

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?

- *I believe the most critical issue facing Durham is economic insecurities and the economic gap between those that have the resources and those that do not have access to resources. In addition, there is a lack of trust between government and the people who are most in need of the services we provide as County Commissioners.*
- The only way to close the economic gap is a purposeful focus on education. We are at a critical stage in Durham where we need to have a “no nonsense and no excuses” approach to building wealth in areas where there are little to no resources; but be purposeful that those who will benefit are those from that community. If we can not put programs and policies in place, then the process of gentrification will continue and the gap will be beyond repairable. I believe that the focus on building this wealth comes from education and fostering entrepreneurship opportunities for black and brown citizens

through grants and partnerships.

- The education component of bridging the gap is two fold: The first is that we must fund our public schools that serve brown and black students more, in order for these students to be highly competitive in the classroom and when they graduate to be job ready. Working with our local workforce development partners, the Durham Chamber of Commerce, Black Chamber of Commerce and DPS, we must build up our apprenticeships and internships opportunities to a level where our students receive summer trainings and year round trainings in order to begin work in a salaried position from the completion of high school. In 2019, 30% of DPS graduates stated they were opting to go right from high school into the workforce. I believe this will be an upward trend, so we must be proactive in our approaches here. ***I will be proposing that we match \$7.25 for youth summer employment pay if companies build paid apprenticeships and internships that foster mentoring and future employment opportunities for our students after high school. If a coordinating body of stakeholders in our public, private, non-profit, education and youth development can make this a focus we can start closing the gaps and reduce crime in high-risk areas.*** The second part is offering our DPS students a chance at a post-secondary education debt-free by increasing our Durham Tech Promise. According to the My Future NC Commission by 2020, 67% of the jobs in our state are going to require a post-secondary credential or degree. In Durham County, 62% of our population have a bachelor's degree or higher compared to 33% for black citizens. If we can eliminate the barriers of why most graduates do not attend college (financial/no interest in continuing school) then our children have a fighting chance to get out of poverty. ***I will be proposing that we increase the Durham Tech Promise from \$1,000 per year to up to \$4,000 per year over the next four years. This increase will provide students with an opportunity to break the cycle of generational poverty by eliminating a major barrier for students who cannot afford to further their education and account for expenses such as textbooks and other related expenses that can be funded as an education expense. Ultimately, this change will make our local workforce more attractive to employers coming into the county and provide additional access to higher education for students who are completing or recently completed high school. This program will be similar to the Birmingham Promise Initiative and Lynchburg Beacon of Hope Promise that Ms. Rosel Schewel mother of Mayor Schewel founded.***
- The growth and success of local workforce development does not just rely on our students who attend DPS but our residents who live in our least resourced communities by offering opportunities. The residents who live in McDougald Terrace, Oxford Manor, Braggtown and Oldham Towers have a value and skill sets that can be put to great use. So between Durham Technical Community College, North Carolina Central University, and Duke University, a partnership should be formed that brings the resources for education to those communities directly. This will not just foster trust between communities in government but most importantly can change the culture for a whole generation of people.

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?

- Durham County is the 4th most educated city in America, and the 10th best place to live. This means that Durham is an attractive place for corporations, startups and small businesses because of our economic growth and our higher-education institutions. But our local workforce is grossly behind when it comes to the skills needed for the companies coming here. I stated in the previous question it has to start with education. We must continue to communicate and partner with Workforce Development and community partners like Made In Durham to be proactive in forecasting the jobs of need and use the best practices of training our local residents who are looking for opportunities to help themselves and their families get out of poverty. Since the federal government has not raised the minimum wage in over a decade and as a local municipality we don't have the authority to set a minimum living wage, however; the county can lead by example and have all county full and part-time employees have a minimum wage of \$15 an hour.
- A key partner will be Durham Tech, and how we can get mobile campuses in our DHA properties or work with the city to provide free public transportation so the barriers of transportation to campus is eliminated. After reviewing the County's Economic Policy which is the guidelines that we use for businesses to hire our local workforce including good practice items like job quality criteria, encouraging diversity, clawback provisions and tax incentives, I feel encouraged in that the county would be able to successfully direct jobs to those who need it. However, tax incentives give me the most pause because companies are well aware of this policy and hence will accept the terms and money. Further I do not believe there is real oversight. accountability and transparency to ensure our tax dollars are getting a high return on investment. ***I will propose that all of the incentive dollars received be put into our community college system for education and training (Durham Tech Promise), manufacturing or infrastructure needs in our most low resourced areas. I will make sure we are purposeful and transparent in communicating with citizens of where that money is disbursed in a timely fashion. Being apart of the PA Economic Inequality Committee we have raised concerns and recommended some solutions and I stand by those decisions.***

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 easy answer is I don't know anyone who fits that bill that I could say I have a relationship with. I can't be bought by any one person, organization period. We can not be afraid to call them out no matter what. My integrity, values and my ethics are at the forefront of everything I do.

