

Complied Candidate's Answers to BLM BTOWN's 2023 Primary Election Questionnaire

Mayoral Candidates:

Don Griffin

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-Racism is the conscious choice to confront and dismantle racism, systemic racism, racist behavior, and racist policies that exist in this society. It begins by acknowledging that racism does exist in this country and choosing to educate oneself about racism and the history of African Americans and their experience in this country. To combat racism, it is necessary not only to hold yourself accountable, but it is also essential to be willing to point out racism when you see it, hear it, and experience it whether that is in your home or in a public space. As Mayor, I would create a position within the city specifically tasked with coordinating our DEI work and developing a city-wide philosophy and plan that touches every department.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is the unfair advantage that a group of people have based on race, gender, identity, socioeconomic status, accessibility, etc. As an African American man, I am always looking around the room/table to notice who is not there and not represented. When there is a lack of diversity in the people who are making decisions, there are voices that are not shared, heard, or considered. As a candidate for mayor, one of my platform priorities is DEI-AB (diversity, equity, inclusion, accessibility, and belonging), and I will work to ensure that we create a strategic plan to hire a more diverse workforce so that the people who are serving look like the people that they are serving.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

As a Black man who grew up in Bloomington with a father who was a police officer for ten years, my experience with the police is complicated. As a child, I was proud of my

father for being the second African American police officer in Bloomington. However, I was also bullied because my dad was a police officer. When I became an adult, I was and still am often profiled by the police. During one of my first encounters as an adult, the police pulled me over and instructed me to get out of the car. One police officer had me on the front hood of my car with a flashlight shining in my eyes while the other police officer was running my license. Once they realized who my dad was, they pulled me up off the hood, greeted me warmly, told me to say hello to my dad, and sent me on my way. I support Black Lives Matter, and I think that the police locally, regionally, and nationally need additional DEIA and Unconscious Bias training as a start. DEIA and a sense of belonging is part of my platform, and it is imperative that we address the unacceptable ways in which people of color are treated by the police. Additionally, social workers in our community should play a frontline role and receive similar benefits as police officers and firefighters.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

I do believe that White Supremacy does exist in the US within the populace, and our systems of government, schools, and education. The Trump presidency and the insurrection on January 6, 2021 are unfortunate examples of the deep-seated white supremacy in this country and within our federal government.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

Historically, people of color have been disproportionately targeted and arrested by the criminal justice system. This began with the capturing and enslavement of Africans, continued through Jim Crow, was heightened during the civil rights movement, and finally gained the momentary attention of the world during the pandemic when George Floyd was murdered. Black lives are not valued, and Black bodies are seen as commodity to be used and exploited for the economic benefit of this country. As a father of a Black son, I pray every day that he makes it home alive and well. Unfortunately, because my son is Black, I must also be concerned about him being racially profiled and surviving a routine traffic stop. Living in a community with a Big 10 university, we are prone to have more nonviolent protests than many of the other communities in this state. It is important that our students and residents feel free to exercise their rights to assemble and express their

views, and for the police to allow this to happen without inciting fear and intimidation.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative justice is an opportunity for a victim and an offender to agree to come together to meet, discuss, and work through a crime. It can only proceed if both parties fully consent and commit to the process and feel empowered and safe to face one another with a trained mediator to examine and address the injustice. It also looks like investing more in our diversion programs that drive people toward receiving the help they need; it also is a community-driven approach that requires us to listen to one another. As an elected official, I would focus on more community programs such as CJAM which specialize in this form of justice in our community

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without Prisons?

A society without prisons would need robust, affordable, and free services to help every person get the assistance they need. It is hard to imagine a society without prisons, but the Netherlands has been able to embrace this idea and implement a system that has reduced the number of crimes and thereby reduced the number of prisons in their country. Instead of prison sentences, they employ a system of community service and fines on a case-by-case basis. This in fact seems like a more humane way to address crime, and I imagine that it elicits a feeling of empowerment, equity, mercy, and peace among the citizens of this country. This system also reduces the number of repeat offenders and creates a sense of dignity and hope for those who commit a crime and are then able to move forward with grace after participating in community service or paying a fine.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

Unfortunately, food insecurity is a challenge that many Monroe County residents face each day. It saddens me to know that so many people are going without adequate food and nourishments to sustain them in their daily activities and lives. I do support community-based food programs in general and particularly those that bring locally grown, nutrient dense food to those in need. During the pandemic, I was glad to see the numerous community members who joined together to provide food to those in need including school age children and their families. The city allocated money from the

ARPA fund toward increasing local food production and the number of options across our community. I am also encouraged by the food pantries that have been created on the Indiana University campus to support the students in our community. There is still more work to be done to ensure that all our community members have access to food to feed themselves and their families. This includes evaluating what we can do as a community to make sure our children do not bear the stigma and burden of not being able to afford food at school along with ensuring that all city residents have convenient access to quality nutritious food - even if that means we have to directly invest in it ourselves.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice is imperative and is often overlooked. Securing the basic needs of our residents has an exponential impact on the quality of their lives. It is heartbreaking to realize that all our community members do not have equal access to food because where they live, work, and attend school. Unfortunately, there are food deserts that exist in our community that create a barrier to people having access to food in their neighborhoods. We often forget that many people do not have cars, bikes, or other means of transportation to travel to the grocery store and farmers markets and that some neighborhoods do not have grocery stores within them or located nearby. Additionally, some people do not feel welcome at farmers markets because of the ideology of some of the vendors. I do not support allowing white supremacists in our local food movements/farmers markets and would seek all lawful means to remove them. Back in 2019, I donated money and resources for No Space for Hate. I also helped bring the conflict to light through my podcast called My Racist Friend.

10. Bloomington & Monroe County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

As a real estate professional, former Habitat for Humanity board member, and lifetime resident of Bloomington I am well aware of the affordable housing crisis. To ensure more affordable housing, we need to build also and encourage developers to build more affordable housing. We also need to create and expand our first-time home buyers' programs and strengthen and create new partnerships with builders and programs like Habitat for Humanity and others to address the affordable housing crisis. I do support density housing, and I would be interested in exploring ways in which we can ensure that we make DEIA a priority in the development of new affordable housing opportunities. It is hard to define "affordable" housing as what one person can afford may not be the same as what another person can afford, but it's important to utilize a fair and equitable

assessment system with room to review on a case-by-case basis.

MAYORAL QUESTIONS

1. Given the recent anti-LGBTQ bills across the country and in Indiana & given that BIPOC LGBT folks will be doubly impacted, how will you as Mayor make sure LGBTQ Youth and in particular Trans and Non-Binary Youth have access to life saving gender care services in our community? How will you support our LGBTQ Elders? How will you address the intersectionality of Race and LGBTQ needs in our community? How will you help to bring more BIPOC physicians that specializes in the LGBTQ+ community to Bloomington?

It is disturbing to watch our state and country dismantle bills that attack the rights of our LGBTQIA2+ community members. As a Black man, I know what it feels like to not always feel a sense of belonging, but I also know that I cannot fully understand what gay and transgender Hoosiers/Americans are feeling right now, in a state and country that does not love, support, encourage, protect, and defend basic human rights and specifically the rights of LGBTQIA2+ youth and adults. This is unacceptable, and as an ally it is my job personally and professionally to listen and uplift those in the LGBTQIA2+ community and develop and strengthen partnerships and encourage coalition building to address these issues and needs. DEIA and a sense of belonging is a priority in my platform and issues like these are exactly what I plan to address and advocate for in my administration. I genuinely want every person in this community to feel seen, heard, celebrated, encouraged, supported, and protected.

2. Bloomington's housing crisis means we have an unhoused population in need of places to socially gather, live, and go to for safety in bad weather. The previous administration has removed them from public places like parks and the downtown area; causing trauma and further displacement for our unhouse community members. Given that this affects BIPOC folks disproportionately, what would you have done differently and who you would have consulted? Give as many details as you can. Tell us what type of Mayor you would be in a crisis especially related to issues of marginalized communities. How do you distinguish yourself from the previous administration?

The housing crisis has been and continues to be a challenge both locally, regionally, and nationally. There is no easy answer to solve this crisis, and it will require us to think globally and act locally. Collaborations like Heading Home are working to lead and coordinate opportunities for the city and county to work together on this issue, but we still have a long way to go to address the unhoused population in this community. Having a physical space to call home is a critical piece of creating and feeling a sense of belonging. So, it is essential that we continue to work to create additional housing solutions and services to support the unhoused population.

Kerry Thomson

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-racism is advocacy. As mayor, I will speak out and advocate for equality and equity toward all people. I will also work to ensure that all people, perspectives and voices are at the table when decisions are being discussed and policies and programs are proposed.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is an advantage based on belonging only to a particular group. I have benefitted from being a white leader in jobs I've had. As a woman, I have also experienced what it feels like to have someone with privilege making decisions that impacted my life. Understanding and being transparent about privilege is a responsibility one should be honest about and take seriously. Privilege can be harnessed to benefit those without it at every step.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I have not been active in the BLM Movement other than joining the Bloomington march and protest in 2000. I am not 100% familiar with all its facets, but I am certainly supportive of the overall mission. I continue to be open to meeting with your organization to learn more. I am not going to presume I understand every issue the Movement has taken positions on, but I welcome the opportunity to discuss them and learn more.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

I absolutely do believe there are white supremacists (I will not dignify them by capitalizing those words) in all parts of society. We should not believe Bloomington is an idyllic community that is not afflicted with the scourge of white supremacy.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

As I said in Question 4, we should not believe national trends stop at Bloomington's borders. People of color are statistically more likely in Bloomington and Monroe County to be arrested, convicted and jailed in disproportionate numbers. Calling attention to that fact - in stark terms, using real numbers- should have been done by elected leaders long ago. We have to start doing so at all levels of local government.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative justice should be a priority. The so-called "justice system" and, at the state level, "Department of Corrections" do not focus on justice or correction at anywhere near adequate levels. I will partner with other elected officials AND with citizens including former and current inmates to work toward a smarter, fairer, and more just justice system.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I would have to discuss the answer to this question more with you to fully understand it and am more than willing to learn. Again, I continue to be open to meeting to learn more.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

I support all efforts to erase food insecurity in our community and to use locally grown foods to help accomplish that. In my role at the Center for Rural Engagement our food prescription programs and food network have been successful in addressing some food insecurity with locally grown and distributed foods. If elected, I will work with the community and all stakeholders to develop a comprehensive strategy to accomplish that goal.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice is critical to all forms of justice, as all humans need access to healthy, affordable, safe foods to survive and thrive. As to the second question, I am not supportive of white supremacists' presence at the market and will look to more creative and effective manners of dealing with the problem.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

As a former CEO of Habitat of Humanity of Monroe County, I have a deep understanding of the housing challenges Bloomington faces. I have proposed a 5-point plan to begin to address the crisis. This is a large and complex question that will only be solved by bringing people together to co-create a long-term strategy. I do believe that we must prioritize housing for historically marginalized groups of people and that we must create housing options at every price point across the spectrum so people who work here or live here can afford a home here.

MAYORAL QUESTIONS

1. Given the recent anti-LGBTQ bills across the country and in Indiana & given that BIPOC LGBT folks will be doubly impacted, how will you as Mayor make sure LGBTQ Youth and in particular Trans and Non-Binary Youth have access to life saving gender care services in our community? How will you support our LGBTQ Elders? How will you address the intersectionality of Race and LGBTQ needs in our community? How will you help to bring more BIPOC physicians that specializes in the LGBTQ+ community to Bloomington?

By making it clear to health providers who are here that such medical necessities are expected and by making it clear to health care professionals around the country that Bloomington stands with those who have the integrity to offer such services. So far as BIPOC LGBT issues go, I could not be a stronger ally. I say that as a human being, a mother, and an employer and hope to have the opportunity to say it as the elected mayor of the city. I'm committed to ensuring our diverse communities feel safe and listened to and will be a leading voice speaking out against attacks on equality from Trump-aligned conservatives in Indiana and Washington, DC. It's shameful that our own state legislature has declared war on LGBTQ+ kids, Queer students, and Queer youth. We need to ensure that Bloomington stands as a beacon for the dignity and rights of all.

2. Bloomington's housing crisis means we have an unhoused population in need of places to socially gather, live, and go to for safety in bad weather. The previous administration has removed them from public places like parks and the downtown area; causing trauma and further displacement for our unhoused community members. Given that this affects BIPOC folks disproportionately, what would you have done differently and whom you would have consulted? Give as many details as you can. Tell us what type of Mayor you would be in a crisis especially related to issues of marginalized communities. How do you distinguish yourself from the

previous administration?

I strongly disagree with how the Hamilton administration handled this matter. It was shameful. In my time at Habitat, we built neighborhoods in areas where unhoused residents stayed. Instead of going in on the day of construction and forcing people out and destroying their possessions, I walked the camps months ahead of time to let them know what was happening, why, and when. We also helped them transition into programs and/or other places to live. This is the dignified, humane approach the Hamilton administration should have taken. As Mayor, I would work with all stakeholders, service providers, and citizens to develop a comprehensive plan that is created in partnership with everyone involved. In a Thomson administration we won't foist 'solutions' onto citizens without their input, we will work with them, seek feedback, input and co-create them, together. My door will always be open to listen, to learn and to talk about challenges and concerns any member of our community has.

Susan Sandberg

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

For those of us elected officials who resolutely oppose racism, this is going beyond passively being against it and becoming more active in addressing it when encountered, both personally and in our institutions. As I have marched in support of women's rights and the misogyny and sexism against my own gender, I willingly join other movements to oppose injustice as an ally.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC Communities?

I am fortunate to come from two compassionate, lower-middle class parents who taught us to be mindful of the realities other people experience before passing judgment. "Walk a mile in someone's shoes" was the guidepost. Privilege is something not all in our country have. I know that and therefore recognize the need for equity in compensating for unfair advantages. I am dedicated to public service that understands inequity, inequality, injustice... with a commitment to acknowledge and address it.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your

candidate platform.

The backlash against police brutality is warranted given that police brutality responsible for killing Black men and women across America is utterly unacceptable. A National reckoning is required to stop this malice. Reforming police practices in the wake of these deplorable tragedies is necessary. That said, public safety requires that we have well-trained, experienced, and disciplined law enforcement personnel who do not react in violence when de-escalating tensions in responding to arrests. In my direct experience with law enforcement in Bloomington, I hear that they are as appalled by police brutality as we all are. To ensure that our community does not become like those we read about in the headlines all too often, we must fully fund public safety, including all the reforms and safeguards that Bloomington, fortunately, has been ahead of the curve on since adopting community policing standards, adding resource officers, community specialists, and social workers to public safety protocols. Retaining disciplined and professional police personnel is as important to protecting Black lives as examining the causes for police brutality that none of us want to see occur in Bloomington. I certainly don't.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

No community is immune from the horrors of hate and the evil of white supremacists who clearly have existed from the origins of our nation's history extending to contemporary times. I recall the leafleting of hate literature in Bloomington by an unhinged white supremacist who went on a killing rampage across several states before returning to Bloomington to murder Korean graduate student, Won Joon Yoon, as he was entering church. It was a bleak time in Bloomington history that resulted in a positive community reaction, Bloomington United. It was clearly declared that hate was not welcome here, "not in our yards, not in our town, not anywhere." When violent hatred erupts, a caring community comes together in unity against such extremes. Any violence inflicted on any member of our community, such as the recent knife attack on an Asian American woman as she exited a city bus must be met with strong condemnation and a unified commitment to stand against hatred.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

Data must be analyzed carefully to examine causation of crime and the realities of our justice system and how it responds to local crime, arrests, sentencing, and judicial practices. I reject the

premise that the BPD is a militarized operation and would welcome an open and balanced community discussion in the form of a Public Safety and Equity Summit. We must fairly examine the role of law enforcement in ensuring equal protection under the law. The justice system is complex, and all parties involved need to work collaboratively in making sure all members of our community are treated fairly related to the law, criminal activity, law enforcement, and how crime is adjudicated in Monroe County.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

As I have been a member of the Bloomington City Council for the past 4 terms, that public responsibility largely deals with local services paid for by your local tax dollars. Public services include maintaining safe streets and sidewalks, planning for development through zoning codes, ensuring safe drinking water, adequate sewer and stormwater systems, making sure we have professional City personnel to manage the details of public safety, snow removal, sanitation and infrastructure maintenance and repair. Our most important job in City government is to oversee the budget process to ensure adequate funding for these public services to support all Bloomington residents. I am proud of the mechanisms we have for funding local nonprofit organizations that support the underserved and low-income members of our community. We partner with the private sector in ensuring economic development that provides job opportunities for a healthy local economy. The concept of restorative justice, making amends for injustices and inequalities that American history has produced, is not a matter for a local jurisdiction to solely determine without partnerships and collaborations. This is an issue better suited for members of Congress, and as such, I would communicate with my Congressional representatives on the matter of restorative justice in America.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I can envision such a utopian society, but that would require a harmonious world where human behavior could be completely predicted and controlled through some remarkable social engineering that is difficult to imagine. Human beings are imperfect, and human behavior is impossible to control in a free and democratic society that protects individual liberty. Crime is a reality, and criminal behavior should be managed in a humane and civil society to protect the health and safety of a secure community. Can we work toward all feasible means to reduce crime and dangerous criminal behaviors? Of course, it is worth every positive effort. In the meantime, humane jails and prisons designed to secure safety for the common good and reduce recidivism are needed.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

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Food security in Bloomington has been a remarkable strength given the number of quality nonprofit programs designed to address hunger such as Mother Hubbards Cupboard, Community Kitchen, Hoosier Hills Food Bank, Area 10 Agency on Aging, Meals on Wheels, and other assorted food pantries and interfaith efforts. As a long-standing member of the Jack Hopkins Social Services Committee funded by City of Bloomington tax dollars, I continue to support these good efforts to subsidize food security programs. Food deserts must also be addressed to ensure there are adequate places for people to buy food within their budgets, including with public assistance, and to ensure that private sector grocery stores are able to thrive in Bloomington. More affordable food outlets can be encouraged through public policies that allow growing food and raising chickens at home and in community gardens and orchards.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

The Farmer's Market at Showers, and others in various parts of the City of Bloomington are valuable resources for local growers and constituents. I resolutely condemn white supremacists and their hateful beliefs. It would be my fervent wish that they were not among us as a part of a free and welcoming community that respects all races, religions, gender identities, and ethnicities. I also humbly accept that we are a nation that allows for freedom of speech and of beliefs, however offensive. It is a slippery Constitutional slope to legally disallow people with whom we vigorously disagree to engage in public activities if they are committing no crimes against the venue or causing no direct harm to the diverse array of people participating in it. There are other avenues to follow in sending the loud and clear message that hateful and discriminatory beliefs are not socially acceptable. I boycott with my dollars and refuse to buy from companies or vendors who hold hate-filled beliefs that offend my values. When tensions erupt, increased security is necessary to ensure public safety in public places where white supremacists appear. On city property, we have no legal ability to ban vendors because of their offensive beliefs, only for their illegal offenses against people or property.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

The City of Bloomington has limited legal ability to influence the private building market to develop housing in more affordable ranges. To the extent that we have mechanisms to incentivize through tax abatements or other means to voluntarily gain leverage with the private sector development industry, I will continue to seek those partnerships. We have invested subsidies for supportive housing, shelter organizations, and homeless prevention programs

initiated through the United Way, the Community Foundation that led to the current good effort, Heading Home. City departments tasked with providing leadership and liaison work with area nonprofits providing assistance to low-income residents include the Community and Family Resource Department and housing and neighborhood assistance programs through HAND. We support nonprofit housing organizations such as Habitat for Humanity, and we leverage resources through our Housing Development Fund. We partner with the Bloomington Housing Authority in making sure we do all we can in protecting and preserving options for those who require housing vouchers through Section 8 in order to secure housing security. Affordable housing depends on the individual or family income level. Therefore, the City of Bloomington needs to continue its support of housing development for all income ranges, with an emphasis on prioritizing housing options for low-income residents, post-retirement aging residents on fixed incomes, and those with disabilities and accessibility challenges. I do not support density as a strategy to reduce housing costs, as in a college town where rental properties are the primary housing type, it is imperative that we preserve older homes and more affordable housing opportunities for home ownership.

