East Bay Women's Political Alliance
General Election Candidate Questionnaire

Candidate Name	Gender Pronouns	Office Sought
Jamie Salcido	She/her	BART Board of Directors, District 1
Party Affiliation	Campaign Website	FPPC #
Democrat	jamieforbart.com	Pending

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 support and collaborate with our labor unions, who help with equity in hiring and compensation. I would also work with the building and construction trades to help recruit more

women into a male-dominated field with good jobs. If I see or experience gender inequities, I will speak out and request a change in policy/procedure to improve the situation.

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 will always support equal rights for all individuals. I will fight for improvements to access to BART for those with disabilities or socioeconomic circumstances that make it more difficult for them to access based on location/transportation/cost. I will speak respectfully of all human beings as a leader, and ensure voices of those underrepresented are heard in public forums.

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)
1) Equal pay for equal work -- we need to ensure women are paid fairly, and BART employs about 4,000 workers, so it is very important to ensure compensation is equitable. 2) Leadership representation -- I've observed in my discussions with the various labor unions that leadership roles are heavily represented by men. The workforce is also male dominated in some areas. We need to ensure women are more equally represented across the organization, particularly in leadership roles. 3) COVID-19 -- the global pandemic has had a disproportionate impact in many ways on women based on their job roles, as many are in occupations deemed "essential," and many also serve as the primary caretakers of the household. Many essential workers rely on BART, and many of those essential workers are also dealing with hardships of finding childcare with schools staying closed for safety. We need to find ways to support these essential workers, keep them safe, and help them to keep working if that is their desire -- they are a key part of our ridership. 4) Public safety -- I know many women who tell me they feel unsafe on BART. I myself have been a victim of a violent crime related to a commute by BART. We need to ensure adequate safety measures are in place to protect our riders. I believe the right way to address this is to expand the ambassador program for more eyes on the stations and train cars, and collaborate with other local agencies and non-profits on addressing homelessness and panhandling. Investing in social services and giving people opportunities in impoverished communities should make a significant difference in the long term in reducing safety concerns. 5) Access to BART -- we need to make it easy to get to BART, particularly for working moms. I've experienced the challenges of trying to manage daycare dropoff and pickup while also getting to BART on time to find a parking space without a monthly pass. I didn't have better alternatives to get to the station efficiently without access to a secure bike parking space (trains were too crowded to bring a bike on board, and my employer's building didn't allow bikes in the elevator and their bike parking was also full) or alternative shared mobility or micro mobility options. Especially in my District, where we don't have the density to support frequent and expansive mass transit service, access is a critical concern, and this has a major impact on working women.

What have you done to mentor women?
I've managed women in my job and have helped support them with advice and coaching.

What is the gender breakdown of your campaign staff/volunteers?	I am still building out my campaign team, but so far, it is 80% women and 20% men.
How many volunteers are on a part of your campaign?	I am still building out my team, but so far, I have 10 volunteers.
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.	
n/a	

Please paste here your biography (up to 500 words).
Jamie Salcido has real experience solving transit problems. Jamie is a Transportation Commissioner for Walnut Creek. She has a background in urban design where she has built transit-related projects that enhance the safety of public spaces with visibility and lighting design, and improve connectivity with pedestrian and bike paths. As a Transportation Commissioner, Jamie and her colleagues are focused on improving traffic congestion, improving downtown parking, and moving people out of single-occupancy vehicles. Currently, Jamie is a Marketing Manager in healthcare, where she manages marketing strategy to build awareness of primary care services and collaborates with operational leaders to spur innovation and improve the patient experience. Jamie has a BS degree from Northwestern University and a Master of Landscape Architecture from the University of Minnesota. She lives in Walnut Creek with her husband and daughter.

Please use the space below to provide any additional information to complete your questionnaire.
I am challenging an incumbent who has fought against efforts to make BART more fair and equitable and safe for everyone, and I will need a broad coalition of support. With broad support, I do believe this race is entirely winnable. I would love to include