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?

- School construction with Durham Public Schools should be a conversation that is intentional and ongoing. We will have to build at least 2 new elementary schools in the

southwest side of the city and a new high school due to overcrowding. Our current school infrastructure is in immediate need of repair and due to the state grossly underfunding public schools the majority of the financial responsibility goes to the local government. Working in concert with city and county developers and also projecting where growth will occur will be the determining factor for new school placements. In addition prior to building new construction, we must take and explore the current capacity of schools at each level and evaluate if space usage is efficient and effective. Understanding the capacity of our schools will help us understand if students are assigned appropriately. Related to race equity, we should take a look at an overlap map for schools that show where students come from and where they go to school. Parents who have the means will move into a certain school district or chance their luck on a lottery process for magnet schools. Every student no matter what the zip code should be able to attend a school that's local to them, where they know the school will have highly qualified staff, adequate resources, and great student learning conditions. In addition, we should study those districts that have worked well with transitioning to an equity-based school construction and student assignment. When you mention school reassignment and school construction, citizens normally think about how these issues will affect their taxes and/or their current or future students plans. These are also issues that must be addressed during any discussion of school construction and student school assignment.

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?

Unless, all charter schools that are currently in Durham become a full fledged members of DPS then they should have no impact on public education. The impact of charter schools in Durham has had an adverse effect on Durham Public Schools over the last four years. My stance is that I DO NOT believe any local tax dollars should support charter schools, however, the hands of the county commissioners are tied to state legislation, but we can advocate for change at the NC General Assembly. Here are the facts:

- Overall DPS enrollment has dropped by over 1,000 students, whereas charter school enrollment increased by over 1,700 students over the last 4 years.
- Due to the great organizing work of DAE, DPS and the countless hours of work put in by school staff enrollment was up by a 1,000 for our current school year throughout the county.
- Currently, there are 11 charter schools in Durham, which have been allotted 24.1 million dollars in local funds that serves approximately 6,957 students (~20%).
- If a student leaves DPS to attend a charter school but does not return by September 30th, the charter school keeps those funds even though DPS is serving that student. Charter schools take advantage of that loophole; thus, in October, an extremely high number of students are “counseled out” because the charter school can no longer serve them.

While I respect a parent's right to school choice (private or homeschool), I don't respect the demonization of traditional public schools, especially from leadership on the state and federal levels. We as an organization need to work with our local, state and federal elected officials to eradicate such loopholes and as your next County Commissioner I will advocate for these

loophole closures. DPS does so much more with less and charter schools got more and want more.

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?

- Durham's Comprehensive Plan and Uniform Development Ordinance has gone through a thorough undertaking with both the city-county planning departments doing their due diligence in forecasting land use for the future. While after reading I don't disagree with many of the plans suggested, I would like to see a greater emphasis on Durham being a place that survives off of sustainable energy. We need to focus on the carbon imprint that we will have. We are projected to have over 356,000 people by 2030.
 - **Transportation (Objective 8.1):** After the disaster of light rail and the 20 year and 130 million dollar investment, we are back to the drawing board. There are crumbling streets, dangerous intersections for pedestrians and a need to widen roads due to an increase in our population and single occupancy vehicles. We must have an efficient, equitable and environmentally friendly transportation system. Before we as commissioners spend excess money on potentials such as the commuter rail, we need to be certain that we can close the deal by getting signed agreements from all entities and ensuring transparency on the real costs.
 - **Economic Development (Objective 6.1):** I have deep concerns about the lack of minority owned business in Durham and the grossly disproportionate distribution of funds that county has awarded The Chamber of Commerce (\$265,000) compared to the The Black Chamber of Commerce (\$0). This is clearly inequitable. It is impossible to grow our tax base if access to capital is limited to none for minority owned businesses. We also need to look at **Support Minority Owned & Women Owned Enterprises (Objective 6.1.2) Plan to nurture Minority-owned, Women owned & other Durham-based Business (Objective 6.1.2a:** Citizens are concerned because "white women" are considered a minority and that this subgroup has more access to funds/funding compared to their black and brown contemporaries. We need to make sure there is transparency and look at the data to see if this concern is valid. I would refer to question #1 of my proposals to help close the economic gap, these proposals would help with objectives in addition to the ones stated above **(6.1.3, 6.1.4abc)**
 - **Environment:** Climate change is the biggest environmental issue we face. It is time that Durham does something about it. We can setup an internal pricing system that will encourage and reward our own operations—including all County buildings, DPS, and Durham Tech—to move towards cleaner energy use while at the same time raising funds that could be distributed directly to our communities to help make living in Durham more affordable for those who need affordability the most. By pricing the dirty energy that the County's own operations use today, we can generate funds to go directly to a community-based nonprofit that could focus on reducing the utility bills of our most vulnerable residents by funding energy-saving projects in their homes. We know that on an annual basis, operations from Durham County-funded institutions amount to over 70,000 tonnes of carbon emissions from our energy usage: electricity, natural gas and vehicle fuel. Many climate scientists, political scientists and economists agree that in

