

**2018 Questionnaire for County Council**

**Montgomery County**

Progressive Maryland is a grassroots community organization that acts for social and economic justice by developing civic leaders and cultivating allies in order to advance economic, racial, and environmental equity, and to change our economic system for the benefit of all people in Maryland. Learn more at www.ProgressiveMaryland.org

Progressive Maryland supports candidates who will work to build a society and economy that works for all Marylanders, with special emphasis on traditionally marginalized groups–low and moderate income residents, people of color, women, LGBTQ+, and all oppressed and exploited people. Elections can have an enormous impact on our work to reduce inequity and to improve the lives of residents all over the state. It is our responsibility not only to advocate for residents but also to empower them to engage in the political process at every level, from member-led canvasses to trainings for our members who wish to run for office.

To be considered for Progressive Maryland’s endorsement, please return the completed questionnaire to our Policy and Legislative Director Jennifer Dwyer at Jennifer@progressivemaryland.org **no later than 5 P.M. on Friday, January 19, 2018.** Your responses will be available to the public at www.ProgressiveMaryland.org

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| **Candidate Information** | | |
| Candidate Last Name:  \_\_\_\_\_\_\_\_Jawando\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Candidate First Name:  \_\_\_\_\_\_\_\_\_Will\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Office Seeking:  \_\_\_\_\_\_\_\_\_Montgomery County Council At-Large \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| District:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Party:  \_\_\_\_\_\_\_\_\_\_\_Democratic\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| **Campaign Contact Information** | | |
| Committee Name:  \_\_\_\_\_\_\_\_Will Jawando for County Council \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Street Address:  \_\_\_\_\_\_\_\_\_2723 University Boulevard West\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| City:  \_\_\_\_\_\_\_\_\_Silver Spring\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Zip Code:  \_\_\_\_\_\_\_\_\_20902\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Business Phone:  \_\_\_\_\_\_\_\_ (240) 258-7632\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Fax:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Campaign Website:  \_\_\_\_\_\_\_\_www.willjawando.com\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| **Candidate Contact Information** | | |
| Cell Phone:  \_\_\_\_\_\_\_(202) 696-2133\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Email Address:  \_\_\_\_\_will@willjawando.com\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| **Treasurer Contact Information** | | |
| Treasurer Name:  \_\_\_\_\_\_\_Chris Thorne\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Street Address:  \_\_\_\_\_\_\_9922 Grayson Avenue\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| City:  \_\_\_\_\_\_\_Silver Spring\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Zip Code:  \_\_\_\_\_\_\_\_\_\_20901\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| Phone:  \_\_\_\_\_\_\_\_\_(202) 699-1016\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
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| **Candidate History** | | |
| Previous Elected Offices: | | |
| Which Years Did You Serve: | | |
| Have you ever received an endorsement from Progressive Maryland? | YES\_\_X\_\_ or NO\_\_\_\_\_ | |
| If Yes, when:  When I ran for the House of Delegates, District 20 in 2014. | | |
| Have you ever assisted Progressive Maryland in achieving its goals? | | YES\_x\_\_\_ or NO\_\_\_\_\_ |
| Describe:  In my efforts as a community activist:  Co-founder of the **African Immigrant Caucus**, which works to organize members of the African diaspora and engage them in civics, politics and economic development efforts.  Founder of the non-profit **Our Voices Matter**, which aids underrepresented communities of color in Maryland in organizing to improve circumstances for themselves, their families, and their community by effecting positive social change through civic engagement and leadership. (www.OurVoicesMattermd.org)  Co-leader of the **African-American Student Achievement Action Group** (AASAG) which works with MCPS and the community to advocate for strategies to close opportunity and achievement gaps for African American students in Montgomery County Public Schools.  Creator and leader of **Summer R.I.S.E**, with Worksource Montgomery and MCPS, a program that connects high school juniors and seniors with employers to train them on real-life workplace skills and expectations.  Will’s commitment to public service started in his teens, after his best friend was killed by gun violence. Dedicating himself to his education, he earned scholarships to attend Catholic University of America, where he established the school’s first-ever NAACP chapter. He earned both his BA and his JD from CUA.  This is in addition to Will’s public service on Capitol Hill, working with Democratic House Leader Nancy Pelosi, Sen. Sherrod Brown, then-Sen. Barack Obama, and in both the Obama White House and U.S. Department of Education. Today he is a regular commentator on MSNBC and other cable news outlets as an authority on social justice issues. | | |
| Major Endorsements (Elected Officials/Organizations/Opinion Leaders):  Revered civil rights activist and **Congressman John Lewis** described Will as “the progressive leader we need.”  In 2016, the **Congressional Black Caucus** endorsed Will in the Democratic primary for Maryland’s Congressional 8th District.  More recently, Will has been endorsed by Maryland State Sen. Will Smith, and Montgomery County Board of Education member Shebra Evans. | | |

