

IVI-IPO 2015 CHICAGO ALDERMANIC QUESTIONNAIRE - SECTION 1

DATE December 22, 2014 WARD Thirty-Five (35)
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NUMBER OF PETITION SIGNATURES FILED 1504 NUMBER REQUIRED 473

Please provide the following background information:

A. Elective or appointive public and/or party offices previously held including dates.

I served two years as Democratic Committeeman for Cunningham Township Precinct 5 in Champaign County, IL, elected to that position in the 2008 primary. I was elected Community Representative to the Sullivan High School Local School Council in April 2012, and I was elected Community Representative to the Avondale-Logandale Local School Council in April 2014.

B. Other elective offices for which you have been a candidate. *None.*

C. What is your primary occupation?

I have worked as a congressional caseworker, an executive assistant at a labor union, and most recently as a community organizer with the Illinois Coalition for Immigrant and Refugee rights. I left that position in November of 2014 to pursue my candidacy.

D. Briefly list your civic activities of the past ten years.

I have served as a Local School Council member, a high school debate coach, a tutor and mentor to Chicago Public School students, and have volunteered for various progressive campaigns, including Miguel Del Valle for Mayor, Rudy Lozano Jr. for State Representative, Jesus 'Chuy' Garcia for Commissioner, Luis V. Gutierrez, and Ramon Ocasio III (Sixth Judicial Subcircuit). I worked to stop school closures and to stop deportations.

E. What subjects have you studied and what experience have you had which will be most helpful to you in the office you seek?

I have a BA in Political Science, and a Minor in Latina/Latino Studies from the University of Illinois at Urbana-Champaign. At the University of Illinois at Urbana-Champaign I studied subjects that will help me serve the residents of the 35th Ward, this includes courses on: bureaucracies, comparative politics, American politics, political statistical analysis, environmental studies, gentrification, social movements, and U.S. history. I believe these courses have provided me with a foundation to understand the issues faced by my ward and our city. I am also an avid reader and regularly study topics that come before the city council. As a congressional caseworker, I became well versed in best practices for constituent services, education policy, and immigration policy. During my time with the Illinois Coalition for Immigrant and Refugee Rights I was accredited by the Department of Justice to assist immigrants with certain immigration applications.

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F. What candidates have you supported in past elections? Please be specific in describing your role in each campaign.

My first campaign was in 2006, when I supported my uncle – Ramon Ocasio III – for judge. I organized my classmates and friends to join me on daily canvasses. In 2007, after a short stint as a volunteer, I was hired as paid field staff on the campaign of Greg Brewer for 50th Ward Alderman. Greg Brewer was challenging Alderman Bernie Stone, and had won the endorsement of the Chicago Federation of Labor. After Greg Brewer failed to make the run off, I was hired by SEIU to help Alderman Joe Moore as a precinct captain in his April 2007 run-off election. In 2008, I was a candidate for Democratic Committeeman in a precinct of Champaign County, IL and won my election handily. In 2010, I campaigned for both Rudy Lozano, Jr. for State Representative and Jesus ‘Chuy’ Garcia for Cook County Commissioner. I would canvass for their campaigns on the weekends. In 2011, I started “Students for Luis Gutierrez,” to draft Congressman Luis V. Gutierrez in to the mayoral race. After Congressman Gutierrez withdrew his name from consideration, I enthusiastically campaigned for Miguel Del Valle for Mayor. I regularly canvassed neighborhoods and recruited new volunteers. In 2012, I canvassed for Rudy Lozano, Jr. for State Representative, and in 2014, I canvassed for Will Guzzardi for State Representative. In 2013, I helped Juan Ochoa for Cicero Town President on election day.

G. Please list all endorsements you have received so far.

As of today, I have been endorsed by: the Chicago Teachers Union, State Senator William Delgado, State Representative-Elect Will Guzzardi, Reclaim Chicago (National Nurses United and The Peoples’ Lobby), Northside Democracy for America, Progressive Democrats of America, Chicago ACTS (AFT-IFT Local 4343), the Justice Party of Illinois, and Rudy Lozano, Jr.

H. As concisely as possible, state why you feel you should be endorsed over the other candidate(s). What goals for the office you seek are most important to you personally?