order to encourage a reduction in emissions, existing emissions should be priced to incentivize a transition to clean energy use. This policy proposal calls for an internal carbon price on all Durham County operations that will be initially added to the budgets of all County institutions and departments and then will be collected annually by the County based on energy use data. When County institutions and departments reduce their energy usage, they get to keep the funds left after they reimburse the County for the price of their carbon use. The County in turn will allocate their carbon pricing collections to a local nonprofit that specializes in identifying and funding energy-saving projects among low-income residents, developing skills-based workforce training and investing in community-wide clean energy projects. Over time and as the program can advance, the County can upwardly adjust the price of carbon to encourage a greater transition to efficiency within County operations and also to boost funding of the local nonprofit. There are opportunities to ask the City and civic-minded businesses in the community to join the program and add benefit potential to more of Durham's population.

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?
 - Just like the city, the county has boards and committees that citizens can be appointed. There is no transparency in the appointment process, unless you are checking the counties website you don't know what openings are available. Depending on the committee, the times of meetings are a barrier for someone whose working two jobs, or has children or they live in Treyburn or Rougemont and transportation and distance becomes a factor. The more popular boards like the City-County Planning Commission, Alcohol Beverage Commission and Citizens Advisory Committee are really competitive with loads of applicants but we have plenty of boards in need of immediate vacancies so we as a local government must do a better job of communication of openings and become flexible in meeting times and locations.
8. What should Durham County government do to promote housing affordability?
 - We have to change North Carolina law which does not allow local governments to require developers to build affordable housing as a condition to approval. The density bonus under the Unified Development Ordinance which is used to attract more developers to take advantage of the incentive to build more housing for low-income residents, is good but I feel needs constant revisions as development grows. Mandatory inclusionary zoning must be approved by the North Carolina General Assembly so we must advocate this on the local level which would mandate a certain number of houses be designated for low-income homebuyers at a price point that is equitable for these residents. Even though I have concerns for the recent \$95 million dollar housing bond that passed in 2019, I feel that was a step in the right direction because it will help with creating new housing opportunities while repairing our existing stock and it will keep our most vulnerable residents in their homes. However, my concerns with the Durham Housing Authority (DHA) have not gone away in fact, I'm further concerned about their ability to manage this responsibility. As county commissioners we need to use the best practices, be innovative and creative with the existing laws, follow our plan in the UDO

and if we are going to raise taxes do so in a way where we are doing the least amount of harm to those who already marginalized.

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?
- Providing access to local debt free community college. At a recent forum Commissioner Howerton stated we have over 20,000 jobs in Durham County that are not filled because our local workforce does not have the skills to perform the jobs at hand. We have 50,000 people in Durham who are living at 20% of the average median income (AMI), This number could be cut by one-third or half by 2024. I stated in a previous question, if we are to close the economic gap and economic insecurities that we have in Durham it starts with education. Durham Tech is one of our most underused resources to help better our community to gain access to the skills needed to get the jobs that are in demand.
 - As your next County Commissioner, I believe that finding new sources of revenue (only 9.2 million dollars of new money was generated in the last budget) that does not necessarily involve just raising taxes is critical in helping to accomplish these programs. Increasing property taxes is a regressive form of raising money and it hurts our most vulnerable populations, but I am committed to giving our next generation every possible opportunity to succeed. Taxes have been raised on our most vulnerable with no return on the investment. If we are going to raise taxes this our money being put to a purposeful use.
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?
- I am not a proponent of these types of incentives, in which we pay businesses or corporations local tax dollars to bring jobs to our county or to help with infrastructural needs. Unless these companies are willing to adopt a specific community or school to create pipelines to these opportunities (providing the funding and training directly to those neighborhoods) then I don't feel these practices work. Research has stated these types of incentives create a "race to the bottom" where local counties will compete and try to outbid each other to write the biggest check to billion dollar companies.
 - In discussions with local city leaders, I would like to see an equitable development scorecard be created. This will be a community led push that would require developers to tell leaders how their projects will directly affect the people of Durham (how many living wage jobs, how it will support minority & women led local business and promote affordable housing etc.). The scorecard would hold developers and elected officials accountable for any decisions they make that requires a financial incentive. As chair of the Citizens Advisory Committee, we use a similar process in scoring where federal and local block grant dollars go towards the ending of homelessness. We have to ensure the citizens of this county that when decisions are made using their tax dollars that we are looking out for the people and not of corporations.
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?

