

**PA PAC Questionnaire for
Durham Board of County Commissioners – 2020**

Please return the completed form along with your resume or biographical statement describing education, work history, community service, and prior political experience as soon as possible, but by January 5 at the latest.

You may e-mail your responses to Tom Miller at tom-miller1@nc.rr.com or you may send a printed copy of your responses to PA PAC c/o Tom Miller 1110 Virginia Avenue, Durham, NC 27705-3262

Please note that following the January 5 deadline, the People’s Alliance PAC may publish your responses to this questionnaire and your resume.

When answering this questionnaire, please repeat the questions in your response document with each question numbered and organized as it appears here. Type your responses in italics, bold, or a different font to distinguish your responses from the questions. Do not use colors or shading.

Please try to confine your responses to no more than 300 words unless another word limit is indicated. Do not feel obliged to exhaust the limit for each question.

If you use words or ideas from another person, please attribute your source.

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

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Government and the Public Good

1. Of all the issues confronting Durham County, which single issue is most important to you and why? What would you do about it if you are elected?

The single most critical issue facing all of Durham County is inequity in the economic development of Durham. Due to its complex and profound effect on our residents, the inequities contribute to almost all aspects of an individual’s life from birth. Inequity can be viewed through the lens of income inequality, health disparities, or seen in the unjust distribution of critical services, such as education and housing. Durham’s County government has taken steps to address the acute symptoms of these inequities by investing the largest portion of its budget to our schools. As a County Commissioner, I would utilize the current tools at our disposal to address said inequities. For example, we know that a quality preschool education has a significant impact on addressing a child’s ability to maintain grade-level learning with their peers through the third grade. We must increase funding for pre-K programs and work towards a truly universal system that provides all Durham residents equitable opportunities to a high-quality education. Durham has the technology, personnel, and resources to help

all of Durham's children succeed. The resources have to be distributed and utilized in a more equitable way, and the county government must incentivize teaching positions at its schools by providing affordable housing and competitive pay for teachers. The county commissioners must strengthen our public schools further by:

- creating universal access to preschool;
- ensuring student access to technology-- including internet access-- outside of schools;
- creating partnerships to provide internships and apprenticeships with the many startups, universities, health-related and technological companies in the area-- especially for underrepresented minorities;
- moving away from "zero-tolerance" policies that remove students educational settings;
- expanding public transportation;
- continuing to increase access to affordable housing for families;

Through these actions, I would address the inequitable economic development in Durham by furthering the recent work of the county, and by focusing on providing a better and more equitable allocation of our county's educational resources.

2. How can county government use its authority and its resources to direct jobs to those who most need them and to lift the wages of the lowest-paid workers in Durham?

Nearly one in every five Durham residents living in poverty, according to the U.S. Census Bureau. At the same time, the Durham Chamber of Commerce oversaw investments totaling \$875.8 million, and the creation of nearly 5,000 new jobs according to its Economic Development Report. This is the reality of two Durhams-- or a singular Durham that is neglecting and pushing out many of its most vulnerable residents. Recent job creation in Durham has been focused on creating highly technical and degree-requiring jobs. Our county has grown unsustainably, however, due to the prioritization given to providing tax incentives to corporate job-creators, who are often hiring workers who then move to Durham. While this is a boon to the county, the resulting revenue was not then channeled into helping those that already reside within the county, but to further provide more incentives for companies and revitalization projects. In the FY 2019-2020 budget, \$2,888,330 has been allocated to economic development incentives and \$704,000 for non-profits. We should consider funding hiring programs, where the county itself trains and hires those that may otherwise be left out of the workforce, such as returning prisoners. Educational and vocational programs in the prison system, followed by immediate employment by the city would greatly reduce recidivism and homelessness in our city. We need to improve our education system and ensure that these jobs which are being created by corporations in Durham are being filled by highly skilled Durham residents. This is possible through investment in education-- from pre-K-12 to retraining and vocational programs for adults. As Durham has become an increasingly desirable place to live and work, the city government must leverage this attractiveness to the good of ALL Durham residents.

3. If elected, how will you guard against the power, access, and influence of wealthy special interests? How can county government hold such interests accountable for their actions?

