

## ***Boston NAACP's Communities of Color Mayoral Candidates Questionnaire***

<b>Charles Clemons</b>	<b>Bill Walczak</b>	<b>Charles Calvin Yancey</b>	<b>Rob Consalvo</b>	<b>Charlotte Golar Ritchie</b>	<b>Michael P. Ross</b>
<p><b>The Mayor is the Chief Executive of the City of Boston and makes many key hiring decisions. What will be your key considerations when you hire the next Superintendent of the Boston Public Schools, the Boston Police Commissioner and the Director of Neighborhood Development? How will you ensure racial diversity exists on all levels within your administration? Where in the existing administration would you like to see more diversity?</b></p>					
<p>I will review all city departments for Title VII compliance and develop policies that ensure fair hiring and promotion practices. I would like to see more diversity in the Boston Police and Fire Departments, specifically at the command level.</p>	<p>As a person who has been a chief executive for over 32 years, I know that you hire senior leadership based on the vision and goals that you are trying to accomplish. So, for senior leaders, I will look for people who are excellent managers and are passionate about my vision for the department that they will manage. You can see my vision and blueprint for reform on my website <a href="http://www.billforboston.com">www.billforboston.com</a>. Throughout my career as an executive, I have always appointed leadership teams that are reflective of the communities they serve. As founder and CEO of Codman Square Health Center, my leadership team reflected both excellence and community. I strongly believe that the leadership of Boston must be both excellent and reflective of our diverse city. And this is what I have done in my career. This is my record.</p> <p>All departments need to reflect the diversity of the city, but especially senior leadership. In the case of Police and Fire, we will need to eliminate the Civil Service Exam as the nearly sole</p>	<p>NO RESPONSE</p>	<p>In each of these positions I will look for a skilled, experienced leader who can engage with all communities of Boston to develop innovative, effective strategies and experience in urban education, reducing crime, and creating affordable housing opportunities. Whether inside BPS, BPD or DND or outside, I will look for a creative leader who understands the rich, diverse dynamics that make a successful city.</p> <p>Boston's next Superintendent must be a strong leader with an extensive background in urban education, someone who knows our students, their backgrounds and the day-to-day challenges they face. Likewise, this is the case with the Police Commissioner should Commissioner Davis leave and the Neighborhood Development Director. While anyone can learn about the life and history of a city from books and classrooms, the only people who can truly understand it are those who have experienced it personally and have close ties to urban living as a result.</p>	<p>As the only candidate in the Boston Mayoral race who has managed a City department, I can speak from experience about how to build a strong management team. I have always looked for candidates with experience, a commitment to their profession, and who understands working in a diverse community and with people of diverse backgrounds. I intend to hire a professionals who are capable and committed to progress, equity, growth and development in all areas that impact their job and duties. In every case I will be looking for that unique individual that is committed to making lasting and sustaining positive change for the good of this city and its residents. My choice for these critical positions will be individuals not afraid to take on the tough challenges that lie ahead. And lastly, each hire must have a desire for change and the ability to adapt and work cooperatively with others in and outside of their particular discipline or responsibility. I have been committed to a</p>	<p>Our next superintendent should be willing to work with unions, teachers and parents. I want someone who can engage the community at every level. I would be looking for the best urban superintendent in the country. Many other candidates have said they would keep Ed Davis. I haven't said that I would yet, largely because I have serious concerns about diversity within the BPD ranks. There are not enough women or people of color serving, and there aren't enough in positions of leadership. It's not acceptable that we do not have a single senior female superintendent. It's not acceptable that we do not have a single district captain who is a person of color.</p> <p>One of my key proposals is to take affordable housing out of the BRA and move it into the Department of Neighborhood Development. If affordable housing is a value -- and I think it is -- it can't be the first thing we negotiate away. I would look for a Director of Neighborhood Development who held those same values and has a firm</p>

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	<p>determinant for leadership appointments. As a CEO of 32 years, it never even crossed my mind to choose senior leadership through a test. Leadership is about ability to achieve goals, ability to achieve a working chemistry with other senior managers, and ability to relate culturally to the issues and needs of the staff who report to him/her as well as the community being served. It is an anomaly that exists in public service that such important positions are chosen through a written test. I will work to change this system so we can appoint senior leaders who are both excellent and who represent the community.</p>		<p>In order to ensure racial diversity throughout the administration, my recruitment strategies will focus on a large pool of candidates from which the most qualified will be selected; again keeping in mind that experiences often can lend more to ability than degrees following a name. Quite simply, I would like to see greater diversity across the entire administration in all positions starting with my cabinet and BPD command staff. In the BPD I will work with our state delegation to create a promotional process that identifies leaders and not just test-takers. Leaders and managers have to know the law and procedure but in the context of having the tested experience and temperament of leading police and engaging with community.</p>	<p>diverse work environment throughout my professional career. I embrace the social, political, cultural, religious and economic diversity which is the legacy of this great city. I intend to hire and retain those who can and will reflect those ideals and demonstrate those values in administering their duties. I think more diversity can be achieved in middle and upper management positions. That is one legacy of my tenure as Director of the Department of Neighborhood Development.</p>	<p>desire to foster home ownership in urban areas. As mayor, I'll make sure city hall reflects the city it represents. Lots of candidates are talking about diversity, but I invite you to look at our records. I've made diversity a priority since my first day on the job. I've always had a bilingual office, and twice my Chief of Staff has been an African American leader. Diversity is a problem in the Boston Police Department. There are not enough women or people of color serving, and there aren't enough in positions of leadership. It's not acceptable that we do not have a single senior female superintendent. It's not acceptable that we do not have a single district captain who is a person of color. That needs to change, and when I'm mayor that will change. I will make sure every city department reflects the diversity that exist in our city. We are a city of qualified, hardworking Bostonians. My administration will fill open and existing positions with diverse candidates from the city of Boston. I also believe we need to hire more teachers of color - particularly men of color. Boston</p>

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					<p>public school students are nearly 80% children of color and they need to see themselves in their teacher. I would make it a priority to recruit and train more our community members to be successful teachers.</p>

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<p>In considering appointments to all key leadership positions in my administration, I will work collaboratively with Boston’s many diverse communities to pick candidates that have a hands-on approach to running their departments. I will require department leaders that will remain aware of what it is like in day-to-day direct service and in middle management. I will make sure that Boston’s new school superintendent will visit dozens of schools in their first year to not only visit students, but to directly connect with principals and teachers to hear what their challenges are on the front lines.</p> <p>My appointees for these leadership roles will also have to have a mind for change rooted in pragmatism and patience. There are many changes that need to happen across all municipal agencies, but there are also things that currently work well. My administration will think boldly in order to change practices that are not working, and not look to reinvent the wheel where things are already working well.</p>	<p>Our city government should reflect the diversity of our city. I am committed to appointing the most diverse cabinet in Boston history and to recruiting and maintaining a diverse city workforce. I will actively recruit city leaders and employees from the nonprofit sector and from community organizations, which tend to be more diverse and have vast experience working on issues of importance to the city. I have also proposed a Hubs of Opportunity Initiative which would develop partnerships between our public high schools and our colleges, universities, corporations, and institutions so that our students have access to the education, training, mentoring, and relationships that are so vital to economic opportunity. I will also develop internships, co-ops, and mentoring programs within city government which serve young people throughout the city and which also provide opportunities for employment and advancement.</p>	<p>I believe in a Boston where everyone has opportunities to succeed, where everyone can live in a safe neighborhood, and where we invest in all of our communities. Government works best when it works with you and not over you so diversity, inclusion, and a commitment to working with our communities are all key considerations in those that I hire. As Mayor, having a diverse workforce will be a priority to me and voters can hold me personally accountable to it. We have to focus on both recruitment and retention, and ensuring all of our employees have the resources and training that they need to do their jobs well and advance in their career. The lack of diversity in the Boston Police Department has recently received a lot of attention, but I strongly believe that all of our city’s departments should reflect all of our neighborhoods.</p>	<p>NO RESPONSE</p>	<p>As District Attorney, I am a Chief Executive and manage a large, complex public organization. I make important decisions that impact people’s lives every day and surround myself with the best, most diverse staff possible to carry out our mission and mandate. As Mayor, I will be looking for a dynamic School Superintendent who will recruit the best principals and flip the system on its head, pushing autonomy and decision-making down to the school level, where real innovation and change can take place. Similarly, I will seek a Director of Neighborhood Development who is open to innovation, understands the neighborhoods and is a strong fiscal manager. As for the Police Commissioner, I have expressed my support for Ed Davis based on a long, productive and positive working relationship. We share a common philosophy about public safety, community policing, and prevention and intervention.</p> <p>I lead one of the most diverse public agencies in the state and have a proven record fostering an inclusive workplace where every staff member feels accepted and</p>	<p>I will ensure the diversity of the City’s cabinet and staff reflects that of Boston. I will hire leaders who are committed to three core principles:</p> <ol style="list-style-type: none"> <li>(1) Leadership Development – Staff at all levels will be committed to leadership development by bringing new voices into City Hall, mentoring talented young people and managing the inclusivity of a diverse staff.</li> <li>(2) Collaboration – My administration will work with outside stakeholders, break down silos and collaborate to resolve complex problems and increase diversity.</li> <li>(3) Equity – To overcome the uneven distribution of opportunity, prosperity and safety that has led to inequities, I will ensure that all people and neighborhoods have equal access to the resources of our city.</li> </ol> <p>As the first Black Mayor, my election will signal a change in how Boston works and allow me to attract talented professionals of color locally and from around</p>