I am running on behalf of the 35th Ward’s working families to stop the corporate handouts and put our neighborhoods first. My opponent – incumbent Rey Colon – has abandoned the values he was elected on in 2003, and has instead spent his time in office working for corporate interests and his campaign contributor friends. He has voted 97% of the time with Mayor Rahm Emanuel, including against TIF reform that would have turned over surplus TIF dollars to our neighborhood public schools. I have a strong track record of standing up for regular Chicagoans, I worked against school closures and have helped families on Chicago’s northwest side that are facing deportation. I have committed my life to public service and will ensure that my ward’s working families have a friend in City Council that is advocating for the needs of our neighborhoods and providing the quality constituent services they deserve.

I. What is your campaign budget? How much have you raised to date?

My ideal budget is over \$100,000, to date I have raised over \$35,000 (including in-kind contributions).

J. How many people are on your campaign staff? How many volunteers are on your list?

I have one full time staffer - my campaign manager - and two part time consultants. I have a six member kitchen cabinet, 24 consistent volunteers, and a base of 80+ volunteers.

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Most questions on this questionnaire can be answered by checking either YES or NO. Others are essay questions and all have the option of answering in greater detail. Just hit enter at the end of the question and begin typing your answer in the additional space.

CITY COUNCIL REFORM AND ETHICS

	YES	NO	
1.	X		Do you favor maintaining the current number of City Council committees?
			Which committees, if any, would you combine or eliminate? <i>I believe the number of City Council committees is the not the issue our city faces. What Chicago faces is a lack of independent Aldermen. Chicago needs legislators, not rubberstamps, who work to pass legislation for the benefit of regular Chicagoans, not powerful corporate interests.</i>
2.			What reforms are necessary in the City Council's committee rules and structure? <i>The City Council's rules must be changed to ensure measures not backed by the Mayor are able to come to a full vote. This will require electing independent Aldermen who take their legislative duties seriously.</i>
3.	X		Would you give the Inspector General's office independent subpoena power or other compulsory process that can be directed against city officials, agencies and employees without necessitation the approval of the Mayor or Corporation Counsel?
4.	X		Should the Inspector General be able to initiate his or her own investigations of Aldermen without a complaint from outside the office?
5.	X		Should the Inspector General be able to pursue anonymous complaints?
6.		X	Do you support patronage in hiring and promoting public employees?
7.		X	Will you employ or have you employed staff, in your office who hold other public sector jobs concurrently?
8.		X	Will you employ or have you employed staff, in your office who have either outside employment or contracts with entities which do business with the City?
9.	X		Will you vote for an ordinance mandating that the City contest unemployment claims by former employees who were fired for cause?
10.	X		Will you vote for an ordinance forbidding the City to hire or contract the services of anyone previously fired for cause from the City or any other unit of government?
11.	X		Will you support an ordinance to reduce the number of wards?
12.			Have you joined or will you join:
		X	The Paul Douglas Caucus
	X		The Independent Progressive Caucus
			Both
13.	X		Do you support changing the state statute to return to filling aldermanic vacancies by special election, rather than Mayoral appointment?
14.	X		Will you vote for an ordinance requiring redistricting of the wards to be based on non-partisan criteria and not to benefit any specific individual or political party?
15.			Will you or have you accepted campaign donations from current or potential suppliers or employees? I cannot answer this question as I have yet to take office. All of my employees will be hired on their merits via a competitive hiring process.
16.			Will you or have you accepted campaign donations from people or businesses seeking zoning changes in your ward? I cannot answer this question as I have yet to take office. However, I will turn over zoning changes to neighborhood councils as to remove an implication of pay-to-play politics in local zoning changes.
17.	X		Do you support public financing of municipal campaigns?
			Please explain your position.

