



**City Council Special Meeting Agenda
Thursday, August 27, 2020 at 5 p.m.
Virtual Zoom Meeting**

Call to Order

1. City Council Interviews with Finalists for the Ward 3 Vacancy

Ward 3 Vacancy Finalist/Interviews

Name	Timeslot
Anita Daniels-Kenney	5:05 - 5:55 pm
Leonardo Q. Williams	5:55 - 6:45 pm
Pierce Freelon	6:45 - 7:35 pm
Sarah Sinning	7:35 - 8:25 pm
Shelia Ann Huggins	8:25 - 9:15 pm

2. Hope Learning Centers

Adjournment



APPLICATION FOR DURHAM CITY COUNCIL WARD-3 VACANCY

For residency verification, link to [City of Durham's Ward 3 Map](#)

ETHNIC BACKGROUND

Black/African American



Gender

Female

Are you at least 21 years of age?

Yes



Name of any City of Durham Board/Commission/Committee that you are serving on at the present time:

Durham Crisis Intervention (CIT) Leadership Team

Date Term Expires: Not Applicable

NAME: Anita A. Daniels-kenney

SPOUSE'S NAME: Not applicable

HOME ADDRESS 102 Nuttree Way

Durham

NC

27713

HOME PHONE NO: (919) 403-0985

STREET

CITY

STATE

ZIP

EMAIL ADDRESS actualitiesltd@gmail.com

OCCUPATION

President & CEO - actualities limited

PLACE OF BUSINESS: Durham, NC

BUSINESS ADDRESS: 116 E. Corporation Street

Durham

NC

27701

STREET

CITY

STATE

ZIP

BUSINESS PHONE: (919) 564-9360

Do you live within the corporate city limits?

Yes



Are you a registered voter in Durham County?

Yes



EDUCATION:

Graduate Certificate - California University of Pennsylvania

Master's Degree - UNC-Chapel Hill

Bachelor's Degree - East Carolina University

Based on your qualifications and experiences, briefly describe why your service on the Durham City Council would be beneficial to the City of Durham

I believe my service on the Durham City Council would be beneficial because I have served the citizens of North Carolina for over 30 years in a variety of capacities. I am a trained social worker who works directly with individuals AND the systems that serve them. An individual who can bring a global perspective coupled with first-hand knowledge can only enhance and enrich Council dialogues and allow us as a body to make more informed decisions on behalf of the citizens of Durham.

Additionally, I have lived in Wake, Orange, and Durham counties. I have always been active in the communities where I reside and established relationships with elected, appointed, university, business, medical, educational, governmental, and non-profit leaders, including fortune 500 companies and/or subsidiaries in the Triangle communities (which includes the Research Triangle Park). These life experiences in each community give me perspective about their personalities and how we might negotiate more effectively with them.

I am a dedicated and thoughtful team player, often intentionally choosing to work behind the scenes because my ultimate goal is to serve. I am a woman of integrity, and I strive for fairness and equality as a leader and as a professional. I do my homework, and I am willing to make tough decisions when those decisions are unpopular but in the best interests of the people assigned to my care. Many will submit an application for the vacant Ward 3 seat, but I sincerely believe I have the knowledge, expertise, and positive working relationships that will benefit the City Council most during this unique time in Durham's and our nation's history.

Other information you consider pertinent: (i.e., Civic memberships, related experience, etc.)

Governor Cooper Appointee - NC Addictions Specialist Professional Practice Board (2020-23)
 Durham City-County First Responders Crisis Intervention Leadership Team (CIT), 2013-present.
 Co-Chair, Durham Stepping Up Initiative, 2017-present (to provide Mental Health & Substance Use services for citizens involved in the criminal justice system)
 Durham Democratic Party - Assist secretaries (Kathy Hall and Susan Sewell) as a teller at County Convention and special elections (2019-2020)
 Member, Durham County Juvenile Crime Prevention Council, 2014-2019 (to address Raise the Age and decrease the number of youth involved in the criminal justice system)
 President, Durham (NC) Chapter of The Links, Incorporated, 2014-2018; (The organization provides funding and programs for persons of African descent; we provided a hot meal for displaced residents from McDougald Terrace at one of the hotels, and delivered new winter coats for students at Global Scholars Academy; also coordinated Women's Pay Equity forum with the Durham Women's Commission and the NC Council for Women and Youth Involvement; monthly workshops, funding, and supplies for residents at Families Moving Forward; and a new initiative: Healthy Homestead, Heir Property, and Black Wealth)
 Member, Project Lead! High Expectations National Committee, The Links, Incorporated, 2019-present (to address the Opioid crisis and other addictions locally and nationally)
 Member, Internal Audit Committee, Durham Alumnae Chapter, Delta Sigma Theta Sorority, Inc., 2014-2016.
 Member, Durham Open Space and Trails Commission, 2012-2014.
 Chairman, St. Joseph's Historic Foundation, Board of Directors, 2003-04.
 Member, Women in Action for the Prevention of Violence and Its Causes, Inc., 2001-02.
 Co-chair, United Way Community Assessment Committee for Health and Human Services - Durham, 2000-02.
 Member, Durham City/County Crime Cabinet, 1999-01.
 Vice Chairman, Durham's Partnership for Children, 1998-99.
 Chairman, Board of Directors, Orange County Partnership for Young Children, 1996-98.
 Commencement Speaker, UNC-Chapel Hill, School of Social Work, 1996.
 Member, Orange County Public Private Partnership, 1993-95.

PROPERTY TAX LISTING MUST BE CURRENT. CITY AND COUNTY TAXES MUST NOT REFLECT ANY DELINQUENCY AT THE TIME OF SUBMISSION OF THE APPLICATION.

APPLICATION WILL BE RELEASED TO THE PUBLIC UPON REQUEST

DEADLINE FOR RECEIVING APPLICATION: THURSDAY, AUGUST 20, 2020 AT 5:00 p.m.

DISCLAIMER: By submitting your application for the Ward 3 Vacancy, you understand that the application and attached materials are considered public and can be posted on the City's website.

Date: August 16, 2020

Applicant's Signature



Return Application to:
 City Clerk's Office City of Durham
 101 City Hall Plaza - Suite 2700
 Durham, NC 27701
 Phone: (919) 560-4166
 Fax: (919) 560-4835
 Email To: city.clerk@durhamnc.gov

Please complete the WARD Vacancy Questionnaire below.



CITY CLERK
CITY OF DURHAM

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name:

Anita A. Daniels-kenney

Complete questions in the space provided below or on separate sheet of paper. Return your completed questionnaire to the City Clerk's Office via email to city.clerk@durhamnc.gov

1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)

I want to serve on the City Council because I will bring a unique perspective to the Council that does not exist at the current time. The variety of professional and volunteer positions I have held have prepared me for this next level of community and civic engagement. Ward 3 has been vacant since Council member (now Representative) Vernetta Alston transitioned to the State. I am known for rolling up my sleeves and getting to work as well as displaying a willingness to listen to citizens' ideas and share my knowledge with anyone I encounter. My experiences as a United Way executive allowed me to interact effectively with elected officials and Fortune 500 company CEOs. My training as a child raised by my grandparents and a single mother coupled with my education as a social worker taught me how to treat anyone I meet with dignity and respect and provide information about community resources to everyone eligible to receive them. As a former City and County employee, I bring knowledge of local government operations including the Capital Improvement Program and contracts/amendments. I have solid working relationships with City and County employees and collegial relationships with members of the City Council, Durham Board of County Commissioners, and our Durham delegation at the state level. I believe Durham citizens and particularly those in Ward 3 who have not had a voice at the Council level since March deserve to be represented by a leader with a proven track record. I am that leader.

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

Being a small minority woman business owner allows me to manage my personal schedule. I have the flexibility to schedule and attend meetings, appointments, and volunteer assignments with minimal conflicts. I also understand the importance of scheduling family and personal wealth time to maintain my physical/spiritual health and well-being. As a practice, I block Fridays on my calendar to attend training, community events, conferences, and travel as needed/required. If that needs to be a different day of the week, I can make that adjustment.

3. Describe your perspective on each of the following issues (Limit answers to 300 words or less):

a. Housing

While I appreciate the value of my home has increased significantly since I purchased it, I am very concerned for citizens who make the salary I made when I moved to Durham. Housing does not feel affordable anymore in Durham, and some of our citizens cannot afford to purchase a home while others are unable to afford a one bedroom apartment. I am disappointed to see the level of gentrification occurring across the City. It appears we are pricing out the citizens who were born and raised in our great Bull City. I also want to support our citizens' ability to move out of public housing. My mother, brother, and I moved to public housing when I was 12. We moved out when I was 16. I want our citizens to have the luxury afforded my family -- to move on to home ownership and not be priced out of the communities in which they have resided for years and years.

b. Public safety and policing strategies:

I serve as a licensed certified forensic evaluator for Durham County courts. I also serve on the Durham Crisis Intervention Leadership Team, which has trained nearly 1200 first responders over 12 years. I think CIT training should be required for all first responders. I want some of the set aside funds to be allocated to conversing with our young citizens who are awaiting trial for shooting/killing other young citizens. Until we understand both the mindset and how to intervene, we will see minor if any change. I also believe it is difficult for citizens with limited resources to be pushed out of the neighborhoods they have called home for so many years. Lastly, if opioids are a crisis/epidemic, so is crack cocaine, and it should be treated as such.

c. Development and Land Use

Durham has a Planning Commission and a City-County Planning Department. In addition to its own due diligence, I believe the City Council should rely on forecasts/recommendations that align with land use, development, and control. As we develop, we have to also consider the impact on our infrastructure to accommodate the growth. While we manage the COVID-19 pandemic, now might be a good time to reassess our long and short-term development plans.

d. Inclusion and race equity:

Durham's citizen demographics have had a noticeable shift, and many entities have made efforts to be inclusive of other races especially Hispanics and LatinX. Opportunities for increased inclusion and racial equity [particularly among women including African-American women] still remain. I have observed elected leaders focus on the citizens who yell the loudest or bring the largest group to meetings. But we must also listen and search for the 'still small voice' of those citizens who do not have access to a computer to send emails or feel uncomfortable standing before large crowds to voice their concerns. The City Council, all Commissions/Boards, and City staff should be required to attend racial equity and inclusion training annually.

