

Black Lives Matter B-town 2024 Primary Questionnaire - Jody Madeira

*Please copy and paste in your OWN document and please complete all questions. Then send back to blacklivesmatterbtown@gmail.com by **April 10th 2024 5pm**. You have one full week to reply. IF you are a County Commissioner or County Council candidate there are specific questions for you at the end.*

We ask that you think that through carefully and see why they all might apply to the position you are seeking. Bare minimum we want your personal and or political opinion on each question. Do NOT repeat answers from your previous questionnaires. Write in your OWN words do not quote from books, articles or other media.

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 Please try to use your own words and do not quote from a book or online resources.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? 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? Give specific examples in either your current policies as a seated official or in your candidate platform.

I define anti-racism as the understanding that racism is inherently present in society, and that as a result we must be continuously mindful of its presence and effects and actively counter it (despite current political systems which are pushing countermeasures) .

As an elected official, I would apply anti-racism by:

- advocating for criminal justice reform and ensuring that minoritized groups have equal opportunities for housing, education, and high-quality employment;
- ensuring that county government has diverse representation in leadership positions
- respecting other county branches of government as co-equal such as Monroe County Sheriff Ruben Marté and Monroe County Clerk Nicole Browne, working with them to remove obstructions that currently exist;
- bringing diverse voices to the table for governmental and community decision making, with the expectation that these voices will provide honest and at times challenging responses (it was shocking that the Community Justice Response Committee was disbanded for doing just that, and that the Commissioners said that they instead wanted a committee that merely provided “recommendations”);
- purposefully engage with minoritized groups to listen to and understand needs and concerns through town-hall meetings, advisory committees, and community events (this could also include convening a summit about race and respect in Bloomington, to get frank advice about how we as government officials could be as helpful and responsive as possible);
- supporting minority-owned businesses through access to funding, technical assistance, grants, and other forms of capital;

- working towards police reform by advocating for community policing, including civilian oversight boards, and rethinking public safety and what that means for diminished criminal justice responses;
- advocating for legislation and policies that promote antiracism and address systematic inequalities, including criminal justice reform, equal housing and education, etc.;
- resisting state incursions in local sovereignty that would have pernicious effects for marginalized communities;
- find ways in this current anti-DEI culture to providing cultural competency training and anti-bias training to government employees.

To me, privilege means innate advantages that a person has simply from their immutable characteristics/birth – race, sex, socioeconomic status, ability, sexual orientation, etc. These advantages are unearned, and problems come when individuals aren't conscious of the ways that these characteristics can affect their life opportunities, from the ways others perceive them to acquiring positive social capital or stereotypes/biases to enjoying increased protection and “invisibility” from discrimination. Often privileged individuals believe that the effects of these innate characteristics are merit-based.

Privilege has affected many decisions I have made as an engaged community member. I have been privileged because of my skin color, abilities, gender (that one works both ways sometimes), and socioeconomic status. I was raised on a very diverse military base in Germany, so I wasn't aware that many areas of the U.S. were non-diverse until I moved back when I was 7. I have lived experience of many challenges (housing insecurity, parental loss/single-parent upbringing, paying for own education, etc., sexual violence/assault, sexual harassment), but certainly not others, and so I have had to work to become more aware of how members of marginalized groups experience those same challenges and others differently. I also realize that I have had more opportunities to participate in community engagement activities as compared with individuals from minoritized backgrounds. White women are usually represented positively and prominently in media and government, and so I have been a visible candidate for organizations seeking new board members or involved individuals. It has been easy for me to gain access to schools, state legislatures, newsrooms, and other key sites of communication and change. Privilege has also made it easier to engage in academic research, especially with qualitative interviews; others have naturally found me non-threatening and thus opened up easily and shared thoughts and feelings related to topics of concern.

