

<b>Question 1 Why are you seeking this public office? (Please be brief)</b>	
<b>Cindy Anderson</b>	I am running for office because I have a passion for public education and for what we do as an organization. I've spent the last 10 years working to solve problems in AISD and to help us continue to progress as a district in delivering a high-quality education to all students and would like the opportunity to elevate that work to the policy and governance level.
<b>Jayme Mathias</b>	I am seeking re-election to the Austin Independent School District Board of Trustees in order to continue the positive momentum that has led to our district to recently being ranked the Number 3 school system in the nation. I pledge to continue the great work that we have begun for our LGBTQ students and employees.
<b>David Qunitanilla</b>	I am seeking this office because this is my home, I am a product of AISD, my kids are in AISD and I understand that the future our city will be largely determined by the outcomes of our public schools. We must fulfill our obligation to ALL of Austin's kids to ensure that the doors of opportunities are open to each and every student.
<b>Ann Teich</b>	I have not finished the work I began when I was elected in 2012. There are issues related to the delivery of an excellent education for all of our students and their families, ELLs and students of color in particular, and the preservation of our public education system that need to be resolved, and I believe in spending my energy to do that.

<b>Question 2 Please tell us why you are seeking the endorsement of SDA. Do you have a history of involvement in Democratic politics and/or LGBTQ issues? If so please briefly describe this history.</b>	
<b>Cindy Anderson</b>	I have been a lifelong democrat and have actively supported and advocated for equality for all students and employees in AISD with respect to gender, ethnicity, socio-economic status, sexual orientation or identification.
<b>Jayme Mathias</b>	I have been a sustaining member of the Travis County Democratic Party since 2012, and I enjoy the endorsements of all Democratic clubs that are offering endorsements in this race. While in office, I have advocated for LGBTQ students and employees, moving that the AISD become the second district in Texas to offer same-sex benefits, advancing anti-discrimination policies, and seeing our district participate in citywide Pride festivities, plan and host its own launch Pride week activities, and become the first "No Place for Hate" district in the nation.
<b>David Qunitanilla</b>	I am seeking this endorsement because this organization stands for exactly the kids of efforts I want to lead as board trustee. I have become much more involved in LGBTQ issues over the last several years as my best friend and law partner is a transgender male. We have attended rallies (including the mass wedding ceremony at the capitol – one of the greatest experiences in my life) and programs to highlight the issue of equity in Austin. After the Obergefell case last year, my law partner and I offered free estate planning for gay and lesbian couples – it was such an honor to assist these folks that had been denied their rights for far too long.

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<b>Ann Teich</b>	I respect the SDA. Even though I don't need the SDA endorsement because I have no opponent, I think it is important that the community represented by the SDA understand that I will work to protect its rights, particularly as they relate to AISD students and their families. I have a history of being involved in GLBTQ issues through my church, First United Methodist-Austin (about 30 years), Reconciling Ministry Network, etc.
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<b>Question 3</b>	<b>Our By-Laws require that we only endorse Democrats. Did you vote in the 2016 Democratic Primary? If not, do you consider yourself to be a Democrat?</b>
<b>Cindy Anderson</b>	Yes I did vote as a Democrat in the 2016 primary and fully support the National and State Democratic party priorities. I have also been endorsed by the South Austin Democrats and the Central Austin Democrats.
<b>Jayme Mathias</b>	I have always voted in Democratic primaries—and, yes, I am “with Her”!
<b>David Qunitanilla</b>	Yes I did vote in the 2016 Dem primary - I am a proud lifelong Democrat. In this state, we do not have the luxury of only turning out in presidential years, we have to fight for equality each and every day of every year. In addition to the efforts noted above, I was also an Obama precinct captain as well as a county and state delegate and I have worked for numerous progressive candidates and progressive causes because these things matter all the time, not just prior to running for office.
<b>Ann Teich</b>	Yes.

<b>Question 4</b>	<b>Do you believe LGBTQ individuals should be protected against discrimination in employment on the basis of sexual orientation or gender identity/expression?</b>
<b>Cindy Anderson</b>	I absolutely support the protection of LGBTQ individuals against discrimination in employment, which must be backed by policy in order to ensure consistent enforcement and ramifications for non-compliance.
<b>Jayme Mathias</b>	Yes, I believe this, and, as a trustee, I have advanced district policies that now prohibit discrimination based on sexual orientation and gender identity.
<b>David Qunitanilla</b>	Absolutely.
<b>Ann Teich</b>	Yes.

