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Government and the Public Good

1. Of all the issues confronting city government, which single issue is most important to you and why? What would you do about it if elected? Please limit your answer to 300 words.

Affordable housing is the single most important issue for me. I care deeply about violent crime and the people it touches nearly every day; about the declining trust of the community in our police department; about the way we police throughout the city, especially in communities of color; about nurturing and advancing racial and economic equity throughout Durham; about universal pre-k as one key response to the struggles of our kids in school; about transit. These are all challenging problems facing us today, all of which we must continue to address.

I put affordable housing at the top because it affects many people in Durham, it touches on issues of crime, on education, on health. Providing decent housing at cost that does not cost burden the household reduces the relentless stress of trying to find a way to make ends meet. It frees up income for food, healthcare and other necessities.

The housing study we commissioned with Enterprise in 2015 showed us the scope and scale of the problem. There's a large lack of housing for people making very low incomes. They have to rent available housing that takes far more of their income than is sustainable. People who make more money but who are still low income household cannot find affordable housing at their income level because of the pressure created by the very low income households. Low income households are therefore forced in turn to rent more expensive housing, creating a cost burden on them as well.

An additional problem is that to find housing that's affordable residents are forced to "drive until they qualify", moving further and further from needed services and jobs.

Solutions to both problems are achievable. We have to create a supply of housing affordable for very low income households, and we have to foster the creation of affordable housing in and around our compact neighborhood tiers (which will include the future rail station locations).

I will encourage private developers to include affordable housing; I will continue to support funding for the Durham Housing Authority's work to develop new housing; I will continue to support our private/public partnerships for both owner-occupied and rental housing.

2. What can the city do to lift the wages of the lowest paid workers in Durham and reduce growing income inequality in our community? Where in our community do you see opportunities for city government to address the racial wealth gap? Please limit your answer to 400 words.

The city is limited by the laws of North Carolina. We do everything we can to lift the wages of the lowest paid workers in Durham. We pay city workers a minimum of the living wage, which we are increasing to \$15 per hour. We make certain that part-time workers, who are doing the same work as full-time workers, are paid and treated equitably. We're lifting the wages of every seasonal worker as well.

What we are proscribed from doing is to require businesses to pay a wage that is more than the state minimum. I'm very frustrated that we cannot even require businesses which work under contract with the city to pay a particular minimum. What we have to do (and I strongly support it) is to *encourage* our contractors to pay the living wage at a minimum.

I strongly support our efforts to address the racial wealth gap. We've recently expanded the number of disadvantaged business enterprises (by utilizing the state's HUB database). We work with minority-owned businesses to ensure they know about opportunities to bid on city contracts. We set aggressive goals for the participation of minority-owned businesses in city contracting.

We can support and even provide decent housing for low income households at a reasonable cost. We can also help minority homeowners, particularly those who live in areas destabilized by gentrification, stay in their homes by offering loans and grants to assist with rapidly increasing taxes and critical health-related repairs.

We can ensure that our community development investments are made equitably.

3. Describe your interest in and commitment to public amenities such as playing fields, open space, street trees, traffic calming, and walking and biking facilities. Are you willing to raise property taxes to provide for and maintain these amenities? Are public amenities allocated to neighborhoods of different wealth and income levels equitably? Please explain and cite examples. Please limit your answer to 500 words.

My record shows that I'm committed to providing for and maintaining parks, open space, playing fields, street trees, walking and biking facilities and more. It shows that I'm willing to raise property taxes to do so when necessary.

I supported the "half penny for parks" which increased our spending on public playing fields and parks by over a million dollars a year, funding which has been spent in every part of Durham. I also supported the purchase of a large tract of land for the future expansion of Twin Lakes Park in East Durham, to provide more playing fields.

I voted to fund walking trails and biking facilities. I helped lift up the issue of street trees shortly after joining council, by encouraging the Environmental Affairs Board to take up the issue.

Intuitively I believe that historically communities of color have been under served with public facilities. I support the city's efforts to address the need in those communities by increasing our investment there. Holton Resource Center is one place where the city, county and schools invested together in the community to provide a playing field, recreational opportunities and more.