MAYORAL QUESTIONS

1. Given the recent anti-LGBTQ bills across the country and in Indiana & given that BIPOC LGBT folks will be doubly impacted, how will you as Mayor make sure LGBTQ Youth and in particular Trans and Non-Binary Youth have access to life saving gender care services in our community? How will you support our LGBTQ Elders? How will you address the intersectionality of Race and LGBTQ needs in our community? How will you help to bring more BIPOC physicians that specializes in the LGBTQ+ community to Bloomington?

The current legislative climate in Indiana and in our current Congress is led by an unfortunate majority of right wing representatives who consistently ignore the real challenges of our time and instead seek to divide with an absurd culture war agenda that removes reproductive rights for women and imperils the health and safety of our LGBTQ+ and BIPOC brothers and sisters. Trans and Non-Binary youth are particularly vulnerable to bullying, violence, and suicide. They absolutely require the nurturing support of parents, schools, physicians, mental health care providers, conscientious legislators, and those of us who are allies. To the extent that we can improve the quality of life through local legislation, we will continue to partner with the mental and physical health care providers in Bloomington to ensure that they have the tools to recruit and retain physicians and caregivers to address the needs for all in our community. The Senate and House elected officials who represent us in the General Assembly need to hear from us frequently as we implore them to consider and to improve healthcare outcomes for women, BIPOC, and LGBTQ+ residents of Indiana.

2. Bloomington's housing crisis means we have an unhoused population in need of places to socially gather, live, and go to for safety in bad weather. The previous administration has removed them from public places like parks and the downtown area; causing trauma and further displacement for our unhoused community members. Given that this affects BIPOC folks disproportionately, what would you have done differently and who you

would have consulted? Give as many details as you can. Tell us what type of Mayor you would be in a crisis especially related to issues of marginalized communities. How do you distinguish yourself from the previous administration?

All members of our community, including those who are unhoused, must have resources to keep themselves safe and self-sustaining. I am careful not to conflate affordable housing shortages with the issue of homelessness that are two separate challenges that require different resources. Bloomington is well known for offering low-income supportive services not provided by other cities in Indiana, and we seem to have reached a capacity point where even we can't provide enough to ensure shelter for all. There are services provided in this community that offer a range of options for the unhoused including temporary low-barrier shelters, supportive housing, emergency housing for families with children, and eviction prevention services. A partnership between Centerstone and Cook with City and County support has resulted in a diversion program at the Stride Center. There are many root causes of homelessness that are clearly not being addressed by this caring and generous community. A careful analysis of service gaps for affordable addiction treatment, rehabilitation services including drug and alcohol free housing programs, and a stronger network of community mental health care needs to happen. Funding is on the State of Indiana horizon for Bloomington to leverage more dollars needed to go beyond harm reduction programs and into the next critical phase for recovery and mental health programs needed to get more people into care so they can transition from homelessness to more humane living conditions. It is never ideal to remove vulnerable people from illegal encampments that are unsafe and unsanitary, not only for the surrounding neighborhoods, but for those living outdoors in hazardous conditions. When removals of illegal encampments are necessary, it is advisable to enlist the partnerships of community experts working with the unhoused to help them find legal alternatives. The City must give clear and adequate notice that a removal is about to occur in order to allow ample time for a reasonable transition.

At-Large Seat City Council:

Isak Asare

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-racism is taking an intentional, continual, and unambiguous stance against racism, prejudice, discrimination, and bias in any shape or form that it exists. It must go beyond calling out singular events of manifest or direct violence. It must include a conscious and continuous challenging and dismantling of latent violence that is present even when we do not see it. For example, unequal access to housing, disparities in healthcare outcomes, and economic inequality are perpetual violence against people of color that grow from the seeds of white supremacy that have been planted deep and are well-rooted in our

community having been given plenty of time to grow and prosper. And these few examples of latent violence—of which there are many others—are ultimately what lead to the numerous examples of manifest violence that we have seen and experienced in Bloomington. Anti-racism seeks justice and equity, calls out and seeks to address structural contradictions and established attitudes of repression, racism, or prejudice so that we can have the chance for our community to be everything it can be for everyone. To many, thinking of anti-racism in terms of anti-violence might seem too strong. But it is not. Violence is the gap between what is and what can be. When members of our community are influenced physically, mentally, emotionally, and otherwise in such a way that our lives and thoughts are below our potential realizations, what else would you call it? It is violence. Therefore anti-racism is anti-violence. Anti-racism seeks to advance peace for everyone.

This is, ultimately, why I am running for office. It's certainly on each of us to be anti-racist and identify racism on all levels. We each have to do this in our individual lives, but if elected to the city council, I will have an opportunity to work toward addressing the structures and contradictions that lead to racial violence. The difference between individual or behavioral racism and systemic racism is that systemic racism doesn't require there to be a direct perpetrator. It only requires systems that uphold unequal outcomes along racial lines to be unchallenged and quietly acquiesced to. I am running because of my desire to work to see systems of injustice changed in Bloomington.

As for specific positions in my platform:

I advocate for free and universal childcare in Bloomington: BIPOC parents are more likely to suffer job disruptions due to childcare, and we have a current crisis in availability and affordability of quality child care throughout the city. When it costs, on average, as much to send your children to daycare part-time as it does to send a student to IU full-time, it makes sense that parents would make career choices based on child care. This then perpetuates cycles of oppression and white supremacy. I truly believe that we can fix this. I advocate for affordable and abundant housing, as well as cash transfer programs, to address disparities in home ownership: As Dr. King said, clearly establishing wealth and financial security among communities of color is the most effective and necessary means by which we begin to address systemic racism and oppression in the USA. I advocate for transformative climate action and climate justice to save this planet and diversify our local economy because studies have shown that climate change is disproportionately affecting communities of color.

I advocate for reforms to the way that local government is run including mundane things like how our meetings are organized and scheduled, how the agenda is distributed and when, and more substantive issues like thinking carefully about how to give access, voice, and resources to residents across the community. I also advocate for more transparency, so that local officials can be held accountable for following through with anti-racist approaches and promises (especially outside of election season).

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is when you get advantages and opportunities that you didn't earn simply because you belong to a certain group or class of people. This could be because of race, gender, socio-economic status, education, religion and so many other things. I think that it is important that we recognize our privilege. For example, though I am a Black man with an unusual name, with an immigrant father, and I live with leukemia, I am also cisgender, heterosexual, and have light skin. Furthermore, I have a graduate education, both of my parents had college educations, I have a job with benefits, and am a Christian. Though I suffer disadvantages for some things, I also benefit from others. My entire platform and the whole reason I am running is to take a positive peace approach to policy making and to be in the arena to help build our community up and into the future.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police; if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

We need to end police brutality and the disproportionate state-sanctioned violence against Black people. Backlash against the BLM movement from the very institutions that uphold systemic and structural racism is no bad thing. Violence is the interplay in the relationship between the powerful and the powerless, so the backlash acknowledges the gap in realizations as I discussed in my first answer and proves most clearly that a sustained, purposeful, and unambiguous stance against oppression and its tools is most necessary. This is what BLM stands for and this is what the movement must continue to do.

My platform focuses on creating equity across housing, public services, our environment, the workforce, the economy, and childcare. I have advocated throughout the questionnaire for a sort of advanced or positive peace. I do not want my son or his son to have to learn how to speak to the police to deescalate a situation or to fear getting pulled over for being black. I think a government by the people, of the people, and for the people, is most possible at local levels and we need to take longer views and approaches to policy in the city. I feel like we are quick to react to the crisis in front of us instead of working toward long-term solutions. And I look onward to having the opportunity to work towards making Bloomington a more equitable city. To reduce the gaps between what we are and what we can be.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools, education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes. White supremacy still exists today in the populace and in institutions. I wanted to say 'our' institutions, but I wonder if one can claim ownership of institutions that were designed and remain to create a chasm of achievement and opportunity between the dominant and the dominated communities. Unfortunately, White supremacy is the constant undercurrent of latent and structural violence against the BIPOC community. In fact, it is the historical precept upon which most of the institutions in the United States were built. Our criminal justice system was established by slave patrols in the 1700s. Purposefully established as a system of psychological and physical terror that would suppress any slave uprising, with the capacity to pursue, apprehend, and punish any runaway or out of order slave. This type of structural racism no longer needs a direct perpetrator, it only needs someone unwilling to question or challenge it, or perhaps more appropriately willing through silence to acquiesce to it. So we certainly see white supremacy in the contradictions of our society and the institutions that prop these contradictions up. Other pertinent examples of this type of structural racism is in the legacies of redlining in Bloomington, or our essentially racially segregated schools, or the fact that there has never been a woman of color to serve on the city council. But we also see it in the cultural biases that are prevalent. Again, these are examples of latent or structural racism but for example the way that black women are viewed as unprofessional for wearing their natural hair or how white people with Black Lives' Matter Signs in their yards won't vote for a black man (me) because they say "I want to keep you from the racism you will experience".

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

As mentioned above, the criminal justice system has been weaponized against Black people since the slave patrols of the 1700s and the intentionally discriminatory laws like the Black Codes that were enacted during the Reconstruction era. It continued with Jim Crow, the War on Drugs, super predators; three strikes, racial profiling, and so on. I do not have all the answers for criminal justice reform but believe we can make a better system by increasing funding for social services that are not tied to police departments; establishing a different number other than 911 that connects people to emergency services; finding alternatives to incarceration and establishing a restorative justice system; Furthermore we need

to end the criminalization of gender and sexuality, mental health issues, and poverty; requiring equitable sentencing; integrating formerly incarcerated persons back into society without penalties; and providing more training for police officers. I also think we need to think about addressing the long-term effects of state-wide legislation that allows for police officers to live as far away as they want from the communities they serve. We need to flip the model of having our police implement order and control on the community and find ways for them to be in the community, a part of the community, with the community etc.

Because I advocate for positive peace approaches to insecurity, I disagree with the militarization of any police force. Militarization does not make communities safer or reduce crime. Instead, they make communities—particularly BIPOC and LGBTQIA+ persons—feel as if there is a war on them. This same positive peace approach informs how I would address crime: we need to start thinking about the underlying and structural factors that contribute to criminal activity such as economic inequality. I would propose something like the Advanced Peace Program which seeks to interrupt gun violence by providing transformational growth and financial opportunities to people in gangs or in other hostile environments. When we start to address the root issues rather than the symptoms we can de-escalate our policing tactics and build lasting stability and prosperity for all. In 2018, the local police department purchased a heavily armored vehicle despite community outrage. I agreed with the community response. Were I in office when this occurred, I would have spoken out with my objections and support for community activists.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

We have spoken at length about how the criminal justice system is perhaps better thought of as a system of discipline and punishment. Justice, in and of itself, is about righting wrongs. But too long we have viewed justice through the lens of retribution and punishment. An eye for an eye and the whole world goes blind. Restorative justice then puts an emphasis on the forgotten element of justice: the part of justice that rights what is wrong. Restorative justice seeks to find ways to make amends, help offenders come back into the community, repairing harms to victims, and providing a strong community of care that continuously addresses the latent elements of inequality in our society that make behavioral or manifest crime possible. I think I have already addressed the specific things I support aimed at making a healthier and more equitable community for all that will reduce instances of manifest crime and violence. But I think restorative justice is not limited to the criminal justice system. Think about our school system which also has a punitive disciplinary system or about food and environmental justice. We need to think systematically about restorative practices. As a city councilor I will support and advocate for the city to establish restorative public services. A big part of my platform is creating services that actually work for the people that use them. We need restorative counseling, restorative listening services, training on restorative practices in our schools and across

city hall etc.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I don't think a world without prisons and mass incarceration is possible without dismantling white supremacy and our society then committing to restorative justice as the method for addressing harms in the community. Our culture would be more community minded and focused on keeping people from committing acts that land them in any sort of justice system. Our policies would likewise focus on the latent and structural elements of violence, adapting a positive peace approach to public policy. That would mean we had a culture where: everyone had housing, no one lived under the poverty line, and no one experienced food insecurity. Furthermore, people aren't criminalized for enduring physical and mental health issues or houselessness; no one experienced environmental racism; and everyone in Bloomington could choose to contribute to the workforce and make a living wage.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

I believe in the universal access to delicious and nutritious food. I think we need to fight against the economic consolidation of large industrial farms and food suppliers (think Tyson foods) that have limited our options of vendors and foods, dwindled our crop diversity, and stamped out the profits of small-scale local farmers. One way to do that is by supporting local efforts at bringing food to everyone that is grown by the community for the community in a way that the community loves. The People's Market leads the way in bringing nutritious food grown by BIPOC and LGBTQIA+ farmers to those in need. Bloomington Community Orchard, Hoosier Hills food bank, Community Kitchen, Mother Hubbard's Cupboard, and Backpack Blessings also do admirable food justice work in the Bloomington community. But these organizations need more support. Let's create an office in the city that works with nonprofits to seek federal and state grants for their operations. Let's establish a fund for BIPOC farmers. Let's establish community land trusts that include land set aside for sustainable food production. We need to address issues of land ownership for BIPOC populations. We also need to work on reducing food waste both at production and consumption points.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our

local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Land and food have, like so many other things, been weaponized throughout the history of the United States (we celebrate this every year at Thanksgiving, for example). Since the entire system was built upon the backs of the oppressed, particularly indigenous, Ahinese, and Africans people, then we cannot separate food justice from racial justice. If we are to rebuild the system, we must build it with racial equity in mind. BIPOC communities have always been the most impacted by food injustice. They suffer from hunger, live in food deserts with poor access to nutrient-dense food, and are most likely to have heart disease, diabetes, cancer, and other related illnesses and disabilities. Food injustice is an outcome of racial, environmental, and economic injustice, which are all outcomes of white supremacy.

The White supremacists at the Bloomington farmers' market were not only racists but were violently so. Their very presence made the market unsafe for our communities. The city's willingness to allow them to stay there was silence that upheld and enabled a system of violence and oppression. Namely, it is not enough for us to expect consumers to make choices of vendors and in so doing lock such vendors out of the market. This is where the government must step in to regulate and create just outcomes.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

Affordable housing is not a characteristic of the housing itself but rather of the circumstances under which the housing is bought or leased. Affordable housing is housing one can pay for while still having money left over for other necessities. Some try to peg this at a percentage of monthly income but that may not be helpful. In 2020 United Way did a study in Indiana on those who were asset limited and income constrained while employed and found that a preposterous number of people fell under this categorization. The main constraints were housing and child care. In the meantime, rental prices continue to rise putting increased pressure on all. Firstly, I am for the creation of community land trusts that acquire, own, and steward land for community benefit, making provisions for permanently affordable housing on the land. Secondly, I want the city to maximize city-owned land by developing a complete list of all owned assets, including vacant land and underutilized real estate. Once identified, we can either donate or sell the properties to be allocated specifically for affordable housing or explore using these lands as public housing options. Many of the long-term things that we can do to increase the quantity of workforce and low-income housing in the city (e.g. incentivizing developments through subsidies or tax incentives) will take time. As such we also need to work with the county on thinking strategically about how to meet the housing needs of all

of our residents. The same goes for Indiana University and Ivy Tech regarding student housing needs. Finally there is a slight issue with data disparities within the housing ecosystem that compound the scarcity of available properties. The city can work to create and maintain a database of all available properties and use technology to share this information with residents. I have also already stated my clear support of targeted cash transfer programs including those that facilitate home ownership. I would like the city to create a BIPOC home ownership fund to help people of color purchase homes. We also need rental assistance programs for people experiencing housing insecurity. One thing I think we often overlook is the intersectionality of housing insecurity. For example, a recent study showed higher housing insecurity among renters with disabilities. As such, the city's anti-discrimination positions as well as our efforts at diversity, equity, and inclusion must also focus on housing security. Funds should be set aside to e.g. subsidize rental payments for those experiencing housing insecurity. It is also worth noting that federal and state resources as well as help through the townships exist for this and the city can do a lot to ensure that residents going through housing insecurity have access to these services and funds as well. The city also needs to create a fund to de-risk federal housing vouchers or at least address the perception of risk with them for landlords.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

For whatever reason, our paradigm of government aligns toward the notion of citizens lending politicians their ears, "don't interrupt me while I speak". But this is anathema to my view of governing. My agenda is not to get you to listen to me, but to get you to lend me your voice and I shall lend you my ear. Therefore the entire structure of the city government needs to be oriented towards citizen engagement and giving opportunities to receive input and opinion from all. I think that it is very indicative that more people are on the Bloomington What's Going On facebook group or the other Bloomington what's Actually going on group than there are people who vote in local elections. The local government needs to prioritize civic engagement and create the structures and circumstances that facilitate community engagement and elevate community voice. I think we need firstly to change the way the city council meetings are planned. Agendas need to be set at least 10 days in advance to give community members sufficient notice of the issues that are on the docket and up for a vote. Likewise, city council representatives

need enough time to read the information and engage with citizens across the city. Secondly, it does not make sense that the primary time of discussion on issues happens at the public meeting. Agendas should be flexible and allow for the input needed to come to a decision. Issues should be given enough time to be discussed. We should have other meetings where public comment and testimony and input can be collected and presented. Expecting people to speak for 2 minutes on issues of great importance to them on the spot is simply not fair or appropriate. We also need to strengthen and operationalize the various boards and commissions in the city. Let's actually let them do stuff, appoint equitable and representative board members and then listen to what they have to say. Let's also hold our city elected officials accountable to do voter engagement outside of election season.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I do not know any of the details of the city's DEI training so am not in a position to comment on it specifically. But I am a proponent of Ostrom's design principles for bottom-up governance structures. Principle 3 states essentially that the people who are affected by the decisions that are made should be in the room when those decisions are made. It seems appropriate to have community members involved in training. Generally, I think the city needs to do a better job at incorporating and operationalizing local expertise. There is certainly a place and a time when you want to triangulate your findings or thoughts with external opinions, but our first resort should always be community expertise.

Matt Flaherty

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

I define anti-racism as a way of thinking, communicating, and acting with intention to recognize and dismantle racism in all forms, including deeply embedded institutional and systemic racism. An anti-racist orientation, especially as it applies to policy making, must recognize that most decisions have the effect of either (a) advancing or supporting racist systems, outcomes, and approaches; or (b), working to actively dismantle those systems. I believe anti-racism is intersectional across all dimensions of social equity and justice, and it is essential to lead with and center race because it is the most deeply rooted and harmful system of oppression, and because race-class (-gender, -sexuality, -

etc.) intersections demonstrate that a race-neutral or race-blind approach to addressing other inequities will advance racism.

