

Seattle Pride Voter's Guide

2021



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Seattle Pride invited candidates in various races throughout King County, WA to fill out our short questionnaire, so we could evaluate where candidates stand on issues important to the LGBTQIA+ community. The answers were then rated by Seattle Pride Staff, Board Members, and/or Volunteers according to an established rubric.

All candidate answers are provided in the way they were submitted; they have not been edited, unless to remove extraneous spacing.

Any candidate receiving a rating of two (2) or more Pride flags is invited to our October 21st *Seattle Pride Voter Extravaganza* for members of the public to meet with them.

Any rating by Seattle Out & Proud // Seattle Pride is not an endorsement.

Scoring Rubric

Check out the full candidate information and rating rubric document, [HERE](#).



4 Flags



3 Flags



2 Flags



1 Flags

4 Flags

- Has already been working on projects and programs to achieve equitable outcomes for LGBTQIA+ community members, prioritizing QTBIPOC community members (as an elected official, activist, community member, professionally, etc.)
- Gives extensive details on policy tools needed to achieve goals
- Policy tools prioritize the well-being of marginalized communities (i.e. enacting progressive taxation, community investments along with commercial development, etc.)

3 Flags

- Demonstrates commitment to equity in practice for LGBTQIA+ community members, prioritizing QTBIPOC community members
- Gives details of policy tools needed to achieve goals

2 Flags

- Demonstrates commitment to supporting legal equality for LGBTQIA+ community members
- Demonstrates openness to providing supports for QTBIPOC community members
- Gives few concrete example of policy tools, few details

1 Flag

- Has admitted explicit anti-LGBTQIA+ or racial bias in past roles, but has stated commitment to evolving
- Uses outdated and/or inadvertently offensive language in questionnaire responses
- Gives no concrete examples of policy tools

0 Flags

- Demonstrated explicit anti-LGBTQIA+ or racial bias in questionnaire



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Lorena Gonzalez (She/Her)

Position Sought: Mayor, City of Seattle

Website: <https://lorenaforseattle.com>

Social Media: Twitter: @MLorenaGonzalez FB: facebook.com/ElectLorenaGonzalez



Seattle Pride Rating: 4.0



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I have been working with the LGBTQIA+ community before I came into office, but as an ally I look to the LGBTQIA+ community to guide me in best ways to uplift and support the voices most impacted by transphobia and homophobia.

Over the years I have worked with Gender Justice League, Equal Rights Washington, LGBTQ Allyship, GenPride, and Ingersoll Gender Center on issues ranging from homelessness, hate crimes, seniors housing, renters and workers' rights and trans economic empowerment.

I supported Genpride and the LGBTQIA+ Senior Housing Advisory Committee secure LGBTQIA+ affirming senior housing. I worked with Equal Rights Washington, when I first came into office, to pass a Conversion Therapy Ban. Working with LGBTQ Allyship I have consistently voted for policies that support the LGBTQIA+ community including funds for renters' education for the LGBTQIA+ community and the city's gender neutral restroom ordinance.

I am not deterred from ensuring Seattle City government and all our departments uphold LGBTQIA+ friendly standards. Most recently I demanded SPD to rescind their promotion of the Billy Graham Evangelistic Association, a known anti-LGBTQ institution. I will continue to address and eliminate LGBTQIA+ discrimination in Seattle government as the mayor.

Question #2: If (re)elected, how will you advance the rights of LGTBQIA+ individuals in your purview?

I don't want to give lip service to being an ally. I am committed to institutional and structural change that includes a racial, LGBTQIA+ and trans equity lens. Here are ways I plan on implementing LGBTQIA+ equity at the City of Seattle:

Appoint department heads who are known for being LGBTQIA+ friendly.

Within the policies and procedures in running departments ensure there is a LGBTQIA+ and racial equity lens.

Work with the city council to pass a budget that passes a litmus test around Racial and LGBTQIA+ equity. Ensuring my budget proposal improves the lives of the most marginal in both BIPOC and LGBTQIA+ communities, queer and trans BIPOC communities.

Increase funding to LGBTQIA+ led organizations for COVID relief, food security assistance

and rental assistance funds. Ensure LGBTQIA+ led organizations receive economic recovery funds for their communities.

Support LGBTQIA+ organizations to address the needs of LGBTQIA+ low-income seniors in Seattle.

Support funding for LGBTQIA+ affirming housing in BIPOC, low-income and differently abled communities.

Mental health services – every RFP around providing mental health services requires LGBTQIA+ and trans mental health training for all staff and 2 to 3 dedicated mental health staff members who are BIPOC trans and queer competent mental health providers. A commitment to funding peer-led substance and mental health services as part of the wraparound services provided to BIPOC LGBTQIA+ and queer and trans homeless youth, elders and families.

Ensure LGBTQIA+ competent training for Health One and Triage One staff.

Work with the Seattle Human Services Department, Department of Construction and Inspection, Regional Homelessness Authority, Office of Housing, Parks and Recreation Department and Area Agency on Aging for Seattle and King County to incorporate an intersectional BIPOC LGBTQIA+ equity lens into their goals

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

As the candidate endorsed by the vast majority of labor unions, I believe strongly in worker protections, especially for our most vulnerable workers. LGBTQIA+ workers will not be an afterthought in my administration. I have a systems-change approach and will ensure that LGBTQIA+ communities will be named and prioritized in all RFP's and allocations of funds. I will require entities that receive funding to demonstrate their plan in reaching LGBTQIA+ communities most impacted, especially queer and trans BIPOC workers.

I will advocate that there is a special team of staff directly supporting BIPOC LGBTQIA+ community members at the Washington State Employment Security Department. And I will also support the Department of Labor Standards to prioritize LGBTQIA+ workers in labor standards education. I will continue to work to pass stronger worker protections, particularly in the gig-economy sector where BIPOC LGBTQIA+ people are disproportionately represented.

I will ensure economic recovery funds are given to LGBTQIA+ and trans-led organizations with guidelines to direct funds to BIPOC queer and trans workers and workforce development dollars go to LGBTQIA+ led organizations

I also believe we should establish an LGBTQIA+ Police Accountability Advisory Committee that guides cultural change in the police force around the transphobic, homophobic and sexist treatment of LGBTQIA+ homeless youth, sex workers, domestic violence survivors, hate crime victims and BIPOC community members. This body would also help identify non-police solutions that enhances the safety of the above-mentioned communities.

Question #4 – LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

LGBTQIA+ people are shamefully under recorded or not tracked at all from the Department of Human Services. I will advocate that sexual orientation and gender identity is uniformly tracked on a volunteer basis, especially within the senior/elder, and family homeless population through the Regional Homelessness Authority. I know that LGBTQIA+-led organizations are at a disadvantage without data. According the 2018 Office of Housing Rainbow Housing Report, there was a growing number of LGBTQIA+ homeless seniors/older adults/elders and housing affordability was only exacerbated for LGBTQIA+ elders, families, youth and individuals.

My administration will ensure LGBTQIA+ led organizations receive Rental Assistance to address continued housing insecurity and prevent homelessness. We will support LGBTQIA+ - led organizations, in gaining capacity to create LGBTQIA+ affirming low-income housing through funding sources like the Equitable Development Initiative.

I will also work with the City Council to fund the enforcement of current renter's rights laws, such as a 6 month notice of rent increases to tenants. Seattle has some of the strongest renter's rights protections in the country but without funding for enforcement tenants will continue to struggle. I will support strong partnerships with LGBTQIA+-led organizations and the Department of Construction and Inspection around tenant education and legal support if a tenant's rights have been violated.

I understand that the legal system has not served LGBTQIA+ marginalized communities well. In these uncertain times when low-income LGBTQIA+ and especially BIPOC queer and trans tenants are at-risk of being evicted LGBTQIA+ tenants must have LGBTQIA+ competent attorneys that understand the unique needs of the LGBTQIA+ community. I will support trainings to legal entities such as the King County Housing Justice Project to receive LGBTQIA+ competent legal trainings for attorneys.

Joe Nguyen (He/Him)

Position Sought: King County Executive

Website: <https://meetjoenguyen.com>

Social Media: @meetjoenguyen on Facebook, Twitter, and Instagram



Seattle Pride Rating: 3.2



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I understand the practical consequences for our most marginalized communities when the government fails to invest in us, because I've been there, and that those experiences have pushed me to be the fiery advocate I am for the people I represent today. I don't come from a traditional politician's background and I don't prescribe to the traditional top-down leadership approach. I believe a good leader empowers others, and draws on the expertise and experience of those that they've sworn to serve, so I bring my constituents to the table with every decision I make. Just like my time in the Senate, I will lead in this office with both the urgency and integrity to enact solutions that actually meet the needs of our community.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

King County should be a place where LGBTQ+ folx, BIPOC folx, people with disabilities, and members of all underserved communities can thrive. As King County Executive, I will prioritize racial, social, gender, and economic justice in every decision I make, including in the following policy areas:

Safe Neighborhoods: Marginalized folks shouldn't have to live in less safe communities because of their income, housing discrimination, subtle continuations of redlining policies, and other structural oppressions and ways that policies segregate our communities. We can invest in human services and community-based solutions to safety that do not include armed police but do include a genuine focus on community wellness.

Transit Access and Affordability: Public transit should be free, reliable and should get folx where they need to go in their community. Transit is often the second or third monthly highest expense, behind housing, for low-income families in King County. It shouldn't be that way. If elected, I will direct King County Metro to expand reduced- and no-fare options for low-income families and individuals and to research ways to move toward a free transit system funded by taxes on the wealthy and corporations.

Housing Justice: We need more public housing, low-income housing, and better enforcement of policies designed to ensure that nobody can be discriminated against based on who they are, who they love, or what their income is or whether they receive a subsidy or public benefit. It's simple: housing is a human right that is either denied or encumbered for underserved folks by our current institutional structures. We've been in a

“State of Emergency” regarding homelessness in King County for ten years and yet the crisis continues largely the same. Emergencies call for bold action, big investments, and not being afraid to do what’s right even if those with wealth and power disagree. I will relentlessly fight for progressive revenue to fund new affordable housing options and comprehensive wraparound services for folx experiencing homelessness.

Basic Needs: Before the War on Drugs that began in the 1980’s, we used to spend the same amount on human services as we did on law enforcement and the legal system. Today, 73% of the County’s general fund goes toward the criminal justice system. We are systematically under-resourcing our communities, while spending that money to criminalize communities of color, low income, LGBTQ, and disabled folks. We should be investing in programs that help our communities not only stay afloat, but thrive with ample opportunities.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

We need to invest in a combination of robust worker protections and a strong social safety net to care for our people when they’re employed and when they’re unemployed. The pandemic has only made clearer the impact of decades of stripping away community investments, and that’s why my biggest focus has and will continue to be securing strong basic needs programs that support us all through hard times, but especially those who are at higher risk of chronic unemployment.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Too many LGBTQ residents and people of color in King County still face housing discrimination every day despite having legal protections in place in state law. Working to translate those ideals into the lived reality of every person in King County is one major reason why I’m running for County Executive, and I would use my authority to increase resources devoted to both enforcing those protections and raise community awareness of the right to seek redress for housing discrimination. King County can lead by example by promoting inclusive zoning for multifamily affordable housing in unincorporated areas where the County has direct jurisdiction, and work with the 39 cities and towns to encourage them to follow suit. Because the root cause of homelessness is the lack of sufficient affordable housing and solving that crisis requires a regional solution, King County has a critical role to play in coordinating and directing the resources we’ll need to build or acquire the tens of thousands of affordable housing units necessary to end the cycle of homelessness.

Nikkita Oliver (They/Them/Theirs)

Position Sought: Seattle City Council, Position 9

Website: <https://www.nikkitafornine.com/>

Social Media: Instagram and Twitter

@nikkitaoliver and facebook.com/nikkita4nine



Seattle Pride Rating: 4.0



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As a queer, Black, non-binary worker and renter, I live the realities of LGBTQ+ issues and struggles everyday. I have relationships (in varying capacities) with the Lavender Rights Project, Black Trans Task Force, QLaw, API CHAYA, and Trans Women of ColorSolidarity Network. I have represented trans communities member in employment discrimination issues and continue to be a part of advocacy efforts to build housing specifically for Black trans residents in Seattle.