Street trees is one example of how we have to continually focus on equitable investment. We have an enormous number of mature street trees that are all reaching the end of their lives, which have to be removed in the next few years. One flawed approach would be to simply replace those trees. However, an examination of the historic investment in trees revealed that they were planted in upper income white neighborhoods. The study indicated that there are large low income areas that are under-planted, which need more investment. The appropriate approach is to focus on the neighborhoods which need street trees regardless of the distribution of trees 75 years ago. That's the approach the city is taking, and which I strongly support.

4. How should the city measure the benefits and costs of incentives to promote development especially as those benefits and costs affect low-income residents of Durham? How would you use these measurements when deciding to vote for or against a proposed incentive? Please limit your answer to 400 words.

The city promotes economic development both through direct and indirect investment, in areas where catalytic projects have been needed to promote new private investment.

Indirect investment has been used in the downtown area; direct investment has been used in low wealth communities such as Angier/Driver, West Chapel Hill Street, Old Five Points and the Fayetteville corridor.

In the downtown area the cost of developing multi-story office buildings exceeded the value that historic rents would support, and a relatively modest public investment successfully closed the financing gap and allowed the projects to be developed. That public investment consists of payments in the future after the development meets several requirements—completion of the project, a specific number of jobs created, a minimum amount of investment by the private interest—and is paying substantially increased property taxes. The public investment is designed to be less than the amount of increased taxes, and the project therefore contributes to tax revenues from its inception.

In low wealth communities, small projects are needed to promote reinvestment. We provide direct investment into redevelopment of existing buildings so that they can be used for retail, offices and so forth. The city invested in small office building redeveloped in the Old Five Points area, new streetscape on West Chapel Hill Street and the corner of Angier Ave and Driver Street, redevelopment of church on that same corner into offices, a daycare and additional facilities designed to meet the needs of that community, into the redevelopment of old gas stations on West Chapel Hill Street and Angier Street, and more.

The streetscape work is paid for entirely with public dollars; the redevelopment projects typically receive a fairly substantial grant at the beginning of the project to reduce the costs that have to be financed.

Along West Chapel Hill Street the city has promoted development in several ways. It sold a city parking lot to Self-Help for inclusion in the Kent Corner development; it completed planned streetscaping, it provided grants to three small redevelopment projects. Kent Corner includes both an office building and the Durham Co-op Market.

I was the project manager for the co-op, before and after the time I joined City Council (I'm no longer associated with the co-op and I abstained from every council vote on the project). The co-op works successfully to hire most of its employees from the surrounding communities. It also promotes an ownership plan where low wealth individuals and families can buy into the co-op at a very low cost. If an owner receives SNAP benefits they receive discounts on their purchases in addition to regular deep discounts and low-priced "Co-op Basics". It's a model for how profits can be used to support the community in which a store is located.

However, drive back through the West End neighborhoods and it is easy to see the negative secondary effects of the investment in the community. Small houses in disrepair have been bought, razed and replaced with large homes (sometimes two where one existed before). This is the market responding to the investment in the area, and for the most part those profits have accrued to the developers.

The city cannot completely mitigate secondary effects of investment in low wealth communities, but we can and should establish a Neighborhood Stability Fund to provide financial assistance to community members, who may not otherwise be able to cope with rising property values and needed critical home repairs that particularly impact health and safety.

5. What actions should the city take to expand job creation and job quality? In your answer, please comment on the city's potential involvement in entrepreneurship, worker-owned cooperatives, and union organizing. Please limit your answer to 400 words.

One thing Durham does, in the face of the new economy, is to nurture an environment where people want to live. People move here for the lifestyle. Companies like Avalara move here in pursuit of that talent; unlike national retailers they do not extract wealth from the community but add to it. That's great in many ways, but it doesn't result in the jobs we really need.

The jobs we need do not require a college degree and provide work with dignity, work that pays a wage with which the worker can support their family. These jobs need to be in an environment where the worker has a say in their workplace.

Ideally the business is locally owned so that profits stay in the community. Even more ideal, the business would be owned by the workers. We can promote the cooperative economy and help create businesses like The Hub in Minneapolis, a worker-owned bicycle shop. I'd like for the Office of Economic and Workforce Development to host a series of events to promote the cooperative economy, to encourage people in Durham to share their resources to start a business.