In my work as a city councilmember, I try to both understand and work to overcome racial disparities and harm that are furthered by city funding priorities and policies; however, there is much to improve on this front. I think we tend to focus overly much on distributional inequities, but need to improve on advancing procedural and recognition justice reforms through deeper systems change in how we engage and build power among underserved and marginalized communities; in how we gather input and feedback and advance accountability; and in how we develop and improve policy. I have advocated and tried to work for reform in these areas, and I'm optimistic that in the coming term we can make meaningful progress—essential for creating systems from which racially just and equitable outcomes flow.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

I define privilege as something that gives someone an advantage, especially an unearned advantage. As a white, cis, straight, male, I hold and benefit from an immense amount of unearned privilege. So too, does my middle class upbringing and education afford me immense privilege in our society. I see it as an obligation and responsibility (generally, in my life, but especially in a position of power) to use my privilege to assist people who are marginalized and oppressed in our community with a race-based understanding of this harm. Despite my efforts to disrupt racism in my own thinking or decision making, no doubt my privilege causes many blind spots and the likelihood that I cause harm or uphold unjust systems. To continue to do better, I work to educate myself and to listen and be led by what BIPOC communities and organizations tell us they need, from a policy, resourcing, and cultural perspective.

I'm also aware that I can use my privilege to access and challenge systems that others may have difficulty accessing or influencing. An example is my pushing to embrace and normalize police abolition as a vision for community justice; a position I did not hold and knew very little about just four years ago when running for office, but now hold as a central value with respect to community safety and security. Unfortunately, we have made little progress in Bloomington and Monroe County on this front, which I see largely as a failing of our elected officials. If re-elected, I will continue to work to improve my own shortcomings, strive to learn from and listen to BIPOC communities, and use my privilege to help dismantle racist systems.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police

financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

Yes, I support the BLM Movement and BLM B-town in its vital work and advocacy in our community. To me, that means listening to, learning from, and actively supporting those in the BLM Movement, especially BLM B-Town as the local leaders of the movement. I have tried to do that with my approach to policing and public safety, among other policy areas, although as noted in this question, we in City government have failed on this front. When discussing policing and public safety in my policy platform, campaigning, and in my service on council, I speak often and clearly about the substantial racial disparities in all aspects of our carceral system and push back against ostensible public safety reform efforts that do not look to reduce the role of police in providing safety and security to our residents. I also recognize the racist outcomes and harm within our housing and transportation systems, as well as the disparate impacts on people of color caused by environmental injustice and the extractive systems driving climate change. As such, my policy views in these areas are guided by racial justice, which is central to housing justice, mobility justice, and climate justice.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, white supremacy is ubiquitous and largely invisible to many people in the U.S. populace, including myself despite my recognition of this fact. White supremacy is the norm, the default, especially in our institutions, including all levels of government, schools, and education. It is how we are raised and culturally indoctrinated, from the images we see and the narratives perpetuated in media, to the assumptions from teachers, employers, and people in positions of power, and more.

There are no shortage of well-documented examples of white supremacy in all aspects of our society: teachers systematically misperceiving Black children as angry; police officer (and societal) perception Black men as dangerous; white supremacist assumptions from employers that systematically under-employ, underpay, and under-promote workers of color; assumptions from residents about who belongs in “their” neighborhood and what a person of color is doing (Bloomington examples on NextDoor and neighborhood listservs abound).

The racist outcomes of all aspects of our carceral system—from police stop and arrest

rates, to jail stay lengths, to sentencing rates, and more—are all examples of a deeply ingrained system of white supremacy. I try to speak clearly about this fact and advocate for systemic reforms in City policy, but I recognize this has been largely unsuccessful. A major challenge is that we have current elected officials and people in power who fail even to recognize the existence of white supremacy and racism in Bloomington—or think of racism purely as an explicit, overtly articulated belief in white racial superiority—and who problematically embrace a colorblind approach that fundamentally misunderstands how systemic inequity and injustice function. For as long as I'm in office, I will strive to make progress to overcome these failures in government.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

I believe people of color are disproportionately targeted and arrested by the criminal justice system because the actors within all level of the system—from our local elected officials, to officers, to the entire court system—uphold a white supremacist system, regardless of their intent or beliefs. White supremacy is so deeply embedded in our culture and conscience that it is the default position, and it takes substantial, unending, intentional effort and work to overcome this. In my experience, even this earnest intent—let alone more just outcomes—is absent in many actors within the system.

We must assiduously track and report data that demonstrates systematic racial harm, talk openly about our collective failing, and strive to identify evidence-based policies to improve—informed by the perspectives and lived experience of people targeted and harmed by this system. I think we need to advance non-police alternatives to community safety. And we must also strive to decarcerate and decriminalize nonviolent behavior, providing treatment and support instead of confinement in order to move away from this country's shameful status of having the highest incarceration rate in the world. I am deeply concerned with police militarization locally and nationally, which serves to uphold and further institutionalize a racist system, disproportionately targeting and harming people of color. I do not believe the extraordinarily controversial armored police vehicle has a place in our local police, and I support ridding the City of this and other military equipment.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

To me, restorative justice looks to repair harm through dialogue and accountability, with a goal of healing and reintegration (rather than isolation /incarceration /removal) of those who have caused harm. I would support restorative justice programs and approaches. I

believe it should involve non-police alternatives to engagement with those in our community, especially with respect to non-violent crimes, and a structured, multi-jurisdictional, governmental-community partnership approach. Institutionalizing such a program would hopefully help to resource it and ensure stability and continuity. In a broader sense, I believe restorative justice at the societal and community level is deeply needed, including reparations for Black and indigenous people.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

In a society where there are no prisons, there are also no police. It is a society built on communitarianism, solidarity, and mutual aid, with basic support and security guaranteed and truly valued for all. The justice system is based on restoration, healing, and rehabilitation as opposed to retribution and incapacitation. People are not exploited or oppressed by those with power (indeed, power is community driven and shared), and community care is valued over wealth and profit. While even incremental progress toward this vision can seem depressingly challenging and incremental, without the vision of a fundamentally changed and better society, we'll never overcome the oppressive, exploitative, capitalist systems we live under.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here. (*Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.)*

Food justice and food security are deeply important to our community's wellbeing and must be a focus for local government. I believe it is our responsibility to support our residents who are struggling most in securing their basic needs, including food, housing, transportation, energy, medicine, childcare, and more. Often one of the best ways to do so is by resourcing and supporting the service organizations that are dedicated to and most effective at assisting residents on these fronts. Other times, local government can take the lead, e.g., expanding transit, helping to provide affordable housing, leveraging federal dollars and local funding to invest in energy efficiency and utility bill reduction—all important factors since the costs needed for these basic needs are interactive. (For instance, low-income residents often face a "heat or eat" dilemma in the depths of winter.)

We can work to advance food justice programs and targeted development of food resources to address food deserts in our community. Locally, multiple food banks, food pantries, community kitchens and the People's Market help to meet nutritional food access needs and could benefit from increased financial support. Within the current structures the City uses to do so—namely Community Development Block Grants and Jack Hopkins Social Services funds—dollars are widely distributed and impactful on a

project level, but have not been effective in overcoming systemic food security failures. We must work to shift our paradigm away from one where the government pats itself on the back for its contribution, and instead seek to utilize outcomes—like the food insecurity rates cited in this question—as our metric for success. We must also work to build structural equity into our approach to food insecurity and related insecurities, recognizing and dismantling the cultural and institutional factors that have led to residents struggling to meet basic needs.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

To me, food justice is deeply related to racial justice, economic justice, and environmental justice. Ensuring healthy, affordable food for all requires recognizing the racially disparate availability of food within our current systems. Food justice also encompasses the systems of food production, where worker well-being, safety, and quality wages—and ideally cooperative ownership—are essential. Further, when we move away from extractive, corporatist models of food production, we also do what's right for the environment, climate, and people—eliminating the health; safety hazards and animal welfare abuses of CAFOs; the toxic, cancer-causing pesticides; and the life-sapping nutrient-overloading of our waterways. Instead, we can embrace the carbon-sequestering, health-building, nurturing practices of regenerative agriculture.

I do not support allowing white supremacists in our local food movement and farmer's market, as their presence is antithetical to our community's values and safety. The City should remove white supremacists from any City-run or supported market, aiming to prevent the violence and harm they seek. If a court prevented this (which has not been determined), and the City cannot keep its market free of white supremacists, then it should cease to operate a market since it cannot safely serve its residents. In this case, the City should support nonprofits who advance an antiracist, just food system, in line with stated City values.

10. Bloomington; Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

Bloomington and Monroe County's affordable housing crisis demands governmental action across many dimensions. The question of affordability is somewhat nuanced and subject to different terminology depending on audience, so I'll clarify that when I say "affordable housing," I generally mean some form of subsidized or legally mandated affordable housing (e.g., via Housing Choice Vouchers, deed-restricted affordability,

leveraged federal tax incentives, etc.). What constitutes “affordable” in this context is typically defined as 30% of household income, broken into bands relative to area median income (AMI): extremely low income, very low income (50% AMI), low income (80% AMI), and multiple levels of “workforce housing” up to 130% AMI. These calculations also vary by the type of housing (number of bedrooms) and family size, leading to a matrix of what is considered affordable in various scenarios. While imperfect and esoteric, the categories are also a construct to talk meaningfully about the differential needs of those within our housing system. Though depending on numerous other factors, what might be classified as “affordable” in such a system may nevertheless leave a household struggling and insecure.

Recognizing that subsidized “affordable housing” is inadequate to meet our demand, as well as the fact that the one may be housing insecure even at income levels above these categories, the more general term “housing affordability” can be useful to think about whether our residents can keep housing costs below 30% of income and/or low enough to meet all household basic needs without facing insecurity. Finally, it’s important to recognize the intersectional nature of housing insecurity, energy insecurity, transport insecurity, food insecurity, etc. By lowering costs of other basic needs—e.g., via transit or energy efficiency to reduce utility bills—we can help to ease the housing burden faced by residents.

With respect to addressing the affordable housing crisis in Bloomington, we must use every tool at our disposal. Yes, that means higher density housing, because when homes are more modest in size, take up less land, and share walls or ceilings/floors, they are—by their very design characteristics—more affordable, consume less energy, and share the high cost of land and construction across multiple units. Higher density mixed housing also avoids the suburban sprawl the U.S. is accustomed to, which not only destroys greenfields, farmland, and forests, but also locks in a system of high-cost transportation (automobile dependency), which is especially harmful for income-constrained households, as well as contributing to racial and class segregation. In addition to development code rules that allow for and encourage dense, mixed, diverse housing options, the City can improve its use of Bloomington Housing Authority programs, including expanding housing access for voucher holders through use of landlord risk mitigation funds and related programs; expand supports for the new community land trust; make use of strategic land purchases (e.g., using tax-increment financing funds through the Redevelopment Commission) and/or dedicate under-utilized City-owned land (like most or all of the ostensible convention center expansion area) to affordable developments; target use of the Housing Development Fund for underserved communities and segments of our housing sector; maximally leverage federal and state tax incentives with builders specializing in affordability; deepen support for cooperative housing; supporting infrastructure investments to lower costs for affordable housing providers like Habitat for Humanity; and refine development code incentives to optimize affordable housing incentive uptake from market-rate developers.

With all of these tools and strategies, I support prioritizing people of color, very low

income residents, families with dependents, and residents with disabilities. Due to major equity shortcomings in our legal system, there are legal challenges to government reserving housing exclusively for particular groups, but there are many other ways the City can prioritize housing for specific communities—not only in the type of housing provided, but the avenues the City uses to communicate and market opportunities, and the partnerships it chooses to advance. Additionally, where targeted housing provision and support is allowed—either directly by government or through partnership and support of nonprofit organizations, B Corps, etc.—I absolutely support these priorities.

ADDITIONAL CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM B-TOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

No, I do not support this form of censoring, and I recognize (a) the many shortcomings of city council and governmental processes and (b) the necessity of interrupting meetings when community needs and recommendations are not being acknowledged or addressed. While some elements of the city council's processes are mandated by state statute, there is much we can and should change in our approach. We should work to move away from an incredibly imbalanced and problematic structure of last-minute "debate" over a particular issue, in favor of engagement processes that are deliberative and cooperative, seeking to center underrepresented voices in policy development and share and build power within the community. This will require embracing change and foundational process reform in how the council does business—something I've pushed for throughout my time on the council, challenging the status quo and ingrained culture and habits.

We could have multiple types of meetings beyond what's required, including meetings where we seek to have balanced dialogue and deliberative discussion, investing in real community engagement (not the bare minimum of public comment). We as a City have failed in this regard so far, with a Director of Public Engagement role that is not set up, structurally, to succeed, because the position is responsive directly to the mayor. We need to pursue equity-focused engagement for its own sake—not to drive any particular policy priority or beholden to a single branch of government. And we need to overcome barriers to access and engagement, including through provision of language translation, childcare, engagement opportunities in places outside city hall, and by directly paying

underrepresented communities for their time and input. All of these methods are in use by other municipal governments around the U.S., and we should be actively working to overhaul our systems to create deep, inclusive, and equitable engagement.

2. Given that anti-racism, DEI, anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

No, I don't believe the training we've had in the City to date is adequate to prevent racism, homophobia, transphobia, and bias from happening in City government. While I think for those who engaged meaningfully with training, there was certainly value and improvement, the fact remains that no training is enough and many participants are not open to learning, changing, and addressing harmful systems and practices. Even so, while training alone is not enough, training can still help, including in how it can help local government to institute reforms in its practices and approach to policy making. Moreover, I think more or less continuous training and an ongoing intentional work to improve is necessary, otherwise we are apt to fall into old patterns and structures. I absolutely support local community-based training as part of this work, and I appreciated and voiced my support for BLM B-Town's training proposal in July 2020, which was unfortunately not taken up by the City government. Without question, elected officials and local government staff have much to learn from local community-based organizations working in racial justice.

Andy Ruff

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

I am absolutely and entirely opposed to racism. My record speaks for itself. I actively oppose racism wherever I encounter it in or outside of my role as an elected official.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is special advantage not enjoyed by everyone. Under-privilege is the concept that impacts my decisions most. Government has an important role in leveling the playing field to

help provide opportunity and fairness especially for those that are under-privileged. This is a guiding principle I follow.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police, if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I am not aware of a general BLM “position on police”, but I’m confident that if there is such a single position then I’m also confident it’s more nuanced than many people assume. I believe that the vast majority of police officers are opposed to racism and serve essential roles for public safety.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Clearly individuals that believe in white supremacy are present in the United States today. A well-known example in our community comes from a few years ago when it was determined that individuals that held white supremacist views were participating as vendors at our local City-sponsored farmer’s market. I responded to the view’s of these individuals with the disgust, harsh criticism and thorough condemnation such views deserve and demand.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

I believe we as a community should consult with and learn from our local judges and other individuals deeply involved on a daily basis in our local criminal justice system. Here in Monroe County, where 8 of our 9 judges are women and where we are fortunate to have a history of African American judges and now as well an African American sheriff, as well as a diverse major university with a nationally recognized criminal justice department and program, and a respected law school, we as a community would seem to be in an excellent position to really take a look at these issues. I would welcome such a collaboration.

I don’t believe BPD is currently or has been a militarized police department, and we have not

seen demonstrations in our community of militarized policing. It is not an approach to policing that City government and BPD are pursuing or believe would be appropriate to pursue. I would be very concerned if an orientation towards more militarized policing were to start to change in the future, and if it were to start to move in that direction I would vigorously and publicly be opposed to it and outspoken about it.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

I don't believe this is an issue that would be likely to come to the Council in the form of a program for a vote.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I can only imagine it would be a society that had managed to pretty much eliminate criminal behavior that would be a threat to the health, safety, and well-being of innocent people.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

I have always supported and will continue to support organizations, agencies, and programs that work hard every day in our community to feed the hungry. I believe local government should provide significant support to this effort.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

I interpret Roosevelt's 2nd Bill of Rights from 1944 to include the human right to food. On the farmer's market issue I defer to the position of Professor Jeannine Bell from the IU Law School on this issue as explained by her at a community forum held at the City Council Chambers where she was part of a panel discussion concerning the situation.

10. Bloomington, Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

I will support significant City resources continuing to be directed to providing supportive housing, affordable rental opportunities, and affordable home ownership opportunities, and the City partnering with organizations that specialize in this work.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

I support everyone having a fair and reasonable opportunity to offer public comment on topics at meetings within the framework structure established and designed to best provide that opportunity for everyone who wants to speak, while allowing for the necessary and efficient conducting of City business.

2. Given that anti-racism, DEI, anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I'm not aware of an analysis or data indicating the level of effectiveness of such training for City of Bloomington government. If there is such information I would be eager to study it. I believe that as a community we should always first look to our own community for consulting and training services and contractors before looking outside our community. I believe the expertise and experience we have here is under-utilized.

