



Stonewall
Questionnaire
E-Booklet

March 7, 2021



Dallas City Council District 6

Earl Thomas

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

I have friends and family of the LGBTQ community. People just want to be treated fairly. I don't believe that preference should be an issue in society. Good living situations should be.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes. I do. I've always been Democrat.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

I would work hard to make sure that everyone is looked at as a person, not a category. What we do as people has absolutely nothing to do with our uniqueness. Separation has destroyed us in some facets as a community, in business, in education, and even in ministry. I stand for all people.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

I would work hard to treat them the same as I treat the man I look at in the mirror everyday. I want people to win. In every area of life. When people as a whole aren't winning, we have to check leadership, not the community.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Yes. I support the ban. It's ridiculous and unfair. Equality goes further than color. As a black man, I know first hand what it's like to be discriminated against. I'll stand and fight for anyone who experiences the same oppression.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?



I'd work hard to make sure that unfair laws aren't keeping human beings from being discriminated against because of negligence to embrace and understand.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

It's time to be transparent, fair, and embrace people for who they are and what they want in life. Let's bring people together in real time and for real. This is the solution.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

If this session is handled properly, and the bills have inclusiveness and transparency then the affect will help how the state budget, Healthcare needs, and our education policies are allocated and balanced.

In your opinion, what needs to happen in the upcoming redistricting cycle?

In my opinion, I would like to see better standards of living. More jobs and business opportunities. Affordable homes for the people of the area and more access in our education systems

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

Our city's response to homelessness in my opinion has been less than desirable. I've noticed that the City responds only when disaster strikes or after. I seek to not just get the homeless off the streets. I would not just rehabilitate the homelessness, I would implement a program that will take them off of the streets, and reintroduce them to society as a part of the community, not just pawns in the system.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

I believe that we definitely need to consider that we have people who wants to buy homes. This is the American dream and no matter the income, the opportunity should be there.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

I would work to build the entrepreneurs and small business owners to ensure jobs in the community. I would fight to help raise minimum wage. I would also fight to promote economic mobility.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

An endorsement would be an absolute honor. Of course, I'd put it on all of my platforms. Let's work together.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

I would love for Stonewall Democrats to continue in support of my assignment to make us stronger and better as a community.



I, **Earl D. Thomas**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed Earl D. Thomas _____ Date 2/26/21 _____



Monica Alonzo

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

From the beginning of my local organizing efforts in Dallas, I have valued, respected, and supported the LGBTQ+ community on many important matters that promote a better quality of life. This takes many forms - lobbying, organizing, demonstrating and being at the forefront of advocacy with and for the LGBTQ+ community. I've received support and endorsement in prior years, and it's meant so much to me. Once again I am here to seek your support, endorsement and help so, together, we may continue to move this city forward in matters important to the LGBTQ+ community. As with historically disenfranchised communities, what makes our communities strong, makes all of society strong.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes, I affirm my affiliation and commitment with/to the platform and policies of the Texas Democratic Party. I am a lifelong Democrat following in the footsteps of my parents who were also strong Democrats.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

As a member of the Dallas City Council, I would ensure that the city is adhering to established policies and procedures that prohibit discrimination or exclusion of LGBTQ+ candidates for employment or appointment to board and commissions. I am committed to working WITH LGBTQ+ leadership on any issues that have yet to be addressed to ensure that LGBTQ+ citizens and residents of the city have the full rights and privileges of anyone else in the city. Discrimination and exclusion are not an option; full participation is. I am as committed to that now as I have always been as evidenced by the previous endorsements and support I have received from the organization.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

The record demonstrates that during my previous tenure on the Dallas City Council I recruited, considered and named qualified LGBTQ+ constituents for YOUR/OUR City of Dallas boards and commissions. As this is a continuous, ongoing process, your assistance is welcomed in getting more of the LGBTQ+ community actively participating in city affairs through their involvement with Dallas City Hall. Working together, we can progressively move forward.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

I fully support a ban on LGBTQ+ employment discrimination by the State of Texas. Working with you to craft the most effective statements, relevant data and advocacy positions, I would lobby individual representatives and senators to pass legislation to ban said discrimination.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in



employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I will work through the City Council structure and city's organizational structure to advocate for the inclusion of LGBTQ+ specific health care issues in the city's health care coverage. I welcome your collaboration with me on this advocacy to bring about the needed changes in the city's health care coverage. As stated above, discrimination and exclusion are not an option and, in this case, one size does not fit all. We need to address those issues, policies, practices, procedures that are exclusionary and can be to the detriment of LGBTQ+ employees.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes? Those closest to the problem are those who are better informed to address and bring solution to problem. I fully support local control where it benefits the community at large and specific sectors of the community. Therefore, I oppose the state restricting local control, including restrictions on cities in passing ordinances, policies and procedures that fully protect the LGBTQ+ community. There needs to be equity and inclusion for the LGBTQ+ community. Anything less than that is not acceptable.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

The bills I am watching that have direct impact on the LGBTQ+ community are HB 73, HB 407, HB 560 and HB 493... These bills would favorably benefit the LGBTQ+ community by ending practices that are currently detrimental and can be stigmatizing. HB 493 is beneficial not only for the LGBTQ+ community, but for all as well. Those who test positive would know they need to seek treatment and it would help limit the spread of HIV.

In your opinion, what needs to happen in the upcoming redistricting cycle?

Elected officials in this redistricting cycle need to set up districts that provide historically disenfranchised communities the opportunity to elect their candidates of choice. In previous redistricting cycles, this has not happened to the scale that it needs to happen. I am committed, as in above areas, to equity and inclusion, in drawing electoral districts at every level of government which has elected officials.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

The city needs to engage in review of best practices/innovation in the United States to see if some of these approaches can be replicated to diminish homelessness and lack of affordable housing. The city also needs to encourage developers to use more cost-effective building techniques and it needs to provide incentives to do so. By so doing, it may finally get us where we need to be to decrease homelessness and increase the supply of affordable housing. Dallas needs to become an innovator and leader in that space. I am committed to push for that as your council member.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met? Same as above. Additionally, most seniors I know want to continue living independently. Innovative building technologies and construction should be used to increase the amount of housing for senior independent living.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Current response is insufficient. As time has passed since my last term on the city council, the increase in income inequality has become more stark while awareness has increased. As with the homelessness and housing issue, I would look for innovative approaches in other cities in the nation to address wage growth. The issue of affordable housing has been responded to in the two previous questions. Bottom line, I am open and committed to seeking solution to these issues and working with council members to implement those that make the most sense for Dallas.



How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

I would be quite proud to again receive the endorsement of the Stonewall Democrats of Dallas. I would proudly make that known on my social media, on my website and in campaign mailers which list my endorsements.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement? My expectations are for the Stonewall Democrats to publicize the endorsement through their typical communication channels used by the organization to make known the candidates being endorsed. I would hope that volunteers can be provided for (1) block walking, (2) phone banks, (3) use their social media to encourage others to vote for me and/or (4) assist with fundraising.

I, Monica R. Alonzo, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed Monica R. Alonzo Date 2-26-21



Councilmember Omar Narvaez

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District. I am a member of the LGBTQ+ community, and have helped to move forward issues important for LGBTQ+ people in my district and have built inclusive coalitions that include our community. I also previously worked for Lambda Legal, the nation's oldest and largest legal nonprofit making the case for equality for LGBTQ+ people and those living with HIV. I have also been a board member and a past president of the Stonewall Democrats of Dallas.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history? I am an out loud and proud Democrat and have been since I was 5 years old when I conducted my own personal block walk for President Jimmy Carter. My voting history is long and all DEM!