Here are some ways I have sought to counter privilege:

- I have actively sought to listen to and consider diverse perspectives, to collaborate with people from backgrounds different from my own, and to ask how I could do better as a friend and colleague;
- I have worked to raise awareness of the inequities of criminal justice and capital punishment, advocating for restorative justice and abolition in Massachusetts when I lived there (I had written a Ph.D. dissertation and book on the topic of closure following executions, which helped in this venture);
- When I moved to Bloomington, I obtained mediation training and joined the board of the Community Justice and Mediation Center;
- I redoubled my efforts to advocate for gun violence prevention when my nephew, adopted as a young child from Haiti, took his life with a firearm that had been properly secured in his home. Since then, I have turned more of my attention to child access prevention, firearms safety counseling, and suicide by firearm;
- Finally, as state and national governments (and courts) attempt to cancel anti-racism and those of us who help to make it visible, I have leaned into projects in this vein, including working on scripting educational models for DEI training for treatment courts funded by the National Institutes of Justice.
- As a member of the board of RESOLVE: The National Infertility Association, I have worked to ensure that individuals of all backgrounds can afford to access infertility treatment.

2. How do you understand Diversity, Equity & Inclusion (DEI) measures and/or Affirmative Action? Be specific about your understanding of these concepts. Do you agree or disagree with their implementation in workplace environments (including political ones)? Given the conservative backlash against these initiatives do you believe these are crucial elements of the Democrat party and/or Liberal or Progressive ideals? Why or why not? Have you seen a benefit to these initiatives personally if so, when and where?

I understand DEI measures as specific policies or programs designed to promote diversity, equity, and inclusion within groups, institutions, and communities so that individuals from diverse/marginalized backgrounds are valued, supported, and given equal access to opportunities. Affirmative Action, to me, is a bit different; it seems to be a subset of DEI, since these policies were implemented to redress historical wrongs like discrimination. Some DEI measures can include Affirmative Action to ensure inclusive policies and diverse representation in schools and workplaces, especially in high-quality or leadership positions. DEI measures go further than Affirmative Action to address institutional or systematic inequalities and effect long-standing change, including in part through training programs (like the treatment court education modules I am scripting – see Q1)

I agree with implementing DEI and Affirmative Action policies in workplaces and political environments, but they also need to be implemented in schools as well. I also believe that the conservative backlash against DEI and Affirmative Action measures makes it even more integral to include them as liberal/progressive ideals and planks of the Democratic party platform. There are a number of reasons why they are essential. First, they reflect party/progressive values because we believe in equal rights and social justice. Second, they are key anti-racist tools and for redressing systematic inequality, and in fact for ensuring inclusivity in party leadership and membership. How could we help to attract diverse voters otherwise, or indeed ensure equal voting access and work against gerrymandering?

I'm sure that I have benefitted from DEI and Affirmative Action measures in ways that I don't know, particularly with respect to initiatives for hiring women. I've certainly received college scholarships based on gender and I recall two high-profile summer internships I received, the FBI Honors Internship and the CIA Honors Internship, that specifically encouraged women to apply.

3. Since the 2020 surge of support for the BLM movement there has been an extensive backlash/whitelash against the Movement. We see it clearly in the media and politics locally and nationally. Are you as a candidate or a current elected official a supporter of the BLM Movement and its messaging and goals? Do you know what those goals are? If so please articulate them in your own words? Give specific examples of how you support the BLM movement in your policy work or in your candidate platform.

I am very much in support of the BLM movement, its messaging, and its goals. To my understanding, these include

- promoting awareness of the personal dignity and humanity of Black lives and working against social and institutional marginalization;
- addressing systematic racism and inequality through increasing awareness of and ending police brutality and racial profiling;
- reforming the criminal justice system through changes to incarceration practices (giving its disparate impact on Black communities), sentencing laws and practices, and probation/bail policies;
- working to eradicate systemic racism in healthcare, housing, employment, education, including giving Black communities equal access to economic development and housing;
- working to include Black individuals at every level of the political process, so that laws and regulations are informed by diverse perspectives, expertise, and engagement.

In my previous answers, I have discussed some ways in which I would try to facilitate these goals if elected (see first set of bullet points in Q1). Generally speaking, I would implement policies that expose and eradicate institutional racism and that promote human dignity, community, and

political engagement. These include police reform, community policing, criminal justice reform to end sentencing and incarceration disparities), ensuring that Black individuals have equal access to and opportunities in community institutions and government, actively listening to members of the Black community and soliciting their advice on identifying and resolving community challenges; ensuring diverse representation in appointed county leadership, maximizing economic opportunities for Black businesses and community programs for Black residents.s

4. 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?