e. Economic Development:

My heart is overjoyed by the number of new entrepreneurs in Durham, many as a result of the COVID-19 pandemic and loss of jobs. As our City recovers, we must develop economic strategies to support those citizens most affected by job loss and/or reduced income. We also cannot over-burden already strapped citizens. We also must provide opportunities to prepare citizens who may need additional training and/or education to compete for the jobs we are creating through our economic arm. As we continue to increase our standard of living in Durham, we must also ensure all citizens who choose to reside here have the resources to improve their skills, thereby increasing the number of current citizens who can fill vacant positions and contribute to the economy and tax base.

f. Open space and trails and environmental policy:

I served on the Open Space and Trails Commission and the members' commitment to environmental policy and making recommendations to both the City and County are noteworthy. I hope the Commission will make recommendations to extend their creative efforts to include some of the public housing communities. I also hope we can educate more citizens about the value of recycling including which items are required to be recycled. And educate pre-K and elementary school children about the importance of using trash receptacles, recycling, and saving our planet. We have a landfill at our Solid Waste transfer station. I would like to explore Landfill Gas Energy as a renewable energy source.

g. Public Infrastructure and City services:

We have a talented group of staff who serve our citizens. I am not sure we allow our staff to utilize all of their skills. We have supervisors, directors, assistant directors, deputy directors, and I question if we have become slightly top heavy. I listen more than I speak [the nature of my work], so I also hear some supervisors can benefit from training [as promoted] to learn how to effectively lead a team without micromanaging but focusing more on the quality/quantity of their work products, professionalism, and commitment to excellence. I wonder if we can redirect revenue by using smaller buses for transportation. We can also patch holes more quickly, particularly in areas where there is significant construction. Too many potholes!

4. What are your top three priorities for the City over the next 5 years?

Inclusion and Racial Equity - Decrease the number of shootings by increasing financial opportunities for young Black men who have little if any hope of rising out of poverty and/or living to be 30 years old.

Economic Development - Increase educational opportunities for citizens to make a liveable wage working one job instead of two or three to make ends meet; as we recruit new businesses, be intentional about preparing Durham citizens for fill vacancies in their anticipated workforce. Many citizens do not make our average \$65,000 salary.

Housing - Create more true 'affordable' housing for citizens who make too much to qualify for additional support and too little to be positioned financially to purchase a home or pay for rent at some of our apartments.

5. If appointed, what do you envision being your sources of information and reaching an informed decision?

Citizens

Staff (including reports/documents/proposed budgets)

Community Leaders (Universities, Hospitals, Business, Non-profit, Religious)

Commissions/Boards, including those to which I may be assigned if selected

News (TV, Internet newspapers)

Relevant Rsearch Articles (including information about how cities with similar demographics are successfully addressing those matters)

City Council, Commissioners, Elected/Appointed Leaders and Legislative officials

Training - Institute of Government

6. Detail your current civic engagement and other related experience.

Governor Cooper Appointee - NC Addictions Specialist Professional Practice Board
NC Licensed Certified Forensic Evaluator-Durham County Courts
Durham City-County First Responders Crisis Intervention Leadership Team
Co-Chair, Durham Stepping Up Initiative
Durham Democratic Party - Assist secretaries (Kathy Hall & Susan Sewell) as a teller for County Convention and special elections (2019-2020).
Immediate Past President/Executive Team, Durham (NC) Chapter of The Links, Incorporated, 2014-2022.
Former Executive Director, Vice President, and Assistant Vice President for United Ways in the Triangle;
Former Director - Durham Youth Coordinating Board
Former Director/Ex-officio member, Lyon Park Advisory Board (Council required)
Former Contracts Administrator- Solid Waste Management
Former Member, Open Space and Trails Commission



7. Other pertinent information:

I have lived in Ward 3 since I purchased my home in May 1999. Of the three Triangle communities, Durham is the most diverse, which is why I established my business here in 2002 and remained in the same community. I am prepared to represent the citizens in my Ward, hear the diverse opinions of the Council, work collaboratively and ethically with all Members and make logical, informed decisions on behalf of Durham citizens. After reviewing my civic service and professional career [as much as this application allowed me to share], I ask you to select me to join you as the Ward 3 representative to the City Council. I am adept, and I trust you are confident I will bring a unique set of skills and experiences to an already powerful Council. I would be honored to serve with you. Thank you for your time and consideration. Please stay safe!



DATE CLERK'S OFFICE RECEIVED APPLICATION



CITY OF DURHAM

APPLICATION FOR DURHAM CITY COUNCIL WARD-3 VACANCY

For residency verification, link to [City of Durham's Ward 3 Map](#)

ETHNIC BACKGROUND	Gender	Are you at least 21 years of age?
Black/African American <input type="radio"/>	Male <input type="radio"/>	Yes <input type="radio"/>

Name of any City of Durham Board/Commission/Committee that you are serving on at the present time:

Date Term Expires: _____

NAME: Leonardo Q. Williams **SPOUSE'S NAME:** Zwelibanzi Williams

HOME ADDRESS: 4029 Livingstone Place Durham, NC 27707 **HOME PHONE NO:** 9198069759

STREET **CITY** **STATE** **ZIP**

EMAIL ADDRESS: contact@leonardowilliams.com **OCCUPATION:** Small Business Owner/Restauranteur

PLACE OF BUSINESS: Zweli's Kitchen

BUSINESS ADDRESS: 4600 Durham-Chapel Hill Blvd Suite 26 Durham, NC 27707

STREET **CITY** **STATE** **ZIP**

BUSINESS PHONE: 9842197555 **Do you live within the corporate city limits?** Yes

Are you a registered voter in Durham County? Yes

EDUCATION:

Based on your qualifications and experiences, briefly describe why your service on the Durham City Council would be beneficial to the City of Durham

I'm a former Teacher, School Administrator and current Small Business Owner. Through the experience gained throughout my childhood to my adult professional life, I live the unique sense of consciousness of being a nurturing educator and contributing small business owner. Not only have I prepared our youth, through education, to be active and engaged citizens but I continue to encourage that spirit as a small business owner through hiring and training community members most in need of a decent paying job. Between the pillars of Education and Small Business, I've worked with colleagues to produce action-driven results, supporting families, their children, creating access to opportunities and resources necessary for a better quality of life. I've served as a Durham Public Schools Teacher of the Year, School Administrator, Consultant during Governor Roy Cooper's Administration for Education affairs, Board Chair of the North Carolina's largest Public School Foundation, helped to create coalitions to combat economic disruption from COVID-19 for Small Businesses and Restaurants, built coalitions to combat hunger across our city, and most recently working with community members to address to dire need to reduce crime amongst young African American males. I hope to serve on the council to continue and enhance a culture of service and capacity building for access to opportunity, providing an equitable, safe and healthy Durham.

Other information you consider pertinent: (i.e., Civic memberships, related experience, etc.)

Organizations I created, co-created and/or participate in:

- Activate Durham: Fighting urban food deserts
- ONEKBM: One Thousand Black Men, an initiative to reduce crime amongst young black men by way of mentorship
- Durham Small Business Coalition: A support group and think tank for small business owners throughout Durham
- Durham Restaurant Coalition: A support group and think tank for restauranteurs throughout Durham
- Durham People's Alliance: A political advocacy organization designed to fight injustices and fight for equity for all
- Durham Committee on the Affairs of Black People: A political advocacy organization that designed to ensure the Black voices are heard and represented.

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Date: 08/20/2020

Applicant's Signature



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City Clerk's Office City of Durham
101 City Hall Plaza - Suite 2700
Durham, NC 27701
Phone: (919) 560-4160
Fax: (919) 560-4835
Email To: city_clerk@durhamnc.gov

Please complete the WARD Vacancy Questionnaire below



CITY CLERK

CITY OF DURHAM

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name

Leonardo Q. Williams

Complete questions in the space provided below or on separate sheet of paper. Return your completed questionnaire to the City Clerk's Office via email to city.clerk@durhamdc.gov

1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)

In 2012, I met a young man with the nickname of Honeycomb. He was a new student of mine. He displayed a bit of disgruntlement in my class daily. However, when leaving, he would quickly and enthusiastically I might add, join with his friends; all young black males and they would talk about everything except class. One day, this young man randomly came to visit me during my office hours and shared that he was only in my class because Music was his favorite subject at his last school. I was compelled to ask about his previous school(s). I then learned that he had been in seven foster homes and that he was finally back home with his father, here in Durham. It was his eighth move.

This young man had lost hope for stability, consistent care, a constructive learning environment, a safe home, assurance of a decent meal, access to fun like most kids. The park in his neighborhood was patrolled by other young men that looked like him but had already resorted to a street life that resulted their fate to be short-lived.

I could hear his cry for a simple chance at life like most. This young man grew closer to me as I exposed him to a different perspective of Durham. I engaged him with other young men through mentorship programs and apprenticeships. I helped his family gain access to public services that allowed them to

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

I am humbled to have the flexibility to serve Durham as she deserves. I have ensured that my personal and professional affairs are prepared to accommodate the commitment of City Council. I started with my family, then my work family; all supported by several community members throughout Ward 3. Therefore, I will not only have the time to commit, but the support to ensure I can fully engage.

I also believe this commitment is goes further than just meetings, subcommittees, and public gatherings; but also simply spending time with your constituents and being informed by their experiences.

3. Describe your perspective on each of the following issues (Limit answers to 300 words or less)

a. Housing

The conversation around "Housing," in the public domain, is often steered towards public housing. Our housing conversation should start with zoning. No matter how many assistance programs or taxes we create, we cannot have equitable housing if Durham has outdated zoning. Durham has taken steps in the right direction, but we need to be bolder. Portland recently passed the most progressive low-zoning reform in our country's history. Their new zoning allows as many as six homes on a single lot. They've also reduced the maximum size of new homes and made off-street parking optional. All these steps help create room for the missing middle so that future homes in Durham aren't just big single-family homes or new apartment buildings. The increased housing options and density also helps ensure that

b. Public safety and policing strategies

As a DPS "Teacher of the Year," I was often praised by my colleagues and peers for being attentive, proactive, and nurturing when it came to serving our students.

