



**Overview:** Where do the 7 mayoral candidates stand on the 3 issue areas of NOAH's platform (Affordable Housing & Gentrification, Criminal Justice & Mass Incarceration, and Economic Equity & Jobs)? Answers below are taken directly from a 3-question NOAH candidate survey, replied to by each campaign in early July, 2015; each question focuses on 1 of NOAH's 3 issue areas.

**Background:** In February, at NOAH's Public Meeting with Mayoral Candidates, each agreed that if s/he was elected, s/he would:

- 1) Work directly with NOAH on the goals in our platform through quarterly meetings that begin within 60 days after your election.
- 2) Support legislation or use the power of their office to address the three issue areas in the NOAH platform, within their first two years as Mayor.

We gave all candidates a chance to spell out some specific actions they might take, if elected Mayor, to bring about concrete change in each of these 3 issue areas of NOAH's platform. NOAH had recommendations for each issue area. These recommendations are summarized below and in more detail online at: <http://tinyurl.com/NOAH-IssueSummaries>

**NOAH Mayoral Candidate Survey**

**Affordable Housing & Gentrification**

**NOAH's recommendations:**

- Identify a source of recurring funding for the Barnes Housing Trust Fund to generate at least \$20 million per year.
- Adopt an inclusionary housing ordinance that requires developers to include a certain percentage of affordable housing in every development or pay fees to the Barnes Fund.
- Repurpose tax-increment and other public funding for affordable housing development.
- Prevent displacement through home repair assistance, property tax relief for longtime residents, homeowner education and other efforts.
- Create a well-staffed Mayor's Office of Affordable Housing with voting representatives of NOAH and other community groups on its governing board, to insure accountability for affordable housing needs.

1) With our recommendations in mind, in 1500 characters or less (including spaces), please explain what actions you would take to bring about concrete change in **Affordable Housing & Gentrification**:

Candidate <i>(alpha order)</i>	Response
<b>Megan Barry</b>	Over 1/3 of Nashvillians are cost-burdened by housing prices, and nearly 6,000 are unhoused. Through How's Nashville and the Homelessness Commission, of which I am a member, we have worked with community partners to house over 900 individuals and families in the past two years. We need to do more. We know that we have to fund, build, retain, and preserve our affordable housing stock. While serving on the Metro Council, I've co-sponsored and passed legislation that created the Barnes Fund and found new revenue to direct funds from short-term rentals into the fund. As mayor, I will continue to secure funding for the Barnes Fund and will also incentivize developers with zoning policies and tax increment financing to grow our housing stock. However, we're not going to build our way out of this. We have to save the affordable housing we have and prevent the displacement of renters and homeowners. To prevent the type of displacement that occurred with the sale of the James Robertson Apartments earlier this year, I will target properties approaching the renewal of their HUD contract and find a way to maintain some of the housing we have. To allow homeowners to age in place, I will utilize property tax freezes and engage nonprofits like Rebuilding Together Nashville to provide neighbors with renovations for older homes. As mayor, I'll make sure neighborhoods have a voice by giving them more representation on the Planning Commission and revitalizing the Office of Neighborhoods.
<b>Charles Robert Bone</b>	I will make affordable housing a priority for Nashville and our neighborhoods and communities. The lack of workforce housing is a complex challenge requiring new solutions, including a variety of programs from increasing our financial commitment to the Barnes Housing Fund to leveraging federal and community funds through MDHA to working with both our for-profit and non-profit developers to bolstering home repair assistance programs. While 10,000 affordable units over the next four years may be a laudable goal, we know that affordable housing is for those families making \$20,000 per year (30% of AMI) to \$75,000 per year (120%). This spectrum of need results in different housing products requiring vastly different tools in our tool box. Accordingly, I am prepared to make a major commitment and increase to the Barnes Housing Fund over the next four years. I'm committed to ensuring that we're building the right kind of units, that they remain affordable and that they're being built, developed, and contracted, in large part, by locally-owned and small businesses right here in Nashville (not out of town apartment developers). With respect to gentrification, growth and new development should be for the purpose of stabilizing neighborhoods, not destabilizing them by focusing investments on those that a family requires on a daily basis - grocery stores and restaurants, child-care, retail and health care services. As we make public investments and encourage private investments in our neighborhoods, these need to be for the benefit of those that are there first and foremost.
<b>Linda Eskind Rebrovick</b>	I look forward to working with NOAH on solutions for affordable housing. Here are some of my approaches. MDHA's acceptance into the federal Rental Assistance Demonstration program will allow for the transition of affordable housing to Section 8 contracts. This means MDHA will be able to use private capital to rebuild and expand the amount of affordable and mixed-use housing developments throughout Nashville - both improving the quality and producing scale for affordable housing. It also means that as communities are developed, the original residents have a home and aren't displaced. Furthering this program will help provide better homes and expanded economic opportunities for Nashville's working families.  We must also look for ways to create more density where it's appropriate, and we can do that with innovative approaches such as co-housing and micro-unit developments. These developments have debuted with promising results in other cities where developers have offered smaller units at affordable prices to residents who don't want to maintain a large residence. This most frequently applies to younger single people. Recently, in Nashville, there has been an effort among the faith community to provide micro-houses to the homeless to help get them back on their feet. This is the kind of innovation I'll explore. I'll also take an inventory of unused and underused Metro-owned property that could be used for affordable housing developments.
<b>David Fox</b>	Our broad community wants to ensure Nashville doesn't become socio-economically homogenous, and to that end contributing more capital to the Barnes Fund would be helpful and is something I support. Until a robust specific funding source is identified, I propose it come from the annual general operating budget. I favor voluntary zoning incentives for developers to provide below-market housing. TIF has largely run its course downtown, so refocusing on more distressed areas is appropriate. I support more funding for governmental and 501c3 efforts to repair homes so residents can remain in them.

