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Please list the LGBTQ+ organizations you are affiliated with and any donations you have given.

N/A

Please summarize your history of community involvement. This may include city boards, civic associations, non-profits, etc.

I serve as Chairman of the Orange Soil & Water Board and on the OCDEC Committee on Young Democrats. I also participate in the Orwin Manor, College Park, Rosemont, and Lake Formosa neighborhood associations. I volunteer with the Friends of the Loch Haven Chain of Lakes.

Please summarize the work you have performed in the past five years to further LGBTQ+ rights.

I consider myself an ally of the LGBTQ+ Community. I have supported and endorsed LGBTQ+ candidates such as Wes Hodge for SOE and Nate Douglas for the Florida House. I also voted to appoint the first nonbinary member to the Orange Soil & Water Conservation District. I have also met with stakeholders in the LGBTQ+ community, such as the owner of the Center, to see how I can best support the community in an official capacity as a future city commissioner.

Please list other endorsements you have received.

Wes Hodge, Kim Buchheit, Chuck O'Neal, Supervisor Karolyn Campbell, Supervisor Dr. Phyllis Olmstead

What motivated you to run for this position?

I knew the current commissioner was going to retire. I looked around to see who consistently participates in the community with the local groups and neighborhood associations to see who I would support. I personally found that no one else did as consistently as myself. I asked others in District 3 who they thought should run, and the fingers seemed to point at me.

What does being an ally or advocate for the LGBTQ+ community mean to you?

Being an ally is more than symbolism. Yes, everyone deserves to feel included, and the city should create that inclusive environment. I believe action is important too. That's why I believe

in addressing issues that systematically impact members of the LGBTQ+ community, like housing security, access to mental health care, access to PEP and PrEP to limit STI transmission, and creating an LGBTQ+ Advisory board so that there is a direct connection between the Orlando City Council and the LGBTQ+ community.

Have you attended an LGBTQ+ Pride Month celebration or Orlando's Come Out With Pride?

Yes

Have you attended or supported a drag show or drag performance in our community?

Yes

How would you ensure that your office acknowledges and celebrates the LGBTQ+ community?

In addition to fighting for the issues above, it is important to showcase the contributions members of the LGBTQ+ community have made to society through social media and informational publications. It is also important to educate each other on LGBTQ+ issues. When our society is better informed, we can push our public and private leaders to enact change. It's important to not only demonstrate solidarity, but to promote equality legally and socially.

Will you ensure that you and your staff receive competency training on the LGBTQ+ community, emphasizing unconscious bias?

Yes

Would you condemn instances of hate speech in your organization and the community at large?

Yes

Legislation from Tallahassee has caused a sharp increase in discrimination and violence against the LGBTQ+ community in Orange County. How would you go about reducing discrimination in your District

I believe I have a good relationship with many elected officials from our local delegation. I would work with them to try and push anti-discrimination legislation and learn from the how municipalities can act to counter discrimination. Too often do I feel local officials roll over when the state enacts regressive authoritarian policies. I would stand up and fight back directly and not readily comply with discriminatory state policies. It is important to incentivize more LGBTQ+ inclusive events in the District as well.

There is a lack of knowledge when it comes to the transgender community.

Sometimes, the services offered in public offices are often unfamiliar with the needs of the transgender community. What actions would you take to address this?

I first support an LGBTQ+ Advisory board. This board is intended to better inform members of the city council how they can institute policies and actions to promote the transgender community. I would also take actions to meet with organizations or members of the transgender community to see what their immediate needs are. The state and federal government have cut a lot of resources that go to these groups. I believe the city needs to step up.

During a town hall in your District, a constituent describes being gay or transgender disparagingly. How would you constructively respond in this situation?

I would explain that I disagree with the person and demonstrate that what they said is discriminatory. If they are asking a question, I would refuse to answer, thereby acknowledging their hate. This would then be a good opportunity to then explain just why it is so important that we support the LGBTQ+ community through solidarity and specific public action.

How would you respond to a person intentionally misgendering a transgender or non-binary person?

When I hear this in real life, I first correct the person who has made the comment. If they continue, I will not entertain any further comment and will explain that what they are doing is not only rude but discriminatory. I truly believe that is a form of discrimination and there should be consequences to it, similar to any other form of racial, religious, or sexual discrimination. If that were someone working in the city or my office, I would ask that the person resign or I would dismiss them from their duties.

Orange County continues to embrace urban sprawl despite a plethora of data that links urban sprawl to severe strains on our housing, employment, healthcare, and public transit systems (to name a few). To expand upon the prior statement, what could Orange County do regarding development that would better serve the communities in your District?

I believe we need smarter growth. That means more dense infill projects in our urban core rather than continuing urban sprawl. As Soil & Water Supervisor, I have taken a stand against urban sprawl through passing official resolutions of the board and advocating against sprawl at the BCC, charter review committee, rezoning board, and Orlando City Council. It is important to do this as sprawl can lead to a rise in the cost of living, which housing security is an issue that disproportionately impacts LGBTQ+ youth. We need to do better at incentivizing infill projects, build up, not out, and limit annexations by the city. City of Orlando Commissioner

Please choose the position you are running for. Orlando City Commissioner

I would push for an ordinance doing just that. If I can't do that due to opposition from the council, I would create an unofficial board within my office.

As a City of Orlando Commissioner, how would you support creating an LGBTQ+ Advisory Board that would directly link the City of Orlando and the LGBTQ+ community?

