

**Justice For Massachusetts
2018 DA Candidate Questionnaire**

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In 2018, it is clearer than ever that our criminal justice system is damaging the lives and life chances of individuals and communities, especially individuals and communities of color. It is doing so at the expense of real community safety and at huge expense in public resources. Big change is needed if we are to have a system that truly serves justice. We believe DA's have a central role to play in making that change happen--both in setting policies for prosecution and in advocating for laws to reform our criminal justice system.

General Questions

- 1) What experience do you have that will prepare you to reshape the criminal justice system through the DA's office?**

Following a career in healthcare management, I attended law school. I've been a prosecutor and a defense attorney, and I am the past chair of the Board of Bar Overseers, the agency that oversees the ethical discipline of the Commonwealth's 60,000 active attorneys. At the Suffolk County DA's office, I served as the Chief of Professional Integrity & Ethics. I built the first Conviction Integrity Unit in Massachusetts and trained hundreds of

prosecutors, not to get a conviction at any cost, but to approach every case in the furtherance of justice. As a defense attorney, I protected the constitutional rights of people who couldn't afford an attorney, in both state and federal courts. Over the course of my career, I've been counsel of record for 120 cases in the Appeals Court and two dozen cases in the Supreme Judicial Court. I have had the opportunity to lead with my values and understand the powerful ways a District Attorney can create positive systemic change. I didn't pursue any of my career experiences - as a manager, prosecutor, or defense attorney - because I thought I would be privileged enough to run for District Attorney. But I am a better, more effective leader and advocate for criminal justice reform because I've held those different perspectives.

In addition to my litigation experience, I had the honor to work as a member of the National District Attorneys' Association Best Practices Committee. I collaborated with prosecutors across the country to develop and share model protocols for responsible and just prosecutions. I've worked closely with law enforcement partners, including at the police academy and on training collaborations to develop interview techniques to mitigate the effects of implicit bias and work toward fair treatment of all suspects. The Supreme Judicial Court of Massachusetts appointed me to the Board of Bar Overseers, I presided over cases where attorneys had been accused of violating their ethical responsibilities and led an organization with an \$18 million annual budget. I've had the opportunity to work on policy at the forefront of ethical prosecutions. Middlesex County deserves -- and should demand -- that kind leadership and experience now to address the broken criminal justice system.

2) What do you think about the growing prison population? What role will your DA's office take in reducing it?

We incarcerate too many people. One in three black men spend time in prison, while that number is one in seventeen white men. Nationally, the prison system costs taxpayers \$80 billion a year.¹ The prison population has been steadily growing the past few decades, even as crime rates have fallen. Although in Massachusetts, we have the lowest incarceration rate in the country, we still incarcerate more people each year twice of Great Britain, three times as much as Canada and China, and four times worse than Germany and France. Our incarceration rates are even higher than Iran, South Africa, and Singapore. The solution to this shame will require a multi-disciplinary approach, but the leader must be the person who has complete and unfettered control over our criminal justice system: the District Attorney.

Under our Constitution, people are presumed innocent until a jury or judge passes judgement. In Middlesex County over the past four years, the number of innocent people held pretrial has doubled, even while the arrest rate has fallen by 35%. For too long, we have only demanded that District Attorneys have focus on "tough on crime" policies instead of looking at root causes of the crime and dedicating resources to rehabilitation.

As Middlesex District Attorney, I will prioritize both safety and social justice. We need to significantly reduce reliance on cash bail, which too often results in people incarcerated for no other reason than that they can't afford to pay. Under my administration, there will be no bail requests for low-level nonviolent offenses and we will have a defined list of offenses this policy covers. We will release data every six months on requests and outcomes, so the public can hold us accountable to this policy. Second, we will train prosecutors to educate judges about the cost

¹ <https://www.aclu.org/issues/smart-justice/sentencing-reform>

of incarcerating a person who cannot afford bail so that the true costs of the incarceration are part of the consideration around bail. Additionally, we need to dedicate resources to programs and interventions that significantly reduce recidivism, like restorative justice. These programs though must be available equitably and not just further add to the racial disparities infecting our criminal justice system. To know what works, we need to collect and release data and welcome public accountability.