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<b>Question 5</b>	<b>What proposals would you suggest to make coming out on the job safer for LGBTQ employees?</b>
<b>Cindy Anderson</b>	AISD must create non-discrimination and LGBTQ-friendly policies that specifically include sexual orientation and gender expression and identity as well as prohibiting firing for sexual orientation. It is also critical to expand our commitment in being a “No Place For Hate” district by creating a true culture of support and inclusion that goes beyond simply offering domestic partner benefits, ensuring that our practices mirror our policies.
<b>Jayme Mathias</b>	While such proposals fall to the Superintendent and his administration, I am proud that the Austin ISD has made great strides toward greater inclusivity, with many professional and classified employees now displaying “AISD Ally” stickers and signs outside their classrooms and offices, so that others might know that they can safely speak with them about LGBTQ issues.
<b>David Qunitanilla</b>	Ensure that there is proper training for all employees, especially supervisors. I also think it is important to have a process by which employees can safely communicate their concerns to leadership without fear of recrimination.
<b>Ann Teich</b>	LGBTQ employees should seek membership in unions so that their rights are better protected. This would help protect them when they decide to come out. Also, membership in other organizations that support/protect the rights of LGBTQ people would provide a support network so that coming out is a bit easier to bear.

<b>Question 6</b>	<b>Do you think AISD is doing enough to ensure equality for its LGBTQ employees? For example, how would you address organizational issues such as transgender employees transitioning on the job?</b>
<b>Cindy Anderson</b>	No, I do not believe AISD is doing enough to ensure equality when <u>none</u> of our discrimination policies are specific to LGBTQ issues. True commitment to equality is demonstrated by policies that address the unique needs of LGBTQ community and offer the same level of protection against discrimination of any other group identified by race, gender, socio-economic status, etc. and in creating a culture that respects transgender employees’ rights to access restrooms of their gender identity, uses their preferred names and pronouns and prohibits gender-specific dress or appearance policies.
<b>Jayme Mathias</b>	Though the treatment of transgender employees while they transition on the job is a management issue, I am happy to have overseen the creation of policies that protect employees from discrimination. The Austin ISD has come a long way in this respect, and I happily welcome further suggestions for areas of future improvement.
<b>David Qunitanilla</b>	I do think AISD is forward thinking in its approach to these issues. That said, more can always be done in the name of realizing equity. With transitioning, I think the key is educating other employees so that they can better appreciate the process of their co-worker which should lead to better understanding.

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<b>Ann Teich</b>	Yes. Please go to our webpage Respect for All <a href="https://www.austinisd.org/respectforall">https://www.austinisd.org/respectforall</a> and read about all of the Also, transgender employees should contact the Travis High School administration about best practices for transitioning on the job. Travis HS has (or had) a transgendered teacher on its staff.supports/protections provided to AISD employees, students and their families.
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<b>Question 7</b>	<b>Are you familiar with the organization Out Youth? If elected, what would you do to help this organization and others that provide services to LGBTQ youth?</b>
<b>Cindy Anderson</b>	Actually, yes, my first introduction to Out Youth was in November of 2010 in organizing a film festival for Fulmore Middle School showcasing the work of students, and in particular highlighting the struggles of one of our transgender students who filmed two separate videos promoting a “No Hate” environment and advocating against rising numbers of incidents of violence against gay, lesbian and transgender individuals. I was incredibly inspired by someone so young having such a mature attitude and willingness to be an advocate combined by the supportive and inclusive environment of a Title 1 middle school that rallied around students regardless of ethnicity, socio-economic status or sexual orientation and a result, will continue to do everything in my power to provide access to Out Youth and other organizations that support the unique needs of our LGBTQ students as well as assist in finding sustainable funding sources to continue the ongoing and much needed support.
<b>Jayme Mathias</b>	I personally support Out Youth, and I made my latest personal financial gift to them during this year’s Amplify Austin.” I am personally committed to supporting this organization and others that serve our LGBTQ youth.
<b>David Qunitanilla</b>	Yes, truly one of my favorite organizations. Had the honor of walking beside them at this year’s pride parade. I would make assisting organizations like this a cornerstone of my time as trustee.
<b>Ann Teich</b>	Yes. Continue to provide support in whatever ways I can. Monetary support is difficult since I am a retired teacher and have many causes to support.

<b>Question 8</b>	<b>Describe a step you would take, or have taken, or a proposal you would make, or have made as a member of the Board of Trustees that would <u>specifically</u> benefit LGBTQ students.</b>
<b>Cindy Anderson</b>	I have previously advocated for the necessity of policies in AISD that specifically address the needs of our LGBTQ students and staff and while I have yet to see much progress, I will continue to advocate until such policies are in place. I am attaching documentation of my previous recommendations to AISD in this regard for your reference.
<b>Jayme Mathias</b>	I was part of the committee that suggested that our former superintendent be evaluated in part based on her ability to make the Austin ISD the first “No Place for Hate” district in the nation. This directly and specifically benefited LGBTQ students—but also our LGBTQ employees.

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<b>David Qunitanilla</b>	See response to #2. We must make equality and acceptance a priority. I believe that AISD has already done some really good things – the “No Place For Hate” initiative is a great example – but we can always do more. If Dan Patrick and his buddies want to duck their duty to fund our schools adequately and instead rather focus on bathrooms, then I say bring it.
<b>Ann Teich</b>	I am a member of the Board Policy Committee. I have already asked that the Policy Committee, chaired by Trustee Ted Gordon, to look at providing extra protections for bathroom use by LGBTQ students in AISD facilities.