Lois Sabo-Skelton

NO questionnaire returned

Jonas Schrodtt

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-racism is a choice. Anti-racism encompasses the decisions we make every day to combat the power imbalance in our country that has upheld white supremacy at the expense of black and brown lives. Anti-racism involves the actions we take to breakdown systems and institutions of racial inequity. My priorities are focused on economic development, representation & inclusivity, public safety, affordable housing, education, and supporting the unhoused population across Bloomington. In consideration for economic development in particular, while there are a growing number of black-owned businesses in Bloomington across sectors of education, law, hair & beauty, and food & delivery, we can do more to expand existing pathways to small business ownership including streamlining the lending process for SBAs, modernizing loan program regulations, and taking advantage of the Treasury Departments State small business Credit Initiative to promote capital investment.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege involves the advantages and opportunities afforded to someone based on their involvement or affiliation with a social group. I come from a place of privilege in this community as an able-bodied white, cis male. As a kid's martial arts instructor, I have rarely been questioned about my ability to work with youth from a variety of backgrounds. The same can not be said for some of my peers. I have had opportunities to host or MC public events within the LGBTQ+ community, opportunities that were not afforded to equally qualified people of color. With my privilege, I will be giving voice to the LGBTQ+ community which hasn't been openly represented on the Council in decades. In particular, I want to protect our trans youth and trans youth of color in and out of the classroom who have faced increasing attacks by our State government through hateful legislation like HB 1609 which will not only stigmatize LGBTQ+ people in schools, but also force teachers to out trans students. This is also in addition to SB 480 which bans gender-affirming care in the state of Indiana. There is a direct, adverse impact on trans youth when they lack the care and support they need from their community and legislature, and this is especially true for trans youth of color who face greater stigmatization and discrimination than any other member of the community. The action itself would not only include advocating for the repeal of such policies as a representative from the Bloomington community, but also to work with the council in investing in funding to support a new youth center for the community of Bloomington, one that is a safe space for not only queer youth but also a space to support underserved children.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

Bloomington needs more council members, government officials, and members of our community who will take a stand against police brutality and hold accountable anyone who has condoned this level of violence against our community. Incidents of police brutality should be investigated and disciplined within the existing structures of our community enforcement, and I support policies that will dedicate resources towards other forms of intervention. In recent years we have seen a shift toward non-violent interventions through an increase in community outreach specialists, social workers, and mental health professionals responding to calls. This is precisely the type of shift our community needs if we want to eliminate police brutality. I will not support the militarization of our local police. Drug decriminalization on a national level, and eliminating incarceration for nonviolent offenders would be huge steps toward racial justice. I will also support any candidate, state representative, state senator, or politician on a national level that supports these policies.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

There is no question that white supremacy exists today and is prevalent in our community as well. We can readily look to our education system and the adamant opposition we have seen even the thought of teaching Critical Race Theory in our classrooms. This has even gone further as we have seen black and brown stories watered down in history books to become increasingly less focused on matters of race and more so the actions that were taken. There is significant opposition to teaching the real history of our country, and pointing out the systemic racist beliefs and institutions our country was founded on. Our justice system as a whole is intended to uphold white supremacy across the US, with the need for mass incarceration and second-class citizenship having its roots in political and economic opportunity. Being tough on crime and fighting the War on Drugs was and has been a strong stance for re-election of political figures. Politically, the War on Drugs attempted to unite the American people towards a common enemy, drug addicts as a threat to the safety and security of their communities and people of color were scapegoated in this process. This stance of being tough on crime and drugs was critical for the re-election of Nixon, and was a stance repeated by other politicians like Biden, Bill Clinton, and George H.W. Bush. The War on Drugs also created a financial incentive to make arrests. David Simon highlights in his documentary *The House I Live In* that petty drug arrests can allow an officer in certain rural communities to get paid almost twice as much for their base pay because of the over-time pay it takes to take the drugs in, to book and process an arrest, and time for the paperwork they need to fill out. At the same time, these particular police departments operate off of the money they receive from civil asset seizures. At the same time, prison facilities act as both a profit motive for certain organizations, but also an important part of the US economy. With slavery having been such a crucial aspect of southern state economies, the 13th Amendment allowed for a loophole to legalize slavery as a means of punishment. Today, stock for Federal Prison Industries, Inc. is sold on the open market and had a total cash and inventory

balance of \$298.9 million at the end of the 2020 fiscal year. At the same time, programs like the Pentagon's 1033 program allow for the redistribution of military grade equipment to police, which has transferred around \$2.1 billion in assets. This ability to militarize the police further empowers opportunities for further civil asset forfeiture by equipping them with the resources to perform tactical operations to investigate suspected drug possession. This is reminiscent of the times of slave patrols, where patrollers could enter the home of any person suspected of housing an escaped slave, which would be in violation of the 4th Amendment today. Both the militarization of police in the Bloomington community in recent years and the presence of white supremacists at the farmers market are correlated with the level of white supremacy still present here today, which I would not support or condone in my work.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

When it comes to race and policing within the United States, there are no coincidences. The judicial system is setup to disenfranchise and harm Black Americans, and there have been a number of creative ways in which political figures and organizations have found justification to these processes. This is a generations long issue within the US. African Americans were colonized in the sense that a dominating authority developed a caste system to erase cultural identity and erode power of the subordinate class within the confines of a racist caste system. This sort of system in its discrimination could lead to sociological environments of poverty and unemployment that would lead to social disorganization and limit the power and authority they would have in American society. This has continued today, where the US has created its own caste system through mass incarceration, forever subjugating those with criminal records to a permanent second-tier citizen status. Mass incarceration in its own breeds social disorganization, where so-called criminals are unable to get jobs, housing, food stamps, and other basic human rights that then perpetuate their cycling through the criminal "justice" system and then leads to other forms of generational cycling in and out of prisons for people of color.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

The history of racism and segregation within the US has been a means of dehumanizing black and brown communities to create a class of second-class citizenship. If we are to ever create a just system for addressing the cause and impacts of crime in Bloomington, we have to address the means with which our justice system and our policies have continued this pattern of dehumanization through criminalization. Our justice system must be one founded on a sense of dignity and worth for all humans, which means looking beyond just the laws that have been broken, but why the actions have occurred and what needs to be met with the end goal to be reintegration into our community. When it comes to criminal activity, part of this would be in

working with offender managers to perform comprehensive risk assessments for the offense perpetrated and facilitating rehabilitation opportunities for the offender. As a program of this capacity is built, we would focus investment on the social workers who address mental health crises and other activities that we unnecessarily relegate to our police departments. Restorative justice must not only focus on rehabilitation, but also upholding accountability and responsibility for all involved.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

As discussed above, the prison system today perpetuates a generational cycle of incarceration for communities of color, creating a class of second-tier citizens for all of those with criminal records and acting as the new Jim Crow in the US. A world without criminalization and prison systems would mean an end this cycle and the beginning of an opportunity to rehabilitate all offenders. This world would destigmatize criminal activity and remove the barriers to opportunity, growth, and access to public resources that are critical for positive movement forward beyond criminal action. By the nature of this system, black and brown communities would not be facing the adverse impacts of over policing and mass incarceration because any person subject to this system of address for offenders would be afforded a viable path forward to become valued members of their community. Because rehabilitation rather than punishment would be at the center of this work, we would also see greater expansion of and access to mental health resources and hopefully an expansion of public services and resources that help people to not only survive in our society, but thrive in the opportunities available to them. These communities ideally would be healthier, safer, and more collaborative in its work, while actively breaking down the systems of supremacy that currently uphold our justice system today.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

It is not enough to simply have farmer's markets. These markets need to be accessible to everyone. That means reexamining the location of markets and finding alternative locations, closer to low-income areas of town where food insecurity is more prevalent. The hours of operation for these markets should also be reviewed and reconfigured. If all markets are operating at the same time, that may greatly reduce some community members access. This is especially important as we consider how many food pantries in town are predominantly open during traditional 9am to 5pm time periods when many people may already be working and don't have the capacity to leave work to pick up food and other supplies. We are lucky in our community to have multiple non-profit organizations working to fight hunger, and working for food justice. Increasing our partnership with these organizations and providing municipal support will be a priority for me.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Much like matters of climate equity and justice, food justice is a matter that has had a historically disproportionate impact on black and brown communities across the US. Due to issues such as redlining, low development of generational wealth, over-policing, and many other factors, black and brown communities often live in lower-income city spaces that lack the resources needed to thrive. In 2019, McKinsey reported that "One out of every five Black households is situated in a food desert, with few grocery stores, restaurants, and farmers markets." Not only is this an issue for hunger, but it is also a matter of health and well-being for black and brown communities. Lack of diversity in food options means limited availability for nutrient-rich resources, fresh foods options, and an increase in the need to rely on restaurants and fast-food vendors to satisfy daily meals, if they're even affordable to begin with. If we are to promote a community that values all of its members, with a council that will do everything in its power to support black and brown residents, we cannot tolerate white supremacy in our farmers markets and local food vendors. While recognizing the city council has limited authority in passing bans at the farmers market, I would work with the Farmers Market Steering committee to advocate for more stringent guidelines to ensure the market itself is a welcoming space, absent of hateful speech and those who promote white supremacist ideology within the community.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

The definition of affordable housing is usually given as housing costing less than 30% of a household's income. In Bloomington the average household income is around \$42,000 a year. That means for most households affordable rent or a mortgage is \$1000 a month. For many people this isn't tenable. I do support housing density as one strategy to increase housing stock, and reducing overall housing costs. We should also look towards the development of more multi-family homes and residences because of the limited housing available to the growing number of families living across Bloomington. The rezoning, and adoption of the UDO made significant progress toward allowing housing density, and we should support these policies, as well as work to dismantle racial covenants within neighborhoods, and repeal racially motivated zoning. We should again look to strengthening our partnership with affordable housing non-profits, and further supporting these same organizations.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community

recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

Disengaging with community members is in no way constructive. It destroys trust between the Council and the community and is a form of censorship. Engagement and collaboration before, during, and after issues put before City Council is optimal. Engaging with leaders of BLM, leaders of the AAIP community, and leaders of the LGBTQ+ community is important. At the same time it is just as important to engage with members of these communities prior to making any decision, especially in support of people that may not have as loud of a voice. Public comment is an essential part of making decisions, and all public comment regardless of topic should be given equal time and weight. I promise to hold regular constituent meetings and actively invite members of all marginalized communities to attend and provide feedback, and advise on community issues.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

Traditional DEI & anti-bias trainings/workshops are not effective in actually preventing racism, homophobia, transphobia, and bias. Historically, they have brought awareness to issues of bias and discrimination in our society at large, and have even had some positive impacts on affecting attitudes towards marginalized groups. But training can only go so far and do not intrinsically change behavior and the actions taken towards these communities. Training programs should still continue as a form of education for all city officials and members of our local government as these can inform the policy development process and the potential impacts policy may have on marginalized groups, intended or otherwise. At the same, they should also follow the methodology used by the BLM Bloomington chapter in also working to identify, amend, and resolve current policies shown to be racist and to have racist outcomes. There is no singular solution on what form of training is most effective as the needs of each city are different and vary based on the communities that reside in them. I support training that is based in sound, current research by those with long-standing qualifications on education for these topics and have a demonstrated commitment to education, action, and resolution with our community.

Ryne Shadday

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Being anti-racist means evaluating every facet of daily life to see where improvement is needed in order to help BIPOC individuals. Simply saying "I'm not racist," isn't enough. Standing up for marginalized communities and understanding their point of view, calling out racism when it happens through micro-aggressions, and being aware of what I'm doing individually in daily life are all important parts of being anti-racist. Each member of a community has a role to play in making our society more understanding of how we treat one another, and must be cognizant that this is a problem that applies to everyone. Being anti-racist also means understanding that I am privileged as a white person, and how that privilege has led to me being able to be who I am in society, and how that role still plays in the plight of BIPOC individuals. It also means to me that I should be an instrument in my community to help others in my community, particularly those who are not BIPOC, frame conversations around anti-racism in ways that get them to disassociate from simplistic and immature objections (for example: "I had a tough upbringing, myself. Colonization/Slavery/ Racism wasn't caused by me or my parents"). All of this is part of our collective history; we are responsible for the approaches we take and the narrative going forward. History is shaped by action, or the lack thereof.

As an elected official applying anti-racism practices, I would begin by looking at how the criminal justice system unduly burdens our BIPOC community members and look at how we can reform our policing. I would call out racism when it is apparent, and if I see microaggressions towards community members during meetings. Others should also be given an opportunity to call out racism and microaggressions when they occur, and I would find a way to give them an opportunity to do so. I would also apply anti-racism in how we look at housing opportunities for those being marginalized. I would look at the opportunity for density and growth that are near areas with walkable access to groceries, job and educational opportunities.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is the ability to get ahead in life, have wealth (and grow that wealth through minimal exertion), and have a voice in the community (often a loud and influential one) due to one's established wealth, race, gender, sexual orientation, and/or national origin. As a member of the LGBTQ+ Community, I'm privileged to be the chair of both the City of Bloomington Human Rights Commission and the City of Bloomington Traffic Commission. I have used my time on both commissions to bring fair and equitable treatment to our citizens with the decisions that are made about traffic and transportation conditions within the city, and justice to those who have been harmed by businesses or individuals within the city. I will continue to promote our city

doing better in all areas, and especially in evaluating how the BHRC can better serve BIPOC citizens, including making people aware the commission exists, and restitution can be provided without going through the additional hassles of the court system, nor the costs (BHRC complaints are handled at no charge to Bloomington residents and are handled confidentially). I have been made aware that too many people within our community do not know that the BHRC exists, and can take action for individuals who have had their rights violated or been discriminated against. I will also sit down with BIPOC stakeholders (stakeholders used here to indicate community residents and leaders) and discuss individual needs as painted and described by each of these communities to ensure their voices are uplifted through my decision making as a council member.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I am a supporter of the BLM movement. I think it is abhorrent that it takes outright displays of a gruesome and tragic nature to open people's eyes, hearts, and minds, and therefore their support for BLM. I think that until we adequately address our criminal justice system so that it is not so retribution-oriented nor so militant that we will continue to have issues and spend billions of dollars imprisoning people. I believe we need to work somewhere down the middle and be steadily working towards a complete remodel of our police force for the future. This will require time and energy to transition, as well as reshaping subconscious bias and policing practices. A rehaul of the police mindset starting at the academy, where police action needs to be truly commensurate to the perceived committed crime, and physical action, specifically, must truly be warranted. My personal stance: I am open ears and willing to adjust my preconceptions and my positions as stories and data are provided. Adding community resource officers and social workers to our police force is one instance of moving in a positive direction, in my opinion, and in the ideal world, there is little to no policing.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

White Supremacy exists within all facets of the United States, full stop. We will start with our local education system and how within reports from members of the BHRC we know that racism

is rampant within MCCSC schools and those issues go unaddressed by staff. While the BHRC can offer educational opportunities to MCCSC staff, MCCSC has their own systems in place to deal with these issues. While the MCCSC administration is working on this, and has a good start, we know that morals are taught at a young age (and continuously encouraged, until habitual, and sometimes, they need revised or revisited as one matures/ ages). Racism must be nipped in the bud as soon as it rears its head and we understand that staff is currently incapable of doing so, or unequipped on how to properly do so. Moving on to higher education, we have a government attempting to do away with Affirmative Action. Within our systems of government, we still have systemic racism that is ingrained at all levels - attempting to keep rich white men in power. Statewide voting laws are restrictive to BIPOC populations as well, from voter ID laws to ending registration a month before the election, to the hours of polling locations. All of this disenfranchises voters, and especially those within marginalized communities. We also have state officials in Tennessee, who are Black, be removed from their roles as representatives for standing up to gun violence only because of their race. Finally, within Bloomington, we have White Supremacists at our local community markets, and in our businesses and schools who have made themselves known. While one has to be cognizant of First Amendment rights (both friend and foe, depending on context) and how the expenses of a lawsuit can put a further strain on city budgets, with that strain being passed down to marginalized communities in the form of higher taxes, (and surely that cost would be passed through rental housing) the city must be able to find a system, whether that is relinquishing control of the Farmer's Market to an independent board, or find some other governance system that would sufficiently address those issues. Further support of the People's Market, and other community based food systems that are anti-racist are also needed and those support systems should be explored.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

Whether we like it or not, bias is ingrained into one's psyche at an early age. This continues into adult life and is hard to change. Thus, our law enforcement personnel still racially profile those of color when making decisions to pull them over, search them, etc. We must continue to implement anti-bias training within our police force, ensure that if a call for violence comes in for a person of color, that it is treated the same as a white person (i.e., that a social worker is not being sent to just incidents involving white people, but BIPOC people as well), and ensure that petty crimes are not being prosecuted differently between races.

We also must never stop communicating. We have to have good relations and an understanding of those who are impacted by decisions. We have to talk with our stakeholders in order to know what is preventing our BIPOC individuals from getting ahead, or that is a larger community issue - such as policing. When the bearcat was initially introduced, I was in favor of the purchase due to my belief that as we must transition to a better

form of policing, the members who do serve our city should have additional protection while responding to gun violence, should that arise. I understand and realize that the bearcat is seen as an oppressive means to silence BIPOC people and protests. This is undeniable. While we must transition away from these extreme means of protection for our police, especially since we know that in other communities they have been used against those of color, we must also keep law enforcement officials safe as we transition away from policing as it is today. I also will not support further militarization of our police in future budgets, and will look at ways we can begin to demilitarize them now and in the future.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

In my opinion, restorative justice looks like restoring trust. This is by becoming a fair and equitable society; by acknowledging the lives and the work that the land we live on is built on; by paying back what is owed for that work to the long line of families whose ancestors, lives were given, and taken. Restorative Justice means instilling a system that is fair and impartial to BIPOC individuals in all forms of government and business.

For one, properties in Bloomington that have restrictive racial covenants in their deeds should have that language scrubbed and removed via an amendment to the deed or another way. Bloomington should be a community that actively looks for ways to not only restore BIPOC's sense of acceptance in a community, but also their sense of belonging. Simply accepting that these restrictions are effectively unenforceable is not enough to show an active stance against their existence and their negative historical impacts on Bloomington's growth, wealth, and access.

Bloomington, and the United States of America, were built off the backs of BIPOC individuals. Yet, generational wealth still only resides with a majority of white families. Generational wealth is built by ownership of the land that was stolen from our indigenous neighbors. I will be the first to admit that I do not have the answers on how to begin to repair the harm that was caused by the actions of our predecessors. However, I am more than willing to sit down with those who have been affected or are still affected to this very day, those who are willing to share their stories, to humanize history, and to have discussions about how they best see restitution.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

A society without prisons begins with addressing an individual's basic needs - housing, food, healthcare, etc. In order to have this world, we have to begin here, as a lack of access to these tends to be a common root cause of crime. Once we address these issues, we can start reducing the number of prisons and law enforcement officers and

move that funding into mental health and addiction reduction services. While the transition to this system will be tough (breaking down norms - both societal and policing norms- and current laws and practices), it is something that must be done in order to create a world where we don't even have to worry about recidivism because we are treating people like humans, not animals. This is completely different from the one size fits all system we currently have, which doesn't prevent crimes from reoccurring, and it doesn't help address the individual needs of the person who is incarcerated. Communities would ultimately be better because people won't always be looking over their shoulder at night, afraid of their neighbor, and it would create a much more civil and cohesive sense of place. Because people are no longer afraid of their neighbor, people will begin to see one another as human, and race relations will become more harmonized. There will also be less bias against those of color, because we will be able to see each other in a different light, knowing that each person will no longer be able to have control over one another, either through fear or retributive actions.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

I support community based food programs, and would like to expand access to those within the community. An idea I have is to provide tax incentives to food producers (groceries, restaurants, local farmers, etc.) that donate food, or another means to incentivize a reduction of waste in our community. Donating is great, but I understand that for some producers, it can be a time and cost burden to pack-up surplus food items and transport them to a place that will ultimately distribute the food. Plus for consistency's sake, a steady flow of product is preferred. I fully support community based food programs, such as People's Market, where an emphasis is placed on anti-racism and welcoming LGBTQ+ people and other minority groups. Both by providing opportunities for local food providers who take a stance against racism to sell, and by its myriad efforts to provide quality food boxes to those facing food insecurities, and its open pantries. I also fully support development of and bulking up of local food pantries and any opportunity to provide places and spaces to obtain nutrient dense food within a 10 minute walk of every person within city limits.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Those who are able to advocate for themselves and get what they want in a neighborhood are more likely not food insecure and thus able to use their privilege of not

being in need in order to receive the greatest amount of benefits afforded by a community. They can expend energy on non-survival pursuits, which can exacerbate disparity on many different fronts, such as education and economic opportunities, just to name one such example.

I do not support allowing white supremacists into our food movements or farmer's market. However, due to the way our country's laws are set up, which benefit cisgender, white, straight men, the city faces a legal obstacle and the ability to avoid a lengthy and expensive fight to the Supreme Court would likely end up fruitless and only cause the city a hefty bill that is then passed on to taxpayers, disproportionately affecting BIPOC citizens in the long run. Since the market is on city-owned property and run by the city, there might be an opportunity to disassociate the city's involvement, so that the city is not complicit in the future.

Food justice fits within wider social issues. Economically, those who are unable to feed themselves are usually unable to perform well at their job, and thus continue their perpetual cycle. In regards to race, those areas that are typically furthest away from healthy, nutrient dense food opportunities, are those that are made up of BIPOC populations. You tend to see a convenience store that offers unhealthy, mostly processed junk food, instead of a small community based grocer that can provide healthy food. And from an environmental standpoint, locally based, nutrient dense food is typically only available to those with money and access to transportation. The environmental cost of food production and distribution also disproportionately affects BIPOC populations because they are at the most risk of the effects of climate change. Community gardens and farmers markets that specifically target these populations could help alleviate some of these issues.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

EVERYONE that wants to have a home deserves to have a safe and secure home. The city must work to ensure that any opportunity to provide a roof over a person's head is not discouraged. Whether that is something in zoning law, whether that is approval of a building, and whether that is the development's location. Each development also must be easily accessible to public transit, easily accessible to nutrient dense food, and easily accessible to a person's place of work or educational opportunities. In essence, if I were to define affordable housing, it would be defined as "all encompassing." There may be areas of the city that need to be redeveloped that NIMBY type people are not willing to see redeveloped - but, as a city council member, we have to make those tough decisions and do what is best for those who are disproportionately affected, and not just allow a few property owners to make those decisions. High density housing is a must, and we

must look into adjusting the baseline rent for those units to allow for a diverse mix of residents.