1 year ago, after seeing a young Black male on the news for committing murder, I began aggregating news about young Black men who were committing serious crimes. Throughout the course of documenting these stories, I identified nine former students whom I personally taught. It filled me with anger and grief.

c. Development and Land Use

Durham is at a pivotal point. We are positioned to significantly catapult in growth within the next 10-20 years. Our response in this moment is vital for Durham's BIPOC (Black & Indigenous People of Color) communities, small businesses, and overall quality of life. It is clear the more developed areas of Durham have a few basic assets that beautify them, enhancing the quality of living through a safer more accessible sense of practicality. Durham should address this through a lens of equity. The more communities we have with sidewalks, protected bike lanes, and access to public transit with bus stops (that are illuminated with seating), more trees planted in communities of color, the higher the value of

d. Inclusion and race equity

Durham is a city where people from all races, creeds, and religions have the potential to flourish. With a city filled with such remarkable talent, I believe everyone deserves access to upward mobility. Residing in Durham has afforded my wife and I with the opportunity to plant seeds of prosperity for our children. Durham does lack representation from the BIPOC community as it pertains to entrepreneurship. Today, Black businesses are failing faster than any other entity. Nationally, In the food & beverage industry, 50% fail in their first year.

e. Economic Development

The Coronavirus COVID-19 has exposed our nation's economic vulnerabilities. Relying on a single "rainy day" fund has proven insufficient. Financial reserves are for reactionary purposes. We should define more progressive policies that are equitable in opportunity, innovative in creation, and sustainable for growth.

Durham is uniquely positioned to create its own supply chain of progressive businesses and a supportive culture of homegrown talent development. We are fortunate to not have to rely on big businesses moving in to drown our culture.

f. Open space and trails and environmental policy

I transplanted to Durham for college from rural Eastern North Carolina where open space was our natural habitat. I've appreciated the open space and trails granted to our community. I am a firm believer that balancing the use of vehicles with access to other means of transportation such as biking, walking, and greenway public transit are methods in which we can lead our state and country with practical climate saving policies.

I also believe that beautification is a part of environmental care. This is an attainable goal; offering

g. Public Infrastructure and City services

As Durham continues to grow, it is vital that our city remains connected. Not everyone in Durham has the ability to fully embrace all of what Durham has to offer. Equal access to transportation throughout the city means equal access to job opportunities throughout the city. As a small business owner, I intentionally try to employ individuals from underserved communities.

However, I have noticed that Durham's current public transit infrastructure serves as an impediment for those who reside in areas of the city with limited access to public transportation or lacks the effects of

4. What are your top three priorities for the City over the next 5 years?

There are endless policies that address a multitude of issues at hand in Durham. I vow to address them through an equitable lens that ultimately promotes the best outcome for our citizens. My top three priorities will be:

1. Reducing Crime & Increasing Community Engagement
2. COVID-19 Recovery for the Business Community
3. Access to Opportunities & Resources for every neighborhood in Durham

5. If appointed, what do you envision being your sources of information and reaching an informed decision?

I intend to continue generating real life experiences directly from the citizens of Durham. There is no better source than to hear directly from citizens who experience how a matter is affecting them. This information should and will serve as a companion to data-driven science when applicable. From daily meetings with civic groups to continuously being engaged with the citizens of Ward 3 and throughout Durham, this is how I always and plan to remain informed.

6. Detail your current civic engagement and other related experience.

I define civic engagement as actively and consciously being informed with situations that drive policy for our communities and how those policies affect those in which they are directed to benefit or lack thereof. I engage with civic organizations such as The Durham Committee on the Affairs of Black People and the Durham People's Alliance for more formal interactions. However, for informal and surely more hands-on, I engage with citizens directly. I create safe spaces to have dialogue around issues that are directly related the culture of Durham such as Dinner Table Talks at Zwelli's. Independently, I have enacted coalition-building to address crime in the black community, survival and growth in the business community, and giving back in our general population; especially our churches. I've recently established a partnership with M&F Bank to fund a new institute; E.G.O. Civic - Economically Growing our Own to be Civically engaged. I believe we must not only be civically engaged, but also start this as a culture for generations to come.

7. Other pertinent information:

I hope to be granted the opportunity to serve alongside a group of amazing humans who currently serve on our city's council. I hope to bring innovative ideas that will only make us all better. I hope to serve Ward 3 and the rest of Durham, making our local democratic values whole.

DATE CLERK'S OFFICE RECEIVED APPLICATION



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ETHNIC BACKGROUND _____

Gender _____

Are you at least 21 years of age? _____

Name of any City of Durham Board/Commission/Committee that you are serving on at the present time:

Date Term Expires: _____

NAME: _____

SPOUSE'S NAME: _____

HOME ADDRESS _____
STREET CITY STATE ZIP

HOME PHONE NO: _____

EMAIL ADDRESS _____

OCCUPATION _____

PLACE OF BUSINESS: _____

BUSINESS ADDRESS: _____
STREET CITY STATE ZIP

BUSINESS PHONE: _____

Do you live within the corporate city limits? _____

Are you a registered voter in Durham County? _____

EDUCATION: _____

Based on your qualifications and experiences, briefly describe why your service on the Durham City Council would be beneficial to the City of Durham

Other information you consider pertinent: (i.e., Civic memberships, related experience, etc.)

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Fax: (919) 560-4835
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Please complete the WARD Vacancy Questionnaire below.



CITY CLERK
CITY OF DURHAM

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name:

Complete questions in the space provided below or on separate sheet of paper. Return your completed questionnaire to the City Clerk's Office via email to city.clerk@durhamnc.gov

1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

3. Describe your perspective on each of the following issues (Limit answers to 300 words or less):

a. Housing

b. Public safety and policing strategies:

c. Development and Land Use

d. Inclusion and race equity:

e. Economic Development:

f. Open space and trails and environmental policy:

g. Public Infrastructure and City services:

4. What are your top three priorities for the City over the next 5 years?

5. If appointed, what do you envision being your sources of information and reaching an informed decision?

6. Detail your current civic engagement and other related experience.

7. Other pertinent information:

DATE CLERK'S OFFICE RECEIVED APPLICATION

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name: Pierce Freelon

1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)

I want to serve on City Council because Durham is at a crucial crossroads and we need home-grown, progressive, Millennial leadership! COVID-19 has exacerbated existing inequity. In recent years, countless people have been displaced, poverty has been on the rise, and our communities have been radically re-shaped by gentrification. Young African Americans have been disproportionately impacted by poverty, joblessness and violence as a result of these changes, yet we don't have representation on City Council. I'm stepping up to ensure that we have a seat at the table, and to serve the city that has nurtured and shaped me.

I draw strength from my ancestors and will bring them with me to City Council. They inform my sense of community, identity and morality. My strengths are the fruits of seeds planted by my grandmother, Queen Mother Frances Pierce, a hairdresser and community organizer; and my great-grandfather Allan Randall Freelon, a painter and educator. I bring "peace, love and respect for everybody" and other wisdom from elders, such as the late Baba Chuck Davis. I bring Dr. John Hope Franklin, Aunite Maya Angelou and Mozella "Mrs. Mac" McLaughlin (a local centurion). I bring Phil Freelon, Pauli Murray, Margaret Nygard, Andre' Leon Talley, Ann Atwater and Brother Yusuf Salim. I bring my wife and children, my mother and siblings, and lifelong friendships forged in the classrooms of Durham Public Schools. I bring the dozens of youth that I mentor and their families. This beloved and abundant community is the biggest strength I will bring to City Council.

I also bring fresh perspectives to the challenges facing Durham and grassroots momentum from two historic political campaigns. I bring

hundreds of hours knocking on doors and talking to the residents from Mcdougald Terrace, to the Farmer's Market, to the Masjid Ar-Razzaq Islamic Center to North Carolina Central University. I bring a network that spans the arts community, non-profit sector, and private industry. I bring humility, and a willingness to listen and partner.

History teaches us that poverty is a policy choice. City leaders once chose to build a highway through Durham's historic Hayti neighborhood as part of an Urban Renewal project that left Durham's black community fractured. Today, we have an opportunity to decide who our new development will serve, if our city will lead us towards a stronger future, and whether the legacies of disinvestment and segregation will be repaired or exacerbated.

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

I am blessed with the flexibility and privilege of being able to set my own schedule. I will make time to invest in subcommittees, public gatherings and whatever else the position calls for.

Describe your perspective on each of the following issues (Limit answers to 300 words or less):

a. Housing

Affordable housing is one of the city's most pressing issues. As recently as 2018 Durham had the highest eviction filing rate among North Carolina's largest counties, with some 800 eviction filings each month. Average rents now exceed \$1,000/month and some neighborhoods have experienced housing price increases of nearly 400%. Because the problems are multifaceted, we need to be creative in our approach to solutions. I believe housing is a human right and that all Durhamites, regardless of zip code, race, party or creed should have a safe roof over their heads.

I supported the affordable housing bond, and believe we still have a lot of work to do to provide housing for folks, especially outside of downtown. Here are some of my ideas on how we can do that:

-Find creative ways to provide tax relief to low and medium-income homeowners to offset skyrocketing property taxes through circuit breakers, and other tools which takes age, ability, and income into account.

-Increase the city budget for public housing and dedicated housing fund.

-Continue to support, fund and encourage public-private partnerships in affordable housing, building on the foundations of Casa, Habitat for Humanity, Self Help, Durham Community Land Trust, etc.

b. Public safety and policing strategies:

In her poem *A Pledge to Our Youth*, Dr. Maya Angelou charged us with a mandate to create “safe and non-threatening streets”. Thanks to the research efforts of local community organizations such as the FADE Coalition and Spirithouse, as well as the scholarship of Michelle Alexander (author of *The New Jim Crow*) and others, and the national conversations ignited by the Movement for Black Lives, we now have a blueprint to deliver on that promise. We have empirical evidence of discriminatory practices in the Durham police department, and a moral imperative to radically transform our existing system of policing and mass incarceration. Durham Beyond Policing Coalition has some fresh ideas on how to shift Durham away from criminalizing poverty and moving towards prison abolition, restorative justice and police accountability.