I was the project manager for Durham Co-op Market (and recused myself from all council votes). The co-op is locally and cooperatively owned (by both workers and consumers), provides low cost shares for people using SNAP, provides additional discounts for those SNAP owners, hires from the neighborhoods around the store and provides employment for people who have been involved with the justice system. In creating the store we struggled to find financing, given the unconventional ownership structure. I now provide guidance for cooperatively owned start-up business across the country, including stores in low

income/minority communities. I know financial support from local government is critical in these efforts. I favor providing support for other locally and cooperatively owned businesses.

I supported the council resolution backing the faculty union at Duke. I support the right of workers to organize in order to have a collective voice in their workplace, but I'm not sure if the city should play an active role in those efforts.

Housing, City Planning, and Neighborhoods

6. What does "gentrification" mean to you? What, if anything, should be done about it? How, if at all, is the issue of gentrification implicated in the Planning Department's current review of zoning in East Durham, the proposed creation of an Alston Avenue Design District, and the redevelopment of the former Fayette Place property? Please limit your answer to 400 words.

Gentrification is when stable neighborhoods are destabilized by rapidly rising market values. Market values can be affected by social changes (e.g. suburbs are losing their appeal and many people want to live close to the city center today), by government action (e.g. the revitalization of Southside) and/or by supply and demand (e.g. more people are arriving in a place than there are homes being built).

The neighborhoods affected need to be at the table when plans are made—in East Durham, along Alston Ave., anywhere in Durham. Changes in zoning, and in the underlying Comprehensive Plan, need to be carefully considered and crafted to avoid, to the extent possible, unintended gentrification. At the same time we do not want to "redline" certain districts, to limit investment in them. It's the city council's job to listen to everyone before any decision is made.

Regarding the Alston Avenue Design District, context is key. Light rail is designed in large part to reduce the travel time between residents (and in particular low income residents) and jobs, and to greatly expand the number of available jobs that are within a reasonable travel time for residents. For light rail to work there needs to be density around the stations. Transit-oriented development has to be allowed, which is a significant shift from the current development patterns contemplated in the Unified Development Ordinance.

In the Angier and Driver corridor planning and zoning regulations hinder development in ways that were not foreseen when the current regulations were enacted citywide. For example, there are properties that occupy 100% of the underlying property. In the downtown district where there is no requirement to provide parking, a similar property can easily be redeveloped. However, anywhere outside of downtown, any redevelopment requires the project to include parking.

One issue, then, is whether property owners who cannot provide parking should be prevented from developing their property, or whether requirements should be modified to make redevelopment possible. With redevelopment opportunities come increased property values for the property owners. Whatever changes in development regulations occur, they should happen with neighbors at the table.

At Fayette Place the surrounding neighborhoods have been stable, despite the eyesore that Campus Apartments, the former owners of Fayette Place, left when they demolished the

buildings. I voted to provide the Durham Housing Authority the funds to purchase Fayette Place with the provision that they engage and involve those neighborhoods in the planning for the redevelopment of the area. When that redevelopment occurs there will be a massive public investment over a short amount of time, and the community will change substantially. Neighbors must be at the table when the work is planned.

7. What should the city seek to accomplish through its power to stimulate and regulate growth? What principles and considerations will guide your decisions in zoning cases and other development issues? Illustrate your answer with a recent controversial zoning case. Did the city decide the case correctly? Please limit your answer to 500 words.

Even though we have seen a great deal of growth over the past 20 years, we are on the cusp of substantially greater growth. The city has to do its best to ensure that the growth is orderly and that the city has the infrastructure in place to support a continued high quality of life.

The Comprehensive Plan is our community-created guide to future orderly growth. It's time to revise it, to ensure that it continues to represent a consensus view of where and how the city should grow.

While the Planning Dept has done a very good job of reaching out to historically underrepresented communities (almost always low wealth and of color) we have to continue improving those efforts to that all of Durham is involved in revising the plan.

The compact neighborhood tiers that surround future rail stations are envisioned as areas of dense development, in part to lower the market pressures on other parts of the city. Wherever growth occurs we have to ensure that we include parks, sidewalks, bike lanes, public art and other amenities that add to the quality of life here.