The only permanent, impactful way to guard against the power of wealthy special interests, at any level of governance, is to empower the working class as much as possible. This fight starts in two tiers in education, by empowering teachers and working with our school board to ensure that our curriculum is robust and centered around social justice. I intend to work closely with DAE to ensure that

our public schools continue to thrive, but also to mobilize masses of people when their voices are needed to resist the power of wealthy interests. In the short term, empowering teachers and the working class through various policies that I will detail in subsequent responses (free public transportation, more public spaces for organizing and community development, universal pre-k, etc), creates class consciousness and helps to deepen our broader political discussion around what kinds of taxes are beneficial to working people versus those that are regressive. This will also require a robust, civic and social-justice centered curriculum in our public schools. Students need to be provided a much deeper understanding of civic activity, as well as a nuanced discussion around the history of regressive policies in their communities, and how they can be addressed today.

In terms of holding these special interests accountable, it begins with reducing their influence in local government, to begin with. There should never be a county commission or city council meeting with more representatives of Duke Energy or Amazon than from the local working-class community. This means the local government needs to be more proactive in meeting constituents where they are, and ensuring that their voices are prioritized at council and commission meetings. To hold these interests accountable, the county needs to recognize the power it wields, which is imperative to the profits and success of those private interests. As commissioner, I want to carefully consider any development plan or permit requests from these wealthy interests to ensure that those projects serve the working class first and foremost. Without the approval and often funding of county government, many of the properties of the wealthy elite could not be realized, from Duke University buildings to million-dollar condos in the heart of downtown developed by a wealthy Duke alumna.

As a county commissioner, I will not be easily swayed by vague, nebulous promises from wealthy special interests of economic opportunity or increases in tourism. If you want to rely on the county for supplementary funding and approval, projects will have to be explicitly beneficial to the working-class residents of Durham, with a longer vision for community building and human development. Lastly but equally detrimental issue in our tax system funnels property tax revenue from our poorest neighborhood schools into wealthier ones by way of landlords and rental agencies that pay those property taxes from different addresses. Schools with higher property tax revenue benefit from neighborhoods that consist largely of homeowners paying property tax in their neighborhoods. In poorer neighborhoods, most tenants pay rent to a landlord or other private entity, meaning no property tax revenue is generated by those parents for their children. We need to ensure that until the state develops a more equitable alternative to funding schools from local property tax, that those property taxes are assigned according to relative need rather than relative contribution.

Educating Our Children

4. What issues do you see with school construction and student school assignment? What role should race equity play with regard to school construction and student assignment?

The local property tax funding model used by most school districts, including Durham, limits how much those counties or districts can actually control those funds. While we continue to support the efforts of public school teachers (led by DAE) to gain adequate and equitable funding from the legislature, there are strategies the county could explore to develop more equitable school construction and student assignment.

The Reverend Dr. Martin Luther King, Jr. recognized *Brown v. Board* as an accomplishment for the Civil Rights movement, but immediately pointed out that as long as neighborhoods are segregated, schools will remain segregated accordingly. Therefore, any meaningful effort to integrate schools and ensure equity across them all will necessitate close coordination with the housing authority and

municipal government as Durham implements its housing bond. I support the creation of more magnet programs particularly in low-income areas, or where mixed-income housing is to be built. More magnet programs will attract wealthier, white families while also offering a competitive alternative to the increasing number of charters in Durham. By placing the magnets in low-income areas and allowing them to serve as neighborhood schools for local residents, children in the area will benefit from higher magnet budgets as well as the property tax revenue from wealthier children traveling from wealthier neighborhoods. This model was effective throughout the 90s in Charlotte, where CMS almost reached race parity across the district before the district implemented a new assignment plan in 2002. Part of the reassignment plan included moving the physical locations of magnet schools and eliminating their automatic neighborhood-school status for low-income students surrounding them.

In San Antonio, policymakers are using Census data to get a more accurate idea of district demographics across race and class. By breaking down census data into smaller census blocks, the San Antonio Independent School District has been able to more accurately assign students to schools in a more equitable formula. Additionally, using this detailed, publically available data enables the district to be more sensitive to school assignments so that families are not burdened with *inequitable transportation* needs. Although CMS was successful in assigning students equitably through the 90s, a primary complaint from poor and wealthy parents were the increased commute times. Reassignment, combined with Charlotte's exponential growth, made for bus pick-ups as early as 4:30 am and drop-offs as late as 6 pm or later. For carpoolers, a commute from South Charlotte to a language magnet school in North Charlotte could take over an hour both ways.

The census-based project in San Antonio has also allowed the district to experiment with its own school-choice experiments, without the participation of charters or vouchers. Census data combined with district-collected demographic data allows policymakers to provide a fair amount of choice with equity and diversity as a primary objective.