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+? I have experience and have hired 2 openly gay staffers, appointed openly queer people to boards and commissions, and have passed many policy changes that benefit those that are part of the LGBTQ+ community including fully inclusive healthcare benefits for transgender people including gender affirming surgeries. I also help champion the passing of the now official City of Dallas Pride Flag that will be flown every June outside Dallas City Hall. I am actively working with our new Dallas Police Chief to expand the LGBTQ+ Liaison office, and championed the now 100% fully covered medicines for HIV and Prep. I am a member of the City of Dallas LGBT Task Force and been a member since it was first started many years before becoming a Dallas Councilmember.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions? I currently have an openly gay staff member, and have hired another that now works for another Councilmember when they got promoted. I have appointed several LGBTQ+ community members to boards and commissions.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents? 100% YES! I have been doing the lobby work with Equality Texas and have signed onto support State Rep. Jessica Gonzalez to pass her Equality Bill, and have nearly two decades fighting for this change through my personal life and as an employee for Lambda Legal.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are



met in your city? In 2017, I was able to make the budget change that since now includes fully comprehensive healthcare benefits for transgender persons including gender affirming surgeries thanks to the hard work of many members of the LGBT Task Force. I have also in this current budget was able to make HIV retro viral treatment as well as Prep as fully covered medications.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes? I have and will always fight for local control and was at the forefront in my first term to fight the bathroom bill and will continue to do this.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community? I am watching many bills but my main one is the bill filed by Rep. Jessica Gonzalez which I mentioned earlier.

In your opinion, what needs to happen in the upcoming redistricting cycle? CM's need to make their appointments and not drag their feet so that the redistricting committee can get to work.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts? C- at best. Major improvements can be made. I am working with MPT Adam Medrano to fund the building of the first LGBTQ+ Youth Shelter and I have been advocating for a place that can be a safe place for transgender persons experiencing homelessness. I am pleased that the Council recently purchased 2 hotels with CARES ACT Funds that will serve as transitional housing.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met? The Council recently passed a zoning change for the Resource Center to build an affordable complex for LGBTQ+ Seniors and today we passed a resolution to support their bid to receive tax credits from The State to add even more affordability.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts? We get a D- in response to the needs of low and middle income residents. As a CM that represents a district that is predominantly lower income I know first hand the disparities. Unfortunately, most Councilmembers like to use the word "equity" but have no idea what it truly means. We must find a way to increase affordable housing stock as quickly as possible because the occasional 5% affordability passed in zoning cases isn't going to get us there. Two weeks ago, I was the first CM to pass a zoning case that has 10% affordability with half of those units for 41-60% of area medium income. This has not happened in Dallas without a tax credit component being added.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media? I have been endorsed by Stonewall Democrats of Dallas as a Trustee for Dallas County Schools, and in 2017 and 2019 for my first campaign and reelection to the Dallas City Council and have always proudly placed this endorsement in social media, my mailers and my website. I will proudly do the same again as this is the most prestigious Democratic endorsement in Dallas County.



What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

Unfortunately, I have 4 opponents this cycle and I will be in serious need of Stonewall's help with block walkers and hopefully financial contributions to help me continue my experienced leadership on the Dallas City Council.

I, [Omar Narvaez](#), am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed _____ [Omar Narvaez](#) _____

Date _____ [02/24/2021](#) _____



Dallas City Council District 14

Paul Ridley

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

In my work as the Plan Commissioner for District 14, I got to know and work with many LGBTQ+ advocates who were interested in the sustainability of land use in historically LGBTQ+ neighborhoods and in particular the survival of The Strip. Beyond equality, I am committed to equity for LGBTQ+ people, and an example of that is sensitivity to preserving and protecting spaces that have historically supported the community.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes, I am a lifelong Democrat and have always voted in the Democratic primaries.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

I fully support and will defend the city's non-discrimination ordinance and work rules, and I will work to expand its reach to those who do business with Dallas by including equality measures in procurement scoring, for instance.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

My campaign seeks out and is supported by LGBTQ+ people who would make excellent appointees. I am committed to making District 14's appointees reflect the residents of the district, and that, of course, means substantial LGBTQ+ participation.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Yes, by contacting local legislators to advocate for such a ban.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your



city?

The city must be committed to providing the health care that trans, non-binary, and intersex people need without subjecting them to obstacles not faced by cis people. I will advocate for trans-supportive health care.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

I adamantly oppose the legislature's over-reaching attempts to usurp local control over strictly local issues. I have already made that case in speaking with Texas Senator Nathan Johnson. Dallas must respond to these attempts by engaging in active and aggressive lobbying in Austin and through the combined political power of other cities through the Texas Municipal League.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

First and foremost, I am watching for any bills restricting voting rights, which the governor has falsely declared an emergency. Such legislation is plainly intended to disenfranchise democratic voters in my district and state-wide to ensure continued Republican control of Texas politics.

Several pending bills I am watching would benefit the LGBTQ community by prohibiting discrimination based on sexual orientation or gender identity, e.g. HB191 (in housing), HB188 (in public accommodation), HB1111 (insurance) and SB233 (state contractor employees). Also, HB73 would limit the use of a crime victim's gender identity or sexual orientation as a defense to certain criminal offenses.

Two other bills of import to district residents are HB1587 (restricting carrying handguns by unlicensed persons), and HJR 26 (proposing constitutional amendment to authorize operation of a casino).

In your opinion, what needs to happen in the upcoming redistricting cycle?

An independent bipartisan citizens redistricting commission should be established by the legislature to take redistricting out of the hands of the partisan legislature. There are several bills pending this legislative session proposing this. In Dallas, the redistricting commission must meet the requirements of the City Charter to eliminate gerrymandering.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

The purchase by the city of the two hotels for emergency housing is a step in the right direction, but Dallas continues to clear encampments without regard for whether clearing them creates a greater danger to people experiencing homelessness. For instance, clearing Camp Rhonda just before the coldest conditions in 70 years very likely endangered peoples' lives AND cost the city much more than simply supporting them would have. Encampments are not a long-term solution to homelessness. Dallas must secure more permanent supportive housing, temporary emergency housing, and affordable housing in general. I am the first person to bring voluntary inclusionary zoning to Dallas, and I have the land use expertise to get affordable units built.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?



Housing affordability is a serious problem in Dallas. More must be done to ensure decent, affordable housing for those who are priced out of the market, regardless of age. Some strategies to accomplish this: use incentive zoning to induce developers requesting higher density zoning for multi-family housing to provide a percentage of units at affordable rents geared to Area Median Income; strengthen and expand housing rehabilitation grant and loan programs; and discourage or outright reject wide-scale redevelopment of existing affordable neighborhoods. The city should ensure that it takes full advantage of federal housing programs and pursue opportunities to partner with private developers to develop affordable housing, including by utilizing land from the land bank. In the short term, the city should implement the long-overdue sublease program for voucher holders. Vouchers are an important housing tool for aging LGBTQ+ people, and the sublease program could house as many as 1000 families virtually overnight.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Not good. Dallas must pass and implement its long-overdue Comprehensive Economic Development Policy that would use data to identify areas of the city where jobs can be brought to people. Subsidizing wealthy companies like Uber is wrong. Bringing employers to southern Dallas must be our priority. The city should lobby the legislature to allow for local minimum wage ordinances. Concerning affordable housing, see response to previous question.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

Absolutely. I will be proud to display the support of Stonewall Democrats on my website and other campaign media.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

My campaign seeks and is already supported by individual members of Stonewall Democrats and I welcome as much volunteer effort as I can get.

I, **Paul E. Ridley**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections. Signed **Paul Ridley** Date 2/25/21



Councilmember David Blewett

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

I've represented a portion of the historically LGBTQ+ community on Cedar Springs and within the entirety of District 14 for the last two years. I supported the new Rainbow crosswalks, the Gay Pride City of Dallas Flag, public safety initiatives to be sure our most vulnerable and discriminated against are protected. I appointed LGBTQ persons to City of Dallas commissions. At every step I have been fair, inclusive and supportive.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

I am studiously non-partisan in who and how I represent District 14. But. Issue by issue I align with many policies of the Democratic Party. I have voted Democrat in recent years but have voted Republican too. I prefer to stay consistently non-partisan as I believe it is the best way to represent everyone fairly.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

Already done it. I've proven myself and consider my colleagues on Council who happen to be gay some of my best allies in ensuring all are treated and included equally.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

I have already appointed members of the community and I hired staff as well.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

I do not support discrimination in any form. Regarding a ban on LGBTQ+ discrimination...I will have to study the issue more. What I would do to support such a ban would depend on the language in the ban. I am not on the Legislative Affairs Committee...and I have not decided if I am going down to Austin this session largely due to COVID.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I need to know more about what is excluded. My understanding is we provide such benefits already.