**Issue Questions**

1. As the Kirwan Commission makes its recommendation on school funding, how will you support additional school funding to address the unmet needs in the county?

Comments:

The first goal of the Kirwan Commission should be to move with speed to address the obvious and distressing shortfalls in funding for those schools in greatest need. The decision to delay funding proposals puts another cohort of our public school students behind the curve, and unfairly brakes serious state efforts to close the achievement and opportunity gaps. The Commission has decided to put politics ahead of good policy, and ahead of our public school kids, in its decision to delay any announcement of funding proposals until after the 2018 election.

But beyond the Kirwan Commission recommendations that we are yet to see remains the bigger question about our public budgets at the county, state and federal levels. Budgets are moral documents that should reflect our societal values – and our values should be based in both sound fiscal management and investment in crucial areas like child care and public education to ensure long-term prosperity, growth and equality.

At the heart of the “proper and responsible” rubric is how we collect tax revenue. The gap between the wealthiest and everyone is greater than ever before, unfairly shifting the burden to middle and working class families. Corporations are paying the smallest share of public taxes than ever before, meaning individuals and families are paying the greater share of taxes out of payroll, income and sales tax. This must be addressed. We must rebalance how we collect our tax revenue to proper and responsible formulas and collect a fair proportion from those individuals and corporations which have benefited the most from our publicly-funded schools, roadways, transit centers, research dollars, and other cultural, economic and educational infrastructure.

2. Overcrowding in public schools in Montgomery County continues to be an issue. What are your plans to address that issue, especially considering increasing budgetary shortfalls?

Comments:

One county-level policy that we could change to better address school crowding is an increase on the impact fees Montgomery County imposes on new development. This is akin to a “user tax” generated specifically to address higher demands on public schools, derived from the developers which would benefit from the construction and sale of the new housing and commercial construction.

Further, we should end the Wheaton and Gaithersburg enterprise zone exemptions developers currently enjoy. And we should begin to assess impact fees on the developers in Silver Spring, where the Enterprise Zone exemption expired more than a decade ago.

Long term, we need to make sure all MCPS schools are seen as desirable for residents. This includes increased investments in high need schools but also a communications/messaging campaign to highlight the great teachers and programs across MCPS. This will help with overcrowding when residents believe all MCPS schools are high quality and not just some in certain parts of the county.

3. What is your plan to close the performance gap in Montgomery County schools?

Comments:

The opportunity and achievement gaps we see in MCPS must be addressed through as many channels as possible. It is a moral imperative, but it is also sound policy, as we need a highly-educated and trained workforce for the careers of tomorrow. One of the simplest ways to start to address these gaps is expanding access to affordable high quality childcare and early childhood education. This is a pressing issue for most working families, but it is also one of the most fundamental tools to prepare our kids for achievement in the classroom. Kids coming out of early childhood education are far more advanced than those children who are not given that opportunity.

Further, I believe we must invest in the “wrap-around” services that our high-risk population and under-serviced schools deserve. This includes expansion of “community schools” and afterschool programs. The evidence is irrefutable that pre- and post-school programs increase classroom achievement scores while narrowing those social issues that would otherwise inflate the performance gap – issues like hunger, gang activity and truancy.

4. In general, do you support or oppose charter schools?

Support Oppose

Comments: I think the current charter law is the right one where any charters must adhere to previously collectively bargained agreements negotiated by MCEA.

5. Do you support or oppose school vouchers that would allow public school students, K-12, to attend a private school instead of their local public school? Please explain your support or opposition.