5. What role should charter schools play in public education in Durham County? What are the issues associated with charter schools and what should be done to address them?

Because of its relatively small geographic size, the expansion of charter schools in Durham has been especially noticeable in the community. Ideally, charter schools would play no role in public education in Durham County. Until that point, the district must work closely with DPI and the charter school officials to develop integration strategies for these charter schools. If they perform as well as claimed within the building, we should be able to figure out how to fold the charter school into DPS as a school available to any DPS student. Additionally, the county should work diligently to stop the development of any new charter schools in Durham, particularly in its most segregated neighborhoods at risk of gentrification.

Even in the most favorable of peer-reviewed reports, studies show that charter schools do just as well if not worse than public schools at the national level. In Durham, we've seen with schools like Kestrel Heights that unchecked charter growth is detrimental to students and families. For the schools perceived to be "doing well," such as Maureen Joy, it only takes a drive around the surrounding neighborhood to the other public schools to see how charter expansion in East Durham has exacerbated, rather than mitigated the issues of gentrification and economic plight. A charter school might accomplish some great things for students within their walls, but it is the macro effects of charter schools that are so deeply detrimental. If it were not for DAE and committed families, Durham would have suffered more by now. Even so, charters in Durham have arrived in tandem with massive development, fragmenting already damaged neighborhoods and public school populations into increasingly stratified populations, across race and class. If we are to see school as an individual's introduction to society, it is imperative that the microcosm reflects the macro as closely as possible.

Charter schools actively undermine this principle by operating privately in virtually every respect but relying on public funds to operate.

Housing, Planning, and Neighborhoods

6. What planning policies and priorities do you wish to see emerge from the on-going review and revision of Durham's Comprehensive Plan and Uniform Development Ordinance?

As review and revision continue on Durham's Comprehensive Plan, I think we can look to the recent Housing Bond process for valuable lessons. Although our city leaders may have had the best intentions in approving the bond for a vote, we can immediately see that even this massive bond does not address the most urgent needs of our most underserved communities. For over a year I have been working with residents of the McDougald Terrace housing project and the recent housing bond allocates no spending on the residents of McDougald, whether through tenant relocation or renovation of current homes. McDougald has been systematically neglected for years, and to have the current crisis we are currently facing just weeks after passing the bond should underscore the urgency of involving as many citizens as possible in city and county planning. When we talk about participatory budgeting, having open sessions downtown will not be enough. We need to bring the process to residents in their communities.

Going forward with the Comprehensive Plan, I would first like to see far more public information sessions and intentional sessions with Durham's poorest residents. With a plan this massive, we should take our time to ensure that we grow equitably. Part of equitable growth also demands that we define the kind of "growth" we want. Unchecked growth in the development and transportation sectors have been directly responsible for gentrification in Durham for decades. 147 decimated Black Wall Street and drew a clear line between rich and poor in the city. Prioritizing downtown developments without protections for long term residents drove native residents outside of the city while simultaneously raising rent prices artificially. "Growth" attached to real estate and highway development often just serves as justification to clear cut what little green spaces are left. Reconciling this plan with the environmental concerns and mental health needs of the public will necessitate viewing the development of more strip malls and urban sprawl as shrinking human growth, and exhausting natural resources. Therefore, when discussing growth in the Comprehensive Plan, we need to prioritize human growth and development over economic growth measured solely by the number of new units and their cost. The only way to prioritize human growth is to involve the public more intentionally and to plan democratically. Much of the planning sections in the Plan indicate having sessions open to "interested citizens." This will not be enough; we need to make the public interested.

In terms of personal priorities for the plan, I think it's clear that we need to build on the housing bond and create more affordable housing options, rather than allowing the bond alone to address the growing housing crisis.

7. What, if anything, should be done to promote meaningful engagement of ordinary residents and neighborhoods in planning and zoning issues in city-county planning?

Durham could be more intentional by expanding on a successful effort to involve the public in the decision on what to do with the confederate monument that was torn down. Many other cities across the south reacted to similar events hastily, resulting in criticism from all political directions. In Durham, however, we brought together professors from Duke and NCCU, along with community activists and local officials to have open forums at various locations throughout the city. These were open to the public and resulted in difficult but ultimately fruitful conversations. Local officials should

take similar steps in developing the Comprehensive Plan. We need to bring the chapter on housing to residents of areas like McDougald Terrace and provide opportunities for those residents to learn about these difficult policy proposals from the brilliant researchers at our disposal at Duke, NCCU, Durham Tech, and even UNC or NC State. We need to work closely with DAE to schedule regular forums in schools around the county for parents to weigh in and discuss the proposals under Chapter 11 of the Plan, which covers schools. Ultimately, I expect the city and county to set an example on how to bring as many people as possible into the policy-making process. I believe this will lead to the most equitable and therefore thorough planning.