My knowledge and awareness of LGBTQ2S+ issues developed from personal experience, community organizing, protesting, and advocacy work. I think it is important to acknowledge this is not something I read in a book or read about in an article or discovered on social media. This is a part of my everyday life. Even as a Councilmember, this will continue to be a part of my everyday life. Something as simple as my pronouns are often not honored and respected by the media, constituents, organizations, etc. The mental and physical health needs of trans and gender diverse people are not always reflected in what is available to us.

We developed the “Agenda for Black Trans Thriving” (elaborated on in question #2) by moving through a listening post process with the Black Trans Task Force. Soon we will also launch a new round of community listening posts. The goal of community listening posts is to come together to develop an evolving community platform that identifies the priorities and solutions of communities living and/or working in Seattle, and those who have been gentrified out of Seattle, who have been impacted by racism, ableism, poverty, police violence and other core areas where City policy can make a difference. This will change our platform and will change it for the better.

As organizers and members of impacted communities we have identified some policy areas and possible solutions. None of this is set in stone--nor should it be. The greatest flaw of most electeds is the inability to change course when the community tells them to move in a different direction. The platform, policies, and solutions we develop together will chart the course for our next four years in office together continuing to build on the movements that have already brought us to this moment.

I have both a personal and moral commitment to improving conditions for our LGBTQ2S+ communities. Improving the lives of our whole community will also improve my life. As a Councilmember, I will not be immune from the harms and impacts of discrimination based

on gender and sexuality. I will not be immune from the harms and impacts of gender based violence. I will also have the power and authority to amplify the voices and solutions from our community to stand up and do something through ordinances and budget allocations as a member of the legislative branch of our City. I believe that my commitment, track record, and lived experience show me to be the most motivated and committed when it comes to increasing protections for and improving the lives of LGBTQ2S+ residents and communities.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

In Seattle Black trans women have the least amount of access to full-spectrum gender affirming healthcare, housing, and jobs. We know that in order to build a city for all residents of Seattle we must ensure that those most marginalized by racist, sexist, and classist systems and institutions are centered in how we develop and implement solutions. We believe that to ensure healthcare for all, we must pull from the margins and lift from the bottom. Fighting for the right to healthcare for Black trans people means that the whole of our City will be healthier. For this reason, our campaign partnered with the Black Trans Task Force to develop a plan focused on the health and well-being of Black trans women which includes healthcare, housing, gainful employment, and safe working conditions. Below is our platform.

An Agenda for Black Trans Thriving

We want to build a city where Black Trans Women & Black Trans Femmes thrive. Given the specific vulnerabilities of Black trans people - to lack of healthcare and housing, to being out of home as youth, and to being criminalized - we propose the following five point platform for creating the necessary conditions for Black Trans liberation. These four points reflect places where the City Council could initiate immediate and impactful changes to guarantee Black trans thriving. For those solutions that require a new funding source, money diverted from the bloated, racist, ineffective, and frequently transphobic criminal legal system (including Seattle Police Department, Municipal Court, Criminal Division of the City Attorney's Office budget) should serve as a primary source.

DECRIMINALIZE, DECRIMINALIZE, DECRIMINALIZE

The City of Seattle should fully decriminalize sex work, as well as crimes of poverty and drug crimes. Thirty eight percent of Black trans people have been harassed by police and 15% have been assaulted by police. Forty seven percent of Black trans people have been incarcerated. City Council has the ability to transform what Seattle's Municipal Court does - and to ensure that the misdemeanor punishment power of that court and SPD's arresting power don't render Black trans people even more unsafe and vulnerable. Trans people have disproportionate contact with police, jails, and courts because they are more likely to be on the street due to homelessness and/or being unwelcome at home, because their circumstances often force them to work in the underground economy, and because many face harassment and arrest simply because they are out in public while being transgender. Council's 2020 repeal of drug traffic loitering and prostitution loitering laws was a step in the right direction, given the way these laws give cover to racist, anti-trans policing practices, but full decriminalization of sex work would contribute to ending the harassment and violence against Black trans sex workers by police. Aside from putting the lives of trans sex workers at risk, these laws and practices put many trans women who are participating in routine, legal activities at risk for arrest and incarceration. However, decriminalizing sex work is not enough. Black Trans people - along with all our marginalized neighbors currently

cycled through the municipal court – will be better off when our City fully decriminalizes crimes of poverty and drug crimes.

SUPPORT TRANS YOUTH

The City of Seattle should fund supportive, independent-living style housing for trans youth. Young people should have separate apartments and autonomy, but be provided consent-based (not mandatory) services and support (for example, cooking support, help with benefits applications and scholarship applications, etc.). The City should also ensure that all existing youth services provided by the City or funded by the city are trans-welcoming (including Seattle community centers, shelters and libraries); this can be actualized by contracting a trans-led group to evaluate current youth services and develop a plan for creating welcoming and responsive services. Forty-one percent of trans people have attempted suicide (compared to 1.6% of the general population), and estimates show that up to 40% of homeless youth are transgender or otherwise LGBTQ-identified. Supporting Black trans youth across all city services, and guaranteeing them trans-welcoming housing options will ensure that our trans youth survive to become our future trans elders.

HOUSING GUARANTEE FOR TRANS PEOPLE

The City of Seattle should guarantee no-barrier, non-congregate shelter by the end of 2022 and guaranteed no-barrier permanent housing by the end of 2027 for un-housed and/or housing-insecure, low-income trans people in Seattle, with priority going to people with disabilities, BIPOC, and trans people who have been previously incarcerated. Thirty-seven percent of Black trans people have been evicted at some point in their lives because of their gender identity, and 38% have been denied a home or apartment. The same number have had to have sex with someone to have a place to stay or pay rent. Forty percent of Black trans people who have attempted to access a homeless shelter have been denied because of being trans, and the majority of those who have tried to access shelter have been harassed by shelter staff or residents, up to and including being sexually assaulted. It is obvious, but it bears repeating: having a safe place to live makes Black trans thriving possible. Without a trans housing guarantee – for safe dignified shelter and no-barrier permanent housing – Seattle cannot claim to care about Black trans lives.

BUILDING TRANS HEALTHCARE

The City of Seattle should create a fund for covering healthcare needs for trans people that are not met by Medicaid or private insurance. The City should also fund the development of a health clinic that serves trans and non-binary people, and prioritizes the needs of Black trans people. Thirty-one percent (31%) of Black trans people have no health insurance, and 19% of trans people have been refused medical care due to being transgender or gender-expansive, with even higher numbers among people of color. The discrimination, disrespect, harassment, and outright denial of service contributes to many Black trans people postponing or foregoing seeking health care, and provider ignorance about the health needs of trans people further contributes to catastrophic health outcomes for Black trans people. Black trans thriving requires real access to healthcare, and an investment in trans-specific care should be a public-health priority for the City of Seattle.

COMPREHENSIVE TRAINING FOR CITY AGENCIES AND EMPLOYEES

City Council should fund the Office of Civil Rights(OCR) to create a program that ensures comprehensive training and evaluation of all city agencies regarding access to services for trans Seattleites. OCR should create a training core of trans people trained to work from a

shared curriculum, to both train city employees and work with agencies to evaluate obstacles to trans access and solutions to resolve them. Black trans people, trans people with disabilities, and formerly incarcerated trans people should be prioritized in the creation of this trainers group. Trans people are nearly four times more likely to have a household income of less than \$10,000/year compared to the general population, and 47% percent of trans people have experienced an adverse job outcome, such as being fired, not hired, or denied a promotion because of being transgender or gender-expansive. Over one-quarter have lost a job due to being transgender or gender non-conforming and 50% have been harassed. By funding the OCR project of training trainers from the trans community, Seattle will guarantee a “by us for us” approach that builds trans access to jobs. This will prevent the oft-seen dynamic of people from outside a community getting all paid opportunities that come from that community’s work to resist conditions of marginalization and oppression.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

This past year the COVID-19 crisis has exacerbated the pre-existing conditions of gross inequity and inequality in our communities. Therefore, when we talk about a “COVID recovery,” We cannot envision a return to normal -- rather, I hope that we can chart a new course forward that will actually begin to address some of the systemic issues the COVID-19 crisis has laid bare.

In Question #2 (Comprehensive Training for City Employees), I lay out a “by us, for us” policy proposal that will build trans access to jobs. We must increase investments into communities that need it – specifically queer and trans BIPOC and low wage workers – as our city recovers from COVID. We must address the housing crisis, our regressive taxation policies, and open up pathways into green jobs, tech, the trades, and higher education for marginalized communities. We must also make direct investments into communities that have been harmed by historical and present day racism, anti-black racism, genocide, transphobia, homophobia, and economic apartheid. These steps will help bolster the communities that suffered disproportionately during the COVID-19 pandemic in the next public health crisis.

We have an opportunity to use the lessons we have learned from the COVID-19 crisis to build social safety nets, massive investments in housing and transit infrastructure, pass progressive taxation legislation that is permanent, and fund social services that provide supportive care, medical treatment, mental health resources, and crisis de-escalation. All of these are necessary to build up as buffers for the next crisis or recession that will come one day.

As an queer, Black, non-binary arts and culture worker I know first hand the impacts of work and housing insecurity that many of our arts and culture workers experience; especially those with intersectional identities who experience compounding systemic oppression. For this reason we have intentionally developed an arts and culture platform that speaks specifically to employment security for freelancers and housing stability for QT/BIPOC arts and culture workers.

A thriving creative economy starts with the health and well-being of our artists, cultural workers, theatre workers, contractors and freelancers. The foundation of any community is the people. If we want to have a thriving creative economy it starts with ensuring that the workers have the things they need to thrive. Many workers in our creative economy are freelancers who have little to no control over when they are paid, are subjected to restrictive and exploitative contracts, and do not have access to benefits such as healthcare and paid time off. Everyone deserves the option to work where you want to when you need to, a stable and regular pay schedule, contracts that give workers legal claim to pay and benefits, portable benefits (where necessary and applicable), and protections from retaliation. In order for our local creative economy to be sustainable and thriving, the workers--the people who make our creative economy what it is--must first be sustained and thriving.

Artists, Cultural Workers and Freelancers' Bill of Rights

Work with local artists, cultural workers and freelancers to develop an "Artists, Cultural Workers and Freelancers' Bill of Rights" for our City.

The goal will be to create a guiding document for our City that sets a standard for the protection of our rights in our creative work when we partner with the City and to provide the foundation for a campaign to combat the exploitation of arts and culture workers and their creative works and skills by private and public sector organizations.

Basic Income Pilot Program (also known as a Guaranteed Income Pilot Program)

All over the country cities are launching basic income pilot programs focused on arts and culture workers. We can start initially with a small cohort of workers receiving \$1000 a month, examine the impacts, determine the feasibility, and identify a funding source for future expansion and growth.

Affordable Housing for Artists

We must protect arts districts and ensure that the cultural workers and artists who have made them vibrant can continue to live and thrive there.

Annually Seattle grows more and more unaffordable. The average salary of an artist in Washington is \$60,383. Seattle's household median income is over \$100,000. Most artists, cultural workers and freelancers who work in our City are significantly rent burdened and many are not able to live within city limits. We will build social, green, affordable housing and invest in community land trusts and housing cooperatives specifically for artists and cultural workers.

More Dollars and Benefits to Arts & Culture Workers

Accessing City of Seattle Arts & Culture grants is challenging. We provide some technical assistance but we must do better. Queer, Trans, Black, Indigenous, People of Color, and disabled arts and culture workers have described the process as poorly advertised, inaccessible, and culturally unresponsive, and, at times, antithetical to an arts and culture workers work flow.

More dollars must go directly to artists and cultural workers and less towards buildings. By this I mean, our publicly funded projects must directly benefit arts and culture workers rather than simply filling buildings or parks with arts.

We are on Native land. We all benefit from the arts and culture of coastal salish Native peoples. We live in a City named after a Duwamish and Suquamish Chief, Chief Sealth. Our Native arts and culture workers, who teach us all about the land and the peoples of this

land, should receive funding specific to, for and honoring of their unique, essential and invaluable contributions to arts and culture in Seattle.

Additionally, Black arts and culture workers have transformed many neighborhoods and districts in our City into arts and culture districts. In acknowledgement of these contributions we must find a way to prioritize a percentage of our arts and culture dollars for Black artists, cultural workers, venues, and developments in historically Black and redlined neighborhoods like the Central District.