<p><b>Bill Freeman</b></p>	<p>For decades, our city has done the bare minimum when it comes to providing affordable housing. Few of Nashville's own police officers and firefighters can afford to live in Davidson County. Now, the explosion of high-paying newcomers to the city is bringing Nashville to a tipping point. I applaud the work for the Rev. Bill Barnes and NOAH to call attention to this. My plan is tackle the shortage of affordable housing first, with a plan to build 10,000 homes over four years. It will take buy-in from the private sector to build enough housing before Nashville's population mushrooms by another 25%. I will incentivize developers through tax increment financing, redevelopment districts and other sensible incentives. My plan also will include assistance for those Nashvillians who need to repair/rehabilitate their existing homes to prevent displacement. Most of these folks also will be eligible for property tax relief under my plan, and Community Benefit Agreements are another tool in the toolbox.</p> <p>Since transparency and accountability are priorities for my administration, we will have an Affordable Housing Commission that includes well-qualified members from community groups, social-justice groups such as NOAH, and neighborhood groups, as well as experts in affordable housing.</p> <p>This program will begin on my first day in office.</p>
<p><b>Howard Gentry</b></p>	<p>The truth is that we do have some affordable housing in Nashville in places like my own neighborhood of Bordeaux and Antioch. People just have bad perceptions about those areas. As mayor, I will work to change those perceptions and to make sure that all of our neighborhoods are safe, have access to reliable public transportation, nutritious food, parks and good schools. What I do not want to see is affordable housing clumped together, but integrated throughout the city.</p> <p>I will implement an Office of Social Equity. Among its duties will be to work for affordable housing by proactively working with NOAH and other affordable housing advocates to ensure that we utilize every tool available to us. These include an inclusionary zoning ordinance, incentivizing developers for set aside affordable percentages of residential developments, and using public-private partnerships for dedicated streams of funding for the Barnes Trust, home repair funds and tax relief for seniors to help people stay in their homes. NOAH and affordable housing advocates will always have a seat at the table with OSE whether we are talking about this issue or others.</p>
<p><b>Jeremy Kane</b></p>	<p>We must ensure Nashville remains an affordable place for all. Our teachers should be able to live by the schools they teach--not forced to move outside of the county because housing has become too expensive. My approach would be to ensure affordable housing is accessible, encourages a variety of housing options, and an abundance of homes is available for millennials and our aging population. It is hard to have a conversation about affordable housing without also discussing transportation. In Nashville, where affordable housing exists, public transportation is difficult to access and without a car, getting to a job is extremely time consuming and prevents other opportunities. Transportation needs to be reworked to give Nashvillians more housing options. This means rethinking our bus routes and expanding public transportation. As mayor, I will make this a priority.</p>

