communities of color that result in higher rates of flooding, higher heating and cooling expenses, public health concerns related to environmental hazards, and lack of access to infrastructure that can help these communities recover from climate impacts. The climate is an equity issue that has to be pursued aggressively.

Also, our mobility is a key area of our infrastructure where the State can have a huge impact on climate. Nationally, transportation is the largest carbon emitter; larger than power plants. Smart, innovative transportation policy, like affordable mass regional transportation, particularly for our poorer communities who need it most, safe bicycle and pedestrian facilities, and electric fleet transition, can help us achieve carbon neutrality goals, grow economically across the state that lack effective regional transportation, and create long-term workforce opportunities.

Educating Our Children

7. What measures, if any, do you believe are necessary to improve public education in North Carolina? In your answer please address teacher qualifications, compensation, and retention; the role of charter schools and vouchers; re-segregation; and takeovers of struggling schools. *Please limit your answer to no more than 450 words.*

The State must fully fund our public schools. We need to fund critical infrastructure needs across the state, including necessary capital improvements for school safety and energy efficiency.

We must increase per-pupil expenditure for our students, as we are well below the national average.

We must raise teacher pay to at least the national average, restore incentive pay for advanced degrees and educator experience, recruit more teachers of color and work harder to retain them. We need to fully fund critical support services provided by teacher assistants and mental health providers, and provide comprehensive services for Spanish-speaking students and their caregivers so that they can fully advocate for the needs of their children.

I support universal pre-K for all children in North Carolina. I also support expanded family leave for childcare providers, as well as ways to incentivize fair wages, adequate training for early childcare workers who are often women and people of color.

North Carolina's charter schools and voucher program are re-segregating our schools and diverting already scarce resources from the public school system, putting vulnerable schools at greater risk of poor performance. Takeovers are also a serious threat to the success of our schools. We should respond to low performance by committing our resources and political will to addressing the needs of our schools, their diverse populations, and their communities, not subjecting them to private takeovers.

Healthcare

8. Are you satisfied with the current system of providing healthcare to North Carolina residents? In your answer please address health care costs, the availability and distribution of healthcare services, Certificate of Need laws, and the roles of managed care organizations, Medicaid, and subsidized healthcare insurance under the Affordable Care Act.

No, every human being deserves access to affordable, accessible, and effective healthcare. The Affordable Care Act has dramatically expanded health care access in this country to

millions of people who would not otherwise be insured.

Medicaid expansion is critical to our ability to provide low-income North Carolinians with healthcare they need and deserve, leverage state and federal resources to improve other aspects of our healthcare system and combat rising healthcare costs that our residents are forced to bear. We must expand Medicaid in North Carolina, prevent restrictions to reproductive rights, support comprehensive and affordable healthcare resources for LGBTQ individuals, support robust mental health awareness, and subsidize substance abuse treatment and education.

Certificate of Need laws have been proven overly burdensome to those trying to access adequate and affordable healthcare across the state.

Economic Welfare and State and Local Finances

9. Is the current system of state and local taxation and fees fair and adequate to meet the needs of North Carolina residents? What changes should be made, if any? Please cite specific examples. *Please limit your answer to no more than 400 words.*

Aspects of our current system of taxation benefit the wealthy at the expense of fundamental needs in our State. For example, our low-income and middle-class residents continue to bear a disproportionate share of the state income tax. We need to compel corporations to be transparent and accurate in their income tax reporting so that they are forced to pay their fair share of our state income tax.

Local authorities also deserve some flexibility in how local property tax is assessed. In Durham, our growth has resulted in a steep increase in residential property tax values, especially in urban areas. Higher property taxes create significant financial burdens for many, including our poor and often elderly homeowners. Municipalities and the state can and should engage in more public education about existing property tax relief programs, expand the eligibility requirements for those programs and consider alternatives for how property tax is assessed for poor residents.

10. Should state and local governments be allowed to condition government contracts and incentives on local hiring and rates of compensation and workplace benefits and safeguards which exceed state minimums?

Yes, conditioning contracts on principles that advance equity and fair working conditions are important to create an employment culture in North Carolina that supports local economic growth, promotes local training for local communities, and prioritizes the basic needs and rights of workers.

11. What should be the minimum wage in North Carolina and what workers should it cover?

All workers deserve a sustainable livable wage. The minimum wage in North Carolina should always be a sustainable livable wage, which right now is between \$15 and \$16 per hour.

Local Government

12. Do state laws authorizing local zoning and land use regulation properly balance the rights, interests, and expectations of developers, local governments, and ordinary residents?

State laws have unduly restricted the capacity of local governments and stakeholders to meet the housing needs of their communities. Municipalities should have the authority to create appropriate affordable housing requirements, pursue equitable incentives for for-profit and non-profit developers, work to increase the availability of low-income housing tax credits in more economically diverse areas, and create effective property tax subsidies for low-income residents. State law can also do more to protect the rights of tenants from unsafe living conditions and evictions that exacerbate our housing crisis.

13. Should local governments have the authority to control rents and to compel developers to include affordable housing as a part of their projects?

