

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 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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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?**

I believe that effectively addressing the critical challenges Durham faces in community safety, housing, climate justice, workforce development, and public education, requires a recognition that our policy choices in any one of these areas affects outcomes in each of the other areas as well. A comprehensive approach to community safety involves not simply investment in mental health services and accountable community policing, but also investments to help longtime Durham residents afford to stay in their homes, investments that sustain communities through more community centers and green

spaces and ensuring that our schools are equipped to meet the needs of each child. As we develop new affordable housing and approve new zoning changes, we must commit to investing in green building materials. We can reduce our carbon footprint by placing solar panels on all new city construction and working with Durham County and Durham Public Schools to ensure that all new capital projects are environmentally sustainable. We can make it easier for people to get to work and school by continuing to invest in our transit system and quicken our transition to an electrified fleet of buses and city vehicles.

While I believe we must adopt a comprehensive approach and recognize the links between various policy areas, I am personally most passionate about our continued work on inclusive and responsive government. As a city we have made such an important and needed shift on who we reach and how we reach them. Durham residents need to know their voices matter. Elected leaders oversee financial resources and everyone contributes -- it's public money and as such we need to always govern with that as our north star.

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?

When a developer comes to the city for a zoning accommodation, we have to decide if what they're proposing is a benefit to the community as a whole. When developers ask for zoning accommodations for a housing development, I am generally inclined to consider those requests. Even though a particular development may not meet all of our goals as a community, the reality is that we are in desperate need of housing supply and the only effective way to slow the skyrocketing cost of housing is to increase the supply of housing units through new development. Charter schools, however, do not offer a community benefit. Data consistently shows that while certain individual students do better in charters, and while there is significant variation among the quality of charter schools, charter school students do not on average outperform students in traditional public schools. I have strong concerns about the effects that charter schools have had in reducing the diversity in our public schools, and data shows that charter schools impose a significant cost on the public school system that serves the vast majority of low-income families and families of color. Many white families have already opted out of DPS for private and charter school options, and data shows that middle class Black families are increasingly opting for charter schools. When those in our community with racial or class privilege opt out of the public system, it reduces both the resources our public school system receives and the political will among those parents to engage in working to improve DPS.

As a DPS parent and former and founding board member of the Durham Public Schools Foundation, I am intimately familiar with both the successes and challenges that student experience in our public schools. I respect the right of any parent to make decisions based on their own experiences about which school is best for their child. From a policy

standpoint however, we must recognize that charter schools are publicly funded but privately operated for private benefit. Many charters are run by for-profit companies, and they are not accountable to the Durham School Board or any other community entity. For those reasons, I do not feel inclined to support their zoning requests and have voted accordingly.

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?

Currently the council has a very limited role in these types of decisions. Even with the building of the new Northern High School, it was the Board of Adjustment that handled the zoning requests made by Durham Public Schools. Through our updated comprehensive plan and the County's updated transit plan, we can ensure that schools are better connected to the fabric of the community rather than being far flung buildings on the edge of the county - a relic of when we had both a county and city school system. Having so many schools distantly located has made it hard to run reliable city buses to them. The new Northern High School provides a good example of better placement closer to the core of our city and is much more easily accessible.

I also believe the City can work in partnership with DPS, Durham County, and the DPS Foundation to support the community school model currently in place at Club Boulevard and Lakewood Elementary schools. I worked with the Durham Association of Educators to help conceive and launch the Bull City Community Schools Partnership, and the City Office on Youth has been consistently engaged in supporting this work to benefit students and their families in those school communities. As Mayor I will support expansion of those types of collaborations.

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?

Here are some of the commitments we've made to Durham's youth:

- We allocated \$250,000 to fund grassroots groups working with our young people.
- We've funded fare free buses for youth 13-18 and students 18-21 for several years now (and buses are fare free for all residents through June 2022).
- The age to vote in Participatory Budgeting is set at 13 years old to bring youth into the process of civic engagement early and to give our youth an opportunity to make decisions with public money. In this past PB cycle, an impressive 17% of PB voters were 13-17-year-olds.
- We committed \$500,000 to our Summer Youthworks Internships for 400 high school students this past summer, by far the largest number ever.

