



## **Candidate Endorsement Questionnaire**

*The following questions present an opportunity to learn more about your views on key community issues and your vision for the City of Dallas. **Please complete and return no later than 11:59PM on Monday, February 20, 2023.** All candidate questionnaires will be published on our website. Late questionnaires will not be accepted for endorsement evaluation.*

1. What are the top 3 issues facing your district?

**Missed Economic Opportunity**

I am deeply concerned about the missed economic opportunities in District 3. The prevalence of vacant and outdated warehouses throughout our district is alarming, and it is clear that we need to take bold action to address this issue. We must also consider creative solutions to reimagine our shopping squares to better serve the needs and wants of our communities. By bringing new amenities and businesses, we can create a more vibrant local economy that benefits everyone in our district. If elected, I am committed to making District 3 a place where economic opportunity thrives, and all residents can thrive.

**Consistent Public and Customer Service**

As a public servant and a Dallas resident, I understand the importance of consistent and equitable public and customer services throughout the district. It is unacceptable for response times to vary based on a neighborhood's location, and we must work to ensure that all residents receive the same level of service regardless of where they live. Customer service should also be consistent across the board. A public worker should provide the same high-level of customer service in all the neighborhoods regardless of who lives in the neighborhood or who they know. I will work to ensure public services are consistent and equitable throughout the district. This means holding staff accountable and actively seeking regular feedback from residents to ensure that their needs are being met.

**Equity**

Great policies have been and are being established to address City issues through a more equitable lens. However, as a potential elected official, I believe the real work begins as we continue to monitor and measure the outcomes of these policies.



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### 2. What are the top 3 policy priorities you plan to advocate for in the first 90 days of your term?

#### Business Inclusion Policy

I am committed to advancing policies that support minority and women-owned businesses and given my experience with business diversity, I will review the Business Inclusion Policy to see how we can continue to ensure that these businesses have access to contracting opportunities.

#### Comprehensive Housing and Economic Development Policies

I also understand the unique opportunities and challenges that come with having a significant amount of available land. To that end, I will prioritize the Comprehensive Housing and Economic Development Policies ensure our community is thriving and that everyone has access to safe and affordable housing.

#### Racial Equity Policy

Finally, I believe that racial equity should be woven throughout all of the City's policies, which is why I will review the City's Racial Equity Policy. By working together and committing to these policies, we can create a stronger, more inclusive community that benefits everyone.

### 3. How have you contributed toward the reduction of crime and incarceration throughout your career?

As the former Assistant Director of Economic Development, I was proud to oversee the City's Fresh Start program which provided returning residents with a path to start over with a career in the City of Dallas. I was very proud of the work my team was able to accomplish. In my current role as Executive Pastor at Concord Church, I continue to partner with the City's program and other organizations to support returning residents and prevent recidivism. Through my work in ministry, including the prison ministry, I have seen firsthand the impact that a career path and supportive relationships can have on individuals and their ability to successfully reintegrate into society. I will remain committed to creating opportunities for returning residents to start fresh and build successful lives.

### 4. What can a Councilperson do to affirm Black residents' trust in local government?

#### Honesty, Transparency, and Intentional Outreach

As someone who has spent a significant portion of my career helping minority and women owned businesses navigate City Hall, I understand the importance of honesty and transparency in building trust with our communities. If elected, I will prioritize these values and ensure that my office is always open and accessible to all members of the community. I believe that intentional outreach is key to building strong relationships and fostering trust between elected officials and their constituents. This means going out into the community, meeting people where they are, and engaging with them on a personal level. In particular, I am committed to engaging and affirming Black residents, who have historically been marginalized and excluded from the political process. I want to hear their voices and perspectives, and work collaboratively to develop policies and initiatives that address their needs and concerns.



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5. What will make your tenure on the council different from your predecessor's (if you are an incumbent, your previous term)? Specifically, what aspects of the previous two years would you like to see change/have done differently? What are your priorities going forward?

During my time as his policy team chair, I observed Councilman Thomas's excellent engagement with the community and I am committed to continuing that work. However, I also recognize the need for more specific and organized working groups that will give complete representation across multiple neighborhoods within the district. While we navigated through the pandemic, the past few years have been challenging for all of us, so my first term, if elected, will focus on re-engaging with the community and prioritizing the important issues such as economic development, racial equity, and public services.

6. What role, if any, does socio-economic status (housing, education, poverty, and transportation, for example) contribute toward public safety?