Arts & Culture Incubators

Direct funding through the Office of Arts & Culture to develop Arts & Culture Incubators in community-based and community-led organizations, cooperatives, and venues.

Arts & culture incubators nurture the growth and development of artists, arts & culture organizations and enterprises to strengthen and sustain our local creative economy. Incubators can provide technical support to art & culture organizations and workers, provide access to training to gain the business skills necessary to be successful in the creative economy, equip cultural groups and arts entrepreneurs with the skills, tools, relationships, and opportunities necessary to thrive. Ultimately, an arts & culture incubator supports future arts and culture entrepreneurs, non-governmental organizations, and arts and cultures workers by supporting them in entering into the creative economy and cross-sector opportunities. Arts and culture incubators are a platform to empower arts and culture workers and organizations to develop, implement and access resources to thrive in the creative economy.

Additionally, a portion of these pilots can focus specifically on community kitchens. The culinary arts feed our spirits and our bodies while growing and strengthening our community connections. Black, Indigenous and People of Color owned restaurants and BIPOC chefs played a significant and essential role in feeding our communities during the pandemic. Many of these restaurants and chefs utilized community kitchens during the pandemic to feed communities and/or the restaurants they currently own and operate were birthed out of community kitchens. Community kitchens represent a key opportunity for small business incubation, community building, community collaborations, and mutual aid.

Lastly, grow multi-disciplinary Arts centers in partnership with community-based Arts organizations in areas currently experiencing the highest levels of police surveillance; ensuring quality neighborhood-based arts programming for all youth. Furthermore, in partnership with these multi-disciplinary Arts centers, we fund currently unemployed residents and youth, especially the long-term unemployed and most vulnerable youth, to hone their skills as community historians, community story-tellers, musicians, and artists. Preserving and holistically telling our history is key to us imagining and building a brighter, more just, future for us all.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

I have answered part of this question in the "Housing Guarantee for Trans Community" section in #2 above, but here are the primary things Seattle can do to bring more affordable housing:

1. Radical accessibility (short-term solutions): The City of Seattle should repurpose funds typically used for sweeps to support people who are currently living outside enabling public spaces to help sustainably and humanely address the needs of unsheltered peoples. Stop the sweeps (a harmful practice, a human rights violation, and exacerbator of public health and safety issue) and instead promote radical accessibility in parks by providing access to public restrooms, handwashing stations, mobile units for washing clothes and showering, and mobile medical clinics; provide trash and sanitation support to support in keeping areas clean and accessible; build rapport with impacted communities; and parking lot programs.

2. Get people housed and/or keep people housed (mid-term solutions): Investing in hotels, parking lot programs, bridge housing through building acquisition, tiny house villages with supportive services and transitional supports, and expand renters' supports and protections to keep people at risk of homelessness in their homes.

3. Build social, affordable, green Housing (long-term solutions): we must rapidly build affordable housing throughout the city by increasing investments in social housing, ending zoning laws which have segregated Seattle, and prioritizing housing for Seattle's most vulnerable communities.

4. Key priorities for the 2024 comprehensive plan include zoning, housing affordability, climate change, liveability, equity/ending economic apartheid, and transportation (long-term solutions):

a. Seattle's land use regime has led to displacement and inequity. The City's development has also followed historical redlining and perpetuated racist zoning policies, and also restricted the growth of affordable housing supply. We must end single family zoning as we know it, and allow our zoning code to foster a diversity of housing options, including "infill strategies" for the "missing middle" and multifamily buildings.

b. We must expand urban villages and share growth with areas that historically have not absorbed growth. Constructing high-density social housing throughout the city must be paired with high-quality transportation, walkability, and more multimodal transit options.

c. Co-ops and Community Land Trusts will help families build equity through homeownership. Homeownership is presently not a possibility for all but those with the highest income (income inequity which is also highly racialized). In our region, Black, Native, and Latinx families have the least opportunity for home ownership and have the least access to high-earning jobs. As a result, Seattle is perpetuating racialized economic apartheid. The 2024 Comprehensive Plan presents an opportunity to address and solve much of this issue.

5. Progressive Funding Options:

a. The funding from Jumpstart Seattle is one place to start. We are currently generating only half of the revenue that we could from the big business tax (a bit over \$200 million per a year).

b. We must bring our housing supply to scale to actually meet the crisis facing our City. We need approximately \$400 million per a year (1 billion per a year in King County) of affordable housing to meet the need. The City can no longer wait on the private market to address a crisis from which they benefit (and therefore have no economic incentive to help end). As a result, Seattle needs to get deeper into social affordable housing.

c. Other funding options I support using are capital gains taxes, a Seattle local estate tax, raise the REET, speculative real estate tax, vacant and unoccupied properties tax, second homes tax, and taxes on exceptionally high compensation. These funding possibilities were identified by the Seattle City Council in its 2018 “Taskforce on Progressive Revenue for Housing and Homelessness,” but are as yet unimplemented.



Toshiko Hasegawa (She/Her)

Position Sought: Port of Seattle, Position 4

Website: <https://www.hasegawaforport.com/>

Social Media: @hasegawaforport

Seattle Pride Rating: 3.5



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As the President of the Seattle Chapter Japanese American Citizens League, I spearheaded an effort on behalf of the Chapter to collaborate with Marsha Aizumi and QTPOC community members to launch the first API chapter of PFLAG in Seattle. We hosted a series of cultural teas where Asian transgender flx could engage in a brave conversation with family members who literally don't have a language or framework to understand the transition and identity.

This work evolved over the following 7 years and ultimately led to the establishment of FAMILY: An API LGBTQIA+ Conference; as well as FAMILY 2.0, which was focused on creating culturally specific support for the community. This conference was attended by folks all around the region, including Vancouver BC. I'm proud of that work to do culturally specific and appropriate community building, but the QTPOC community continues to be disparately impacted, whether it is violence at home, in the community, houselessness, or oppressive policies threatening LGBTQIA+ livelihood and access to health care.

As CAPAA Executive Director, I work closely with communities of color to work interracially with other ethnic commissions and intersectionally with the Women's Commission & LGBTQ Commission to dismantle systems of oppression bringing harm to BIPOC, wmn, LGBTQ+, religious minorities, and all other people who have been historically targeted for acts of bigotry and hate. We watched closely the work of the AGO's hate crimes task force, which recommended actions for Law Enforcement to take to be better responders to the issue. It also had recommendations for K-12, recognizing that "hate crime" is a legal standard and we need to create a culture of inclusion and tolerance early on in the lives of children.

As a Port Commissioner, I hope to advance equity by developing, strengthening, and supporting policies and procedures that distribute and prioritize resources to those who have been historically and currently marginalized. I hope to bring my experience in centering voices of the underserved -- both in community and in the workforce -- to achieve both procedural and outcome fairness. And I hope to ensure the Port Commission includes in its legislative agenda the state issues that will improve the lives of LGBGTQ+ students, workers and residents.

The Port is one of the largest employers in the state. It is the economic engine of our region, and also the top contributor of carbon emissions impacting the quality of life and health outcomes for the public. I'm running in the wake of Covid-19 to make sure that the next rising tide of the economy will lift all of our ships; ensure that all people can share in the prosperity of the Port, in all its opportunities and resources. As an elected body, the Port Commission can lend its voice to issues of social and economic justice to more effectively promote the dignity, honor, and respect for all people.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

LGBTQ+ people are more likely to live in poverty and experience homelessness. I believe the Port has a role to play in economically empowering people. That means ensuring folks on the front end have access to education, training, job and contract opportunities. It also means ensuring that they are supported as members of our workforce. I'd love to see the Port's Office of Equity collect demographic data on the workforce to measure the way we are hiring, promoting, and giving raises to LGBTQ+.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

We need to create a culture of tolerance and inclusion, particularly as the maritime and aviation industries are seen as historically white, male institutions. All port employees should receive anti-harassment training and the Port should embrace a zero-tolerance policy for harassment based on an individual's gender identity or sexual orientation. In many workplaces I have been a part of, there has always been a wall of silence -- a silent agreement that colleagues will not report on each others' misconduct, even sexual harassment. I will work on confidential reporting systems at the Port of Seattle which allow workers to report harassment at the workplace without fear of retaliation.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

The Port must uphold a zero tolerance policy for discrimination. I will work on confidential reporting systems with King County and the City of Seattle which allow renters to report harassment or discrimination in housing without fear of retaliation. Additionally, the Port owns land where we can develop workforce housing where people can live, and in this way, proactively contribute to the growing issue of homelessness throughout King County. Family conflict is one of the major reasons for why LGBTQ+ youth find themselves unhoused.

Many elected officials find themselves at a loss when interfering with family matters. The reality is, a large portion of politics revolves around the household from WIC to property taxes to the funding of schools. Elected officials need to stop feeling like

they are prying into personal matters by shifting away from blaming homophobic parents and towards investing in shelters for LGBTQ+ youth. Additionally, for many communities of color, including immigrant families, there is literally no language to discuss issues of sexual orientation or gender identity. We need to do more to provide culturally appropriate support services for QTPOC.



Norman Sigler (He/Him/Us)

Position Sought: Port of Seattle, Position 1

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Seattle Pride Rating: 3.4



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I am an out gay man running for political office. I believe it is important to be seen in the community for the diversity we all bring. I have volunteered my time and treasure working with amazing LGBTQIA+ individuals in the Seattle-area in support of our issues specifically as past Co-Vice Chair of SEAMEC, Seattle Metropolitan Elections Committee; as a past member of GSBA's Policy Committee; and lastly as a volunteer in an HIV vaccine trial study by Fred Hutch. My presence as a Commissioner will ensure we have a seat at the table of Port of Seattle policy-making and a voice in the selection of the Port's Executive Director.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

We as a society had a reckoning when witnessing George Floyd's murder at the knee of law enforcement. The outpouring of support for Black Lives was heartwarming. The resultant commitment to Equity, Diversity and Inclusion is profound and must continue until we all are allowed to thrive in the manner we choose. As a Port of Seattle Commissioner and also as a Black man, ending all forms of discrimination will be a top priority of my tenure as a Commissioner.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

The Port of Seattle was founded 110 years ago by citizens of King County to build an economic development agency around trade, travel and tourism all of which intersected at the shore of what is now Seattle and Ballard. I will propose funding an incubator of potential Port business operators in maritime, aviation, logistics, and clean tech to include participants from historically excluded groups. Owning a successful business can not only help the individual owner but also the owner's family and economic and social communities. We need more businesses owned and managed by LGBTQIA+, Black, Indigenous, Asian, Latin, South Asian and Pacific Islander individuals and families.

Question #4 - LGBTQIA+ residents have disproportionately experienced

homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

The Port of Seattle must address each employee's needs holistically. In addition to providing a quality benefits package and challenging work experience that is fairly compensated with a living wage, the Port can also ensure that all of its employees have stable housing situations. I will analyze the possibility of offering housing subsidies and other housing resources to our Port employees.



