

REDACTED*

**The interest group that sent me this questionnaire has asked that their name and questions be redacted. However, the following topics are discussed: general experience, economic development and the right to unionize.*

[REDACTED]

Former Project Manager on the City of Peoria's Innovation Team, before stepping down to run for City Council.

Currently, I'm driving Uber to make ends meet during the campaign season.

[REDACTED]

I have not run for or been appointed to public offices, however I've worked for the Cook County State's Attorney's Office, the Office of the Mayor of Chicago, and the City of Peoria. I have served on the boards of United Way's Generation United Young Professionals Organization, the Moss Bradley Residential Association, the League of Women Voters of Greater Peoria, and Soulside Healing Arts, a non-profit dedicated to making holistic wellness accessible in our community.

[REDACTED]

I believe essential government services should be performed internally when possible. When it is reasonable to believe that an essential service could be performed internally but the City is considering contracting it out to a private corporation, I will ask for an evaluation of options that include contracting out in comparison to performing the service internally. Additionally, when the City contracts services with a private entity, that entity should be held to the same standard of accountability that City staff are held to. There should be no exemption for requiring transparency, quality, or workers' rights whether a service is provided internally or externally.

[REDACTED]

I'm in favor of the prevailing wage law that establishes livable wages and preserves the opportunity for upward mobility for skilled laborers. The City has a responsibility to set an example and expectation of paying workers a fair wage, and in so doing, prevent public projects from driving wages down in the area.

[REDACTED]

I oppose “right to work” initiatives. Unions are an essential component of fighting for workers’ rights and I believe “right to work,” on the whole, weaken workers’ rights.

I am in support of protecting the rights of public employees to collectively bargain, strike, and have the ability to engage in binding arbitration if they wish to do so.

Yes, I believe all workers have the right to collectively bargain. My father was a member of the Solidarity labor union in Poland that organized millions of Poles in opposition to the oppressive communist regime that was ruling the country. For taking a nonviolent action in his capacity as a union leader, he spent 5 months in prison. The right to organize and form a labor association is one that I cherish as a fundamental human right. My life is a direct result of its power to unite people and work for good.

I am in favor of card check as a method to make it easier for workers to form a labor union.

The old model of economic development, wherein cities offer large taxpayer-funded incentives for large corporations, isn’t effective anymore - especially for a City that is struggling to retain its population. I believe economic development happens when we grow our own. I’m in favor of small-scale development and nurturing our local startups.

Small-scale development: people who want to incrementally invest in buildings in their neighborhoods through small mixed-use or residential redevelopments. In places where the market is not serving our neighborhoods, the City should empower current residents to develop spaces that reimagines vacant or abandoned buildings, in order to create opportunities for community and attract additional residents to return to declining neighborhoods. These small and incremental developments build a sense of place in our neighborhoods that builds community, attracts additional residents, and spurs follow-on development. Within City Hall, this means shifting culture to one where employees, such as building inspectors and urban planners, are encouraged to “get to yes.” Rather than using regulations as a way to shutter a project, working with entrepreneurs to achieve their visions and dreams, while considering the health and safety of the community.

Local startups: In our own backyard, we have some of the most innovative and scalable startups in the country. Some have a few employees, other employ dozens, but many of these startups are poised to hire hundreds or thousands for high-paying jobs as they grow. These companies include AutonomousStuff, Natural Fiber Welding, TADA Cognitive Solutions, Bump Boxes, and others. The City of Peoria should work with these

startups to ensure that they have the ecosystem that is necessary for them to grow in Peoria so that they want to sink their roots down in our area and spur economic development from the inside out.

When we grow our own, we focus on building a foundation to build local and hire local.

[REDACTED]

During the campaign, I've stood up as an advocate for the following changes:

1. *Raising the minimum wage to a living wage*, so that we can begin to lift our most marginalized communities out of poverty. Raising the minimum wage has shown to also raise pay across the board to maintain competitive wage structures.
2. *Pass a Welcoming City Ordinance*, so that Peoria becomes and continues to be a welcoming and safe City for immigrants.
3. *Decriminalize marijuana and reconsider fines for other offenses that don't threaten public safety*, so that we don't ruin someone's life for having a little bit of weed - especially as the State of Illinois moves towards legalization.
4. *Police Reform*, providing implicit bias and de-escalation training for our Police Department, as well as strengthening resident-oversight mechanisms, to build trust between our neighborhoods and our police officers.

[REDACTED]

I am an advocate of performance-based budgeting, which is a style of governance and budgeting that allocates resources based on performance outcomes, rather than line-items. This is a rigorously data-driven approach to government.

First, we set set our goals as a City through a strategic planning process. Second, we fund the programs that achieve those goals most effectively, regardless of what department those programs are located in. As an example, a public safety goal might be met with varying efficacy by Community Development (through addressing blighted properties that create space and opportunities for crime), Public Works (through road diets that reduce vehicle and pedestrian accidents), Economic Development (by increasing quality affordable housing or job opportunities that keep people from resorting to crime to survive), Police (through resident officers that disrupt gang activity by building trust with neighborhood youth), or Fire (through preventing fires by performing residential and commercial inspections). The level of funding a department receives should be related to how we define public safety as a community and the particular public safety goals that we believe are most important for the future of Peoria.

[REDACTED]

I believe our Criminal Justice system is in dire need of reform. For too long, we've used the mantra of being "tough on crime" to address violence in our community and the state of mass incarceration we've found ourselves in has only ensured that families are torn apart and those who are arrested are less prepared to be productive members of society. That's why I support examining the ordinances that the City has on the books that punish people for violations that don't threaten public safety. For those of our neighbors who are currently in prison, we should be seeking to provide rehabilitative services that prepare them to be productive when they re-enter society. While I support work opportunities for inmates, I believe that if and when these opportunities are available, they should be paid the prevailing wages that would be paid to laborers outside of the Department of Corrections. I believe this will prevent inmates from replacing other workers, but would still allow them to build skills when there are unmet demands in the marketplace. Instead of equivalent work, inmates could be offered incremental education or training programs to enable them to find full-time work in the trades after they have served their time. We should not be profiting from mass incarceration by allowing modern-day slavery that pays inmates pennies on the dollar.