

# **PA PAC Questionnaire for Durham City Council Ward Seats and Durham Mayor – 2021**

**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 Friday August 20 at 5pm, at the latest.**

**Please e-mail your responses to the PAC Board at [papacboard@googlegroups.com](mailto:papacboard@googlegroups.com) by August 20 at 5pm.**

**Please note that following the Friday August 20 at 5pm 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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## Biographical Sketch

I'm Leonardo Williams, a former teacher, school administrator, and current small business owner. Durham is my workplace, my family, and my home. Durham is the heart of who I am.

During an unprecedented year, I saw Durham come together to feed her children, clothe her homeless, shelter her displaced, fund her students, and vaccinate her people against the virus that started it all.

I attended **North Carolina Central University** where I met my wife Zweli Williams. We are the proud parents of Izaiah, a thriving 9th grader in Durham Public Schools. I enjoy spending time with my family and being the father that I didn't have. I've actually been a father figure to many students in **Durham Public Schools** as a Band Director at **Shepard Middle School, Southern, and Hillside High School**. It was there when I became interested in mentoring young men of color. I noticed a continuous academic decline among many of them due to lacking basic resources at home. This encouraged me to become an activist for educators and students. I eventually became chair of the NC Foundation for Public School Children, North Carolina's largest non-profit for public school children. I led the organization in raising hundreds of thousands of dollars in grants to provide educators the funds to fill the needs of their students.

I later gained my **Master's in Educational Leadership** and started the PHASE 3 Group, an academic achievement focus group geared toward community, school, and family educational support. During this time, I also worked with mental health agencies to support local public schools by helping them provide mental health assistance to students in need.

As a **two-time Teacher Of the Year** in Durham Public Schools, I was recognized by The **Triangle Business Journal's esteemed 40 Under 40 leadership award** for producing innovative practices in education that impacted the community economically. The Triangle

Business community saw value in how *“early investments in education and creativity can improve the economy over the long term.”*

I eventually transitioned from full-time educator to full-time small business owner. My wife and I took a leap of faith to explore her passion: food. Zweli, a Zimbabwean native, decided to share her talents with Durham as well. Sacrificing everything, we opened Zweli’s Kitchen, currently the only full-service authentic Zimbabwean restaurant in the United States. Through all of this, I created Dinner Table Talks, curated conversations over dinner where our guests can safely address social issues and provide ideas to make our community better.

Now we are committed, more than ever, to re-investing in Durham by feeding the unhoused, advocating for fair and affordable living conditions, creating initiatives for small businesses, and creating spaces for social consciousness.

I serve on the boards of the Emily K Center and the Greater Durham Chamber of Commerce. I’m a candidate for the Biden/Harris White House Small Business Council and currently working to change the trajectory of young Black men in Durham.

Durhamites throughout our beloved city, I am answering a call to serve. I’m ready to contribute to Durham’s growth and development, as Durham did for my family.

A vision that I share with my community is for a united Durham that provides safety and prosperity for all. That includes addressing issues of housing, community safety, land use, economic development, environment, public infrastructure, and racial equity. I’d like to see everyone equipped to create their own legacy here in Durham.

## 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 were elected?**

The issues that are facing our city are all connected. Housing, community safety, and the pandemic are top priorities in Durham right now. However, we must understand the root causes that lie deep in the fabric of our city first: economic mobility.

It is increasingly difficult for residents in Durham to find financial prosperity. Without it, people cannot access basic necessities like food, healthcare, and shelter. Ultimately, we have to admit this can lead to despair, which often leads to the crime that our city is witnessing. We have a responsibility to make sure that the people who live here should not merely live to survive; they should prosper and succeed.

Durham has the resources — from non-profits to committees to funding — to counter our crime, empower our small businesses, and provide a roof over every resident's head. We must establish robust coordination of those resources. We as a local government partnered with public and private entities can work together with local residents who are most impacted by these issues to find the solutions within our communities.

So now we're in a pivotal position to build a new Durham together — one that is more accessible, equitable, inclusive, engaging, and practical. We have the talent and solutions already. It's up to all of us to determine how and when we meet that goal.