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<p>I will ensure that racial diversity exists on all levels of my administration by continuing the collaborative practices that have guided me in my sixteen years as state representative in Dorchester, the largest and most diverse neighborhood of Boston. In my years as a legislator, I have consistently supported legislation in support of equal rights, constantly working to bridge disparities. As mayor, I will regularly meet with various community constituent groups to so that every community has a say in holding my administration accountable to this pledge.</p> <p>I would like to see more diversity across every municipal agency in Boston and will realize that vision as mayor.</p>				<p>respected. Due to the intense competition for good lawyers and diversity, we put great effort into outreach and recruitment and would expect city agencies to do the same. As Mayor, I intend to form and oversee a Diversity Committee, similar to the one I have established in the District Attorney's Office, to assist in recruitment and retaining a diverse workplace. I also in will also reach out to leaders in the community for their input and recommendations in order to ensure the best, most diverse administration at all levels and in all departments.</p> <p>Boston has evolved tremendously over the past 20 years, with the city being much more open, accepting and progressive. Mayor Tom Menino will leave behind a great legacy of inclusion and diversity, but there remains more work to be done. Without question, issues surrounding diversity in the police department must be addressed. Throughout city government, I intend to make recruitment, promotion and retention of a diverse workforce a priority. I will ask my Diversity Committee to assess and make</p>	<p>the country.</p>

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				<p>recommendations to me regarding specific areas that need improvement and will review and take appropriate action.</p>	

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<p>Low graduation rates, high unemployment, lack of gun control, and poor policing strategies. The role of city government is to create quality schools at the neighborhood level, job creation for young people with a livable wage, stiffer gun control laws, as well as, develop a community policing strategy and create an elected police civilian review board.</p>	<p>Many of the issues we face relating to violence in this city are based on poverty and lack of hope. We need to treat poverty as a disease best cured by first-rate education. We must start early by tempering toxic stress and adverse childhood experiences through linking health care and education (please see my education blueprint at <a href="http://billforboston.com">billforboston.com</a>). We must take a preventative approach when it comes to solving the issues of violence. We need organizations to work together, from churches to schools to neighborhood organizations to health centers, to intervene when families are in crisis, especially when violence is in the home. We need to ensure access to behavioral health services in schools by placing social workers in schools, and through community health centers. In the long term, we need to provide our youth with a sense of hope for a better future. We can best do that through education pipelines that allow young people to gain work experience in high school that prepares them for fulfilling careers. The better prepared our students are upon graduating, the more</p>	<p>NO RESPONSE</p>	<p>The lack of pathways and connections to the economy has left our youth – especially young men – without a stake in the future. One of the barriers on the pathway is a legacy of racial discrimination. I will do a better job of identifying young men who are at risk of dropping out of high school before they drop out and re-engaging those who have dropped out. I will work with the business community and state government to ensure that Bunker Hill Community College and Roxbury Community College are high performing post-secondary institutions with programming that retains and graduates all students in fields of study that lead to college and career success. Finally, I will work with the community to transform Madison Park High School into a state of the art technical high school and center that will educate and train young men of high school age and older for good jobs. The long-term answer to ending violence is opportunity and an ongoing commitment to diversity in every City program under the Mayor's control. . The Mayor has had and will continue to have a strategic</p>	<p>The culture of ignorance and intolerance along with an artificial culture of violence pervades society in general and has contributed to the overall atmosphere of violence and misunderstanding throughout Boston and the nation. A lack of cultural understanding and economic challenges also impact some of our neighborhoods in a disproportionately. I am committed to establishing a culture of tolerance and forbearance by working with law enforcement, educators, institutions, including City Hall and its administrators, and challenging the media and news outlets to be more fair and comprehensive in their portrayal and presentation of all citizens of Boston. To a large extent helping the residents of this city's communities of color see themselves and their community in a more progressive, productive and positive light may help to diminish the root cause of violence. Increasing access and opportunities in education, housing, jobs and health care will also go a long way in mitigating the root cause of violence and have more individuals take pride in themselves and their</p>	<p>Over the course of my career, and as Chair of the Public Safety Committee for the past three years, I have firmly believed that it is the city's responsibility to take an active role in engaging with the community to jointly solve the problem of violence. Last year when the city was seeing an increase in the amount of knife violence I partnered with Mothers for Justice and Equality to pass an ordinance through the City Council that regulated stores that sell knives and increased the fines for violations. Before that, there was essentially no way for stores to be punished who sold to minors other than a \$25 fine. Now, a store must register with BPD and should they be found to be in violation, they will be fined \$200 and potentially lose their licenses to sell. This past year when gun violence rates were rapidly rising, I immediately filed an order for a hearing and brought the Boston Police Department before the City Council to discuss what was going on and why we were seeing this increase in numbers. Since then, I have formed a working group that's co-chaired with Councilor Jackson and a group of community members, BPD and</p>

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	<p>opportunity they will have, the less likely they are be engaged in activities that beget violence. My education platform calls for the creation of 11th and 12<sup>th</sup> grade career academies that will help youth gain experience in specific industries and that will prepare them for a career and a future.</p>		<p>leadership role in reducing and preventing violence. In my Public Safety platform I have committed the City to invest in innovative approaches to reduce violence, from hiring more officers to work on prevention and intervention to new technologies to cut of the supply of guns into our city. I will also focus on increasing access to good jobs by strengthening our education and employment pathways to ensure that young men have access to good jobs in the Boston economy.</p>	<p>community. But making sure that the police and other agencies that work with all communities respect and support positive growth and development will be my primary job as the Mayor of this city.</p>	<p>activists to come together to think up ways that we as a city can combat this problem similar to what I had previously done with BRJP.</p>