There are several reasons why the criminal justice system disproportionately targets communities of color. Policing practices like over-policing in communities of color and aggressive law enforcement policies result in more individuals of color being arrested, especially for minor offenses. Communities of color may also have lack of access to education, housing, and living-wage employment, driving members into criminal activity to obtain basic necessities for themselves and their families. Social science research has also documented bias and inequity at every stage of the criminal justice process, including arrest and changing determinations, pre-trial release (including bail), plea bargains, access to treatment courts and other diversion programs, and so on. This is particularly true for drug politics which have been unequally enforced against communities of color – this is why we have mass over-incarceration for drug offenses.

The ideas I have to make the justice system more equitable and impartial include mandatory cultural sensitivity and implicit bias training for police and court employees; promoting alternatives to jail such as diversion programs (especially treatment courts) and restorative justice practices; assessing and combatting disparate outcomes at various stages of the criminal justice process (including ending cash bail policies that harm low-income communities); increasing public defender funding to ensure adequate legal representation; and supporting/facilitating expungement of criminal records to promote access to quality employment and housing. It is also essential to implement wraparound programs for individuals emerging from jail to help them find housing and jobs.

I am very concerned about the militarization of law enforcement – this is the opposite of the community police models that I support. First, militarization erodes trust between police departments and all communities, but this is especially true for communities of color which have been and still are brutalized by police force and militarized technologies. Militarization facilitates departmental cultures of aggression, encouraging the escalation and use of excessive force in encounters that could and should be resolved through more peaceful strategies. For example, it can lead to a disproportionately aggressive response to protests, endangering

residents and chilling the exercise of constitutional rights. In short, it is very hard for a militarized police department to form positive relationships with its community.

5. What does Restorative Justice look like to you? Given the amazing response from our community against the new jail, what programs focused on Restorative Justice do you support or would you support as an elected official to lower the number of community members who are incarcerated? How would these ideas be implemented? Give as many details as you can.

I've supported RJ principles as a trained mediator and board member of CJAM for the last 15 years. RJ to me means working to address harms from criminal/anti-social behavior through other means than criminal punishment or incarceration. RJ methods focus not on incapacitation, blame, or shame but on empathy, understanding, and acceptance of responsibility through communication between individuals and those they harm. Offenders and victims heal together. Usually this involves programs like victim-offender mediation or CJAM's Community Voices program, where dialogue between offenders, harmed individuals, and community members discuss the harm, its impact, relevant needs and concerns, and appropriate ways to redress or repair the harm (making repairs, paying for damaged items, community service, apology, etc.).

I wholeheartedly support RJ programs whenever possible in lieu of incarceration. First, it's critical to fund current opportunities and build more for low-level offenders such as shoplifters (CJAM has an excellent shoplifter education program for example). Second, I want to expand treatment program opportunities, including expanding possibilities for enlarging the categories of participants to include individuals with violent criminal histories (even though these programs are traditionally for low-level offenders, research suggests that others can benefit as well). These promote substance use recovery and wellness/health/mental-health services, which addresses the reasons why many offenses are committed in the first place.

I would also work to support RJ in schools to work to address disciplinary issues before they amount to more severe or permanent consequences, or worse, are escalated to law enforcement. We also need to promote educational programs that enhance academic success for underprivileged students and foster social-emotional learning (my children all started at the Project School and I have seen how transformative these programs can be).

I also would work hard to expand reintegration programs beyond the reintegration treatment court, including IRACS (if Bloomington is chosen as a pilot site); these programs help provide secure and safe housing, job training, and stable employment opportunities. This reduces recidivism and also helps pursue other goals such as helping parents who experience criminal justice involvement to keep their children and families intact.

We can implement RJ programs by seeking additional funding through grants and foundations as well as state and national funding programs. Diverse funding sources exist depending on where programs are implemented, from criminal justice to schools to social services. We also

need to forge partnerships with faith-based organizations, non-profits like CJAM, MCCSC and other area schools, and interested employers. I know that CJAM has victim-offender and Community Voices programs that have been very successful and would be more so with increased community member involvement. We can also provide RJ training to law enforcement and criminal justice system personnel, county employees, and educational professionals, as well as community professionals. We can offer mediation services to resolve conflicts in governmental spaces. These programs must be evaluated for efficacy and participant satisfaction. Finally, I think it's very important just to be open to new possibilities for programming, and to be creative and collaborative.

6. Describe a society in which there are no prisons or jails. How does that justice system differ from ours? What other aspects of culture would be different in a society without the carceral state? How would this change or eliminate policing? Would you support this type of society?