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**NOAH Mayoral Candidate Survey**

**Criminal Justice & Mass Incarceration**

**NOAH's recommendations:**

*Economic Justice*

- Develop alternatives to incarceration that incorporate services and training in mental health, addiction, domestic violence, children and youth, and homelessness.
- Use civil enforcement, like tickets, instead of a criminal citation or arrest, when appropriate.
- Strengthen re-entry services to aid persons in getting jobs and housing.

*Social Justice*

- Address racial disparities and improve transparency regarding police stops and drug arrests.
- Create a citizen review board to monitor public concerns with the criminal justice system.
- Adopt officer training for de-escalation, cultural awareness and extreme situational awareness.

*Juvenile Justice*

- Address racial disparities in school suspensions and referrals to Juvenile Court.
- Establish a problem-solving center for youth issues to provide immediate intervention, assessment and services to keep kids out of the juvenile justice system.
- Establish standardized, appropriate guidelines for school suspensions, and train school resource officers and principals about their roles in making referrals to Juvenile Court.
- Create an automatic trigger for assessment of needs of students who are at-risk of suspension.

2) With our recommendations in mind, in 1500 characters or less (including spaces), please explain what actions you would take to bring about concrete change in **Criminal Justice & Mass Incarceration:**

Candidate <i>(alpha order)</i>	Response
<b>Megan Barry</b>	Addressing problems in our criminal justice system will be a challenge because it involves agencies that don't answer to the mayor. However, I firmly believe that we have to stop criminalizing people for being brown and black and poor and mentally ill. We can work with state and federal agencies and nonprofits to review our systems. For example, fines and fees from jail and court costs are an invisible and unfair punishment. In the past, there has been an emphasis on collecting fees as a way of off-setting court costs. However, this is being done on the backs of the poor. As mayor, I will prioritize funding the courts in a way that doesn't rely on generating revenue off of poverty. We can also ease the re-entry process by eliminating barriers to housing and employment. Since Ban the Box unfortunately will not be on the ballot in August, as mayor, I will work with the Civil Service Commission to adopt policies that give equal opportunity to ex-offenders. Regarding racial profiling, I will ensure that we have increased transparency and accountability for our police through body cameras and our Office of Professional Accountability. We can also adopt restorative justice programs in our schools to get our kids out of orange jumpsuits and into standard school attire. Finally, I will support treatment - not incarceration - for people dealing with substance abuse and mental illness.
<b>Charles Robert Bone</b>	When you consider that we have 5% of the world's population, but 25% of the prison population; the inherent racial disparities throughout the system; that most of those in the criminal justice system are impoverished or indigent; and that 1/3 of our potential workforce have an arrest or conviction, I believe these are issues that have to be reviewed and long-term systemic changes made, including at the local level. However, we shouldn't miss this opportunity by limiting this conversation to the judicial system - or just traffic stops- when we know there are long-term patterns of racial injustice in accessing health care, employment, housing, education, and finance. In addition, one of my biggest concerns is the 3,000 of our children that will fall (drop) out of the system between 9th and 12th grade. As mayor, I will focus, among other things, on the following:  1. Establishing a summer jobs and internship program for ages 14-21 in an effort to capture some of these that are being disassociated from the school system and workforce and provide them with a different context. 2. Revamping our workforce development strategies to connect our neighborhoods and underutilized workforce to the market economy ensuring that these are platforms for true opportunity. 3. Creating a procurement platform in this city that provides for transformative local investment. 4. Working with Judge Shelia Calloway to ensure that our juvenile justice system is not a path to future incarceration but a path to services that juveniles and their families desperately need.
<b>Linda Eskind Rebrovick</b>	I will work with our criminal justice system and our communities so everyone in Nashville feels like the police and the criminal justice system are there to protect and serve them. My proposals include a greater focus on neighborhood precincts, implicit bias training and a strong civilian review board.  I will work with the Sherriff and the District Attorney to have programs that focus less on incarceration and more on rehabilitation for non-violent offenses. My husband Art helped found a charity, Renewal House, which helps mothers with drug dependencies stay in a safe place with their children as they recover. It's more likely that the child is healthy and the mother gets back on her feet. Such programs provide an alternative to incarceration that reduces recidivism and allows for people to get back on their feet while preserving families. I'll also make re-entry easier through policies like a municipal ID.  I applaud the work Sheila Calloway has done by shifting the focus of juvenile justice from punishment to rehabilitation. I'll work with the court so we're not issuing fines to youth who could not possibly pay them but rehabilitating our most vulnerable.  The solution starts in our schools. I'll work with the school board to prevent students from falling through the cracks when they risk being suspended. I've also been committed to expanding programs like Top Floor, so MNPS students have a safe space after school with mentorship and strong prospects for the future.
<b>David Fox</b>	Nashville's mental health services are uncoordinated and inhumane with far too many people being triaged through our jails and court system. Using Mayor Dean's model for domestic violence, I will convene a group and task them with forming in a public and inclusive manner a strategic plan for our services for those with mental illness. I agree with stressing sanctions other than incarceration for non-violent crimes and I support more educational services in our prisons and jails. I agree it would be worthwhile to study and be vigilant about any racially driven disparities in arrests. I will support MNPS's efforts to reduce out-of-classroom time for students without diminishing the learning environment for all students.