Support **Oppose**

Comments:

I oppose spending any public taxpayer money on private schools. Sending children to private school is a private choice and should be supported with private funds, not public. We are not investing enough in our public schools as it is, and to drain more public funds away from our public schools is a disservice to our teachers, our building leaders, and our children.

6. Will you support making community college free for all county residents?

**Yes** No

Comments:

I do support making community college free for all county residents. I also propose a more vigorous vocational and technical training program to help fill high-paying STEM and technical jobs that are currently vacant in Montgomery County. Nearly a quarter of all graduates of MCPS do not go onto higher education, for one reason or another. We can continue to offer greater education and career-oriented training, through Montgomery College and STEM/tech programs, to provide the skills that employers are looking for, and which would provide workers better salaries and quality of life.

7. Will you commit to vote for full funding of Montgomery County’s optional public campaign financing system?

**Yes** No

Comments:

I support full funding and am participating in the public financing system because I am committed to the will of the people being heard. By combining low-dollar donations with a public match, we are boosting citizen engagement in our elections, and at the same time we are reducing the influence of special interests in our campaigns. As a Montgomery County Council Member, I would vote to fully fund the county’s public election fund.

8. Are you using Montgomery County’s new public financing option? Have you qualified? If not, how close are you and when do you expect to qualify? If you are not using the public option, why not and what are your funding sources?

**Yes** No

Comments:

We have filed to qualify for Montgomery County’s public financing option. Our Jan. 10 state Board of Elections campaign finance report shows we have met the thresholds for qualifying for the public match: we had 351 Montgomery County donors, when 250 were necessary, and gathered an aggregate total of more than $29,000 in Montgomery County donations, when an aggregate threshold of $20,000 was necessary. We are expecting to hear from the state Board of Elections soon to confirm our qualification.

9. In August, the Attorney General’s office notified Delegate Marc Korman that counties can legally implement a public-financing option for candidates to statewide elected office. Do you support a statewide public financing program?

**Yes** No

Comments:

Montgomery County is well-positioned as a laboratory for progressive policy initiatives. What happens here can be mirrored elsewhere, not just at the local and county level, but at the state level. Montgomery County’s budget is larger than several other states, and our population is larger than 10. I would support a statewide public financing system because I believe it works in Montgomery County in generating greater voter involvement and displacing special interest influence.

10. What would you do to create more affordable housing options for Montgomery County residents?

Comments:

Affordable housing continues to be a major issue in Montgomery County as it is in many metropolitan areas. With over a third of Montgomery County residents now renting, keeping costs in check is certainly a priority. The 2016 renter rights law passed by the council was a step in the right direction. Requiring annual county inspections of problem apartment buildings that generate numerous code violations and allowing tenants to fix problems and deduct the cost from their rent if landlords are slow to respond are good common sense policies. More protections are needed to ensure safety and stability for renters including specific protection for tenants against retaliatory evictions. For example, Montgomery landlords can still decline to renew a lease without offering a specific, or legitimate, reason. Adding protections for renters so they on are equal footing with landlords would be a focus of my efforts on the council.

I would support legislation to tie new affordable housing to any local subsidy for real estate developers, and support implementation of a dedicated affordable housing fund to support low-cost housing for low-wage workers and their families.

11. What will you do to relieve road congestion and improve transit options?

Comments:

Increasing the reach, reliability and frequency of our mass transit system is the key to relieving road congestion. Our public policies have focused for far too long on the automobile-only approach to transportation. By focusing our efforts on mass transit, we can reduce demand on our roadways. In Montgomery County, that means funding the Purple Line and Bus Rapid Transit (BRT), and working with our local partners to improve Metro rail and bus service. But we must consider adding to the existing transit network and expanding its reach around Montgomery County and the regional network – tying our RideOn system to other regional networks, and expanding services to areas not currently served. I also support the increased use of bikes and bike lanes in areas that can support those networks.

12. How will you ensure that future housing and transportation projects ensure that poor or minority neighborhoods will not be forced to bear the burden of making way for new development?