8. What should the Durham County government do to promote housing affordability?

I would like to see Durham County work with more residents to help eliminate housing debt and repair credit scores. Even as people from lower economic strata build more wealth over the course of their lives, low-income people disproportionately suffer from poor credit scores from earlier ages, due to inherited debts and the frequent need to care for their parents earlier. With mixed-income housing, we need to make sure that new units and neighborhoods reflect the economic makeup of Durham, rather than just providing a few affordable units which will be brought to market price within 5 to 10 years. Similar to how we measure the demographic makeup of schools and seek to reflect the makeup of the district, we need to make sure that our affordable housing units bring people of different backgrounds and economic status together, rather than driving them apart. This is done by ensuring that the quality of affordable and mixed-income units are even better than units built by private entities. The county can also look into creating a Section 8 supplement fund that would help folks afford adequate housing for larger families, which sometimes receive less funding due to arbitrary rules regarding dependents and real family members. Additionally, Section 8 waitlists can take so long to process that eligible candidates can end up homeless or evicted months before their applications are even seen. Local officials need to develop strategies to cut this waitlist or provide relief while the federal government processes those documents. I would also like to see the county leverage legal and financial resources to protect tenants from unfair evictions since North Carolina does robust tenant protections.

County Finances, Transportation, Incentives, and Services

9. What is the most important thing that is not currently being funded by county? Would you be willing to raise taxes to fund this item?

The benefits to Durham, if we invest in Universal pre-K, will be large and go beyond financial ROI. Universal pre-K for all would narrow the achievement gap. We know that higher-income children have access to high-quality early education and \$1 of universal pre-k investment can boost children's earnings later in life by \$7. There are 15 providers for our current pre-K program but we must do more. The county currently subsidizes the salaries of our preschool teachers in order to make their salaries competitive with Durham Public School teachers. We should invest more in prospective teacher's professional development to deepen the pipeline of educators. Universal pre-K can also increase parents' earnings by providing a safe and nurturing environment that further builds on the education and development that parents are already providing at home. High-quality, affordable child care can

help parents balance work and family responsibilities. Studies show that providing better access to and lowering the cost of pre-K can improve mothers' employment outcomes. This additional family income also then improves children's outcomes as well, with more security, increased access, and mobility. Children who enter school prepared have not only had higher earnings on average throughout their lives, they are also healthier and less likely to be criminal justice-involved. While it may be challenging to put a precise amount on the total benefit to parents and society, research shows universal pre-K can be transformational for communities and individuals.

10. What is your position on providing public incentives to private firms to promote economic development in Durham? How can county government use development incentives to promote more widely shared prosperity, including better jobs and higher wages for Durham residents?

Durham should aggressively work to empower marginalized communities and provide them the opportunities that many privileged community members have been able to take advantage of already. The county government has already taken the initial steps towards doing so, by setting a goal of having a fourth of the contracts signed be awarded to minority- and women-owned business. Although the city has not reached its goal yet, it saw the percentage of contracts with minority- and women-owned businesses grow from 6% to 22%. There are areas of improvement still, as most of these contracts are in construction, and a diversification of the contracts assigned to minority- and women-owned businesses would allow for a greater and more accurate representation of these groups. Raising the minimum wage of city workers has increased the quality of city jobs. Many marginalized populations are still left out from these positions now, however, such as the disabled and ex-convicts re-entering society. Utilizing the skill sets and talents of these untapped and overlooked populations could help ensure that Durham offers opportunities to all of its residents. The city of Durham needs to collaborate with unions and ensure that employers are providing the best quality work environment and compensation. In order to continue being a center of development Durham needs to set an example for future corporations and businesses that wish to move to our city that we are an equal opportunity city. This means we must provide entrepreneurial support to underrepresented groups. Durham has also had excellent success in establishing itself as an entrepreneurial hub, with projects like the American Underground, Duke Innovation and Entrepreneurship, many minority-owned and managed startups, and a burgeoning partnership with startup organizations to improve the city's efficiency.

11. What non-traditional programs (such as public banking, community investment trusts, community development venture capital) could Durham County implement to reduce economic inequality in our community?