My office will focus on ending cash bail, promoting diversion programs for juveniles and those struggling with substance use disorder, and ending mandatory minimums. Through these efforts and others, I will work to reduce the prison population by reducing pretrial incarceration, diverting young adults from the criminal justice system, reducing sentence recommendations, and making it easier for people who have criminal records to build healthy and stable lives to move forward.²

What are your thoughts on the War on Drugs?

The War on Drugs criminalized addiction, incarcerated a generation of black men, devastated communities, and did not make us any safer.

These failed policies, including mandatory minimums, have cost the country trillions of dollars, had no impact on substance use or trafficking.³ Worse than that, our system is killing those folks caught up in the system who have substance abuse disorder: in Massachusetts, incarceration makes it 120 times more likely a person will have a fatal overdose upon release. This has to stop.

As District Attorney, I will prioritize screening cases to find the most just outcome for all involved -- including diversion, restorative justice, and ensuring equal access to innovative programs like drug court.

The criminal justice system should be dedicated to ensuring safety and social justice. Our communities will be stronger and safer when we provide treatment to those who need it through drug courts and other community based programs, and dedicate resources to keeping people out of jail.

3) Do you believe there is under-representation of women or people of color working in the court system? If so, how would you work to correct the problem?

Yes, unfortunately there is an under-representation of women and people of color, particularly at leadership levels, but also as line prosecutors in the district courts. Recruiting, hiring, training, and retaining talented attorneys and staff who reflect the diverse communities we serve will be one of my top priorities as DA. We should also include formerly incarcerated folks as part of staff at the DA's Office. Inclusion of different lived experiences is necessary to an office that embraces a culture of working in the furtherance of justice. Our hiring policies and procedures must minimize the impact of bias, create a culturally competent workplace, and sustain recruitment practices to ensure we are actively seeking out diverse candidates.

² <https://www.sentencingproject.org/criminal-justice-facts/>

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<https://www.aclu.org/issues/smart-justice/end-war-drugs?redirect=issues/mass-incarceration/war-drugs/end-war-drugs>

To ensure that we accomplish these goals, I will develop partnerships with organizations dedicated to diversity and inclusion to assess hiring and recruitment processes and make recommendations on best practices to adopt.

4) Do you believe that all citizens have adequate access to legal help and the legal system? If not, what can be done to provide wider and better access?

No. I came to fully appreciate the disparity when I began representing people who didn't look like me as a defense attorney. Seeing and experiencing the system from a different vantage point made it abundantly clear to me that access is determined by race and economic class -- something that isn't necessarily front and center for a person who has only ever been a prosecutor.

People of color are disproportionately incarcerated and do not have equal access to rehabilitation or restorative justice programs. For example, in Massachusetts, we know that not everyone has the same access to drug court. Drug courts have been proven to be tremendously successful options for rehabilitation. However, drug courts serve white residents at a disproportionate rate and many people of color never get the opportunity to benefit from these programs. (Although the DA has not revealed how grave these disparities are. The Chief Justice of Trial Court admitted the disparity at a MassINC forum in June.) For immigrants in particular, who face an increasingly hostile environment, victims and witnesses are often afraid to contact law enforcement for fear of immigration consequences for themselves or their families and friends.

As DA, I will work to bring equity and accountability to the office by collecting and releasing demographic data about who is charged, diverted, offered plea deals, or have their cases dismissed. We need to get to the root cause of the inequity in incarceration, and we cannot do that without the data. Further, we will prioritize diversion and rehabilitation for all people facing charges stemming from substance use disorder or facing charges for non-violent crimes.

I will focus on improving community engagement and outreach and standardize access to diversion programs, which includes the critical step of collecting and releasing the data to allow the community to hold the Office accountable. I want to make sure that all members of the community feel safe accessing the legal system, and that all members are treated equally within the system. We need to focus on safety and social justice for all.

5) What efforts will you take to increase language access for immigrants that's beyond the right to a court interpreter?

Unfortunately, language equity is an endemic problem in our court system, and in government more broadly. As District Attorney, I will focus on providing legal materials in every language spoken across Middlesex County, including the website. I will train prosecutors to ensure that anyone involved in courtroom proceedings (defendants, victims, witnesses) are all able to understand what is happening and that translation and guidance is provided when necessary. I plan to expand the victim-witness advocate program in Middlesex and focus outreach on hiring advocates who speak multiple languages to meet the needs of the community. In addition, I will appoint an Immigration Counsel from within the District Attorney's Office which will conduct community engagement with immigrant communities in languages that community members will feel comfortable speaking and discussing legal questions or concerns.

