East Bay Women's Political Alliance
General Election Candidate Questionnaire

Candidate Name	Gender Pronouns	Office Sought
Tiffany Grimsley	She/her	Hercules City Council
Party Affiliation	Campaign Website	FPPC #
Democratic	https://tiffanygrimsley.co	still awaiting FPPC from the Secretary of State

For the following questions, please check "Yes", "No", or "Other".	
Do you support the passage of a federal Equal Rights Amendment to the U.S. Constitution as follows: "Equality Of Rights under the law shall not be denied or abridged by the United States or any state on account of sex."?	Yes
Do you support requiring employers to provide paid sick days to their employees that can also be used to care for ill family members?	Yes
Do you support mandatory minimum paid parental leave?	Yes
If you answered "Other" please provide additional information below.	

The following questions seek input regarding your position on choice. Please check "YES" if you agree or "NO" if you disagree.	
A woman has the right to choose an abortion in accord with the principles of Roe v. Wade.	Yes
A woman has the right to choose an abortion at any time during her pregnancy to protect the woman's life and health.	Yes
Women of limited financial resources have a right to public funding for family planning and abortion services.	Yes
Women should be able to receive an abortion without a waiting period.	Yes
Comprehensive, medically accurate, age appropriate sex education should be provided to all students.	Yes
FDA-approved emergency contraception should be offered without delay to all victims of rape or incest in all hospital or clinics.	Yes
FDA-approved emergency contraception should be provided in accordance with appropriate dispensing regulations, without delay or obstruction, to all women at all pharmacies in the United States.	Yes
You may provide additional information to clarify a "Yes" or "No" answer here.	
If you marked "other" for any of the above, you must provide additional information. Please specify the question you answered as "other" and provide the additional information here.	

How would you use the platform of this elected office to advance gender equity?
I would use the City Council platform to encourage women to become politically active and involved, whether voting, seeking an elected office, or making concerns known to elected officials. Also, asking

hard questions about gender equity of those seeking to conduct business in or with the City of Hercules; what percentage of your staff identifies as female? How do you support your female employees? How many female board members do you have? I would also use this platform to advocate for the basic human rights that we all deserve, that still, in 2020, women are still fighting for.

How will you work to end discrimination based on age, race, religion, sex, sexual orientation, gender identity, immigration status, marital status, socioeconomic status, and disability?

I recently co-founded 2 local organizations: PHREED (Pinole, Hercules, Rodeo, and El Sobrante for Equity and Diversity) and HARPP (Hercules Against Racism in Policy and Policing). I will use my seat on the City Council to ensure that all voices are represented and heard. I will work with our City Manager and Police Chief to make sure that calls of domestic violence and acts of hate are taken seriously and responded to appropriately and that ethnic minorities are not being over-policed, harassed or harmed at the hands of law enforcement.

What do you think are the top 5 issues that impact women that are relevant to the elected office you are seeking? (Please rank in order of priority)

Safety and Security: Everyone has the right to a basic expectation for a safe and secure environment. Hercules is a city that is growing and becoming a transit-oriented city, as opposed the small, family-friendly, suburban community it has been historically. It is important that we embrace our new residents, while continue to provide the community comforts to which our existing community values. It is also important that ensure adequate law enforcement, with officers that are well trained in implicit biases, cultural competencies and customer service.

Fiscal sustainability. I will work diligently with my fellow council members and city manager to not only safeguard our budget, but chart a way forward toward increased financial success. As new development is bringing in new residents and businesses, it will be critical to assess the value added and its impact on the city's revenue, as well as the need to attract other businesses with attention to the types of business that will best serve the needs of our residents and generate revenue for Hercules. Fiscal accountability will be a priority for me, as it is critical for all of us as residents of Hercules.

Community: Hercules is a relatively small city of 26,000 beautiful residents. I envision not just a city, but a community of people who are the voice and the heart of the city. One of my primary goals is to be a voice for my fellow Herculeans. I aspire to be a conduit between the community and the council. As a member of the City Council, I want to be a representative for the people of Hercules, reflecting our collective voices; I want to advocate for the issues and concerns that are of importance to my neighbors and fellow community members.

Environment: Hercules is more than just homes and stores and businesses; it is our parks, our water, our air, all of our resources, and our people. Preserving and maintaining our resources and our green spaces is of great import. The overall management and enhancement of our natural resources is critical, as is the rich diversity of our city. In light of recent events in our country, it is important that we value one another as resources. We have the opportunity to truly be a model city. I would like for all of Hercules to celebrate the value added by our many cultures, languages, styles, and beliefs. As a member of our City Council, I will promote and encourage the health and vibrancy of the resources that often overlooked.

Equity and Justice: Hercules is a microcosm of the United States. We have an ethnically diverse population of different age groups, socioeconomic status, differences in abilities, and political affiliation. It is important that every community member is treated with respect and dignity and has

the access and opportunity for full participation in all aspects or our community and feels safe, welcomed and valued here in the city that we call home.

What have you done to mentor women?
My entire career has been in and around education. As Assistant Director of MBA Admissions at the Haas School of Business, I led diversity outreach efforts and partnered with organizations like Management Leadership for Tomorrow and Forte Foundation to reach women who aspired to pursue an MBA. I coached and advised women on the application and admissions process and dispelled some of the myths about MBA programs. Also, I have served as a parent volunteer at all 5 of the public schools in my city and mentored young girls in academic and social matters.

What is the gender breakdown of your campaign staff/volunteers?	85% female and 15% male
How many volunteers are on a part of your campaign?	12
If you are currently in public office, please provide examples of votes that you have taken or positions promoted which supported women's gender equality and/or reproductive health.	

Please paste here your biography (up to 500 words).
I am a Bay Area native, born in Berkeley, California. I grew up in El Cerrito and received my primary and secondary education in El Cerrito and Richmond California. After graduating from El Cerrito High School, I pursued a double-major in Communication Studies and Black Studies at the University of California, Santa Barbara. I began working at the University of California's Haas School of Business in 2000. As Assistant Director of MBA Admissions for eight years, I found fulfillment in advising prospective students, driving recruitment, and sharing in the excitement of newly admitted students. I drove diversity recruitment and yield efforts in the post-Proposition 209 era through collaborative relationships with outside organizations. Subsequently, I transitioned to a position as a Contracts and Grants Analyst then to Budget Manager at UC Berkeley's School of Public Health. My finance and grant proposal review skills were honed in this environment. My passion for public service took a paradigm shift following the birth of my youngest child. I subsequently became employed with the West Contra Costa Unified School District as an Instructional Aide and was later elected to the School Site Council. Working within the school, I became increasingly aware of many of the concerns of parents and teachers. It was then that I began to consider taking on a greater role within the community, giving a larger voice to students, parents, and teachers and a bigger platform for those who yearned for greater empowerment. I and my family have resided in Hercules for 8 years. If elected to the Hercules City Council, you can count on me to listen, gain clarity, and take actions as a conscientious voice for all Hercules residents. I will focus and collaborate with peer council members, the city manager, and mayor to ensure our city's financial stability is secure, safety and security for residents and visitors, while I aspire to further strengthen our sense of community.

Please use the space below to provide any additional information to complete your questionnaire.
Thank you for this opportunity to seek your endorsement. I have been endorsed by the following: Roland Esquivias Mayor of Hercules Chris Kelley Vice Mayor of Hercules Dion Bailey, Hercules City Council Member Myrna de Vera Former Mayor of Hercules