We also have to use our regulatory power to restrict growth and protect neighborhoods when it's appropriate. Tuscaloosa/Lakewood sought and received a Neighborhood Protection Overlay to protect the character of its neighborhood. I was on the Planning Commission and supported the NPO. Old West Durham is now going through the same process. Several neighborhoods have sought local historic district designations. Recently City Council created a local historic district for the Golden Belt community. One property owner rallied many people in opposition to the application; the council heard considerable testimony both for and against the district. We decided, on a 4 to 3 vote, to approve the district to add a layer of protection for property owners.

There is, I believe, a valid argument that historic districts can restrict the supply of new housing, raise housing costs and add to the problem of gentrification. I voted to approve the district because I believe the protections it provides are valid and needed as a tool to resist gentrification in the Golden Belt neighborhood.

The compact neighborhood tiers illustrate how transportation and development go hand in hand. We can develop in dense neighborhoods served by transit, or in sprawling suburban communities served by bigger and bigger roads. There is a place for growth beyond the city core but it has to be carefully managed. All of these decisions are shaped by our ability to stimulate and regulate growth.

One recent case was the proposed “mixed use” rezoning at Guess and Latta Roads. The site, in the Comprehensive Plan, is designated for residential use. The plan envisions nodes of commercial development rather than strips along road corridors, and there is a commercial node just up Guess Road. The Comprehensive Plan is not always correct, and I welcome discussions on when and how it should be revised. This case, however, seemed to me to be designed to circumvent that debate and, in my opinion, it created a poor development in the wrong location.

I voted to deny the application, which was the decision of council, and I believe it is the correct decision.

8. Does the city adequately fund its affordable housing plan? If no, what funding are you willing to fight for in the next budget for affordable homes for lower income Durham renters, homebuyers and homeowners? Where will the money come from? Please limit your answer to 400 words.

We do not yet adequately fund our affordable housing plan. The creation of the designated housing fund, reserving a penny of the tax rate, was a major step in the right direction. This year I supported the council’s decision to raise the property tax to double the designated funding to two cents of the tax rate. The scope of the need is great, and we will likely need to add additional tax revenue in the future.

In addition, the city owns properties in the compact neighborhood tiers (and in particular downtown) that have potential use for affordable housing—either directly, by being developed in a way that includes affordable housing, or indirectly, by raising funds through the sale of the property. I repeatedly pushed for a study of all city-owned land in the compact neighborhood tiers in order to create a unified plan for its future use, particularly in regard to affordable housing. That study is now underway on all properties in the larger downtown area.

We must fund our affordable housing plan to increase the number of units available for very low income households (up to 50% of Area Median Income). These projects can receive substantial funding through Low Income Housing Tax Credits (LIHTC), but will require local government support as well.

If we can adequately increase the supply of housing for very low income households, it will free up a lot of housing that is affordable to “low income” households (between 50% and 80% of AMI).

We also need to support the development of affordable housing across the city, rather than concentrating it in one or two areas, to ensure that all residents have access to needed services (e.g. banking and doctors) and goods (e.g. prescription medicines and groceries).

In addition to the creation of new affordable housing we have to extend affordability provisions for existing housing. We must also assist low wealth homeowners with rapidly rising taxes due to rapidly rising property values, and with critical repairs to address health-related issues (e.g. roof repairs to stop mold growth).

9. Under what circumstances would you vote to approve a rezoning that does not include commitments to meet the city's affordable housing goal? If you answered yes, how would you ensure that the city meet its goal? Please illustrate your answer with a recent case. Please limit your answer to 500 words.

We are proscribed by law from requiring a development to commit to providing affordable housing or a payment in lieu. I encourage developers to voluntarily contribute towards our affordable housing goal. The larger a project, the more I believe the developer can willingly contribute towards the community's needs, including affordable housing.

All such contributions to the community are ultimately paid by the buyers or renters of the new development. The greater the value of the contributions, the higher the purchase price or the rent will be. Paradoxically this makes the market rate units less affordable.

We have to have a multi-faceted approach to meeting our affordable housing goals. In addition to developers' voluntary contributions toward affordable housing we must bring all of our tools and assets to the fight. We must:

- support projects that are likely to be funded by Low Income Housing Tax Credits (competitively awarded once each year);
- work closely with the Durham Housing Authority to redevelop its communities in order to revitalize them and maintain affordability for very low income households;
- work with nonprofit developers (such as Durham Community Land Trustees, CASA, DHIC, Self-Help and Habitat for Humanity) to develop low income rental units and homeownership;
- review and update zoning regulations that require lots and home sizes that are too large and too expensive to be affordable for income levels below AMI;
- provide incentives (changes in parking requirements, project density, etc.) for private developers to include affordable housing in market rate projects.