Comments:

A major component of the responsibility of Montgomery County Council members is planning and zoning. I’m deeply committed to social justice in all of its forms. Land-use planning, either for new development or re-development, is one area where social justice efforts can expand – in particular, to protect affordable housing in under-represented communities, which are often low income and populated by new Americans and communities of color. We can do better as a county than to force the poorest and least powerful out of their homes to make way for development. As we saw in the redevelopment of the DC riverfront, if our low-income neighbors are not protected, they will lose their homes. In the case of DC, low-income families were displaced for wealthier, whiter gentrification. And that cannot happen in Montgomery County, in any fashion. I will fight to make sure any new development is balanced and that we hold developers accountable to their agreements.

13. How will you help Montgomery County become cleaner and increasingly carbon-free?

Comments:

The best way to promote a clean environment in Montgomery County is to promote a clean-energy economy. Ours is one of the few local jurisdictions with a focused effort on financing of green energy projects, through Montgomery County’s Green Bank. I feel the county’s Green Bank is still in its infancy. We have a seed of a great effort, but it must grow. I would work to bring a far greater pool of resources to the Green Bank and expand both its reach and its depth of support for green energy projects. How many of the county’s 1.1 million residents are even aware that there is a county-operated Green Bank with funding for community solar? Not many.

But to make greater, lasting change, we not only have to promote carbon-free alternatives, we must expose the greater costs of carbon-based energy. Oil and coal industries have gotten rich off market expansion supported by public policy, and in many cases, outright public subsidies, whether those are royalty-free drilling and mining on public lands. We can do that through education campaigns and county-collected fees and surcharges on industries that refuse to consider alternative fuel sources.

The first place to look at making major changes – and growing demand for alternatives to carbon fuels – is how we power our own public buildings. If Montgomery County can’t provide carbon-free energy to public buildings and grounds, we cannot impose that change on private buildings and grounds. So I would seek legislation that would lay out a long-term plan for reduced-carbon powering of our buildings and our county-owned vehicle fleet.

We also have to continue to oversee NRG Energy’s management of the Dickerson Generation Plant. This plant was supposed to be de-commissioned in 2017, and then in 2018, but now NRG Energy has sought another delay in its de-commission of the coal-fired plants until 2019. The plant supplies 831MW of power to PJM. The county has a role in ensuring the health and safety of its residents; having a major coal-fired power plant with a record of emissions and Clean Water Act violations inside the county is a detriment to the environment and our public health. The plant should be closed.

14. What would you do to enhance economic stability and wealth for Montgomery County residents?

Comments:

The phrase “smart growth” is thrown around so much these days it seems to lose its meaning. But in reality, a Smart Growth plan is a sound foundation – as long as it’s a) smart, b) about growth, and c) an actual plan, and not just a meaningless catch-phrase. A primary function of the County Council’s job is planning. We need to plan to encourage long-term, durable growth of our economy, with high-paying jobs that could help families withstand any kind of economic turbulence brought on by national or global trends. We do that through Smart Growth.

Smart Growth includes a focus on small and mid-sized businesses that are organic to Montgomery County. Like many other jurisdictions, we have suffered when we have thrown tax breaks and subsidies at major employers, only to see them leave the county a few years later. Home-grown businesses would remain in Montgomery County, even as they grow and expand. We need to keep our locally-rooted business community in mind, sharing what incentives we might offer to larger companies with the smaller employers as well.

Smart Growth includes maintaining a world-class public school system and quality of life that would draw those major companies whose discerning, high-earning employees would demand good schools, housing and welcoming, diverse communities. That means new and re-development near mass transit, more robust investment in our public schools, and protecting our parks, cultural centers and unique “sense of place” that makes up so much of the promise of Montgomery County.

Those are elements of a government plan. The foundation of my philosophy toward government is as based in morality as it is based in smart economic principle: we must reduce the growing inequity between rich and poor in order to offer long-term stability of affluence in Montgomery County. The gap between lower and higher-income workers is growing, and that threatens the social fabric not just of Montgomery County, but our nation. By investing in our public school system and career-oriented programs for high-school kids like Summer R.I.S.E. (a program I helped create and lead), we can offer employers a highly-trained, highly-educated workforce that can demand higher salaries.

15. Will you work to create a higher density of union jobs in Montgomery County? If so, how would you accomplish this?

**Yes** No

Comments:

Collectively, Montgomery County employs about 42,000 people, through county government, Montgomery College and MCPS. The only employer in the county larger than the county itself is the federal government. As an At-Large County Council member, I would seek legislation that would require that any company doing business with the county comply with workplace laws, particularly those related to the right to collectively bargain and form unions.