6) What will you do to ensure that the community stays up to date on the changes you have made as District Attorney? How do you propose that the community should hold you accountable for the commitments you make during your campaign?

Accountability is key. Today, the District Attorney's Office does not collect or release any demographic data about who is diverted, offered pleas, charged, indicted, or brought to trial. Without transparency, we have no way of knowing whether the kid in Lowell gets the same fair treatment as the kid in Weston. As District Attorney, I will collect and release demographic data from our courtrooms to trace the source of racial and economic disparities that persist in our criminal justice system. Data will include arraignments, bail requests and outcomes, convictions, diversions, and recidivism rates. Meaningful reform is only possible with this transparency and accountability.

In addition, I will create a Professional Integrity and Ethics Bureau, which will convene and organize regular meetings of a Community Advisory Board. The CAB will include formerly incarcerated people, members of different faith and immigrant communities, and other social justice and civil rights organizations involved in criminal justice reform, to provide a comprehensive approach to reviewing and improving the work of the office.

If elected, we will hold the first CAB meeting during my first month in office.

Alternatives to incarceration:

1) What specific types of programs (please give examples of programs in other jurisdictions) will you implement or expand to deal with issues of mental illness?

We are privileged in Middlesex County to have leaders like Sheriff Koutoujian and State Senator Friedman, who championed the creation of the Middlesex County Restoration Center Commission to explore innovative approaches for diversion programs focused on mental health treatment.⁴ This Commission is similar to the Mental Health Advisory Board developed in LA County to divert non-violent mentally ill offenders into community treatment programs.⁵ As Middlesex District Attorney, I will work with the Commission to ensure that the District Attorney's Office is doing everything possible to support that work through how we screen and pursue cases, and how we support victims and witnesses.

I would like to work to expand this Commission or partner with behavioral health centers to develop organized and standardized care and services for individuals who enter the criminal justice system with serious mental illness. If possible, the Commission should have an emergency response unit which will be a place where police can bring individuals clearly experiencing a mental health episode for an assessment. Then, prosecutors can screen the case and if they decide that diversion is appropriate there should be long-term treatment facilities and programs available.

2) How do you plan to handle issues that arise with children in school ending up in court?

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<https://framinghamsource.com/index.php/2018/04/03/middlesex-county-restoration-center-commission-holds-inaugural-meeting/>

⁵ <http://da.lacounty.gov/sites/default/files/policies/Mental-Health-Report-072915.pdf>

Young people who are suspended in school are three times more likely than their peers to drop out, and students of color absorb a disproportionate impact of zero-tolerance school discipline policies.⁶ As Middlesex District Attorney, I will work to dismantle the school to prison pipeline.

There are two critical ways the DA can prevent young people from becoming involved in the criminal justice system. The first is training. I will work with police departments and schools across Middlesex County to ensure that both officers and school staff understand and work to mitigate the impact of implicit bias on discipline. Further, every staff member of the District Attorney's Office will be trained to review every case with an eye toward justice and equity, rather than a conviction at any cost.

The second way to prevent young people from being unnecessarily involved in the criminal justice system is to make sure that when a case does get to the DA's office, there is a clear protocol for screening and diversion. When I am the DA, every case involving a person under the age of 25 will go to the Juvenile and Emerging Adult Bureau for review. The Bureau will prioritize diversion and restorative justice over incarceration.

- 3) Will you commit to establishing and fully funding a pre-arraignment diversion program that allows people arrested for petty offenses, including low-level drug possession or sale, to get the help and support they need without needlessly exposing them to the consequences of a criminal conviction? If not what specific steps will you take to create avenues for defendants to be diverted away from criminal prosecution?

I fully support the use of diversion programs to reduce incarceration and improve outcomes. Today, pre- and post-arraignment diversion tends to be available only for those arrested on drug-related charges. I believe we need to expand our view of the value diversion beyond that scope -- we should prioritize diversion and restorative justice for more than only people charged with drug-related crimes.