City Finances, Capital Improvements, Transportation, and City Services

10. If the city needs more revenue for a basic public service, do you, in general, favor a new or increased user fee or a property tax increase? Residential trash pickup is an example of a basic service. Please limit your answer to 250 words.

Property tax increase, absolutely. Although property taxes are still regressive in nature, they are our least regressive form of revenue. When I first joined the council we created a new fee for solid waste service. It was a small fee, but regressive nonetheless. Following the election in 2013 I spearheaded a successful effort to repeal the solid waste fee in favor of a slight increase in the property tax.

11. Do you support or oppose Durham's plans for rail-based transit? If federal funding for the project is denied, what must Durham do about transportation, urban planning, housing, taxes, and infrastructure? Please limit your answer to 500 words.

I strongly support including light rail (to Chapel Hill) and commuter rail (to Raleigh) in our long-term transportation planning. I serve on the regional transportation planning group (the Metropolitan Planning Organization), and I have consistently voted in support of rail

to move large numbers of people quickly and easily between our large employment centers and residential areas.

It's particularly important for low income families along the light rail corridor, who will have far more access to thousands more jobs.

In support of light rail planning efforts are underway to create dense nodes of development around each future station area. These nodes are designed to be transit-friendly, with jobs, residences, services and bus networks to support the outlying areas by connecting them to the rail stations.

Federal funding (projected to be 50% of cost) is key to the rail projects. The DO LRT project was just approved for the next step in federal funding, for engineering work. Locally we can feasibly close the gap between the state's current projected contribution (10% of cost) and the originally expected contribution (25% of cost). If federal funding is ultimately denied or if the program ends prior to funding DO LRT, there is likely no way we could raise enough funds locally to close the additional funding gap.

The same funding limitations that apply to rail also apply to Bus Rapid Transit. BRT will require similar infrastructure as light rail, at a similar cost. Without that infrastructure buses will have to run on surface roads and will experience the same traffic delays as automobile traffic, giving little incentive to car owners to use BRT.

Whether or not federal funding is approved we must move forward with creating the compact neighborhood tiers and we must connect them in the most feasible ways possible, to guide the future development of our region.

Without density of the compact neighborhood tiers one of two lesser alternatives will happen. Development could continue to expand on the fringes of our current urbanized areas, such as in Chatham County, adding to congestion, air pollution and overall inequities. Or, if we're able to limit sprawl, housing supply will be restricted and the rising demand will force housing costs upward.

Along with the compact neighborhood tiers we have to ensure that the infrastructure is developed to support a high quality of life: trails and greenways, sidewalks, bicycle lanes, parks and recreation areas. The infrastructure we have will not over time support the people moving here daily.

12. Has the city's investment in bus transportation reached the population which needs it most? What else can be done to improve bus transportation access and affordability? Please limit your answer to 400 words.

I believe that to a large extent our bus investments are equitable, that the population which needs transit the most are receiving the most benefits. It can always be improved, and we must continue to do so.

The city contracts with GoTriangle to manage GoDurham. They comprehensively study residential centers and transit demand generation to design the routes so that they best serve the population that most needs transit. Revenues are balanced between federal

funding, local tax support and fares (fares provide a small portion of the overall costs; local tax dollars provide much more).

An increase in bus fares was proposed when I first joined the Council in 2013. I supported Peoples' Durham's efforts in opposition to that increase and I'm proud that bus fares today are the same as they were when I first took office, even as fares have risen elsewhere.

One place we now have the opportunity to examine equity in our bus system is with the Bull City Connector. The fare-free route has been subsidized by Duke University and serves a route that connects the university to downtown while by-passing the Durham Station. Duke is ending its subsidy; GoTriangle is undertaking an updated study of route coverage across the city. Council must consider changes and improvements in the system through a racial and economic equity lens.