Without access to basic resources such as education, healthcare, affordable housing, and employment opportunities, individuals are more likely to turn to criminal activities to survive. When people are left without basic necessities, they become more vulnerable to desperation, frustration, and hopelessness, which can lead to criminal behavior. It is also important to consider that when communities are deprived of resources for an extended period, the crimes tend to become more intense and violent. Furthermore, it is important to understand that crime is not just a law enforcement issue, but also a societal issue. It requires a holistic approach that includes addressing the root causes of crime, such as poverty, lack of education, and social exclusion. Investing in communities and providing resources can help prevent crime and create a safer and more prosperous society for all. As a politician, it is important to understand the complex nature of crime and to work towards creating policies and programs that address the underlying causes while also ensuring public safety.

7. How do we remedy the historical and systemic injustices experienced by Black Americans in Dallas?

As elected officials, we are part of the system, and therefore have a unique opportunity to effect change. We must hold ourselves fully accountable to the goal of tearing down these systemic injustices. We must fight to achieve equity in all aspects of our City, including but not limited to education, employment, healthcare, and housing. I will work to ensure that not only are we all equipped to fight the system, but also be equipped to educate someone else. This includes engaging with and educating our constituents on the importance of equity and actively including them in the policy-making process.



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8. As Dallas develops, affordable housing continues to be a pain-point in communities of color. Black communities and other communities of color are seeing themselves priced out of areas with generations of family history in order to welcome in expensive developments and more white, affluent residents. What are your plans for equitable development and protections for residents being disproportionately impacted by these projects?

As a candidate for public office, I am committed to ensuring that all developers, regardless of their background, have equal opportunities to access funding and design and develop communities that meet the economic needs of the City. However, I also believe it is equally important to support developers who come from backgrounds similar to mine, as they have a unique perspective on the challenges facing their communities and can help to address them in innovative ways. By giving these developers the resources and support they need, we can create neighborhoods that provide opportunities for residents to move into their first home or even their dream home without ever leaving the community. This not only benefits the individuals and families who live there, but it also helps to build stronger, more resilient communities that can thrive and prosper over the long term. If elected, I will work to ensure that all developers, but especially minority and Black-owned developers have access to the resources and support they need to build vibrant, equitable communities that benefit District 3 residents.

9. The Black community experiences lower education performance compared to their peers. While the Dallas ISD board takes leadership over the schools, what opportunities do you see, from a city perspective, to support efforts made by our schools to close racial disparity gaps in educational attainment and proficiency scores?

As a public servant, I have always been passionate about engaging youth in public service. I firmly believe that if we can show our youth how to identify and solve problems, we can instill in them a passion for service that will last a lifetime. To this end, I believe that we can engage young people in practical ways through City services. By showing them how to apply what they learn in the classroom to real-world challenges, we can inspire them to find their passion and pursue it with enthusiasm. I look forward to collaborating with Schools like City Lab and working with the Youth Council to hopefully close the gaps and ensure they have access to the knowledge, skills, and opportunities they need to succeed. If elected, I will work tirelessly to promote public service among our youth and support initiatives that encourage them to become active, engaged citizens who can help build a better Dallas for us all. They are the "Future" of my campaign mantra "OUR DISTRICT, OUR FUTURE".



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10. Economic access and opportunity have continued to be issues politicians have campaigned on but have failed to completely deliver for the Black community. What are your plans to increase access to jobs, training, and other opportunities to ensure greater economic progress in the Black community?

As a public servant, I was committed to fostering economic growth in the City of Dallas through my role as Director of the Office of Business Diversity. Not only were we tasked with ensuring fair contracting opportunities, but we also got to recruit and train minority and women owned businesses. Additionally, I was actively engaged in exploring more strategic ways to engage corporations looking to expand into the Dallas market. One key initiative I was looking at had a twofold approach: first, I wanted to provide a way for these corporations to assess the diversity of their organizations before they expanded into the Dallas market and then, collaborate with their Human Resource department to identify opportunities to diversify their workforce and meet their hiring needs through ongoing partnerships with organizations like Dallas College. This is something I will continue to explore if I am elected.

11. Reliable and affordable transportation options are critical for the sustainable growth and development of communities. Whether it is DART, our major streets and thruways, or walking/biking paths, Black residents depend on access to build community, work, and thrive. What are your plans to improve effectiveness of and access to transportation for Black communities and residents?

12. Broadband internet, especially since the onset of COVID-19 pandemic, has become increasingly key to access education, the economy, and community. Many residents lack reliable access in a city where technology is available and the industry is thriving. What are your plans to increase affordable access to broadband internet for Black communities?

As a candidate for public office, I believe that accountability is a fundamental principle of good governance. As Councilmembers, it is our responsibility to not only set policies but also to monitor and measure their outcomes. This holds true for the City's Digital Equity Strategic Plan as well. As elected officials, we must hold the City Manager accountable for ensuring his staff is also held accountable for executing this and other plans. We owe it to our constituents to ensure that we follow through on our promises and deliver the outcomes that we set out to achieve. If elected, I will work tirelessly to uphold this principle of accountability to ensure these great ideas are actually having the anticipated impact.