- We provided \$1.4 million of CARES funding to install high speed wireless internet in the 9 Durham Housing Authority communities that have children.
- We have a robust misdemeanor diversion program, which focuses on residents aged 26 years and below.
- Teens can access our fitness centers, pools and other park amenities for free.

I have supported all of these commitments as a council member and will continue to support them as mayor. I read the Youth Listening Project report with a lot of interest. (<https://durhamnc.gov/DocumentCenter/View/36680/Durham-Youth-Listening-Project-Report-2021>) The candidness that our youth showed while sharing how we can make Durham a better place for them was fantastic. The report provides a number of excellent recommendations. Two areas that the city could take action on more quickly is expanded bus service, especially to our high schools, and continued expansion of our Summer YouthWorks program.

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.)

We have made some strategic decisions in changing some of our facilities to better reflect the activities residents want. We have converted some of our unused tennis courts to futsal pitches and we have pickleball courts at Forest Hills and Garrett Road parks. With the purchase of Wheels Fun Park and the near completion of the Hoover Road Athletic park, we are making important progress toward improving our park amenities. The city is in the beginning stages of community engagement to determine how best to use the former Wheels space. We're also using the 2013 Parks and Recreation Master Plan and the 2017 Aquatics Master Plan to see what opportunities we have to incorporate those plans at the Wheels site. We know there are certain amenities that community members want- there has been keen interest from skateboarders to add a large skate park at the Wheels site. It was fun to see skateboarding added as an Olympic event this year, and I'd love to see us make that investment.

As we continue to improve our parks citywide with the ½ penny for parks funding that is included in our budget each year, we can also improve accessibility and options for children with disabilities. The Parks & Rec department is in the process of adding accessible swings, activities, and surfacing to parks that are undergoing improvements, and we will continue to think about accessibility for all children as we make park improvement decisions.

The pandemic paused much of the programming DPR was doing. I know that was hard for our community, and especially for our teenagers. Our "My Durham" programming needs to be strengthened and expanded to meet the needs of more youth in more neighborhoods across the city. We run excellent summer camps for children under 12 through Durham Parks and Rec. They are extremely affordable and a very popular

choice for parents and caregivers. We have an excellent track record with a lot of our programming. I think we can build on that to offer more specialized programming to meet the needs of all the different kinds of communities we have in Durham.

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?

Race equity plays an important and significant role in how I govern because I want all of our residents to do well. I want them to have access to good jobs, live in safe and affordable neighborhoods, have plentiful parks, and open space, and have reliable and affordable mass transit. Systemic racism and other forms of oppression are huge barriers to that reality. I can ensure that race equity is a crucial part of my leadership and governance because I have been doing this vitally important work as a council member.

If elected, I would be the first Latina woman ever elected as Mayor not just in North Carolina, but throughout the entire Southeastern United States (with the exception of Florida). As the new census data shows, our communities are changing rapidly with huge increases in our Hispanic population. If you've not seen it, I recommend exploring this helpful [tool from the Washington Post](#) that tracks the shift in population in each census tract in Durham County.

But the reality is that while having diverse representation among our elected leadership is important, what matters a great deal more is that we consistently support policies rooted in race equity that improve outcomes for as many working class Black, Brown, and immigrant families as possible.

Some of our recent commitments that I supported as a council member and will continue to support as mayor:

- Created the Department of Equity and Inclusion
- Hired our first Racial Equity and Inclusion Manager
- Implemented an Equitable Engagement Blueprint that Neighborhood Improvement Services created, uses, and works with other city departments to ensure they also are using the blueprint
- Run, through our Planning Department, a resident driven updated Comprehensive Plan process that centered the voices of residents often ignored and left out of government initiatives.
- Created a permanent city/county Racial Equity Commission that will continue the excellent work started by the city's Race Equity Task Force
- Added \$6 million annually to our Capital Improvement Plan for green infrastructure projects in neighborhoods that have historically experienced disinvestment.
- Purchased streaming equipment with CARES funding that allows the city to stream meetings with simultaneous interpretation in up to three languages (the importance of

this technology infrastructure became clear last year when I led two virtual town halls with the support of members from the Immigrant & Refugee roundtable, which I also led that was part of the Covid Renewal & Recovery Task Force)