13. Would you support a property tax relief program, for example, a circuit breaker, to reduce the tax burden on homeowners with limited resources and help them stay in their homes? If your answer is yes, please describe the program or programs you would support. If your answer is no, please explain. Please limit your answer to 400 words.

I support a program to assist with property tax relief that supports our mandate to foster and create affordable housing in designated areas (Southside, Northeast Central Durham and Southwest Central Durham). Such a program will help offset the impact of gentrification and allow longtime residents to remain in their homes. I support a program that is as efficient as possible—guiding needed resources to the households which most need them, while reducing the costs of administering the system.

My thoughts are still evolving about the specifics of the program. At this point I support a program that:

- Provides grants to very low income households, with a maximum household income of 50% or 60% of Area Median Income;
- Limits the grants to the amount of the property tax increase compared to 2016 so long as that tax increase is greater than 10%;
- Requires the property be owner-occupied for at least five years;
- Extends eligibility to every household within the designated neighborhoods;
- Is limited in duration (for now) to allow us to evaluate the utilization and cost of the program.

Policing and Public Safety

14. Is there a trust problem between the people of Durham and the police department? Are you satisfied with the department's responses to issues of use of force, racial profiling, deployment of personnel, searches, and communication with the public? Please limit your answer to 400 words.

Yes. Nationwide there is a trust problem between police departments and the citizens they police. Durham is no different—there is a trust problem here as well.

When FADE approached the Council with their concerns and five requests, the Mayor referred them to the Human Relations Council. I attended every HRC meeting, every HRC

listening session about those concerns and requests. There is no way to learn without taking the time to listen.

I consistently support the five demands by FADE, the 34 recommendations by the Human Relations Commission and the 10 recommendations by the Civilian Police Review Board.

One recommendation was for racial equity training for the police department. In support of that recommendation I attended the two day training offered by Dismantling Racism Works, the two day Phase I training by the Racial Equity Institute and REI's two day Phase II training. I've worked behind the scenes, pushing and prodding to get the City Manager's Office to attend. As of now 97 staff members (including the City Manager's Office staff, all city Department Directors and Assistant Directors) have attended REI's Phase I training. The commitment this year is for another 150 employees to attend. In the police department the Chief, Deputy Chiefs and others have attended the REI training, and more officers are receiving the training this year.

When FADE presented their recommendations, they stressed that it's the system—the institution—of policing that's racist. That system has been built—nationally—for decades. Dismantling it and creating a new system of policing that is both effective and supportive of all the city's residents is frustratingly difficult and slow, but it is happening and we will succeed.

There are dozens, hundreds, of interactions between residents and officers daily. As one step towards better community policing I supported the deployment of body cameras so that we might have a record of interactions. I acknowledge that the system is less than perfect, with barriers to public access of video erected by the legislature, but it is a step towards more accountability which is critical.

I commend the department for undertaking the “veil of darkness” study, for immediately acknowledging that the results indicated biased policing and for their commitment to continue to focus on the changes required to become a better, unbiased force.

There are times I'm unhappy with the department's communication. The lack of information around the Burch Ave kidnappings and robberies in mid-June was frustrating. The department made mistakes; I expect them to learn from their mistakes and to do better in the future.

In short, I believe the overall direction we are headed is right, but the pace is frustratingly slow.

15. To what degree, if any, should the city cooperate with U.S. Department of Immigration & Customs Enforcement? Should the city become a sanctuary city? If your answer is yes, for whom should the city provide sanctuary and by what means should sanctuary be provided? If your answer is no, please explain your reasons. In either case, please be specific. Please limit your answer to 400 words.

I believe that any person detained by the government—local, state or federal—should only be held with a valid arrest warrant. An “administrative warrant”, often used by ICE, lacks

the approval of a magistrate and is not—in my opinion—sufficient to deny a person their freedom.

If the city, as a political subdivision of the state, chooses to willingly contravene state law then we should be aware of the potential consequences and be willing to face them. There are many very damaging ways for the state and federal governments to respond politically, and the city—the city council—must consider the potential impacts on every city resident. I am especially concerned about the U.S. Dept of Justice under Attorney General Sessions.

Durham law enforcement does not need to inquire about immigration status during routine interactions, including minor violations of the law. Immigration status should have no bearing on law enforcement activities, with one exception. I believe that DPD officers must appreciate the severe impact of arresting someone and booking them into the detention center, and should make every effort to enforce the laws of the city, state and country without booking someone if at all possible.