Private companies, whether they be manufacturers, hospitals, or major retail chains, often control the economic realities and conditions of their workplaces. We see efforts at subcontracting and franchising employees, which undermine the abilities of those workers to bargain for better wages and conditions. County policy could make those employers accountable by looking at “joint employer” terms, similar to what the Obama Administration was doing through the National Labor Relations Board.

When it comes to building trade, every county-funded public works project, including school construction and restoration, should be manned by local unions. No Montgomery County taxpayer money should ever go to a non-local, non-union workforce for work done in the county. Period.

School services should never be contracted out to non-union companies when county school employees covered by collective bargaining agreements can do the job. And we should raise wages for part-time Montgomery College instructors so they have parity with full-time professors.

In no uncertain terms, Montgomery County government can step in to fill the gap locally where federal and state governments fall short. Protecting workers’ rights to organize and bargain is one important area where the county should take a stronger stand.

16. What are your plans for implementing police reform and accountability?

Comments:

We see the need for police reform and accountability right at our doorstep in Montgomery County, with the case of Freddy Grey and excessive police force. Montgomery County should think creatively about strengthening the relationship between law enforcement and residents, while managing consistent police activity (particularly as it relates to gang activity).

Aside from increasing the number, role and responsibilities of our community liaison officers in the Montgomery County Police Department, I would work on legislation that ensures a robust and transparent Civilian Review Board process for any case action taken up against a police officer accused of excessive force. And I would cement the role of private citizens – everyday people – in that public review board as active participants with weight equal to any police or prosecuting authority.

17. How do you plan to ensure the implementation of Civilian Review Boards for police misconduct?

Comments:

The County Council members must be committed to the role of oversight of county departments, including the Police Department. If elected, I would work to ensure a regular and rigorous review of police activities, with testimony as needed from the civilian participants in the review boards. These public hearings would add considerable weight to the role of review over potential police misconduct. I currently meet regularly with our law enforcement leadership and believe that these boards will help improve police community relations and reduce incidents of misconduct.

18. What are your plans, if any, to end cannabis prohibition? What are your plans to change cannabis policy in Montgomery County?

Comments:

I am a supporter of ending prohibition against cannabis for both recreational and medicinal purposes. Prohibition failed with beverage alcohol, and it has failed with recreational drug use. Within its own borders, Montgomery County is a major market. As a County Council Member, I would introduce and/or support legislation to create a county licensing and permitting process by which producers, wholesalers and retailers could begin to operate within the county, under a Cannabis Control Board that would impose regulations for custody, marketing and sale, as well as the collection of taxes.

One of my chief concerns is handling roadway safety as cannabis is introduced as a legal intoxicant. I would want the County to open a dialogue with Colorado, Washington and California authorities responsible for road safety to research how they establish and gather data to determine impairment levels. The opening of a new market must be accompanied by a full understanding of the implications on our law enforcement, roadway safety and efforts to prevent sale to minors – really, a commitment to responsibility. We could establish an advisory board of police, public health and industry members to work on issues as they emerge.

19. The County Executive has announced a budget shortfall of about $120 million and has asked departments to cut 2% of their budgets in response. What cuts would you make to the budget? How would you change the county’s budget process to make it more progressive?

Comments:

Budgets are moral documents. Decisions about spending reflect our values as a society. Sound public policy is rooted in sound fiscal management and, as such, proper and responsible custody of taxpayer money should be a priority. There are critical investments like child care and education that must be made to ensure long term prosperity, growth and equity. These should never be on the chopping block.

Further, I believe the “proper and responsible” formula should be applied to our revenue formula. The gap between the wealthiest and everyone else is greater than ever before, shifting the burden on to middle and working class families. Corporations are paying the smallest share of public taxes than ever before, meaning individuals are paying the greater share out of payroll, income and sales tax. That must be addressed. **We must rebalance how we collect our tax revenue to proper and responsible formulas and collect a fair share and proportion from those individuals and corporations which have benefited the most from our publicly-funded schools, roadways, transit centers, research dollars, and other cultural, economic and educational infrastructure.**

At a time when the stock market is reaching record highs, when corporate profits are reaching records, and when we are seeing a record amount of corporate cash sitting on the sidelines, it is a profound social injustice to fail to fix a tax formula which imposes the greatest costs on working and middle income families.