The City of Durham allocates 60% of its public safety dollars towards policing, which largely comes from our discretionary General Revenue Fund. Let’s use that discretion to expand opportunities for the community, instead of relying on methods that disproportionately levy burdens on poor and working class folks of color. Policing and public safety are not the same thing. Public safety means good jobs, a safe place to live, and robust communities where our youth are the targets of racial profiling or the sum of their worst mistakes. Investing in alternatives also makes sense for the budget. As outlined in the Durham Beyond Policing report, the CAHOOTS (Crisis Assistance Helping Out On The Streets) program in Eugene, Oregon, founded in 1989, responds to 20% of police calls for a fraction of the cost of hiring additional officers.

c. Development and land use:

City Council plays a very important role in stimulating and regulating development. I will fight to make sure that Durham grows in ways that are equitable, sustainable, and that reflect and preserve our character. This means being intentional about zoning and working with developers to ensure accountability. There was once limited money to redevelop downtown Durham - until city officials, private stakeholders, and investors decided to make it a priority. Now it seems unlimited. Since December 2001, nearly 2 billion dollars in public and private investments have flooded the 0.8-square-mile downtown area . This was not happenstance. It was the result of a coordinated effort of public, private and nonprofit partnerships, all working towards a strategic plan. We need to approach poverty, housing, and race equity with a level of urgency that far outpaces our desire for growth and development. This change in perspective and priority is one of the biggest challenges that faces our community.

We need to make sure public land downtown is being prioritized for affordable housing. The Affordable Housing bond was a great step in that direction! We need to develop our public housing to mixed-use communities that are economically and culturally diverse. We need to develop areas outside of downtown and de-concentrate poverty, with local input and local investment to stave off gentrification.

d. Inclusion and race equity:

To quote spoken-word poet, LGBTQ rights political activist and Black woman Staceyann Chin, I believe, “all oppression is connected.” The intersection of racism, poverty, patriarchy, heteronormativity, and sexism creates a society in which those with resources and privilege benefit at the expense of others. Elected officials should use all available tools to resist racist, LGBTQ-phobic, anti-immigrant, anti-environment, anti-worker, anti-voter laws put forth by our state or federal government. People’s lives are at stake, families are being torn apart, the environment is under assault, and the vulnerable are being exploited or excluded by many of these policies, and we have a moral obligation fight back. Durham leaders need to be bold and progressive in the face of growing challenges ahead for

North Carolina, if we want to create an equitable future.

Consider the following statement I drafted on behalf of the Durham Human Relations Commission in regards to the jarring Race Equity Taskforce report that Mayor Pro Tem Jillian Johnson called for:

“When we read the Durham Race Equity Task Force: *Urgent and Loving Call to Action Report*, our jaws were on the floor. The Durham Human Relations Commission calls upon the City Manager, city employees, elected officials and community members to stand fully and unapologetically behind the recommendations of this report and to make a commitment to doing the work it outlines to address the living legacies of White Supremacy in the birthplace of Black Wallstreet. As a Commission, we will leverage the full extent of our powers to facilitate dialogue, disseminate information, hold folks accountable, and passionately and persistently urge City Council to shift the status quo in Durham towards racial equity.”

I stand behind these words as an HRC Commissioner, and would continue to be a champion for race equity as a member of Durham City Council.

e. Economic development:

Durham is a powerful economic engine, with an annual budget of nearly half a billion dollars, thousands of employees and contractors, and influence over local companies and institutions. Yet Durham has become a city of haves and have nots. Durham has the highest income inequality in the state of North Carolina. 25% of Black and Latinx residents and 29% of Durham’s children live in poverty. Underemployment and unemployment are persistent problems, especially for groups who are subject to discriminatory exclusion from employment opportunities. The extent of inequality is tremendous: Black and Latinx families are three times more likely to live in poverty than their white counterparts. Poverty and the innumerable negative personal, social, and economic outcomes associated with it are a drain on the City of Durham’s budget, communities, economy, and most importantly — its people. While the city should be commended for its investments in attracting start-ups and social entrepreneurs, these only provide opportunities for a limited few. Here are some solutions to fill

in the gaps:

-Launch a City-based jobs guarantee program. Durham is home to some of the world's leading economists researching Universal Base Income and Jobs Guarantee programs. I propose we work with them to create good jobs with good benefits for anyone who wants to work and cannot find work. This may become even more important as folks are forced out of the labor market due to COVID-19.

-Support the growth of worker-owned cooperatives, particularly ones that could be linked to our city's anchor institutions.

-Support small business entrepreneurship. I have worked extensively with American Underground to create learning opportunities and internships for local youth through Blackspace. I will continue to support existing and burgeoning entrepreneurs on City Council.

-Support local artists and arts entrepreneurship.

f. Open space and trails, and environmental policy:

I am an environmentalist and an artist, and strongly believe that Durham's future is green. I have often used my art to spread awareness about environmental causes, and am not afraid to get my hands dirty for the betterment of our planet. Often times, the people who suffer the most because of environmental injustice are vulnerable poor and working class folks.

I've worked closely with several local organizations including SEEDS ; Herban Gardens; and Sankofa Farms around urban gardening, entrepreneurship, and food justice. Once upon a time, my Hip Hop and jazz band The Beast collaborated with rapper Geechi Suede (of Camp Lo) and my mother Nnenna Freelon, on an environmental justice anthem called Freedom Part 2 here in Durham. As part of the music video shoot, we spent the day volunteering at SEEDS, painted a graffiti mural encouraging environmental activism, and performed at the Durham Farmer's Market. Check the video out here: <https://player.vimeo.com/video/15825388>

I've also collaborated with Keep Durham Beautiful Inc., Scrap Exchange

and Durham Stormwater Services on a youth-produced anti-littering project where we worked with a group of kids to create litter-catching devices out of recycled materials. The goal was to imagine a technology that could keep our creeks clean. It is so important that we expose children to environmental issues at a young age, and utilize arts to empower them to dream up solutions. Here are two video links which tell the story of that project:

“Don’t Litter” Video: <https://www.youtube.com/watch?v=AgSpMd4n9HQ>

“Don’t Litter” Behind The Scenes: <https://www.youtube.com/watch?v=airnUeYH1FI&t=2s>

The City has taken some positive steps, working with the Durham Open Space and Trail Commission, to eliminate fees for youth and teens to access facilities and to increase signage to Durham parks. Wish I could talk more but I’m already at my 300-word limit!

g. Public infrastructure and City services:

There are several areas where I think we should focus on infrastructure including: sidewalks and bike-lanes; safe green spaces and expanded tree canopy (especially in low-income neighborhoods); crumbling public housing stock; roads and potholes; and stormwater runoff.

I would help address these growing problems through the aforementioned Jobs For All program. I would propose a Jobs Guarantee program, where unemployed Durham residents would be trained for living-wage jobs investing in infrastructure. This would serve the dual purposes of reducing poverty by giving unemployed folks training and jobs, while investing in making our community run more efficiently, by addressing our infrastructure shortfalls.

4. What are your top three priorities for the City over the next 5 years?

a. A dream of mine would be to pilot a Jobs Guarantee program for the City of Durham. The COVID crisis has given us a unique opportunity to go back to the drawing board, and gather our best thinkers, organizers, economists, and city officials, to create a program that could make Durham a world-leader in eliminating poverty. I hope to explore the merits of the Universal

Basic Income (UBI) experiment in Stockton California, and do some community brainstorming on what a jobs guarantee, or similar UBI program could look like here. I've been advocating for this since I ran for Mayor in 2017, and I've seen similar solutions suggested in the Race Equity Taskforce report. We need bold leadership and creative action on this issue!

b. Address the housing crisis in Durham. This year, before the COVID crisis, Durham was hit by a crisis of negligence when McDouglass Terrace residents were evacuated due to dangerous Carbon Monoxide levels. We need to partner with state and federal lawmakers to make this right for the most vulnerable members of our beloved community.

c. Working towards creating "safe and non-threatening streets" in Durham is my third priority. This includes several of the solutions mentioned in the Durham Beyond Policing Coalition report. We need to end money bail, expand misdemeanor diversion, move towards non-violent policing, invest in clean slate clinics, shift towards restorative justice, invest in policing alternatives and make Durham a sanctuary city.

5. If appointed, what do you envision being your sources of information for reaching an informed decision?

My number one source for information will be the people of Durham. I have already listened to thousands of Durhamites about their aspirations and frustrations with the city and I will continue this grassroots community dialogue. I will focus on reaching out to folks who don't typically have a voice in local politics.

I am an avid reader. I read the INDY, Spectacular Magazine, Durham Herald/Durham News, and Scalawag. I've read *The New Urban Crisis: How Our Cities Are Increasing Inequality, Deepening Segregation, and Failing the Middle Class and What We Can Do About It* by Richard Florida, as well as classics, such as *The New Jim Crow: Mass Incarceration in the age of Color-Blindness* by Michelle Alexander and *Parable of the Sower* by Octavia Butler. I read articles by our very own world-class economists Sandy Darity, and Mark Paul on economics, jobs guarantee programs and

Universal Basic Income.

I once interviewed the late renowned poet Amiri Baraka who told me, “if you want to know about a people, listen to their music.” I would encourage all members of City Council to join me, in listening to what local musicians have to say. You could start with Blackspace’s Afronauts, Ebz, Rapsody, OZ the Hitmaker, M8alla, KronoZ Time, G Yamazawa, Lord Fess, Kelly Kale, J Gunn and ZenSoFly. I’m talking to Durham’s creative class: Gemynii, Jamaica Gilmer, Saleem Reshamwala, Gabe Gets, Katina Parker, Mama Omisade Burney-Scott and Dr. Alexis Pauline Gumbs. I keep my finger on the pulse of social media. I listen to Democracy Now, and NPR, and podcasts on race, development and culture. Through Blackspace, I work with Durham youth who have innovative ideas from a unique perspective. I also get an intergenerational opinion from diverse communities of various faith, and from local organizations such as the Durham Committee, Spirithouse and the Black Feminist Breathing Chorus. I also pray, meditate and listen to my ancestors.