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<p>Violence is a complex issue. Here in Boston, the majority of our violence is the result of the crippling effects of poverty. Lack of economic opportunity, paired with underperforming schools and lack of adequate health services, can add to a level of hopelessness that ultimately leads to violence. Because the epidemic of violence is so complex, our collective approach has to be innovative and diverse. No single idea will suffice.</p> <p>One of the most devastating issues in Boston is gun violence. The majority of gun violence in Boston is committed by youth involved in gangs. To address that, Boston—like other cities—has had the greatest success with a collaborative approach that involves close monitoring and services by connecting police departments, community groups, and other agencies that serve and monitor youth involved in violent crime. This model includes jobs and career trainings, as well as access to direct health and social services. As mayor I will work to further support this model. I will convene a discussion on how to best approach violence in Boston on my first day as mayor. I will</p>	<p>As a former teacher, I have seen what happens when young people lose hope or come to believe that there are no opportunities for them. When a young person has no hope then he or she has nothing to lose. We instill hope and reduce crime and violence by providing every child with a quality education and by addressing the specific needs of every child, which includes providing services for children who suffer from trauma or mental health issues or who speak English as a second language. We also instill hope and reduce crime and violence by creating good jobs across the city. As renowned anti-violence leader Father Greg Boyle of Los Angeles says, “Nothing stops a bullet like a job.” I couldn’t agree more, and I believe strongly that ending violence on our streets requires that we improve educational and job opportunities for everyone.</p>	<p>The most violent thing that happens in our communities is poverty. My administration will make creating pathways out of poverty and into the middle class a priority. I have created a plan to combat poverty in our city by creating new, quality jobs; turning existing jobs into good jobs; linking Boston residents with good, existing jobs; implementing reforms designed to give every student, regardless of income level, the ability to be successful and prepared for today’s world; expanding Boston’s public transportation system so that it is safe and accessible; and, increasing Boston’s stock of affordable housing.</p>	<p>NO RESPONSE</p>	<p>I began my career as a prosecutor when Boston was experiencing some of the worst street level violence in its history. From the beginning, I’ve had a role in partnerships that have made Boston one of the safest big cities in America. Despite our great progress, I have identified a number of priority areas that I believe are crucial to breaking long-standing cycles of violence and hopelessness, including continuing education reform and closing the education achievement gap. As I’ve often said, the long road to justice doesn’t begin in a courtroom, but in a classroom. More immediately, I have a Better Jobs Now plan that gives special focus and proposes numerous substantive ideas to close existing employment and opportunity gaps in communities of color. These are in addition to my ongoing commitments to prevention and early intervention, diversion and other alternatives to incarceration, drug treatment and mental health issues.</p>	<p>Violence is cyclical and connected to economic and health disparities. Residents in Boston’s communities of color suffer from high numbers of unemployment, instable housing, trauma, and school dropouts. 22.5% of all Black families, 30.9% of all Latino families and 22.5% of all Asian families were reported as impoverished, this compares to 7.1% for White families. Ending violence takes working on root-problems and creating the conditions for families to thrive.</p> <p>The Barros administration will make it clear that every life is valued and every child is cherished by responding to serious crimes with urgency and, more importantly, addressing the root causes of poverty. All city departments, state agencies, community groups and nonprofit organizations will coordinate to ensure that our most fragile families are getting the economic opportunities and supports they need. We will support and work with families who have suffered from violence because they are our greatest voices for peace.</p>

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<p>be a strong advocate for better gun laws and stepped-up enforcement efforts against illegal gun trafficking.</p>					

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<p>Develop incentive based partnerships with businesses and schools to create programs that support developing employable skill sets for young people. Initiating policies that encourage new business development in targeted communities. Create legislation that will seal the files of certain offenses and require city departments to develop reasonable standards for hiring ex-offenders.</p>	<p>My current job as Vice President of External Relations at Shawmut Design and Construction has me monitoring employment at the Ferdinand Building in Dudley Square. We have produced excellent results in hiring people of color over the past 9 months (58%) through a strong focus on achieving this goal. I am president of STRIVE, which seeks to place people coming out of prison in jobs and has had a great success rate. But the problem is much larger than focus. I believe we need to reform CORI laws to allow for easier access to jobs for ex-convicts who have stayed straight. Further, we need a jobs program that introduces under and unemployed Bostonians to positions with vacancy rates. We must do a better job of hiring locally. I support residency for city employees, and as mayor, I will impress the importance of hiring Bostonians upon the business community. Under my leadership, our school system will prepare students with experiential learning through career academies, putting them on a track to a career in our emerging industries and jobs of</p>	<p>NO RESPONSE</p>	<p>Education and training are the keys to ending economic disparity. As but one example, I support a major reform of our high school system to provide a more diverse technical education program tied to real opportunities in the economy. Madison Park will be a state of the art technical high school and center, providing training for youth and adults to prepare for real jobs in the Boston economy. I will engage with leading employers to improve access to training and employment for teens and adults who seek their first job or their next job if they face unemployment. I want a major initiative, Vouching for Boston, to connect people with criminal backgrounds with individuals who can work with them and employers to vouch for their character and support the transition to good jobs. I would start with people on probation, paired with another initiative, the Municipal Probation Office. I want Probation officers to work with individuals under their supervision and employers to prepare people for work and to be part of a three-part support</p>	<p>Fairness and equal access to all areas of employment in this city will be a primary objective and goal for assuring that all residents of this city receive equitable treatment. In my selection of department leaders I will seek and demand that they embrace not just the idea but the policy of equal access and opportunity for all residents regardless of race, religion, gender or sexual orientation. I will work closely with all of my managers to assure that business and companies- private and nonprofit -that have contracts with the city or receive benefits, taxes breaks or other public assistance will also adhere to the policies of fairness in hiring, I intend to be more proactive in enforcing the Boston Residents Jobs Policy. Private or public my administration will require that equal access is established and where there are shortfalls, we will work with the companies or agencies to assure that the human resource pool from which they seek personnel is trained and prepared to fulfill those opportunities and positions. Regarding CORI, I think that we have to be more proactive in</p>	<p>In 2007, I co-sponsored (I was the third person to sign on) a resolution urging the Governor and legislature to reform CORI. I also worked with Councilor Pressley to make sure that the Boston Residency Jobs Policy is more strictly enforced. Businesses and vendors for the City of Boston are required to hire citizens with light CORIs and these laws aren't being enforced. We've got laws on the books, but those jobs aren't materializing in the neighborhoods that need them. When I'm mayor, they will.</p>

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	<p>the future.</p>		<p>structure, made up of the individual, the Probation officer and the employer. I would see expanding this out to include Vouchers for Boston from others in the criminal justice system, the clergy, civil rights groups like NACP and others.</p>	<p>finding ways to support individuals who have paid their debt to society and help them attain economic independence. While there are State and Federal rules that do exclude individuals with criminal records from certain positions, my hiring managers will not use CORIs to minimize or stigmatize residents of the city especially when the offence identified is not relevant to the position that is being sought.</p>	