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			<p><i>Democracy demands that all people – regardless of their socioeconomic status – have a voice in government. Our current system of privately funded campaigns allows the rich and powerful an outsized voice in government, meaning that regular Chicagoans are increasingly losing their ability to influence local elections. I am strongly in favor of publically financing municipal campaigns to ensure no one person or group of people can buy elected office.</i></p>
18.	ESSAY		<p>Who are your top 5 contributors and how much has each contributed to your campaign? (1) State Senator William Delgado (VOLUNTEERS FOR DELGADO) - \$8,500 (2) Norma Ramirez (my aunt) - \$4,000 (3) Reclaim Chicago - \$1,700 (in-kind for voter file access) (4) Monica Trevino (close friend) - \$1,000 (5) Tony Cacciola (family friend) - \$500</p>
19.			<p>What changes would you support to the redistricting process? <i>I am in favor of a gridlike system that will create contiguous wards that take in large parts, if not the entirety, of a neighborhood. I believe it is possible to have a gridlike system in Chicago while upholding Section II of the Voting Rights Act.</i></p>
REVENUE AND BUDGET			
20.	X		Will you vote to hire independent analysts to conduct a forensic audit of past City spending?
			Will you vote for a budget ordinance which would require:
21.	X		public questioning of city department heads concerning their departments' specific budget requests?
22.	X		making budget copies available to the public 30 days in advance of hearings?
23.	X		restoring city-wide community group budget hearings several months prior to the publication of the budget, as were held under the Washington and Sawyer administrations?
24.	ESSAY		<p>What additional revenue sources, if any, would you propose? <i>I believe it is key to reform our TIF system to ensure more of our property tax dollars are turned over to our city's taxing bodies. I also support: (1) a "fair tax" in Illinois – to lift the tax burden off of our working families while generating sorely needed revenue, (2) a "LaSalle Street Tax," to close a corporate tax loophole and tax major financial transactions, and (3) a "commuter tax" to ensure all those that benefit from our infrastructure and services contribute to our city's bottom line.</i></p>
25.	X		Do you support casino gambling for Chicago?
26.	X		Will you vote to require a citywide referendum before any gambling is instituted in the City?
27.	X		Will you vote to roll back Mayoral and Aldermanic salaries to pre-2007 levels?
28.	X		Will you vote for an ordinance limiting future Mayoral and Aldermanic salary increases to the same percentage as the lowest raise for any class of city employees?
	X		Do you agree with the criticism that City government is top heavy with management?
29.	ESSAY		<p>Please explain your position. <i>I have heard of city departments creating and filling management positions, while leaving clerical and "frontline" positions vacant. Chicago should seek to streamline departments to ensure that more dollars are spent on providing services than on creating more bureaucracy.</i></p>
30.	ESSAY		<p>What measures will you vote for to reform the city pension plan and ensure its solvency? <i>I support reasonable reforms to eliminate all double-dipping and abuse of our pension system. Ultimately it was Chicago's elected leaders – not public workers – who failed to keep up with their pension contributions. I will advocate for new sources of revenue to meet our pension liability, this includes a commuter tax at Chicago-based corporations hiring non-Chicago workers, a LaSalle Street Tax to close a major corporate tax loophole, and a fair tax to lift the tax burden off of working families.</i></p>
31	ESSAY		How would you modify (if at all) the benefit and contribution levels and eligibility

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			requirements for public employee pensions? <i>I would not modify benefit and contribution levels or eligibility requirements for public employee pensions.</i>
32.	Choose One		Should discretionary funds for ward services and infrastructure improvements be allocated
			in equal amounts to each ward
	X		based on the size of each ward
			based on the needs of each ward
	YES	NO	
33.	X		Will you institute participatory budgeting to allow ward residents to vote on discretionary spending in your ward?
PRIVATIZATION			
34.	ESSAY		Which city services or assets, if any, do you believe should be privatized and what is your criteria? <i>I am adamantly opposed to privatization.</i>
35.	X		Will you vote for an ordinance requiring an independent analysis of any lease or outsourcing arrangement?
36.	X		Will you vote for an ordinance requiring detailed analysis and evaluation of any lease or outsourcing arrangement at least 30 days prior to the City Council vote?
37.	ESSAY		Before voting on privatization contracts, what will you do to ensure that they deliver the maximum return and best service for city residents in the long term? <i>I am adamantly opposed to privatization, we have seen how city services suffer when we place a private corporations' greed before the needs of our residents. Our city's residents need quality city services, not more privatization schemes.</i>
38.	ESSAY		What procedures will you implement to ensure that privatization arrangements are not being used to move patronage workers outside of the scope of the Rutan decision requirements or any other anti-patronage rules or protocols? <i>I support a city ordinance that would require city contractors to implement anti-patronage rules, and that would prohibit political contributions from potential or recent city contractors.</i>
PLANNING, ZONING, AND ECONOMIC DEVELOPMENT			
39.	ESSAY		How will you involve ward residents in planning? <i>I am a strong proponent of community-driven zoning and development. As 35th Ward Alderman, I will create volunteer-driven precinct-level neighborhood councils that will have the final say on zoning and development changes that will affect their neighborhood. These councils will hear from the proponents of the zoning change, and from urban planning experts before making a final determination.</i>
40.	ESSAY		What is your long-range plan for development of the ward? <i>Chicago's 35th Ward is a vibrant area on the city's northwest side. The 35th Ward is socioeconomically diverse, and is home to transplants from across the nation and the globe. The ward's main commercial corridors of Armitage, Fullerton, Diversey, Milwaukee, Belmont, Irving Park, and Lawrence are filled with family-owned small businesses. Addison hosts two big-box stores. As Alderman, I will work to support our ward's small business owners. My ward service office will host a small business center that will help connect small businesses with the ward's available commercial spaces and help small business owners cut through government red tape. As much as possible I will privilege the development of locally owned small businesses over big box stores or national retailers. I will explore the potential of a "micro currency" for the 35th Ward – to spur the circulation of local dollars, and will also work to attract a midsized boutique hotel to the 35th Ward's Logan Square neighborhood.</i>
41.	ESSAY		What criteria do you or will you use in determining whether or not to grant a zoning change