If elected, I will pursue two paths to increased funding for diversion. First, I will advocate at the Legislature for dedicated resources for diversion and data collection, to ensure that the programs we invest in are working for those involved. Second, I will hire a grants manager to coordinate both grant applications for the Middlesex DA's Office and to help community-based programs with securing funding.

- 4) **Will you commit to expanding pre-trial services? Which services will you commit to expanding or developing?**

As District Attorney, I will focus on policies like ending cash bail for low-level, non-violent offenses to reduce pretrial incarceration. Far too often, individuals who are incarcerated because they cannot post cash bail lose their jobs, their children, and their housing as a result of this disruption in their lives, before they've even had their day in court, leaving those who depend on them without housing as well. I will work to end this unfair and unequal practice. I will work on

⁶<https://www.adl.org/sites/default/files/documents/assets/pdf/education-outreach/what-is-the-school-to-prison-pipeline.pdf>

implementing a text message reminder system instead to help defendants remember to attend any necessary hearings.

- 5) What percentage of your budget will you commit to establishing and supporting community vetted alternatives to incarceration?

A budget should be reflective of the priorities of the office and yet, as with everything else in the DA's Office, we have no data about what departments within the DA's Office are prioritized for resources. What we do know is bare-bones. In fiscal year 2017, the Middlesex DA's Office had a budget of \$16,795,000, of which \$13,971,000 went to pay salary and benefits, and \$546,000 went to State Police overtime. That left just \$2,270,000 for operations. And there is not any information released to the public about funds received from civil asset forfeiture - either amounts received or how the funds are distributed. In 2015, the State Auditor issued a report that showed in the one year reviewed, the MDAO deposited \$732,906 in court-ordered forfeited funds and disbursed a total of \$1,211,167. I believe it would be disingenuous for me to commit to a percentage amount that I will commit to establishing and supporting alternatives to incarceration where the current state of budgetary affairs exists in a black hole. I commit, however, to a core mission of reducing mass incarceration. Additionally, I will release all of the data about the budget, including what departments receive priority for resources.

- 6) Will you commit to diverting or dismissing **all** simple possession drug cases? Yes.

Charging/Pre-Trial:

- 1) **Will you commit to not requesting cash bail in all misdemeanor and low-level felony cases?**

Yes. Nearly one-quarter of Massachusetts prisoners are held not because of a conviction but because they are awaiting trial. Most of these defendants are held on cash bail - not because they pose a flight risk but because they are too poor to pay. Studies show that defendants are also more likely to plead guilty when they are held on cash bail. This needs to end.

I will commit to ending cash bail requests for low-level offenses and to collecting and releasing data regarding bail requests and outcomes. My policy will outline exactly which offenses prosecutors should not request cash bail for, so that prosecutors in all towns throughout the county will apply the policy in a standardized and equitable way. Prosecutors will also be trained to inform judges of the cost of incarceration should the defendant not be able to afford cash bail.

- 2) **More and more youth are being held in adult jails before they even reach trial. As DA, what would you do to keep children out of the system?**

As Middlesex District Attorney, I will create a Juvenile and Emerging Adult Bureau. The Bureau will consist of four components: a Juvenile Justice Unit; an Emerging Adult Unit; the Diversion Program; and the Restorative Justice Initiative. Staff members across all units will be trained on juvenile and emerging adult brain development, the effects of adversity and trauma, and positive youth development strategies. The Bureau and the Office as a whole will also focus on collecting data to make sure that each person is treated equally. The Bureau will screen every case involving a defendant who is under the age of 25 to ensure that those young people are getting the support and services they need.

The mission is simple: address the root of the problem and offer opportunities for young people to grow, change, and mature.

- 3) Tens of thousands of people are under correctional control for minor non-dangerous misdemeanor offenses. What will your office do to limit unnecessary criminal prosecution for those accused of minor non-dangerous offenses? Will your office commit to reducing the number of misdemeanors charged in cases where there is no threat to public safety?**

Yes. As District Attorney, I will work to decrease incarceration on a number of fronts:

Bail Reform: ADAs in my office will not request cash bail on low-level non-violent offenses. The policy will explicitly define the offenses covered. I will specifically define the offenses the bail policy pertains to so that the public can hold the office accountable, and so that prosecutors in the courts know how to implement the policy. Prosecutors will also inform judges of the costs of incarcerating a person should they be held. Moreover, I will collect and release data at least every six months on bail requests and outcomes (including race, gender, charges, courthouse, request, outcome, and revocation rates).