Current Events



The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

Easy...whether LGBTQ+ or property rights...I am a strong believer in local rule. We know what is best for our community and I will fight to make sure we protect those rights.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

I focus on local politics and serving my constituents. If Austin works up legislation that affects our community, I focus on that. Otherwise...D14 has a lot going on.

In your opinion, what needs to happen in the upcoming redistricting cycle?

I don't like when neighborhoods or communities are split up. Especially if it is dilute the power of a select group. I will be choosing a strong inclusionary person as my appointee.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

We do not do a good job of it and I think our focus is wrong. We treat the symptoms and not the root of the problem. Many of these people need mental and health care in addition to a warm place to sleep. Right Care is a good start. We will fund the expansion of it. I also support not throwing them in jail and having overnight shelters with wrap around services instead.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

Already doing it with the Resource Center.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Gentrification is ruining our neighborhoods and threatening the working class and especially our seniors. I have already proposed a new tax ceiling for over 65/disabled. Council will take it up in April.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

I would showcase it. I am proud of what I have done these past two years and would treat an endorsement as high praise for my efforts.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

Yes.

I, David Blewett Signed M A

am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

212222

Signed Date





Dallas City Council District 4

Trustee Maxie Johnson

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District. *I have been an advocate for equity and inclusion as private citizen as an elected official. I not only ensure LGBTQ+ students and staff have a voice in District 5, I empower it. In the southern part of town we need to do a better job of amplifying voices of the unheard, and I'll do that as a councilmember.*

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history? *I'm a lifelong Democrat and have only voted in Democratic primaries.*

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+? *We need to be a city government that not only accepts differences, we should find ways to ensure that we have the most diverse voices in the room making decisions for the citizens of Dallas. I'll ensure that we are doing just that, particularly from marginalized communities within the LGBTQ+ community, such as black Trans women. I will consistently be advocate urging for a unique collection of voices guiding Dallas' future.*

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions? *As stated above, I'll work with city leadership to ensure we have employees that represent the whole of our city. I'll rely on organizations like Stonewall and trustee community members who have urged me to run in deciding on a diverse array of appointments to boards and commissions.*

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents? *Yes. I'll lobby my Austin leadership to seek such a ban. As a person who prides himself on community empowerment and engagement I'll educate my community on the issues confronting the LGBTQ+ community and urge them to also push elected officials in Austin to make good on the Texas Constitution's promise that "All free (people), when they form a social compact, have equal rights (under the law)."*

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city? *Yes. We have to achieve full equity in healthcare access for everyone-period. I'll work with city staff to better understand if and how legal barriers can be overcome to achieve equity on this issue.*



Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes? *The city needs to continue to push Austin to do what's right for all Texas, but where they will not, I will urge the city to pass progressive policy that supports and protect the LGBTQ+ community.*

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community? *Most bills I am monitoring deal with the COVID-19 pandemic and education currently. Based on the crimes against black Trans women in District 4, I believe its past time for our legislature to take up appropriate legislation that would help protect people from the kinds of violent crime we have seen.*

in your opinion, what needs to happen in the upcoming redistricting cycle? *We need to have an equitable process that involves all of the city. We should have community meetings that encompass all demographics and geography of our city. As councilmember, I will ensure we have a diverse community advocating for a fair process that ensures we do not dilute marginalized communities electoral prospects.*

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts? *We have to do more. I have seen firsthand as a trustee where over 2500 students sleep on either in on our streets, in a shelter, or with a friend. Our city has a needs to create a truly robust plan that expands on Mayor Rawlings initial plan from McKinsey. We need to use abandoned buildings and other public spaces to create temporary or permanent housing_solutions for all of our citizens.*

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met? *Housing insecurity for LGBTQ+ seniors in our city is unacceptable. We must work proactively with organizations like City Square, Promise House and others like organizations to create sustainable solutions for mixed income developments for LGBTQ+ seniors. I would welcome such a mixed used development in District 4.*

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts? *There is a widening gap between the haves and have nots in Dallas that has not been adequately addressed by city leadership. Currently, I would rate the city's attention and response to this issue low, particularly in District 4. My neighborhoods lack access to basic resources like a fresh grocery stores, good paying jobs, and affordable, safe housing. I will be a fierce advocate for equitable investments in parts of our city that have not experienced the boom of economic success. I'll advocate for the expanding of TIFs in the southern part of town and transit oriented development near our bus and train stations. Additionally, I will push the city staff to create a real plan to tackle equitable development across Dallas, but particularly in District 4.*

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media? *I would proudly put the logo of Stonewall on my material.*

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement? *If the campaign is able to receive this endorsement, we hope for connections in my community, walkers on our campaign, and helping finance our efforts.*



I, **MAXIE JOHNSON**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

signed

Signed

Whixiel Isham

Date 2/6/21



Lelani Russell

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

Although I identify as a straight black woman I consider myself to be fluid

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Since I was 19 years old I have been a registered voter and Democrat.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

I currently work for a company called Genpact that is completely inclusive and let's people be themselves totally and freely without judges and even celebrates them. I will advocate for those same things to be emulated in and around my city. I want to be a candidate for all

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

I am an advocate and will make sure that everyone interested has the opportunity to possibly be on a board as well as apart of my staff regardless of identity.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Most definitely

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I will advocate for them to get the proper care they need and for policies to be in place that ensure these things.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?



I want to first say that I fully support the LGBTQ + community in every way. I believe that they deserve equity and I will stand proudly in the gap to ensure they receive it. As a double minority I understand being disenfranchised. I plan to advocate and stand up to ensure that LGBTQ+ hate is not accepted and there is full protection for everyone.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

In your opinion, what needs to happen in the upcoming redistricting cycle?

What i feel needs to happen and my job will be to appoint someone to that committee to ensure that the lines are not drawn to help a private agenda. I want to ensure that communities are not split in half like that of Singing hills that has Casey Thomas and Tennessee Atkins as Council member of one housing association.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

I feel as though my city currently lacks a real response for homelessness. I have been advocating and supporting the homeless all around Dallas for about 8 years now. I would like to actually create an effective task force that helps provide adequate care facilities, work stations, and clean up areas, as well as housing our some sort of safe zone for the homeless in my community that they can not be kicked out of and will have resources and real help.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

There is a new housing plan this will be finalized in May. I plan to advocate now and coming in I want to make sure that it is revisited and that the issue around LGBTQ+ Seniors is thoroughly looked in to. I plan to advocate as an elected official for all and will ensure that the LGBTQ+ plus Seniors get as much and are treated the same as everyone else.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

I am currently a single mother that lives paycheck to paycheck. Recently I received a raise that placed me in a higher taxbracket making my take home really about to little to nothing. I will advocate for wage increases and living expenses to not increase. I will advocate right now for a rent moratorium to help people currently get out of this pandemic and not get evicted. I will also advocate for income based rent , that allows you to live in decent housing conditions while actually paying within your means.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

I will proudly place the endorsement on my website as well as my social media.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

I welcome any monetary or in-kind donations to my campaign. Specifically I need money to cover the cost of campaign mailers to voters in my district. I would also like and accept volunteers willing to phone bank and/or knock on doors.



I, **Lelani Russell**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed *Lelani Russell* Date 03/01/2021



Johnny Aguinaga

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+? Answer: This subject falls under my advocacy for Human Rights. Any opportunity that relates to a committee or Board should go to the most experienced and passion for that position.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions? Answer : In District 4, we have much work to do. I plan on reaching out to all community leaders that associate with LGBT+ and find the right fit in our District needs. Meetings should follow as a regular event every 2 months to make sure City of Dallas is inclusive in every aspect.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents? Answer: The only way to get the State Law makers attention is by the Vote. I will encourage law makers that we are the Voters and advocate for fair laws that do not discriminate in any type of shape or form.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city? Answer: With outstanding LGBT+members I have as Friends on the Council, I will partner and support and try to add on any policy that will help with the matter at the City level.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes? Answer: As a Council, I will find ways to dialogue with the State Lawmakers. There has to be a open communication with state and City as they ultimately fall back to all our LGBT+ residents.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community? Answer:I have been watching Jessica Gonzalez fights as she introduces bills that would provide protections for LGBTQ Texans from discrimination in employment, public accommodations and



housing.