Neal Black (He/Him)

Position Sought: City of Kirkland, City Council

Website: <https://www.votenealblack.com>

Social Media: Facebook

Seattle Pride Rating: 3.7



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I'm an equity-minded civic leader who knows to listen to the communities most adversely affected by prejudice, including systemic discrimination and inequity. Aside from my inclusivity work as a member of the Kirkland City Council, I've been, for the past 10 years, a member of the King County Bar Association's Public Policy Committee (including 4 years as chair of the committee). As an active member of the Public Policy Committee, I've worked on many issues related to inclusivity, equity, equal access to justice, and civil rights, including eviction reform; abolition of the death penalty; reducing gun violence, including suicide; reducing recidivism; reform of administrative procedures; and abolition of legal financial obligations, all with a design toward greater inclusivity, greater fairness, and respect for the dignity of every person in Washington state. The KCBA is the largest voluntary organization of lawyers in the state and was founded in 1886 (pre-dating the State of Washington and the Washington State Bar Association) in direct response to lawyer involvement in a mob effort to force Chinese workers out of Seattle. The purpose for founding the organization was, among other things, for Seattle-area lawyers and judges to discipline those lawyers that shamefully participated in the mob.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

For me to advance the rights of LGBTQIA+ individuals as a councilmember, it starts with having an open door and open heart -- actively listening to the unique and shared concerns of individuals in and leaders of the LGBTQIA+ community. I couple that with the core belief that each person is entitled to dignity, honor, and respect in their whole person. That core value must be woven into everything we do -- as individuals, civic leaders, and governments -- but one broad element of that work is the pursuit of equity through inclusivity, which involves, among other things, actively seeking to understand the why, when, and how of the things we do as a city and understanding how those decisions about why, when, and how may discriminate or systemically exclude. In Kirkland, we're undertaking a wide-ranging inclusivity and equity assessment, beginning back in August 2020, that is examining that why, when, and how; will provide staff, councilmembers, and the public with regularly updated information designed to shed light on discriminatory and inequitable outcomes and allow the public to hold its elected officials accountable; and can lead to proposals for specific strategies, initiatives, and fiscal investments in improved systems. A few limited examples of the outcomes we're seeking are policing and police use of force that does not disproportionately and negatively affect LGBTQIA+ individuals or

other traditionally over-policed communities living in, working in, or visiting Kirkland; city hiring practices that effectively reach a broad set of capable candidates, including LGBTQIA+ individuals and others that might not have historically considered working for the City of Kirkland; ensuring that the city's internal culture is one where everyone is treated with equal dignity, knows they can safely speak and share their experiences, and feels they belong; and increased investments in Eastside community partners that provide human services to LGBTQIA+ individuals and others, such as providers of teen mental health care.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

Rather than repeat anything that, in my responses to Questions #1 and #2 above, I've already said about the work of ensuring equal dignity, equal access to justice, inclusivity, and equitable outcomes, I'll focus on a couple of key ideas related to employment opportunities and employment security offered by the City of Kirkland. Outreach to underrepresented communities as part of your recruiting process is one thing. Ensuring that employees feel welcome working at the City -- and out in the community -- is another thing altogether. In Kirkland, we know that not everyone that works for the City has had the same life experiences or is in the same place with respect to understanding the experiences of others, especially those with immutable traits different than their own. But, we understand that it does not help to reach out to communities of individuals that, historically, do not consider working for Kirkland if, once those candidates have joined the City, they don't feel welcome, understood, or safe. We are deliberate in our attempts to accelerate employees' understanding of prejudice, stereotypes, and bias (explicit and implicit); openness to hearing and listening to others' experiences; willingness to create safe spaces where their co-workers can express disappointment, hurt, and fear; and excitement about celebrating differences. That includes civic leaders, like me and other councilmembers, raising the level of public discourse throughout the community, so that the environment we've fostered within the City of Kirkland is also reflected in the community at-large, for the benefit of City of Kirkland employees and others.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

I do not presume to understand fully the issues that lead to LGBTQIA+ residents experiencing homelessness and housing insecurity out of proportion to their numbers, but I can make some educated guesses. I don't think I need to make guesses though. I think it's enough to advocate for fairness in housing, equal access to justice, investments in human services, and policies that encourage a greater mix of affordable and accessible housing types. In my capacity as a councilmember and a member of the King County Bar Association's Public Policy Committee, I've advocated for state law reforms that help ensure that people trying to meet a basic human need -- namely, shelter and a home -- are treated fairly and have equal access to justice -- especially taking into account the importance of the basic human need they seek. And, encouraging a greater mix of affordable and accessible housing types is something I campaigned on in 2019 and have been working on since joining the Council in 2019. With help from my colleagues on the

Council and other city leaders, we've had several key successes. Also, in Kirkland, we take a holistic approach to housing insecurity and homelessness. Part of it is encouraging affordability. But, it's also about equal access to justice, which include diversion programs like Kirkland Municipal Court's new community court program. And, it's also about access to a full range of human services that help address some of the underlying factors that lead to homelessness and housing insecurity, including investing in community partners that meet Kirkland residents' needs where they are.



Teresa Mosqueda (She/Her)

Position Sought: City of Seattle, Position 8

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Seattle Pride Rating: 4



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As a woman of color, a Chicana/Mexican-American, and ally to the LGBTQIA+ community, my approach to policy is to make sure we are passing policies by leading with the lived experiences of those affected by injustice and inequality. All of the policies I have led have been drafted, advocated and passed through intersectional coalition building – and have originated from the communities impacted and led with their voice. I bring folks to the table that are most affected by the issue in order to have them drive policy decisions and shape strategies and outcomes. It is not my job to tell people what they need, it is my job to listen to what they need and create policies stemming from the community. I have committed to maintaining affordable health coverage and conversed with key stakeholders who have helped identify and protect access to key services like reproductive care services, access to care for low-income and immigrant communities, and maintaining critical services for our LGBTQ+ community. Through these conversations, I am able to apply an equity-forward approach that addresses what is most important and urgent.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

"The LGBTQ+ community, through structural and interpersonal barriers, face heightened rates of poverty and violence. The health, safety, and well-being of our LGBTQ+ community in Seattle must be prioritized in our city. The issues I fight against in my office and in the campaign-- housing insecurity, workplace discrimination, low-wage and unsafe condition health inequities-- are all experienced at higher levels for members of the LGBTQ+ community, and thus the coalitions that I work with to pass progressive policy include members of the LGBTQ+ community to solve tough issues facing our community.

I have been able to pass legislation and promise to continue working on issues that advance the rights and improve the social determinants of health for our LGBTQ+ Seattleites by keeping key services to the community maintained. The advancement of the LGBTQ+'s economic, political, and social equality has been a thread through my entire career.

During my time at the Washington State Labor Council where I worked as lead lobbyist, the labor council partnered with AFL-CIO to provide union members and local community activists with resources to run for elected office. The Path to Power training targeted outreach to LGBTQ+ folks, women, people of color, union members, younger folks to encourage more people who have traditionally been shut out of office to build their path to elected office. The political inclusion of LGBTQ+ folks is fundamental to addressing and eradicating the economic and social inequities that are pervasive due to the patriarchal remnants that have been built into our systems."

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

"The COVID-19 crisis wreaked havoc on our community and local economy, with hundreds of small businesses across our city shuttering, workers facing unemployment or underemployment, and families facing food insecurity, housing instability, and impossible choices. With life after COVID, we have a chance to make some big changes to what we consider 'normal'. We have the opportunity to invest in services, programs, and direct cash for those hardest hit by COVID, especially women and queer and trans people of color, and directly into organizations that have trusted relationships within those communities hardest hit.

I will fight to:

- Expand worker protections into even more emerging industries to make sure worker rights are protected and everyone has access to a minimum wage, breaks, leave and protection from retaliation.
- Invest in workforce training strategies so as we recover from the economic consequences of COVID more workers have access to good living wage jobs, benefits, and stability, especially for low-wage workers of color and women who have been disproportionately affected by the recession.
- Lead by example by awarding contracts to those that hire locally and include high numbers of women, LGBTQIA+ and minority workers and apprentices.
- Educate business owners and workers to avoid labor and safety violations, enforce Seattle's labor standards, and prevent frequent violators from being awarded city contracts.

In the face of so much uncertainty, I led the passage of the JumpStart Seattle progressive revenue bill and so much more to build a stronger, more resilient Seattle, and I am proud of these accomplishments on council towards an equitable recovery:

- Led a budget process that prevented austerity cuts like most other cities faced around the country and restored key city services.
- Passed hazard pay for essential grocery workers on the front lines during COVID.
- Passed worker protections for app-based drivers (for companies like Lyft/Uber) to access a guaranteed minimum wage, sick leave program, and rest breaks.
- Passed the Domestic Workers Bill of Rights, ensuring access to at least the minimum wage, rest/meal breaks, and protection from retaliation.
- Banned subminimum wages for workers with disabilities because shockingly, when I first arrived on the council, those with disabilities could still legally be paid lower than the minimum wage.
- Passed legislation guaranteeing access to healthcare for hotel workers, a manageable workload, and prevention from harassment and assault."

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Knowing the increased vulnerability to homelessness that LGBTQ+ residents, particularly BIPOC youth, face has been central to how I have worked to respond to the housing affordability and homelessness crisis. LGBTQ+ community members are 120% more likely to experience homelessness, with family conflict cited as the most common cause.

Displacement is a growing problem, and some of our historic communities and long-time Seattleites are at risk of being priced out of their homes and neighborhoods. We must also acknowledge LGBTQ+ oppression in all systems, including in housing discrimination fuels, our homelessness crisis. Ensuring the placement of housing, diverse shelter options and affordable units near transit hubs, with accessible and affordable spaces for artists, small businesses, early learning centers, and community spaces, help our vulnerable communities live AND thrive. We must build inclusive spaces and expand on available services that are essential to the health and safety of the LGBTQ+ community. Emergency housing cannot emulate the systems of violence that pervade our city that led LGBTQ+ youth to be displaced in the first place at the hand of systemic and interpersonal violence. The city has built out a targeted resource list for LGBTQ+ youth at risk of interpersonal violence or displacement. Still, I believe we can partner with more of our grassroots organizations that focus on the health and wellbeing of LGBTQ+ folks to build and expand on the culture of inclusivity.

Dexter Borbe (He/Him)

Position Sought: City of Bellevue, Position 2

Website: <https://www.borbeforbellevue.com>

Social Media: www.facebook.com/borbe4bellevue

Seattle Pride Rating: 3.5



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I am an effective advocate for the LGBTQIA+ community because I understand, fundamentally, that the members of the LGBTQIA+ community in our country and here in Bellevue, are advocating for the right to feel comfortable and safe in their own skin. I am keenly aware that there are challenges the community faces that I do not have all the answers for, which reinforces the need for Bellevue to include more diverse voices in the decision making process.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

I would love to have consultations with LGBTQIA+ organizations and understand the most pressing issues that befall them in Bellevue. I want to make sure that discrimination and abuse against LGBTQIA+ people is addressed. Further, LGBTQIA+ communities should be equally represented in business, arts, and events. Bellevue currently has various boards and commissions that community members serve on, which allows for them to make policy suggestions to the Council and Mayor. Bellevue has a diversity commission, and I believe it is important to have an LGBTQIA+ commission for both input and representation.

There are some clear actions for this one.

- 1) Provide a clear public position on LGBTQ equality from the city
- 2) Enforce or reinforce non-discrimination laws in housing, employment, services, education
- 3) Ban youth conversion therapy
- 4) Provide more single-occupancy all-gender bathrooms in municipal facilities
- 5) Recognize domestic partner benefits for city employees
- 6) Require city contractors to abide by non-discrimination ordinances
- 7) Anti-bullying campaign for LGBTQ+ youth
- 8) Revisit services for LGBTQ+ seniors
- 9) Consider HIV / AIDS factor in providing city services
- 10) Encourage LGBTQ+ representation in law enforcement

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers. How will you use your office to champion employment security for such workers?

First, we must ensure there are adequate non-discrimination laws in place at the municipal level. The City of Bellevue currently hosts a Human resources department for city employees, but I believe we should replicate the City of Seattle's Office of Labor Standards (OLS), which works to enforce the City's labor standards, such as minimum wage or workplace protections, and fair chance employment practices. LGBTQIA+ workers, BIPOC workers, and other marginalized groups have been most impacted by the pandemic, and should be front and center in our recovery.

LGBTQIA+ workers are more likely to have suffered employment discrimination which lands many of them in insecure, lower wage or lower level jobs. We need not only to enforce anti-discrimination laws but also set the example as a city in terms of our own practices in hiring, promotion, and offered benefits.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

For multiple reasons, including housing discrimination and youth feeling unsafe in their childhood homes, the LGBTQIA+ community is disproportionately represented in our County's homeless population. As of 2018, 28% of the youth population experiencing homelessness in King County identified as LGBTQIA+. This is both a policy and a moral failure. Currently, Bellevue has the highest median rent of any city in the state of Washington. As a result, we are pushing out low- and middle-income professions out of Bellevue; Bellevue cannot be a thriving city without the full range of socio-economic professions working in the city. As Bellevue continues to urbanize, some of the housing and zoning rules need to be revisited. Mixed use development will be necessary to ensure working families have a place in our city as the population grows. I support shelters so that people struggling with homelessness can not only find shelter but also receive supportive services that can help them escape their situation. In contrast, my opponent takes pride in being the sole no vote against the Eastside men's shelter and permanent supportive housing site. Hosted by Congregations for the Homeless in partnership with Plymouth Housing, it will consist of 92 units of permanent supportive housing, 100 shelter beds, and 353 units of workforce housing! I favor rental assistance programs to help people who work in Bellevue live in Bellevue, and keep its community also economically diverse. Rental assistance and affordable housing programs can be funded by federal, state, and even private sector sources, and I would be happy to seek that funding.