Juvenile and Emerging Adult Bureau: I will create a Juvenile and Emerging Adult Bureau bringing together social workers, victim witness advocates, and assistant district attorneys in specialized units. Lawyers and staff will screen every case, and will be trained to understand and utilize evidence that brain development continues through adolescence and into early adulthood. In addition to prioritizing the use of diversion and restorative justice, the Bureau will collect data at every point of a young person's interaction with the criminal justice system to ensure equity and fairness in prosecutions, and to allow communities to hold the office accountable to those goals. To ensure success, the Bureau will further develop and expand partnerships with community-based organizations, including advocating for the development of a Young Adult Trial Court.

Data Collection: Effective innovation is simply impossible to do without the data, including on the equitable use of bail recommendations and plea negotiations. I will work with legislators to fund the technology necessary to establish robust data collection and analysis. I will also collaborate with academic researchers and public policy think tanks to collect and analyze data to objectively draw conclusions to develop equitable and smart prosecutions practices.

- 4) In many cases a minor criminal charge can have devastating immigration consequences. What will you do to work with our immigrant populations to ensure they are exposed to additional punitive consequences? Would your office commit to considering immigration consequences for defendants as part of determining what to charge? Additionally, would you institute guidance and education for your prosecutors to avoid extreme immigration penalties (i.e. deportation)?**

Recent federal immigration enforcement activity has spread to Massachusetts courthouses and resulted in a chilling effect across Middlesex County. Victims and witnesses who are immigrants, or have friends and family who are, do not feel safe seeking help from police or the courts. Local defendants in Middlesex County are being seized and detained by federal officers, making them unavailable to appear in court. Non-violent and low-level criminal offenses are sometimes being used as the basis for deporting individuals.

As District Attorney, I will appoint an Immigration Counsel within the District Attorney's Office to build stronger relationships with immigrant communities, train all prosecutors in the office on immigration issues, and provide assistance to victims and witnesses who meet the requirements for special federal immigration relief. I also will advocate for a change to the bail statute. If a defendant defaults (does not appear at the next court date) because of an ICE detainer, any bail cash funds that would typically be forfeited should be returned to next of kin. We should not allow federal immigration law to exact another financial injustice on our immigrant communities.

5) Will your office create and share clear policies that detail when and why you will use sentencing enhancements?

As Middlesex District Attorney, my Office will focus on ending mandatory minimums and increase the opportunities for parole. At the same time, my Office will be completely committed to transparency, accountability, and equity. We will develop clear sentencing guidelines, train our prosecutors in just sentencing, and share the guidelines and outcomes with the public. This is the most efficient way to identify and address inequities in the sentencing process.

6) Will your office commit to using independent prosecutors to investigate cases of alleged police brutality?

As Middlesex District Attorney, I will create a Public Integrity Unit within a Professional Integrity and Ethics Bureau. The Public Integrity Unit will be charged with reviewing and investigating allegations of abuses of power, police use of force, and officer-involved shootings. The investigations will follow a written protocol to provide both the public and our law enforcement partners with transparency as to process, procedure, and timelines. We will release accurate information as expeditiously as possible and monitor and correct inaccurate information, during the investigations. After an investigation is concluded, it is imperative that, whether or not charges are brought, the investigative files will be open for public review and inspection. Members of the PIU will include independent prosecutors and former defense attorney employed by the office to ensure that the investigations find and acknowledge the truth of the incidents.

The Unit will also be responsible for maintaining a *Giglio* database of those law enforcement officers who have been found responsible for wrongdoing or misconduct, including any officers who are subject to adverse credibility determinations by judges. Prosecutors shall be trained to disclose any members of the database to defense counsel as part of the office's expansive discovery policy. We must take every step possible to ensure fair trials.

7) Are there mandatory minimums you will commit to stop using to pressure people into pleading guilty? If not, why not? If so, which?

