



## Candidate Questionnaire

Dear Candidate -

Thank you for taking the time to provide your point of view on the following six questions. Your candid responses will help us to inform and engage the nearly 150,000 tech employees who live and work in the city of Seattle. This in turn will help you engage them more effectively as an electorate. Once we have processed responses from all the candidates, we will invite selected finalist candidates to meet with members of the WTIA Advocacy Committee to gain a more thorough understanding of your answers.

While the WTIA represents the interests of more than 1,000 tech companies in our state, the Advocacy Committee includes a sample of those companies. Each member of the committee is a subject matter expert who contributes time and effort to help steer the WTIA in advocacy goals for the industry. The WTIA Advocacy Committee includes experts from the following organizations --

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Accenture	Amazon	Big Fish Games	BitTitan	BoldIQ
Comcast	Expedia	F5	Facebook	Flying Fish
Flying Fish VC	Galvanize	Google	Impinj	Madrona Ventures
Microsoft	Moz	Nintendo	Sprint	T-Mobile
Tune	Uber	UW CSE	WSU	Zillow

Please send your responses to the following questions to WTIA Legislative Aide Ian Griswold  
IGriswold@washingtontechnology.org

1. Seattle faces many challenges associated with rapid growth. What are your top 3 priorities for the city and why? (500 word limit)

- (1) protecting the rights of every resident in our city especially under the Trump administration,
- (2) making sure workers can afford to live in this city where they work and retire, and
- (3) building a local economy that works for all, not just the wealthy few.

In these challenging times, Seattle must both be the first line of offense and the last line of defense when it comes to protecting our residents. Every community we care about is under threat from the Trump Administration: women, people of color, immigrants, seniors, workers, the LGBTQ community, and more. Our health care, environment, and education system are under attack and we must stand firm against these threats. I have a proposal that calls for protecting the health of our community even if/when our health care is dismantled by trump to protect women, the LGBTQ community and low-wage workers. My platform includes strategies to defend workers' rights, protect our health care, stand up for seniors, protect Seattle's environment, and invest in our communities.

The lack of affordable housing in Seattle is one of the most pressing issues facing our city. Although Seattle has booming economy, that prosperity isn't being shared and there isn't enough affordable housing for our current and growing population. I am calling for a multi-faceted solution to address our housing crisis: Call for an immediate conveyance of publicly-owned, developable land parcels into affordable housing with retail or community facilities (such as early learning programs), on the ground floors; Prioritize housing dollars on transit oriented sites, such as Northgate, Roosevelt, and places near light rail and transit, to build needed affordable housing and walkable communities along transit lines; Address speculation in the market – assess empty buildings/lots that are driving up the cost of land and not creating housing solutions; and Hold large developers accountable—if a new development doesn't include affordable housing on-site, then get the fees immediately & reinvest in affordable housing options now. I recognize through my years working in the labor movement it's not just affordable housing and good jobs that we need to thrive as a city—it's also support for our small businesses, educational opportunities for all especially in new and emerging industries, and greater economic stability through childcare and family leave programs. That's how we create a thriving local economy that works for all, not just the wealthy few.

2. Most of the world only knows Seattle as the Space Needle, Sleepless in Seattle, or the Seahawks. What will Seattle be known for on the world stage in 20 years? (500 word limit)

I am proud that our city has led the nation in showing what it looks like to stand up for working immigrants and refugee, and led the nation in standing up for raising the wages of our lowest wage workers. We had a lot of prosperity in Seattle, but far too many people are left out. I want to Seattle to be known as a world class city that fights for equity and creates a community where entrepreneurs and workers have the chance to prosper equally.

Seattle is also a leader in the technology industry and has lead the nation in innovation and creativity in many ways. We can continue to be so if we invest more in innovation hubs and foster the ability for our youth to get into good paying high tech jobs. Right now there are 1000 people coming to our region a week. I want to make sure that those who are coming do have access to good living wage jobs – with worker rights and protections – and that those who are coming are able to afford to live in our city along with those who are currently here. I want more folks like me – middle income younger workers – to be able to afford to buy a place to live in our city to start creating equity and so we can put our roots down. I want the city to be a leader with schools in creating innovative ways to get more youth into schools that allow kiddos to become engineers, technology leaders, mechanics, and entrepreneurs. That's the Seattle I want us to be famous for.

I also want us to be leading the way in protecting the rights of new workers who are coming into emerging industries – to make sure we have benefits, good wages, a voice in the workplace, protection from retaliation, and retirement security. We can be innovative in both the industries that are created and incubated in our own back yard, as well as in how we stand up for workers' rights in new and emerging industries.