A society without jails would look very different, including a core focus on treatment, prevention, RJ, and community accountability procedures instead of incarceration, punishment, shame, and blame. This society would prioritize teaching social-emotional learning, anti-bullying lessons, and conflict resolution from early childhood on, building it into the school curriculum and community youth programming. This society would also have a service-oriented culture, where civic and community program participation was institutionalized, incentivized, and celebrated very differently than it is now. Social services positions, substance use treatment/recovery positions, and mental health positions would be higher-paid, with scholarships and other incentives for education and professional training in these areas. There would be multiple creative ways of facilitating social cohesion and support networks that uplift and promote well-being for all citizens. Wrongdoers would no longer be shamed or shunned, and would find it much easier to obtain housing and employment, as well have any offenses expunged from whatever record-keeping entity was responsible for maintaining them.

This society would have a substantially different culture. For example, I think that such a society is incompatible with current U.S. gun culture. To me, the ubiquity of handguns and the citizens' readiness to resort to firearms is incompatible with the society I've outlined above. The individual right to own a firearm is rooted in self-defense, and the need for self-defense would be so infinitesimal in a society without prisons or jails and with the social supports outlined above that that rationale would no longer be strong enough to provide a nexus for the Second Amendment.

I believe we would also need to have universal healthcare and universal housing as well. With those two key areas of need satisfied, individuals could more easily access preventative services, particularly for mental health. I believe this society would also be more focused on relational autonomy, and less on individual autonomy. That one takes some explaining. From a pure individual autonomy perspective, we act based on our free will, and not because we are influenced by social upbringing, environment, or other external factors. That means that we tend to assume individuals willfully choose criminal behavior; even addiction is conventionally

viewed (incorrectly) as a “choice.” In a non-incarceral society, the conventional view would be that such behaviors would be influenced by social and environmental factors such as adverse childhood events (ACE factors), mental health reasons, prior histories of abuse, substance use disorder, etc.

I believe policing would still be needed; policing is one part of a larger criminal justice system, which would need to exist for public safety reasons even if it had a radically different focus. In a non-carceral society, the focus of policing would be on prevention, restorative justice, facilitating access to services, and community-based enforcement instead of punishment.

I would be very supportive of this type of society, but I do feel it would be necessary to have jail facilities, albeit ones that looked very different. There are some individuals that must be incapacitated for public safety, even if they are outliers and that is done temporarily. Some individuals may need to be incarcerated permanently (call it the “serial killer” solution). Attention would have to be paid to restrict these cases to very few crimes and assess and remedy any disparities in charging and sentencing.

7. 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 within US society today? 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 (“WS”) still exists today in the U.S. (and indeed, globally). It still explains disparities and inequities in employment, wealth, education, criminal justice, and other institutions. It is even more dangerous now that legislatures are attempting to prove that race and discrimination are invisible by eliminating DEI across institutions. This form of WS has the power to do great violence to marginalized groups by denying disparities so that all consequences of inequity can/will be blamed on individuals themselves. And WS in the form of voter suppression makes it very difficult for marginalized groups to elect individuals to reverse these horrific trends.

To make matters worse, paramilitary and extremist groups pose dangers to marginalized communities through spreading false information, intimidating marginalized communities, etc. I have researched these groups and domestic terrorism for most of my career; my masters thesis in Sociolinguistics was on the rhetoric of militia groups and my doctoral dissertation was on a White Supremacist, Timothy McVeigh and whether people experienced closure from being involved in his trial and execution and/or helping to design and build the Oklahoma National Memorial.

The WS-related issue that I would pick to respond to is domestic terrorism, because that is one of the most obvious forms that can be detected and stopped, particularly on the local level – and a goal that most Americans can agree is important. Eradicating domestic terrorist groups will require the cooperation of local governments who can share information with federal and

state authorities and help detect and stop methods for financing and recruiting. We need to promote local resilience and support marginalized groups in communities where these domestic terrorism groups are prevalent, and we can certainly do better at that in Bloomington. Ultimately, teaching children about social-emotional learning, anti-bullying, and diversity can help to prevent radicalization, but this education must be immediately paired with comprehensive and effective methods in federal, state, and local levels for rendering extremist groups impotent.