In addition to celebrating pride in and outside of June and pushing for substantive reform, our office would directly engage with members and leaders of the LGBTQ+ community to understand what the most pressing issues are at the time and to receive feedback on our lawmaking efforts here in the city. Anytime an ordinance comes up that would impact the LGBTQ+ community I would directly communicate with organizers and stakeholders

According to research, 40% of homeless youth are LGBTQ+ (Source True Colors United). What immediate actions would you take as a City of Orlando Commissioner to reduce and prevent homelessness amongst

I would look at decriminalizing homelessness so that it is not a punishable offense. I believe the solution to homelessness is through housing solutions. That is why I will work to not only mandate funding into the affordable housing trust fund, but also negotiate with developers to set aside units where the city can put up people facing housing insecurity. This is already a practice in the city, I think it needs to be expanded. Homelessness services would also include job training programs, social services, mental health assistance, and educational opportunities.

Where do you believe the focus should be for Orlando in preparing for and preventing the damaging effects of climate change?

I do not believe the city is taking enough action to be net-zero by 2050. The city is replacing our coal-fired power plant with a fracked gas power plant by 2027. That is not the answer. We need to more microgeneration and ensure all public buildings are directly powered by renewable energy while providing incentives for private landowners to move to renewables.

A 2021 study found that the Orlando metropolitan area has the 8th highest wage gap in the nation. The estimated hourly wage is \$12.94, but the wage required to afford a one-bedroom apartment in Orlando

I believe in raising the city's minimum wage to a living wage for Orlando. I am also pro-worker. I believe in strong unions, fair contracts, and worker cooperatives where employees can better represent themselves and receive better benefits. In addition, we need to require a hard amount of money to be appropriated for the city's affordable housing trust fund. Currently,

nothing is required to go into it annually. I think the city's department of housing needs more resources, as it currently gets less than a percent of discretionary spending. I believe there is so much more good that they could be doing to find people housing. I also will not support developments that primarily seek to gentrify neighborhoods, thereby raising the cost of living.

As a City of Orlando Commissioner, what actions would you take to help struggling parent(s) and make Orange County an affordable place for families?

I believe in having universal childcare for city employees. It's difficult for struggling parents to work and take care of their children in their early years. I think we as a city need help covering the costs of childcare. This will also help alleviate the issue where mothers take time off to care for their kids. Hiring practices care more about consecutive employment rather than the total time of employment in a field. This process disproportionately impacts single parents and mothers in general, who are less likely to obtain a job as a result. Public employment screenings should consider total time rather than consecutive time to overcome this inequality.

Despite mental illness among adults and children being at an all-time high, Florida ranks next to last on per capita spending on mental health programs. What are your immediate and long-term plans fo

Seemingly, society's current policy is to ignore various mental illnesses until someone undergoes a crisis, at which the individual either goes into police custody, commits suicide, or goes to a temporary behavioral hospital that provides very minimal care. This is a costly, ineffective, and inhumane way of treating this epidemic. We need greater investment in proactive treatment. Mental healthcare, like other forms of healthcare, is a right, not a privilege. I believe in appropriating funds for nonprofits to hire mental health professionals and those who specialize in addressing substance abuse. I also think the city needs to better fund local behavioral hospitals to improve care. People who are admitted involuntarily into these facilities are often just waiting to be released rather than receiving treatment.

The Florida Republican Party is passing legislation that strips away LGBTQ+ rights, starting with our children. These shamelessly discriminatory bills force LGBTQ+ families to reconsider their future The Trevor Project's 2022 National Survey on LGBTQ+ Youth Mental Health found that 45% of LGBTQ+ students seriously considered suicide, and 1-in-5 LGBTQ+ attempted it. How would you lead on this issue

I would let them know that those may be state policies, but unless preempted by the state, those won't be Orlando's policies. We have great allies here who are leaders and are actively working to make Orlando a more inclusive space. If families are facing issues, I would want them to know I am a resource for help.

The Trevor Project's 2022 National Survey on LGBTQ+ Youth Mental Health found that 45% of LGBTQ+ students seriously considered suicide, and 1-in-5 LGBTQ+ attempted it. How would you lead on this issue?

By providing proactive mental health resources, such as therapists to local LGBTQ+ nonprofits, where those experiencing depression can go get care.

What are the top environmental concerns you are seeing in your District, and what solutions do you plan to bring forward if you were elected?

"Invest In Green Energy: I do not believe the city is taking enough action to be net-zero by 2050. The city is replacing our coal fired power plant with a fracked gas power plant by 2027. That is not the answer. We need to more microgeneration and ensure all public buildings are directly powered by renewable energy while providing incentives for private landowners to move to renewables.

Community Composting: The city has a goal of being zero-waste by 2040. We can only get there if we invest in composting. That is why I support universal composting in the city and am willing to have District 3 be a test grounds for this initiative. What do we do with the compost? The city can use it to support community gardens, sell it to agriculture producers, and require its use to rejuvenate soil damaged by development during the construction process (construction damages soil quality. If not improved, this can lead to greater water usage to irrigate laws).

Limit Urban Sprawl: One of the most important things a city commissioner does is approve rezoning and development in the city. I support dense infill projects in our urban core rather than sprawling out as a city. I have already advocated for protecting greenspace and opposing annexations into District 3.

Is there anything else you want us to know about why the Rainbow Democrats should support your candidacy

I am the only elected Democrat in this race. It is important to support our fellow elected Democrats as they run for higher office.