- Increasing the Durham Tech Promise from \$1,000 per year to up to \$4,000 per year as stated in Question #1. This increase will provide students with an opportunity to break the cycle of generational poverty by eliminating a major barrier for students who cannot afford to further their education and account for expenses such as textbooks and other related expenses that can be funded as an education expense. Ultimately, this change will make our local workforce more attractive to employers coming into the county and provide additional access to higher education for students who are completing or recently completed high school. This program will be similar to the Birmingham Promise Initiative and Lynchburg Beacon of Hope Promise that Ms. Rosel Schewel mother of Mayor Schewel founded in Lynchburg, Virginia. Even though many barriers still exist our LatinX community including our undocumented families should have the same privlidges as any other members of our community. Only 13% of LatinX students attend a post-secondary college or university so working with our private & non-profit partners to build funding so they can have better is critical to closing the gap. Durham must be active in action when we say we are a welcoming community.
 - We must fund public schools. The state has shown over the past 4 plus years that public education is not a priority, and classified, certified staff and retirees livelihoods are used as bargaining chips to push bad legislative agendas. The Leandro report confirmed that our state legislators are grossly under serving North Carolina's next generation of adult citizens. Our county manager and commissioners have also shown hesitancy in closing this gap with data provided by the Superintendent and Board of Education as to why we need additional funding appropriated from the County budget. As one of your County Commissioners I will push on a gradual increase in our per student expenditure over 4 years until the state commits to increase per student spending to at least the national average. I fully understand that tough decisions would need to be made in order to find the funding, but our students have been on the back burner long enough.
12. What should be the principal components of a new public transit plan for Durham County?
- The principle components for a new public transit plan for Durham County is one affordability and two a legal written agreement from all stakeholders that they will commit to the project to completion. The people of Durham County got burned on the deal for light rail and lots of money, time and energy was spent on this project in which we allowed Duke University to kill a project 20 years in the making. We must have a new public transit plan that connects the city to other major cities but also the county, it needs to be eco-friendly and survive off of sustainable energy. We can take examples of how we can be more efficient from countries around the world. With over 10,000 people moving into Durham County each year we must come up with a plan quickly. I would like to see Solar buses be introduced into our county that could help alleviate some of the carbon imprint we have with our current stock.
13. What, if anything, should the county do to distribute the property tax burden with greater equity and fairness?
- The North Carolina Constitution states that local municipalities have to operate under a uniform system of taxation. As a local municipality we are not allowed to charge

different property tax rates, exempt property owners from getting taxed and expanding state property tax relief funds.

- We can only plead with our state delegation to write laws that allow local governments the opportunity to enact a property tax system that is equitable and fair and that will provide local government to provide relief to long-time homeowners who can not afford any raises in their property taxes due to a fixed income. Under Republican leadership in our state house and senate who would rather give tax incentives to corporations than to citizens I am not confident that this will happen unless we flip the legislature.
- The county has to be creative in providing more grant funding to our citizens. Currently we do provide relief for homeowners in three categories: Elderly/Disabled Homestead Exemption, Circuit Breaker: Elderly/Disabled Deferment program and Disabled Veteran Exclusion.

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 as not having to worry about the color of my skin being weaponized as a threat. No matter how many degrees I have, or whether I live in a nice area there is always a possibility that when I leave my apartment that I may not come back because of the way society views black people as a threat. So to answer your question, I don't know what a safe community is because it's never been safe for me or anyone who looks like me.
- A safe community is one where I or my family can live, thrive, that is environmentally safe and where I can live without fear of being hurt or harmed.
- The function of the Durham BOCC is to enhance the livability of the community and provide a more efficient and effective county services. We already know that this does not exist in certain areas of the county. Someone's success and life expectancy should not be pre-determined by what zip code you live in or what skin color you are and what your sexual gender identity is. If we are not reaching out to the community and gauging what the specific needs are then we are not doing what we have been elected to. The families in Rougemont and Bahama deserve county parks and ballfields to play in just as much as families in Oxford Manor and Braggtown need access to clean foods that are grown and maintained by the folks who live there. So community engagement with consistent and efficient open lines of communication with key stakeholders like the Sheriff's office is critical to the success of creating a Durham for all.