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<p><b>Black unemployment is frequently twice that of white residents. What are your plans to address the disparate unemployment rates in the city of Boston? How will you address the increasing percentage of residents still impacted by barriers to employment caused by Criminal Offender Record Information (CORI) and discrimination?</b></p>					
<p>These disparities are unacceptable and demand all of us to work collectively to fix them. As the former head of the Boston Building Trades, I collaborated with the Boston Housing Authority to create “Building Pathways”—a pre-apprenticeship program, connecting building trades jobs and opportunities with those traditionally underrepresented in the industry, mainly women and people of color. I am proud to say that we graduated an all-women class earlier this year, possibly the first of its kind in the nation. As mayor, I will work to expand inclusive program models like “Building Pathways” that work to bridge undemocratic disparities of all kinds.</p> <p>As State Representative, I have proudly supported many bills around CORI reform and, as mayor, I will continue to work with lawmakers to empower community members that want to turn their life around the chance to do so.</p>	<p>I’ll strongly enforce the Boston Residents Jobs Policy, which provides employment opportunities for Boston residents, workers of color and women on city-funded construction projects. I’ll also work with private companies and nonprofit institutions to develop and implement a similar program to increase the diversity of their workforces. I’ll also implement my Hubs of Opportunity Initiative which would develop partnerships between our public high schools and our colleges, universities, corporations, and institutions so that students have access to the education, training, mentoring, and relationships that are so vital to finding a job.</p> <p>I’ve long supported CORI reform. The changes to the law have had some positive impact, but many people are unaware of their rights. We need to educate potential employees and employers about their rights and responsibilities under the law. I’d also support further reforms to address the issues which continue to bar those seeking work from finding a job.</p>	<p>By supporting our small businesses, we also support job creation. One job is created for every \$76,000-\$87,000 lent to a small business. My economic development plan, “Invest in Boston” will create jobs by promoting small business lending, fostering small business growth and in turn, new jobs. I also believe we must enforce the Boston Residents Jobs Policy so that jobs in Boston go to Boston residents and people of color.</p> <p>Everyone has needed a second chance at some point in life and when a person makes the decision that they want to turn their life around, we should be there to support them. That is why I support CORI reform, access to substance abuse services, mental health services, and programs that will help people who need a second chance.</p>	<p>NO RESPONSE</p>	<p>In fact, the unemployment rate for black males in Boston is three times that of white males, not to mention the number of people who are only persisting from one low wage job to the next and not really getting ahead. My Better Jobs Now plan makes closing the employment gap between white, black and Latino residents a priority and offers numerous substantive ideas to accomplish this. This includes enforcing the Boston Residents Jobs policy and revising it to reflect the changed demographics of Boston; investing in results measured job training programs; creating world class vocational-technical high schools; multiple proposals to grow small businesses; and increases to the minimum and living wages. Finally, through my public support for CORI reform, commitment to diversion programs, prevention and intervention strategies, education and more, I have demonstrated time and again my belief in second chances.</p>	<p>We have pushed CORI reform and raised awareness, but there is still a need for more employers to be willing to hire our residents with criminal records. As Mayor, I will launch a campaign that encourages employers to join me in providing good jobs for all of Boston’s residents, particularly those with CORI.</p> <p>At DSNI, I ensured residents, many with CORI, benefited from the jobs and contracts created by construction projects in line with goals of 51% minority, 51% local and 15% women on construction jobs. We hit these goals on the Kroc Center and created \$15 million for local minority and woman owned business contracts. As Mayor, I will ensure that benefit agreements are signed before zoning variance processes begin.</p> <p>I will create and support multiple ways for residents to enter the workforce including stronger vocational/technical high school pathways to careers that are available to students and adults.</p>

Charles Clemons	Bill Walczak	Charles Calvin Yancey	Rob Consalvo	Charlotte Golar Ritchie	Michael P. Ross
<p><b>The economic downturn severely impacted Boston’s business community and had an even more deleterious impact on Black and Latino businesses. What would you do to address their unique business challenges? Do you believe that there are still barriers for black contractors in acquiring business in Boston?</b></p>					
<p>Develop programs that support the city doing business with people of color businesses. Create incentive based hiring programs for businesses in communities where the unemployment rates are high. Develop programs that promote new business start-up. Create support of small business to improve and expand.</p> <p>Yes. There is no enforcement of existing ordinances that require a certain percentage of city business contracts be awarded to people of color businesses.</p>	<p>I know that there are barriers for black contractors. At Shawmut, we are developing a program to help contractors of color with being able to grow.</p> <p>Too many contractors cannot get bonding or insurance to be able to even compete for contracts. We need to develop systems to allow contractors of color to compete. Beyond that, I have called for microenterprise programs to support entrepreneurs in our communities get traction for developing their businesses, and will work with our banking community to ensure that there are loans available for black and Latino businesses.</p>	<p>NO RESPONSE</p>	<p>There are two primary challenges faced by small businesses coming out of the Great Recession: growing markets for their products and services and access to working capital. On the first, I will work with city agencies to lead the way by prioritizing city purchasing from small businesses in Boston’s neighborhoods. I will direct the city’s economic development agencies to work as brokers with larger businesses to engage with small, minority-owned businesses in their supply chain. I will also direct the city’s economic development agencies to partner with state agencies in developing and marketing loans and grants to meet the working capital needs of small businesses in our neighborhoods.</p> <p>Yes, I believe that there are still barriers for black contractors in acquiring business in Boston?</p>	<p>The national economic downturn has had a devastating impact on many areas around the country. Fortunately with our diversified economy, Boston has not been as severely impacted. Nonetheless the impact on Blacks and Latinos businesses has been direr primarily due to lack of capital. Since small businesses predominate most of our communities of color, these communities have suffered disproportionately during the past five years. Having spent a considerable amount of time talking and working with small business owners when I lead the Department of Neighborhood Development, I know about the challenges and the opportunities that come with owning your own business. Boston is a city rich in resources that assist entrepreneurs and business owners. Unfortunately most business owners are unaware these resources exist so they struggle in isolation and often fail. The biggest challenge is providing information to the people who need assistance and I think we have to focus on reaching out to diverse to diverse communities. Much of this can</p>	<p>I believe that there are a few ways that we can help these businesses to succeed and grow. One way is through a proposal I’ve put forward for increased restaurant liquor licenses to be used to empower business communities in areas like Mattapan, Dorchester and Roxbury who have some of the lowest numbers of liquor licenses in the city. While downtown holds over 50%, Mattapan is left with just 9 total licenses, taking away opportunity for restaurant and main street growth in our neighborhoods that are majority-people of color. I believe that we should be directly allocating any increase in liquor licenses directly to these neighborhoods where we need to support and promote business growth and to make them non-transferrable so they stay in the communities that need them most. In addition to liquor licenses I will enact district business workshops in communities of color that will exist to facilitate the business ideas in our neighborhoods. I will also create innovation districts around the city as innovators exist in all 22 neighborhoods in Boston.</p>

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				<p>be improved by employing a culturally and linguistically diverse staff to provide business assistance services.</p> <p>Yes, I think there are still barriers that prevent equal access to contracting opportunities to a wide group of businesses. Procurement is an important function within government and I believe we should strive to support local businesses wherever possible. One of my priorities is providing substantive resources and training to local businesses that will better prepare them to bid on public contracts. Boston has to be open to different procurement models that have proven successful in other cities and states if we want to create a procurement process that creates opportunity and access for all qualified bidders.</p>	<p>Yes, and it’s why I firmly support and have worked to strengthen Boston Residency Jobs Policy (BRJP). The BRJP has been one tool that we as a city have been able to use to address the issues surrounding disparate hiring rates on job sites. Working with Councilor Pressley, we were able to get the BRJP hiring data for every job-site in the City posted online and accessible for public review. This has led to a surge in accountability and interest in the policy. We have also jointly formed a working group that meets bi-monthly to further work on ways that we can continue to strengthen this policy and just this year we were successful in getting the contact information for jobs posted on signage on city-owned construction sites that allows people to call directly for jobs.</p>