3. Seattle is seen as a progressive city. How have other progressive cities created successful partnerships with employers? How do you see that playing out in Seattle? (500 word limit)

I think that Seattle has made some strides that we can be proud of – such as our “Trip Reduction Program,” which gives companies large and small access to our robust transit network and gets employees out of their single occupancy vehicles off the road and incentivizes greener forms of transportation. The biggest issue we face in the city is making sure we create an equitable Seattle that works for everyone—not just the wealthy few. Tech can coexist within the city, but we need to work together to ensure that it's a two way street—and

that those who have least are not being displaced, can afford to stay in the city they work and love, and that they have access to affordable housing.

As companies like Expedia, Facebook and Google open up larger headquarters here in our city core, and as next companies hit it big and open their headquarters in our fair city, I will pursue strategies to invest back into our community – through Social Equity Impact Statements that ask evaluate the public good such as good living wage jobs, investments in our community and infrastructure, public parks and walkways, and more. We can create a good balance to welcome new industries, reward good employers and invest in our infrastructure and transit system to create a more livable, equitable, and innovative city.

4. Seattle has a booming economy, in large part driven by the tech sector. This creates opportunity and challenges. In your view, what is the role of the tech industry as a partner in creating a better city as we grow? (500 word limit)

The tech industry is a huge part of Seattle's prosperity and current boom—as we know, has also brought more folks to the region who are able to offer more for housing than many in previously red-lined communities and has been in part responsible for some displacement. But there are folks in the tech industry who know this and are actively working against displacement. I am honored to have the support of the Seattle Tech 4 Housing who are intent on helping to find solutions to displacement and gentrification that is occurring in part due to the influx from the industry. However, the tech sector also has the opportunity to help lead our community toward more equitable options—I am proud to be working with groups such as Seattle Tech 4 Housing, who recognize the role the tech industry has in helping find solutions to our most pressing problems. We need to ensure we are implementing policies that create more housing—and especially affordable, below market housing when that doesn't only benefit people making above average salaries. This includes investing in transportation oriented development, new infrastructure that includes public transit, housing, and low-barrier housing for homeless community members.

I believe the tech sector can help partner with our city to find innovative and creative solutions to move people around our city more efficiently. I know we can find creative solutions to help house more folks who live here in Seattle – through creative housing solutions from our friends who work in the industry and live in our community. I know that we can work with the right investments and partnerships we can do more to create career pipelines for youth in this city – especially from communities of color and low-wage households – to get more folks into good paying jobs in the tech industry, and create more engagement and entrepreneur opportunities throughout our city by investing in more innovation hubs to foster innovation. Lastly, the tech industry has helped create an economic boom in our city which is good for small shops, local restaurants, investments in our local community – this all can help create an economy that works for all when we work to share the prosperity throughout our communities and invest in educational and job opportunities throughout the City.

5. What is the number one challenge facing the tech industry - and what do you see as the City's primary role in helping solve that dilemma? (500 word limit)

I understand from colleagues in the tech and start-up industry, that a big challenge facing the industry is recruitment, training, and hiring local talent. Even companies like Microsoft and Amazon have trouble recruiting local talented engineers and developers. The engineering pipeline has a systemic problem with recruiting women and workers from communities of color. I want to make sure we are creating an equitable Seattle where women and people of color can learn the skills they need to succeed, have access to good living

wage jobs in Seattle, and are able to give back to the communities and culture that makes Seattle unique and amazing.

I will work with state and local partners to foster innovation for job training and STEAM programs. We need to make sure we have equitable solutions that create the career pipeline needed to invest in this growing industry and promote good jobs for some of our most marginalized communities. I look forward to working with the tech sector to make sure we bring opportunities to give back to the community and deepen our commitment to social justice. I will look to foster innovation and continue our school's relationships with groups like the TEALS program, which connects socially-minded and willing tech professionals to assist and mentor our young people in the art and science of programming.

6. What is the appropriate role of a city in helping to solve the challenge of portable benefits in a gig economy? (500 word limit)

I have spent my entire career fighting for working families, children, and good living wage jobs with benefits. We at the city level can help protect the work to protect the rights and voice of all workers in our city – including in the gig or app-based economy. I am proud of our city for giving app-based drivers the ability to organize and more of a voice in the workforce. I want every worker in the city of Seattle to be able to have equal footing with their employer, to be able to bargain for safer or fairer conditions, and to invest in all workers so that more can afford to live and stay in our city.

On city council, I will work with my deep ties in the labor movement and with groups like the WTIA to figure out an exchange type system to give the gig economy workers a more stable and healthy life. I also believe that this could help all workers - not just rideshare drivers and Postmates deliverers, for example. When an employee is stuck at a job because she needs the benefits, then that's less innovation throughout our overall system. She can't take the risk in joining that hot new startup, or venturing in to our non-profit sector to help the less fortunate. I will work with to create a city-wide health care program to provide portable basic health benefits within our city, much like San Francisco's health care law for all residents, while pushing our federal partners to pass a single payer scheme to get employers big and small out of the healthcare insurance business once and for all and allow them to focus on what they do best.