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

- I support Sheriff Birkhead's initiatives as the top public safety officer in this county. The voters who elected Sheriff Birkhead overwhelmingly believe in the vision he has for the county. In the 2018-19 budget he inherited from Mike Andrews, it appears the county commissioners did not award any additional funding as it remained at \$39 million dollars. In the 2019-20 budget, the county commissioners only awarded \$766,283 more to the

budget even though Sheriff and his staff asked for close to \$42 million. Durham County is growing but yet the Sheriff's budget has remained flat. As your next County Commissioner, positive lines of communication will exist with the Sheriff's office.

16. What, if anything, should Durham County do to promote restorative justice?
- I fully support and will be on the front lines of promoting restorative justice practices. This focus will include a Re-Entry Wing within our jail in partnership with our Sheriff's office and public and private partners including the Criminal Justice Resource Center (CJRC) to provide services while in jail. Ultimately, focus will work to end the high levels of recidivism (which is the tendency for a convicted criminal to reoffend) that we see in Durham County. Furthermore, according to a report done by the Indy over 1,000 residents re-entered the Durham jail ten or more times since 2011 with an average length of stay nine days at \$125.00 per day which is more than \$1,100 per stay. We have to do better and we will. Restorative justice practices in our school system has proven to be effective because we have seen a decline in overall suspensions.

Health Care and Social Services

17. How can Durham County improve mental health services in our community?
- Another priority in my platform is accountability & increased funding in our Social and Human Services Department with a specific focus on mental health and chemical dependency. Building partnerships with community partners like Blue Cross Blue Shield, STARR program, and other state agencies is vital. By creating a pipeline with the NCCU Social Work Department to increase the number of social and mental health case workers, it will lessen the caseload of current employees and build a positive experience for citizens who are in crisis. In this department, the emphasis on being effective, efficient and equitable have to be a priority. Mental health access is a struggle for many in our community whether you have the means or you don't. Our emergency response teams including officers, EMS, and firefighters are already getting 40-hours of Crisis Intervention Training (C.I.T.) and I would like to see the county train community leaders who live in the community as well. Mental health stigmas are still an issue in marginalized communities, so we need to provide better access to resources for those communities including cost-reduction and education on mental health illnesses.

Civil Rights

18. Name one issue in Durham that directly impacts, or is directly impacted by, race inequity, and explain how the city can incorporate a race equity framework in addressing this issue?
- One issue is the access to capital for minorities and the awarding of contracts that the county has open. The county has recently followed the city's lead in looking to hire a

Racial Equity Officer. This is a major step in the right direction as this officer will develop and create awareness and understanding in the use of an equity lens to implement programs, policies and procedures. Once this position is filled, I would hope that we create a Racial Equity Task Force created of community leaders in the field and community members from throughout Durham County.

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

- In Durham our Latinx and immigrant communities still live in fear because of the policies of our federal administration that's in the White House. As a teacher I know personally the effects of this administration, the day after Donald Trump was elected over half our LatinX students did not attend school for a few days out of fear. One of my seniors, was detained and taken to the ICE facility in Georgia only weeks away from graduation. I was told only after the family ran out of options and after reaching out to both Congressman Butterfield and Price's office (which both sent letters to ICE leadership) that she would still be deported to El Salvador where her father was murdered. Durham is a welcoming community and I'm proud that our Sheriff made a decision to not cooperate with ICE, we must protect our LatinX and immigrant communities because their stories and voices matter.

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.*

- Yes I support legislation designed to protect the LGBTQ+ people from discrimination in housing, employment, public accommodation and access to government benefits and services. Any such provision that denies service to customers on the basis of sexual orientation or gender identity or expression is discrimination. Not only would I speak up as an ally for protections against any discriminatory law at the local level, I would use my authority as an elected official to speak up for protections against any state legislation, setting an example for local officials statewide. Chapter Session Law 2015-75 is an illegal and unconstitutional piece of legislation.

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.*

- I proudly voted for Barack H. Obama in 2012 but most recently in 2016 I voted for Hilary R. Clinton. For Governor in 2012 I was not a resident of North Carolina but in 2016 I voted for Governor Roy Cooper. In the 2016 U.S. Senate Election I voted for the Deborah Ross.

Thank you for completing this questionnaire.

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