In your opinion, what needs to happen in the upcoming redistricting cycle?

Answer: We need to look at Housing Incomes, ethnicity and gender associations. It should be a equal mix to have a fair turnout at every election.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

Answer: ZERO, besides the facility that Adam Medrano championed a while back in his district 2 for young LGBTQ+. Homelessness has always been my worry and concern. Housing must be provided as I have knowledge that many young LGBTQ are more likely to get kicked out their home at alarming rate. We need to create a YMCA type housing for our youth.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

Answer: As a Council, I would look at all the tools available as far as funding and the perimeters we have to follow to fund or partner with third parties to build units. What i cannot do as Council, I am confident I can help align non profits and organizations to step in.

I will do all in my elected position to see housing done asap. We as City have land that we can sell to non profits that are for the cause for \$1.00 if the housing proposed is aligned with the LGBTQ needs.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Answer: We as City cannot help the low income by building only for the Middle class. This is a subject that needs attention as I have spoken about this on several occasions. We must help our low income families so they too can prosper as no one has accomplished building mass units for the low income families. I will fight to have funds go to my District 4 for more low income housing. Everyone deserves to own a home without paying a developer double there amount for the sake of the ECONOMY.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

Yes, I will support and show the LOGO in my Website and in promotional flyers.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

Answer: I would expect the Stonewall Democrats help with LGBTQ Voter turn out in anyway possible. As a Candidate, we need a lot of help with Voters turning out in Distrct 4. For example: Setting up meet ups with The LGBTQ in District 4 is a big help.

I, johnny Aguinaga, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed Johnny Aguinaga

Date 02/25/2021



Dallas City Council District 5

Ruth Torres

Your background and the LGBTQ community

- 1. Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.**

While Oaklawn & Bishop Arts District are the primary LGBTQ+ communities, LGBTQ+ are welcome in D5. The LGBTQ+ community overall has needs which ensure equity and protections from discrimination in employment & housing, the most urgent concern is in regards to violence, especially against black transgender women.

- 2. As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?**

I affirm that I am 100% committed to equity and nondiscrimination for everyone including LGBTQ+. My voting record reflects that I vote based on my research of the candidates ethics, qualifications and demonstrated commitment to the community and issues.

Creating an inclusive community

- 3. As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?**

I would work to ensure equal access to employment & promotions as well as in contracting, ensuring LGBTQ+ is equitably represented. I would work with current / former city council members which have been advocates for LGBTQ+ to continue their work. I would request an update on the LGBT Task force and its recommendations.

- 4. What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas?**

I would advocate for the posting for all open positions to be shared with LGBTQ+ community and specifically invite applications, including any existing internal LGBTQ+ staff to be included in recruitment efforts. I would also ask existing or applied but not hired LGBTQ+ to share any experiences on barriers to entry, retention or promotion. If any city staff or applicant survey occurs, I would request the inclusion of questions on this issue.

- 5. How would you work to include the LGBTQ+ community in your appointments to boards and commissions?**

I would ensure the LGBTQ+ community is aware of the boards & commissions openings and process to apply. I welcome LGBTQ+ community involvement and application for consideration to serve as a D5 representative.

- 6. Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?**



Absolutely. I would advocate and support legislation being willing to speak with and meet with state legislature representatives to understand their positions, provide responses in an approach that directly counters their position, exposing their presumptive argument flaws in an attempt to influence them in a respectful, duty focused, data driven, objective and assertive manner.

7. The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I have 25+ years in Human Resources and understanding of employer benefit programs. Healthcare is a significant issue for a number of marginalized and disenfranchised groups, including LGBTQ+. I would need to look at the existing city benefits plan and get feedback from LGBTQ+ on how the current plan serves or doesn't serve them and how it compares with competitive market plans. Outside of city staff, this is an issue outside of the direct control of city council. However, I would be willing to support and advocate for legislation and employer policy changes using data and translation of financial impact to promote early, preventative and comprehensive care from employer provided plans and/or from federal / state plans.

Current Events

8. The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

Dallas is in a difficult situation being a Democratic city in a very Republican Trumponian state. The TX State Legislature has aggressively sought to undermine local controls in many ways. The city must be significantly more aggressive to fight for its residents and advocate for legislation as well as support GOTV efforts and state elections for progressive candidates with the ethics and capability needed to better represent our needs.

9. What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

I am watching a number of various bills on a broad spectrum of issues, including re Covid response, now legislation responsive to the winter storm and insane electric bills, voter suppression efforts, worker rights, unemployment, public education, criminal justice reform, property taxes, etc.

I am aware that representative Jessica Gonzalez is planning on introducing a bill to prohibit LGBTQ+ discrimination in employment, housing and public accommodations. This legislation is needed and will be beneficial, because it is the right thing to do for the LGBTQ+ community to mitigate the risk of discrimination in these important areas affecting everyday life and for which the recent SCOTUS ruling provides a basis.

I am aware of HB1458 involving participation in single gender athletic teams. I understand this bill would impact and exclude transgender women from participating and competing in girls and women's athletic teams.

10. In your opinion, what needs to happen in the upcoming redistricting cycle?

We need a high level of diverse citizen involvement and support ensuring that districts drawn are fair, equitable and prohibits gerrymandering designed to undermine the voice of the people and divide communities in unnatural ways to maintain the status quo agenda of abuse and inequity.

11. Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?



Current response to homelessness, on a 5 point scale, I would say is a 2. I think there are some folks on staff at the city as well as within non-profits that really care and want to better serve the homeless but it's an issue being driven by many longstanding contributors. Dallas has an affordable housing crisis due to decades of bad deals that excessively favor business profits at the cost of Dallas residents and which elected officials have acted contrary to their fiduciary duty by "waiving" the 51% unit allocation required with use of HUD monies to 20 or even 10% or less. This along with redlining, NIMBY (Not in my back yard), discrimination against housing vouchers programs, the existing very pro-property owners / anti-renters legislation and the lack of rent controls are driving homelessness. I will be a strong advocate for reform in housing legislation and policies, as well as in existing and new contracts seeking to dramatically reverse this situation.

I participated in a 2 year housing project led by UT Dallas, North TX Regional Housing Assessment. I would promote implementation of the recommendations from this project. I would advocate for the requirement and protection of affordable housing throughout the city.

Part of this effort is going to require changes in Dallas political contributions and voter education because the real estate and apartment association PACS heavily invest in the campaigns of local officials to maintain their control of the status quo.

12. What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

See my answer above. Seniors are a special yet large and quickly growing segment. Their quality of life is most at risk in areas that lack adequate infrastructure like sidewalks, transportation, and access to specialist medical care as well as healthy food. Needs that are currently best met in North Dallas due to decades of segregation in Dallas. I think we need to really focus on getting North Dallas districts to welcome seniors, including LGBTQ+ and homeless seniors because of their existing infrastructure and quality of life that seniors need NOW.

13. Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Current response to city's responsiveness to low-middle income resident needs, on a 5 point scale, I would say is 1. Given the political limitations due to state controls (until this changes), I would look to:

1. Promote full adherence to and leverage of existing federal legislation and programs
2. Seek more federal intervention on these issues
3. Look at city wages and advocate for a plan that provides a living wage for city workers, and any workers involved with city issued contracts. I would advocate for businesses to do the same.

14. How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

Yes.

15. What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

Partner and fight with me equal to the level of commitment and aggressive action you expect from me and which I welcome in governance, specifically financially supporting my campaign and with volunteers on the field.

I, **Ruth Torres**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.