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<p>I believe that the unique challenges facing struggling Black and Latino businesses can be best addressed through a multi-pronged approach. First, Boston needs to be smarter about planning and development. We need to work to support more sustainable businesses that are easily accessible and community owned. This can partly be achieved by creating more workforce housing in struggling neighborhoods through built-in incentives that requires owners to live and work in the communities in which they own property. By doing this, we will be able to keep our money in our neighborhoods making it easier to start a local small business.</p> <p>We also need to find a way to expand affordable liquor licenses into predominately Black and Latino communities so that all of our communities’ restaurants can stay in business and remain competitive. Another key piece to aiding struggling businesses in general is the continuation of Boston’s Main Streets Programs so that the city is able to best support businesses for everyone.</p>	<p>In 2012, I co--sponsored a Hearing Order with Councilor Ayanna Pressley to reform the payment and bidding process for city contracts so that businesses owned by women and people of color can compete on a level playing field. As Mayor, I would also develop a program to connect general contractors with diverse subcontractors and to create a database of such businesses.</p> <p>We must do everything we can to support small and local businesses. I’ll promote the use of local suppliers by the city government and our major companies through a “Buy Boston” campaign. I’ll also bring together private and public sector leaders to establish a Made-in-Boston Venture Capital firm to invest in local and neighborhood businesses.</p>	<p>Boston is a prosperous city and every neighborhood should share in that prosperity. One way of ensuring that all neighborhoods share in our prosperity is by implementing legislation I authored called “Invest in Boston.” Currently, the City of Boston has \$1 Billion Dollars deposited in banks. My legislation says that we will only deposit that money in banks that “Invest in Boston” – banks that lend to small businesses, minority and women owned businesses, qualified home buyers and that hire Bostonians. When we invest in all neighborhoods, everyone can prosper and by encouraging affordable loans to small minority and women – owned businesses, we can spur our local economy. As Mayor, I will work to ensure that minority and women owned businesses in Boston have a fair share of economic opportunities and prosperity. I will work to increase the volume of contracts with minority and women owned businesses.</p>	<p>NO RESPONSE</p>	<p>Boston’s next Mayor has a unique opportunity to leverage billions of dollars’ worth of new growth and development into an unprecedented era of economic opportunity for Boston and its poorest communities. My comprehensive jobs plan Better Jobs Now includes provisions for Black and Latino businesses, including: establishing an innovation fund to provide private financial support and investors; entrepreneurship training; support for new businesses for new Bostonians; cutting red tape and streamlining the permitting process; giving small local businesses a second chances to win City contracts; revitalizing and refocusing Boston’s Main Streets; leveraging outside funding; and regaining control of liquor licenses for Boston.</p> <p>Yes, I do believe that barriers still exist. In fact, while many of the proposals in my Better Jobs Now plan will help, two in particular address the issue directly. First, enforce the Boston Residents Jobs Policy so that Boston residents get construction jobs in Boston first, and revise it to reflect the changed</p>	<p>In 2001, I joined three others to open a restaurant on Bowdoin St. in Dorchester. However, like many Black business owners, the Great Recession of the mid-/late-2000s exposed our particular challenges and that of other minority and women-owned businesses as disproportionately vulnerable. To address these challenges we need to provide 1) flexible capital or small business tax incentives, 2) affordable space or property tax rebates, 3) technical assistance and business consulting, and 4) goals for public and private contracts that are awarded to a variety of small business types.</p> <p>To specifically address the on-going barriers for Black and Latino contractors, I would create 1) an affordable bonding program for smaller contractors, 2) training and workshops on the creation of bids, proposals, and back office systems, and, 3) most importantly, goals for participation that will be signed in a community benefits agreement before any permitting or zoning process begins.</p>

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				<p>demographics of the city so that more people of color and women can access these opportunities. These changes help individuals but should also create opportunities for black-owned construction contractors and businesses. Second, Boston spends tens of millions of dollars annually buying goods and services. I want to amend the process and give small local businesses – particularly women and minority owned businesses – a second chance to match or beat winning bids from non-local goods and service providers.</p>	

Charles Clemons	Bill Walczak	Charles Calvin Yancey	Rob Consalvo	Charlotte Golar Ritchie	Michael P. Ross
<p><b>Do you view the mortality and morbidity rates in communities of color as a public health crisis? What would you do to address health disparities in your first 3 years in office and what progress should we expect to see in this area?</b></p>					
<p>Access to health care and other social services (housing, mental health, and substance abuse) have created a system of poor health care throughout city. Expand and partner with community based healthcare organizations in specific neighborhoods. Reducing mortality rates, homelessness, and substance abuse would be key indicators for measuring success.</p>	<p>I have spent my life dealing with the public health crisis that is the elevated mortality and morbidity rates in communities of color. Health disparities are real, and yet we know that we can improve them, because we have. We need to continue our progress until there are no disparities. You can see my health care blueprint at <a href="http://billforboston.com">billforboston.com</a>, but key elements are:</p> <ul style="list-style-type: none"> <li>•Ensure that all Bostonians have primary care providers, and that primary care providers have systems for extended hours or urgent care to cut back on emergency room visits.</li> <li>•Launch health campaigns to promote a culture of health in Boston through physical activity and better nutrition, discouraging use of drugs, alcohol and cigarettes among adolescents, and promoting more biking and walking.</li> <li>•Make sure all income groups and ethnicities have equal access to health care, and that funds are available through health reform for better coordination of care and integration between behavioral health and primary care.</li> <li>•Connect public health</li> </ul>	<p>NO RESPONSE</p>	<p>It is unacceptable that communities of color continue to suffer disproportionate rates of mortality and morbidity and remain at higher risk for developing chronic illnesses, including diabetes, asthma, and cancer. These disparities result from structural gaps within our health system and a persistent lack of educational and economic opportunities for communities of color. I will work to eliminate differences in health status within and between communities by:</p> <ul style="list-style-type: none"> <li>• Improving access to educational and economic opportunities, focusing on diversifying Boston’s health care workforce.</li> <li>• Working with area medical/ nursing schools to recruit larger numbers of racially, ethnically, and linguistically diverse individuals for clinical leadership roles.</li> <li>• Collaborating with Boston health centers to increase their training slots for medical and nursing students.</li> <li>• Strengthening outreach/enrollment efforts under the ACA to increase health coverage rates in communities of color.</li> </ul>	<p>Yes, I believe that the health disparities that exist in the communities of color constitute a public health crisis, whether it is low birth weight babies, drug addictions, lead poisoning or violent deaths. These are all issues of public health and my administration I will address them with bold leadership in the areas of education, health, public safety employment, housing inspection and development. All of these areas are interrelated with public health. Firstly, we have to have a comprehensive analysis of the current situation and we can accomplish this in partnership with Boston’s educational and medical institutions, our community health centers and our community-based nonprofit agencies and programs. The analysis will establish a base line from which we can then create a process and a program that provides education and awareness also well as create a support network made up of churches, cultural and social institutions, fraternities and sororities and those like-minded groups that are committed to working toward a long term solution to these many</p>	<p>I would expand obesity prevention and management programs that teach children and adults how to develop healthy lifestyle habits. Such programs, like the One Step Ahead Program administered by Boston Children’s Hospital, can help families learn how to make physical activity and healthy food choices part of their lives. I will work with both our schools and our many healthcare institutions to make similar programs available to all families across our city. Services offered by this program could include answering questions about healthy activity and nutrition, providing assistance on managing children’s weight, providing ideas on how to be more active, and providing on-going support for families.</p>

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	<p>programming with Patient Centered Medical Homes for mutual reinforcement of efforts to improve chronic disease treatment outcomes.</p> <ul style="list-style-type: none"> <li>• Create a healthier environment for children and adolescents by providing healthy meals in school, behavioral health counseling, safer neighborhoods, and greater opportunities for physical activity.</li> <li>• Connect health policies with economic development and environmental policies to address the underlying causes of poor health that stand in the way of an effective preventive approach to health care delivery.</li> <li>• Link together the Public Health Commission with hospitals and health centers, our school system, employers and community centers to create a plan to promote better health for Bostonians.</li> <li>• Create career academies within our high schools that promote health professions as potential careers for Boston students.</li> <li>• Help to create sustainability plans for Boston Medical Center and our community health centers.</li> </ul>		<ul style="list-style-type: none"> <li>• Identifying ways to increase availability of literacy-, linguistically- and culturally-appropriate health education materials.</li> </ul>	<p>challenges and issues.</p>	