- Are in the process of hiring our first language access coordinator (a position I championed and advocated for)
- Are in the process of hiring our first joint city/county Refugee and Immigrant Affairs Strategist (a position County Commissioner Allam and I each introduced to our respective governing boards)
- Funded a two-year pilot for an immigrant legal defense fund to be housed in a local non-profit (I introduced this item for the Fiscal Year 2021 budget but due to the Covid pandemic we were not able to fund it then)
- Finally, the city council hired a new city manager, Wanda Page, who is deeply committed to the work of Racial Equity and supports continuing how we shift city government to meet this critical moment.

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

I am fully committed to the work of race equity in the Durham community and to allocating the funds that are needed to pursue our race equity goals. I am open to establishing a fund as long as the county is an active participant, both with financial and staffing commitments. My understanding of how Race Equity Funds have worked in other communities is that it takes many partners and stakeholders for them to be successful, and I want to ensure we have that commitment from other vital stakeholders in Durham. I also believe we will need support from the state and federal government for the work of race equity to be transformative. We will never have the resources at the local level to do everything that needs to be done.

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

We are already utilizing the report in our work as a city, and with the creation of a joint city/county race equity commission that will soon be appointed. We also approved a resolution supporting a number of federal advocacy items suggested by the RETF, including federal reparations for the descendants of enslaved people, universal basic income, and a jobs guarantee. The Department of Equity and Inclusion launched a racial equity tool for evaluating budget requests earlier this year.

There are a number of additional recommendations that our staff will be implementing, and I will fully support the funding that is needed to bring those recommendations to fruition. I am also committed to engaging with my colleagues on the county commission and school board regarding the RETF recommendations that affect their operations.

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?

The only way to truly ensure that new housing development serves the Durham community equitably is for the city, county, and mission-driven nonprofit institutions to build that new housing ourselves. There are many reasons for this, but there are two that are most relevant to our situation here in Durham.

First, as long as profit is the primary motivation for housing development, the housing that is built will be that which creates the largest profit for developers, not the housing that best meets our community's current and future needs. While we have some power to regulate what developers can and cannot build through our zoning authority, we do not have the power to regulate the prices that they can charge for homes. As prices across Durham continue to rise, there is absolutely no motivation for profit-driven entities to lower the cost of their products.

Second, North Carolina law does not give us the power we truly need to regulate housing development in the public interest. Tools like inclusionary zoning have been used in other cities to provide hundreds and thousands of affordable units, but we are unable to require developers in Durham to provide a single unit of affordable housing. While we can ask developers to make donations to our Affordable Housing Fund, and many do, we cannot require them to do so. We are entirely dependent on their good will, which unfortunately has not created the kind of investment we need to provide the affordable housing options our community needs and deserves.

Recognizing the need for more public investment, the City Council voted 6-1 to put the 2019 Affordable Housing Bond Referendum on the ballot. I was glad to see our community express their commitment to this investment by voting overwhelmingly in favor of the bond. This funding will be used to help residents who are most in need of affordable housing, including households making less than a living wage of \$15/hour.

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?

(Note: 'Small' in this context would mean smaller than 1,200 sf in single-family units, whether attached or detached, and smaller than 1,000 sf in two bedroom apartments in multifamily buildings.)

I use many factors to arrive at my decision in zoning cases. I am intrigued about the policy idea listed above. I believe a variety of housing product in a proposed development is good and that often weighs heavily in how I vote on a case. The small dwelling unit idea listed would add much needed density and that helps both with affordability and land use. I could see making an exception to the policy if there were clear environmental reasons to keep a development very low density. This past Monday, 8/16 council approved a development that had exclusively single-family homes that were fairly large. I voted yes on the case even though I am not typically a fan of such development because the applicant needed a very low impervious surface area due to the environmental constraints on the parcel.

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?