I will advocate for the repeal of *all* mandatory sentences and for the adoption of sentencing guidelines. During sentencing, identifying mitigating and aggravating circumstances that affect the disposition must be part of the conversation. We need meaningful sentencing guidelines standardized across the county, particularly because ninety percent of cases are resolved through plea deals. Until sentencing reforms are in place to be used during plea

negotiations, I will lead an office of prosecutors trained to approach sentencing ethically and equitably, including an extra level of review where mandatory minimums are charged when lesser charges may apply.

8) What efforts will you take to identify cases where individual uses the criminal system for retaliatory purposes?

Though cases of retaliation through the court system are rare, my prosecutors will be thorough in their investigations and will collaborate with local police departments to make sure that there is a full picture of each case and the courtroom proceedings are conducted thoughtfully and work to promote justice.

Administrative:

1) In many prosecutor's offices, prosecutor performance is measured by their conviction rates. Would you commit to using alternative metrics you would use to measure prosecutorial performance? If so, which?

Traditionally, prosecutors have measured success by conviction rates or number of cases taken to trial. That will end when I become Middlesex District Attorney. Instead, we will focus on the quality of prosecutions. During employee reviews, supervisors will pull a number of case files, chosen at random, for the line prosecutor. Those files will be reviewed under a compliance rubric to be sure that: victims received the help and resources they need; the prosecutor abided by the Office's discovery policy and provided materials as soon as possible to defense attorney (and when the information was not disclosed, that a note to the file indicated why such a step was taken); among other criteria. If the review shows that the prosecutor adhered to the very special ethical obligations that apply to our work then, as District Attorney, I will know that justice has been done regardless of the verdict -- it will be a just verdict.

I will also implement a compliance process to look at mistakes in the office, to have compliance check in the office that promotes a culture of continually improving the internal processes in place for prosecutions. I was inspired to create this type of compliance review after reading a law review articles by Barry Scheck, creator of the Innocence Project, and NYU Law Prof. Rachel Barkow. The justice system will never be error-free because we are merely human. We must implement change within the DA's Office to change the culture within the office to continually work to improve, to review errors, and have more just results. I helped to develop this type of "sentinel event" review or root-cause analysis, looking at errors daily to determine what mistakes were happening today in the courtroom. All suppression and dismissal orders would be reviewed and the information tracked to determine whether: we need particular training or policy put in place; there is a rouge prosecutor that needs to be further trained, transferred, or fired; there is a law enforcement partner that needs training; and if there is an appellate remedy we should be pursuing. No DA's Office should be without a meaningful Conviction Integrity Unit to look at claims of actual innocence. When a conviction is vacated following a CIU review, however, there is often little we can bring back to line prosecutors as teachable moments because the cases are typically decades old. My proposal for a consistent current compliance review, what I call Prospective Conviction Integrity, will bring improved our prosecutions tomorrow by learning from any mistakes today. This is a culture change that I am looking forward to bringing to Middlesex County.

- 2) Will you commit to collecting and sharing data with the public? Would your office commit to collecting demographic data (e.g., race, gender and sexual orientation) about who is charged, what they are charged with, what plea is offered and what bail is recommended?**

Yes. Data collection and release is a central component of my campaign. Today, the District Attorney's Office does not collect or release any demographic data about who is diverted, offered pleas, charged, indicted, or brought to trial. Without transparency, we have no way of knowing whether the kid in Lowell gets the same fair treatment as the kid in Weston -- but we know from the disparity in incarceration that it is not equal today. As DA, I will collect and release data from our courtrooms to trace the source of racial and economic disparities that persist in our criminal justice system. The data will include race, gender, charges, courthouse, bail requests and outcomes, and revocation rates. Meaningful reform is only possible with transparency and accountability.

- 3) Will you commit to making the raw data (above) available to the public (of course this would exclude personally identifying information)?**

Yes. Transparency is critical for the public to be able to hold the District Attorney's Office accountable. Promoting transparency around prosecutions will enhance the public's trust in the justice system while making our communities safer.

- 4) Would your office commit to an open file policy that provides defendants with information about their prosecution as early as possible?**

Yes, although I believe that an "open file" policy is a misnomer. There are certain materials, whether they are privileged or under a protective order for example, that cannot be legally or ethically disclosed. I would implement a Presumptive Discovery policy where prosecutors would be presumed to turn all material over to the defendant as soon as possible. If material is not provided in the discovery process, the prosecutor shall make a note to file (likely on a discovery checklist) identifying the legal reason why the material was not disclosed. Not only is it important for the public to understand what happens in the courtroom - it is imperative that everyone directly involved with the process is kept informed, given necessary guidance and resources, and has clarity on the legal procedures. My prosecutors will be instructed to communicate with clarity with defendants and defense counsel in order to share information and promote transparency.