8. Given that 44 Million people are food-insecure in the US and given that the rate for Monroe County is 12.2% (over 17,000 residents), 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 2021*

<https://www.feedingamerica.org/hunger-in-america/food-insecurity>

Food insecurity in Monroe County is a serious problem; many individuals don't have regular access to healthy/nutritious food. We have many programs in place, including People's Cooperative Market, Mother Hubbard's Cupboard, Hoosier Hills Food Bank, Community Kitchen, Crimson Cupboard, and Meals on Wheels. I support all of these programs and would love to facilitate expansions.

Many residents find it difficult to access local food banks and assistance programs and/or lack access to healthy meals. Food prices are incredibly high right now; others may not have the time to grocery shop on a regular basis or know how to cook or have access to a garden plot where they can grow food.

Identifying food deserts and bringing together local leaders who are doing this critical work to address these issues and work on solutions would be a high priority for me. I would work to expand access by ensuring adequate public transport to food assistance programming and expanding food assistance outreach through grants. For example, we can work with convenience stores to offer a greater variety of fresh foods and produce. I also think it would be useful to raise public awareness through a public education campaign that informs county residents about the extent of the problem, which would surprise many. We could also work to improve access, partnering with local employers to potentially identify individuals in need and deliver food to their workplace at end-of-day so they could take it home, and partnering with local community gardens to give plots to individuals.

9. 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 disabled people? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.

I define affordable housing to be housing that costs 30% or less of a household's gross income, so that it is within budget for low- and moderate-income residents.

We have a housing crisis in Monroe County; we urgently need housing of many different types for diverse groups of residents. That is a complex task that requires a lot of collaboration between the city and the county. Our rental prices are the highest in the state and it is very difficult for people of limited incomes to transition to owner-occupied housing. We need more income-restricted rentals, more rental vouchers, more low-cost apartments, and more low-cost single-family homes. We must increase funding for eviction prevention programs and rental assistance programs. We also need additional assistance for eviction expungement, since that can terminate residents' hopes of getting housing in the private market for over a decade.

We also have to build new developments that are amply served by public transportation. We urgently need to do a housing assessment, update the Comprehensive Plan (which has not been done since 2012, and should be revised before the County Development Ordinance), and then revise the County Development Ordinance. We can revise zoning laws, expand sewers, offer expedited permitting and fee waivers or subsidies to developers who agree to build low-housing and mixed-income developments to maximize private investment, use community land trusts, and so on. I know that our Unified Development Ordinance does offer incentives to build affordable housing inside the city. I think it is great to have mixed "missing middle" housing inside the city so that duplexes, triplexes, courtyard buildings, etc. are incorporated into neighborhoods with single-family homes, which also gives neighborhoods retail spaces and greater bang-for-buck with public transportation.

I support dense housing with priority for people of color, families with dependents, disabled individuals, and individuals who make less than \$30,000 per year. Dense housing helps to facilitate social cohesion, allows residents to access shared resources like child care (if provided on site), allows residents to organize, and should involve residents in community decision making and care.

If you are a County Commissioner or County Council candidate there are extra questions below. If you are not one of these types of candidates you are done with the questionnaire.

County Commissioner & Counselor Questions:

1. Given the current city and specifically Mayoral approach of displacing and demolishing homeless encampments what will you do to help with short term living solutions for our homeless/unhoused community members. Do you support public sleeping measures? What will the county do to add protections for these vulnerable community members? Be specific and give examples from your policies or campaign platform.

For short-term living solutions, we have to expand the number of beds for individuals experiencing homelessness. Housing first is the greatest priority. Again, this is a topic on which

the city and the county have to collaborate closely, along with nonprofit groups and possibly private organizations. In addition, one of my most important priorities is not to criminalize homelessness; this approach sets up anyone who is arrested in a position for further arrests and housing denials for an interminable period of time.

The first step is to assess the extent and needs of the homeless community, which I believe is already being done by organizations affiliated with the Heading Home coalition, and this information is available on a newly-launched data dashboard. As soon as a camp emerges, we need outreach - individuals who are knowledgeable about community resources and potential resident needs – to network with residents to build trust, build relationships, and assess needs. Outreach teams are currently active with homeless encampments in Bloomington. I would also like to bring in other forms of assistance; some people are not going to be able to take advantage of some housing programs, including those with felony convictions or eviction records, and so expunging those records is important. Individuals experiencing homelessness will also need legal services for those charged with homelessness-related offenses such as trespassing.