Cooperative enterprise grants for low-income people of color. In post-WWII Italy, the government gave out grants to aspiring entrepreneurs seeking to help rebuild the economy. Candidates had the option of receiving a smaller individual grant or finding 5-10 other citizens and receiving a much larger grant together. The catch was that their enterprise had to be a democratically-run cooperative. This model has been used in Philadelphia, PA and Jackson, MI to great success. [This report](#) on the Italian and Spanish co-op projects provides more details on what I would like to explore for Durham.

We should also explore measures to leverage the county's resources to provide small-business support and capital to Durham's entrepreneurs of color. One example of a measure worth exploration would be a microloan fund program for small businesses. With federal Community Development Block Grants, we could invest in small businesses that may have difficulty obtaining financing through private lending institutions.

12. What should be the principal components of a new public transit plan for Durham County?

Despite its official statements, anyone living in the Triangle for the past decade understands that Duke is almost solely responsible for halting the development of light rail. We need bold leaders who will take on Duke's vast influence over policy decisions. We need to decarbonize transportation immediately, and we need to make sure that our largest polluters historically pay their fair share for that transition.

The BCC has been very successful, but its limitation to the main street hinders the overall use of bus lines. We should work towards making all buses free as quickly as possible. Local governments gain little from bus fares, particularly when you consider the enormous costs of offsetting carbon emissions from the thousands of cars congesting our streets. As long as the majority of bus riders are low-income, charging for bus fare acts as a regressive tax. If we open up all of the bus lines and increase stop frequency, low-income people will instantly gain more mobility, and folks who might otherwise drive will be more financially incentivized to use public transportation. Of course, we need to develop a stable funding schedule for these plans, but the climate crisis will not wait for us to have a perfect budget. Again, we need bold leadership that will find ways to leverage the vast wealth couched in Durham to create carbon-free, equitable transportation solutions.

Durham has a very strong bike community. We need to ensure that future transportation plans include safe bike lanes on and off streets, as well as minimal maintenance locations for folks who might get a flat tire or a loose chain. The Durham Bike co-op has done an incredible job putting bikes in as many homes as possible. I expect policymakers to support the co-op and potentially develop our own municipal bike-share program. Here, we have the opportunity to do a true sharing program, rather than a pay-per-ride system that results mostly in brightly colored bikes collapsed on sidewalks throughout the city.

I also want to work with Durham Tech to ensure that its great automotive program includes a robust new diploma for work on electric cars.

13. What, if anything, should the county do to distribute the property tax burden with greater equity and fairness?

I would support a property tax relief program to reduce the tax burden on homeowners with limited resources. To maintain our identity Durham must protect its most vulnerable residents, a circuit breaker takes into consideration multiple factors such as health, income, and age. A circuit breaker program will slow the progress of gentrification by assisting residents who qualify with assistance to reduce their stress and fear of losing their housing.

Justice and Law Enforcement

14. How do you define community safety? What are the most effective ways for the county to build and preserve community safety throughout all the communities in Durham County?

I define community safety is defined by the overall well-being and safety of our community members. When we talk about community safety we need to be responsive to the needs and wants of those most affected by crime not just when it comes directly to policing but also their economic, social and physical well being. Our communities are safer when every individual is given equitable access to economic growth and opportunities, such as good schools, stable jobs, and strong social networks. These factors affect our ability to make healthy choices, afford medical care and housing, and manage stress all of which are vital to reducing the need to resort to crime.

As a county, we need to increase opportunities for participation of our community members. The perception of safety varies for our residents and especially impactful on our most vulnerable communities. Building a county that centers around participation will create a safe environment for our neighbors when each individual's perception of safety is addressed. We can achieve this by expanding our mental health services, increasing the opportunity for continued education and upward job mobility.

15. Are you satisfied with the Sheriff's Office, including its administrative, law enforcement, security, and detention functions? Should the county government increase or decrease resources allocated to the Sheriff's Office? Please explain your answer.

I support Sheriff Birkhead's initiatives to date. The Sheriff's Targeted Enforcement Program is a collaboration with local, state, and federal partners in targeting gang activity and gun violence is an initiative I support to date. We should focus on reducing repeat violent offenders through programs such as Substance Abuse Treatment And Recidivism Reduction (STARR) and Welcome Home. I also support the Sheriff's efforts to increase mental health services for those incarcerated in the detention center, at the same time the county should expansively increase mental health service investments in our communities to ensure our detention center doesn't serve as a defacto treatment center.