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		or variance? <i>See above. I will create volunteer-driven precinct-level neighborhood councils that will have the final say on zoning and development changes that will affect their neighborhood.</i>
42.	ESSAY	How will you involve residents in planning, approval, and oversight of TIF districts? <i>I will create volunteer-driven precinct-level neighborhood councils that will have the final say on zoning and development changes that will affect their neighborhood.</i>
43.	X	Will you vote to terminate a TIF if the objectives of the TIF plan have been accomplished before the 23 year period is ended?
44.	X	Will you vote to return unspent and uncommitted TIF funds on an annual basis to the various taxing bodies?
45.	ESSAY	How do you propose to replace property tax revenue for CPS and other taxing bodies that is lost to TIF development? <i>I am strongly in favor of reducing the number of TIF districts and halting the creation of additional TIF districts, particularly in those areas that are not blighted. I will work to ensure any unused TIF dollars are turned over to our city's taxing bodies – like CPS.</i>
46.	X	Will you support a moratorium on creation of any new TIF districts until new funding sources are identified to replace the revenue diverted to the TIF?
47.	X	Will you vote for an ordinance requiring that large corporate entities receiving \$250,000 or more in public subsidies, and their tenants, must pay their workers a living wage (currently \$11/hour)?
48.	X	Will you vote to invest substantially more in job-training and the creation of transitional job programs in disadvantaged communities, including the formerly incarcerated, homeless, youth, and non-English speakers?
HOUSING		
49.	X	Will you vote to amend the Vacant Properties Ordinance to require mortgage servicers to register their properties?
50.	X	Do you support enacting an ordinance to preserve Single-Room Occupancy housing?
51.	X	Will you vote for an inclusionary zoning ordinance requiring developers to set aside 30% of residential new construction or renovation for the creation of affordable housing?
52.	ESSAY	What measures will you support to guarantee that some of the foreclosed properties saved through the Neighborhood Stabilization Program are made affordable to families at 40% and 60% of AMI? <i>The City of Chicago's NSP includes three neighborhoods in the 35th Ward: Albany Park, Logan Square, and Hermosa. I will work to ensure my ward service office is connecting low income families with the NSP and that the City of Chicago is assisting families at 40% and 60% of AMI find the requisite financing to purchase NSP homes.</i>
53.	ESSAY	What procedures and safeguards would you put in place on conversion/demolition of SRO's and other low income housing to ensure that affordable housing will continue to be available for low income tenants who would otherwise be displaced? <i>As 35th Ward Alderman, I will work with community organizations and affordable housing developers to bring more below market rate housing to the 35th Ward. I applaud the City Council for finally passing an SRO ordinance, but would like to see more protections for SRO residents that guarantees those converting/demolishing SRO sites are directly responsible for creating affordable housing for those they are displacing.</i>
54.	ESSAY	What measures will you support to ensure that there is an adequate supply of affordable family sized units available to families in the Section 8 program? <i>I am a strong supporter of the Section 8 program. I will work with landlords and developers in my ward to ensure they are making more units available to those in the Section 8 program, and I support measures that tie city subsidies to the creation of Section 8 units.</i>
55.	ESSAY	What measures will you support to provide affordable housing for low-income individuals and families who are not served by any existing programs? <i>I believe a key component of</i>