Soleil Lewis (She/Her)

Position Sought: City of Des Moines, Position 7

Website: <https://www.soleillewis.com/>

Social Media: Facebook, Twitter, Instagram



Seattle Pride Rating: 3.9



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

"I believe that from personal experience of having a former partner who identified as Bisexual. I feel it is evident to support individuals based on they're identity. I saw how hard it was for my partner at the time to feel supported in different avenues of life. More specifically in finding employment, mental health services, and community support from those who identified as Bisexual. I believe that, from this personal experience of being with someone who identified from this community, it humbled me to understand the struggles and challenges of not being accepted by the community at large.

I believe that, my goal as an ally to the LGBTQIA+ community is too end that lack of acceptance. It is a feeling that is perpetuated in the city, where I reside. My community doesn't celebrate the diversity and uniqueness residing in this community. We don't hold event such as any Pride Day or Pride events celebrating the LGBTQIA+ members residing here. They are doctors, lawyers, teachers, and advocates who deserve to be recognized and welcomed by they're city.

Thus, I am fighting to change the perspective of Des Moines, WA. It's been known to be an older more conservative and non-welcoming community. This narrative has to change. We need to bring about forward flowing advocacy by providing funding for the LGBTQIA+ communities. It is evident we need more local legislative funding to advocate for those in the LGBTQIA+ community who are struggling with mental health. In Washington State our state legislature has adopted \$90 million budget to improve, Washington's suicide and behavioral health crisis response system. \$50 million was provided to King County from this budget. The lack of clarity on the allocation of \$50 million towards the LGBTQIA+ community, is a factor, I'm willing to change, by focusing our city budget to reflect expenditures focus on creating LGBTQIA+ Community mental health services.

I am running for City of Des Moines City Council, to ensure access to money on the local municipal levels to advocate for access and services to progress goals of the LGBTQIA+ community. The City of Seattle LGBTQIA+ Commission has a commission to advise the City of Seattle. The City of Des Moines should have a commission to advise City of Des Moines Council on matters relating to issues prevailing the LGBTQIA+ community.

In Des Moines, we do not give money to hear the needs of the LGBTQIA+ community. The City of Seattle LGBTQIA+ Commission with only an estimated 7,468 dollars is able to make huge strives to support, encourage, and economically stabilize individuals in the Seattle

LGBTQIA+ community. While in Des Moines, there has been \$0 allocated to support LGBTQIA+ community. The number 0 is something we all should remember, a city that gives \$0 to those in the LGBTQIA+, is supportive of an omission towards individuals who are existing but not thriving in our community. I no longer as a candidate running for Des Moines City Council want anyone in my community to feel isolated, due to previous city administrations abstention towards the LGBTQIA+ community."

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

The lack of local municipal effort to engage with the LGBTQIA+ community is extremely disheartening since King County is 5.5% LGBTQ. The youth estimates based on 2016 research found that 11.6% of King County High School students identified as LGB, and 7% identified as not sure of their confident of their sexual orientation. These numbers are reflective of a youthful growing population that, resides in cities such as: Des Moines. They need support on a funding allocation and representation in our local municipalities.

My goals as a city councilmember to advocate and be an ally for funding for the LGBTQIA+ community members, residing in Des Moines who are feeling left out of the conversation.

My other objective is to create an LGBTQIA+ advisory committee for the City of Des Moines with city council selected community members to advise the city on issues and updates affecting LGBTQIA+ community in Des Moines. Overall to ensure that, Des Moines has reflective and collective input on civil issues maybe negatively impacting protections and safety of LGBTQIA+ members residing in Des Moines.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers. How will you use your office to champion employment security for such workers?

My objective as a city councilmember is to support the LGBTQIA+ to decrease the unemployment being experienced in cities across King County. Across the nation 47% percent of LGBTQ households experiences loss of employment due to the pandemic.

My objective is to utilize the CARES ACT funding left over to provide employment options through implements HIV/AIDS Medical Care Treatment in Des Moines. To provide employment opportunities in the medical field to help those in the LGBTQIA+ looking for medical health and employment opportunities.

Ensure that, new Des Moines City Codes are updated to help and protect LGBTQIA+ workers working within in the City of Des Moines with employment coverage reflective and supportive of they're working protections as an LGBTQIA+ member.

Lastly, create an office to support LGBTQIA+ related event services and volunteer opportunities to participate in "Creation and Planning of LGBTQIA+ events". We need to provide an office to empower our LGBTQIA+ members seeking services, as new homeowners living in Des Moines.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents. How will you use your office to champion housing security for such residents? Under the creation of an LGBTQIA+ commission the goal would be to utilize remaining CARES ACT funds to advocate for Homeless who identify as LGBTQIA+. With the emphasis of utilizing the 90 million dollars applicable through the Ryan White Care Act to implement a treatment center in Des Moines for HIV/AIDS patient with empty vacant land not being utilized in South Des Moines. Utilize and access the millions dollars allocated from Federal, State, and local government to create affordable housing for those, in the LGBTQIA+ community suffering from HIV/AIDS providing mental health services reflective of this need. Implement a sub-committee within the City of Des Moines LGBTQIA+ Commission to focus on resolving homeless crisis by researching and selecting grants specific to funding affordable housing and HIV/AIDS homes for LGBTQIA+ partners and families seeking stable housing.



Nigel Herbig (He/Him)

Position Sought: City of Kenmore, Position 4

Website: <https://www.nigelherbig.com>

Social Media: <https://www.facebook.com/HerbigforKenmore/>,
@nigelherbig



Seattle Pride Rating: 3.4



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I have always stood with and stood up for marginalized communities. I was the Councilmember that introduced and passed Kenmore's first ever Pride resolution a few years ago, and I was the Councilmember that ensured that our Welcoming City resolution in 2017 didn't omit or discriminate against our trans neighbors. While I am a straight white cis male, I have done everything I can to raise up our LGBTQIA+ residents, and ensure that everyone is heard and welcomed in Kenmore.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

We must continue leading by example and showing our minority and vulnerable communities that they are welcome. I was proud to introduce and pass Kenmore's first-ever Pride resolution (which has now evolved into Pride month, with the Pride flag flying all of June at City Hall), and helped pass our first Welcoming City resolution, and am supportive of the DEI plan that is being put together right now. Kenmore also started our own Safe Place program, where local businesses display a sticker showing that anyone experiencing harassment can step inside to a safe place, and contact the authorities.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

As stated above, cities have to lead by example and show that our community is welcoming and accepting of our LGBTQIA+ neighbors. We must also ensure that our DEI work ensures that our city jobs are being advertised to disadvantaged groups like the LGBTQIA+ and BIPOC communities, and that our hiring practices are inclusive and non-discriminatory.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Kenmore had had a vacant King County Sheriff's precinct for quite a while. A few years ago I was meeting with a board member of Mary's Place, and they mentioned that they were looking for space to house families in the North King County area. I mentioned the vacant

precinct, connected them with our King County Councilmember, and they have been housing families in Kenmore for 3+ years now. I have also been the loudest voice on our Council when it comes to the issue of shelter. We had a cold weather winter shelter that operated out of a Church for two winters. It was funded through Seattle and King County, and the funding required that they use a "low barrier" model. Unfortunately my Council colleagues decided that they wanted folks sleeping in the shelter to go through background checks before staying the night in Kenmore. I fought as much as I could to reject that, and unfortunately I failed, and the shelter has been unable to locate in Kenmore for the past few years. I realize that my answer doesn't exclusively address the issue of LGBTQIA+ homelessness. As a smaller city, our resources to address issues of homelessness and specific subsets of homelessness are limited. I am proud though that we are working collaboratively with the new King County Regional Homelessness Authority, and I am hopeful that King County cities working together can address this incredibly important issue.



Karen Howe (She/Her)

Position Sought: City of Sammamish, Position 7

Website: <https://electhowe.com>

Social Media: <https://www.facebook.com/karen.howe.735/>

Seattle Pride Rating: 2.8



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As a CASA (Court Appointed Special Advocate), I know that LGBTQ youth are overrepresented in dependency. We get training that helps us understand our own biases and arms us with resources to help ensure the safety and permanent placement of LGBTQ youth. I've learned to use general terms when speaking to kids and am learning the difference between sexual orientation and gender identity.

I have friends with gay children and have attended PFLAG meetings with them in support of both my friends and their kids. I've spoken up whenever I've been in the presence of someone who is being disrespectful – including family members who were “just making a joke.”

I will work to convince my fellow city council members to fly the pride flag during Pride Week and will meet personally with residents who object. I may not be able to change their minds, but I can use it as an opportunity to educate and inform to reduce bias and bigotry in our community.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

I would partner with city council members in neighboring municipalities to join Mayors Against LGBTQ Discrimination. We would prohibit non-essential travel to states with anti-LGBT laws and support King County Sheriff's Dept. staff on getting LGBTQ-inclusive trainings. We could use the month of June to celebrate Pride Month with a banner on our main street to help all residents feel welcome and included in the community.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

Washington State law explicitly prohibits discrimination based on sexual orientation and gender identity. However, the City of Sammamish could go further and strongly encourage LGBTQIA and BIPOC individuals to apply for the 25 open positions we currently have in the City.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Housing affordability is a huge regional issue and Sammamish is extremely expensive. I believe that the City should create a land trust and purchase undeveloped land and gift to a developer who specializes in affordable housing units. Removing the cost of the land makes the project financially viable. This housing would be reserved for teachers, first responders, and those experiencing housing insecurity.



Robin Lynn White (She/Her)

Position Sought: City of Woodinville, Position 3

Website: <https://www.robin4woodinville.com>

Social Media: facebook.com/robin4woodinville



Seattle Pride Rating: 2.4



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

The majority of my best friends are members of the LGBTQIA+ community, and I will always support this community. I feel it is underrepresented here in Woodinville which is one motivating factor for me to run for office. I also have neighbors who are LGBTQIA+ and invite them to join my diverse steering committee to understand how policies would impact them directly.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

Firstly, by establishing a large scale celebration for Woodinville Pride! The past couple years have been beyond disappointing, and there is no reason to not have a pride parade in this city. Also ensuring locally owned LGBTQIA+ businesses are supported by the city and have a presence in the community. I also will rely on members of my diverse steering committee to help guide policy making and ensure inclusion for all LGBTQIA+ and POC.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

By promoting equality and inclusion in Woodinville from the city level to ensure that discrimination is not occurring in our local businesses.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

One of my initiatives will be to fight for affordable housing and certainly this must include queer, trans and BIPOC residents. The city must take the initiative to ensure that these groups are protected as a part of the affordable housing initiative.

Jenne Alderks (She/They)

Position Sought: City of Bothell, Position 3

Website: <https://www.electjenne.com>

Social Media: @electjenne on Facebook, Twitter and Instagram



Seattle Pride Rating: 3.7



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I am an openly bisexual, non-binary person (pronouns she/they) seeking office so if elected, I will be representing the LGBTQIA+ community in my work. This year, I was part of an effort to call on the city of Bothell to raise the Pride flag at city hall and in local parks. For the first time ever, the pride flag flew over city property. I look forward to next year hosting a flag raising ceremony at city hall where we can celebrate the LGBTQIA+ community. In 2020, I also led the effort in the community to fund a DEI consultant role in the city budget. Inclusion in city policy and our local community includes LGBTQIA+ residents and as a city council member, I will heed and work to implement the DEI consultant's recommendations that promote the equitable inclusion of Bothell's LGBTQ community.

Question #2: If (re)elected, how will you advance the rights of LGTBQIA+ individuals in your purview?

I would join city staff in their "Bothell Has No Room for Hate Initiative" and work to change attitudes within the community so there is no desire to engage in hate crimes. When speaking with the Chief of Police, his recommendation for reducing hate crimes is to make Bothell a place that is inhospitable to people who hate based on race, religion, sexual orientation and gender identity. The tone set by city leaders is an important part of that effort. I will also heed the recommendations of our DEI consultant on ways that we can promote acceptance and inclusion between community members. RADAR also has a role where they can de-escalate hate motivated conflict between community members and RADAR can refer people who have been radicalized in hateful ways to support services that will help them de-radicalize.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

As a city councilor, I can speak in favor of fair employment practices for members of the LGBTQIA+ community. I believe that city leaders need to be responsive to their constituents. When the grocery workers requested workplace protections during the pandemic, I saw our current city leaders ignore their calls for safe employment. I will be a responsive leader. I will continue to promote economic justice for LGBTQIA+ community members through speaking at local pride events (a local business hosted Bothell's first pride rally this year) and be a voice for justice and equality.