<b>Question 9</b>	<b>Do you believe that public schools should institute rules and policies to prohibit harassment and discrimination against LGBTQ students?</b>
<b>Cindy Anderson</b>	I absolutely believe that public schools should institute rules and policies that prohibit harassment and discrimination against our LGBTQ students. Currently those policies are generic and I think it is critical that policies specifically address the unique needs of this community and that public schools create a culture of acceptance and support that extends beyond policy.
<b>Jayme Mathias</b>	Yes. Definitely.
<b>David Qunitanilla</b>	Most certainly. It's past time for this, but better late than never.
<b>Ann Teich</b>	Yes.

<b>Question 10</b>	<b>Lt. Gov. Dan Patrick and others have indicated that a top legislative priority for them in the next session is to prohibit transgender youth from using facilities that correspond to their self-identity. Would you be willing to testify against any such legislation?</b>
<b>Cindy Anderson</b>	I would be happy to testify against such legislation. Several of our closest friends (and family) are members of the LGBTQ community and I would expect them to have the same considerations and protections as any one else.
<b>Jayme Mathias</b>	I would happily testify in this respect, and I would happily share the story of a young transgender kindergarten student who, on his first day of school this year, was easily accommodated by our AISD faculty, staff and administration with respect to this issue.
<b>David Qunitanilla</b>	Oh my gosh yes!
<b>Ann Teich</b>	Yes – more than ready.

<b>Question 11</b>	<b>The Texas Democratic Party recently adopted a plank in their 2016 Platform that reads, “support the right of all people to use facilities and participate in all aspects of life in a manner that is consistent with their gender identity, irrespective of the gender they were assigned at birth”. How would you advance or further the goals of this Platform plank in Austin and how would you work with other jurisdictions to advance or further the goals of this plank?</b>
<b>Cindy Anderson</b>	I believe that it is critical to leverage the voices of the State, County and Local Democratic Party affiliates as well as any other groups that share the same concerns for equal rights and opportunities for our LGBTQ community and would wholeheartedly support and commit to the ongoing collaboration and engagement of all these groups in ensuring that we have policies in place that are enforced that will afford the same rights and respect.
<b>Jayme Mathias</b>	I stand ready to support this platform in any way.
<b>David Qunitanilla</b>	We have many strong progressive and forward thinking leaders in Austin (many of whom have endorsed our campaign I would add) that are willing to fight to ensure all people, especially kiddos, are treated with the respect and dignity that every human deserves. We must ensure that there are no gaps in our protection of all people in Austin and to do that we must work with our partners at the city and county.
<b>Ann Teich</b>	I would use my connections to other local elected officials, i.e., City Council members, Travis County Court Commissioners, etc.; my presence on the AISD/City of Austin/Travis County Joint Subcommittee; my connections with other central Texas School Board members to advance the goals of this platform plank.

<b>Question 12</b>	<b>If elected, how would you stay informed of the concerns and interests of your LGBTQ constituents?</b>
<b>Cindy Anderson</b>	It will be crucial to continue to engage and frequently connect with key leaders and organizations that support the same issues and protections for our LGBTQ community. I pledge to regularly consult and collaborate with these stakeholders and rely on their expertise to advise on policy, resources and ongoing support for our LGBTQ students and staff.
<b>Jayme Mathias</b>	I have several friends who are LGBTQ faculty members, staff members and administrators, and who serve on district committees on these issues. I look to them for their views on issues that impact our LGBTQ students and employees—but I am, of course, also open to the views and concerns of all.
<b>David Qunitanilla</b>	By being open to the realities around us – we must see things as they are, not as we want them to be. Then we can get to work to make things better. (Also, my law partner and I share an office – these issues are usually towards the top of our discussion list).
<b>Ann Teich</b>	They're always welcome to e-mail or call me. <a href="mailto:annteich@austin.rr.com">annteich@austin.rr.com</a> or 512-797-7724



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<b>Question 13</b>	<b>Have you attended functions in Austin's LGBTQ community and, if so, which?</b>
<b>Cindy Anderson</b>	I have helped organize and support platforms for our students to advocate for LGBTQ issues in AISD middle schools since 2010, I have attended the Austin Pride Parade for a number of years and this year I participated in the parade with the Travis County Democratic Party and created a special campaign logo that showcased my commitment to LGBTQ issues.
<b>Jayne Mathias</b>	My husband and I regularly attend such events as Austin's Pride Parade. I have also attended the events of the Austin ISD's Pride Week, a celebration that was launched the year after I was elected to office, as well as such events as the annual gala of the Human Rights Commission.
<b>David Qunitanilla</b>	Yes, many, see above. Also, when we opened our law office, it was an honor to have our official ribbon cutting ceremony with the Austin Gay and Lesbian Chamber of Commerce.
<b>Ann Teich</b>	Pride Parade 2016 (approx.. 10th year to march in parade)