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			<p><i>providing affordable housing is ensuring that low-income seniors and homeowners are not priced out of their homes by rising property taxes. In addition to opposing future property tax increases, I am proposing legislation that will exempt seniors from property taxes, contingent upon an agreement that the property will become scattered site public housing upon the homeowners' passing. This will not only help keep seniors in their homes, but will create more scattered site public housing in Chicago's neighborhoods.</i></p>
	YES	NO	Do you support any of the following to be built in your ward?
56.	X		low income rental housing that is affordable to those at 15% to 30% of AMI?
57.	X		supportive housing for people overcoming addiction and other problems which contribute to homelessness?
58.	X		shelters for the homeless?
59.	X		Do you favor a moratorium on the conversion or demolition of SRO's pending the development of protections and remedies to protect the displaced tenants from becoming homeless?
60.		X	Do you support allowing the demolition of existing public housing units without new or rehabilitated replacement housing on a one-for-one basis?
61.	Choose One		Which standard should the City use to define affordable housing?
			AMI of the Standard Metropolitan Statistical Area
			AMI of Cook County
	X		AMI of Chicago
			AMI of the Community Area
EDUCATION			
62.	Choose One		Which of the following options for choosing the School Board do you support?
	X		Popular Election
			Mayoral appointment from nominations made by community representatives
			Maintaining the current system of Mayoral appointment
			A mix of elected and appointed members
	YES	NO	
63.		X	Will you support a city-wide lottery for enrollment in magnet schools? <i>I believe all parents should have option of a quality public school in their neighborhood. I believe it is unfair to ask residents to travel across the city to access a magnet program. However, I am supportive of magnet programs that have diverse student bodies that draw from all across Chicago.</i>
64.	X		Will you support LSCs in maintaining full powers, and support them through adequate funding levels that provide training and support for LSCs to do their jobs?
65.	X		Will you support a moratorium on school closings until a detailed analysis of the impacts of shuffling children is completed, and a real plan to address the quality of education and safety for every child is in place?
66.	X		Will you support development and implementation of a more comprehensive and accurate approach to evaluate student and teacher performance than reliance on the SAT and ACT tests?
67.	X		Would you favor repealing (or modifying) the 70% requirement for voting to authorize teacher strikes?
68.	ESSAY		<p>What is your assessment of Renaissance 2010 and its implementation in your ward as well as the City as a whole? Please include in your assessment the role of charter schools as well as the power to reconstitute schools. I was opposed to the so-called "Renaissance 2010." Instead of subjecting our children to school closures, "turnarounds," and other education reform schemes that treat our children like widgets and public schools like a for-profit venture, I believe we should implement the best practices pioneered by the world's most successful public school</p>