“Sanctuary city” is both a loaded and relatively undefined term. Labeling the city as such makes us a target for state and federal retaliation and offers no protections to our residents. If the actions I describe above result in Durham being a sanctuary city, then my answer is yes, of course, but I see no reason to declare us as such.

16. Should the city allocate more, less, or about the same money to policing? Please explain your answer. If your answer is less, would you allocate more money to other services to improve public safety? Again, please explain. Please limit your answer to 400 words.

I voted to approve the current budget; I support the level of spending contained in it.

Every day violent crime occurs across the city; every day there are victims of crime that call 911 for help. When help arrives in the form of a Durham law enforcement officer I want the very best women and men we can send.

DPD has a well-regarded (and costly) Basic Law Enforcement Training program. It's so good that many communities in the region don't bother with training—they simply spend more on their officers and hire our recent graduates.

Recent increases in spending here have focused on 1) reorganizing the department to put more patrol officers on the street; 2) hiring additional patrol officers; 3) bringing pay levels up to the average of surrounding communities; 4) incentivizing officers to live in the city; and 5) provide additional training.

More patrol officers results in more time between responding to 911 calls, which in turn reduces stress, improves performance and allows officers to spend more time getting to know the communities they are policing. Raising pay levels to the average of surrounding communities results in better retention of our officers and increased experience level and performance of our department. Incentivizing officers to live in the city increases the number of officers who are policing their own community.

At the same time we must continue to invest in other services to improve public safety. I believe that programs like universal pre-k and youth services are just the tip of the iceberg on what we can do.

Civil Rights

17. Name one issue in Durham that directly impacts, or is directly impacted by, race inequity and how can the city incorporate a race equity framework in addressing this issue? Please limit your answer to 400 words.

There are so many issues in Durham for which race can be used to predict the outcomes. Access to services, incarceration, public school performance, policing—the list goes on.

The city has 25 advisory boards to which the City Council makes appointments. Intuitively, advice that council receives from those boards reflects the racial make-up of the people providing the advice, which is an issue when the board does not represent the entire community. On many of the boards there is a significant disparity in the diversity (usually racial, sometimes gender as well) of the board compared to the city.

When the disparity is particularly significant I or a colleague asks that council re-advertise the positions rather than make an appointment. That is not enough; we have to find better ways to soliciting applications from the entire community. Beyond that, though, we have to create a process that is inclusive by which we can figure out why certain advisory boards do not appeal to key demographics, and how we can change key components to increase the desirability of serving on them.

This is just one small example of why we need to develop a better understanding of racial inequities in the city, and why we have to continue addressing them.

Two positive steps in working on inequities are the expansion of participation in racial equity training among city staff, and Durham's affiliation with the Government Alliance on Race and Equity, which helps its affiliates focus on racial equity issues.

I support the creation of an organization modeled on Inclusive Dubuque, which is a network of community leaders—government, faith, nonprofit, labor and education—from across the city. Their mission is to advance justice and social equity in the community; in service of that goal they facilitate “equity education” and have put together a Community Equity Profile. (<http://inclusivedbq.org>)

18. If the city could adopt an ordinance concerning the civil rights of members of the LGBTQ community, what provisions should that ordinance contain? Please limit your answer to 400 words.

Everyone in Durham—in the United States—should enjoy the same rights and privileges regardless of their sexual orientation or gender identification. A reasonable nondiscrimination ordinance would ban discrimination on the basis of sexual orientation or gender identification in employment, training, promotion, equal pay, conditions of employment, public accommodation, provision of goods and services, and access to places and facilities used by the public.

Personal and Political

19. Have you ever been convicted of a criminal offence other than a minor traffic offense? If your answer to this question is yes, please describe the charge or charges, the circumstances, and the outcome. Please limit your answer to 250 words.

No.

20. For whom did you vote in the 2012 and 2016 presidential and gubernatorial elections? For whom did you vote in the 2014 U. S. Senate election? Please limit your answer to 100 words.

U.S. President

2012: Barack Obama

2016: Hillary Clinton

N.C. Governor

2012: Walter Dalton

2016: Roy Cooper

U.S. Senate

2014: Kay Hagan