Signed *P. Smith* Date 2/23/2021



Terry Perkins

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

As a Pastor in black churches, which are dominant in my district, I have seen firsthand that we need better education when it comes to the LGBTQ community. Simply, *all* people deserve the same access to public education, to healthcare, to bathrooms, to all services. Beyond faith communities, District 5 needs better education on the LGBTQ community. This is the very reason as to why organizations such as Stonewall excite me. The representation in District 5 historically has not partnered with LGBTQ organizations, causing poor representation of the LGBTQ community in the district and this desperately needs to change.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes, I am a lifelong Democrat and I am a precinct chair for the Dallas County Democratic Party! In my voting record, you will see I voted in the Republican primaries in 2010, 2014, and the Republican primary runoff in 2012. This was solely in hopes to make Todd Staples the Republican nominee for Texas Lieutenant Governor, rather than that leech Dan Patrick; obviously it didn't work, but I tried!

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

I would seek to assist my colleagues with the City's existing LGBT Task Force, connect with Dallas Police Department's LGBT Liaison, as well as working with Stonewall Democrats of Dallas' membership to stay abreast of LGBTQ constituency issues and concerns.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

Connecting with Stonewall Democrats of Dallas and other LGBTQ clubs is vital to encouraging qualified folks to seek employment on my staff and appointments to boards and commissions.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Absolutely. I would work directly with the State legislators who overlap with my council district, as well as the House LGBTQ Caucus, to lobby supporting such a ban on behalf of my constituents.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I would look to the City's LGBT Task Force and the City's LGBTQ Employee Resource Group (ERG) for existing projects they are working on, specifically as it pertains to employer-sponsored healthcare coverage. I would then work with the aforementioned groups to give council support for various agenda items. I am excited about the work that our City Council, LGBT Task Force, and LGBTQ ERG have already done in regards to transgender healthcare coverage and I know there is much work to build on, especially when it come to making sure our gender non-binary and intersex communities have the same access to healthcare as their colleagues at City Hall.



Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes? Any legislative response requires coalition building with your state legislators, your various clubs and organizing groups, and regularly communicating with your constituents for prompt responses. Once elected, I would immediately begin developing these relationships so that we are ready to go for the 88th Legislative Session in 2023!

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

It is vital that we are ensuring our proposed laws are inclusive of our most marginalized constituents in proposed language, to ensure that *all* constituents of my district - and all of Dallas - are included. Broadly speaking, there are a few policy focus areas of concern for me. I'll break down the proposed laws by section with the bill author, bill caption, and a brief explanation as to why the bill has my attention:

- **Economic Development**

- HB 209 (Thierry) / SB 358 (Miles) - Relating to a franchise tax credit for entities that establish a grocery store or healthy corner store in a food desert // Simply put, access to healthy food is of great concern here in District 5 and we need to tackle the food desert that encompasses this district. This franchise tax credit would help District 5 and many other areas across our great state of Texas!

- **Homelessness & Affordable Housing**

- HB 214 (Thierry) / HB 1482 (Johnson, Jarvis) - Relating to measures to assist students enrolled at public institutions of higher education who are homeless or who are or were in foster care // Assisting our young adults who wish to continue their education is vital to - and overlaps with my focus on - economic development. DISD has increased awareness and assistance for our students experiencing homelessness, yet these same young adults need support should they wish to seek higher education post-graduation.
- HB 1260 (Bowers) - Relating to a study on the feasibility of establishing a centralized homelessness crisis response data system // The current lack of a system like this in Texas is one of the many issues in perpetuating our homelessness crisis.

- **Foster Care**

- HB 564 (Lopez) - Relating to trauma-informed care for children in the conservatorship of the Department of Family and Protective Services, trauma-informed care training for certain department employees, and the establishment of the Trauma-Informed Care Task Force // I know firsthand that our DFPS departments and employees need more adequate training when it comes to caring for our children in their care. There are many pieces in the puzzle of caring for our children and ensuring that both they and our families who care for them are adequately and promptly taken care of at all times. This bill is a great step in that direction!
- HB 1641 (Sherman Sr.) - Relating to the rights of a foster parent // Our foster care parents are not always treated with the same amount of care, respect, and services for a variance of reasons. Establishing a foster parent bill of rights not only directly addresses this but will also help ensure a better environment for our youth in foster care to thrive.

- **Police Reform**

- HB 1262 (Bowers) - Relating to education and training for peace officers regarding trauma-informed techniques to facilitate interactions with homeless individuals // You may wonder why I put this bill in this section. There is a disproportionate amount of black and brown folks, especially men, experiencing homelessness and many of our first responders lack compassion and understanding of the systemic issues that cause this experience. This training is much needed if we want to help our first responders better understand a vast array of experiences that touch our most vulnerable constituents.
- HB 563 (Meza) - Relating to law enforcement policies requiring a peace officer to intervene when another peace



officer uses excessive force or commits an offense // I understand that not all police officers are bad. However, something needs to change when people of color are being brutally murdered. Giving law enforcement the ability to immediately intervene without repercussions by their superiors and the greater institution is vital in holding law enforcement accountable and, therefore, hopefully reducing excess force and murder rooted in racism.

In your opinion, what needs to happen in the upcoming redistricting cycle?

We need to build a time machine and get the Trumpian bigots, such as Ted Cruz, out of office in order to ensure fair and equitable drawings of our maps. In reality, we need to partner with and champion the efforts of our Dallas County Democratic elected officials who have an uphill battle in this upcoming redistricting cycle. I would encourage you all to, as I personally will, carefully watch the various efforts of our Democratic elected officials such as testifying before the Redistricting Committee during the 87th Legislative Session. Let your voice be heard!

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

To answer the first question, I would rate our City's response as a C- and that's being nice. Now, many will blame our City Councilmembers, yet that is not fair. There are many pieces of the puzzle in the homeless response system and there are many factors in what causes homelessness. Oftentimes, the squeaky wheel gets the attention and we typically only focus on "solutions" that continue to perpetuate our broader problem and then point the blame at others. Dallas' sole problem is we too often operate in silos rather as a coordinated effort. Our adult homeless service providers have been doing a great job with working better together; our youth and young adult agencies simply have not. Especially when it comes to the LGBTQ community, as the Williams Institute indicates that "approximately 25-40% of youth experiencing homelessness identify as LGBTQ whereas 7-10% of the overall youth population identify as such," this is a problem. Members of our city council, such as Mayor Pro Tem Medrano, Councilmembers Narvaez, Bazaldua, and West, have done well bringing LGBTQ youth experiencing homelessness to the forefront of conversation. In addition to breaking down silos, we must also continue to expand efforts for our youth and young adults experiencing homelessness. This is crucial to reducing homelessness, as our youth and young adults will one day be our adults experiencing homelessness if we do not help them break the cycle now!

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met? Our Seniors, especially LGBTQ Seniors, are too often forgotten. Our legislative bodies at every level forget about our Seniors in their policies. Similarly to LGBTQ youth homelessness, we are going to need more champions around the horseshoe to champion affordable housing for our LGBTQ Seniors. We simply do not have enough champions at this time, especially when it comes to District 5 which has a broader affordable housing concern. Broadening and expanding the efforts of Mayor Pro Tem Medrano and Councilmembers Narvaez is a crucial parallel. This is step one.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

I would rate our City with a C-, just like homelessness, at best. Affordable housing is a concern for the City of Dallas at large, especially District 5. As aforementioned, economic development is one of my policy priorities as it is a priority for many of our City Councilmembers. We cannot negate affordable housing when looking for ways to bring in businesses and new residents into our districts, yet we too often do. Our City Council needs to proactively look for ways to bring in new businesses, new residents, and new ventures that will help our city thrive whilst simultaneously reimagining ways to create and expand housing that is affordable for our current residents.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

On everything: my website, social media, and literature! Why would anyone seek this endorsement and not proudly display it?!?

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement? We need volunteers, especially block walkers and phone bankers!



I, **Terry Perkins**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed *Terry Perkins*

Date 02/25/21



Councilmember Jaime Resendez

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

I gained a special understanding of LGBTQ+ issues while serving in the military: During my time of service, the discriminatory “Don’t Ask, Don’t Tell” policy was in effect. I thought the policy was extremely unfair, forcing soldiers who were willing to sacrifice their life for our country to hide their true identity.