These are some of the sources that will inform my decision making.

6. Detail your current civic engagement and other related experience.

I am the founder of Blackspace, a digital maker space in Durham where young people learn about music, film, 3D printing and coding. INDY Week described our community impact when they honored us with an INDY Arts award in 2017:

“Focused equally on imparting skills and self-esteem, Blackspace shows young people of color not how to assimilate into white-dominated arts and tech worlds, but how to redefine them. As a true alternative to, rather than a workaround for, white supremacy, there's nothing else like it in the Triangle.”

Prior to Blackspace, I co-founded Beat Making Lab, an Emmy-Award winning PBS web-series and social entrepreneurship community program. As the youngest lecturer in the Music Department at UNC Chapel Hill, I led efforts to raise over 1 million dollars to create Next Level — a collaboration with the US State Department which has sent dozens of local residents

abroad to practice cultural diplomacy and conflict resolution. I have partnered with some of the largest tech companies in the world, such as Apple, Lenovo and Red Hat, as well as local businesses and community organizations including American Underground, East Durham Children's Initiative, Holton Career and Resource Center, and the Durham Crime Prevention Council; to provide Durham youth access to resources, training, and mentorship. Like my mentor, the late Baba Chuck Davis, my life's work has been in service to youth in Durham and around the world, and I hope to continue that service as a member of City Council.

I have taught courses in the departments of Political Science, Music and African, African American and Diaspora Studies at North Carolina Central University and UNC Chapel Hill. I am the youngest person to be appointed by the Governor to serve on the North Carolina Arts Council board. I am also the Artistic Director of Northstar Church of the Arts, which has raised over \$100,000 for Durham artists during COVID-19 through our Durham Artist Relief Fund.

7. Other pertinent information.

I'm imagining each of you having to read through several of these applications, and thinking I will spare you additional "pertinent info". I just want you to know that, if appointed, I will pledge my whole heart to serve the City of Durham. Peace, Love & Respect.



APPLICATION FOR DURHAM CITY COUNCIL WARD-3 VACANCY

For residency verification, link to [City of Durham's Ward 3 Map](#)

ETHNIC BACKGROUND

Gender

Are you at least 21 years of age?

White/Caucasian

Female

Yes

Name of any City of Durham Board/Commission/Committee that you are serving on at the present time:

Date Term Expires:

NAME: Sarah Sinning

SPOUSE'S NAME:

HOME ADDRESS 1218 Cranebridge Place, Chapel Hill, NC 27517

HOME PHONE NO: 785-979-0499

STREET

CITY

STATE

ZIP

EMAIL ADDRESS sarah_sinning@yahoo.com

OCCUPATION

Editor

PLACE OF BUSINESS: Lexipol

BUSINESS ADDRESS: 2611 Internet Blvd., Ste. 100, Frisco, Texas 75034

STREET

CITY

STATE

ZIP

BUSINESS PHONE: 469-257-0620

Do you live within the corporate city limits?

Yes

Are you a registered voter in Durham County?

Yes

EDUCATION: I earned a Bachelor of Arts degree in English with honors from UNC Chapel Hill in 2005 and completed my Master of Arts in English from the University of Kansas in 2008.

Based on your qualifications and experiences, briefly describe why your service on the Durham City Council would be beneficial to the City of Durham

I think the most important characteristic of anyone serving on the Durham City Council is that they have a vested interest in seeing the entire community succeed and thrive. I have been a resident of Durham County for a significant portion of my roughly 15 years in the Triangle, and while I have been pleased with the direction of the city overall as well as the genuine committment of so many of its residents to making the community a world class destination, I'm also well aware that this progress has not been felt by all. If chosen to serve on the City Council, I would advocate tirelessly for shared prosperity, because let's face it, a community is only as healthy as its most vulnerable citizens.

My answers below will elucidate my knowledge of these challenges as well as some potential solutions, but I'm also well aware that my ideas are only one small part of successful service on the City Council. Collaboration is key, and I'm ready to start having those hard conversations to find a pathway forward that works for each and every stakeholder.

Other information you consider pertinent: (i.e., Civic memberships, related experience, etc.)

PROPERTY TAX LISTING MUST BE CURRENT. CITY AND COUNTY TAXES MUST NOT REFLECT ANY DELINQUENCY AT THE TIME OF SUBMISSION OF THE APPLICATION.

APPLICATION WILL BE RELEASED TO THE PUBLIC UPON REQUEST

DEADLINE FOR RECEIVING APPLICATION: THURSDAY, AUGUST 20, 2020 AT 5:00 p.m.

DISCLAIMER: *By submitting your application for the Ward 3 Vacancy, you understand that the application and attached materials are considered public and can be posted on the City's website.*

Date: 8/20/2020

Applicant's Signature 

Return Application to:
City Clerk's Office City of Durham
101 City Hall Plaza - Suite 2700
Durham, NC 27701
Phone: (919) 560-4166
Fax: (919) 560-4835
Email To: city.clerk@durhamnc.gov

Please complete the WARD Vacancy Questionnaire below.



CITY CLERK
CITY OF DURHAM

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name:

Sarah Sinning

Complete questions in the space provided below or on separate sheet of paper. Return your completed questionnaire to the City Clerk's Office via email to city.clerk@durhamnc.gov

1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)

The simplest answer is that I want to make a positive difference in my community, and I believe the City Council is one of the best places to make that happen. For the past year, I've served as the primary editor for the website EfficientGov (recently rebranded to Gov1), a site dedicated to keeping local leaders up to date on the challenges facing their peers nationwide as well as innovative solutions to overcoming them. While this wasn't my first professional experience intersecting with the public sector -- I was a member of the communications team of Carolina Farm Stewardship Association several years back -- this role has certainly been a crash course in what it takes to successfully lead communities, and I would be honored to use this burgeoning understanding to help my own community move forward.

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

I am fortunate to work for a company that allows me a great deal of flexibility to set my own schedule. That said, I am confident that I can make myself available for all of the various functions of the City Council.

3. Describe your perspective on each of the following issues (Limit answers to 300 words or less):

a. Housing

The lack of affordable housing across the US, and increasingly in the Triangle, is one of the biggest threats facing communities today. The bottom line is this: You can't have a safe, healthy community without everyone having access to a dignified roof over their heads. I also believe that it's the responsibility of local governments to make sure housing stock in the community actually matches the needs of those living there; there is a fine line between beautifying struggling neighborhoods and gentrifying local residents out of their homes due to skyrocketing rents and property values. Through embracing practices like incremental development, however, local governments can ensure residents share in the economic prosperity of revitalized neighborhoods.

b. Public safety and policing strategies:

As I suggest above, public safety is about so much more than policing. One of my favorite quotes on the matter comes from the City Council's own Jillian Johnson in her USA Today Opinion piece published earlier this year: "Public safety comes when communities have dignified and affordable homes, access to quality education, good health care, reliable transportation and stable jobs that provide a living wage." While police clearly serve an important role in communities, I do believe that police in general are overburdened with too many responsibilities outside their areas of expertise, which has unfortunately been to the detriment of too many people of color and those suffering from mental illness.

c. Development and Land Use

This is a complicated subject, but in general, here are some of my key thoughts: First of all, we need to move beyond single family zoning if we're serious about ending our affordable housing shortage. But even inclusionary zoning has its limits, as we've seen play out time and time again across the Triangle. The bottom line, however, is this: We have to start thinking outside the box to create more housing that people can actually afford. I also think it's well past time to start prioritizing development patterns that don't necessitate the use of car travel to access services and amenities. Twenty-minute neighborhoods have been shown to boost community health, reduce greenhouse gas emissions, and create resilient small businesses.

d. Inclusion and race equity:

The opening line of the Durham Racial Equity Task Force's first report to the City Council succinctly sums up the inclusion problem the city must start redressing immediately: "In a city born during Reconstruction and reared under Jim Crow, shocking inequities between white people and people of color are still evident in 21st century Durham." I was so pleased to learn of the task force's creation and even more so when this first report was released, since I wholeheartedly agree that investing in historically underserved communities, boosting wellness initiatives across the city, and working to reduce unnecessary interactions between residents of color and the criminal justice system is essential as we strive to correct centuries of racial injustice.

e. Economic Development:

Without ample opportunities for economic advancement, local communities will ultimately flounder, a fact we've unfortunately seen play out in small towns across the country. The good news, however, is that there are a lot of levers local governments can pull to keep good paying jobs within their communities. From corporate tax incentives tied to local job creation and training, to grant programs that help members of underserved neighborhoods launch successful small businesses, local governments are proving time and again that a little creativity goes a long way when it comes to building sustainable communities.

f. Open space and trails and environmental policy:

Numerous studies have shown how important open space is to the health of communities, and we're not just talking about physical fitness. Mental wellbeing is dramatically improved when communities have access to well kept natural areas. But parks are only one part of this equation. Without policies designed with environmental sustainability in mind, particularly when it comes to mitigating the growing impacts of climate change, none of us will ultimately have healthy outdoor spaces to enjoy.

g. Public Infrastructure and City services:

My thoughts on this topic are pretty easy to sum up: Robust cities have robust city services. In fact, when most people think of local government, services like sanitation and transportation are the first to come to mind, which is why it's so vital that these services are not only well run but equitably distributed across the community. As we've seen in cities like Flint, public infrastructure can make or break entire communities, so if we're serious about improving the quality of life for local residents, not to mention rebuilding trust in local leaders, getting these basics right is a must.

4. What are your top three priorities for the City over the next 5 years?

1. Making sure everyone who works a full-time job can afford a dignified roof over their heads.
2. Enacting and building upon the recommendations of the Racial Equity Task Force.
3. Creating more avenues to help substance abusers and those suffering from mental illness find treatment rather than more harmful interactions with the criminal justice system.