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<p>Yes, I do these view these health problems as a crisis. In my first three years as mayor, I will work to fix existing health disparities with an established method of door-to-door contact to create a public health dialogue. This approach will identify populations in Boston that are facing barriers and will work to best connect them to direct services. It will engage public health employees and Boston residents in a two-way conversation using a citywide door knocking campaign as a vehicle. This policy will allow trained city public health liaisons to bring service information directly into the homes of Boston residents, while also receiving crucial feedback around individuals', families', and neighborhoods' most pressing needs. Partnerships with community service organizations, non-profits, and other service providers will be central to enacting this effort and will enable Boston to solve health problems on a neighborhood-to-neighborhood, door-to-door, and person-to-person level.</p>	<p>As a society, we need to recognize that public health includes public safety, healthy food, and access to quality housing and health care because it is all of these factors which are contributing to shocking health disparities. It is unacceptable that in a city with some of the greatest medical institutions in the world we have people who do not have access to quality health care. As mayor, I will develop partnerships between these institutions and the Boston Public Health Commission and our community health centers to ensure that every Bostonian has access to quality health care. We must also recognize that crime and violence constitute a health epidemic and we must treat the causes by providing quality schools for every child and also treat the symptoms which include mental health issues and stress-induced illnesses.</p>	<p>Yes, your health should not be determined by your race, nationality or income level. Research has shown that communities of color and low-income neighborhoods shoulder a disproportionate share of environmental health burdens. We must work to end health disparities and many of the diseases and health risks that affect communities of color – specifically asthma, diabetes, high blood pressure, and HIV – are eminently preventable and require a community based solution. As Mayor, I will ensure that community health centers are open and accessible in every neighborhood in Boston, with staff and management that are fluent in multiple languages and have received cultural competency training. I will also implement the Diesel Emissions Reduction Ordinance to make the air we breathe cleaner, a key component to addressing the asthma epidemic in our city.</p>	<p>NO RESPONSE</p>	<p>As DA I have worked extensively with Boston's Public Health Commission to treat these issues as a public health, and not simply criminal justice, issues. As Mayor, I'll keep the pressure on illegal handguns and have filed comprehensive legislation with Rep. Russell Holmes to reduce handgun violence. I'll continue to work with health and social service providers to break long-term cycles of dependency, reduce teen pregnancy, and other measures to reduce risk factors for poverty and violence. I'm also focused on health disparities like asthma rates in North Dorchester due, in part, to proximity to Interstate 93, Morrissey Boulevard and Dorchester Avenue. My environmental policy plan addresses this through provisions for reliable, efficient and sustainable transportation, better medical training and treatment and a public awareness campaign. Finally, I have proposed a Clean Air Action Plan for Boston Harbor, targeting air quality in low-income, diverse populations in neighborhoods surrounding the harbor.</p>	<p>The mortality and morbidity rate in communities of color is a public health crisis. In the first three years the Barros Administration will focus on:</p> <ul style="list-style-type: none"> <li>• Improving health education and outreach through schools, community health centers and our public health departments to encourage healthier habits and behaviors.</li> <li>• Increasing access to healthy food in neighborhoods where fresh food is scarce through supporting more community gardening, partnering with local grocery stores, and year-around farmer's markets.</li> <li>• Developing an overarching policy agenda that is focused on addressing the "social determinants of health." As long as communities of color face disproportionate rates of joblessness, housing instability, violence and trauma, we can't make the health equity gains that are needed.</li> </ul> <p>In four years, Bostonians should expect to see greater diversion from local ERs to more appropriate and sustainable care settings, a drop in obesity rates</p>

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					<p>and change in the preconditions leading to high mortality and morbidity rates.</p>

Charles Clemons	Bill Walczak	Charles Calvin Yancey	Rob Consalvo	Charlotte Golar Ritchie	Michael P. Ross
<p><b>Do you believe that racial profiling exists? If so, would you support legislation to collect racial profiling data in Massachusetts (filed by Senator Chang-Diaz and Representative Rushing)? Do you believe in the issue of mass incarceration? If so, what can you do as Mayor to address the disproportionate flow of black and brown people into prison?</b></p>					
<p>Yes profiling exists. Require annual sensitivity training within Boston Police Department. Improve observation training and promote people of color at the command level. Develop a community policing strategy that promotes developing relationships between the Department and community, specifically, in communities of color. Develop laws that reduce sentencing for minor offenses and create programs that require intervention for substance abuse. Utilize community service programs and fines.</p>	<p>I know racial profiling exists. I do not know of the legislation, but would certainly support efforts to eliminate racial profiling. Excellent education and training opportunities are the way to bring hope and careers to people who are living in poverty. My plan to reform education in Boston (billforboston.com) comes from over 30 years of creating educational opportunity for people living in our low income communities. I have had opportunities to build a system for the Codman Square community and look forward to creating a system for success for Boston.</p>	<p>NO RESPONSE</p>	<p>I applaud Representative Rushing and Senator Sonia Chang-Diaz's work to help us build our understanding about the role of race in traffic enforcement. The Legislature is currently working on a bill to address this key issue as part of a bill to make seat belts a primary violation. I support requiring officers making those stops to complete a report on the race and gender of the person stopped. Some people fear the police will be biased in enforcing the seat belt law. Data collection would go to the heart of the issue. Also, seat belt violations require officers to actually see the operator prior to the stop. I think this approach is the most practical way to continue to explore the bias issue and make sure officers are accountable and are practicing unbiased policing. Incarceration cannot be a rite of passage for young men in any community. It's unacceptable and results from laws that have produced unintended consequences. For example, School Zone laws can directly impact communities of color disproportionately due to dense urban demographics. Mandatory</p>	<p>I believe that racial profile does still exist and must be addressed. I would support the legislation filed by Sen. Chang-Diaz and Rep. Rushing. I will work in coordination with all agencies of the state and federal government to make sure that racial profiling and other abhorrent forms of intolerance are addressed and irradiated. Mass incarceration continues to have a significant impact of many communities here in Boston. I think across America, public officials have begun to see the overall cost of many of our "tough on crime" policies. The financial cost of incarceration is unsustainable and new policies have to be developed particularly for nonviolent offenses. Federal legislation does dictate how our courts must handle certain crimes, but as Mayor I can be vocal advocate at the state and federal level for giving more flexibility to local courts in handing out sentences and redirecting funding to rehabilitation and skills training programs.</p>	<p>I support that legislation. We need to collect concrete data so that we can determine to what extent racial profiling is a problem. Opportunities for jobs and education are the best pathways to keep people out of prison. That would be my focus as mayor. I would also focus on developing a comprehensive strategy to support returning offenders to reduce recidivism, including more effective parole and probation programs, job-skills training programs, incentives for employers to hire former offenders, pre-release preparation classes and counseling, and access to drug treatment and mental health counseling. Hiring more law enforcement personnel will also decrease the pathway to prison., we need have patrol officers that come from the neighborhoods they patrol. As Mayor I would use the resources of the hard working people and nonprofits in our community to assist in the reduction of the prison pathway.</p>

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			<p>minimum sentences clog our prisons with no latitude for good behavior or follow up with institutions to monitor parole or probation. Bails are often set too high for people who cannot afford the cost.</p> <p>If so, what can you do as Mayor to address the disproportionate flow of black and brown people into prison?</p> <p>I want to see graduation from a college prep or vocational high school – and then graduation from college and post-secondary education and training – to take the place of incarceration. We need alternative jobs and programs and better intervention to stop incarcerating so many men.</p>		