## Education

- 2. Do you think it's appropriate to use the city's zoning/annexation/utility extension powers to hold charter schools accountable? If so, how would you do that?**

Children should not be political victims. More so, I do not believe it is appropriate to utilize city resources to exhaust oversight on areas in which we are not legally nor financially leveraged. In this same lens, I do think it is appropriate for our local municipality to use its powers to the fullest extent to protect the funding allocated for resources earmarked for our local public schools. I support our state delegation in producing policy that invokes oversight on charter and private schools, as it exists for public schools. Durham Public Schools, while having work to do in some areas, offer some of our nation's most diverse and innovative learning tracks. That is where our focus should be. Protecting the infrastructural resources that allow that learning to happen in safe and environmentally harmless settings is pivotal.

When I was Teacher Of the Year, one of my responsibilities was to serve on a committee with three other Teachers of the Year to travel across our school district and observe the

performance of aspiring Teachers for the District level status. One of the most glaring observations we made were the inequities of the physical infrastructure of our schools across the district. There were times in which it was hard to believe we were in the same school district. There were parallels observed as well. Schools that had long carpool lines, carpeted floors, PTA's with 50% participation of the student population or more, and community social groups who actively supported the school staff - performed well academically. Schools without these support structures and assets - needed more support academically. This is a crucial reality that still exists today. Funding is only a part of those issues.

Using zoning/annexation/utility extension resources to leverage community development to better support our local public schools IS appropriate. That is where I believe we should place our accountability. Creating more community-based learning centers, establishing economic eco-hubs, and partnering with our small businesses to develop a robust job pipeline are methods in which we can hold our community accountable, market our public schools, and make charter schools unnecessary.

**3. How will you ensure that school facilities are incorporated into the long-range comprehensive planning process so that schools will serve as focal points for communities and neighborhoods?**

One vision that I share with my community is for a united Durham that provides safety and prosperity for all. Planning and investment in our school facilities can shape what safety and prosperity looks like for Durham. Ensuring that schools are incorporated into the long-range comprehensive planning process operationalizes schools as a hub for planning rather than their own separate entity. This integrates all of the necessary resources to better serve our students, families, and neighborhoods from transportation, sidewalks, childcare, food networks, to dental and healthcare access. The Community Schools model is a great example of how schools can be the focal points of our communities, and we have only just begun in Durham. By investing and focusing on school infrastructure, we can actually save money in the long term. More specifically, our city has the opportunity to engage in extended day learning opportunities, supporting parents interested in creating new skill sets, fighting hunger with community-based feeding programs, producing a robust job pipeline with city-wide apprenticeship programs for highschool juniors and seniors. We have an opportunity to envision a new Durham where we're awakening our homegrown talent. We can do that and much more by innovatively and creatively re-evaluating the use of our public spaces, starting with our schools.

**4. How should the City Council use public dollars to ensure that youth in Durham have equitable access, including transportation, to affordable extracurricular and job training opportunities?**

The global pandemic delivered its share of complications. However, it also delivered access to funding opportunities in which we've never seen before. The city of Durham received more than \$50 million in funding from the American Rescue Plan Act (ARPA). When I was teaching, a few vital lessons learned were - When students are bored, they

get in trouble. When students are not challenged, they lose interest. When students are not engaged, we lose them. This too is true in our neighborhoods. Some of our parks, especially in some communities of color are extremely dilapidated. If we aren't creating an inviting space for engagement, safety, and programmatic enhancements, we will continue to lose our youth. With ARPA funds, we can significantly improve our parks and open spaces. These venues are prime for programs hosting extracurricular activities, extended day learning opportunities, skills development for youth and adults, and considering COVID, also serve outdoor professional development meeting spaces for youth program planning. The board of education and DPS are working to extend outdoor learning opportunities, and we can further support this work. Transportation should be provided at a higher frequency and free of charge for any of these engagement opportunities. Funding through property taxes or bond measures could achieve our needs for free bus fare. There is currently a transportation bond under discussion that could be placed on the ballot as early as 2022. We can also utilize the funds from the American Rescue Plan.