All transportation options must be considered. If a person needs to bike, or walk to a destination, they should have safe and adequate means of doing so - whether that be a protected bike lane, or ADA compliant sidewalks.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

The purpose of democratic government is to listen to those who have elected them. While I'm for an equitable distribution of time allowed to each individual to comment, I also understand the need to hear differing viewpoints. Much as the council has an opportunity to rebut an argument, citizens should have an opportunity to do so as well with a fair amount of time for those to give their response. I would never vote to end a council session to stop public comment.

Recently, a commissioner on the Traffic Commission has been the subject of ridicule due to his stance on council action that went against the Traffic Commission's recommendation. His main stance was equitable treatment for how the city treats specific neighborhoods while taking away opportunities for other, less privileged neighborhoods. He is still at risk to be removed from the Traffic Commission. As the Chair of the commission, and the Human Rights Commission for the city, I do not believe someone should be removed as retribution from an action that holds fire to the feet of elected officials, even if that action was not done in a civil manner. While I will always promote and expect civil public discourse, council members cannot get rid of meaningful voices just because it suits them.

As a city official, I would explore ways to best receive public comment and feedback. Not just in city hall; not just via Zoom; not just during hours that may not work well for service industry workers; not just from public speaking. We would explore ways to open up the ability for public comment from my entire constituency. I will also spend more time where I can be more accessible to BIPOC communities. My schedule can be erratic as a real estate agent, but I would welcome invitations and people to hold me accountable to show up.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had

trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

These trainings must happen, and they must happen with local trainers. Those in other communities are not as aware of the local issues pertaining to those issues as those with local ties - and this provides valuable insight in how officials respond to these issues. While I believe that, in general, these training sessions are not having the intended effect that is needed quickly enough, I do believe they are able to prevent racism, homophobia, transphobia and bias from happening. Thus, they should continue with local voices at the table.

Stephen Volan

No Questionnaire Returned

City Council District 1:

Joe Lee

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-Racism is the investigation, acknowledgement, and most importantly the opposition to the racism that has been and continues as a terrible and tragic part of the story of the United States. I will do everything in my power as a future council member and as a citizen to discover it and fight to end it where it is discovered. I have as a political cartoonist for the last thirty years used my editorial pulpit to expose racism and unfairness where I have seen it and as an individual, I have actively opposed it.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege in this regard is the unfair advantage offered to members of the predominant white race and the consequent disadvantage that BIPOC communities have historically suffered under. I know that experiences within my multi-racial, multi-ethnic, multi-religious family have had different outcomes based on race. As an elected member of the city council I will actively work against this privilege and strive for equity within the city of Bloomington.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially.

There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

The brutal death of George Floyd at the hands of the Minneapolis police awakened the world in a way that it had resisted being awakened about the treatment of many Black and minority people at the hands of law enforcement. I fully support the full and swift punishment of any police officer exhibiting any brutality toward anyone in custody. I do support the recruiting, training, and employment of police that respond with understanding, compassion, and the strictest adherence to deescalating and peacekeeping as the first response to lawkeeping.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, the tragic history of African enslavement, war and subjugation against Indigenous people, and all the horrors leveled against People of Color by the American system and people is a shame and crime that must be shown, taught, and accepted as part of our country's history. And that history lingers – from the failure of Reconstruction, the reservations Indigenous people were forced onto, the injustices of “Jim Crow”, the Anti-Chinese immigration laws, the internment of Japanese citizens, and on and on. White Supremacy is a painful and persistent part of the American legacy and Bloomington is not immune from it. The recent traumatic knife attack on the female Asian bus rider by a woman seemingly suffering from mental instability and filled with the ugly racist rhetoric that shouts through our public media is an all too awful example of the dangers that visit our local community. We must stand against the right-wing lies that have become a flame to misplaced resentments and become active allies with all communities within our Bloomington community.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

The effects of the racist past have yet to be supplanted and are still active in all too many ways in our country. The often inferior education, lack of decent employment, and misguided and damaging actions like the “war on drugs” continue to do devastating harm to marginalized communities and peoples. Expanding community infrastructures and resources to these areas and using specific strategies to grow opportunity would have beneficial results. And importantly, making sure that any person that finds themselves involved with the justice system can expect

fair, equal, and consistent treatment with the goal of helping them be restored to their life as citizen. I am against the “militarization” of any police force. No government should be at war with their citizens. I spoke out against Bloomington’s purchase of the armored “BearCat” vehicle, but in general I believe our public safety sector has done an admirable job with making sure they and the public they serve are not perceived as enemies to be battled but rather members of the greater community. The use of “community police” and social workers within the force should be continued and expanded.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

“Restorative justice” is what every encounter with the justice system should have as the ultimate goal. Anyone who has found themselves within the system should be enabled to work toward once again being restored to the full rights as a citizen and human being. Education, training, and rehabilitation should completely drive-out punishment and retribution in sentencing. Bloomington’s “Drug Court”, nonprofits like New Leaf New Life, and other efforts are already working toward restorative as opposed to punitive justice. We must support and expand these programs with designated city funds and seek out new schemes for helping individuals reenter and thrive within the greater community.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

“No prisons” should be the ultimate goal of our justice system, but we are a long way from achieving this goal, but it doesn’t stop us for imagining and working toward it. Fair and humane laws with restoration and not punishment as the outcome is a good beginning.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

There is no security without food security. I worked in a governmental job for five years that dealt directly with the issue of food security – we operated a food pantry to make sure any citizens within the community we served would have access to weekly groceries and interacted weekly with the important work of the Hoosier Hills Food Bank. I and my family have supported different agencies within Bloomington that work to feed our neighbors and will continue to do so. I am anxious to work on expanding food resources with new ideas: small satellite groceries imbedded in “food deserts”, community gardens that could operate without requiring so much labor on already exhausted people, and being open and supporting other ideas that germinate within the community.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

That White Supremacy exists within Bloomington and anywhere in the U.S. is a persistent curse that we are forced to deal with. The Farmer's Market situation was a cause for alarm, but one of our country's fundamental principles is the freedom of thought and ideas and this limits our reactions to anyone who may harbor hate but not be demonstrably acting on that hate. Whether we like it or not we protect our free thought by protecting everyone's. Education and the open exchange of knowledge may seem a weak response but its effects can change hearts.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

The United States, and not just Bloomington, finds itself in a crisis of affordable housing. Bloomington's very specific issue is having a growing student population that makes up half or more of its demographic and a university that has not added housing in over a decade. Badly constructed "big box" housing continues to be built (and with laws enacted under the Trump administration have favorable tax advantages when apartments sit empty) and none of it is affordable. The already dense and infrastructure-deficient core neighborhoods that were originally built for lower income, workforce families are impacted by outside real estate speculators that seek top dollar renters. Bloomington must become intentional in the goal of affordable housing: the to-be-built Hopewell neighborhood MUST provide affordable housing with the supporting infrastructure that was never built in the core, sourcing public lands for affordable development, using funds from the federal governments "build back" programs to provide loans and grants for affordable homes, are but of the few active creative ideas we need to work with.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you purpose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

I am running for City Council to serve my district and the greater Bloomington community. I will be open to discussion with all members of our community and will listen, learn, and lead WITH the community. I will never choose to censor anyone. As I have yet to serve the community in the city council I do not know all the avenues of discussion that are available, but I will work to continue them and grow new ones.

2. Given that anti-racism, DEI, anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I would hope that anti-racism, DEI & anti-bias training are effective and open new understanding and effective change in the way government and public servants deal with laws, resources, and relationships with marginalized or underserved communities. I will certainly work toward the goal of these trainings becoming an active tool for change. I believe that if effective, accredited local trainers exist for this training I would certainly support their consideration for doing the trainings. When we have expertise in Bloomington I will always consider utilizing it first.

Isabel Piedmont-Smith

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

To practice anti-racism is to actively shed light on and change racist systems, and to call out and confront racist actions and behaviors. To be an anti-racist requires taking action. As a city council member, I have spoken out against racism, and I've voted in favor of systemic changes to give BIPOC community members more equal opportunities. For example, I voted in favor of allowing a mix of housing types in traditionally single-family neighborhoods. Single-family zoning was developed largely by white people to keep Black people out of their neighborhoods. Allowing smaller, more affordable homes such as duplexes, triplexes, and four-plexes opens neighborhoods up to households that previously couldn't afford to live there. I also opposed Mayor Hamilton's purchase of a Bearcat armored vehicle since he did it without public input. Clearly this sort of vehicle has been used as a weapon against Black protesters and Black people accused of crimes (and their families) and should not be purchased without public discussion, and perhaps not at all.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community

member? If you are elected, how will you use your privilege to assist BIPOC communities?

I would define privilege the same way I did in answering this questionnaire in 2019. It encompasses the advantages that one social group has that others do not have. Privilege means access to resources and social status that is not earned but rather just goes along with being part of a group. I recognize that I have the privilege of being a white person born into a middle-class family of European ancestry. I didn't do anything to earn this privilege, I just have it.

When I consider issues in front of the City Council, I must intentionally think about how my decision will impact community members with less privilege than I have. What decision will uplift BIPOC residents and help change racist systems? I must seek input from BIPOC and other traditionally underserved (or unserved) communities. I have not always done a good job of this, but I am learning and improving. If re-elected, I will continue to apply affirmative action in my decisions about whom to appoint to city boards and commissions, and I will continue to listen to people of color to try to understand and meet their needs.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

Our community is safest when everyone has full access to education, physical and mental healthcare, housing, healthy food, and meaningful engagement with others. We should make data-driven investments to achieve these goals while at the same time decreasing investment in punitive justice and armed policing. So while I agree with the long-term goals of the Movement for Black Lives as outlined in the BREATHE Act of 2020, I see this as a very long-term project. That said, we should start now.

I have supported Mayor Hamilton's increase in non-sworn BPD staff such as social workers and community specialists, although I tried to convince him that such personnel would be better housed in the Community and Family Resources Department (or a new Department of Public Safety) than within BPD. I co-sponsored the legislation to create the Community Advisory on Public Safety Commission for which the City Council actively recruited members from underserved communities, and that commission is working on policy recommendations to improve public safety in ways other than policing.

4. Given the American legacy of slavery, tyranny and discrimination against Black people

Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, of course white supremacy exists in the US. The thousands of cases of police brutality against BIPOC is a symptom of a police system founded in racism where the training continues to reinforce racist stereotypes, even when the trainee police officers are BIPOC themselves. Other examples of racist systems include home financing (it's more difficult for Black people to get loans than white people even if they have the same financial background), college admissions (standardized tests are biased against BIPOC), healthcare (BIPOC Americans have worse health outcomes than white Americans), access to healthy food (Black neighborhoods are more likely to be "food deserts" or only have access to processed foods), and ballot access (voter ID requirements, closure of polls, and limits of days/times to vote were all designed to impact BIPOC people more than white people).

The attack against an IU student of Asian heritage on a city bus was a horrific example of white supremacist behavior earlier this year. City Council President Sue Sgambelluri and I authored a statement on behalf of the whole City Council condemning the incident, referencing Ord. 20-06 "Denouncing and Condemning White Nationalism and White Supremacy," and affirming our support for the Asian and Asian-American population and all people of color. I attended a rally sponsored by AAPI advocacy groups to show my support and signed the NAPAWF petition to the Governor to publicly condemn anti-Asian racism. I know this is a lot of words and no concrete actions. I talked to AAPI acquaintances and did not receive a request for more concrete action, but now I am thinking of what more I could do.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

People of color are disproportionately targeted and arrested because of systemic racism. BIPOC are more likely to be the target of traffic stops, and if stopped, of searches of the vehicle, they are less likely to receive pretrial diversion, and less likely to be able to pay cash bail. The first step to addressing some of these disparities is to require data collection and reporting. Bias screening should be employed in hiring police officers. Pretext police traffic stops need to be abolished. Cash bail should be eliminated in most cases when the defendant cannot afford it.

Civilian police should not use military equipment. I have talked with BPD Chief

Diekhoff and Deputy Chief Oldham about the CIRT vehicle, which in their view is not a military vehicle and in my view is. They described scenarios where someone barricades themselves into a house with weapons drawn, and they said police have to be able to get in there, especially if there are other people in the house as well. The long-term answer is gun control, better mental health care, and drug legalization. The short-term answer is unclear. I don't want a military vehicle used against civilians, but I also don't want innocent bystanders to be killed because BPD can't disarm a gunman and rescue the people in the house.

When the Police Chief purchased the armored vehicle in 2018 without any input from City Council or the public, the process was flawed from the beginning. That purchase should have been rescinded, and I said as much to the mayor at the time. Since the purchase did move forward, I worked with Council colleagues to make sure the vehicle would not be used against protesters (Ord. 18-12). I also co-authored legislation (with Dorothy Granger) to make sure any purchases over \$100,000 that were not spelled out in the budget would have to get City Council approval (Ord. 18-10).

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

I think restorative justice is when the victim and the perpetrator sit down with a facilitator, and often with a few other members of the community, to talk. Both sides have a chance to describe the impact of the event on their lives, and the responsible party talks about what led up to the event and takes responsibility, ideally expressing remorse. The group then decides what future actions should be taken to make it right. I support restorative justice for some criminal cases, but I am not qualified to say which ones. I think it is a process that could also be beneficial in repairing rifts in the community when no specific crime has been committed. Reparations for slavery are a form of restorative justice that I support.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

This is the response I gave in 2019, but it remains the same.

A world without prisons would be one in which we address crimes through restorative justice and peacemaking rather than through a system of punishment that does not work. The US imprisons more people per capita than any other nation, but we do not have less crime. Locking people up does not work to deter crime. Methods that have been shown to reduce crime and/or recidivism include restorative justice, access to mental health and social support services, job training, and education.

If we had fewer prisons, many other problems would be reduced as well. For example, more children could grow up with their parents at home, victims could have a greater

level of satisfaction and less post-traumatic stress, offenders could keep their jobs and continue to earn money to support themselves and their families, and the stigma of having a criminal conviction would be alleviated.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

The city government must continue to encourage new jobs with at least living wage pay, it should serve as a facilitator for social service organizations working on food security, and it should continue to support local farmers through initiatives such as the Rose Hill Farm Stop (which is also strategically located in a former food desert). The People's Market and Woolery Mill Market are good alternatives to the city's farmers market, which cannot legally exclude vendors based on their white supremacist beliefs. I support these alternative ways for people to purchase farm fresh food in environments that feel safe. The People's Market also has done a great job providing free food to people in need.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

As mentioned in my response to question 3, food security is part of public safety, and thus local governments should concern themselves with food security. In many cities, BIPOC populations are concentrated in neighborhoods without healthy food options, and Bloomington is no exception. Since Lucky's closed on the south side, residents in the Broadview neighborhood and at Countryview apartments don't have access to a food store without a car. I've reached out to the city's Economic and Sustainable Development department to see if we can incentivize a new food store there.

Although such beliefs are abhorrent and make the location less safe for BIPOC, the city cannot legally exclude a farmers market vendor who holds white supremacist views, unless that vendor breaks the rules of the market (for example, incites violence at the market). Banning the vendor would be a violation of first amendment rights. I am grateful to the nonprofit groups that established the Woolery Mill market and the People's Market as alternative venues which are allowed to have rules excluding vendors who hold white supremacist beliefs. All residents, including BIPOC residents, deserve a safe environment in which to obtain fresh, nutritious food.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and

people with disabilities? What is your definition of “affordable” housing? Specifically, please discuss non-student housing.

We must use all available tools to increase affordable housing, including the following:

- Implementation of current incentives for affordable housing in our Unified Development Ordinance and development of new incentives as well. Affordable housing is defined by the federal government as housing available to residents making 80% of Area Median Income or less. We also need housing for very low income households (less than 60% of AMI).
- Support for the development of ADUs (Accessory Dwelling Units). These small units rent for less than larger units and are often in more walkable areas.
- Collaboration with regional, county, and state players in the housing market. For example, the relatively new Summit Hill Development Corporation is creating a land trust for permanent affordable housing, and the City is giving them land on Arlington Park Rd. SHDC will build affordable units there (single-family or low-density multi-family) that will be affordable in perpetuity due to the land trust model.
- Removal of barriers (bureaucratic and financial) for a variety of cooperative housing, including limited equity housing co-ops with separate living units under one roof.
- Increased housing density through our zoning regulations, to reduce areas where only single-family homes are allowed. We must allow duplexes, triplexes and four-plexes (“missing middle housing”) in traditionally single-family zones to allow more households to benefit from living close to where they work, study, and play.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you purpose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

I value public comment and think we should allow adequate time for members of the public to give input into city issues, both before legislation is developed and during hearings on that legislation. If there is a large number of people who want to give public comment, I would rather take an extra meeting to hear it all than go past midnight to try to squeeze it into one meeting. In 2020, I supported the creation of topic-area committees of council members such as a Housing Committee and a Transportation Committee so that council members could develop a level of expertise and rapport with leaders in particular fields, and so that committees could be used to conduct hearings and outreach outside the legislative process. The committee system was tried for one year and then

abandoned by the next council president. When BLM Btown protested the Bearcat purchase at a city council meeting in spring 2018 and the council president adjourned the meeting, I stayed afterwards to talk with activists directly.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I attended the Center for Equity and Inclusion training sessions held for city department heads, elected leaders, and members of the Office of the Mayor in 2021-22, and I felt the training was very useful. I learned a lot about the history of oppression in the US and was exposed to cultural production from BIPOC communities. Perhaps more important, I was made to assess my own privilege, learned about the experience of BIPOC colleagues in Bloomington, and examined our local government systems for bias. My own DEIB work continues.

City Council District 2:

Kate Rosenbarger

How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Antiracism to me is the act of dismantling racial oppression at all levels. This includes the biases within oneself, in the often normalized interactions between individuals, within the culture of institutions (schools, workplaces) and at a systemic level. I make data-driven decisions, centering equity and justice. We must rid our policies and outcomes of systemic racism. For example, this means removing single family zoning from our Unified Development Ordinance. It means making our streets safer and more accessible for all modes of transportation. I wrote legislation to prohibit vehicles from turning on red downtown and on campus. I've tried with my fellow progressive council members to respect the lives and dignity of persons experiencing homelessness by proposing and defending a policy to protect the encampments during the early pandemic. I fought against the use of our public funds for projects which subsidize more policing, and I fought against transportation subsidies for the most privileged residents. There is much, much more to do.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist

BIPOC communities?

