

## CANDIDATE QUESTIONS

1. According to Childcare Connections less than 33% of the current demand for licensed Child Care slots exists in our community, how will you help find concrete ways to address this critical licensed childcare shortage in the Bozeman community?

The City needs to reinstate a “Grants Coordinator” position to do a better job of not only tapping into federal money available for local government functions, but also to assist in making sure that Bozeman gets its fair share of federal money to address/sponsor other community issues such as childcare. President Biden’s American Families Plan ultimately became a component of his infrastructure bill, and Bozeman needs to aggressively pursue all available opportunities there. In my former role at the City I was intimately involved with federal funding and I know how a Grants Coordinator can be successful this time around.

2. September 8, 2021 was Native American Women’s Equal Pay Day, the date when Indigenous Women need to work (more than twenty months) to earn as much as white non-Hispanic males over the twelve months of 2020. Comparable Worth is the next step to advance pay Equity in our community and is a part of Bozeman’s Strategic Plan. Are you prepared to support a comprehensive study to learn more specific evidence of these disparities and gain knowledge of best practices to advance fairness, equity, and economic security that benefits all women in our community? Why or why not?

Yes, I am prepared to support a comprehensive study to learn more specific evidence of these disparities. If there is indeed specific evidence, then I will support action beyond that. I really took it on the chin last election for saying that I thought Gender Pay was an issue. Many people in Bozeman asked me to provide a specific example, and I was unable to do so. If there is indeed an employer in Bozeman who is paying males more than females to do the exact – the exact – same job, then I’ll be the first one knocking on their door.

3. According to a story in the Bozeman Daily Chronicle, on 9/12/21, three male Bozeman Police Officers responded to “a report of a woman mooning people after leaving a bar on Main Street.” The BPD officers violently battered the suspected woman, striking her in the face and pinning her onto the concrete while one officer kneeled on her head. She was

sent to the hospital with symptoms of broken ribs. As a City Commissioner, what is your plan to address over-policing and police violence in Bozeman, especially police violence towards women, poor and working class women, women of color, trans, non-binary and queer people, and others who are most vulnerable to over-policing and police violence?

Similar to Question 2, I would first need to see your evidence. I have gone from viewing Police as the enemy in my teens to now appreciating what outstanding people 99.9% of them are. There is a lot of bad in the world, and these people selflessly do their best to keep us safe. I can't imagine getting up in the morning – or at midnight – to do their job. Regardless of whether you are guilty or not, do not resist arrest. Police Officers are human beings, just like you and me. Are you perfect? I certainly am not.

4. Given Montana's newly enacted legislation that severely restricts women's bodily autonomy and right to privacy, should the Bozeman City Commission evaluate and support policies that uphold women's and pregnant people's Montana Constitutional right to reproductive health services? Why or why not?

No. While I feel that this is a very important issue, I see so much improvement needed in the areas that the Commission is currently tasked with that I just can't imagine expanding the Commission's purview to include issues that fall under other levels of government. If at such a time we as a local government are doing our job so well that every Bozeman citizen is satisfied with the level of basic local government services being provided, and if at such a time a majority of Bozeman residents want the Commission to address abortion, then I will do so.

5. Intimate Partner Violence (IPV) affects nearly one third of women in the United States. Survivors from BIPOC communities are particularly vulnerable to IPV as they live at the intersection of multiple forms of state-sanctioned oppression based on race, gender, sexual orientation, immigration, and socioeconomic status. As difficult as it is for survivors of IPV both to escape abusive relationships and exercise their reproductive autonomy, systemic inequities in access to healthcare, employment, housing, education and many other resources necessary to secure the basic necessities of living make it even more challenging for survivors of color. (Legal Voice)  
Should the City Commission pass a Statement in support of the Break the Cycle of Violence Act and/or oppose the new Montana legislation of permit-less conceal carry guns in all public and private places including schools and colleges? Why or why not?

No. At City Hall where I used to work one day the Attorney's office on the second floor shut and locked their doors. We on the first floor in the Finance Department grew alarmed and, through the grapevine, asked why. Shortly an e-mail came out from the Attorney's office saying, "A person might be unhappy with our office, so we are taking

precaution”. Later we found out the person had said he would be coming in to exercise his rights under the Second Amendment. We had been hung out to dry with no way to defend ourselves – at that time.

6. As an elected City leader what, if anything, would you do to develop the community’s capacity to regularly collect, report, and analyze data in a gender, race, and income-specific basis to obtain proper identification of gaps and needs to better prioritize our community's human and financial resources?

No more studies until we address existing information. One thing I would not do is turn my back on any City employee who might reach out for help because internal remedies such as Human Resources, any Whistleblower provisions, and the Ethics Board itself are not viable solutions in the highly retaliatory and distrustful work environment so accurately described in a completely ignored Ethics Study conducted on the City organization. One reason I ran for Mayor in 2017 was because a fellow employee – a Black Veteran Woman – had asked for but was denied help by a member of the Commission.

7. Do you support the adoption of the Proposed Resolution (attached)? Will you commit to making an Intersectional Gender Analysis, as outlined in the Resolution, a priority for next year’s City work plan?

No, not at this time. It seems like overkill / excessive government considering everything that is already in the works at the City of Bozeman regarding Diversity, Equity and Inclusion and the related goals already identified in the Strategic Plan. Let’s first wait and see how all that pans out. One thing I learned in my 25 years with the City is to not trust government studies, so again, if there is indeed anybody in Bozeman who is actually a victim of these circumstances, give me a call when I’m Mayor and I will address your situation directly myself.