Question #4 – LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

In Bothell and surrounding jurisdictions, I am working to expand the RADAR program where mental health professionals are dispatched to people who are unhoused. These Navigators are trained professionals in resource and referral who instead of criminalizing and retraumatizing LGBTQIA+ unhoused individuals, will connect them with resources and housing options. In order for Navigators to be effective, housing needs to be available which is why I will work to establish a Housing First program in Bothell and North King County. I will also continue working to prevent LGBTQIA+ youth homelessness but outreaching to parents about the importance of accepting and housing their LGBTQIA+ children.



Chris Roberts (He/Him)

Position Sought: City of Shoreline, Position 7

Website: <https://www.votechrisroberts.com>

Social Media: FB: @ChrisRobertsWashington; Twitter @electRoberts



Seattle Pride Rating: 3.1



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I use my social media profile to support the LGBTQIA+ community, have authored amendments to policies supporting the community, and as mayor, declared Shoreline a welcoming city for everyone.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

We need to make all the communities in King County a safe place for all to call home or work, we ought to work with partners to provide LGBTQIA+ housing, especially for those unhoused, and continue to advocate for federal and state laws (and signing on to amicus briefs when laws are challenged or when the rights of the LGBTQIA+ community are under threat).

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

We need to put more teeth in our anti-discrimination laws.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

We need to treat people who are unhoused with decency and respect. We should partner with organizations to provide LGBTQIA+ housing, create more affordable housing generally, and increase support for human services to keep people in their homes.

Bernie O'Donnell (He/Him)

Position Sought: City of Black Diamond, Position 6

Website: <https://nocampaignsite.com>

Social Media: None



Seattle Pride Rating: 2.2



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I am a believer of social justice and equity and know that diversity makes us all stronger human beings. As a business owner we have established policies and enact principles of social justice and equity to promote a diverse culture accepting and prooting individuality.

Question #2: If (re)elected, how will you advance the rights of LGTBQIA+ individuals in your purview?

As a business owner I believe I have a social responsibility to advance the rights of individuals, with a focus on individuals who have been marginalized or discriminated against. I speak up for those that have been shut out or dismissed and give them a platform to be themselves.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

I simply will not tolerate any discrimination based on sexual identity or otherwise. Hiring practices must be broadened and inclusive and hiring teams must be educated in the duty to hire based on a social justice lense in addition to the technical requirements of the position requirements.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

I believe the current eviction moratorium should be extended until the economy rebounds enough to allow renters to make rent payments without fear of losing their home. New and additional housing programs need to be developed to support marginalized populations to obtain healthy, safe, and secure housing at affordable prices.

Michelle Evans (She/Her)

Position Sought: City of Woodinville, Position 1

Website: <https://michelle4woodinville.com>

Social Media: <https://facebook.com/michelle4woodinville>
<https://twitter.com/michellelevans>



Seattle Pride Rating: 2.0



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I have a child who is part of the LGBTQIA+ community. I'm an ally and believe in equal rights/representation for all.

Question #2: If (re)elected, how will you advance the rights of LGTBQIA+ individuals in your purview?

For starters, I will support raising the PRIDE flag in Woodinville (the current Council was reluctant to support PRIDE). I'd also like to see some sort of PRIDE activities to show the LGBTQIA+ members of our community that we support them.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

Woodinville City Council members don't hire/fire people, but if elected I would like to work with the Chamber of Commerce to host a virtual/in-person job opportunity fair as there are a lot of employment options within the city. Also, one of my platforms is to institute a Diversity Council to ensure we're getting recommendations from all members of our community. I'd like to ensure we have input from our local LGBTQIA+ community on areas they see opportunities for support from City Council.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

I'm not elected yet, and I've already been spreading word to local landlords + tenants about how to apply for rent relief. Also, another one of my platform messages is affordable housing - I'd like to partner with various affordable housing groups (like Habitat for Humanity, ARCH, Mercy Housing, etc...) to bring more opportunities into Woodinville.

Gene Achziger (He/Him)

Position Sought: City of Des Moines, Position 3

Website: <https://www.facebook.com/Gene4DesMoines>

Social Media: <https://www.facebook.com/Gene4DesMoines>

Seattle Pride Rating: 3.3



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As a commissioner with the Des Moines Pool Metropolitan Park District, I have been working since 2009 to transform the clientele of the Mount Rainier Pool to reflect the community's demographics and the school district's expressly.

Why?

Statistically, Des Moines is 53 percent white (because we have so many elder care facilities), while the public schools in the city are only 18 percent white. We are trending very rapidly towards becoming a minority-majority city, and we cannot continue to marginalize people. In this context, we must legislate for our grandkids, not just our grandparents.

But I extend this beyond just age and racial/ethnic considerations. We must include both gender and economic factors in our considerations because, to me, equal means EQUAL. For instance, in discussions regarding upgrades to the Mount Rainier Pool, I am insisting on gender accommodations in addition to efforts to welcome BIPOC communities.

I also understand that it is not enough to tell people they have a right to participate; we must welcome them. USA Swimming has developed a wealth of aids to assist in welcoming communities such as BIPOC and LGBTQIA+. They include acknowledging accomplishments and celebrating role models. We should avail ourselves of such resources.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

I firmly believe in the motto: Nothing about us without us. And I hope to apply that across the board in awakening the various communities in Des Moines.

I advocate creating a Department of Neighborhoods within the Parks, Recreation, and Senior Services department to encourage geographical and non-geographical (LGBTQIA+, Black, Latinx, etc.) communities to advise and advocate on matters involving the City government.

I would also propose a program similar to Seattle's Spark Grants to assist communities in projects meaningful to their groups.

I want to make sure we hear and celebrate everyone.

Question #3: LGBTQIA+ workers have disproportionately experienced

unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

First of all, I want input from the LGBTQIA+ community. Again: Nothing about us without us.

I would insist that the City's employment practices are non-discriminatory and encourage the creation of an advisory committee to identify problems and suggest remedies.

Since the city is so small financially, having human resources personnel with sufficient expertise in executing services for such a diverse community will be challenging to find. Still, we must take extra care in hiring for such a position.

I would also reach out to Highline College for its expertise in training and nurturing the careers of LGBTQIA+ workers.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Des Moines has sensibly joined with other area cities in the South King Housing and Homelessness Partnership to determine a unified approach to tackling these issues. I welcome such collaboration as each of the individual cities does not possess the resources necessary to address such a regional and national problem adequately. However, I would vigorously champion addressing homelessness and housing insecurity issues for queer and trans-BIPOC residents within the partnership itself. I would, again, work with Highline College to enable people to use education as a means to escape the conditions that are causing much of the homelessness and housing insecurity -- in many cases, lack of employment.

The City can also do a lot through its website to educate the public on the local, county, state, and federal policies and guidelines regarding housing. Having this information in a clearly defined, easily accessible link on the website increases the opportunity for the public to understand the subject. It also allows for language-specific notifications so that everyone is aware of the rules.

Lynne Robinson (She/Her)

Position Sought: City of Bellevue, Position 6

Website: <http://allinforlynne.com/>

Social Media: <https://www.facebook.com/bellevuewa.gov>

Seattle Pride Rating: 3.7



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

"I listen closely to the needs of neighbors, especially our students and those who don't always have a voice in our government. I use their input to influence our policy directives. That is especially important for LGBTQ neighbors, who are underrepresented in our local government, and deserve to have their issues understood, addressed and prioritized. Creating a welcoming community for all has been a defining core value of my time on the Bellevue Council. That will continue to be the case.

Bellevue has only flown the PRIDE flag for 3 years, and I was instrumental in making that happen because visibility and representation matter. Mid-pandemic, we adopted the Hate Has No Home Here campaign, engaging the BDA and Bellevue Chamber to help distribute signs and stickers to businesses and homes vowing support for all people in Bellevue who feel threatened, disrespected, or marginalized.

As mayor and co-chair of the League of Minority Voters Washington I use my platform to build coalitions with underrepresented and underserved communities. Building solidarity and listening to the needs of our neighbors who don't always have a voice in our government is crucial, both during the pandemic and outside it. We must continue to work on our outreach efforts to ensure all communities hear from us – and have their voices heard too."

Question #2: If (re)elected, how will you advance the rights of LGTBQIA+ individuals in your purview?

"My priority is to continue building inclusive communities, increasing representation in our government, and addressing broader issues with specific focuses for the LGBTQIA+ community. For example, bringing an approach tailored for LGBTQIA+ communities in our work on housing and homelessness and economic opportunities and career pathways is critical. I'll seek out input from members of the LGBTQIA+ community in Bellevue to understand what issues they think we should be addressing, and how we can apply their experiences to create better solutions. We must look at the intersections of these challenges, working to eliminate all sources of bias and ensuring opportunity for all.

Further, I support Bellevue's Diversity Advantage Plan, first instituted in 2014, which has driven us to view issues through an equity lens, promote engagement with underrepresented communities, and strive for inclusion and cultural competence. We must

further embrace this approach across issues as we tackle historic and structural racism, listen to our neighbors, and ensure a welcoming community for everyone."

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

As Mayor, I've made sure equity was embedded in our approach to Bellevue's COVID response and recovery – making sure the most vulnerable received individualized support and that we engaged in thoughtful outreach to underrepresented communities, such as the LGBTQIA+ and immigrant-owned small businesses. The health, safety, and well-being of the LGBTQIA+ community in Bellevue must be prioritized.

Crucial to this goal is promoting economic and employment security for LGBTQIA+ workers. Economic prosperity for the LGBTQIA+ community must include non-discriminatory practices established and enshrined in the workplace, new jobs that are available and accessible, and support to pursue new ideas and ventures. These are all efforts I've supported as Mayor.

Emerging from the pandemic and returning to some semblance of normalcy, my main focus is to ensure a just economic recovery. Bellevue is seeing a strong economic resurgence, and I believe LGBTQIA+ businesses and workers must share in new prosperity. Bellevue must be a place where everyone has access to transportation options, educational and economic opportunities, and welcoming community members. This has long been a mission of mine, but through COVID recovery we have a vehicle to more urgently create change.

Question #4 – LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

On the City Council and as a member of the King County Affordable Housing Committee and Puget Sound Regional Council, I've worked to ensure Bellevue is a collaborator in addressing this regional crisis: developing the city's affordable housing plan, building and preserving housing, and providing needed human services and support for the vulnerable. We know LGBTQIA+ community members are disproportionately more likely to end up homeless. That's why I am committed to providing emergency, permanent supportive housing for unsheltered neighbors in Bellevue and beyond who are the most vulnerable to face homelessness. We must provide on-site services – whether for drug or addiction issues, mental health support, or even resources to improve job training or resume building. And these resources need to be tailored for our diverse communities, including with workers who are LGBTQIA+ and those who have experienced homelessness. Culturally competent support must be at the heart of our efforts if we want to truly reach everyone. No two people experiencing homelessness have the same challenges or story, and we need to work with them individually to meet their individual needs, otherwise we can't expect progress. As a Councilmember, and as Mayor, I have been a vocal proponent of much needed affordable housing and a strong defender of Friends of Youth, supportive housing and other solutions to homelessness. Our homeless youth suffer the most and I constantly push to prioritize them when housing or funding opportunities arise. I personally support Friends of Youth in Redmond and Roots in Seattle. I am proud to say that my son volunteers there as well.

During my time on the Bellevue Network on Aging, I helped to create a non-commercial senior housing guide that is still updated annually on the ARCH website. We need the same specific targeted resource for the LGBTQIA+ community. Since my election to Bellevue City Council, we have doubled our affordable housing stock in Bellevue and are on track to significantly increase that number. I led the effort, with full council support, to improve our affordable housing incentives and increase affordable housing in all transit-oriented development and high frequency transit areas in Bellevue. These will continue to be urgent priorities for me on the Council, including dedicated help for LGBTQIA+ youth who face unique risk.