While serving on the Dallas ISD Board of Trustees, I sponsored a resolution that designated each school in the district as welcoming and protective environments regardless of immigration status, ethnicity, national origin, language, race, religion, sexual orientation, gender, gender identity, disability, or socioeconomic status. I decided to not limit the language in the resolution to only address immigration status because I feel it is important to be as inclusive as possible given the diversity of our community.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes. I vote regularly and have only voted for Democratic candidates.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

I fundamentally believe all people should be treated with dignity and respect. Therefore, I would adamantly oppose any city practice or policy that is discriminatory or fails to be inclusive of those who identify as LGBTQ+. Additionally, I realize that the specific issues faced by the LGBTQ+ community are issues I’ve never personally experienced, but I would welcome the opportunity to sit down, listen to your thoughts, and work together to ensure the City of Dallas actively includes those who identify as LGBTQ+.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

During my first term on the city council, I actively sought out qualified individuals from the community, including the LGBTQ+ community, and encouraged them to apply for employment on my staff and the City of Dallas staff. In fact, after interviewing several candidates, I ended up selecting an individual who is a member of the LGBTQ+ community, and, as a result, have gained a deeper understanding of the issues members of the LGBTQ+ community face.



Regarding boards and commissions, I did not ask any of my appointees whether or not they are a member of the LGBTQ+ community, but I welcome and encourage organizations like Stonewall Democrats to recommend individuals who identify as LGBTQ+ for boards and commissions in District 5.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Yes. I would work to convince lawmakers in Austin to support such a ban by directly contacting local state representatives and senators and sharing with them my view on this issue. I would also be willing to travel to Austin to advocate for such a ban.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I would actively seek the input of LGBTQ+ employees and their advocates to make sure their needs are being met. I would work with all parties involved to ensure LGBTQ+ employees are protected from any form of discrimination.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

Our city should push back and not allow local control to be continuously undermined by the Texas Legislature. Every city is different, and local government is best positioned to determine and address the needs of their constituents.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

I am watching HB 610 with the hope that it fails given that this bill could eliminate nondiscrimination ordinances if a business owner with an occupational license goes to court and alleges that a nondiscrimination ordinance limits their ability to operate their business. I strongly oppose any bill that would allow the discrimination of LGBTQ+ community members.

I am also watching HB 407 and HB 560. I hope these bills are successful since they would ban anti LGBTQ conversion therapy by preventing mental-health providers from attempting to change a child's sexual orientation, gender identity, or gender expression.

In your opinion, what needs to happen in the upcoming redistricting cycle?

North Texas is long overdue for its first Latino representative in Congress and the State Senate, so this needs to be taken into account when lines are being drawn.



Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

I would rate Dallas' current response to homelessness as subpar. The issue of homelessness is one of the most complex that our city faces. There are a number of problems that factor into this issue: criminal justice, mental health, low incomes, lack of affordable housing and economic disparity. I would expand efforts to address the homelessness issue in Dallas by ensuring that we're looking at best practices of cities that have distinguished themselves in addressing homelessness.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

The city should continue supporting projects like the proposed Sadler Circle Senior Apartments in Oak Lawn, which will target LGBTQ+ seniors.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Historically, Dallas has done a poor job of dealing with these issues. I would alter these efforts by requiring that companies that want various tax abatements and development incentives hire locally and provide living wage jobs. The city also needs to work with private developers, property owners, management companies and other governmental entities to fully address the housing problem. I will work to increase mixed-income properties and simultaneously integrate our increasingly segregated city.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

If endorsed by Stonewall Democrats of Dallas, I would showcase the endorsement with any other endorsements I receive. Yes, I would include the endorsement in my campaign media.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

I would expect Stonewall Democrats to announce its endorsement of my campaign via social media and word of mouth. Financial contributions, phone bank assistance, block walkers, and poll greeters are always welcome.

I, **Jaime Resendez**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed /s/Jaime Resendez Date: February 26, 2021





Dallas City Council District 2

Jesse Moreno

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

I have been a member of Stonewall for more than 7 years. Under my tenure on the Dallas Park & Recreation Board, we created the first Rainbow Recreation Center in the entire Southwest. We also mandated all Park Managers to participate in LGBTQ cultural competency training.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes. I am a proud Democrat.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

The City of Dallas received a perfect score on the Municipal Equality Index; however, we can always do more to protect everyone in the community by creating a culture of equality among city contractors and the public sector. The City Council has fought hard to include inclusive healthcare benefits for transgender people including gender affirming surgeries; we must ensure that all health providers honor this right.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

I would continue to work with organizations, such as Stonewall Democrats of Dallas, to seek input and advice. I would absolutely appoint qualified members of the LGBTQ community to our boards and commissions. District 2 is a diverse community, and the makeup of the boards and commissions need to reflect that.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

We have no place for discrimination anywhere, much less here at home. I would lobby and advocate ensuring protection of everyone.



The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

Dallas has rightfully so adopted fully comprehensive healthcare benefits for transgender persons including gender affirming surgeries.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

We must fight for local control to protect the LGBTQ community.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

HB 407 and HB 560 are two bills that would ban anti-LGBTQ conversion therapy. HB 610 would allow for business to discriminate against the LGBTQ community.

In your opinion, what needs to happen in the upcoming redistricting cycle?

Two districts currently represent Oak Lawn and Cedar Springs; this is something I will be following closely.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

F. We know that youth from the LGBTQ community is experiencing a lack of safe shelter, and we must provide more housing. As Council Member I will work with the Office of Homeless Solutions to ensure that the 20 million dollars set aside in the 2017 bond will be allocated to a LGBTQ shelter. I believe the City is moving in the right direction and I will look forward to working with this department and our non profit partners to keep the progress.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

I am excited about the recently announced Resource Center, which will offer affordable housing for LGBTQ+ Seniors.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

Dallas is the tale of two cities, and it's getting worse not better. We need to grow the number of affordable housing units.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

I would proudly place the Stonewall endorsement on all my campaign material!

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?



We have a total of six candidates in the D2 race, so we are going to need lots of block walkers and financial help.

I, **Jesse Moreno**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

A handwritten signature in black ink that reads 'Jesse Moreno'.

_____ Date: February, 26th 2021



Raha Assadi

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

I am an ally of the LGBTQ+ community with a background volunteering and contributing to organizations including ACLU of Texas, Human Rights Campaign, Black Tie Dinner, and Lambda Legal. I've attended countless conferences and meetings aimed to advance the rights and increase the visibility of LGBTQ+ communities, including the ACLU Membership Conference in Washington DC and Lez Talk Dallas. I've written various articles regarding the changing laws surrounding LGBTQ+ rights and protections in the workplace, and I am proud to say that my employer has received a 100% score on the Human Rights Campaign Foundation's 2021 Corporate Equality Index. My practice involves advising clients on implementing corporate policies and practices that encourage inclusion and diversity.

It was a highlight of my legal career to be in the courtroom when the first gay marriage ceremony was conducted in Dallas County following the ruling in the Supreme Court case *Obergefell v. Hodges* on June 26, 2015. Below is a photo of myself with Jim Obergefell, the plaintiff in the aforementioned Supreme Court case.



As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes, I affirm my affiliation with the platform and policies of the Texas Democratic Party. My voting history is exclusively democratic.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

My goal as councilmember would be to close the door on any outstanding debates relating to equal access to services and help implement ordinances that prevent discrimination in the workplace, in housing, and in the service industry simply because of their sexual or gender identity or orientation. While the federal Equality Act has not been officially passed and enacted into law, this



doesn't mean the city cannot implement similar ordinances to advance the interests and protections of the LGBTQ+ community. Additionally, City Council needs to finally address and work to remedy the increase in hate crimes against the LGBTQ+ community.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and commissions?