Privilege is the negative space which surrounds and reinforces racism and other forms of systemic oppression. It's what allows elected officials who inhabit a great deal of privilege and power— to decide the rate and the conditions of change to an inhumane and racist system. I believe that I use my privilege - my platform, my education, my role as a City Councilperson to push the norms of our local government towards evidence-based decisions seen through the lens

of remediating inequity. I haven't always been perfect in recognizing my own privilege; but I believe I've tried in good faith to untangle decisions we make as a community so that they may be less influenced by implicit bias. My hope is that with a progressive majority on Bloomington City Council, we can continue this work and also build the infrastructure to support more representation of BIPOC candidates, LGBTQA+ candidates, candidates who have experienced homelessness or food insecurity in their lives.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I am a supporter of the BLM movement and its position on police. I believe that we can and should reallocate funds from our policing to programs that support community care, which includes but is not limited to housing, pre-k and afterschool programming, safer streets by design, and food security. Specific policies I think the City can implement towards this end are building and redesigning our streets for better outcomes for all mode users rather than to keep pouring resources into traffic enforcement. It's still shocking to me how the City allocates resources directed towards traffic enforcement – even when it's widely recognized that citing residents for speeding and unsafe behaviors is discriminatory, and not effective in reducing harm.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

A normalized culture of white supremacy exists in every system –from our housing policies, the way we fund transportation and parking for the most privileged residents, to policing, to the work culture in City Hall, to the unequal access to grant and scholarship applications. I am dedicated to this work because I believe we can undo harm with the intention to build better policies. As one of nine council members, I can only do so much without enough votes to be able to make these changes possible. I very much hope next term will be different. Voting to

allow plexes conditionally in residential zones was a bittersweet moment for me; on one hand I was proud of the work I did to be able to cast a vote in favor of less exclusionary policies– but I also recognized that the incremental pace of progress is not enough to meet the demand, let alone

the demand we will likely see as our community braces for the effects of a destabilizing climate.. The apathy from the majority of my colleagues towards decisions within our power that directly relate to the availability of housing– zoning practices that are known to be exclusionary – is, was,

and continues to be unacceptable. Even as part of the minority on the City Council, I continue to show up and vote for better policies while also working to support better representation of progressive candidates for local offices.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to

make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it. People of color are disproportionately targeted and arrested in our criminal justice system because we live in a culture of normalized white supremacy and unquestioned support and resources for policing and prisons. To me, this continual misuse of massive amounts of resources dedicated to the militarization of policing all relates to the concept of generated demand. If we fund the militarization of police, this leaves us less resources to devote to social services and other support networks that may prevent violence. This feedback loop continues such that our community is left with a reliance on and a predisposition to augment policing to ‘solve’ or make presentable issues of inequity. One local example that comes to mind: we spend \$30 million on a new parking garage to house cars, but we can’t find the means to pass an ordinance that protects humans who have a physiological need to sleep in public parks when they

are unhoused, or change our code to allow for more affordable housing in our walkable neighborhoods. I believe now as I did in 2020 that these mindsets and negative feedback loops are inhumane, hypocritical, and don’t actually make anyone safer. That’s why I wrote and defended an ordinance with my fellow progressive council members to take action on this injustice. It didn’t pass after a nine-hour meeting, but I’m still here fighting for when we can have a progressive majority on council who can reallocate funds from policing to better uses of these resources.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

To me restorative justice looks like making data driven policy decisions- viewed through the lens of equity at the local level. I recognize that this may not be the sexiest way to envision what restorative justice looks like- but I also recognize that every moment presents opportunities for improvement towards this end. I think we can incorporate restorative justice in our land use and housing policies. This looks like less exclusionary zoning policies, more support for our land

trusts, programs that support renters, or may support cost-burdened households to make energy efficiency improvements to their homes or allow for aging in place. There is a lot of potential in this space, and I think our approach should focus on the decisions within our control and are actionable at the local level.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

Decarceration not only looks like the end of a practice of putting people in cages, it also looks like preventing people from being put in prisons in the first place. To me, this looks like redirecting funding from the police in order to fund things like: affordable housing, streets that have safer outcomes for all mode users, pre-k and out of school programming. Without the obscene resources that are dedicated to policing, we would have resources to dedicate towards the necessary funding of programs that support our residents. There would be a much greater

focus on lifting people up, instead of punishment. I think there would be more kindness and compassion, more sharing resources and helping others. Many decisions as it relates to our justice system exist outside of City Council, so I often find myself thinking of housing policies that Bloomington can employ to support formerly incarcerated individuals.

8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.

*Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.

I think solutions can and should be place specific. I support organizations which support empowerment for people experiencing food insecurity which includes the People's Market, Mother Hubbards' Cupboard, and Community Kitchen. These community resources continue to do amazing work in Bloomington, and likely have their own visions for how their work can be expanded or include partnerships that support mutual aid and antiracism. I'm curious to know how we might be able to grow more food in our landscaped public spaces (instead of flowers), and to support BIPOC farmers and artists. Mainly, I believe it's important to entrust and provide resources to the people who are already doing this work to continue building a future towards food justice.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice and food insecurity are connected to every social issue. And Bloomington is a City whose culture is greatly influenced by the local food movement, local producers and farms. I do not support allowing white supremacists in our local food movement. What happened with the

farmers market could have been prevented had the City taken the complaints against the white supremacists in question seriously. The City should have handed over control (and still needs to)

of the Farmers' Market to an organization when they learned that a City-run market could not enforce standards that protect BIPOC vendors, and community members from white supremacists who are actively organizing in the market space. If the City can't create an inclusive environment for our community at its farmers' market, it needs to give the market to groups and organizations that can.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

Bloomington is in an affordable housing crisis, and a housing crisis. It is imperative that we increase our supply of housing and update our policies so housing is accessible for all income levels. Yes, I support creating denser housing and giving priority for affordable housing for those listed in the question. We have options to increase both affordable housing (available to residents

based on Area Median Income), and housing affordability (naturally occurring affordable prices in the market). To ensure more housing affordability, there are many approaches and ideas that we can incorporate into our Unified Development Ordinance (UDO) We can add greater incentives for affordable housing in our UDO; increase mixed-income housing near walkable and transit-friendly areas to reduce transportation costs; and encourage more accessory dwelling

units. We need to permit smaller lot sizes in our residential districts, and incentivize condoizing multi-family buildings to increase small scale ownership opportunities in walkable neighborhoods.. For affordable housing, we can continue supporting the Bloomington Housing Authority and housing cooperatives. We can do more to incentivize landlords to accept housing vouchers so they do not discriminate against people paying with vouchers. We can better incorporate a community land trust model to support affordability for the future, and consider a community option ordinance to purchase as a means to prevent tenant displacement and preserve

affordable rental housing. By increasing support of student housing in the student housing zones, we can free up homes, apartments, plexes, and condo for non-student residents.

11. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past. *For

reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

I do not agree with censoring the community. I also know that public comment at the local level favors people who have the time to sit through long meetings on weeknights, often wealthy, white, homeowners. We need a common framework for better discussing when and with what expectations our City departments conduct public engagement for proposed policies. I think some of this dynamic might be improved if we use evidence-based tools like the Continuum of Public Involvement as a framework for seeking, and contextualizing public comment. I think a common language around our expectations would help drive better practices. I want a more intentional approach to seeking feedback from our Boards and Commissions. I want more opportunities to get feedback from the organized groups of residents beyond those who always seem to be willing and able to show up to public meetings. I recognize that we do have to encourage people to participate in local government.

12. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia,

transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I think attending trainings is a small albeit necessary step for those willing to look within and dismantle their own biases. Training also offers a common language and framework which are necessary to support a safer environment at City Hall and in how our local government operates.

Racism, homophobia, transphobia, and bias are not unique to Bloomington, but prevalent across

the U.S. What we need is a cultural shift; is dismantling white supremacy, is ridding policies and practices from systemic racism. All members of our community - government employees, elected officials, business owners, non-profit staff, and residents - can benefit from any and all anti-racism, DEI, and anti-bias trainings. As it pertains to the question as asked: I think there are two conflicting ideas here that are both true- first, any training by itself isn't going to be effective to prevent racism, transphobia and bias in city government; and second is that I found value in the training offered to department heads and election officials from the Center for Equity and Inclusion. I see great value in local, community-based training, and I support continuing this work with community partners based in Bloomington and welcome these opportunities.

Kate did not answer the last two questions specifically for City Council Candidates

Sue Sgambelluri

Did not turn in questionnaire answers

City Council District 3:

Ron Smith

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

I would define “anti-racism” as recognizing that racism exists in our society, working against prejudice and discrimination and trying to promote justice and equality. As an elected official, especially as an older white male, I try very hard to be aware of my own position in society and structures or approaches that are discriminatory. Having spent 35 years in social services and having a Master’s in Social Work I have tried to bring in diversity and inclusion in my approaches to legislation and council actions.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

“Privilege” is a societal advantage acknowledged and unacknowledged that one group of people has over another group. Just as the advantage can be unacknowledged, I’m sure that privilege must have had some impact on my decisions. It’s impossible that our own positions would not impact our actions, but perhaps more importantly, it is how we recognize and work to mitigate our biases.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

The brutal murder of George Floyd and other young black men have been an ongoing national tragedy. This must stop. Police reform has been inconsistent and the problem is complex and not amenable to simple solutions. As an elected official I have supported more training on diversity, voted to fund additional social workers to assist the department in non-violent assistance measures. I have also supported the BPD as they work to follow President Obama’s 21st Century Policing underlying principle which is that “Trust between law enforcement agencies and the people they protect and serve is essential in a democracy”.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education,

etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, I believe there are white supremacists in the US in various systems of society. If I became aware of white supremacists acting in our city I would respond by shining a light on the actions, alerting appropriate authorities about the activity and calling out the injustice as we have on City Council in resolutions.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

This is certainly the crux of the problem we are struggling with. People of color are disproportionately targeted and arrested by the criminal justice system because of skin color, poverty, prejudice and historical disadvantage. I believe to make the criminal justice system more equitable and impartial in the long term is for more persons of color to be engaged in the criminal justice system and this includes more persons of color working as police, judges, prosecutors, defense attorneys and social workers. People with a lived experience who are engaged will make the system more equitable.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative justice is a method in criminal justice where the victim and the community receives some kind of compensation from the offender. I have been a supporter of our local Community Justice and Mediation Center and feel this is a good model for restorative justice.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I don't really know how a society without prisons would look. I don't know how to think about such a justice system. How does that justice system deal with crime and/or violence? Can we eliminate envy or jealousy, anger or hunger? Currently, we aren't doing a good job on how to deal with these issues from a societal perspective. We need to be more compassionate and use empathy to understand each other better.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you*

support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

Food insecurity has been a problem for many people in Bloomington and across the country. Bloomington has done an excellent job addressing hunger through the funding of multiple non-profits such as Hoosier Hills Food Bank, Community Kitchen, Area 10 Agency on Aging, Pantry 279 and several other great agencies. I have been an advocate and supporter of such efforts as a member of the Jack Hopkins Social Services Committee and a personal supporter of these efforts. No one should ever go hungry in Bloomington.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice is a part of the overall compassion we need to show for each other. Avowed white supremacists should not be allowed to vend at the Farmers Markets and this can be accomplished through the applications vetting process. The application process can also be used to remove a group that espouses hate or violence against another group by making guidelines reflecting this prohibition and our values. The city must help make the 3 Farmers Markets we have a welcoming place for everyone.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

We have been in an affordable non-student housing crisis for a while now. The efforts at addressing this issue must be multiple and continuously modified. The city needs to better structure the Unified Development Standards (UDO) to better incentivize affordable housing. This has not been the priority of the current administration which has been to allow real estate developers to build almost anything they want in order to increase supply. The problem with this approach is that the developers have focused on the profit-making student apartment market not what we need in our city. The density they are providing is not adding more affordable units to the market. We need more affordable workforce units and more units tied to a percentage of the Average Median Income (AMI) in the area. We also need to remove the "payment-in-lieu" process from the UDO where the developer can make a payment to the city if they want to add another story instead of adding affordable housing units. This is just counterproductive to fixing the problem. There are state laws on exclusionary housing that prevent designating housing for explicit groups. I have asked this question several times over the course of my time in office and our legal department has helped advise us about this law. On

a local level and as a council member, I will advocate and vote for continued funding for supportive housing organizations, homeless prevention programs, expansion of HUD-like certificates and the Heading Home and Habitat for Humanity initiatives and be open to any idea that might help us address this problem.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

I do not support shutting down public comment. To be fair, council must follow some rules for public comment such as allocating the same amount of time for everyone and when the meeting goes too long council has statutory time limits for ending the meeting. If the meeting goes too long, we as human beings, cannot give people the respect or attention they are due if the meeting extends longer than 4 or 5 hours. I want us to be good public servants, but we are also your friends and neighbors and also deserve to be treated fairly. So we have continued the comment period to the next meeting in such circumstances. We have also offered to take comments and input though email, text or letter from people who cannot stay at a meeting for an extended time. We really try our best to hear your thoughts and opinions.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I was puzzled as to why the City Administration, not the council, selected a group from several states away to provide the DEI training. I believed it should have been a local group from Indiana and voiced that opinion when this training was discussed. Local groups would have a more accurate perspective on the local DEI climate. I believe such trainings are helpful in a limited way to make us aware and more aware of implicit bias, white privilege, gender bias, sexual orientation bias and the societal oppression of people of color. I say "limited" because it is difficult to change a belief or behavior that is ingrained in people with a training. As a council member, I would support the funding and further exploration of training from a local Indiana group that would have a better read on the local Indiana DEI environment.

Hopi Stosberg

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-Racism is more than just not being racist. In order to be truly anti-racist one must actively work to be inclusive and fight to make changes to systems that improve equitable access to services. One way to ensure unbiased policy is to use a data-based process when making decisions. Using data and facts can remove bias from decision-making and also help identify areas of concern independent of a complaint-based system. Complaint based systems are inherently inequitable and moving toward systems based on facts and data are one way to improve equity. With data we can also sometimes see unequal effects of a policy, even when the policy itself is made without biased intent.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is being fortunate in your circumstances. Sometimes people earn privileges, but generally the term is used when you are born into privilege due to race, culture, location, family, or other circumstances that the individual does not control. I have been privileged in many ways in my life, though that does not mean that I have not overcome challenges. My challenges have just not been made worse by factors of race or culture. Many privileges of birth have brought me to where I am today, and it has been a privilege to be able to choose to be a (mostly) stay-at-home parent for the last 15 years. This has allowed me to be involved in many aspects of the community that I would not otherwise been able to do, including: University Elementary PTO President, frequent volunteer at University Elementary School and MCCSC, youth basketball coach, Run Club Coordinator, Interfaith Winter Shelter Kitchen Manager, Co-Leader for a volunteer refugee resettlement group, actively involved in my church (First United Church), including the Member Relations Committee, Board of Christian Education chair, and I led an adult discussion group related to justice.

The summary is that my privilege has given me time to engage across the Bloomington community in areas that I felt were important and where I had something to give. If elected, I will be privileged to not have to balance council work with other paid employment to make ends meet. I hope to use that privilege to serve those without it, and to seek out the many voices and perspectives in our community who cannot drop everything to attend night-time City Council meetings, or arrange childcare and travel across town to a constituency meeting. As a white woman, I think the best way to assist the BIPOC Community is to meet them where they are, and to be aware when the voices at the table don't reflect the diversity in our community. If those voices are not present, it is my duty as an elected representative, to not make a decision until I

have sought out those perspectives.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

Black Lives Matter has been an important movement in raising awareness of issues relating to over-policing and extreme use of force, especially when directed at BIPOC communities. In order to achieve lasting change there is a need for conversation and collaboration that is data-based in order to move forward to a more equitable model for ensuring community safety. To that end, I am supportive of expanding mental healthcare, addiction recovery services, and a housing first approach to homelessness. I am also supportive of increasing support and assistance

for citizen access to support services, like SNAP benefits, healthcare, housing support, employment support, and other aid. It would be ideal if citizens in need of supportive services were able to communicate with multiple programs in one location to make it easier to access necessary services. Given the current state of society, it is not realistic to consider eliminating policing, but if support services were optimized and citizens were able to access basic services and meet basic needs then it would allow police to deal with serious issues, like crimes against persons. Additionally, if there was a more connected and complete support system around mental health, addiction, and social services, then staff from those areas could be deployed as necessary in urgent situations in order to address those needs instead of police officers needing to extend social support service assistance.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, white supremacy exists today. Thoughts cannot be policed and there will always be some who feel superiority based on race. Our laws and community structures have also been constructed over 200+ years of gradual social change, and this certainly means there are vestiges of White Supremacy within our systems, even if everyone participating in those systems today were doing so in good faith and with non-racist intent. An example is the system of neighborhood associations. If you look at the boundaries and bylaws of local neighborhood associations, there has been historical exclusion of renters and those living in multi-family

complexes through the boundaries, bylaws, or both. Attached to neighborhood associations has been a system that makes it easier for those in associations to communicate with local government officials. This means that those living in single-family homes, who have historically been wealthier and whiter than the population as a whole, have had an outsized voice in local government. Some neighborhood associations locally are working to change their bylaws and/or expand boundaries in order to be more inclusive, but this is still a work in progress. Until neighborhood associations can all be more deliberately inclusive and the community can ensure that all voices are represented through that system, government officials must remember feedback from that area is not representative of all of Bloomington and they must intentionally work to hear from a variety of constituents.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

I am not going to write an essay on the criminal justice system and people of color. Better and more knowledgeable writers and historians have done that. Suffice to say, it all stems from slavery, from those in power wanting to stay in power, and economies dependent on either not paying or underpaying Black people. At this point, much of the system is just entrenched in precedent, and it starts early with BIPOC children at school being more likely to get into trouble, more likely to be sent to the office, more likely to be suspended and miss out on educational opportunities, and then more likely to not perform well within that system, making it harder for those same children to end up continuing their education or finding stable, professional employment as adults. This impacts their entire lives.

As for the justice system, one place to look locally is at the actual local data regarding traffic stops, complaints, arrests, convictions, etc. to give us a local grade on how we are doing and then seek to improve. That is basically what MCCSC is currently doing regarding rates of discipline in local schools and the same thing can be done within the police and justice system.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Though I understand the concept of restorative justice as a process by which someone who commits a crime can make amends, I am not familiar with any specific restorative justice programs.

7. Describe a society in which there are no prisons. How does that justice system differ from and sought them out myself. ours? What other aspects of culture would be different in a society without prisons?

A society with no (or at least fewer) prisons is one where state, county and municipal governments are able to come together to provide adequate mental health resources for struggling people, fully invest in education for everyone, and provide job opportunities and other economic support for those who need it. Most crime is born out of necessity, and it's better to try to meet that need that addresses the crime afterwards. Society can and does fail its people, and we can do better.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

A few things of note about food support services in Bloomington. First, there are some great agencies that provide food services-Mother Hubbard's Cupboard, Pantry 279, Monroe County United Ministries (MCUM), Community Kitchen, MCCSC, and others. Second, it's not always very easy to access these services. As an east side District 3 resident, it would take me 45 minutes by bus to get to MCUM and I would have to walk almost a mile (one direction) due to routing. Mother Hubbard's Cupboard and Community kitchen are longer bus rides, but shorter walks. That is still only timing for a one way trip. There are some very affordable apartments on the east side, but those residents would have a very hard time accessing those services if they did not have a car. This is a problem. Union at Crescent is a predominantly low-income complex, but they have no nearby grocery services. This is a problem. While it is an improvement to have Sunday service for this complex, that particular bus service doesn't actually drive past a grocery store, leaving people in need of a grocery needing to transfer or walk (if they are able). Gaps like these must be filled either with routing or incentivizing food services (grocers, food pantries, etc.) to establish service in areas where it is needed.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food is a basic need. However, sometimes we have to navigate through societal barriers in order to access it. Reasons people may be food insecure can be directly related to their economic and cultural experiences. Food is fundamental to our life and the world we live in. How we grow it, where we grow it, who gets access to it, how much it costs, who faces the environmental impact of its production and who is employed in the most intensive areas of production are all issues of justice. As long as there is economic inequality in a system, there tends to be evidence of racial inequality as well.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to

people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of “affordable” housing? Specifically, please discuss non-student housing.