My previous answer addresses this question but I will add that our laws have to do more to protect renters and to put us on a path toward addressing our affordable housing crisis by creating stronger mechanisms for public and private developers to create affordable housing and building in accountability measures that can impact rent increases and our rates of eviction statewide.

Civil Rights and Race Equity

14. Would you support legislation designed to protect gay, lesbian, bisexual, and transgender people from discrimination in housing, employment, public accommodation, and access to government benefits and services? What consideration will you give LGBTQ people when evaluating the impacts of legislation generally? What skills and resources will you draw on to inform your position?

Yes. The fact that all North Carolinians, including LGBTQ North Carolinians, do not have comprehensive non-discrimination protection is disgraceful. I have and will continue to support legislation that will provide non-discrimination protections and promote full inclusion of the LGBTQ community in our state.

The LGBTQ community should lead the way in pursuing non-discrimination protection, the scope and messaging of that protection, and advocacy of other rights and recognitions that are long overdue.

I will draw on my experience (which does not represent the experience of all LGBTQ people), the uniquely important perspective of trans women of color, LGBTQ policy advocates, elected officials, constituents, scholars and other interested stakeholders.

15. What should the state do to promote racial equity and diversity, such as increasing opportunities for under-represented and under-served people of color? Can you provide an example of your advocacy for race-equity and diversity?

The wealth gap between whites and people of color continues to grow in Durham, our region, and in North Carolina. We need to compel private employers to pay a livable, sustainable wage to all workers.

The State should set more ambitious goals for minority business participation in the public and private sectors, make more significant investments to our colleges, universities to support small business creation and growth, and subsidize tuition costs that prevent many students, particularly students of color, from pursuing higher education and/or result in crushing debt that impacts their ability to compete in the job market and have a sustainable economic future. In particular, and in the face of vulnerable federal funding, we should fight for adequate funding for our Historically Black Colleges and Universities. Our HBCUs can and do prepare young people to compete for highly skilled jobs and build wealth through education.

Our communities of color are reeling from a long history of disinvestment, so we need to consider equity in our capital improvements and changing infrastructure. As we work toward clean energy and transportation reforms, we should include funding, including direct subsidies, that can improve the housing and transportation resources in these communities, create job training and workforce opportunities, and mitigate the current cost burdens for public services and utilities that these households face.

As a member of the City Council, I voted to support the creation of a Racial Equity Task Force and supported an equitable engagement blueprint that will infuse our development and capital improvement planning with critical equity considerations and greater engagement with historically underserved communities.

The Courts, Law Enforcement, and Punishment

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

Across the country, we are in urgent need of sweeping gun reform. In North Carolina, we need statewide bans on bump stocks, trigger cranks, and high-capacity magazines. We should renew the ban on assault weapons, pursue extreme risk protective orders, and pass legislation that will create more accountability for legal gun owners who do not report their firearms lost or stolen.

We also need tighter regulation of gun dealers, and restrictions on gun sales to people with violent misdemeanor convictions.

17. Should the death penalty in North Carolina be abolished? If you believe it should be retained, would you change the way in which it is applied and administered?

Yes. There are more than 150 people on North Carolina's Death Row. Approval of the death penalty is at historic lows. The death penalty perpetuates racism, does not deter violent crime, disproportionately impacts Black people in our country, and has frequently motivated prosecutors to abuse their discretion and/or violate the law in pursuit of the death penalty.

It is long past time for North Carolina to move away from the practice. The death penalty does nothing to advance public safety goals; it only destroys more lives and diverts resources that could be used to build up communities rather than disabling them with state-sponsored murder.

18. Should state and local government law enforcement agencies have the discretion to decide whether to cooperate with the federal government in enforcing immigration laws and policy?

No state or local government agency should be compelled, explicitly or implicitly, to cooperate with federal immigration laws that target and harass our immigrant communities and/or threaten their access to housing, employment, education, healthcare or any other basic resources.

19. What, if anything, should the State of North Carolina do to promote restorative justice?

The State could enact legislation giving local prosecutors and judges discretion to pursue restorative justice as a diversionary tool because it can have an impact on individual lives and on our larger criminal justice system, including the amount of money we dedicate to our jails and prisons.

It is also important that our schools be encouraged to participate in restorative justice where appropriate to prevent students from having substantial and long-term contact with the court system. Reducing SROs and increasing counselors, social workers, and mental health providers in our school is essential for lowering the rates of initial contact between young people and the criminal justice system. Students who spend time in juvenile facilities are much less likely to finish high school, and are far more likely to end up in the criminal justice system as adults.

Political

20. For whom did you vote for in the 2012 and 2016 presidential and gubernatorial elections? For whom did you vote in the 2016 U. S. Senate election?

Voting is a fundamental and increasingly fragile part of our democracy. No one should be compelled to reveal who they voted for in an election. We should all be free to vote based on our conscience, not on the potential reaction of a political PAC. That said, I voted for Democrats in the 2012 and 2016 presidential and gubernatorial elections. I voted for Democrats in the 2016 U.S. Senate election.

Thank you for completing this questionnaire.

Please do not forget to provide us with your resume or biographical statement.