Wage Theft:

- 1) Wage theft is often left to attorney generals or civil lawsuit to be dealt with instead of being prosecuted as theft. Will you commit to use your office to prosecute employers who are stealing wages?**

The District Attorney and other law enforcement also plays an important role in preventing wage theft and protecting consumers. Attorney General Healey has prosecuted companies and individuals for wage theft and received monetary settlements to help repair the economic losses of those who have been harmed. As District Attorney, I will be committed to supporting workers. I will work with the Attorney General and my office will prosecute any unlawful treatment of

workers in Middlesex County. I will use the my position as DA to advocate on behalf of legislation and organizations that work to increase workplace protections for vulnerable workers.

Civil Forfeiture:

1) In what circumstances will your office move for civil forfeiture?

As Middlesex District Attorney, I will require that prosecutors obtain a criminal conviction against the owner before ordering that property be forfeited, and specify that only property directly related to the conviction is eligible for forfeit. This will differ from current practices in Massachusetts, where assets are forfeited prior to trial with a very low burden of proof. I will require that any assets obtained by my office through forfeiture be inventoried, release reports documenting how forfeited assets were spent, and commit to only using these funds for restorative justice, rehabilitation and community-based programs. This policy will remove financial incentives for needless seizures.

Post-Conviction:

1) What steps will you take to reduce re-incarceration for people who pose no public danger but have violated their supervision?

As Middlesex District Attorney, my focus on rehabilitation and diversion will extend to cases where individuals may have violated their probation. Prosecutors will be trained to focus on addressing the root of the problem and asking why this person violated their supervision. Then, when appropriate, they will work to place people in community based diversion and rehabilitation programs that can help address this problem. My office will collaborate with parole staff to recommend terms of parole that are feasible for individuals to meet and to create a culture where parole officers work together with defendants towards change and rehabilitation.

Lobbying:

1) How will you use your public and political influence to reduce mass incarceration and racial disparity in the criminal justice system?

Middlesex County is home to 1.6 million people, and is remarkably diverse. The best way to make a difference on reducing racial disparity and mass incarceration on a broader scale is to make it happen in Middlesex -- in courts from Framingham to Waltham to Lowell.

Through the creation of a Community Advisory Board, I will partner with community organizations, advocates, and formerly incarcerated people to make sure that our policies are intersectional and intentionally equitable. We can be a model for the country if we commit to innovation that is conscientious and responsive to the needs of our communities. At the risk of sounding like a broken record, I will use all of my influence as DA to shine a bright light on what is happening in the Middlesex County courtrooms to collect data. For too long, we have asked nothing more of our DA's than to ensure law and order and lock people up. I know that data is not the answer in itself, but we can't even begin to have a conversation about change, never mind transformative change, without that data. We are facing a justice system infected with gross racial disparities, an opioid crisis that threatens every segment of our community, and a federal

government that has abandoned the most vulnerable in our communities, we need bold, progressive leadership. I will be that leader.

2) Will you support the following State legislative proposals:

- **Ending cash bail?**
 - Yes.
- **Increasing the age at which an offender is charged in juvenile court?**
 - Yes.
- **Repealing mandatory minimums?**
 - Yes.

3) Key to the integrity of our criminal defense system is the right of defendants to meaningful representation throughout the criminal justice process. There have been huge cuts in the budget of public defenders that have made it hard for them to do their job. Will you advocate for fully funded public defense at the local and state level?

Yes. I would advocate passionately for fully funded public defense programs. A critical piece of why I am running for this office is the time I spent as a defense attorney. I believe that public defenders are an incredibly crucial part of the criminal justice system and it is upsetting to see how underfunded and underpaid defense attorneys are. My experience as a defense attorney was invaluable when I established our state's first Conviction Integrity Unit and has made me a better and more thoughtful prosecutor. They deserve to be compensated fairly, and their clients deserve attorneys who are not struggling to juggle a caseload that prevents meaningful engagement with each client.