<b>Bill Freeman</b>	<p>I want to begin tackling long-term causes of over-incarceration, starting with the high level of poverty in Nashville. Poverty interferes with children’s ability to learn in school, causing them to fall behind, and narrowing their options. My community school will address racial and economic disparities in learning in Metro schools, providing wraparound services and resources to low-income kids. Academic achievement will give them options other than dropping out and getting caught up in crime at an early age. I will work with Metro’s schools director to standardize and require fairness in guidelines on school suspensions. Also, we need to address disproportionate incarceration of African-American and other minority adults. Our police, sheriff’s and court officials should sit down on a regular basis to develop community relations and best practices such as restorative justice programs; diversion programs through the Drug and Mental Health Courts; and take advantage of nonprofit groups such as Project Return to increase their reach in helping former convicts get a new and positive starts. In addition, I will introduce municipal photo IDs for former convicts who have trouble getting job interviews and bank loans. I will push for an ordinance to “Ban the Box” on job applications. and I will press legislators to end the state’s lifetime ban on voting rights for ex-felons.</p>
<b>Howard Gentry</b>	<p>I have worked on criminal justice issues for many years, and as Criminal Court Clerk, I am proud of the fact that we have increased expungements from 8,000 per year to about 30,000 annually to help break the cycle of crime, incarceration, homelessness and poverty in this city. When a person has a strike on his or her record, then that person cannot get a driver’s license, housing, or a job. They are often turned back to a life of crime, out on the streets or back into the system.</p> <p>Instead of having people locked up, draining our tax dollars, we need people who are contributing to society. That will only come when people have opportunity. Those tax dollars used for incarceration can better be used for education, early intervention, job training and recruiting.</p>
<b>Jeremy Kane</b>	<p>Since day one of my campaign, I’ve repeatedly said one of the first things I would do as mayor is to create the Music City Card. All too often, our most vulnerable citizens are marginalized by the system. As mayor I want to maximize our resources to help everyone thrive in our city. The Music City Card would have multiple functions, serving as an ID card, which is hugely important to immigrants who need identification to some of the most basic things such as open a bank account. It would also help those leaving the criminal justice system acclimate back into society in a more efficient and effective manner. The card would also function as a bus card. Transportation is crucial to everything we do. We need to make sure everyone has access to transportation. Furthermore, the card would provide people – regardless of immigration, home or gender status – access to other government programs they may otherwise face difficulty obtaining. This idea has been implemented in other cities across the country such as Oakland, CA and has been extremely successful. I would be honored to lead the charge for making a concrete change in access for those in our community who need it the most.</p>