There are alternatives to disbanding camps that also merit attention, including allocating safe spaces where residents can camp that have more regular access to basic needs and regular outreach services for medical care, etc. If disbanding or relocating camps is the approach that is used in either the city or the county (and that is something over which I likely don't have much control), then residents must be given the opportunity to sign up for rapid rehousing programs, short-term rental assistance, etc. before the camp is disbanded/relocated. All members must be notified about temporary shelter areas where they can access showers, toilets, and provided the opportunity to store personal belongings.

The urgent need for safe public sleeping spaces is readily apparent, especially after the horrific murders of homeless men this past year. Public sleeping helps keep residents safe, provides easy access points for outreach services, keeps individuals from being harassed and experiencing other harms, and gives them the community connections and social support that everyone deserves who desires it.

Overall, of course, the goal is to transition as many individuals experiencing homelessness to permanent housing. Not everyone is going to want that solution, and we cannot force it upon anyone who does not, but we can certainly expand the transitional and permanent housing spaces that we currently have – and housing is the first thing that individuals experiencing homelessness need (of course after other immediate needs are met such as being treated for a medical crisis). We must also fund programs that address the causes of homelessness, such as mental health needs, unemployment, eviction, and substance use disorder.

2. 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 a County official 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 protect LGBTQ children from hate crimes and discrimination in our county?

This is something that I'm focusing heavily on right now, particularly after the cruel developments of February and March with Indiana's gender-affirming care ban. The U.S. Circuit Court of Appeals for the 7th Circuit suddenly (and shockingly) issued a stay that lifted a preliminary injunction put in place by a federal district court in June 2023. This injunction had prevented SB 480, Indiana's ban on gender-affirming care for minors, from going into effect. The court allowed SB 480 to go into effect in late February 2024 (and just affirmed this on March 21, 2024). I'm profoundly unsettled and angry about how this happened. Usually one party requests an appellate court to lift a preliminary injunction, but the 7th Circuit did this on its own initiative, stating that *Indiana* (not its youth) was harmed because its duly enacted law could not go into effect. That's not how the balance of harms is supposed to be allocated because appellate processes exist to protect the population whose rights/conduct are being most affected by a challenged ruling or law. The parties were never even allowed to brief the court on why there it should lift the stay at all. Moreover, health care providers had no chance to refer patients to out-of-state providers or cooperate with out-of-state providers to preserve continuity of care, even if patients could find them on their own.

There are important legal reasons why SB 480 should have never gone into effect, such as that no professional medical association supports bans on gender affirming care (and transition surgery is not the standard of care for LGBTQ+ youth anyways, and was never on the table). There was also zero transition time for LGBTQ+ youth to find other health care resources, and no warning that the preliminary injunction would be lifted.

This is certainly a matter that will take close collaboration between the city and county. My first priority will be to work to repeal SB 480 and to find alternative ways to ensure that LGBTQ+ youth can obtain the care that they need, while safeguarding health providers who cannot refer them. SB 480 prohibits referrals from providers, but can it curtail work by non-providers who can supply materials and support to help affected families find care possibilities out of state? The bill is poorly written, and loopholes exist. We can also collaborate with care providers out of state to eliminate the need for referrals, if in fact clinics would still require them, since Indiana providers cannot legally provide them.

To support other adult LGBTQ+ community members, especially those with intersectionality concerns, it's first necessary to strongly oppose legislative measures that would harm access to health care, personal well being, or autonomy and dignity. I can't think of a proposed Indiana law related to LGBTQ+ concerns that would not have an effect on those aims, however. There are steps we can take in local government to prevent additional harm to our community members. I think it would be an awesome idea to establish a youth commission to advise local government on current experiences and needs and to prompt us to brainstorm innovative ways to effect protections in a hateful political climate. We must ensure that LGBTQ+ community members are represented and lead on advisory boards and government bodies. We have to ensure that our policies on inclusivity and non-discrimination are enforced. We can establish an

LGBTQ+ community center to offer resources, support, and cultural events. We can include cultural sensitivity training for public employees. We need to ensure adequate funding and resources for mental health services and suicide prevention, especially for youth and young adults. It is also important for us to liaison with other communities that have implemented programs to support members of these communities, especially in red states with equally hostile climates. We can also implement public education campaigns that give accurate public health information about gender-affirming care, that combat stigma and stereotypes, and that encourage reporting of hate incidents.