5. If appointed, what do you envision being your sources of information and reaching an informed decision?

Though I follow national news coverage through outlets like NPR, the New York Times, and Axios, I also keep a close eye on local resources like the News & Observer and Durham Herald. To stay abreast of the most pertinent policy discussions happening nationwide, I also follow the work of the Pew Charitable Trusts as well as the Brookings Institution. And of course, staying informed on what other local leaders are doing across the country as they attempt to tackle our shared challenges is key.

6. Detail your current civic engagement and other related experience.

As I hope you can tell from my answers above, I deeply care about the problems plaguing communities nationwide. In fact, one of the main reasons I accepted my current role with Gov1 was that it gave me the opportunity to help leaders across the local government space do their jobs more effectively. Despite all of the dysfunction we see playing out at the federal level these days, I still believe in the power of government, especially at the local level, because let's be honest, this is where the real change happens.

7. Other pertinent information:

DATE CLERK'S OFFICE RECEIVED APPLICATION



APPLICATION FOR DURHAM CITY COUNCIL WARD-3 VACANCY

For residency verification, link to [City of Durham's Ward 3 Map](#)

ETHNIC BACKGROUND

Gender

Are you at least 21 years of age?

Black/African American

Female

Yes

Name of any City of Durham Board/Commission/Committee that you are serving on at the present time:

Date Term Expires: _____

NAME: Shelia Ann Huggins

SPOUSE'S NAME: John Wallace Kirby

HOME ADDRESS 2408 Tampa Avenue, Durham, NC 27705

HOME PHONE NO: 919-612-6315

STREET

CITY

STATE

ZIP

EMAIL ADDRESS sheliah@sheliahugginslaw.com

OCCUPATION Attorney

PLACE OF BUSINESS: Shelia A. Huggins, PLLC

BUSINESS ADDRESS: 2408 Tampa Avenue, Durham, NC 27705

STREET

CITY

STATE

ZIP

BUSINESS PHONE: 919-612-6315

Do you live within the corporate city limits?

Yes

Are you a registered voter in Durham County?

Yes

EDUCATION: JD (UNC-Chapel Hill)
MPA (NCSU)
BS (NCSU)

Based on your qualifications and experiences, briefly describe why your service on the Durham City Council would be beneficial to the City of Durham

See Attachment A

Other information you consider pertinent: (i.e., Civic memberships, related experience, etc.)

See the attached resume.

PROPERTY TAX LISTING MUST BE CURRENT. CITY AND COUNTY TAXES MUST NOT REFLECT ANY DELINQUENCY AT THE TIME OF SUBMISSION OF THE APPLICATION.

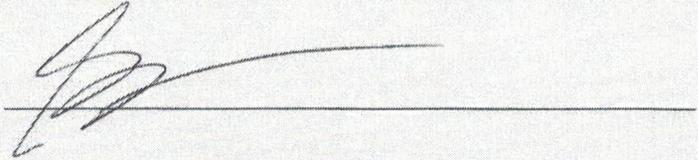
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Date: 08/20/2020

Applicant's Signature



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Phone: (919) 560-4166
Fax: (919) 560-4835
Email To: city.clerk@durhamnc.gov

Please complete the WARD Vacancy Questionnaire below.

APPLICATION FOR DURHAM CITY COUNCIL WARD-3 VACANCY ATTACHMENT A

My service on the Durham City Council would be beneficial to the City of Durham, because I possess almost nine years of direct municipal government experience and a history of service, leadership, and commitment to my community.

During my tenure with the City, I was the real estate manager in the General Services Department, assistant director for community engagement in Neighborhood Improvement Services, and senior administration manager in the Office of Economic and Workforce Development. As a result, I gained significant hands-on experience directing the City's budget process at the departmental level, managing the strategic planning process, responding to residents' concerns, and providing training opportunities for staff. I understand the challenges that the City faces as it grows and tries to provide quality and efficient services with limited resources, especially during this time of crisis.

My knowledge of the City's functions and operations provide me with the ability to comprehensively analyze the challenges that council members are asked to consider. During my employment with the City of Durham, I worked on complex issues relating to environmental contamination, construction project management, transportation, and real estate. I presented at the 2012 Transforming Local Governments Conference in Kansas, Missouri where I spoke about the Northeast Central Durham Livability Initiative and how we worked with residents to improve service delivery through community engagement. I completed the City's Management Academy and the Culture of Service Certification Program and worked with our community engagement team on projects such as Play Streets, National Night Out, and the Humphrey Street Beautification Project.

In addition to my employment with the City of Durham, my professional experience as an attorney and former environmental chemist provide a unique opportunity for residents of Durham to have someone with a well-established understanding of environmental issues and with a commitment to helping small businesses develop and grow. I have served on the NCCU School of Business Board of Visitors and the Alamance Community College Small Business Center Board of Advisors.

I grew up in a family with a long history of service to the community. My father served six terms on the Greenville City Council, and my mother is currently serving on the Pitt County Board of Commissioners. I understand the commitment that is required of a public servant, and for years, I have supported, through my work at the local, state, and most recently at the national level, those candidates and organizations that I believe share that same commitment. I have worked to build relationships across geographic boundaries, among various organizations, and with people of diverse backgrounds, because I truly believe that we are stronger together. This, along with my experience, is why my service would be beneficial to the residents of our city.



CITY OF DURHAM
Office of the City Council
101 City Hall Plaza | DURHAM, NC 27701
919.560.4396 | F 919.560.4801
www.durhamnc.gov

DURHAM CITY COUNCIL WARD 3 VACANCY CANDIDATE QUESTIONNAIRE

Candidate Name: Shelia Ann Huggins

Please complete questions in the space provided below or on a separate sheet of paper. Return your completed questionnaire to the City Clerk's Office via email to city.clerk@durhamnc.gov

- 1. Why do you want to serve on City Council and what strengths would you bring to Council? (Limit answer to 400 words or less)**

I want to serve because I believe we are in a crisis moment, and our City must have leadership in place that understands what's at stake. I want to serve because I'm committed to using my experience as a former City employee to help select our next City Manager and to help guide the development of a budget during this time of economic stress. I want to serve because I can help build bridges and coalitions both on the Council and off, and I plan to do all of these with the following strengths:

- a. My comprehensive understanding of City of Durham operations, including budgeting, contract development and administration, strategic planning, personnel development and management, community engagement, and real estate construction and development
- b. My ability to connect and communicate with people of diverse backgrounds, ideological beliefs, and those with different strategies for working on the challenges facing our community

Huggins 3

- c. My commitment to service that is evidenced by my decades long political leadership and my volunteer service with institutions such as the NCCU School of Business Board of Visitors, Alamance Community College Small Business Center Advisory Board, and the Durham Technical Community College Small Business Center
- d. My ability to adapt efficiently and effectively to changing environments, the physical and emotional stamina to be a fully engaged councilmember
- e. My understanding of the challenges that employees are faced with, such as limited financial resources, unrealistic deadlines, and stressful workloads

During my City of Durham employment, I was recognized as a Culture of Service Champion, received a S.T.A.R. award for teamwork, and completed the City's Management Academy. I would also bring these to the position. But I understand my experience, strengths, and ideas are nothing without a team-based approach to implementation. As a member of the City Council, I will be committed to all of Durham's residents. I understand the challenges our City Council members will be tasked with resolving, and I will draw on my experiences to help us build the Durham of the future. I pledge to listen to all voices (even those I do not agree with), to challenge traditional assumptions used during decision-making processes, and to set high expectations for our community partners. With my experience, commitment, and leadership, and by working together, we can tackle the challenges we're facing and build a better Durham for every resident.

2. What is your time availability to serve on City Council, including serving on Council Subcommittees, and making yourself available for public gatherings? (Limit answer to 400 words or less)

I am available for City Council meetings, Council Subcommittees and public gatherings. As a small business owner, I have significant scheduling flexibility and limited travel obligations. I understand the requirements of public service

because both of my parents have held elective office. I know first-hand how important it is to make yourself available for residents and community organizations.

In fact, I have already shown that I am committed to community engagement and that I am available to support all of our residents in any way that I can. I have decades of experience working as an activist, supporting other candidates, registering people to vote, and speaking to groups across the state.

When my daughter was younger, I volunteered as a parent at my daughter's school on Career Day, for Girl Scouts events and cultural events such as African American Heritage Day and Hispanic Heritage Day. I have attended Partners Against Crime meetings, neighborhood association meetings and lately, organizational Zoom meetings. I have spoken on radio shows about voting rights and registration, supporting women, and electing judges. On numerous occasions, I have met with residents of our community about issues that they have concerns about and with women in our community who want to lead a life of public service. I believe in going above and beyond as evidenced by the interns and staff that I mentored while I was an employee with the City of Durham.

I understand the responsibilities of the job and commit to serving the residents of Durham to the best of my abilities.

3. Describe your perspective on each of the following issues (Limit answers to 300 words or less):

a. Housing:

We must focus on both increasing economic opportunity for our residents and developing innovative affordability initiatives that accomplish the goals we need them to accomplish and that our City can afford in a COVID and post-COVID world.

Most people can't purchase a home without a source of income. Therefore, we need to focus on job creation, training, and stability. We need to 1) support our partners who provide mental and social health programs so that people are ready for job training programs; 2) evaluate our training programs to make certain that they are based on market needs for the future, they provide more than a livable wage, and they provide an opportunity for our residents to develop a career path; 3) support entrepreneurship programs that increase the ability of our residents to start businesses; and 4) work with local employers to find innovative ways to increase employees' wages.

Strategies for housing affordability must address both rental and owned properties. We need to continue to partner with community organizations, such as Habitat for Humanity, Self Help, and Housing for New Hope and expand that list of organizations. We need to use green-building technologies that can decrease the cost of housing and build upon the City initiatives we've already developed, such as our landlord workshops. Being mindful of the potential for gentrification, we need to also address the issues with landlords who allow property deterioration and continue to set aside city funds for housing renovation and reinvestment, when possible.