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**NOAH Mayoral Candidate Survey**

**Economic Equity & Jobs**

**NOAH's recommendations:**  
 -Publish yearly audits of all tax and financial incentives for public development that show money received, jobs created, pay and benefits of said jobs, and the distribution of jobs.  
 -Institute practices that require publicly assisted construction projects to use Davidson County residents for a majority of the work hours, provide high-quality training programs, and support employers who pay a living wage and treat workers fairly.  
 -Prioritize neighborhood accessible job training programs for current residents to fill immediate job needs in the city, with training that corresponds with local living wage jobs in demand (i.e. healthcare, information technology, financial services, hospitality, etc.).  
 -Attach specific, tangible and measurable community benefits packages to development projects in high poverty areas that will aid low and middle income residents through equitable neighborhood economic development (ex. Implementing a community benefit agreements within the bidding process).  
 -Expand the Mayor's Office of Economic and Community Development to include a task force to lead a community-wealth building initiative for low- and middle-income residents by reviewing equitable development models and building on employee-owned, co-operative businesses.

3) With our recommendations in mind, in 1500 characters or less (including spaces), please explain what actions you would take to bring about concrete change in **Economic Equity & Jobs**:

Candidate <i>(alpha order)</i>	Response
<b>Megan Barry</b>	On the Metro Council, I have spearheaded efforts to eliminate discrimination in Metro hiring and create a more transparent process that rewards minority and women-owned small businesses that are looking to compete on Metro projects. I also sponsored and passed our first and only fair wage ordinance so that no Metro employee could ever be paid a poverty wage, and I worked with workers advocates to create greater transparency in our public contracts to ensure the hiring of local workers. As mayor, I am committed to creating a diverse Metro government with equitable hiring practices. To do this, I will hire a Chief Diversity Officer who will help to proactively recruit highly qualified women and minority applicants for jobs - especially our highest paying jobs where the greatest disparities exist. The Chief Diversity Officer will also help to monitor hiring and promotions within our departments to ensure that all are fairly considered for higher paying jobs. The biggest economic investment we can make is not in businesses, it's in our people.
<b>Charles Robert Bone</b>	Downtown has received much attention and investment, and generated a great deal of prosperity for the city. However, not every community and family is sharing in that prosperity or benefited from it. As mayor, I'm committed to boldly sustaining our momentum, while also diversifying our prosperity. We know the devastating correlation between high concentrations of poverty and lack of affordable housing, efficient transportation, education opportunities, and employment prospects. Jeremiah 29:7 says seek the peace and the prosperity of the city to which I sent you, for where the city prospers, so will its people. Our opportunity now, and our obligation, is to purposefully extend the footprint of Nashville's prosperity and the reach of our momentum. As we reinvest the dividends from the public investments of the last two decades, we can empower each of our communities and dramatically break generational cycles of poverty. As mayor, I will empower and provide financial support to each of our communities to assist them in designing individualized, community-focused plans that not only seek to improve our schools, transit system, and infrastructure, but also that expand the footprint of prosperity for the benefit of the entire county. My vision for the city of Nashville is that we bring all of those groups to the table. And that, together, we work towards an education system that says every child matters; we embrace an economic development strategy that says every family matters; and, we develop a transit and infrastructure plan that says every neighborhood and community matters.
<b>Linda Eskind Rebrovick</b>	As Nashville continues to grow, our goal must be that our growth benefits all of Nashville's families. As I mentioned before, furthering MDHA's participation in the RAD program will move private capital into our neighborhoods without displacing the residents. Using this method, we can have revitalization without gentrification.  I'll work to improve Metro's contractors' procurement process so qualified local workers can compete. I'll also work with MNPS, the state's 'Tennessee Promise' program and businesses of all sizes to equip Nashvillians with the skills needed to fill our job vacancies. There are opportunities for economic advancement across Nashville where Metro can play key coordinating role linking employers, residents and job training programs, allowing for Nashville's growth the benefit more of the community as a whole. There's a gap between, job vacancies and unemployed and underemployed members of our workforce. As your mayor, I'll work to bridge that gap.  I'll work to make Tax Increment Financing decisions more inclusive and bring in more community input on our planning.  I will work to continue to attract and retain the high-quality firms and corporations that will expand our employment base. My administration's efforts will use a process focused on those companies who bring and provide quality jobs and will be good corporate and community citizens.
<b>David Fox</b>	I will support more and better job training carefully targeted to occupations with attractive economic prospects. I intend to recruit employers to economically weaker areas and encourage their hiring of nearby residents. My office will be very aggressive in its ECD efforts for the benefit of lower- and middle-income residents -- this will require a thoughtful, creative and powerful plan that I expect will lead to some of the most valuable achievements of my tenure as mayor.
<b>Bill Freeman</b>	My administration will require transparency and accountability in all public projects. No big-ticket projects will be launched without public awareness and community input from the very start. Metro will audit and furnish to the public information on all city incentives to private companies. Additionally any incentives packages to companies will contain clawback requirements to recover the value of the incentives in the event of the companies failing to meet their job guarantees. My community schools program will improve local hiring for the long term by boosting overall academic achievement in Metro; by partnering with businesses and nonprofits that can help provide workforce training in our schools. I also want to explore a partnership with TSU, Meharry, Fisk and Nashville State to facilitate getting more Metro students informed as early as middle or even elementary school on possible career paths and the amount of training they will entail. Finally, I am making it a priority of my administration to push for and obtain an increase in the minimum wage from the current \$7.25/hour to \$12/hour over a few years. It will take help from Davidson County's and other state legislators, but I am confident that we will make the case for this increase.