**5. What ideas do you have for Parks and Recreation to improve specialized programming options for different populations? (For example, disabled or religiously adherent members of our communities.)**

Programming should reflect our residents and culturally dictate what we offer. For example, Cary, NC has a large population of Indians, and they demanded Cricket fields in their city! Here in Durham, we have a large population of the Latinx community, but our soccer fields at Twin Lakes parks were dilapidated. Those fields and the entire park was eventually renovated to meet our needs. We now have more soccer fields there and they are turfed. We conceptually understand how to listen to the masses within our community. However, we have room to grow in regards to ensuring there is equity for voices that aren't able to be as loud. Our public schools serve as the perfect gateway to understand our city's demographics and populations. Our visitors bureau serves as a perfect marketing resource for delivering awareness of unique programs. Our local small businesses such as restaurants and event venues serve as the perfect space to expand programming that can be tailored to specialized populations. Durham Parks & Recreation now have the resources and opportunity to identify special needs for special populations by better utilizing community entities that offer more direct engagement to the daily traffic of our disabled, religiously adherent, and special interest residents.

## **Racial Equity**

**6. How does race equity play into your view of governance? Will you ensure that race equity is a part of your leadership/governance? If so, how?**

We are greater together when we build a Durham where everyone can work and thrive together, where we honor and uplift each other. I agree that "racial equity work in the city of Durham must be permanent, appropriately funded, and institutionally supported by the city, county, and all community stakeholders. (Durham Racial Equity Taskforce)" Racial Equity must be within our Bull City Culture.

What I'm committed to:

- Ensure that the work we commit to in our communities is reflective of Durham's most impacted and historically exploited people with their input, suggestions, and guidance along the way.
- Support the work and findings of the Durham Racial Equity Taskforce and invest in the recommendation of a Racial Equity Fund.
- Address the racial wealth gap through reparative policies and raising the minimum wage.
- Invite and encourage private entities such as small businesses to establish racial equity values; helping to create a community culture that honors and appreciates our people.

Durham is a city where people from all races, creeds, and religions have the potential to flourish. With a city filled with such remarkable talent, everyone deserves a chance to access upward mobility, however, Durham lacks representation from the BIPOC community in entrepreneurship. I, along with a team of Durham residents, established the Durham Small Business Coalition because there was no support for us. It was important that the criteria in this fund was reflective of Durham's most vulnerable needs for sustainability and growth, including for BIPOC businesses. We must honor race by being inclusive when providing opportunities for self-sufficiency, self-growth, and personal development.

Further, it is essential that our city provides equitable support to assist with job attainment and training, education, safety, access to food, medical resources, etc. We can initiate this process by assuring that our budget reflects these priorities and our policies are reflective of our residents' needs. Finally, it is important to not only lead by example as a city government via public services but also project standards of inclusion and racial equity in contractual negotiations that take part in the ongoing development of Durham. Inclusion of all, racial equity as a conscious priority is where we must always start when addressing any policy position.

**7. What is your position on the county/city of Durham establishing a dedicated Race Equity Fund? Please explain.**

I foresee the Racial Equity Fund (REF) as the first step to reparations. This fund could allot opportunities for a true economic return on investment, creating space to show how, when given a fair shot, BIPOC communities can truly show their worth and strengths. The REF would continue creating capacity for local economic mobilization that has been started through the American Rescue Plan Act and the Restaurant Revitalization Act. The REF could also serve Durham as a venture capital fund for racial equity values, encouraging innovative methods to close Durham's racial wealth gap.

Equity is ownership! Currently, the neighborhood and community development is conceptualizing the “longtime homeowners grant” program. There are funding demands already identified in this pivotal program that will be necessary to incorporate. This is one example of how the REF can subsidize current stabilizing programs that best support Durham’s most vulnerable residents.

**8. How, if at all, should Durham utilize the 2020 Durham Racial Equity Taskforce Report?**

Durham has funded and supported these task forces in their research, engagement, and reporting, but we need to actually utilize these findings and solutions and implement them in our city. Here are a few initial steps I would take to establish Racial Equity in our local culture.

- Create a sub document that is more digestible for public consumption.
- Establish a criteria that rewards private interest participation.
- Adhere to the report to ensure its findings are considered and ultimately incorporated, especially in budgeting.

## **Housing and Transportation**

**9. How will you ensure that new housing development serves the Durham community equitably, including households with income less than \$15/hour?**

Adequate housing is a fundamental human right. All people deserve the right to homes that are safe, secure, and free from environmental hazards. Every resident regardless of their socioeconomic standing deserves access to quality and sufficient housing. They should have the support to work toward ownership within the city they live (a case for reparations). It is imperative that we work collectively to ensure that renters have access to quality housing that does not impose a severe financial burden.