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<p>Yes, I do believe that racial profiling still exists and needs to be aggressively addressed, and would support such legislation. I believe that mass incarceration is an issue as well. Currently, there are many people incarcerated who should have received structured substance abuse or mental health services instead. As State Representative, I have continuously sponsored and cosponsored legislation that provides increased access to treatment for individuals suffering from substance abuse. Many of these bills allow individuals committing low-level drug crimes successful alternatives to incarceration, proper rehabilitation, and more engaged reentry services. As mayor, I will make sure that we focus on cracking down serious violent crimes while being more innovative around enacting more alternative solutions where they are called for.</p>	<p>Sadly, I do think that racial profiling exists and I would support legislation to collect data so we can better understand and address the issue. I also believe that we must end the school to prison pipeline which disproportionately impacts black and brown people. We start by keeping more children in school and by providing those children with a quality education which offers them real opportunities to grow and succeed, which is why I co-sponsored legislation with Councilor Tito Jackson to raise the dropout age. A student who drops out of school is ten times more likely to be incarcerated. The fact is that a quality education, a safe and healthy neighborhood, and the opportunity for a good job are the keys to reducing incarceration rates.</p>	<p>I reject the politics of division, that pits people against people, and embrace the fact that we are one Boston, where everyone deserves opportunities to succeed. It is important that we stand with those who face injustice and advocate for the rights of all people. We need to take a serious look at the racial disparities that exist and the mass incarceration of people of color in our country beginning with our practices here in Boston. I support legislation to collect racial profiling data in order to do that. We also must look at how we treat those who have served time in prison and create pathways and support as they reintegrate into society so that they can be productive members of society and not fall back into doing what put them in prison in the first place.</p>	<p>NO RESPONSE</p>	<p>Racial profiling is unacceptable and, yes, it still exists. I have been deeply engaged in the discussion and served as a task force member of the Massachusetts Racial and Gender Profiling Study, conducted at Northeastern University's Institute on Race and Justice.</p> <p>As District Attorney, I fight every day to ensure that everyone receives a full investigation and a fair trial. My record correcting and preventing injustice is long, strong, forward thinking and progressive. Finally, my office works hard at prevention, intervention and diverting low-level and first-time offenders out of the criminal justice system towards more positive pursuits. A close look at the record shows that those who are receiving committed jail time are overwhelmingly, appropriately, people with long criminal records and/or were engaged in acts of violence.</p>	<p>The existence of racial profiling is morally wrong and undermines public safety by creating distrust of law enforcement. I support the Chang-Diaz/Rushing legislation because it calls for data collection similar to that in 46 out of 50 states and is being monitored right at Northeastern University. Data collection is effective in helping individual officers change their patterns and departments take a system-wide approach to shifting discriminatory practices.</p> <p>While the criminal justice system is mostly governed at the state level, there are concrete things we can do at the city level to prevent disproportionate mass incarceration. First we need to stop using the court system to address school discipline issues. Second, we can work with our police department to look at how they are charging different individuals. Finally, we can work to support recovery options and other offender support services that give people an alternative to incarceration and prevent recidivism.</p>

Charles Clemons	Bill Walczak	Charles Calvin Yancey	Rob Consalvo	Charlotte Golar Ritchie	Michael P. Ross
<p><b>Education is the key to social mobility and the greatest deterrent to crime. How would you ensure youth in Boston receive a quality, competitive education from qualified teachers that fully reflect the diversity in the City of Boston? What would be your plan to address the achievement gap and to hire the requisite numbers of teachers of color?</b></p>					
<p>Develop quality schools at the neighborhood level. Establishing curriculum(s) academic and technical that support success at all grade levels. Hire and promote teachers of color that reflect the diversity of the city. Establish an elected school board that will create reasonable measures of success.</p>	<p>My plan for education begins at pregnancy, connecting the health care system to education, and ensuring that all our children grow up healthy enough to learn, dealing with adverse childhood experiences that create trauma in impoverished children, and dealing with toxic stress, which can affect brain development. I will improve early childhood education in this city by providing universal access to K1, knowing that those with an extra year of school are better prepared to learn and it is demonstrated through test scores and reading capabilities. I will ensure that all schools have access to tutors so children do not fall behind in learning. I will hire a superintendent who will inspire brilliant teachers and principals to work in Boston, and these teams will be accountable for the educational achievement of our children.</p> <p>I have a strong record of recruiting and retaining excellent principals and teachers of color, and the two schools I co-founded have great track records of</p>	<p>NO RESPONSE</p>	<p>Teacher hiring cannot simply be filling quotas. In order for our schools and students to be as successful as possible, we must hire the most qualified teachers. However, a teacher pool that is not reflective of the diversity of the city is a disservice to our schools, our communities and our future. In order to begin to close the achievement gap, our teachers must be role models for our students to look up to and respect. Students must be able to form connections with the educators leading them down the paths of their academic journeys. I will ensure that teachers are recruited not only locally, but nationally as well in order to find the most qualified candidates who are representative of our students and families; those who have personal connections to urban life and education and who are able to form relationships with and relate to and our Boston students.</p>	<p>Developing a civic culture that is more supportive and sensitive to those who have been left behind by providing them with training and advance education opportunities can make a real difference. I know from firsthand the value of a good public education and have been fortunate to provide that to my two daughters, both graduates of the Boston public school system. As Mayor, I want to provide every student the opportunity for a quality education that prepares them to take advantage out the wonderful employment opportunities that exists not just here in Boston but also around the world.</p>	<p>We all know that the number one thing that we can do to dramatically improve our education system and close the achievement gap is to fully invest in early education – especially among lower income Bostonians who do not have the resources to send their children to private early ed centers. Research has shown that children who are taught at an early age often benefit from improved social skills, better grades, enhanced attention spans, and less or no need for special education services during subsequent school years. Every \$1 that is invested in early childhood education can save \$7 in the long-term through reduced costs associated with remedial education, criminal justice, and dependency. Early childhood education improves Kindergarten readiness by providing students with, among other things, early exposure to peer socialization and classroom norms, exposure to print, support for parent involvement, and attention to each child’s physical and mental health. We</p>

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	<p>achievement. I will choose a superintendent who will represent my interest in recruiting and retaining great principals and teachers of color.</p>				<p>also need to ensure that our teachers look like the communities they teach.</p>

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<p>As Mayor of Boston, my goal will be to strengthen all of the city's public schools. This will be done partly through reexamining the many outdated, dysfunctional buildings that our children are currently learning in. I will also make sure that we are starting with comprehensive pre-kindergarten, and then increasing quality for every grade by making sure that our principles are all capable leaders that give teachers a voice in each school. We also need to partner with more non-profits, universities, and businesses to create more enriching afterschool programs.</p> <p>As a legislator, I have consistently supported measures that address the achievement gap and work to fix the damaging effects of poverty, which is the main social ill that keeps the achievement gap open. Additionally, I have direct personal experience as a founding board member of the Neighborhood House Charter School in Dorchester. This position has enabled me to see the collective struggles and</p>	<p>I'm a former teacher, a current BPS parent, and chair of the City Council's education committee. I am running for Mayor to transform our schools so that Boston can close the achievement gap and bridge the opportunity divide. I'll reduce the central school department and invest the savings in the classroom. I'll extend the school day to give every child regular access to science, arts, music, and physical education. I'll recruit, train, and develop the best principals and empower them to work with teachers and families to build great schools. I will also recruit diverse teachers and principals so that our schools reflect the diversity of our city and so that all of our students have role models and mentors. I will also provide fully staffed social, emotional, and health support services in our schools.</p>	<p>I am a son of Boston. I am a proud graduate of the Boston Public Schools, as are all of my four siblings. Ensuring that every single one of our children in Boston receives a high quality education is a deeply personal issue to me. We must invest in our schools so that students receive a safe and healthy environment to learn and a quality education, only then we can begin to close the achievement gap. I have developed a proposal that lays out six primary points of action that an specific initiatives to do that by supporting early childhood education programming, increasing opportunities for extended learning time, expanding access to STEM education, improving vocational-technical education opportunities, implementing curriculum and practices that are relevant and responsive to underserved groups and students with special needs, and ensuring that teachers have the resources to do the best job possible.</p>	<p>NO RESPONSE</p>	<p>I want to close the achievement gap between minority and white students in the Boston Public Schools. Ensuring that all children, regardless of background, are reaching academic proficiency is the best thing we can do to guarantee greater social and economic accomplishment later in life. I'm committed to taking education reform to the next level. This includes lifting the cap on charter schools, implementing better teacher training and evaluations, and targeting at-risk schools for turnaround measures before they fail. In addition, I am committed to implementing universal pre-school to ensure every child starts out learning and ready to learn even more, and prevent these gaps from forming in the first place. I have outlined above my plans for diversity and this applies to teachers as well.</p>	<p>Addressing the achievement gap requires an education system that is designed to support all Bostonians from birth to career. We need to empower families and work with community organizations to reinforce academic learning in and outside of school, help youth develop life skills and ensure young people's social-emotional wellbeing. As Mayor, here are the four strategies I will use:</p> <ul style="list-style-type: none"> <li>• Coordinate a network of quality center-based and family-based early child development programs; and provide universal pre-school in BPS</li> <li>• Hire qualified diverse BPS educators who identify with students and can draw on shared experiences to help them build on their assets and overcome challenges; and provide professional develop support and trainings.</li> <li>• Provide the resources that schools require according to their students' true level of need including a longer school day and school year.</li> <li>• Establish a pathway from</li> </ul>