We also need to work closely with other county offices, including the Sheriff's Office and MCCSC School Board, and community organizations to create partnerships and use resources most effectively. Although this is not directly under the auspices of the commissioners, we can also support MCCSC's use of LGBTQ-inclusive curriculums in schools from the earliest grades to increase education and acceptance (again, reversing a terrible statewide trend).

3. Given the sweeping restriction of Reproductive Rights in Indiana and across the country how will you as a County Official help those seeking abortions, birth control and or protection from prosecution for seeking those services? How can we in Monroe county protect those rights for our residents? Be specific, address your platform, policies and any extra knowledge you possess about this issue.

This is a topic that I work on very intensively. For the past five years I have fought against fertility fraud (which occurs when physicians used their own sample to inseminate women without their knowledge or consent, instead of using samples from a male partner or medical student as promised). Since 2019, I have worked with others (a group of seven victims) to pass 11 state laws, and we currently have a federal law (HR 451) with 50 bipartisan cosponsors. This process has basically consisted of establishing a new social movement that we never knew was necessary until direct-to-consumer genetic testing began to reveal that people's biological fathers were actually the physicians from whom their parents had sought fertility treatment.

More broadly, I have also researched and written on abortion in an academic sense for several years, fighting against the idea that women experience regret and assessing clinic business practices. I was also a very vocal and visible voice opposing SB1, Indiana's abortion ban, and traveled several times to Indianapolis (coordinating with Shruti Rana, Jennifer Crossley, and Shelli Yoder) during the House and Senate hearings on that appalling legislation.

In addition to advocating for reproductive rights especially at the state level (and challenging laws that restrict local action), I think one of the first and most important things is helping individuals who need to access healthcare to do so, and that means all people who need those services – all people capable of pregnancy. That could mean facilitating healthcare for county employees, safeguarding access to abortion funds which red states are trying to end, and strong resistance against any further tightening of abortion laws (especially "bounty" provisions or reporting incentives). Bloomington can also get the word out that it is a safe community for

those recovering from healthcare procedures who need a place to stop enroute to other communities.

We must support our Planned Parenthood clinic, All Options, and other organizations that provide free/low-cost reproductive care to people, applying for grants and increasing funding. We can support the community access to comprehensive sex education since that is becoming harder to fit within school curriculums. We can work to offer financial assistance or subsidies for contraception, particularly long-acting reversible options such as IUDs, for those who cannot afford them otherwise. We must partner with nonprofits and clinics to reach communities that are marginalized and ensure that they know of and can access support programs that may be helpful if they choose to do so.

4. Given there is often a disconnect between City and County, how do you plan to work with the City of Bloomington elected officials to engage them in the work the County is doing on various social and economic issues? Especially issues related to the Black community given that the majority of long term Black residents of Bloomington live in the county. Additionally how will you support a Black Community center IF one is started? Please be specific citing examples from your policies and or platform.

Collaboration between Bloomington and Monroe County is one of my campaign platforms. We have so many new and promising elected officials that this a key time to move forward on many progressive plans that never started or stalled in previous years.

The first step is to move forward together with strategic planning for immediate, short- and long-term needs. Although both the city and county have different lanes, those lanes need to run together and not across one another, and we need to keep track of where each other is at all times. That means many more cross-government meetings of commissions, etc. The city has an underutilized Metropolitan Planner who should be tapped in this process of coordinated growth. The city and county need to collaborate on development plans to attract businesses, create jobs, and stimulate growth, including growing public transportation networks, enhancing broadband access, and service accessibility for rural residents. Joint efforts in tourism can boost both local economies and create a shared heritage that is county-wide, not just centered in Bloomington or Ellettsville. City residents should be engaged in county planning. Areas of collaboration that would touch upon Black county residents would be increasing access and equality of education, expanding healthcare facilities, and enhancing job and career training programs. Supporting Black or minority-owned businesses, particularly agricultural endeavors, would be a great way to both achieve greater food justice and boost economic growth.