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			<i>systems. I believe charter schools have failed to improve education outcomes and are too mired in pay-to-play politics to address the real issues our schools face.</i>
69.	ESSAY		What should the City do to improve the quality of all local schools? <i>As previously stated, I believe the Chicago Public Schools should implement the best practices developed by the world's most successful public school systems. This includes: smaller class sizes, full funding, rich curriculum, wraparound services, and less time spent on test prep. I believe the City Council should work to increase funding to our public schools by reforming our TIF system.</i>
70.	ESSAY		What are your plans to improve the local schools in your ward? <i>As a Local School Council member, I would like to see more community and parent involvement in my schools. As Alderman, I will work to recruit candidates for LSC elections and work to create new after school programs with support from local small businesses. I will also work to expand Logan Square Neighborhood Association's successful Community School program – that turns a local school in to a community anchor that provides classes for parents, after school activities, and wrap around services.</i>
71.	ESSAY		How would you modify (if at all) the benefit and contribution levels and eligibility requirements for public school teacher pension? <i>I would not modify public school teacher pensions.</i>
ENVIRONMENT			
72.	X		Will you vote for the Clean Power Ordinance?
73.		X	Will you vote to privatize Chicago's water delivery system?
74.	X		Will you vote to ban Styrofoam food containers in Chicago public schools?
75.	X		Will you vote to ban Styrofoam food containers in Chicago restaurants and food delivery services?
76.	X		Will you vote to adopt the water quality standards recommended by the Pollution Control Board?
77.	ESSAY		What should the City do to encourage and implement alternative forms of energy? <i>I believe the City should support the expansion of a green economy and the creation of green jobs in Chicago. I would like to see more solar panels built in our city, and subsidies to help Chicago homeowners purchase and install those solar panels.</i>
78.	ESSAY		What other environmental initiatives, if any, do you propose? <i>Our city's motto is "Urbs in Horto," Latin for "City in a Garden." I believe the City Council and the 35th Ward should live up to those words. As Alderman, I will support the expansion of public transportation and dedicated bike lanes, introduce legislation to divest our city's funds from fossil fuels, fight to lower the cost of the CTA, so everyone can afford public transportation, work with the Park District and community groups to create community gardens and additional parks and recreation space.</i>
PARKS			
79.	X		Do you support election of the Chicago Park District Board?
80.		X	Do you support increased privatization of park facilities and services?
	ESSAY		Why or why not? <i>Our city's parks are a public treasure; they should continue to be managed with the public's interests in mind, not a corporation's bottom line.</i>
81.	X		Do you support prioritization of land acquisition and capital improvements first to those neighborhoods which are underserved by existing facilities?
TRANSPORTATION			
82.	X		Will you vote to increase the City subsidy to the CTA?
83.	Rank 1-5 or		Please indicate which CTA expansion plans, if any, you support and rank them in order of priority

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	say no to any		(1 highest)
		1	Red Line south to 130th Street
		3	Orange Line to Ford City Mall
		4	Downtown Circulator
		2	Downtown-O'Hare Express
			Other – please specify
	YES	NO	
84.	X		Do you support renegotiation of Chicago's parking meter privatization deal?
85.		X	Do you support privatization of Midway Airport?
86.	X		Do you support the O'Hare expansion plan?
CRIMINAL JUSTICE			
87.		X	Is 911 response time adequate?
	ESSAY		If not, how can it be improved? <i>I support hiring 1,000 additional police officers.</i>
88.	X		Are there inequities in 911 service in your ward? I have knocked thousands of doors and have heard from ward residents that 911 response time varies.
	ESSAY		If so, what can be done to redress them? <i>As Alderman, I will regularly meet with my local police district commanders, and will advocate the hiring of 1,000 additional police officers.</i>
89.	X		Do you support re-allocating police services from low-crime to high-crime neighborhoods?
90.	ESSAY		What changes, if any, would you suggest for the CAPS program? <i>As Alderman, I will work to increase CAPS participation, and ensure that I or a staff member attend each meeting in my ward. I will also advocate for true community policing with dedicated police officers that work their beat day in and day out.</i>
91.	X		Will you vote for more funding for alternative crime prevention programs such as Cease Fire?
92.	ESSAY		What measures will you support to stop the schools to prison pipeline? <i>As a Local School Council member at Sullivan High School, I worked to bring restorative justice policies to my neighborhood school. I will support the expansion of restorative justice programs at Chicago Public Schools, and will support statewide legislation proposed by VOYCE – a youth group that works to stop the schools to prison pipeline.</i>
93.	X		Do you support gun control?
94.	ESSAY		What measures, if any, should the City Council adopt in response to recent court decisions striking down Chicago's handgun ban? <i>The courts have clearly decided this question, and I believe the City Council acted judiciously by reforming the city's handgun ordinance. Ultimately, we need more regulation of gun sales at gun shows – particularly those in Indiana – to keep guns out of the hands of criminals.</i>
95.	X		Will you vote to order the City to stop paying legal fees and attempt to recover past legal costs of city employees implicated in the Police Board findings of misconduct related to the Burge case?
96.	ESSAY		Please share your views regarding the functioning of the Independent Police Review Authority and whether it should operate more independently of the Police Department. <i>Community policing requires a strong relationship of trust between the police and the community. To this end, I support a strong IPRA that works to ensure that no one is above the law and reports of police misconduct are handled appropriately and professionally.</i>
CIVIL RIGHTS			