I support ensuring that all people have stable housing that they can afford and can meet the needs of their families. I also support dense housing options, including plexes, multi-family housing, and other ways of creatively increasing our housing stock in Bloomington. I do want to state that I don't think that just because a person is in a more vulnerable population group, they should be forced or encouraged to live in denser housing. There should be a variety of affordable options available depending on what is best for their situation. Bloomington is facing a severe housing crisis, and low income households and people with disabilities have faced the brunt of this crisis. We absolutely need to be addressing their specific circumstances and providing for their needs when moving forward and addressing this crisis.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

There need to be consistent meeting procedures that allow for community feedback without allowing that feedback to dominate or detract from business that needs to get done. There are ~80,000 people in Bloomington and it is not fair to the population for meetings to derail or be dominated by any single group. I support consistent time constraints for all public comments and also support limiting repetitive comments. Public feedback is valuable and during this campaign I have repeatedly committed myself to seeking out feedback from constituents, but it is not always the best use of time to hear that feedback at meetings of the whole. Furthermore, when meetings drag on (as have happened in recent years with meetings running 5, 6+ hours) council members are not going to be able to give their best to the issues at hand if they are hearing similar comment after similar comment.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

In my experience with anti-bias trainings, they have not always been very effective ways to connect, understand issues of justice or equity, or encourage complete communication around issues of racism and bias. This is a direct comment on the trainers. There is no guarantee that a local trainer would be more effective than someone from outside of Bloomington. Like other trainings and workshops, anti-racist and anti-bias training should be an ongoing, continual process, and local and highly-rated outside organizations could both be sources for that training.

Conner Wright

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

I define Anti-Racism as taking an opposite approach than racism does. What this means is that we are not just removing racist laws and replacing them with neutral ones but we are replacing them with ones that lift up oppressed racial groups. I would work to apply this principle on city council by eliminating structural barriers to living around Bloomington in areas that are close to employment opportunities and close to grocery stores, parks, and other amenities and by working to eliminate food deserts which are often in the most underserved areas of Bloomington. I also think public transportation plays a role in advancing racial justice and Anti-Racism because it is one of the most environmentally friendly and affordable ways to travel around cities which helps promote healthy air in places that often are home to disproportionately more people of color and low-income individuals and it gives people access to economic opportunities no matter where they can afford to live in Bloomington.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

I define privilege by what impact your identities and circumstances, whether racial, sexual orientation, economic prosperity, education level etc., have on how you are treated or perceived and how many systemic barriers hinder your ability to realize your full potential. I am fortunate to come from a family who can support me while I am attending IU, but I have seen the struggles many of my friends face trying to afford to go to school here and live here while housing costs continue to rise and I don't want Bloomington to lose people like that solely because it is too expensive to afford a home here. I am also very fortunate to benefit from privilege when speaking up for marginalized communities because I do not fear for my safety at protests, there is not a name in the dictionary people can call me that will hurt me the way marginalized people can be hurt, and I am not affected by discriminatory policies that make it harder for my voice to be heard. I intend to use that privilege to speak up for our marginalized

community members and bring their stories and perspectives to the table and ensure they are listened to.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I am a supporter of the BLM Movement which to me means supporting my fellow community members by advocating for a community support network that fits the needs of our problems rather than trying to use police as an answer to everything. I want to advocate for more accountability for our police and I want to ensure we hire good police who want to do their jobs the right way while also having a process in place for firing problematic officers. I also want to provide more social services for our homeless rather than criminalizing homelessness to help people find stable housing and employment. And lastly, I want to continue to expand our social worker program at BPD so our police can have the correct tools to help our community members out in any situation instead of trying to implement a one-size-fits-all approach that so many other cities have.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

I do believe White Supremacy exists in our populace, systems of government, and education systems. We routinely see White Supremacists commit acts of violence in our country against marginalized members of our community. We also watch Black Americans become victims of police at a higher rate per capita than White Americans and we see their arrest rates for harmless offenses like possession of weed dwarf that of White Americans. I also believe White Supremacy plays a role in what is and is not taught in schools when it comes to Martin Luther King Jr., Malcolm X, Indiana's history of racism, or any other part of Black history or that of other marginalized communities. One issue I would address in our community is making sure we invest as much into the infrastructure in areas where low-income and marginalized people live as we do in other, wealthier parts of Bloomington. There are areas in District III that need adequate bus services, that need safe sidewalks, and that need access to the same economic opportunities that other parts of the city have and I will work hard to give those opportunities and investments to the less fortunate.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

I believe people of color are disproportionately targeted and arrested by the criminal justice system because of a combination of personal biases of police, judges, and others and laws that unequally impact renters who are more likely to be low-income or people of color such as the neighborhood parking zones that exclude renters from parking in them resulting in more tickets for people of color.

When it comes to the militarization of police I have many concerns with that because of the dangers it poses to protestors and people of color. One example that comes to mind is when BPD wanted to purchase an armored vehicle which I do not believe was or still is warranted due to the amount of brute force caused by a vehicle that size and the danger its use could pose to Bloomingtonians, especially those of color. As a city councilmember, I would not approve funding for our police to purchase machines and weapons that pose dangers to our community and I would create legislation to provide guidelines for acceptable buying practices for our police.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative justice to me means we have a compassionate justice system that tries to help the people in it by providing them with mental health resources, substance abuse treatment, job training, and any other tools they need to re-enter society as a net positive on their community. I would support programs that allow incarcerated individuals to get out into the community and volunteer to make Bloomington a better place whether that involves them working with our parks department, public works department, or any other departments willing to help them. I would also support working with unions, city agencies, and non-profit organizations to teach marketable skills to incarcerated individuals so they can more easily find stable employment after leaving prison. I believe the city can play a huge role in this by employing formerly incarcerated people who have demonstrated the ability and desire to give back to our community.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

A society with no prisons would be radically different from the one we have today because there would have to be a huge emphasis on rehabilitation of criminals rather than the incarceration of them. We would also live less in fear of police and prosecutorial misconduct because people would not be able to be unlawfully jailed. I think that society

would have a very different culture too that would maybe be more compassionate and free spirited if the system with no prisons worked perfectly but it could also cause people to live in fear of each other if it did not work and led to increases in criminal activity.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

I do support community-based food programs for those in need. I support the people's market and will make sure any of our community members in need or any people who can afford to help out know about it. I also think working with MCCSC, the county, and Ellettsville to provide healthy, free meals for children in need year round outside of regular school hours and days.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice plays a large role in larger social issues such as economic and racial justice because studies have shown that children who do not have access to reliable food sources have lower math scores and are more likely to have to repeat a grade. Food insecurity also results in higher levels of mental health issues and reduces the economic prospects of people experiencing it. Unfortunately, low-income households of color are the most likely to experience food insecurity which is why food justice plays an important role in improving economic justice and racial justice.

I do not support allowing white supremacists into our local food movements/markets and I would propose removing them by enforcing already existing items in the contracts and rules for farmers markets and other similar events. White supremacists who are not vendors should not be allowed to disrupt any activities of our community members just like protestors of SCF were removed for disrupting the farmers market and white supremacists who are vendors should be removed from farmers markets and other similar events if they violate parts of the contract such as the clause in the farmers market contract dictating that vendors need to contribute to a "welcoming environment".

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

My definition of affordable housing is housing that costs <30% of someone's income. I will work to build more affordable housing by utilizing city owned land such as the new Hopewell development to more affordably build affordable housing, by increasing the importance of affordable housing requirements when developers are seeking easements to build larger buildings, and by using the housing development fund to lower the upfront costs of developing affordable housing such as offering no-interest loans. I also support building more and diverse kinds of housing to meet the needs of all Bloomingtonians such as duplexes, condominiums, and row houses that are not just apartments and can help build equity and financial stability for low-income Bloomingtonians.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

I do not support shutting down city council meetings or limiting public comment. I think anyone and everyone should be able to make public comments no matter their beliefs to call attention to a variety of issues that may not otherwise get attention. That being said, public comment is only one way to hear the needs of the community and I believe it leaves out a number of community members who cannot travel to city hall due to work, family needs, lack of transportation, etc. so we need to find different ways to listen to community members. I will go to places where disadvantaged community members frequent such as the people's market, section 8 housing complexes, and social service groups like Mother Hubbard/s Cupboard just to name a few.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I do not believe the DEI & anti-bias training we offer is effective because it often comes from out of town consultants who are not always well-versed in the issues and history of Bloomington. I would advocate for allowing community members who have a deep understanding of Bloomington's past and present conduct training for our employees. I

believe it is far more powerful to have someone from the community show how our city can better serve marginalized people through real-life examples and applications that originate in Bloomington.

City Council District 4:

Dave Rollo

Did not turn in questionnaire answers

City Council District 5:

Shruti Rana

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

To me, anti-racism is the process of identifying, recognizing, and actively dismantling racism in all its forms, while also working to create new institutions, structures, and societies free of systemic and individual biases and discrimination. In my work as a lawyer, I approach anti-racism as a three-fold task, building on the work of the trailblazing civil and human rights lawyers who inspired me to pursue a career in law and public service, as a young woman seeking to address the injustices my community and neighbors faced. First, I work to ensure that the law as written contains a commitment to equality—we must have equality under the law. Second, I work to ensure that there is equality in practice; it is not enough to have a law or equality provision on paper, we must ensure equality in practice as the law is applied or experienced. Finally, we must take a transformative approach, building new institutions and systems that redress and redraw power relations, create accountability, and allow people to fully realize their goals, potential and rights free of discrimination, damaging stereotypes, and biases. These principles are infused throughout my candidate platform, focused on equality and equity, and my reasons for running for office.

If elected, I would be our city's first woman of color on the City Council, and I am running to amplify, support and represent the voices that have been missing or overlooked but also to bring concrete change and advancement. For example, I support universal pre-K because it is not enough to have a right to public education by itself, rather, to realize that right, all children in Bloomington must have access to and support that will enable them to go to school regardless of their financial resources or other barriers preventing them from attending pre-K programs. When I say I support increasing access to healthcare, and protecting civil rights and human rights at the city level so that people can thrive in Bloomington, I view these goals as holistic in that they cannot just exist as a plan or goal, they must be funded, supported by transparency and accountability, and a commitment to address and redress racism and discrimination. We cannot discuss or address uneven access to healthcare and outcomes without acknowledging,

and seeking to change, the ways that racism not only impacts access but the ways that racism and experiencing racism impact health and outcomes, such as maternal mortality and access to reproductive healthcare. It is not enough to hold these viewpoints, I believe that our elected officials must use all of the tools in their toolbox to uplift these issues by digging into ad hoc committee work on these issues, going to our neighborhoods and meeting people where they are, standing on the front lines with them and most importantly as a city council member, funding our priorities. Standing on the front lines is what I do, whether at the statehouse on reproductive justice issues or electing better representatives at the statehouse.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC Communities?

I define privilege as unearned or automatic advantage or power gained from particular characteristics or history. I recognize that I occupy many liminal spaces where I can, and do, use whatever power and privilege I have to fight for racial and gender equality. For example, I identify as BIPOC and AAPI and within that structure, recognize the privileges and stereotypes that come with being visibly ethnically ambiguous, with being a U.S. citizen by birth, and with an educational background that enables me to enter spaces my foremothers and many colleagues cannot. Within these spaces of power, I often occupy a space where I know that my own and BIPOC individuals' and communities' needs are not centered or prioritized. Yet I also have the choice to choose between a path of complicity and privilege, or to struggle for broader equality for me and others. My commitment to BIPOC communities is that as a government official, I will always choose equality, no matter how hard or long the struggle, and center BIPOC communities in everything I do. It is remarkable that in 2023, if elected, I would be the first woman of color elected to city council. How do we empower more representation and create an infrastructure to support BIPOC candidates to run? I will dedicate myself to that goal.

3. George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & amp; if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I support the BLM movement and the work of BLM leaders and the movement to ensure equality and justice throughout our city and nation. I joined our city's Public Safety Board to learn how public safety was working or not working in our city, and take the Board's citizen oversight role very seriously. I endeavor to apply these principles in all of my public service and community roles. For example, in the wake of the recent bus-stabbing in Bloomington, and in the wake of the FEDEX/Indianapolis and Atlanta spa murders, I spoke out and put together events, information, and advocacy focused on asking leaders and community members to recognize and acknowledge that these were acts of racism on the one hand,

and on the other hand, that we must find community-based and non-carceral responses and solutions in such situations. I publicly advocated against the use of hate crimes statutes in situations like these, arguing that we must focus on preventive and restorative measures over a punitive focus on enhancing penalties which does nothing to prevent or redress the harm that racism causes communities. I also advocated against and tried to prevent anti-Black and pro-carceral responses to these and other anti-AAPI hate situations throughout AAPIO communities. I also was previously part of efforts in our county advocating against the unlawful racial profiling and use of ICE detention and deportation mechanisms in our county jails. I continue to build on this work as an advocate and community member.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, I believe we must recognize, confront and dismantle White Supremacy in all of our laws and institutions. I support transformative equality as a goal and operating mechanism because we know White Supremacy is embedded in all of these places. We have seen this in the interactions between county and city officials over the human rights violations in our county jail, in the ways that our Black elected officials are treated both publicly and privately, and the many ways in which BIPOC voices are ignored and silenced at every level of government. When I was a member of the Monroe County Election Board, I supported our County Clerk in seeking more space and resources for voting in our county, coming against a backdrop of state and national voter suppression efforts aimed at BIPOC and especially Black voters. I wrote analyses and statements, made many many public statements in support of our Clerk's requests, and conducted a great deal of outreach to amplify BIPOC voices on these issues by explaining how public comments worked and their impact. When our County Commissioners responded by dismissing these voices and concerns, and worse, by failing to accord our County Clerk the level of respect she is entitled to, I spoke out directly and vocally about why and how BIPOC officials and communities were being harmed.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

We have a criminal justice system built upon the goals of enforcing racial discrimination, profiling, and segregation. As examples we can look at the systems of enslavement in the US and the patrols used to uphold it, the Chinese Exclusion Acts and incarceration under Korematsu, and the continuing battles over gun laws, deportation, and security in our city, state and nation, and many other efforts aimed at exclusion and defining who was and was not a part

of our nation based on their race or ethnicity, As noted above, I advocated against the unlawful and unconstitutional acts of our County Sheriff in racially profiling individuals coming into custody and then unlawfully collaborating with ICE to arrest and deport them. I supported the campaign of our current Sheriff who promised to end these practices and would bring new perspectives on race and justice to this position.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

I have been involved in restorative justice efforts as a lawyer and as a community member. I believe the most important aspects of restorative justice processes are first, to create a space for people and communities to be heard, but also to go beyond this to foster accountability, recognition and transparency in ways that laws cannot or often fail to do. Restorative justice processes can be an example of transformative change, where we have the opportunity to change the people at the table, replace biased rules and processes with more transparent and collaborate ones, and foster lasting change.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

We would have a society focused on realizing everyone's human dignity, and guaranteeing rights within a framework of supporting communities and support for one another. We would have a continuum of care accessible to all, where people faced crises as opportunities to support and encourage one another to as opposed to penalize and prosecute. By focusing on a continuum of care, I believe that our city must play a critical leadership role in bringing together community groups, healthcare providers and resources to reduce the barriers preventing people from receiving care of all kinds. Our city must enhance the continuum of care to improve mental health and recovery. City leaders can improve integration and coordination of services to make it easier for people to access the full range of support needed to thrive. I also support "one-stop" care models I have studied in my human rights advocacy work. Under this approach, people in crisis can access counseling, healthcare, legal and social services in one location. This type of comprehensive approach is a model our city can successfully draw from to improve and support mental health and recovery with supportive rather than punitive measures, and create sustainable safety nets instead of penalizing people and families in crisis. .

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

Yes, I support community based food programs such as the People's Market, efforts to focus on food justice where BIPOC communities and vendors are celebrated, included, and supported with resources and recognition. I would integrate food security and food justice into all of my plans and goals. For example, universal pre-K programs can and should be a location where children and families are provided with free meals and resources to stave off food insecurity before it happens and create the foundations for food sustainability. I also have been conducting a research project on the "Covid Care Crisis" looking at ways to address the impacts of the pandemic on caregivers, and believe that fostering food security, providing resources, and building towards sustainability are key and critical ways to support caregivers and families and move us forward from the harms of the pandemic.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice is inseparable from and an integral part of racial, economic, and environmental justice. I do not support allowing white supremacists in our local food markets, and would use my legal skills and perspectives to protect vulnerable community members through city planning, vending, and legal processes.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

Our city must prioritize access to affordable housing and building sustainable neighborhoods with thriving public spaces and easy access to transportation. I believe in adopting best practices from communities similar to ours that are building affordable workforce housing, and support all of the priorities noted above in this question. "Affordable housing" is safe housing and with flexible options to meet different needs for accessibility or support, that is available, and that is viewed as a basic right instead of a market product. We must also utilize a shared collaboration model, including residents, neighbors, employers, and city and county leadership to develop solutions, as we saw with Heading Home in 2021. We can offer creative solutions like housing grants or loans to reduce housing costs. We can also support the construction of climate and energy friendly buildings with multiple housing options that will help us increase the diversity and inclusivity of our city. We must work together with the university to address student housing needs in ways that support rather than negatively impact city residents as a whole.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to

two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

<https://indianapublicmedia.org/news/black-lives-matter-bloomington-protesters-shut-city-council-144706.php>

No I do not support such forms of censorship, and have and will foster public comment environments with greater BIPOC engagement, amplification, and support. As noted above I have repeatedly engaged in efforts to increase BIPOC participation in public comments, increasing accessibility in the ability to make comments, and using a fair and firm hand in treating all commenters before me equally in terms of application of rules. I have invited and supported BIPOC community members in making public statements before the Public Safety Board and Election Board and objected and sought to intervene when commenters were not treated respectfully or fairly.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

Trainings are a start, but we must do much more. We must have concrete rules and processes to prevent, address, and redress racism, homophobia, transphobia and bias in all government processes. I would utilize my legal and human rights advocacy experience to design or re-design or support such processes, grounded in local perspectives and including local residents as decision makers and leaders. We can pass strong civil rights protections at the city level and create incentives and resources to support rights in situations where we cannot write or implement equality laws. We must have strong legal protections supported by a culture and environment where discrimination is not tolerated, where we are protected and supported.

Jenny Olmes Stevens

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

In the context of holding political office, Anti-Racism is active engagement in the review of policies and practices within city government that need to be amended to remove racist bias, intent, or practice. Within city services, we need to ensure that all citizens have equal access and treatment within our policies, services, and interactions with city personnel. My platform is

centered on essential city services – public infrastructure and public safety and so ensuring that these services are accessible to all, and based on a viewpoint of meeting citizen needs with a view of equity will be my working perspective.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

When policies are made by a majority view, privilege is embedded into policies and viewpoints. As an engaged community member, I remind myself that it is important to not make assumptions about others, their lived experiences, and cultures but to engage to learn and understand each person as a unique individual and to seek to learn more about their experiences. In this way, I have broadened my perspective and remained open to discovery. This can be uncomfortable because it means adjusting my worldview. In regard to a position on the city council, I expect to engage with policy and the community with the goal of being a representative of all individuals and bringing up for discussion viewpoints and experiences that are not my own but are part of our community and need to be articulated so that Bloomington can continue to grow and embrace our diversity across the many intersections that city government has within the community.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform ultimately has not happened; in fact, Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I support the BLM Movement. I also support embedding into police services and social service outreach. I respect law enforcement, but I support the view of community support and assistance. When we are proactively focused, and well-trained on social constructs and different methods in crisis resolution we can focus on resolving issues and supporting the community. This viewpoint will be my policy perspective within public safety, well-trained, fully staffed, and integrated services, and robust DEI, cultural, and mental health awareness training within our police, fire, parks, and other outward-facing services.