The second premise is to demonstrate respect for other co-equal county branches of government and for other city offices as well. The Commissioners have been defensive, dismissive, and demeaning towards others (the Sheriff, the County Clerk, certain county councilors/Councilor Crossley in particular, and members of appointed commissions such as the Community Justice Response Committee). That is hardly the basis for fostering open, transparent, and trustworthy government. I think we need a frank conversation where we listen

about the experiences of diverse leaders and obtain recommendations on how we can do better in that respect from the first – in fact, this needs to be a continuing set of conversations. These arrangements should begin after the primary if willing candidates are elected so that candidates are more prepared for inclusive leadership when they take office. Moreover, if elected, I would urge my fellow commissioners to reconstitute the CJRC, with the understanding that we hope that they will make recommendations for action, and challenge our thinking on these issues.

The third urgent need is for diverse voices and inclusive representation in local government. Research shows that the best decisions are made with teams that are diverse in terms of expertise, life experience, training, etc. Discussions are most informed when points are constructively questioned, challenged, and explained, and where participants feel able to bring up divergent viewpoints or to comment upon others' remarks. There is not one person in the community who can do the best job of governing the city or county on their own; it takes teamwork, collegiality, mutual respect, honesty, and engagement from citizens and local leaders alike.

I would support a Black cultural center if one is created. Local government can help provide funding grants and resources for its opening and continued operations, working with community leaders on siting, zoning, and permitting. Once built, local government leaders can collaborate to integrate services with other county programming, integrate the center into the community, promote its work through official communications, and attend events to demonstrate support and engagement. Our goal would be to help ensure that it was sustainable and effective in helping local residents in diverse ways, building new networks and serving as an important and innovative community center.

5. Currently there are multiple health department county licenses farm, food and home-based vendors MUST get from the Health Department in order to operate in Monroe County. Specifically, at the multiple markets here. The licenses and permits put an extreme financial and systemic barrier up for BIPOC farmers and food vendors. Do you believe these permits are necessary, do you know what they are, do you agree that they are systemic barriers? How can we incorporate safety measures in the Health Dept while also cutting costs and barriers for BIPOC farmers & food vendors?

I do believe that permits are necessary to ensure and enforce minimum standards to which all farmers and food vendors must adhere, to protect public safety, to safeguard local government from liability and to satisfy other state requirements. The licensing and permitting procedures should be made low-barrier, easy to obtain, and affordable.

It is easy to see how these licensing processes put an extreme burden on minority farmers and food vendors. For food vendors, there are multiple permits available for temporary, mobile, and push cart licenses. They require an application for plan review, a questionnaire, a schematic layout, a full menu, a list of kitchen equipment, and a plan review fee. **Mobile vendors** with sparks/flames require a fire safety inspection as well. There are a ton of required permits and licenses. For example, a mobile food vendor has to have an Indiana business license, a

Bloomington Mobile Food Vendor license, approval from the Board of Public Works to operate in a public right-of-way, proof of independent safety inspection of all business vehicles, and proof of insurance indemnity. Licenses can be obtained for 1, 3, 7, or 30 days; 3 or 6 months, or 1 year, and range from \$25 to \$350. For a push cart license, many of the same documents are required. For a **Farmers' Market license**, farmers must reside and produce farm goods in Indiana and are expected to participate substantially in the production of goods sold. Farmers must submit an application by February 21 to receive full consideration with a \$20 application fee. The application asks which produce farmers plan to sell, asks farmers to describe growing processes and any related certifications (certified organic, pasture-raised, low or no-till, synthetic chemicals, etc.), size of area in production, and the number of facilities or animals used for market purposes (greenhouses or hoop houses, animals, apiaries or hives, items collected/gathered). Food and Beverage Artisans have just a contact email on the website, so those requirements are not at all transparent.

There are several strategies we can use to reduce this burden for food vendor and farmers' market licenses and permits. First, we can streamline application processes for health department licenses, reducing paperwork and other bureaucratic barriers. We can also provide educational resources such as online guides and flow charts to help applicants navigate the application processes. For applicants with low incomes, Financial support can help cover the licensing costs such as fees for inspections and permits. We can also collaborate with non-profits and community organizations (including legal services) to provide mentorship and technical assistance throughout the licensing process and beyond (if the applicant agrees). Health department staff should receive training on being culturally sensitive and responsive to the needs of farmers and vendors to ensure that they offer support and advice in a non-discriminatory manner. These would ensure that farmers and food vendors are properly licensed (safeguarding public health) while facilitating inclusivity in the business community and ensuring that applicants are not tripped up or stymied by unclear instructions, obscure processes, or high fees.