I will support the Sheriff's department in initiatives to target crime in Durham county through alternative policing practices. I will work with the Sheriff's department to expand community policing as well as make concurrent investments in our mental health services through the Department of Health and Human Services.

16. What, if anything, should Durham County do to promote restorative justice?

In order to promote restorative justice, Durham county must focus on building community support and understanding through meaningful relationships. I will work on a campaign to promote restorative justice efforts in Durham county. The practice of restorative justice is grounded in community involvement, and so I would work to implement a comprehensive restorative system through community ownership and support.

As I mentioned above, I would also support Sheriff Birkhead's proposed initiatives focusing on reducing repeat violent offenders through programs such as STARR and Welcome Home.

Health Care and Social Services

17. How can Durham County improve mental health services in our community?

Since the county oversees much of the funding for public schools, we can begin by ensuring that all of our public schools have an adequate number of counselors and therapists. The state has not restored funding to a number of education items since the recession, including staff development. A 2017 report by the Youth Justice Project found that NC schools are severely lacking in mental health support staff in schools. While the national standard ratio of social workers in schools is 1 for every 250 students, NC schools average just one social worker for 1,536 students. In order to have the greatest impact on mental health outcomes, the county should prioritize filling the gap left by inadequate state funding for mental health services in our public schools. If funding is available for more social workers,

we should take advantage of the school as a public meeting place to invite families and community members to meet with school counselors. At the same time, all adults working in schools should receive training and regular follow up opportunities in student mental health.

I also support the Sheriff's efforts to increase mental health services for those incarcerated in the detention center, at the same time the county should increase mental health service investments in our communities to ensure our detention center doesn't serve as a defacto treatment center.

Civil Rights

18. Name one issue in Durham that directly impacts, or is directly impacted by, race inequity, and explain how the county can incorporate a race equity framework in addressing this issue?

Durham has a stark racial economic equity gap that can be contributed to the historic decimation of Durham's Black Wall St. and Hayti. I believe one issue that continues to impact racial economic inequality is the lack of access to high-quality education at every level. This begins with increasing our investment in universal pre-k, research shows having access to high-quality pre-k education results in an increase on average of \$50k in lifetime wealth per household. I also believe in increasing our funding to Durham tech to create opportunities for continued education for our working-class community members so they can learn new trades and seek high paid job opportunities. I am proud to serve on the People's Alliance Economic Inequality Task Force where we are exploring different policy practices that can be implemented in Durham to have a positive impact on our most marginalized communities. As a county commissioner, I would continue to work with the PA economic inequity task force as well as organizers across the county to create a truly equitable county.

19. What is the principal issue facing the Latinx and immigrant communities and how should the county address it?

The Latinx and immigrant communities are not monolithic and I believe there are multiple issues that are faced by different segments of these communities.

- Lack of access to photo id's
 - a. As a county commissioner, I would follow the model of Charlotte in supporting advocacy groups in issuing "community ids," and encourage our Sheriff's office, health clinics, hospitals, and schools to accept these ids for immigrants with no other form of id
- Lack of access to language interpretation services
 - a. We need to drastically increase the access to language interpretation services across all our Durham county departments. Also through the community school model, I will support providing access to ESL classes to our interested residents.
- Lack of trust in the policing system, though this is under repair with Sheriff Birkhead's strong stance on not cooperating with ICE detainees.
 - a. I will work with the Sheriff's department to support his stance to not honor ICE detainees, as well as continue expanding education in our immigrant communities that Durham County will not hold detainees for ICE.
- Lack of support in our systems for newly arrived community members, especially single parents
 - a. We need to invest in universal pre-k and free education services for our community members to help them have access to the social capital they need to thrive in their new homes. Childcare is expensive, and navigating the education system for a foreign family

is difficult. Universal pre k allows parents time to work and find stability while simultaneously priming them for school decisions and integration into the community

20. Do 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? *Please limit your answer to 100 words.*

An ordinance should be adopted to protect the civil liberties and human rights of LGBTQ+ citizens. In order to ensure Durham is a safe and welcoming county for all, we need to fight for the inequities of each individual minority group.

- Employers should be prohibited from enacting discriminatory hiring and employment policies against LGBTQ+ people
- All LGBTQ+ people should legally be allowed to marry, and cannot be denied such rights
- LGBTQ+ people should be protected to use their preferred pronouns and the public facilities of their choice

Political

21. 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? *Please limit your answer to 100 words.*

2016: Sanders (Primary)/Clinton(General), Cooper

2016: Ross

2012: Obama, Dalton

Thank you for completing this questionnaire.

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