We have made a lot of progress in helping community members be more involved in the zoning process earlier. The planning department has begun using social pinpoint, which lets residents see zoning cases all over the city and what stage they are at in the zoning process. Community members can leave comments, see the zoning change application, and read the developers' public interest statement. The public interest statement is a document incorporated into our rezoning cases that comes from our recently adopted Goals and Objectives of the updated Comprehensive Plan. It's the first component of the updated Comp. Plan to be completed. It is a clear example of the excellent work our Planning Department did to run a robust resident driven process through its Engage Durham initiative.

I support Durham neighborhoods creating small area plans (although the term our Planning Department is calling this are Focus Areas) as long as their plans fit within the overarching goals the city has laid out for development. I will not support a neighborhood's desire to ensure the development near them limits affordable housing opportunities or must replicate single family housing patterns because the other areas around them only have single family housing. We need more affordability in Durham and good land use policy is an important part of achieving it.

Currently, the Planning Department staff is working with the Bragtown community on a Focus Area for their neighborhood. Staff is also working on a Focus Area for Southeast Durham, an area near the Wake County border and Brier Creek, which has seen rapid growth in the last several years. The process they create will help inform how we do Focus Areas for other neighborhoods in Durham and I look forward to seeing the results of the hard work of city staff and community members.

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

This past spring the city launched the GoDurham Better Bus Project. It's an 18-month project that will look at bus access including improving safety and better connection to bus stops. It will also look at ways to improve 5 key bus routes with a special emphasis on bus routes 3 & 5. Our buses are essential for many of our residents. We know the folks who use our bus system are our lowest earner households; most do not own a vehicle -- they use our bus system because it's their primary mode of transportation and they need good affordable transit to get to work. As for the continuance of fare free buses after June 2022, we need to keep them fare free.

We also know that we must have an excellent regional transit system that connects communities across the Triangle. If we're going to take climate change seriously, we need to get folks out of their cars. Current data on the proposed commuter rail shows that a huge proportion of Durham's affordable housing, current and future, is in the rail corridor. These people need access to good jobs throughout the Triangle. Bus Rapid Transit (BRT) has also been raised as a great way to get better connectivity for regional transit. It's much cheaper and we could design and implement it much quicker than a commuter rail system. The Metropolitan Planning Organization (MPO) currently has three different scenarios for long range transit options. Each scenario has certain trade offs and benefits. Each scenario also ranges in cost. The last scenario- The All Together One- which is the most expensive is the one I think we should be striving to achieve. It incorporates a strong local bus system, BRT in key corridors, brings the commuter rail all the way to downtown Durham, and adds substantive funding to bike and pedestrian projects. I am hopeful that the reconciliation process for the Congressional infrastructure bill and the Senate infrastructure bill will yield the kind of federal financial commitments we need to make that type of transit plan possible.

<https://www.dchcmpo.org/home/showpublisheddocument/3670/637631691561600000>

Finally, and I feel this is really important to bring up for our community. The city of Durham owns the largest transit operator in Durham County, our bus system GoDurham. We also help fund it along with the transit tax the county collects. The county collects the transit tax, is in charge of the current transit update, and they also have direct negotiating powers with other municipalities and counties like the City of Raleigh and Wake County. The city of Durham currently does not have that power. We have GoTriangle representation because we have two seats on the board. We also have seats on the Metropolitan Planning Organization. Right now, the city and county are renegotiating our inter-local agreement it is essential that the City of Durham be brought into the working groups where many important decisions are being made around our long-term transit plans.

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?

I believe one of the best resources we can provide to the residents in these

neighborhoods and other city neighborhoods is to pass a joint city/county property tax grant program for long-term, low-income homeowners who are below 60% Average Median Income (AMI). The county has approved a program targeting households below 30% AMI, and I'd like to expand that program to support more of our residents. The city has committed \$500,000 to cover its share plus the administrative costs. The city has a small, targeted grant program but having the county running a grant program with the city contributing its share is far more efficient. The county has the tax office and is already verifying income for the state's property tax relief programs. I am committed to working with our county commissioners to change some of the parameters of their program so more Durham residents can be served.