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13. Equity, as a focus area, continues to be part of the ongoing conversation around policy and advocacy. Please define equity and how the term guides your thinking on policy decisions.

As a leader in Dallas, I recognize that equity is not just a Black or Brown issue, it is very much a Citywide issue as well that continues to require our full and consistent attention. Having served as the former Director of the Office of Business Diversity, I have firsthand experience in helping minority and women-owned businesses navigate the complex bureaucratic processes and regulations that often stand in the way of their success. I firmly believe that it is our duty as public servants to not only fight for equity, but to also empower and educate others on how to navigate City Hall so they too can join us in this fight. By sharing our knowledge and resources, we can collectively work towards creating more equitable standards for all residents in Dallas. I am committed to ensuring everyone has access to the resources and opportunities they need to thrive. Together, we can build a stronger, more inclusive Dallas for all of our residents.

14. Environmental Justice is critical to elevating communities which have received a disproportionate share of the impact of industry and development. What have you done and/or plan to do to improve the environment and access to greenspace in Black Communities.

As a public servant and advocate for the prosperity of Southern Dallas, I was struck by an article I read about the extensive land use by warehouses in the area, estimated to be around 22 million square feet. To put this into perspective, the Hensley Field project is approximately 32 million square feet and could accommodate all of Downtown Dallas. This highlights the urgent need to address the significant number of vacant and outdated warehouses in Southern Dallas. As such, I intend to work collaboratively with the Office of Environmental Quality and the Environmental Protection Agency to explore available grants that could support the City's efforts to demolish these empty warehouses. Furthermore, I want to investigate the feasibility of warehouse developers contributing to this fund, as a means to ensure that we can sustainably improve the economic and environmental landscape of Southern Dallas.

15. Maternal mortality among Black women is high compared to their counterparts, and access to essential health care materials and services is an ongoing challenge for Black women in particular. How have you worked to address this critical issue and/or plan to do so if elected.

As a candidate for this position, I believe that economic development is key to the growth and progress of our community. While I have not had direct work experience in the healthcare industry, I have served on the Redbird UT Southwestern's Community Advisory Council. I am committed to advocating for development projects that provide critical services and resources to our community. The recent development of two hospitals at the Redbird Mall is a great example of how these projects can bring important resources to our area. If elected, I will continue to work with community leaders and stakeholders to identify opportunities for economic growth and development, particularly in areas that have been historically underserved.



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### Belief Statements

*To what extent do you agree, or disagree, with the following statements? Please include a detailed explanation for your response.*

1. Ensuring equitable access to the economy for all residents is a responsibility of the City Council. As a candidate for public office, I firmly believe that the primary responsibility of any councilmember is to establish policies that promote equity across every aspect of City life. In my view, this involves not only weaving equity into every line of policy but also ensuring that Black elected officials are front and center in every policy discussion. This is critical to not only ensuring the policies represent us, but also ensuring they are continually monitored and evaluated to achieve the desired outcomes. I commend Councilman Thomas for his outstanding work in creating equitable policies and engaging with the community to ensure their successful implementation. As a former Diversity, Equity, and Inclusion professional with years of experience developing business inclusion programs and working with minority and women-owned businesses, I understand the importance of community engagement in achieving equitable outcomes. If elected, I will leverage my expertise and work alongside the community and fellow Councilmembers to promote equity and create a more just and equitable Dallas.

2. Socio-economic factors play a significant role in education, public safety, and public health.

I agree that socioeconomic factors play a significant role in education, public safety, and public health. As elected officials, we must address these issues and work towards creating policies that promote equal opportunities for all, regardless of their socioeconomic status. Overall, we must prioritize addressing socioeconomic factors as a means of creating a more just and equitable society. By doing so, we can improve the quality of life for all citizens and create a stronger and more prosperous nation.

3. The future of a city depends on the collective advancement of all residents and all communities.

As a candidate running for office, I strongly believe that the key to success for our district and city is unity and collaboration. We cannot afford to be divided any longer. We must come together as elected officials and as a community to address the challenges we face and work towards a better future for all. It is time to set aside our differences and focus on what unites us: a shared commitment to the well-being and prosperity of our district and city. My campaign mantra is "OUR DISTRICT, OUR FUTURE" and it literally means we have a responsibility to steward our district together because the future of our district depends on it.

**Thanks for completing our questionnaire. If there is anything else you'd like to share with voters about yourself or your campaign, please use the space below to do so:**