Although the City has a dedicated housing fund to support affordable housing and has used City property for affordable housing, this is not sufficient. We must consider other options, such as micro-housing and cooperatives; review how we provide density bonuses; and conduct a comprehensive review of our UDO.

b. Public safety and policing strategies:

Crime is up, and as I listen to residents, I primarily hear these concerns: 1) the need to support members of law enforcement who work to build relationships with residents and who follow police protocols in order to reduce crime, and 2) the need to examine the budget and, where appropriate, make adjustments to the budget to incorporate more funding for community programs, and 3) the

need to re-build our public safety system so that it no longer targets Blacks, the poor, and communities of color. Most people are supportive of law enforcement participation in Partners Against Crime (PAC), National Night Out (NNO), and many other community events in which officers participate. However, they believe that there needs to be more training on de-escalating conflicts, more transparency around use of force, and more accountability from law enforcement management. I understand and believe that these three concerns should be addressed.

Although, I believe that our law enforcement leadership must lead in this respect, I also believe that community members can do their part. A few months ago, as chair of the Friends of Durham, I moderated a panel on public safety that was open to anyone to attend and ask questions of our Sheriff and Police Chief. I've attended several community Zooms and pre-COVID events around public safety and reform, and will also support finding ways to reduce law enforcement actions that target Blacks, the poor, and communities of color. However, we must also recognize that crime is up in our City, and we need address it. But we must also commit to funding and supporting community-based programs and economic opportunities that will for members of our at-risk community.

c. Development and land use:

The City's goal for development and land use should be to provide a framework for growth that is sustainable and equitable across the city. This framework should be based on using tools such as our Unified Development Ordinance, Planning Commission process, and input from residents and other community stakeholders. The City should also be concerned about the impact of growth on our environment, traffic, quality of life, job creation, and future development prospects. And most importantly, we should all be concerned about gentrification and land affordability.

I believe that we need a process that allows every community member to feel like they have a voice at the table, regardless of immigration status, income, or residency status. I have attended neighborhood meetings about new development projects, and I am fully aware of the challenges about how we talk about growth and how we want that growth to occur. Therefore, I believe that we need to consider approaching development and land use from two angles, one that deals with a comprehensive review of our UDO and the technical components of reviewing development projects and one that deals with introducing and using more effective community engagement techniques that allow us to come together productively to discuss our development concerns.

d. Inclusion and race equity:

We can continue to work on inclusion and race equity by 1) pushing back against legislation that does not support our values and that curtails or eliminates the rights of our City's residents; 2) remaining active and engaged throughout the community by attending and participating in social justice events like vigils, forums, and community meetings; 3) making certain that our City's policies and procedures protect all of the City's residents against discrimination, inequitable treatment, and harassment, 4) incorporating race equity and implicit bias reduction strategies and training into the City's decision-making processes in a comprehensive manner, 5) funding programs that support people of color and the non-profits in our community that are run by people of color, 6) reversing the trend of disinvestment by local government that has occurred in our communities of color by engaging in active progressive investment that is led by the people of color in those communities, and 7) creating and fostering an employment environment where City employees feel liberated and safe to discuss social justice issues that impact how City functions are carried out.

e. Economic development:

The economy of any city is dictated to a large extent by its labor force, and the ability to obtain a job and to gain career stability is vital to reducing the City's poverty rate. This means that we have to actively 1) support our community partners who provide mental and social health programs so that people are ready for job training programs, 2) support job training programs that are based on job market needs for the future, that provide more than a livable wage, and that provide an opportunity for our residents to develop a true career path, and 3) develop a cross-departmental entrepreneurship team housed in the Office of Economic and Workforce Development that works directly with local businesses and community organizations to increase the number of new businesses that are owned by people of color.

Regarding entrepreneurship, we must support programs that increase the ability of our residents to start businesses. This does not necessarily require the City to administer entrepreneurship programs, but the City should partner with organizations that can help provide entrepreneurship training to residents. As an business law attorney, I've directly worked with over a hundred business owners across the state, both new business owners and those who have operated their businesses for decades. I've provided services to local community colleges, as a business advisor and workshop service provider. I given presentations online and at events in Durham, Raleigh, and Greensboro, and I've sat on three pitch panels to interview business owners and give away grants for them to operate their businesses. I understand the challenges that businesses owners face, and I will work to support our local business community.

f. Open space and trails, and environmental policy:

Like many residents of Durham, my family has enjoyed the City's public amenities, the tree-lined streets, and the ease at which we can walk or bike in our neighborhood. I appreciate being able to simply walk out my door to go for a run, and my husband likes riding his bike on the weekends. Our daughter grew up playing at Oval Park and on the City's soccer fields. Having access to

these types of amenities has been a necessity for our family, and I believe that all of our residents should have access to these amenities.

To be able to walk, bike, and play is essential to maintaining a healthy lifestyle, and our City must provide amenities that support that lifestyle. This is not an option. The difficulties are in paying for amenities and in determining where they fall on our list of priorities.

We also have to examine the legacy of racial inequity throughout our city, from the disparity between the tree canopy in predominantly white versus predominantly black neighborhoods to the years of disinvestment by the City in facilities and other amenities in predominantly black neighborhoods. Longtime black residents can easily recall the years-long battles to obtain support and funding for the Walltown Recreation Center, for example. We must make certain that the allocation of public amenities in our neighborhoods considers not just current disparities in allocation but that they also take into account past inequitable allocation of amenities.

g. Public infrastructure and City services:

I believe that the top three infrastructure challenges confronting our city are 1) the maintenance, repair, and development of our transportation corridors, 2) the maintenance and repair needs of our city facilities, and 3) the combined challenges of focusing on meeting the infrastructure needs resulting from growth that is being experienced throughout our city with meeting the infrastructure needs in our communities of color as a result of disinvestment. The work that we do in these areas is limited by our budget, the number of employees working on these projects, and the time that it takes to carry out our plans to address these challenges. I believe that although the City's departments have prioritized the work that is being done in these areas, we need to continually evaluate how well we are performing and meeting these challenges. As a member of the City Council, I will work closely with the City

Manager to confront these issues through our strategic planning process and our budget.

**4. What are your top three priorities for the City over the next 5 years?
(Limit answer to 400 words or less)**

First, job accessibility is one of the most pressing issues facing our city. It impacts our ability to provide housing, health care, and financial support for our families.

- For adults, I would focus on developing more partnerships with local businesses to identify the types of skills and experiences that local employers need the most. We can do this by expanding the use of our business contacts already partnering with us on the Workforce Development Board and collaborating with local job training centers to provide more advanced skill development and training programs.
- For youth, I would work to increase the number of opportunities for jobs provided to youth through the City's YouthWork Internship Program, a program that I participated in as a City employee by interviewing youth candidates for employment. I would also develop better relationships among resource groups in our community and find ways to build upon the activities that they are already providing to our youth. Sometimes we can do more by supporting others who are in the community already doing the work.

Second, equitable development is another pressing issue facing our city. This includes residential and commercial development, housing affordability, gentrification, and the underdevelopment of properties in minority neighborhoods.

Some of the ways that I will work to help tackle these issues include the following:

- Engaging more with residents about what they want to see in their neighborhoods and finding ways to incorporate community input into the development process
- Continuing to support and expand circuit breaker measures for tax relief programs, programs to redevelop underdeveloped properties, and ways to increase affordable housing units
- Revisiting our Comprehensive Plan and UDO to look for ways to work on equitable development

Finally, poverty remains a challenge and has gotten worse because of COVID. We need to focus more on job training, creation, and stability. Our residents should take full advantage of opportunities at Durham Tech and vocational training programs offered in the community. Although we have the City's recent development of durhambusiness360.com and COVID business grant support, it's evident that the City has not taken the lead on building and supporting small business owners, especially minority-owned businesses. I will work with small business owners to find ways that the City can support them throughout their existence, not only during times of a pandemic.

5. If appointed, what do you envision being your sources of information for reaching an informed decision? (Limit answer to 400 words or less)

I will be including a variety of sources in my decision-making process. First, and foremost, I believe that hearing from the residents, business owners, and constituent organizations in Durham has to be a top priority. City employees are also able to provide valuable information about resource availability, legal requirements, and possible innovations available in their areas of expertise. Because I have been involved in the political community for decades, I have established relationships with other municipal elected officials in and outside of North Carolina. Those relationships provide an opportunity to learn more about how other communities are tackling challenges relating to growth and economic disparities.

In addition, there are numerous organizations such as the North Carolina League of Municipalities and the National League of Cities, magazines such as Governing and American City and County, and educational institutions in our area like the UNC-CH School of Government that I will also rely on.

6. Detail your current civic engagement and other related experience. (Limit answer to 400 words or less)

Current Memberships/Associations

Member, Durham County Bar Association

Member, George White Bar Association (GWBA)

Chair, Friends of Durham

Member, Durham Committee on the Affairs of Black People

Member, People's Alliance

Former Member, Alamance Community College Small Business Center Board of Advisors

Former Member, NCCU School of Business Board of Visitors

Political Background

Member, Democratic National Committee (DNC)

Member, DNC Women's Caucus, Small Business Council, and African-American Caucus

Member, NC Democratic Party (NCDP) Executive Council and State Executive Committee

Member, NCDP Progressive Caucus, Small Business Caucus, and African-American Caucus

Member, Durham County Progressive Caucus, African-American Caucus, and Durham Democratic Women

Former Chair and Vice-Chair, Durham Precinct 4

Former Durham County Representative, 4th District Executive Committee

Former Secretary, NCDP African-American Caucus

Delegate, 2004 Democratic National Convention

Former Third Vice-Chair, Wake County Democratic Party

Former Chair, Raleigh Precinct 4

Former Member, Wake County Young Democrats

7. Other pertinent information. (Limit answer to 400 words or less)

At the beginning of my campaign for the Ward 3 seat on the City Council in 2017, I wrote a personal manifesto that I felt captured the spirit of what I loved about Durham and why I was running. I also wanted to run a campaign that treated everyone with respect, a campaign that would provide opportunities for all of us to thoughtfully consider strategies for solving the challenges that face us. When I spoke to residents, I frequently mentioned my parents' public service, my professional experience as a City of Durham employee, and my leadership background, because I know that experience, leadership, and commitment are assets and values that we need on our City Council.