As an attorney associated with various bar organizations (including Dallas Bar Association and Dallas Association of Young Lawyers), I will work with the LGBTQ+ Bar Association to seek and recruit qualified members of the LGBTQ+ community, lawyer or non-lawyer, who would be able to bring a unique and informed perspective to any board or commission. LGBTQ+ individuals have to advocate for themselves every day to various degrees, so they would likely serve well in a role that requires advocacy toward a particular goal or initiative.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

Yes – as stated above, I unequivocally support a ban on LGBTQ+ employment discrimination. I will continue to write and publish articles surrounding the constant flood of case law surrounding LGBTQ+ workplace issues. By showing the extent and magnitude of such disparate treatment towards LGBTQ+ individuals, my hope is that such literature would compel the legislature to similarly support such a ban.

My neighborhood and a substantial portion of my District is comprised of LGBTQ+ families. Not only is a large portion of my constituent base part of the LGBTQ+ community, but many of my nearest friends, family members, and neighbors are too. It is past time to have LGBTQ+ interests voiced and advanced in state lawmaking.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

I agree that oftentimes the specific letters in the acronym "LGBTQ+" are put together and seen as a single entity, when in reality, the perspectives, issues, and challenges of Lesbian, Gay, Bisexual, Transgender, and Queer members are vastly different. The start of making sure the needs of each respective community member are met is to discuss and promote these groups individually.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

I would work to ensure that no city regulations or ordinances conflict with the adopted state laws and revise them if they do. I would also ensure that to the extent proposed LGBTQ+ protective laws are not adopted and enacted by the state, that local equivalents are adopted.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

House Bill 610 would allow for state preemption of local nondiscrimination ordinances. This is something we need to fight AGAINST through data and testimony. If the state legislature cannot come to a consensus on the basic principle that LGBTQ+ lives and rights should be protected, then it should be within the power and authority of localities to see that such protections are implemented.

Several other bills, including House Bill 68 (which would deem youth transition surgery "child abuse") and House Bill 1399 (which would prohibit insurance coverage for youth transition surgery and thereby dissuade physicians from performing such procedures)



dangerously infringe on LGBTQ+ youths' right to simply be themselves. Again, data and testimony from LGBTQ+ youths to show how necessary such procedures are will hopefully prevent these discriminatory bills from passing.

Not every health benefit plan ensures coverage for HIV/AIDS testing and treatment. House Bill 493 would ensure coverage for such conditions and procedures, which is necessary, especially given that management of HIV/AIDS has progressed so much. No one should be denied the right to manage this disease because their insurer won't cover the medication needed to remain undetectable.

In your opinion, what needs to happen in the upcoming redistricting cycle?

Politicians should not be allowed to draw their own districts as they see fit for their agenda and vote. Independent commissions should be employed to draw legislative districts to prevent partisan gerrymandering. The reality is the one neighborhood/area is never going to be purely of one political party; there will always be a mix of sides, and therefore, districts should be drawn to represent such a mix rather than carving in/out pockets that are harmful/beneficial to a particular candidate.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

The city's emergency response to homelessness was successful, specifically with respect to opening up the convention center during the recent February freeze. However, the non-emergency measures have great room for improvement. The city needs to couple a much more robust transitional housing program with social services so that we can approach the issue of homelessness in a more holistic manner. The majority of the time, individuals experiencing homelessness are struggling in more than one way. By having social workers, employment counselors, and other resources available to these people, we can give them the help they need to transition out of homelessness.

My neighborhood, Oak Lawn, unfortunately sees the highest population of LGBTQ+ individuals experiencing homelessness in comparison with the rest of Dallas, so this issue is particularly important to me, both metaphorically and physically.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

The city needs to empower and support programs like Resource Center, which is currently leading the way with their senior housing project. There is no need to reinvent the wheel; rather, we should help organizations who have been doing the work.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

The city's response to the needs of low- and middle-income residents has been abysmal. The rich keep getting richer, and the poor poorer. Multigenerational and largely minority families are being displaced and kicked out of their homes for the benefit of new, high-rise, modern lofts. Families are facing eviction now more than ever. I will continue to work with Dallas Evictions 2020 to assist individuals facing eviction while encouraging the city to extend and expand eviction protections put in place during the pandemic. We can increase property taxes for individuals and entities who wouldn't feel a tax increase, instead of hitting working families, which increase may be the difference between being able to feed the family or pay rent.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?

If I receive an endorsement by Stonewall Democrats of Dallas, I would proudly display the endorsement on my campaign website and social media with commentary on my commitment to advancing rights of and protections for the LGBTQ+ community.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?



My hopes are that the Stonewall Democrats of Dallas continue to organize and elevate the issue of LGBTQ+ equality in Dallas and extend an invitation to community events.

I, **Raha Assadi**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

A handwritten signature in black ink, appearing to read 'Raha Assadi', is written over a light gray rectangular background.

Signed _____

02/25/2021

Date _____



Dallas City Council District 9

Councilmember Paula Blackmon

Your background and the LGBTQ community

Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District.

While working with Mayor Rawlings, the City received a mediocre score from the Human Rights Commission; this was after the mayor refused to sign the marriage pledge. Alongside with the LGBT Task Force, I helped convene a group with Pam Gerber to strategize how to change this score and how we could better provide services to our LGBTQ+ employees and residents. We implemented sensitivity training at the Dallas Fire Department and designated a LGBT Liaison with DPD. For the past 4 years, it gives me great pride that the City of Dallas has received a perfect score from the HRC and it was because of this important work we did years ago to implement real change to positively impact this community.

As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history?

Yes. My previous voting history is consistent with the Democratic platform and I am a proud member of the Democratic Party.

Creating an inclusive community

As a member of the Dallas City Council, how would you work to ensure that the City of Dallas - as an employer and as a representative of its residents - actively includes those who identify as LGBTQ+?

It is important that we protect and include our LGBTQ+ residents and employees in the important policy discussions that are had at the local level. First and foremost, we must continue to work to protect the City of Dallas employees who identify as LGBTQ+ by providing them the access and resources they need. By working and collaborating with the LGBTQ+ Employee Association, we can include employees in important conversations about benefits, discrimination and internal policy development and give them access to decision makers to help guide policy. This group is already very active at City Hall and we need to continue to encourage and amplify the events they host, the awareness they provide and the wonderful things they do for our community.

As a Councilmember, I believe it is my responsibility to listen and learn from the diverse groups in my community to make the right decisions at the horseshoe. Diversity is what makes East Dallas so great and I believe that we must protect our vulnerable populations and respond quickly to their needs. I will actively seek out the LGBTQ+ perspective on policy decisions and will hold monthly meetings with LGBTQ+ leaders to listen to what policies they hope to see brought forth at Dallas City Hall.

What would you do to ensure that qualified LGBTQ+ candidates are encouraged to seek employment on your staff and as staff of the City of Dallas? How would you work to include the LGBTQ+ community in your appointments to boards and



commissions?

As a Dallas City Councilmember, my door is open to all of my constituents as well as the residents of our city. I want the diversity of District 9 to be represented in my office and in my appointments. I will actively and preemptively seek out recommendations for staff and appointments with the LGBTQ+ groups in our community.

Do you support a ban on LGBTQ+ employment discrimination by the State of Texas? How would you work to convince lawmakers in Austin to support such a ban on behalf of your constituents?

I was proud to be a part of the team that actively lobbied the Texas Legislature against the passage of the bathroom bill during the 85th Legislative Session. Legislation like this is harmful, unproductive, and flat out discriminatory, and it has no place in our state. The City of Dallas rightfully passed a nondiscrimination ordinance (after it overwhelmingly passed a public vote) years ago to provide protections to our LGBTQ+ employees.

We must continue to protect our local government's ability to have such ordinances. If elected to the Dallas City Council, I will continue to advocate against any harmful and discriminatory legislation being considered by the State of Texas. If such a bill were to come to the State of Texas again, I would seek to activate the District 9 community to make their voices heard in Austin.

The transgender, gender non-binary, and intersex communities often face specific healthcare needs not included in employer-sponsored healthcare coverage. How will you work to make sure that the needs of LGBTQ+ employees are met in your city?

In 2017, the city amended its healthcare policies to include fully comprehensive healthcare coverage for transgender persons including gender affirming surgeries which I fully support and would defend. In this current budget, I supported CM Nevarez to add coverage for medications for HIV therapy treatment and Prep.