Development agreements are another potential support. Development agreements are voluntary agreements between the city and developers in which developers agree to go beyond the unified development ordinance (UDO) requirement to require community benefits like affordable housing and green space. Since it is a legally binding document developers must deliver on the commitments promised to the community. Both the Bragtown and Walltown communities are currently persuading developers to use this option with varying success. The developers in Bragtown will need zoning accommodations from the city for their proposed development including annexation for a portion of their development so the neighborhood has more leverage. Northwood Ravin, the developers behind the large redevelopment project slated to happen at Northgate, have intentionally made sure Phase 1 of the project can be done completely by-right and it is not until Phase 2 where they will need some zoning accommodations from the city, which is many years in the future.

A potential resource or support I am interested in investigating further is incentivizing developers to provide key community benefits, such as affordable housing, through streamlined permitting processes by both the Planning and Inspections Departments. Many of our regulations, especially with stormwater management, are more stringent than other cities or municipalities. This makes it more costly for developers to build in Durham. It also means developers are often reluctant to commit more because they are already being asked to do more than in a neighboring county. **I do not want to dilute our regulations in Durham.** But I do think if developers knew their projects could be routed more quickly through our development process if they committed affordable units or more open space or tree save than what's required by our UDO they would make those commitments.

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?

Right now, money in the Emergency Rental Assistance Program (ERAP) can be used for rental assistance or utility bills. Durham ERAP is the joint city/county program administered by Durham County Department of Social Services. The county and city will receive around \$33 million from the federal government as part of the American Rescue

Plan. That money will go a long way in helping residents in the short-term with their electricity bills.

Another important opportunity the city has to help residents with high electricity bills is through our dedicated affordable housing funds. Part of our affordable housing strategy is to help 3,000 low-income renters and homeowners improve and repair their homes. Weatherizing homes is one of the best ways to lower electricity bills. Also, with money through the affordable housing bond we are building 1600 new affordable units. With the improvement of current building practices these units will be more energy efficient, which will also help those residents have lower electricity bills.

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?

This is challenging because state law restricts the ability of local government to be as bold as I would like to be in regulating our housing market. I have supported zoning changes that allow long-time residents to construct accessory dwelling units (ADUs) and houses on small lots Expanding Housing Choices (EHC). EHC were updates to our unified development ordinance (UDO) that council approved in the fall of 2018. ADUs can be a source of both rental income for working class homeowners and additional housing stock that keeps rents affordable. Where we can, I believe in encouraging higher density development and in planning communities that are walkable and connected to transit options. The more housing, we build, the more we will relieve the pressure. With all the new jobs being added in Durham and across the Triangle keeping up with housing supply is critically important. Over the years there have been many reports about San Francisco's housing to job ratio. One of the most recent statistics of the imbalance was "nearly 3.5 new jobs were created for every new home". We must commit to a different future for Durham.

*I also discussed some of the options we have in question #13.

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?

Climate justice is a critical issue for Durham, as we know that communities of color and low-income communities are disproportionately impacted by our climate crisis. The growing and worsening evidence that we are on track for severe climate impacts in the next decades is one of the things that keeps me up at night. With sufficient public investment and commitment, we have an opportunity to create an agenda for what Mayor Schewel has called a "Green New Durham" that incorporates energy policy,

transit, and economic development strategies with a racial equity lens.

We have implemented a goal to reduce energy consumption in city buildings, have 80% of the energy used in city operations be renewable by 2030, and reach 100 percent renewable energy by 2050. We have committed \$6 million more annually in our CIP for green infrastructure projects in neighborhoods that historically experienced disinvestment. The city completed an updated franchise agreement with Duke Energy in 2020 that helps the city create its own renewable energy and we have applied with the county to The Green Source Advantage program -- this will allow Durham's government to power itself mostly through renewable energy sources.

One area that I believe we can improve on is how to tie our economic development strategy to the green economy better. We know many jobs could be developed in the green energy sector. These are good paying jobs that often do not require advanced degrees. I believe cooperation and alignment between the City and County of Durham, Durham Tech, and Durham Public Schools will be essential to be successful.

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. In 2019 as a city council candidate I was endorsed by The Triangle Apartment Association, but I did not accept their donation to my campaign. I was not endorsed by the Durham Realtors Association, but had I been I would not have accepted any donation from them to my campaign.