I learned a lot during that campaign, and I met a lot of great people. I received over 12,000 votes and won in the Kids Voting election. I have spoken to youth and to residents in our city who don't have the right to vote, and I know this...that in order for our city to be true to our values, we must work together. And so, I share this manifesto with you, and I look forward to serving the residents of Durham as an at-large member of the Durham City Council.

Durham is a city with a deep-rooted cultural history and presence that makes us proud. It is filled with leaders who embody the values of social justice and who advocate for understanding, inclusiveness, and a vision for tomorrow that embraces all of its residents. As Durham continues to grow and prosper, we must fight to hold onto these values and to support those who work every day to make Durham the leader among leaders.

www.votesheliahuggins.com

SHELIA A. HUGGINS

2408 Tampa Avenue, Durham, NC 27705

919-612-6315

www.votesheliahuggins.com

CORE COMPETENCIES

- Legal Analysis • Public Policy Analysis • Strategic Planning • Program Performance Measurement & Assessment • Communication: Presentation, Outreach, & Facilitation • State & Local Government Administration & Policy • Legal Research • Public Speaking
- Budget Forecasting & Management • Community Engagement •

EDUCATION

Juris Doctor

University of North Carolina at Chapel Hill, Chapel Hill, NC

- Member, Holderness Moot Court Invitational Team
- Participant, 2002 John Gibbons Seton Hall School of Law Moot Court Competition
- Team Winner, 1999 Trial Law Academy Mock Trial
- Round One and Semi-Final Round Best Attorney, 1999 Trial Law Academy Mock Trial

Master of Public Administration

North Carolina State University, Raleigh, NC

- Specialization, Environmental Policy and Management (no longer offered)
- Member, Pi Alpha Alpha National Honor Society

Bachelor of Science

North Carolina State University, Raleigh, NC

- Specialization, Microbiology
- Minor, Genetics

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PROFESSIONAL EXPERIENCE

CURRENT

Attorney

Shelia A. Huggins, PLLC, Durham, NC

PREVIOUS

Sr. Administration Manager

Office of Economic and Workforce Development, City of Durham, Durham, NC

- Provided leadership and operational management to support workforce and economic development portfolio projects
- Led the planning process for the department's \$3 million-plus budget and functioned as the go-to person for the department's day-to-day operations
- Managed the departmental strategic planning process
- Managed and analyzed the department's performance measures
- Managed the construction build-out and budget of the department's leased space
- Supervised the administration division staff

Assistant Director for Community Engagement

Neighborhood Improvement Services, City of Durham, Durham, NC

- Developed and coordinated departmental and project partnerships. Partners included the following: NC Commerce Department, US EPA, NC DENR, Habitat for Humanity, UNC-CH School of Journalism and Mass Communication, NCCU, NCSU, El Centro, and a number of neighborhood and community associations
- Oversaw grant application and management processes for community engagement activities, including management of the NC Sustainability Task Force grant
- Directed the development of the Neighborhood Vitality Index, a web-based application designed to provide information on seven data dimensions and enhance decision-making
- Directed all community engagement & human relations team projects, including the following:

- Events such as the annual Women's History Month Forum, Fair Housing Month activities, and Human Relations banquet
- Creation of the Durham Innovation and Design Center, a grant-funded project dedicated to the education and training of residents about urban design and its relationship to people and neighborhoods
- Support for the Human Relations Commission, Hispanic-Latino Inclusion Initiative, Northeast Central Durham Leadership Council, and all five of the City's Partners Against Crime districts
- Supervised staff, provided training and coaching, conducted staff meetings, administered annual performance evaluations, collaborated on independent employee development plans, and developed performance standards

Division Manager for Real Estate

General Services, City of Durham, Durham, NC

- Developed and administered the annual personnel and operating budget, projected annual revenue for the division, and implemented budget reduction plans
- Wrote and reviewed agenda memos for presentation to the City Manager and City Council and represented the division/department at City Council work sessions and meetings
- Served on inter-departmental project and review teams including RFP review teams for economic development grant awards, community and commercial redevelopment proposals, risk analysis, and master facility space plan development
- Participated in community meetings involving projects for several city departments including Transportation, Parks and Recreation, City-County Planning, Public Works, and Water Management
- Supervised a division of 7 employees, provided training and coaching, conducted staff meetings, administered annual performance evaluations, collaborated on independent employee development plans, and wrote performance standards
- Assigned and supervised the work of the real estate staff in performing property inspections, appraisals, negotiations, acquisitions, dispositions, leasing, and property management of real property for community development, economic development, and other municipal projects
- Directed major preservation and redevelopment projects including projects involving non-profits, private businesses, and other non-governmental institutions.

Operations and Evaluation Administrator

General Services, City of Durham, Durham, North Carolina

- Drafted and reviewed contract language for development agreements, management agreements, purchases and leases, public-private partnerships, settlement agreements and inter-local agreements
- Served on the Downtown Development Team by providing planning assistance on development projects including the renovation and/or construction of the Durham Performing Arts Center, Durham Station Transportation Center, Durham Athletic Park, and Greenfire Development Phase II
- Functioned as the contact for the remediation of the Former Durham Area Transit Authority Site/Durham Performing Arts Center and managed the environmental escrow account for the remediation of the Durham Station site
- Handled special projects assigned by the department director including: environmental contamination and remediation projects, relocation analysis and mediation evaluation, long-term parking contracts, and Facility Use Permits for the annual Beer and Blues Festivals
- Wrote agenda memos for presentation to the City Manager and City Council and represented the department at City Council work sessions and meetings

Attorney

Shelia A. Huggins, Attorney, Durham, NC

- Developed business contracts and legal documents for a variety of transactional matters including corporate formation, bylaws, and agreements, business purchase and sale agreements, and general business representation
- Provided consultation services to residential and commercial clients regarding environmental issues relating to land sales and development, including underground storage tanks, trust fund applications, penalty negotiations, and property remediation
- Represented clients on real estate and construction matters including estate property sales, residential and commercial investment acquisitions, and redevelopment.

Legal Intern

Land Loss Prevention Project, Durham, NC

- Drafted appeals for farmers seeking remedies under a consent agreement with the US Department of Agriculture
- Worked independently on assigned projects, interviewed firm clients, and researched legal issues

Environmental Chemist

NC Department of Environment and Natural Resources, Raleigh, NC

- Wrote regulatory interpretations of federal environmental rules and provided technical assistance to industries and businesses throughout the state of North Carolina
- Reviewed and wrote environmental policy statements and updated the department's Hazardous Waste Policy Manual and Guidance Handbook.
- Served on task teams designed to research and promote policy changes within the department, including environmental education and environmental justice
- Facilitated, as a member of the department's FOXnet facilitation team, departmental meetings in order to increase effectiveness and efficiency

Chemistry Technician

NC DENR (now under Health and Human Services), Raleigh, NC

- Performed tests for the detection of radiation in air and water samples
- Conducted atomic absorption analysis for the detection of lead
- Analyzed samples for petroleum products
- Assisted with sample preparation for pesticide analysis

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Memberships/Associations

- Member, Durham County Bar Associations
- Member, George White Bar Association (GWBA) and GWBA Membership Committee
- Former Member, Alamance Community College Small Business Center Board of Advisors
- Former, Member, NCCU School of Business Board of Visitors
- Chair, Friends of Durham
- Member, Durham Committee on the Affairs of Black People
- Member, People's Alliance

Political Background

- Member, Democratic National Committee (DNC)
- Member, DNC Women's Caucus, Small Business Council, and African-American Caucus
- Member, NC Democratic Party (NCDP) Executive Council and State Executive Committee
- Member, NCDP Progressive Caucus, Small Business Caucus, and African-American Caucus
- Member, Durham County Progressive Caucus, African-American Caucus, and Durham Democratic Women
- Former Chair and Vice-Chair, Durham Precinct 4
- Former Durham County Representative, 4th District Executive Committee
- Former Secretary, NCDP African-American Caucus
- Delegate, 2004 Democratic National Convention
- Former Third Vice-Chair, Wake County Democratic Party
- Former Chair, Raleigh Precinct 4
- Former Member, Wake County Young Democrats



Dear Durham City Council,

The HOPE Learning Center partners are proposing launching community organization-led learning centers with an incremental approach, beginning by funding 338 seats we know partners are ready to open by September and to allow us to complete a longer assessment of the community wide need and return with a request to scale the initiative, if necessary.

On Monday evening, the Durham County Commission approved \$405,600 to provide 338 students with free access to HOPE Learning Centers run by community partners for 6 weeks. Our most vulnerable DPS students who need safe, nurturing spaces to succeed during remote learning will receive the free access for these funded seats. Partners are in communication with DHA, Durham County Social Services, DPS community schools and other DPS partners to identify students who most need access to these limited seats. We know that at least some portion, possibly all students, will be remote for longer than 6 weeks. Before enrolling some of our most vulnerable students in HOPE Learning Centers, we need to be able to commit to them beyond 6 weeks.

The full investment needed for 338 students for 11 weeks: 743,600

We are requesting Durham City provide \$338,000 to fill the gap and ensure partners are able to commit to 338 students that they will have access to their learning center for at least 11 weeks. If the City were able to provide \$202,800 that would allow partners to extend the commitment to 338 students for 9 weeks.

Additional funding, including from philanthropic support raised through DPS Foundation's Accelerating Digital Equity campaign, will help further extend access if necessary and add more seats for students as needed.

We also believe there is need to subsidize the cost of the DPS seats for families who qualify for free or reduced lunch or are unemployed and hope that additional public and private funding can be provided over the coming weeks to meet this need.

Once we open these HOPE Learning Centers, all partners will continue to assess the need throughout the community. We will return to the City with an update on the implementation which will include the usage of City space and staff to aid our capacity to serve more students throughout the city.

We appreciate your consideration,

Magan Gonzales-Smith (DPS Foundation), Forrest Perry (YMCA), and Alexandra Zagbayou (Student U) on behalf of the HOPE Learning Centers Partnership