I will approach this and all issues that engage the LGBTQ+ community and current employees in health care discussions to find the right solution to this issue. As a councilmember, I will continue to work alongside my colleagues to have roundtable discussions, listening sessions and stakeholder input meetings to build the consensus needed to repair any situation.

Current Events

The Texas State Legislature continues to debate and adopt laws which restrict local control on many issues, including protections for the LGBTQ+ community. How would you see your city respond to these changes?

The City of Dallas, along with the other major cities in Texas, are at the forefront of the local control debate at the Texas Legislature. Cities are the most local form of democracy and we know what our residents need better than the law makers in Austin that meet every 2 years. We must protect our ability to create and implement policy that responds to the needs of our citizens. The diversity of our city is something that makes us stronger and we have to protect our ability to serve the communities that make Dallas so great. I, alongside the City of Dallas, actively lobbied against the bathroom bill because legislation like this just isn't right. Dallas is an open diverse city and it is our job to protect what makes Dallas great.

We must empower our City Attorney's Office with the right resources they need to combat harmful legislation in Austin and in DC. While the Texas Municipal League and National League of Cities seek to protect our ability to make local laws, they are not always as



impactful as we would hope. We must empower our city staff and councilmembers to build coalitions among cities, businesses, nonprofits, and community groups to amplify our voice in Austin and to stand up to the assault on local control. Revenue caps and preemptive legislation hurt our ability to protect our residents and provide daily services to meet their needs. The City of Dallas and the Dallas City Council must amplify what these assaults do to our ability to provide public safety, libraries, parks, and sanitation services to our residents.

What are a few bills you are currently watching in Texas' 87th Legislative Session? How would these proposed laws affect the constituents of your district, especially the LGBTQ+ community?

While high-priority bills are still emerging, and the winter storm aftermath will derail some discussions, I am primarily focused on the state's budget, criminal justice reforms, school finance, short-term rentals and advancing social issues that ensure nondiscrimination protections for LGBTQ+ people (from banning conversion therapy to participating in sports of the gender people identify as). All proposed laws by the State Legislature impact communities differently, and so extra precautions must be taken to ensure that the LGBTQ+ community is supported and protected. I appreciate the leadership of Representatives Anchia, Gonzalez, Turner and Crockett as well as Senator Nathan Johnson who keep me apprised of many of these issues.

In your opinion, what needs to happen in the upcoming redistricting cycle?

At both the state and local levels, we must ensure redistricting is done in as fair and transparent of a way as possible. While the Census delay caused by the COVID-19 pandemic could present some issues, I am hopeful the City's Redistricting Commission and our state legislators will be able to adopt new districts that do not concentrate people based on class, race, and political leanings. I will communicate updates consistently with the residents of Dallas.

Homelessness has and continues to have a significant impact on the LGBTQ+ community and our neighbors across North Texas. How would you rate your city's current response to homelessness? How would you alter or expand these efforts?

The City of Dallas has a homeless problem and because of the increased numbers due to the pandemic we are putting a strain on the system. We have to find innovative solutions fueled by more resources to take care of these community members. There are revenue streams available to the City that we can redirect to provide more resources to homelessness.

We need to break down the different groups of the homelessness- chronic homeless, situational, and episodic- and develop better plans to address the unique needs of each group. I believe we need to address the needs of those that are homeless because people who have lost a job or have had an incident by providing more quality affordable housing across the board. The other two classifications need to provide more resources and better align groups that provide those resources.

I am encouraged by the work of the Metro Dallas Homeless Alliance and look forward to the new collaborations occurring in the homelessness space. In addition, we have hired a new director of the Office of Homeless Solutions that comes with extensive experience in the field.

What do you think needs to be done to ensure the demand for Housing Affordability for LGBTQ+ Seniors are met?

I firmly believe solving for the demand for housing affordability for everyone begins with ratcheting up the supply of housing in Dallas. We are already working on a number of comprehensive housing policy solutions to aid in this regard (discussed below). To meet the needs of LGBTQ+ Seniors specifically, I applaud the model The Resource Center and Matthew Southwest have embarked on to build LGBTQ-friendly and supportive housing in Oak Lawn. We will need to continue to advocate for LGBTQ-welcoming housing and retirement care facilities and ensure the proper regulatory mechanisms are in place to prevent discrimination to the fullest



extent possible, while co-locating housing nearby other services like transit, retail, restaurants, and more so that the growing LGBTQ+ Senior population is respected and cared for.

Income inequality continues to grow and impact life in North Texas. How would you rate your city's current response to the needs of low- and middle-income residents, particularly wage growth and affordable housing? How would you alter or expand these efforts?

To address income inequality, we must address three things: systemic racism, attainable housing, and workforce development.

There are four key steps to remedying the historical and systemic injustices experienced by our lower socio-economic classes. In order, they are: apology and acknowledgement, qualified and quantified study, investment, and healing. First, we have to recognize Dallas' dark history of violence against Black, Indigenous, and people of color and the LGBTQ+ community. Ensuring the Memorial to Victims of Racial Violence is built tactfully and as timely as possible is one step in the right direction to doing this. Second, the City of Dallas should continue collaborating with organizations like Dallas Truth, Racial Healing, and Transformation to document and analyze Black, Indigenous, and people of color and LGBTQ+ people's history and contributions to our city. This should include but not be limited to studying how the city can make longtime residents and communities of color whole again. Third, the City of Dallas must keep equity at the forefront when allocating its budget, bonds, and other funding mechanisms. This re-investment is essential to closing many of the racial disparities our city is facing. Finally, when these tough conversations are had citywide, we can begin the process of healing.

Dallas is suffering from a housing shortage and a lack of affordable housing. The City took the first steps of addressing the housing crisis by passing its first comprehensive housing policy/framework and completing a Market Value Analysis (MVA). However, there is more work to be done including promoting inclusive development whereby new neighborhoods can be formed and surrounded by daily necessities (schools, grocery stores, pharmacies etc.). We must use the data provided by the MVA to interject the necessary tools to interfere in specific markets and create more housing of all types. It is critical that the City uses economic development and housing tools such as rehabilitating existing substandard housing without continually displacing residents by implementing policy recommendations such as property tax freezes, homestead exemptions, incentivized inclusionary zoning, and community land trusts.

I firmly believe in the importance of coalition building with Dallas ISD and because of my experience with both the city and the school district, I feel that I am uniquely qualified to continue serving as the City Councilmember for District 9. If re-elected, I will continue to work collaboratively with Dallas ISD and City of Dallas staff using data driven research (ex: Child Poverty Action Lab's Community Resource Index) to make strategic and informed decisions about the needs of our schools. Staff from both entities will work and collaborate to ensure that the needs of each neighborhood school are uniquely addressed so that we can best serve our communities. I am a parent of a graduate and current student high at Woodrow Wilson – I fully support Dallas ISD and am always looking for new ways that we can improve services and access to our students like endorsing the 2020 Bond. As previously mentioned in the redirected funds to address drivers of poverty, the City of Dallas must step up to increase access to jobs, training, and other opportunities to ensure economic progress in the Black, Indigenous, community of color and LGBTQ+ community. While our higher education institutions like Dallas College, UNT-Dallas, and Paul Quinn College make significant strides, we must now work with corporate, philanthropic, and nonprofit organizations alike to ensure there are jobs waiting for them on the other side of the talent pipeline. We must also build more housing around transit stations, including bus and rail, so residents can both afford to live in the City and commute without having to own a car. This comprehensive approach will help ensure we leave fewer of our residents of color and LGBTQ+ community members behind.

How would you showcase your endorsement by Stonewall Democrats of Dallas if received? Would you include the endorsement in your campaign media?



Yes, I would proudly include an endorsement by the Stonewall Democrats of Dallas on my website, social media, and endorsement materials.

What are your expectations of the Stonewall Democrats of Dallas, should you receive our endorsement?

I would welcome any volunteers, mailers, kitchen cabinet members, etc. to assist me in reaching out to voters and connecting with them on issues that matter most.

I, **Paula C. Blackmon**, am seeking an endorsement from the Stonewall Democrats of Dallas for the 2021 Dallas City Council elections.

Signed _____  _____ Date 2/26/2021