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<p>processes of finding solutions first hand.</p>					<p>high school, community colleges and four-year colleges to careers by creating new formal institutional pathways.</p>

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<p>I believe the Civil Rights Movement established a non-violent means of addressing human rights issues. The struggle must continue as it relates to justice, voting, jobs, education, social mobility, health care, and gay and women rights. My administration will partner with local Civil Rights Groups to help continue the struggle until we become “one nation under God indivisible with liberty and justice for all.”</p>	<p>I have been part of the Civil Rights movement for most of my life, working to bring economic and social justice to people of color and low income communities. I founded the Codman Square Health Center at the age of 20 and developed it into one of the most comprehensive centers in America, building two high schools (Edward Kennedy Health Careers Academy and Codman Academy), an adult education center, financial literacy programs, youth services and entrepreneurship programs to Codman Square, in addition to one of the most comprehensive medical facilities in Boston. I am a member of the NAACP, and will continue to work with our Civil Rights organizations to make Boston a place of opportunity for all. I would love the opportunity to bring organizations together around the effort to become the first major city in America to close the achievement gap, to be the city that has senior leadership that represents the diversity of our city, and to be the city that everyone in the world looks to as an example for civil rights advancement.</p>	<p>NO RESPONSE</p>	<p>Fifty years ago, Dr. King laid out his dream of justice and equal opportunity for all. His vision served as the guiding force for the Civil Rights Movement, inspiring a nation and securing recognition of the inalienable rights of black Americans. Although there have been significant milestones in the march toward racial equality, we still have far to go in realizing Dr. King’s vision for our communities. We continue to grapple with the causes and consequences of racism as well as discrimination based on gender, sexual preference, religion or language in our city. I was fortunate to have worked with Senator Ted Kennedy, witnessing firsthand his never-ending fight to ensure equal rights, dignity and respect for all. I am determined to carry this work forward, partnering with Boston’s Civil Rights Organizations such as the NAACP to make decisions that affect all those who live, work and visit our great city.</p>	<p>In many ways my entire life has been the legacy of the Civil Rights Movement. My father, who passed away recently, was a warrior for civil rights born in segregated South Carolina at the beginning of the Great Depression. His struggle from a very young age determined his mission in life, a mission that broke through racial barriers and inspired others to do the same. As a child of the “New Deal,” he witnessed and experienced the role that government and leadership could play in making a positive difference in the lives of individuals and a nation. My mother, the daughter of Caribbean immigrants who had their own struggle pursuing the American Dream in an unfamiliar land, passed on seven years ago. She was a school teacher and later a housing manager. She and my dad, contemporaries of Dr. King, had the good fortune of attending and graduating from college, and obtaining advanced degrees. They worked hard, overcoming the racism and sexism of the 20th century to open doors to opportunity and promising futures for my sister Katherine and me — just as Dr. King had</p>	<p>My commitment to diversity and equality isn’t something I arrived at lightly. I’m the son of a holocaust survivor. My entire family on my father's side was persecuted and murdered because of who they were. My mother is a 71 years old, openly gay woman. In June we marched together, for the 14th year in a row, in Boston’s gay pride parade. She taught me we don’t judge people by how they look or whom they love. We judge them by how they treat others. This is the upbringing that shaped my values and I hope to build an administration that values inclusion for all Bostonians and fosters success for citizens going forward.</p>

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				<p>envisioned promising futures for all the children of my generation and generations to come. I can recall as if it were yesterday, how the 2008 election of President Obama brought cheers from friends and family, and tears to the eyes of my father – a Supreme Court Judge and also a child of the Jim Crow South and the descendant of slaves – because it signaled a change that many of us never believed we’d see in our lifetimes. If Dr. King were here today, he’d have to marvel over the election of President Obama – and our own Governor Patrick – and the tremendous gains we’ve seen in politics, business, the arts, entertainment, and in other fields. It’s because of the efforts of my parents and many from my parents’ generation, that I am able to offer my candidacy as Mayor of Boston. I wish my mom and dad, and my grandparents for that matter, were alive to see me now. I wish that Dr. King could see that, in so many ways, his dream is coming true.</p>	

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<p>While my parents had many struggles as Irish immigrants, they never experienced the indignities of racism. What I connect to most from the legacy of Civil Rights is the importance of fighting for economic equality, because it is something that I've dedicated my life to as a labor leader and a State Representative. As President Obama explained recently the marchers in 1963 "were there seeking jobs as well as justice. Not just the absence of oppression, but the presence of economic opportunity. For what does it profit a man, Dr. King would ask, to sit at an integrated lunch counter if he can't afford the meal?" As someone who has worked tirelessly for working families, these words deeply resonate with me. I believe the legacy of Civil Rights is the struggle to create a level playing field, ensuring that the benefits of our democracy are available for everyone.</p> <p>As mayor, I can promise that the principles of fairness and equality for all, that so many men and women risked, and sometimes lost their lives for, will be vigilantly upheld in my administration.</p>	<p>The Civil Rights Movement brought our country the Civil Rights Act and the Voting Rights Act and brought an end to most legal discrimination. These victories have benefited our country and our city enormously. I grew up in a Boston deeply divided on race and class lines, and I've seen how Boston has since made great progress thanks to the Civil Rights Movement, but our work is far from done. From health disparities and achievement gaps to recent efforts to disenfranchise voters in various parts of the country, we know that we have more work to do and we must be vigilant. We must also remember, as President Obama reminded us on the 50th anniversary of the March on Washington, that civil rights include economic opportunity.</p>	<p>The Civil Rights Movement made a very strong statement that everyone matters and deserves a voice. It proved the power of organizing and it helped me make the decision to become an organizer. As an organizer at SEIU, I worked for janitors, security guards, and building service workers. Some don't see them, and many perceive them to be powerless, but by coming together, by organizing, we were able to win fair pay, good benefits, but most importantly the respect and dignity that everyone deserves. I have remained committed to "collaborative politics," bringing people together so that everyone's voice is heard. As Mayor, I will work with local Civil Rights organizations and community stakeholders on the issues that are important to them and ensure that everyone has a say in the direction of our city.</p>	<p>NO RESPONSE</p>	<p>I have spent most of my career working in communities of color, seeking justice, speaking for victims of crime who had no one else to speak for them. As DA, I have responded to historic tensions with law enforcement with a level of transparency that is unmatched in law enforcement anywhere else in America in order to build trust through my actions. Where I have found injustice I have not hesitated to correct it. All of this is informed and inspired by the history, the example, and the lessons of America's civil rights struggle. My commitment as Mayor to closing both the educational and employment gaps between black, white and Latino residents is, in my view, a continuation of the great work begun but still unfinished. As Mayor, I intend to be open and accessible at all times, engaged in positive and productive work addressing our shared challenges together.</p>	<p>The 50th anniversary of the march on Washington gave us all the opportunity to reflect on and appreciate the extraordinary work of our civil rights leaders. My own path from Roxbury to Dartmouth to Wall Street and back was made possible by the legacy of the Civil Rights Movement. While the civil rights movement tackled and overcame some of the most conscious and egregious aspects of prejudice and bias, today we have to address what remains as implicit bias and continues to create unjust economic, social and health disparities.</p> <p>I will work with all local and national Civil Rights organizations engaged in ensuring the rights of all people, racial and economic justice and social transformation to change the disproportionate outcomes for communities of color and others in public safety, health, housing and economic opportunities, as we move our city and the country to be more equitable, inclusive and just.</p>