We have to increase our affordable housing inventory. In order to do so, we have to build sensibly and intentionally. I propose that we identify and rezone underutilized property across the city to zone into design districts. We can build neighborhoods on those properties and inject housing inventory at the AMI level. Design districts are ideal for affordable housing here in Durham. They would not require parking minimums and can be zoned for open spaces, parks, trails, and other arts and cultural amenities. These spaces allow for more mixed-use, mixed-income properties. Incorporating commercial platforms at the base level of these properties not only helps to subsidize the low-income to no-income populations, but also increase job opportunities and expand our tax base.

**10. Would you support adding a city policy to the Comprehensive Plan which favors the inclusion of at least 20% small dwelling units in new residential developments? If such a policy were adopted, under what circumstances would**

**you let it guide your vote on zoning/annexation/utility extension cases? Under what circumstances would you make an exception to such a policy?**

We must increase our housing stock. The more options we have to offer, the more residents will be met where they are. Durham's new comprehensive plan is rooted in equity and addressing the harms of our past such as redlining and non-beautification priority. The addition of at least 20% small dwelling units would allow diversification in housing options and provide opportunities for diverse wages. The use of deed restrictions would allot me leverage to ensure I am making decisions based on the needs of Durham's residents. My goal as a council member is to ensure shelter for every resident, despite their economic status. I would not make exceptions to that commitment.

**11. How will you make the development process transparent to neighborhoods and ensure they have a seat at the table with planning staff and developers? Would you support Durham neighborhoods in creating small area plans?**

Durham residents can and should have a voice in the development of their neighborhoods. We need to democratize the development process as we have with participatory budgeting and other city initiatives. Developments should be accountable to the residents of Durham.

The foundation of community engagement that the participatory budgeting cycle set forth will be an essential tool for upcoming projects and plans. From compensated community ambassadors, community-designed solutions, and democratic voting on policies, we can employ these strategies to development. For example, familiarity and advocacy with the Unified Development Ordinance in Durham should be a commonplace, however, many Durham residents do not understand that these rules for development control much of what we can do in our zoning practices. Though the city holds public review and hearings for ordinances, we can in this share power by including the public as ambassadors to these amendments. The Walltown community comes to mind. Ideally, they would not have had to write a letter in reaction to the development they were seeing in their community, rather, they should have been ambassadors from the beginning.

I do support Durham neighborhoods in creating small area plans. Development should benefit our residents based on their needs and visions.

**12. How will you expand bus service, so riders can connect across Durham? What transportation infrastructure is most pressing to fund and expand?**

Durham recently built a sizable parking deck in downtown Durham that cost millions. Additionally, the space required to park vehicles is substantial, especially given the lack of availability of affordable housing in the city. It is time to look at ways of moving that prioritizes people, not cars. We need better pedestrian infrastructure, including sidewalks, greenways, and safe crossing points. The Durham transportation department has over a year long backlog of intersections that require traffic calming measures because of their risk to pedestrians. Durham has small, dispersed greenway systems.

While the American Tobacco Trail is utilized by many people, it does not connect into other transportation options with enough frequency to make it a viable option for daily commuting. Mass transit must be a part of the equation and an area where Durham has tremendous opportunity. Many community members who rely on our bus system struggle to maintain jobs because of the inefficiency in our current routes. Fast, frequent and free buses across the city would reduce the racial inequities we see in access to transportation.

Here are some initiatives that could support and enhance our transportation:

- Extending routes to ensure the entire city is covered.
- Increase frequency to ensure no resident experiences 2 hours to cross Durham.
- Funding an expansive biking infrastructure. This project has already started but needs expansion.
- Establish more “park & ride” concepts on the outer realm of the city.

**13. Black communities in Durham are being threatened by displacement due to private investment. What resources and support can the City and County deploy to help longtime residents resist the negative impact of these developments and facilitate self-determined visions for the future of each community?**

Zoning and development policies can limit displacement in our communities and neighborhoods, especially historically Black communities. This is unfortunately not a new story for us as a city, but we have seen the positive impacts of organizing and partnerships from Crest Street to Walltown.

