



September 14, 2016

| Question 1 | Why are you seeking this public office? (Please be brief) |
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| <p>Wesley Faulkner</p> <p>Delia Garza</p> | <p>The city needs to break from traditional thinking and be more focused on solving problems rather than just maintaining broken systems. I want to reinvent how the government works to create a new foundation that will last for future generations.</p> <p>I advocated for 10-1 and ran for Council in 2014 so that all Austinites could finally have a strong voice at City Hall regardless of what part of the City they live in. I have worked to help elevate the voice of this community and I hope to earn the opportunity to continue to advocate for our working families at City Hall. Families in District 2 deserve access to equitable city services and the ability to afford to live and thrive in Austin, and I will continue to fight to ensure that District 2 residents and all Austinites are able to share in Austin's prosperity.</p> |

| 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. |
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| <p>Wesley Faulkner</p> <p>Delia Garza</p> | <p>I am a proud supporter of the LGBTQ community and human rights. One of the main reasons my family chose our current church, MCC, was because it was LGBTQ friendly.</p> <p>I'm fortunate to come from a family that consistently emphasized the values of fairness and inclusion. SDA is an organization that promotes those values and I would be honored to earn the SDA endorsement again. I have a long history of involvement in Democratic politics. My sisters and I often accompanied my father, a union firefighter, to Democratic Party block walks, rallies and other events related to community advocacy. I am active in the Travis County Democratic Party and a member of the Tejano Democrats and the South Austin Democrats. I have also volunteered for countless Democrat candidates in the Austin community.</p> |

| Question 3 | Do you believe LGBTQ individuals should be protected against discrimination in employment on the basis of sexual orientation or gender identity/expression? |
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| <p>Wesley Faulkner</p> <p>Delia Garza</p> | <p>Yes.</p> <p>Yes. The City of Austin has strong policies in place regarding discrimination and provision of benefits and I will continue to do everything within my authority to protect the progress we've made so far, and improve wherever we're able.</p> |

| Question 4 | If elected would you commit to appointing LGBTQ individuals to City Boards and Commissions? |
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| <p>Wesley Faulkner</p> | <p>I believe in diversity of ideas and backgrounds and would welcome any LGBTQ individuals to serve with me.</p> |



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| Delia Garza | Yes. When deciding who to appoint to boards and commissions, I ask about their interests, qualifications, and life experiences that would make them a good voice and advocate. I am proud to have a very diverse group of appointees including a member of the LGBTQ community, and would gladly consider recommendations for appointees from SDA. |
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| Question 5 | Do you think that the Austin Police Department is doing everything it can to make its officers aware of and sensitive to the rights and dignity of Austin's LGBTQ citizens? |
| Wesley Faulkner | APD should make improvements in their sensitivity towards all groups including LGBTQ citizens. |
| Delia Garza | I'm proud that our City has an LGBTQ Liaison that serves as part of our Police force, and that we had a rainbow police car in the recent PRIDE Parade to show that protecting and honoring the LGBTQ community is part of our public safety culture. We've come a long way, but there is always room for improvement. I am committed to supporting efforts to increase sensitivity training for all of our public safety agencies and City departments, and improve resources and protections for our LGBTQ community. We must foster ongoing conversations to hear directly from our LGBTQ residents about what's working well and how we can continue to make strides forward together. |

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| Question 6 | If elected, would you act to increase recruitment of LGBTQ employees for the police, fire, and emergency medical services? What proposals would you suggest to make coming out on the job safer for LGBTQ employees? |
| Wesley Faulkner | As one of the largest employers in Austin, the city should make it a safe place to work for everyone. One of the mandates of the Chief Equity Officer should be to ensure that the LGBTQ community is welcomed. |
| Delia Garza | We have one of the best public safety teams in the country, largely because we work toward fostering diversity in our workforce. I believe we should work harder to recruit LGBTQ employees for both public safety and nonsworn positions, but also protect the right to privacy. Applicants should not be required to disclose their sexual orientation, but we should work closely with LGBTQ partner organizations during our recruitment processes, and continue to make it clear that all are welcome and considered assets as part of our City of Austin family in an effort to attract more LGBTQ candidates during our hiring processes. |

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| Question 7 | Do you think the City of Austin 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? |
| Wesley Faulkner | Awareness and acceptance is something that the Chief Equity Officer should supply training on for all levels and departments. |



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| Delia Garza | I'm proud that the City covers transgender transition procedures through our benefits package for City employees and fosters a culture of inclusion. We must remain diligent to ensure that we're leading nationally as welcoming and inclusive by providing meaningful benefits and opportunities for members of the LGBTQ community. |
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| Question 8 | If elected, would you continue to uphold the current requirement that a company that receives economic incentives from the City not discriminate against its LBGQT employees? |
| Wesley Faulkner | Yes. |
| Delia Garza | Yes. Any company seeking incentives should be held to the same high standards that we require of ourselves, including maintaining antidiscrimination policies and providing domestic partner benefits. If Council approves incentives, it should only be in the case where we're creating good jobs that provide opportunities that also align with our community values. |