20. How do you intend to protect and support the undocumented community beyond what is currently being done? What would you do if the administration refuses to renew DACA and TPS?

Comments:

Every citizen of Montgomery County, whether a new American or a descendant of immigrants from generations ago, is deserving of a safe home. We must make Montgomery County a sanctuary. I would seek legislation to prevent MCPD from enforcing federal civil immigration law requests from U.S. Immigration and Customs Enforcement. We know that in Maryland overall, more than 64 percent of deportees do not have criminal records. And ICE’s overzealous engagement through local police departments reduces participation in community policing efforts – especially in immigrant neighborhoods. We must create guidelines, through legislation, that would bar local police authorities from holding immigrants under ICE detainer requests.

There should be a clear separation between the federal government’s effort to enforce questionable immigration policies and our local public safety goals.

21. What is your plan to implement greater protections for women and children?

Comments:

I am a supporter of the rights of women and children through all forms. I have worked at the local level, through my non-profit Our Voices Matter, through the African-American Student Achievement Action Group, and through my work in the Obama White House and the U.S. Department of Education, to ensure the protection of their civil rights – but, ultimately, the promotion of their well-being through education and social justice.

Many low-income families in Montgomery County are single-parent families. Often the children are with their mom. That was my story. It is a story I know well. Women rights must be guaranteed at every point in our society – in the workplace that means equal pay and freedom from discrimination and harassment. At home, the children they are raising would be better served with pre-school and early-childhood care programs, as well as after-school enrichment initiatives and paid family medical and sick leave that would give their moms the time they need to move between jobs and home.

I’m committed every day to protect my own wife and three daughters. As a public servant, I am committed to the safety and protection of every woman and child in Montgomery County, in every way possible.

22. Which progressive groups or organizations are you a part of, have worked with, or supported?

Comments:

I’ve participated with many local NGOs including ManUp, NAACP, Impact Silver Spring, Takoma Park Mobilization and Do the Most Good but have been heavily involved with the following:

**Our Voices Matter** is a non-profit I founded in 2014 with a mission of outreach to under-represented communities in Montgomery County, to increase voter activity, civic engagement and leadership profiles.

**The African-Immigrant Caucus** is a civic organization made up of members of the African diaspora, and we work to increase the dialogue with public officials on matters of race, economic opportunity and social justice.

I am the co-leader of the **African-American Student Achievement Action Group** (AASAG), which works with MCPS and the community to advocate for strategies to close opportunity and achievement gaps for African American students in Montgomery County Public Schools.

And as a Catholic University of America undergraduate, I founded the first NAACP chapter on that campus.

23. Will you support ending the money-based bail system in Maryland?

**Yes** No

Comments:

It is a fundamental social injustice when high-risk defendants are able to post bail and walk free, when every day, low-risk individuals are detained because they are poor and unable to make cash bail. This is both unfair and unsafe. I believe money-based bail is also unconstitutional. I support ending money-based bail system in Maryland because it is yet another form of discrimination against low-income citizens.

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| 24. For the measures above that you have agreed to support would you be willing to: | |
|  | |
| * Co-sponsor legislation? * Work with our Policy and Legislative Director to help pass a bill? * Speak at public events in support of legislation? * Write an op-ed in support of legislation? | YES\_X\_\_\_\_ or NO\_\_\_\_\_    YES\_\_X\_\_\_ or NO\_\_\_\_\_    YES\_X\_\_\_\_ or NO\_\_\_\_\_    YES\_\_\_X\_\_\_ or NO\_\_\_\_\_ |
| 25. Would you be willing to engage with Progressive Maryland members and their communities by: | |
|  |  |
| * Speaking at Progressive Maryland events? * Meeting with our membership annually to report on the progress of our shared priorities and answer questions from our members? * Writing a letter to unorganized workers endorsing an organizing drive by a labor union? | YES\_\_X\_\_\_\_ or NO\_\_\_\_\_  YES\_\_X\_\_\_\_ or NO\_\_\_\_\_  YES\_\_X\_\_\_\_ or NO\_\_\_\_\_ |
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