In their letter to the Durham City Council, the Walltown Community Association lays out a redevelopment plan that is open and accessible and the “property must create connection to the community.” They outlined affordable housing, affordable retail, accessible community-centered design, and environmental sustainability -- these are also the priorities for the design districts that I am proposing. I also believe that historically Black neighborhoods should be eligible for the Longtime Homeowner Grant Program as we are seeing increases in property taxes in areas being redeveloped. It is important to consider that around 20% of Durham’s population is 65 and over; many of them have been lifelong residents of this city. We must provide protections for the elderly in these neighborhoods to ensure they are also able to stay in their homes.

Durham residents can and should have a voice in the development of their neighborhoods. We honestly need to democratize the development process as we have with participatory budgeting and other city initiatives. Developments should be accountable to the residents of Durham.

**14. Energy affordability is an underappreciated aspect of housing affordability. What steps can the City take to ensure high electricity bills do not force residents out of their homes?**

Durham County has several assistance programs that can be helpful for community residents: Durham Emergency Rental Assistance Program, Low-Income Energy Assistance Program, and the City Water Hardship Fund. I would continue to support these programs and advocate for city residents to utilize them in times of hardship.

An analysis by UNC found that in 2015, over 288,000 households in NC paid at or over 35% of their income on energy. Tax incentives (currently set to expire in 2022) for solar power are not an effective strategy as these folks already have a low tax burden due to their low income. This is where the city of Durham can act. Through a voluntary fund, property tax rider, or bond measure, Durham could raise funds to retrofit and add solar energy for these residents. It would reduce greenhouse gas emissions, lower energy bills, and increase disposable income for those that need it most.

Ultimately, this can and should be a binary effort; institutional and residential. For example, our city can invest in retrofitting public spaces with solar panels while the business community is incentivized for paying a living wage. Working together within the private and public sectors expands our capacity to create wealth, support current assistance programming, and transition residents to independent and affordable living.

**15. How would you act to ensure that development in Durham is done in an equitable way that benefits long-time residents as well as new arrivals?**

Through the expansion of opportunities for home ownership, our city will be best positioned to combat the forces of gentrification. This is also a method in which we can leverage transient populations as they are affiliated with better paying, more permanent jobs. I believe Durham now has an opportunity to continue the diversification of its housing model to incorporate additional multi-use properties not only as a means to attract more tenants but to increase our housing inventory. We can also leverage the value of public housing by designing them to actually serve our communities and better utilize the properties while simultaneously improving the quality of living conditions for Durham's public housing residents. This strategy would increase accessibility to resources for tenants who are prepared to migrate from Section 8 or Public Housing to independent ownership or self-sustained rental properties.

## **Environment and Climate**

**16. What do you see as the most critical environmental and climate justice issues facing Durham, and what do you believe the city should do about them? Specifically, what opportunities do you see at the intersection of climate action, environmental justice, and Durham's economic development strategy?**

Durham faces three primary risks from climate change which include more intense flooding, longer periods of drought, and severe heat. We have seen this every year, devastating our communities. Climate change is already impacting Durham and disproportionately impacting BIPOC communities. In order to address climate change we must look at what we can do to slow its progress and how to lessen its impacts on our city.

I'd like to propose a few adaptations and mitigation strategies for climate change that intersect with environmental justice and development:

1. Only 8% of clean energy jobs are held by Black people and 7% by those held by Hispanic/Latinx. Funding and support need to be directed to community colleges and HBCUs to train students for these professions. In addition, support needs to be directed to help BIPOC individuals start clean energy businesses.
2. Broaden net-zero and green infrastructure in existing and new developments. Implement more sustainable infrastructure such as trees, green tops, solar panels, renewable energy, and climate sustainable architecture.
3. Partner with the Chamber to identify and feature Corporations & Builders working on corporate responsibility programs which include climate change mitigation.
4. We must evaluate our current comprehensive plan and unified development ordinances. We should participate in assessments like the SolSmart process to analyze our current codes & ordinances.
5. We must work together with the county and board of education. Relatively small financial investments in energy retrofits for public school buildings can yield large carbon dioxide reductions, increase student productivity and health. These same type of investments can support housing in our community that need to be retrofitted for energy efficiency which can alleviate much of the energy burden that our low-income residents face.
6. We must follow guidance from community members for Durham's Green New Deal.
7. We must work with DHA to ensure that public housing is free of environmental and public health hazards. There is no reason that our children should be playing in flooded areas and sewage.
8. Encourage policies and practices that go beyond recycling and focus on a circular economy; a regenerative approach that designs out waste and pollution.

