

1. What do you believe are the most important issues facing your city in the coming years?

I am deeply concerned about the ongoing process of gentrification and displacement that is happening in Durham. The rising cost of housing in the areas around downtown is drastically changing the demographic makeup of the city. The revitalization of downtown has benefitted many of us, but it has not been without a cost. That cost is being paid by working people in the areas surrounding downtown whose neighborhoods are changing into places they can no longer afford to live and do not feel welcome.

I am also very concerned about abuses in our police department and a lack of accountability to the community. Recent studies have shown that police are unfairly targeting black and brown people in Durham, specifically with regard to traffic stops and drug arrests. Our civilian police review board has the power to review cases, but no power to enforce their recommendations or discipline officers. We need real accountability to citizens before our communities can be safe.

Economic development and jobs are also critical issues for us. Many of Durham's residents, particularly people of color and young people, are unemployed or underemployed in low-wage jobs. I believe the city can play a strong role in job training and job placement that will help provide employment to more of Durham's residents. I also believe that participation in state and national movements to raise wages such as Durham Living Wage and Fight for 15 should be supported and encouraged.

2. What is your view of the role that unions and union members play in the city?

Unions and union members are critical for a healthy community. Coming together and bargaining collectively is one of the only ways that workers can have power at their jobs and make real changes in their wages and working conditions. Union jobs are better paying, more stable, safer, have better conditions, and promote employee retention over the long term. I strongly believe that unions play a critical role in improving the lives of working people.

3. Do you support city employees having the right to engage in some form of collective bargaining? If yes, would you speak out publicly in support of public sector collective bargaining by, for, example, writing a letter to local legislators?

Yes, I unequivocally support the right of city employees and all workers to collective bargaining. I support the repeal of state bans on collective bargaining by public employees. I have worked as a community activist on this issue in the past and would continue to do so as a member of the Durham City Council.

4. Do you believe public safety employees (police, fire, and rescue) should have the right to take grievances to binding arbitration?

Yes, having a neutral third-party make binding decisions about grievances is fair and reasonable. In general, I see no reason why public safety workers should not have the same rights on the job as any other workers.

5. Do you support dues check-off (payroll deduction) for public employees who join unions?

Yes, I support payroll deductions for union dues. Payroll deduction is available for employee benefits and donations to community organizations, and union dues should be no different. Union membership benefits employees individually and their communities as well. Payroll deduction reduces administrative burden for unions which means they can spend more of their time advocating for their members..

6. Do you support the concept of a “living wage” for city workers and those workers employed by companies with city contracts?

Yes, it is critical that city employees and contractors are paid living wages and provided with benefits and good, safe, working conditions. I believe that state legislation that prevents cities from extending living wage ordinances to contractors is unethical and should be repealed.

7. Do you support tying tax incentives offered to companies relocating to your city to a requirement that those companies pay a living wage with benefits?

Yes, I do not believe taxpayers should be supporting companies who do not pay workers enough to live. Any companies receiving tax incentives should also be evaluated for on-the-job safety and working conditions and be required to hire locally.

8. Given the growth of the city, how would you improve public transportation?

Durham is in the process of developing a light-rail line from downtown to Chapel Hill/Carrboro. I would ensure that this line serves east Durham, a predominantly Black working-class area. I would also like to extend the route of our one fare-free service, the Bull City Connector, into east Durham and south to NCCU. I believe that we should prioritize transitioning our city bus service to a fare-free service like our neighbors in Chapel Hill/Carrboro.

9. What are your campaign plans; specifically, what are your plans to win your race?

My first goal is to win the endorsement of the Durham People's Alliance. DPA has an impressive GOTV operation and works hard on behalf of their candidates. The vast majority of sitting council members have been endorsed by DPA.

I am also planning to do significant outreach in the black community, specifically in Northeast Central Durham, Southwest Central Durham, and Hayti. I am seeking the endorsement of the Durham Committee on the Affairs of Black People, but even without their endorsement, I intend to prioritize outreach to black residents.

As an organizer and activist, I have built a strong campaign team of 10 dedicated organizers, and we are quickly building a strong base of support. We have raised \$10,000 from 107 donors in the last month alone. I am attending community events and neighborhood meetings to meet people and learn about the issues affecting different communities. I am also planning to do both door-to-door outreach and direct mail later in the campaign to targeted groups of voters.

I also hope to connect with groups that support women candidates. I am one of two women running in a field of 10. I am also pursuing endorsement by a national PAC that supports candidates under 35 and another national PAC that supports LGBTQ candidates.

10. If you have the opportunity to name or recommend an individual to a board or commission, would you consider naming a labor union member?

Yes, I would love to have more union members represented on Durham's boards!