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97.	X		Do you support affirmative action based on race, gender and sexual orientation in establishing criteria for hiring and promoting public employees?
98.	X		Do you support affirmative action as a criteria in letting city contracts?
99.	ESSAY		<p>Please comment on current participation of individuals with disabilities in city hiring and contracts.</p> <p><i>I believe the law is clear – all Americans, regardless of their disabilities, should have an equal opportunity. I will support measures to strengthen equal opportunity and reduce hiring barriers and eliminate discrimination for people with disabilities.</i></p>
100.	ESSAY		<p>Please comment on current women and minority participation in city hiring and contracts. Be sure your comments include firefighter and police officer recruitment and promotion.</p> <p><i>I strongly support equal opportunity in hiring. I believe we must work to ensure that women and people of color are not underrepresented in city hiring and contracts. To that end I support existing legislation that promotes contracts for minority and women owned businesses. My aunt – a Latina – is a Chicago Police officer and, in my opinion, she is the most professional and committed officer in her district. Women and people of color should be recruited and promoted within our police and fire departments.</i></p>
101.	X		Do you favor restructuring the wage scale of city employees to institute gender-equal pay for jobs of comparable worth?
102.	X		Will you vote to require all City vendors and contractors to provide spousal benefits for same-sex partners of their employees?
103.	X		Will you vote for the Municipal ID ordinance?
	ESSAY		<p>Why or why not?</p> <p><i>A municipal ID is a great way to ensure all Chicagoans can establish their residency in the City of Chicago and fully participate as equals in American society.</i></p>
ALDERMANIC PRIORITIES			
104.	ESSAY		<p>What employment, if any, other than alderman, do you intend to hold?</p> <p><i>I will be a full-time Alderman.</i></p>
105.	ESSAY		<p>How will you divide your time between your aldermanic duties and your other occupation?</p> <p><i>N/A</i></p>
106.	ESSAY		<p>Please specify the minimum hours per week you will spend performing your aldermanic duties.</p> <p><i>I will work no less than 60 hours per week.</i></p>
107.	ESSAY		<p>Please describe your service office staffing plan, including the number of staff, full and part time, how you will pay for them, and the number of hours per week that your service office will be open.</p> <p><i>I hope to hire five full-time staffers: a Chief of Staff, a Legislative and Policy Director, a Constituent Service Director, a Deputy Constituent Service Director, and an Administrative Assistant. The first four staffers will be salaried employees, compensated through my aldermanic budget, and the Administrative Assistant will be an hourly employee, whose wages will be drawn from the \$35,000 I will cut from my own salary or from my political action committee. My service office will be open to the public no less than 40 hours per week, with a schedule that will accommodate working people who can only visit during the evenings or weekends. I will make myself widely available for meetings with constituents and community groups.</i></p>
108.	ESSAY		<p>What services need improvement in your ward? How will you achieve this? <i>My ward's residents desperately want a responsive service office that addresses city issues in a timely and professional manner. I will work to address this need by cutting my own salary by \$35,000 and investing the savings in ward services, and by hiring compassionate and professional staff in a</i></p>

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		<i>competitive hiring process. I will also draw upon my experience as a congressional caseworker to implement constituent service best practices. As for the city services, I will be a strong advocate for a neighborhoods first approach, that is to say, I will advocate for funding to be allocated to our schools, our public infrastructure, our public safety, and basic city services, before we create another TIF district or give another corporation a government handout.</i>
109.	ESSAY	What are your top priorities for the Ward? <i>I would like to see a 35th Ward with quality neighborhood schools, safe streets, active and engaged neighbors that are making the important decisions on budgeting and development, and vibrant and healthy business corridors that are full of locally owned small businesses.</i>
110.	ESSAY	How will you work with community groups and residents on City matters? <i>I am a strong supporter of democracy and believe in servant leadership. I believe a leader must listen first and foremost. As Alderman, I will empower my constituents to make the important decisions affecting their neighborhoods, and I will make myself widely available to meet with constituents and community organizations. I aspire to work closely alongside my ward's community organizations – block clubs, neighborhood associations and congregations. And I will not just knock doors during election season, but will canvass my neighborhood yearlong.</i>