**17. American city government officials have the unique power of regulating real estate through zoning. Will you accept donations to your campaign from major real estate interests? Please explain your position.**

No. I want to be funded by our community's interests, not big developments and real estate companies from out of state.

## City Finances, Incentive, and Services

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

Currently, we are not funding and supporting enough workforce development for both young people and adults. Funding and support need to be directed to community colleges and HBCUs to train students for different community needs, including clean energy professions which we need for the mitigation of climate change. Apprenticeship programs across Durham can support workforce development, providing access to affordable living, and curb crime in our communities.

- 19. What is your position on providing public incentives to private firms to promote economic development in Durham?**

Durham has her own supply chain of talent and we have an obligation to enact practices that highlight this talent. During the pandemic, Durham came together to offer grants and loans for private companies such as restaurants and small women and minority businesses because we understood the value they have in our communities. This concept can be expanded upon with Durham, as a city, becoming more of an entrepreneur. Through public/private partnerships with venture capital firms such as Resilient Ventures who are Durham-based and investing in young Black startups to Durham Success Summit who are leading the way with young Black male leadership development, this is possible. Another example but on a larger scale, is a "Move Here, From Here" concept. Durham has the opportunity to leverage her relationships with firms such as Google and Apple to invest locally. For every tech employee who moves for work, they invest in the training of a high school or college student to do that same or similar job.

## Justice and Law Enforcement

- 20. The newly elected Council will have to decide whether to transfer fifteen frozen positions by the current Council from the Durham Police Department to the newly created Community Safety Department. What is your position regarding the new Department, and would you support the transfer? If the Department's pilot programs are successful, what other resources would you be willing to commit to it, and where would they come from?**

I've attended and reviewed these demands, and I appreciate the insight and research that Durham Beyond Policing and Durham for All presented during these information sessions and town halls. I will commit to working together with Durham Beyond Policing and Durham for All to vote for what is best for our community at that time. It is possible that with the next city council, we can do more.

I support the Community Safety Department, and I would like to push for an entire emergency response corps. I am hopeful that the strides we have made in the community through the Community Safety and Wellness Task Force as well as the Community Safety department will support the long-awaited and necessary calls for support in Durham.

I believe the key to public safety is strategic and authentic public engagement. We need to expand our social safety nets in Durham. This can be achieved by increasing the availability of the activities being offered across our city such as community training centers, more after school programs or extended learning time, mentorship programs, and apprenticeship programs. I propose we fund organizations who are currently performing direct engagement to curb crime at a rate that truly reflects the need. The current annual cost to incarcerate a person in NC is at \$30K. The annual cost of education at Durham Tech is just under \$2K. Trade jobs earned at a community college are now paying well over six figures. At an equal rate, for every 10 people we incarcerate, Durham could actually invest in a new startup that could produce millions of dollars back into the economy here locally.

We also need to seek community and data-driven decisions on the allocation of resources and funding for mental health and public safety.

**21. Are you satisfied with the Durham Police Department, including its administrative, law enforcement, and security functions? Should City government increase or decrease resources allocated to the Police Department? Please explain your answer.**

It is critical that we ensure that our city has the necessary resources to transition from reactive management of criminal infractions to proactive prevention. For example, establishing emergency response teams within public service agencies provides a baseline support infrastructure. This is how we can transition from over-policing in neighborhoods of color to building authentic community relationships and specialized responses. This approach will proactively curb infractions while actually serving and protecting our neglected residents. In comparison to surrounding and national law enforcement agencies, Durham Police Department, while in need of improvement, has sustained decent relationships within many of our communities. However, what I am not satisfied with is the fact that young Black men are killing and or shooting each other on weekly basis and the community conversation is to increase or decrease police resources. I've participated in ride-alongs with the Durham Police Department and have seen first hand, the urgent need for substance abuse rehabilitation, mental health support, and proactive community relationship building. Until we can realistically address and accommodate these needs, I support providing our only public safety institution with the necessary resources to address the increasing outcry for safety.

## **Political**

**22. For whom did you vote for in the 2016 and 2020 presidential and gubernatorial elections? For whom did you vote in the 2020 U. S. Senate election? *Please limit your answer to the names of your selections.***

### **2016**

Hillary Clinton

Roy Cooper

### **2020**

Joe Biden

Roy Cooper

### **2020**

Cal Cunningham

*Thank you for completing this questionnaire.*

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