My commitment is to the residents of Durham, not the real estate industry.

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?

One of the five goals in the city's strategic plan is shared economic prosperity. It is the goal that I think we have a lot of potential to improve upon. We have made remarkable progress in so many of our other goals and initiatives and while we have more to do more there's a clear pathway. Shared Economic Prosperity is something I know we have struggled with, and it has not been made easier with the Covid Pandemic. In a right to work state that bars municipalities from setting their own minimum wage it is challenging to help create a local economy where all residents can thrive. We often talk about the "Durham workaround" to our problems due to preemption by the state. We need to apply this same type of innovation and imagination so that we can truly have shared economic prosperity. The other side to our affordable housing crisis is that better wages mean

residents can afford more expensive housing. Improved economic outcomes also impact how safe our city is to live in. I am interested in supporting cooperative business structures that lessen the risk small business owners face. In a system where there are few guaranteed social benefits, like health insurance, business cooperatives may help collectivize some of the barriers we often see. I am also interested in how we can have more clear strategies in building our local green economy, which I talked about in question # 16.

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

The city fortunately does not have to do this often, as this practice is more common in county government. The NC Job Development Investment Grant (JDIG) program often requires a local commitment. I do not think the state's program is in the best interest of North Carolina residents, because the companies receiving these incentives or grants do not actually need them. Many cities and states have these types of incentive programs, which result in state governments competing with each other to offer the most attractive package to business entities at the expense of the residents they are duty bound to serve. As Council Member Reece often says, "it's a race to the bottom." Unfortunately, if the City of Durham were to refuse to offer these incentives while other cities continue to offer them, we would lose opportunities to bring jobs and investment to our community. The best policy solution is for these types of deals to be outlawed at the federal level.

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?

Yes. As a member of the City Council, I have committed to move those 15 frozen positions to the Community Safety department, and I will uphold that commitment as Mayor. I fully support the new Community Safety Department and believe it was a significant and important first step in how we create practical alternatives to our current public safety practices. I have also been clear that I want that work to be methodical and intentional. We need to be able to deploy the appropriate response when a resident calls 911. Having a department and an administrative apparatus that provides good alternatives to policing for issues like minor traffic incidents or for mental health crises is sound, efficient governance. We must always examine and adjust how we use public money and if it is being used in the most effective and impactful way. I believe that we

need to move towards a world where we do not need police, but I am also realistic and know that many policies, practices and a cultural shift has to happen for that vision to become possible. I want well-trained, well-paid police officers to do the core work we need them to do -- help solve violent crime -- other components of their job that we ask them to do need to be transferred to other roles. The resources we need to continue to build out the potential programs housed in the Community Safety department will often come from the police department, but they may come from other city departments as well. I think this next year we will learn a lot as we run the nine current pilots and we will have a very clear path and actionable goals to move additional resources into Community Safety as needed.

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.

I am largely satisfied with the policies and practices of the Durham Police Department. Policing in Durham is less harmful in many ways than policing in many other cities. We saw a clear example of this during the summer of 2020, when Black Lives Matter demonstrations in Durham were handled far more peacefully and respectfully than in Raleigh. We have incorporated many of the reforms championed by reform advocates, and our former police chief, Cerelyn Davis, did an excellent job of transforming the culture within the department. We now have a written consent to search requirement, a Crisis Intervention Team (CIT), and many additional officers that are CIT trained. After advocacy by Latinx residents, we expanded access to U-Visas for undocumented crime victims. We have moved through a large backlog of rape kits that needed testing with the help of a federal grant. Our clearance rates are comparable to national averages.

It is clear however, from evidence here in Durham and across the country, that even a high-performing police department is not enough to keep a community safe. We also know that police are currently responsible for handling almost all community issues that require a rapid response, whether or not they are actually the best fit to take on those concerns. I believe we should continue to transfer resources from the DPD to the new Department of Community Safety as part of building a comprehensive public safety apparatus in our city.

* I discussed more of what I think needs to be done in question #20.

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 - Hilary Clinton, Roy Cooper
2020 - Joe Biden, Roy Cooper, Cal Cunningham

Thank you for completing this questionnaire.

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