4. Given the American legacy of slavery, tyranny, and discrimination against Black people Indigenous people, and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? If so, please give as many examples as you think are necessary to elucidate that belief, and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, White Supremacy exists today, and we see examples of individuals acting on that belief

more frequently in news reports, which is alarming. Charlottesville is a prime example, and locally, a black man was accosted near Lake Monroe. These are upsetting situations and I think we respond by standing with the injured party and advocating for justice. Collective advocacy is a powerful tool!

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

In my experience, there is bias in our social awareness that suggests the black community has more criminal activity and is more dangerous. There is a culture of suspicion that is then perpetuated. As a city council member, influencing the justice system is only possible by establishing policies and practices that seek to divert individuals from being arrested and entering the system. As an individual, voting for the local prosecutor and judges is a way all local citizens can impact the system. The large military vehicle purchase was a surprise to many of us and didn't seem necessary based on our own local statistics and experiences. My preference is to build community and engage the community in building safety in our neighborhoods and on our streets. Large military purchases need to have a defined objective and advance discussions and demonstration of need along with clear policy and description of situational use. In my recollect, that vehicle purchase was never explained or justified in a way that I personally found satisfactory.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

When I think of restorative justice, I think of restoring to an injured community a sense of wholeness and opportunity. One area I think that would be helpful in restoring justice would be in support of educational and training opportunities. This could be done in partnership with local education/training centers/universities and apprenticeships. The wholeness, to me, comes for more robust integration with the community and a focus on community building, as a whole and this too has to come through partnerships that the city encourages and even supports through the Jack Hopkins fund and other programs funded by city government.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I would need to do more research to explore this idea and to look at justice systems that might support this. However, it occurs to me a more interesting situation is to consider how we could build a society that might support a focus on cultural standards and civic-minded protocols. My

daughter studied and then taught English in Japan for a year and when we visited we observed a society that had strong cultural norms that resulted in markedly less violent crimes, better resource management, and generally more collective respect for each other.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

Post Covid, issues of food security have escalated. I do support our community-based food programs – Hoosier Hills, Mother Hubbard's Cupboard, our local trustees, etc mitigate some of these situations as do our community orchard and gardens with nutrient-dense foods, but I think another part of this equation is promoting a livable wage within many of our service providing positions.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's markets? If so, why? If not, how do you propose to remove or ban them?

Food justice is a daily issue within economic vulnerability. Personally, I would not support white supremacist businesses and I boycott businesses that are known discriminators. Within an open society, the rule of law that seeks to provide protection against discrimination often protects those that discriminate and so collectively we must work within the law to bring attention that the types of discrimination that are seeking that protection. We saw that play out in our community recently and through persistence, the outcome was that the vendor discovered the climate was inhospitable, and removed themselves.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

The Bloomington housing situation is complicated due to the competition which is often seen in university towns for housing. I support housing opportunities that are affordable and available to individuals with low incomes, dependents, aged, and disabled regardless of their race, culture, and sexual identity. I think housing that is needs-based should be available to all. As a community, I think we need to better understand the housing situation and not look just at available units but at available affordable units. Additionally, I want to better understand the metric for affordability to discover how local salaries, food costs, utilities, transportation, and even taxes impact whether housing rates designated as affordable are indeed affordable.

CITY COUNCIL QUESTIONS

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you propose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

a. For reference here is a article from 2018

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I think City Council meetings have a particular business purpose and for that reason limit community input. In a meeting in March, the council president asked council members to allow for the comment section to remain open for a few more comments and was later attacked by Steve Volan because of that. I felt the attack was inappropriate. The city council is a representative body, and as such should always be willing to hear community input. To remedy situations where there is an identified need to receive more community input, I think Council should consider having periodic community discussions around topics as a way to receive input. I have seen this strategy used by our local school system, where they have a topic for discussion, present information about the current program, and then invite comments or even in one situation had break-out sessions. The council may need some assistance in planning topic discussions, but I think they could be valuable.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I think DEI training is only effective if the culture is supportive and embraces the training and works together to be more sensitive to diversity and bias issues. This means that whether the training is from out-of-town providers or in-town providers might be immaterial. I think what is most important is the leadership from the top and the incentives that are embedded within the team to support growth in team perspective and practice. When we are learning something new on a computer program, we often ask a teammate to check our work and within DEI, we need to have that same sort of mentality or work together to check ourselves. Bloomington, due to the university, has expertise in bias and sensitivity issues and if we are able to partner with those resources, in the future, it might be helpful as a way to build and embrace diversity within the larger community.

City Council District 6:

David Wolfe Bender

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

Anti-racism is not just opposing racism or voting against policies that would harm individuals of a specific racial group. It's about accepting that our goal must be to always stamp out the racial discrimination, inequity, and racism that has plagued our past. Not all racism is explicit. Systemically racist policies create decades of negative effects. It is the responsibility of elected officials to understand those past failures and create better futures. If I am lucky enough to be elected to my seat, I think it is crucial to uplift the voices of communities that have not been given the opportunity to see their opinions heard. We need to fund what creates transformational change and meet community members where they are to gain a better understanding of what the work means.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

Privilege is an advantage — implicit or explicit — that is given to a person based on how people view them. I've been the beneficiary of significant privilege my entire life. I was given opportunities that few receive just because of who my family was. I'm a first-time candidate. I want to use my privilege to help uplift other voices. In particular, I want to seek out marginalized voices and ensure they are part of the policy making conversation. Too often, I see our city drown out voices. That needs to stop, and it starts with the elected leaders in our legislature. Much of the success of our IUSG GOTV efforts is because of the work of the IU NAACP. Progress involves coalition building, and being a good elected official means doing that work and empowering my community.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police; if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I think the Black Lives Matter movement is opening an important national conversation about public safety; I think BLM Bloomington is doing an outstanding job of ensuring we have that conversation locally. The demonization of the Black Lives Matter movement is entirely inappropriate, and the disparaging treatment the organization receives by elected officials is a

moral failure. Many elements of the Black Lives Matter law enforcement reform package are crucial. I think repealing the “three-strikes law” at a national level is a great first step. Additionally, ending mandatory minimum sentencing is a must. Nonviolent drug users do not belong in jail; drug use is a medical issue and nothing else. It’s time we treat it like a medical issue instead of a public safety concern. We hear too much about what we can’t do locally because some of these issues are state or national issues; we need to do better about having impactful community conversations about what we can do and do that now.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools, education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

White supremacy absolutely exists today. There’s no question about it. Any person who believes white supremacy is a nonissue should watch the terrifying slideshow of Americans walking the campus of the University of Virginia — not too far from my place of birth — screaming racist and antisemitic words. When I first moved to Bloomington, I was told “Hate doesn’t exist here.” I was told this was a blue oasis in a deep red state. Since I’ve gotten here, I’ve realized that isn’t true. Hate does exist here, and it’s awful. I can give plenty of personal examples of white supremacy. When I celebrated Yom Kippur at the university as a first-year student, it came as someone yelled antisemitic statements at the Indiana University Hillel building. I spent hours tracking the onslaught of swastikas that appeared all over our city in 2021. Then, students tore down a mezuzah off a Jewish student’s door. And then, a Bloomington business created a logo that looks mysteriously similar to a swastika. These issues are right in front of us. Unfortunately, our leaders sometimes aren’t. We need leaders with lived experience and to empower a structure where marginalized people not only feel empowered but thrive.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

Historically, our laws were intentionally meant to target people of color. The sentencing disparities, for example, between crack cocaine and powder cocaine led to the imprisonment of thousands of people of color. I would need to have more discussions with local stakeholders about the specifics of Bloomington’s police force and make space for people of color who are disproportionately targeted. I have concerns with the national trend of police forces becoming more militarized and the use of tanks in a police department. We need to hear from community members about what they want to see, what their concerns are, and how we can do better.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative Justice means acknowledging, empowering, and rebuilding. Restorative justice involves rehabilitation. Our criminal justice system focuses on imprisonment. In my opinion, prison should be reserved for those who are a legitimate danger to society. Right now, we overimprison our population. What programs are there to support that? Are we doing a good job focusing on restorative justice initiatives funded by the city council? Meaningful programs that can change our community should come through the city council, but are city council members doing what they can to empower that relationship building with people doing this work and with our community leaders doing that necessary grassroots work? I want to see and be that change.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

I do not think a society without any prisons is feasible. However, I can envision a society in which we use prisons strategically. There are some crimes that should involve some type of imprisonment, but those crimes should be instances in which the person is a threat or legitimate danger to others in society. For example, murder and violent crime are serious threats to society. A justice system that treats other issues as offenses that can be rehabilitated would be a much more effective, much more humane system. Are we funding that? Are we doing what we can to empower that shift in priorities? It would also start humanizing the idea that we, as people, make mistakes. Very few mistakes should not be recoverable.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

**Statistics from Feeding America Org 2019. These stats have only gotten worse during the global pandemic, though new numbers have not been compiled in this form yet.*

The answer to this complicated question comes in a variety of ways. First, the city needs to financially support our food banks and other local, on-the-ground organizations that assist in overcoming food security. This includes funding traveling farmers' markets, investing in neighborhoods that are in food desert areas, and funding groups doing this work. This is also a student issue at heart. Prior to the pandemic, nearly three in ten university students faced food insecurity, according to Health Affairs. That was before the pandemic, and it's only gotten worse on campus. As IUSG's Director of City/Local Government Relations, we've helped support on-campus systems to promote food security by funding organizations on campus. A stronger campus-city collaboration would be helpful in supporting food justice, and I would do what I can to build those relationships and support that funding.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food insecurity affects other areas of life. Those who do not have adequate access for food are more likely to suffer from health issues and housing insecurity. Food is a necessity. I'm aware of the farmer's market situation, and I think any white supremacist does not deserve the opportunity to sell goods at our farmer's market. I would pressure the necessary offices to create policies to ensure these individuals are not offered permits, and the city should fight any legal battle that could ensue from it. When community members of color say that they do not feel comfortable in our city's farmer's market space, that's a serious concern. How we address that and empower all the change that is necessary to change that environment is an important question. We need to be led with that lens.

10. Bloomington and Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

Bloomington's affordable housing crisis deserves a short-term and a long-term solution. The first step is ensuring that we find short-term housing for the city's unhoused population. Long-term solutions need to require serious conversations about more dense housing. I am running to represent the most dense district in the city. I support more housing diversity in areas where we need it, and I also support other zoning methods to move toward affordability (the removal of parking mandates, for example). I also support tax abatements and zoning advantages for affordable housing projects. We need to do better to make sure we are attracting the growth we want to see. We can learn a lot from best practices from around the country: how other communities develop workforce housing, transitional housing, and affordable housing without displacing neighborhoods. When I hear that Crestmont residents are concerned about being moved from their neighborhood, we need to do better about bringing voices to the table and build collaboratively.

City Council Questions

1. In recent years many community members including BLM BTOWN has interrupted city council meetings in order to bring to light various issues that the council has overlooked, as well as, not taken enough public comment, and neglected to implement community recommendations. The council often chooses to shut down public comment or limit it to two minutes or end council sessions entirely. Do you support this form of censoring the community? Or do you purpose a different strategy to hearing public comment and discourse? Please describe that strategy in detail giving examples from recent or notable comment sessions from the past.

Public comment is an invaluable resource to the city council. I've given public comment multiple times in front of the city council on behalf of the Indiana University student body. There are reasonable restrictions the council should put on public comment. Sometimes, time limits are necessary to accommodate a large number of people who wish to give public comment. I know the pain and frustration of being cut off at a council meeting. I can remember two specific moments where I needed to cut my commentary short because of time; it's very frustrating. However, there are steps the council can take to ensure all voices are heard. Connecting with local community organizations ahead of meetings would allow councilmembers to gain the valuable insights of community stakeholder groups. Right now, I do not think that is being done enough. We shouldn't get to the point where community organizations feel unheard. My plan would be to meet collaboratively with organizations and leaders in a way that works for them — whether that means attending meetings, community discussions, going to dorm dinners, etc.

2. Given that anti-racism, DEI & anti-bias trainings are needed for all levels of government, city employees and consultants; and given that the city of Bloomington has mostly had trainings from organizations not based in Bloomington; do you believe that these trainings are effective to actually prevent racism, homophobia, transphobia and bias from happening in city government? IF not, what do you propose to do to help get the city the training it needs? Do you support local community based training instead of hiring out of town trainers? If not, why?

I haven't been through any of the city's trainings, so I would hesitate to comment on whether or not the city's specific trainings are effective. It does feel like some people take training and feel like their work is done, and that is not acceptable. However, the anti-bias training that I've completed through some of my jobs and campus organizations have been extremely effective as long as there is an understanding that the work needs to continue. I do think it's important to engage local community organizations in training seminars. Bloomington has issues that are specific to Bloomington, so we should try to source our training locally.

City Clerk

Nicole Bolden

1. How do you define Anti-Racism? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? Give specific examples in either your current policies as a seated official or in your candidate platform.

I think of anti-racism as the active refutation of racism and racist systems as they appear before us. It also involves consistent and persistent work on the part of individuals to educate themselves and learn how to operate where racism and anti-blackness are part of the fabric of our society.

In my role as Clerk, I worked to get anti-racism training for all elected officials and department heads as the start of the City's work to become a safer and more inclusive community for all. I have also taken the time to address racist behavior when I see it regardless of the almost certain pushback that I have received from others.

2. How do you define privilege? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? If you are elected, how will you use your privilege to assist BIPOC communities?

In general, I define it as unearned benefits that someone has by virtue of their position, race, education, socio-economic status, class, etc. As the only Black LGBTQIA+/SGL elected official in the state, I try to be aware of the times when privilege works both for and against me. I hope that I am able to raise the voices of those who would not normally be heard when I can, and make sure that other elected officials are aware of the ways in which their own privilege may lead them to make policies that are not inclusive.

3. Given the history of the BLM Movement and the surge of support in 2020 after George Floyd was brutally murdered by police, the promised police and law enforcement reform that ultimately has not happened; in fact Bloomington has increased support for police financially. There has been a backlash against the BLM Movement we are currently seeing in media and politics; are you as a candidate or a current elected official a supporter of the BLM Movement and its position on police & if so please articulate what that means in your own words? Give specific examples in your policy work or in your candidate platform.

I admit that I have always been somewhat baffled by the notion that someone would argue with the idea that Black lives matter. As a daughter, sibling, and mother I believe that Black lives matter. As an elected official, I believe that Black lives matter. As a matter of basic humanity, I believe that Black lives matter. And it will never be ok to use the law to say or act otherwise. I support the Black Lives Matter movement and the work it has done to end state-sanctioned violence.

4. Given the American legacy of slavery, tyranny and discrimination against Black people Indigenous people and other people of color; do you believe that White Supremacy exists today in the US within the populace, our systems of government, schools & education, etc...? IF so, please give as many examples as you think are necessary to elucidate that belief and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.

Yes, I believe that white supremacy exists and goes hand in hand with the systemic racism that we see throughout our country. It is something that we can see at the national level when lighter-skinned folks are treated with more regard than their darker-skinned counterparts. On a more local level, we can see it in lower salaries for people of color in key roles, in the prioritization of the concerns of white people over people of color, and in the racist dog whistles that are used and unchallenged in our local elections. My approach has been to talk to those who can make changes, while

also recognizing that we are operating in a system that is built to support white supremacy.

5. To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force? Name a specific issue in our community relating to the militarization of the police and how you have or would respond to it.

Systemic racism and white supremacy have worked to create an atmosphere in which people of color are over-policed, over-prosecuted, and over-sentenced. Making the justice system more equitable and impartial is something that can be achieved with a multi-pronged approach, with all parties involved. Ongoing and continuous education (not just a few classes or a certificate program) for all parties in anti-racism can help and should include our elected officials, who frequently appoint those in charge if they are not directly elected.

I think the militarization of our police force is concerning for several people, as we saw during the discussion of the city's replacement of the CIRT vehicle. I think there were good intentions and reasonable explanations offered, but I would have preferred to have more public input prior to the decision. I would especially have liked to see more input from those who were most likely to have a negative impact from their interactions with the police. But I think that begins with having more people of color in the room when options are being discussed and when decisions are being made. We simply do not have enough BIPOC people in our local government.

6. What does restorative justice look like to you? What programs focused on restorative justice do you support or would you support as an elected official? How, give as many details as you can?

Restorative justice is repairing the harm to people who were hurt by others actions through tools like mediation or collaboration of some sort. I try to refer folks to the Community Justice & Mediation Center when possible.

7. Describe a society in which there are no prisons. How does that justice system differ from ours? What other aspects of culture would be different in a society without prisons?

The justice system with no prisons would differ from ours by not being rooted in systemic racism and white supremacy. I am not sure that we are in a place where we will see a complete overhaul of our society to create that system, however, the ACLU's Prison Project has a goal to reduce incarceration through bail reform, prosecution, sentencing, parole, and re-entry. That may be the first of many steps that we can take as a society that will have a positive impact for residents.

*8. Given that the Food insecurity rate for Monroe County is 14.4% which is 32.1% higher * than the national average what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.*

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Food insecurity is an issue that I lived with for several years here in Bloomington. I was helped by organizations like Mother Hubbards's Cupboard and Community Kitchen. I later served on the board at Community Kitchen, and continue to appreciate the programs they run, such as Backpack Buddies. In the years since, the People's Market has come into being, providing locally grown food by BIPOC vendors. I recognize the need for and support community-based food programs that support those in need.

9. In what ways does food justice fit within wider social issues, ie economic, environmental or racial justice? Do you support allowing white supremacists in our local food movements/farmer's market? If so, why? If not, how do you propose to remove or ban them?

Food justice is a part and parcel of larger issues of racial justice overall. Black people in particular are more likely to have less access to nutrient dense food, live in food deserts, and have health issues related to poor food accessibility. This is in direct relation to housing, education, and economic policies rooted in racist policies that continue to damage and cause harm.

The white supremacists who were in the Bloomington Farmers' Market caused a great deal of harm. It made the market an uneasy (at best) place to attend, and an unsafe one at times. I think a different vendor agreement that prioritized the safety and well-being of the residents was in order. The city has a responsibility to make sure that all residents can move throughout a public space with safety-we need more people working to make that a reality.

10. Bloomington & Monroe/County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and people with disabilities? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

While it is not part of the Clerk's role to make policy, I believe it is imperative to give voice to those who are not normally heard from in our city council meetings. I have discussed my experiences as a woman of color, who made less than \$30,000 a year, and a single parent. I know what it is like to not make enough money to pay rent while

working a full-time job for the City of Bloomington.

There is a balance to be made between supporting our core neighborhoods, avoiding sprawl, and increasing density. I hope the new Mayor and Councilmembers will make a commitment to finding creative solutions that allow us to work around the restrictions put on the city by the state. We need more types of housing stock in the city which will permit more families and workers to live here.