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| Question 9 | How familiar are you with organizations, such as Out Youth, the Austin Gay & Lesbian Chamber of Commerce, and AIDS Services of Austin that serve the LGBTQ community? If elected, would you support increased funding for the services organizations like these provide? What services do you think are crucial for LGBTQ residents? |
| Wesley Faulkner | Yes I am familiar and would support increased funding to help more people. AIDS Services are still very important and needs more attention. |
| Delia Garza | I'm familiar with all of the organizations listed, and respect the work they do for our community. We should continue our strong partnership with the Austin Gay & Lesbian Chamber of Commerce to help ensure that our small businesses reflect the makeup of our diverse community, and support efforts of critical services providers such as AIDS Services of Austin and Out Youth. I would welcome a meeting with SDA to discuss how we can strengthen existing relationships and build new relationships with organizations that serve our LGBTQ community. |

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| Question 10 | Describe a step you would take, or have taken, or a proposal you would make, or have made as a member of Austin's City Council that would specifically benefit Austin's LGBTQ community. |
| Wesley Faulkner | I will be transparent about my beliefs and won't shy away from the important decisions and choices that support equality. |



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| Delia Garza | I was proud to lead on the creation of a new health equity program through our Health and Human Services Department, which aimed to expand the populations we serve and the types of services we provide. These services were grouped in five categories based on expertise from community advocates and our HHS Staff, which included funding to provide services for LGBTQ People of Color Sexual Health and Wellness. I also led on a historic expansion for health and human services and social services funding to provide services for our most vulnerable, including the LGBTQ community. I'll gladly continue these efforts to ensure everyone in our community has access to the critical services they need. |
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| Question 11 | Do you support the requirement that all single-occupancy public restrooms are made available to all people, (for example families and transgender people)? |
| Wesley Faulkner | Yes, there is no reason not to. |
| Delia Garza | Absolutely. I'm supportive of the ordinance passed by the previous Council, and proud of our City for standing firm in support of this policy. It's been disheartening to see the struggles other communities have gone through trying to implement this practice, and Austin's embracing of this policy is one of the many things that makes me proud to call this City home. |

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| Question 12 | 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? |
| Wesley Faulkner | This is something the city could do directly for all of its facilities. The city can also do more in their vocalization of those policies we support. |
| Delia Garza | Austin should lead by example to demonstrate the room for success in implementing these types of policies, and I would be happy to reach out to other City leaders and be a resource for anyone looking for advice about how to advance these efforts. I'm a proud Democrat, and feel that this calling requires us to take a proactive role in fostering a culture of inclusion that ensures all members of our community feel safe, valued, and respected. |

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| Question 13 | Do you believe that public schools should institute rules and policies to prohibit harassment and discrimination against LGBTQ students? |
| Wesley Faulkner | Yes. |



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| <p>Delia Garza</p> | <p>Yes. Students learn at a very young age how to become part of a community of their peers, and we must use this as an opportunity to make sure each new generation is more open and accepting than the last. Being school age is difficult for anyone, and that challenge can be magnified for youth who are members of the LGBTQ community depending on their environments. We deeply value our inclusive City culture, and we must ensure that we're instilling those values in our school cultures as well. While Council doesn't have direct jurisdiction over policies at our public schools, I would gladly advocate on behalf of these policies whenever necessary.</p> |
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| <p>Question 14</p> | <p>If elected, how would you stay informed of the concerns and interests of your LGBTQ constituents?</p> |
| <p>Wesley Faulkner</p> <p>Delia Garza</p> | <p>I will always be available via email, phone, social media, and office visits. I feel that I am also aware, in general, of current social issues via the diverse friendships that I maintain.</p> <p>I'm proud to have fostered an open door policy for my constituents and progressive community organizations during my time on Council. I will continue to openly reach out to groups to see how we can keep moving the needle in the right direction, and encourage SDA to stay in close contact with my office to share any community concerns or opportunities you all believe should be a priority for Council.</p> |

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| <p>Question 15</p> | <p>Have you attended functions in Austin's LGBTQ community and, if so, which?</p> |
| <p>Wesley Faulkner</p> <p>Delia Garza</p> | <p>Yes. I attended the Pride Parade just the other week.</p> <p>I was honored to have the opportunity to attend the National Democratic Convention this year. Given our current political climate and the recent tragedy in Orlando, I was incredibly thankful to see so many Democrats speak to the importance of supporting and standing with our LGBTQ community. I'm proud to be part of a community of allies that choose to rise above the demeaning political rhetoric and violence that we have seen recently to show that the larger part of our community stands beside our LGBTQ friends and family. I am also always moved by the AIDS Memorial Quilt Project that comes to City Hall annually. It serves to remind us not only of those who we have lost, but the importance of continuing and expanding HIV and AIDS services to prevent future losses to our community. One of the most meaningful events that recently occurred happened when the Supreme Court decision was reached that made it legal for our LGBTQ community to legally marry. I was on maternity leave, but took my newborn daughter, Lourdes down to City Hall to take a picture with the rainbow flag hanging from the building to memorialize the historic day. My hope is that this is one more step that will allow her to grow up in a new generation that will only know a culture that is accepting of everyone in our community regardless of race, gender, sexual orientation, or gender identity.</p> |