Dow Constantine (He/Him)

Position Sought: King County Executive

Website: <https://www.dowconstantine.com>

Social Media: Facebook: @DowConstantineWA, Twitter: @DowC, Instagram: @DowCon



Seattle Pride Rating: 4.0



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

In each of my campaigns and every day in my administration, I have sought to make sure we are engaging with and elevating King County's large and incredibly diverse LGBTQIA+ community. This campaign is no different. I have hired LGBTQIA+ staff, engaged with LGBTQIA+ leaders and organizational stakeholders, and earned the endorsement of LGBTQIA+ champions like Speaker Laurie Jinkins, Sen. Jamie Pedersen, Sen. Claire Wilson, Rep. Nicole Macri, and many, many more.

I have a proven record of being a steadfast ally and supporter of the LGBTQIA+ community. As a state legislator, I challenged DOMA and co-sponsored the WA State Civil Rights Act of 2001, the Civil Union Bill, and legislation seeking to add gender identity to our anti-discrimination statutes.

I was actively involved in the Referendum 74 campaign, raising money and organizing to pass it. After our win, I had the honor of personally issuing the first same-sex marriage licenses in the State of Washington at the stroke of midnight. My values are not just the basis of my elected leadership, but my personal life as well -- my (now) wife and I waited to marry until everyone could.

When bigots tried to put the anti-trans "bathroom bill" on the ballot, also in 2016, I stood with Washington Won't Discriminate and my campaign encouraged voters to decline to sign. In 2017, when Trump attempted to ban trans folks from serving in the military, I issued an executive order ensuring that King County veterans programs and assistance would be available to any transgender service member that was discharged.

My administration has been a champion for Planned Parenthood at the local level, has worked with legislative leaders to enshrine state protections for the LGBTQIA+ community, and has achieved global milestones in the fight against HIV/AIDS, as previously mentioned.

I am not shy about my support for the LGBTQ+ community. In 2014, I was honored when Seattle Pride said I was "one of [their] greatest allies" and invited me to be the Community Grand Marshal in recognition of my "unwavering commitment to help the LGBTQ community in Washington State in the fight for equal rights."

I know we have more work to do to ensure a truly welcoming and thriving community for all, and I'm committed to keeping up this same pace of dedicated action to advance the rights of and opportunities for King County's diverse LGBTQIA+ community.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

The greatest challenge facing our region is also uniquely devastating to LGBTQIA+ youth – homelessness. LGBTQIA+ youth are disproportionately represented in our homeless populations, the result of a confluence of factors including bias and bigotry in communities and from family, access to mental and behavioral health treatment, workplace discrimination and lack of job opportunities, and rapid growth and gentrification, including of our region's traditionally gay neighborhoods.

There are also unique challenges to helping these community members move on from the streets and into permanent supportive housing where they can be assured: they will be safe, protected, and able to thrive. That's why my administration has worked to create specific, targeted outreach for LGBTQIA+ neighbors, letting trusted community groups take the lead to better reach those in need.

Bias and hate crimes are on the rise – and we must respond with inclusion and acceptance of our LGBTQIA+ neighbors. I've announced \$5 million in emergency funding to track and combat hate and bias crimes in King County, and will continue to work to address root causes of this issue. Most important is demonstrating that in our community ALL are welcome – regardless of their sexual orientation, gender identity, racial background, or any other factor. I have championed and stood with communities targeted by bigotry and will continue to do so.

We also know that healthcare access for the LGBTQIA+ community can be exceptionally challenging – from the affordability and accessibility of gender-conforming healthcare, to reproductive care, to the continued fight against HIV/AIDS. My administration has been a champion for Planned Parenthood at the local level, has worked with legislative leaders to enshrine state protections for the LGBTQIA+ community, and has achieved global milestones in the fight against HIV/AIDS – becoming among the first United States major metropolitan areas to reach the 90-90-90 goal: 90 percent of residents infected with HIV know their infection status, 90 percent are on HIV antiretroviral treatment, and 90 percent are virally suppressed.

We know there are many more challenges facing King County that directly and disproportionately impact LGBTQIA+ community members, in addition to those listed above. That is why I will always continue to seek the input and perspective of our LGBTQIA+ neighbors, community leaders, and organizations, and why it remains the top priority on my agenda to fight for true equality and opportunity for all.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

In the pandemic's wake is a new opportunity to rethink our economy, invest in our communities, and spur the kind of growth that empowers us all. I'm leading a bold economic recovery plan – investing millions into new jobs, community and small business

support, and urgent action to deliver on this promise of a better future and a full, equitable recovery. LGBTQIA+ communities must be centered in our recovery efforts.

In 2016, I made King County the largest county in the nation to track the number of contracts awarded to LGBTQIA+ entrepreneurs, designating LGBTQIA-owned small businesses as minority-owned businesses, and created an LGBTQIA+ category in our small business directory. The GSBA and National Gay and Lesbian Chamber of Commerce said this move would be a win for parity and the economy.

We're bringing that same thinking now – I recently announced and issued a Pro-Equity Contracting Executive Order with the distinct purpose of supporting minority- and women-owned businesses in King County. We are working to break down long standing barriers that have historically prevented and excluded underrepresented business owners from building and expanding their businesses. We also need to protect LGBTQIA+ workers from discrimination, harassment, and bigotry – ensuring strong standards in the workplace and in the community.

I'll continue to work toward shaping an inclusive economy where LGBTQIA+ community members can share in our region's prosperity through small businesses support, worker protections, and more.

Question #4 – LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Sadly, many LGBTQ+ youth lack a supportive home environment which leads them to leave the home and become homeless. While the government cannot be a substitute for that supportive home environment, we can try to connect youth with housing and alternative support networks, and work to reunite them with family where safe and appropriate. I have awarded hundreds of thousands in grants to help homeless youth and young adults achieve stable housing, employment, and reunite with their families, along with funding employment programs to give homeless LGBTQIA+ youth paid internships helping other LGBTQIA+ youth get off the streets. Through my Best Starts for Kids initiative addressing the increased risk of homelessness that LGBTQIA+ youth and young adults face is a primary focus. We awarded \$10,000 for LGBTQIA+ awareness trainings, \$303,000 to Lambert House for establishing an LGBTQ youth support group in rural and small towns, and \$660,000 to the Ingersoll Gender Center to create a Transgender Economic Empowerment Coalition (TEEC). With Best Starts for Kids having been renewed by the voters, this will again be a priority for our grants. This past year, I reallocated \$16 million from our corrections office toward community priorities including housing for Black trans neighbors. It is critically important that we provide stable, culturally appropriate and safe housing for LGBTQIA+ communities.

Ryan Calkins (He/Him)

Position Sought: Port of Seattle, Position 1

Website: <https://www.ryanforport.com/>

Social Media: Facebook, Instagram: @RyanForPort Twitter: ryanalkinssea



Seattle Pride Rating: 3.3



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I've spent my career both as a Port Commissioner and in the economic development nonprofit space working alongside underrepresented and marginalized communities to build new economic opportunities so all can succeed. I believe it is critically important that leaders work closely with the communities they represent, which is why that has been my approach as a Port Commissioner. We need to seek out and listen to diverse perspectives and lived experiences, and make sure our policy is comprehensive and thoughtfully responds to their needs.

In my position, I believe the most important thing the Port can do to promote equity is to elevate and embrace leaders who contrast with the bigoted views of white supremacy and other forms of hate and discrimination – showcasing our diverse community and uplifting our welcoming nature. By investing in the LGBTQIA+ community, people of color, and people with disabilities and prioritizing their needs and interests with the help of community leaders, we can ensure the Port of Seattle is moving towards equity instead of reinforcing the existing inequalities.

Working directly with these communities, we need to create the pathways for even more of those leaders to reach their full potential – reducing systemic barriers, unfair expectations and other unjust hindrances. I believe the Port has the platform to help tell those stories and to create the next generation of visible leaders that disarm stereotypes and prove what a thriving, inclusive community looks like.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

"Some of the most pressing issues facing the LGBTQIA+ community in the Seattle area are youth homelessness, access to mental health care, and gender based violence or discrimination. One specific issue related to our efforts and focus at the Port around economic development is the fact that LGBTQIA+ entrepreneurs and business owners are often left out of the conversation and have fewer paths to new business success. LGBTQIA+ community members disproportionately lack access to traditional methods of securing support from investors, including major financing networks, venture capital firms, and the like.

But at the Port, we have the chance to support new and different paths to economic development, business success, and wealth growth. I'm proud to have partnered with GSBA and other advocates and allies in the past, and I am committed to continuing to work closely with the LGBTQIA+ community at the Port, so that all potential entrepreneurs and local business owners have pathways to opportunity and the support needed to create jobs, wealth, and products and services that serve our region.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

During the pandemic, as flights and other trips have drastically decreased, many workers at Port locations have faced the consequences – fewer hours and less job security. Our recovery from COVID-19 gives us a critical opportunity to support those who have long faced disparate and unequal outcomes whether economically, educationally, environmentally, or in any other number of areas – further exposed and worsened by the pandemic. The Port has an incredibly important role to play as an engine for developing economic opportunity in our region.

A revitalized economy means rooting labor in non-discriminatory practices, such as creating inclusive workplaces for the community and supporting LGBTQIA+ entrepreneurs and business owners. Where Port policies can improve to support those efforts, I will advocate for that change and commit to real outreach to community members to learn more and advance those efforts.

I spearheaded the effort to create Maritime High School, with the explicit goal of responding to current industry staffing needs by expanding the diversity of our workforce and opening up new pathways for underrepresented communities. I'll continue to pursue similar programs and projects, so LGBTQIA+ people have access to the workforce training, apprenticeships, jobs, and career pathways needed to succeed in industries like maritime, aviation, and clean energy.

Question #4 – LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

While the Port is limited in the role it plays in addressing the housing crisis and creating policy to address these other issues, I believe we must be strong allies for policies that make housing affordable and available to all – especially important for LGBTQIA+ neighbors – and for the Port's workers. We have an ongoing commitment to thoughtfully supervise our footprint and development, making it easy for people to live near where they work and to get around without delays, traffic, and harmful environmental effects. I have personally been a vocal public advocate for policies that would reduce housing costs and insecurity such as zoning changes, public housing, and an increase in services for those experiencing homelessness in part due to behavioral health issues. I will continue this advocacy and look for opportunities to further support much needed affordable and permanent supportive housing development. We must also continue to partner on shared efforts with the County and City to develop surplus public land into affordable housing as well.

Dr. Shukri Olow (She/Her)

Position Sought: King County Council, Position 5

Website: <https://www.electshukriolow.com>

Social Media: Facebook, Twitter, Instagram, TikTok

Seattle Pride Rating: 3.8



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

As an immigrant, refugee, and product of the Kent public housing system, I have seen and lived the challenges that so many members of our community face. I have also felt the beauty of this community which supports one another, and that supported me when I needed it most. It is that resilient love that inspires me to represent the people of South King County.

I'm also a mother, community organizer, doctoral scholar, and have worked in direct service of our South King County neighbors for the last 14 years. In my work, I support 31 community-based organizations who work with over 5,000 families and young people each month. My priorities are reflective of these experiences and rooted in community input.

Our priorities include bending the legal system towards justice, building affordable housing as a human right, investing in public health and human services, and supporting small businesses. With the significant disparities facing the LGBTQ community in our criminal and juvenile justice systems, access to affordable housing and home ownership opportunities, public health outcomes (particularly for the transgender community and LGBTQ youth), and access to economic and employment resources – I will work tirelessly to structure an environment where every corner of, and every community in, our district can thrive.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

If elected, it will not just be my voice on the King County Council. It will be yours. It will be your neighbors. It will be the voices of all residents looking to be heard and valued by our democracy.

I am committed to being in close relation with LGBTQ leaders and community members. Our priorities mentioned above were formed with the input of over 700 of our District 5 neighbors, including those from LGBTQ backgrounds. It is this type of community-first leadership that I will bring to King County Council.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers. How will you use your office to champion employment security for such workers?

To champion employment security we must understand that LGBTQ workers still face significant discrimination in the workplace and also disproportionately work in service and retail industries that generally struggle to provide secure schedules (and therefore, reliable pay) and benefits. With the compounding effect of the COVID-19 pandemic and businesses impacted by stay-at-home orders and capacity restrictions, it's clear that LGBTQ workers have been significantly impacted by the economic downturn.