<p><b>Howard Gentry</b></p>	<p>One way we can boost economic equity is to make sure local people have the first shot at jobs at developments in which Metro is contributing incentives. I will implement an Office of Social Equity that will ensure everyone has a seat at the table. This is an example of how it will work:</p> <ul style="list-style-type: none"> <li>• A company wants to relocate to Nashville, bring 600 jobs, wants incentives: <ul style="list-style-type: none"> <li>o Standard questions are considered: <ul style="list-style-type: none"> <li>§ Economic impact, costs of incentives weighed against the benefits, transportation and parking impact, zoning and environmental impact.</li> <li>o Then the OSE takes it significantly deeper: <ul style="list-style-type: none"> <li>§ What are the positives and negatives on the neighborhoods, existing businesses and the people near the sites being considered?</li> <li>§ Does it enhance the qualities of life and advance the lifestyles at each of the sites?</li> <li>§ What type of jobs and where will the workforce come from?</li> <li>§ What possibilities exist for innovative public or private programs to make a more positive impact?</li> <li>§ Regardless of neighborhoods, how are people affected? <ul style="list-style-type: none"> <li>-The poor, the middle class, the wealthy?</li> <li>-Minorities, women, our diverse immigrant community?</li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> <p>By looking at every facet we will also consider every neighborhood...from Antioch to Bellevue, from Jefferson Street to Belle Meade, from Madison to Donelson.</p>
<p><b>Jeremy Kane</b></p>	<p>Almost every issue Nashville faces intersects with transportation. Our public transportation needs to move people from wherever they may live to whatever job they want conveniently, affordably, and punctually. I've spoke with too many people in the past few months who tell me of job opportunities they had to turn down because they could not get to it by bus – that's unacceptable. In order to have fair economic opportunities, jobs must be accessible to everyone. I would also look at providing incentives for businesses hiring Davidson County residents. Furthermore, the most important thing we can do is make sure our education system is opening up opportunities for all. If we want to hire Davidson County residents for our jobs, then we need to give all of them the education they need and deserve to be prepared and qualified for these jobs. This is true at every level of education--from pre K to high school to college and trade schools.</p>