While the state and federal government sets rules for unemployment, King County could be doing more to understanding and supporting LGBTQ workers as they navigate the impacts of discrimination in the workplace. Since King County only has authority to handle discrimination complaints against King County government and organizations in the unincorporated parts of King County, it is critical that we have elected officials that will work collaboratively with the many cities across District 5 and King County to have them offer public resources for support beyond the Washington State Human Rights Commission.

Additionally, the economic downturn caused by COVID-19 caused a rush to get government funding lifelines out the door as fast as possible meant that many organizations that serve historically marginalized communities were left behind. As we recover from the economic impact of the pandemic, we must prioritize equitable outreach with the sectors that support LGBTQ workers to understand how these disparities have impacted their ability to thrive, and pass laws and increase investments to address these inequities.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

As a former refugee who has personally experienced some of the most difficult forms of homelessness and housing instability imaginable – including growing up in King County Housing Authority public housing, I know first hand the central and stabilizing role that public investment in housing can have for individuals, families, and communities. Anyone who has been deprived of housing knows, fundamentally, what “Housing First” means, even if they don’t know the theory.

Housing is a human right. Study after study has shown that the primary driver of homelessness in our region is that housing rent is going up faster than incomes, without lowest-income neighbors (<30%AMI) experiencing the biggest shortage of affordable housing options. Recent reports have stated that we need to build AT MINIMUM 37,000 units of housing that is affordable to those at the lowest end of the income scale in order to stably house everyone in the County that are either currently homeless or at risk of homelessness. To end homelessness we need solutions that approach the scale of the problem – if our region can come together to fund billions in Sound Transit expansion, we need similar sized solutions to dramatically reduce homelessness and housing instability. We need to finally treat homelessness as the state of emergency that it is, and act with appropriate urgency. This is what I will do. Rising rents, housing costs, and scarcity of affordable housing in King County’s District 5 are the number one concern I hear from constituents. Skyrocketing rents are the primary driver of gentrification and displacement, and King County has not done nearly enough to use the powers and levers it has to provide sufficient affordable housing. Households of color are disproportionately rent-burdened, putting us in the position every month of making choices between paying the rent or buying food, paying the rent or visiting the doctor, paying the rent or making the car

payment. I have known these struggles, and this will be one of my top goals as King County Councilmember.

Additionally, evictions are a leading cause homelessness with BIPOC households evicted at much higher rates than white households. When state and local pandemic eviction moratoriums eventually come to an end, we must do everything we can to ensure a new eviction tsunami does not add yet another level of homelessness to the homelessness emergency we already had. We must work to build on the amazing recent statewide victories won by tenants' rights advocates by working to implement "just-cause eviction" protections and rights to legal counsel for tenants in eviction courts. Throughout these policies and investments, we need to ensure we have culturally competent and responsive practices in place to ensure we don't approach these issues from a "one size fits all" perspective.

As Councilmember I will work to ensure our local LGBTQ organizations GenPride, Ingersoll, LGBTQ Allyship, Gay City, POCAAN, and GSBA are not only consulted and listened to, but also given more resources to serve their own communities. In my career I have worked every day to ensure marginalized communities have broader access to the public services systems. As Councilmember I would use my lifelong experience to ensuring that systems like Coordinated Entry are committed to LGBTQ-affirming cultural competence not as an afterthought but as central to its mission. We must fund housing organizations run "by and for" specific communities, so that the service practices are culturally appropriate, and also so that communities can use public investment to build wealth and equity.

Bruce Harrell (He/Him)

Position Sought: City of Seattle, Mayor

Website: <https://bruceforseattle.com>

Social Media: @BruceForSeattle



Seattle Pride Rating: 3.5



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

Since my first campaign, I've made it a priority to engage with LGBTQIA+ neighbors and community leaders, bringing their perspectives and ideas to our work. In 2013, I sponsored and passed legislation removing trans health care restrictions from the City of Seattle's health care policies, making Seattle the first municipality in the State of Washington to provide comprehensive healthcare for trans employees. That first community advancement paved the way for King County to remove its trans healthcare restrictions, and for the Office of the Insurance Commissioner to require all public insurance policies on the open market be trans inclusive in 2015.

All is to say, my commitment on issues of workplace, economic, and healthcare equity for women, communities of color, and the LGBTQIA+ community is steadfast and is proven. As Mayor, I'll continue to fight for progress on these issues, keeping an open door and acting on the needs of communities to ensure a better, fairer, more just city for all.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

Seattle works to embrace its values of diversity and inclusion, but we still have significant work to do. The work of LGBTQIA+ advancement is both legal and social. As I have in the past, I will let community leaders and social justice advocates inform our agenda and help us drive nation-leading progress.

We know that hate speech leads to hate crimes, and the last few years have seen many unfortunate steps backward in community safety. LGBTQIA+ hate crimes have been on the rise in Seattle and across the country since 2016, and in 2019, GLAAD reported declines in LGBTQIA+ acceptance amongst younger Americans. As Mayor, you will see me lead in elevating the stories and lived experiences of the LGBTQIA+ community and ensuring there is strong representation for this community in leadership roles across the City.

We will also work to ensure our LGBTQIA+ workers feel safe in the workspace, that LGBTQIA+ small business owners and entrepreneurs have the opportunities and resources to succeed, and that we create specialized programs and outreach to help LGBTQIA+ community members experiencing homelessness or at increased risk of homelessness.

Seattle will know that my administration values, respects, and uplifts the LGBTQIA+ community as they are, and that we are committed to making Seattle a place where all

can succeed and feel included.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

Employment security is directly linked to pandemic recovery. We must ensure that similar to the housing discrimination tests, our LGBTQ+ community members have equal access to employment and aren't left out of our recovery efforts. From youth through to adulthood, we need to champion opportunities for all, while promoting diversity and inclusion at our businesses and in our workplaces. I plan to implement a mentorship program that will connect youth who are members of underrepresented communities with professionals and leaders to open doors and create networks. My Seattle Jobs Center will connect everyone in our city with careers and apprenticeships that match their interests and talents – no matter their race, ethnicity, gender identity, sexual orientation, or any other factor.

We must also look broadly. That means working directly with LGBTQIA-owned small businesses and those most at risk of closing. It means providing expanded rental assistance for those workers at risk of losing their homes and experiencing homelessness. And, again, it means supporting LGBTQIA+ workers in their offices and places of work – preventing harassment and ensuring safe workplaces for all. After over a year of isolation, sickness, economic insecurities, housing instability, we need to ensure that those who have been traditionally marginalized are not left out of our city's recovery (either by accident or bigotry). Economic resilience begins with access to healthcare that includes mental health support. My Healthy Seattle plan will help close the gaps in the Affordable Health Care Act, and ensure everyone has access to the care they need, regardless of their wealth, work status or job title.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

We know that LGBTQIA+ youth are four times more likely to end up homeless compared to non-LGBTQIA+ counterparts. While addressing root causes of this challenge – often familial rejection, discrimination, missing economic opportunities, and lack of societal support structures – we must also work to provide tailored, culturally-competent housing, services, and outreach to those already experiencing homelessness, and where possible and appropriate, reunite families. Seattle must do better. I am committed to funding more emergency services for homeless care response teams, accessible mental health support, and most importantly permanent supportive housing for youth that provide stable environments for LGBTQIA+ members to thrive. Economic prosperity, mental and physical health all require a safe housing environment, thus ensuring all have safe access to these conditions should be the top priority for supporting our LGBTQIA+ community.

Tosh Sharp (He/Him)

Position Sought: City of Tukwila, Position 1

Website: <https://www.toshfortukwila.com>

Social Media: FB: @Tosh4Tukwila



Seattle Pride Rating: 2.9



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I am committed to working with and for the LGBTQIA+ community. To be an effective advocate for the LGBTQIA+ community we have to center the community and listen to their stories to be able to understand how the city council can best respond to their needs. We have to build a real understanding of what the issues are and address them in collaboration with those who are affected by them to achieve equitable solutions.

From my time serving on the Community Oriented Policing Civilian Advisory Board, I worked to include the voices of my community members to ensure that there was transparency and accountability between the police department and the community. This is an experience that has inspired me to be an advocate for my community and I hope to use the skills I learned there to be an effective advocate for the LGBTQIA+ community.

I will drive outreach to LGBTQIA+ neighbors and community to understand their perspective; I will strive to always be available to my constituents – through meetings, town halls, social media, more. I have set up a way for anyone to schedule a meeting with me anytime online. I will continue that practice in office, so anyone can tell me what we're doing right, and what we need to change. When they have questions I will work to provide answers. When they have problems, I will seek solutions. When they have ideas, I will work to implement them.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

The main reason why I am running for office is to ensure that Tukwila has leaders committed to acting on the issues that the community wants to see addressed. My motivation to serve is my connection to my community, which includes LGBTQIA+ individuals, and I hope to learn from them to represent their needs on the city level. I will prioritize addressing the issues faced by our most vulnerable communities – these include access to housing, addressing homelessness, creating jobs, providing needed health care, and opening doors for new opportunities. We need to give everyone the conditions that allow them to succeed, and too many LGBTQIA+ members of our community can't find affordable housing and are at disproportionate risk of homelessness.

I want a strong human services department – that meets the needs of every member of Tukwila's diverse community. That includes connecting communities to healthy foods like at the Tukwila food pantry, where I volunteer, and to health care for support for behavioral health and other needs.

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

The economic effects of the COVID-19 pandemic has disproportionately hurt LGBTQIA+ workers, especially those who are BIPOC, have disabilities, and are part of other underrepresented communities. These outcomes have highlighted the glaring inequities of our society. As we recover, we have a great opportunity to create a more just and equitable society through creating pathways to success that are inclusive of all members of our community.

As a union member, I've seen how important safe workplaces, fair wages, and good benefits are, and how protecting workers makes them better able to succeed. This is critically important for our LGBTQIA+ workers – they need an advocate for them on the City Council that will fight for strong workplace protections and fair wages.

I believe we can grow opportunities for all through new jobs, apprenticeships on public projects, increased access to public services and improved transportation – all ways in which employment security can be achieved for those who have been historically left out.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

It's so important to recognize that no two people reach homelessness or housing insecurity for the same reason or in the same way, and that LGBTQIA+ people disproportionately face these challenges because of wide-ranging systemic issues, including employment security, housing discrimination, family issues, access to affordable and behavioral healthcare, and so much more. We must address the crisis in our streets with urgency, compassion, and a tailored approach that is individualized for each person experiencing homelessness. We must work regionally to provide spaces and services that meet individual needs and allow for comfort and trust, especially for LGBTQIA+ individuals. Both in outreach and in housing providers, we need to have LGBTQIA+ voices at the table to guide our efforts.

We also must look at the long term drivers of this issue, building more housing, keeping people in their housing through rental assistance (and by preventing housing discrimination), and addressing income inequality with equal opportunities for all. I will push to reject bigotry and instead embrace and highlight our LGBTQIA+ community, so we can attack stigmas that contribute to poor mental health and discrimination. I am committed to making sure Tukwila does its part on homelessness and housing affordability – regional crises. Even more so, rather than looking at this as simply a political issue, I know we must help individuals and communities affected – providing the real, targeted support they need to recover and to thrive.

Karen Moran (She/Her)

Position Sought: City of Sammamish, Position 3

Website: <https://karen4council.com>

Social Media: Facebook



Seattle Pride Rating: 2.0



Question #1: What makes you an effective advocate for the LGBTQIA+ community?

I have family and close friends that belong to LGBTQIA+ community. I have seen first hand how unfair things have been for them. I now watch another generation. We must work to put an end to how we discriminate against all people. We are better than this.

Question #2: If (re)elected, how will you advance the rights of LGBTQIA+ individuals in your purview?

I would make sure our committees and board applications stayed away from any questions other than those pertinent to what was needed for any given position. I would make sure penalties were steep for those found guilty of not taking people of a race, color, gender ...

Question #3: LGBTQIA+ workers have disproportionately experienced unemployment and employment insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC workers.

How will you use your office to champion employment security for such workers?

Again, steep penalties for employers not following the rules plus the risk of not being able to renew license.

Question #4 - LGBTQIA+ residents have disproportionately experienced homelessness and housing insecurity, which the COVID-19 pandemic has exacerbated, particularly for queer and trans BIPOC residents.

How will you use your office to champion housing security for such residents?

Same as last answer but rather than hold license, I would ask that they hold a certain % of units as they do for seniors, military, % of income, etc.