



Questionnaire for Harris County Democratic Party Chair Candidates

Please answer the following questions and return to info@harrisdemocrats.com by **Monday, 03/06 at 6 PM.**

1. What do you see as the main function of the chair and of the party? How are they different?

The chair should be an extension of the party functioning as one body and one mind. This body believes in the fundamental democratic foundation of equality and inclusion in every aspect of life. The chair has only one agenda. That is the agenda of the party. This position is not about individual goals, opinions, or aspirations. This position is the public reflection of strength, unwavering beliefs, and a clear understanding of all of the people our party represents.

2. How much of your time do you plan on dedicating to the party each week?

I will dedicate an average of 30 - 40 hours per week to this position. In the beginning I anticipate that it will require more. A thorough evaluation needs to be conducted to assess prioritizing an appropriate plan of action.

3. Do you believe the party should be doing year round organizing? If so, what should that look like?

Yes – organizing loses momentum if it is not continuous. I would first like to meet with all of our precinct chairs, SDEC members and club presidents, to assess past efforts and current resources to set immediate and long-term organizing goals. I understand the difference one person can make.

Though I had not set out to become a union organizer, organically I found myself in that role. CWA Local 6186 union leaders recognized my innate relational and organizing skill and quickly promoted me to a senior organizing position. This full-time role enabled me to grow the membership, engage and empower volunteers, and strengthen the foundational strategy and efforts of the chapter year round.

4. Do you believe the party should have an office? If so, why and where?

I do think that having a physical location is very beneficial, especially if the space is being scheduled for maximized use. I understand that everything has the potential to work and function in the virtual world, but ideally people need a place to make physical contact with party staff, engage with like-minded individuals, and come together for events and trainings. Our voters should be able to drop by for a cup of coffee, ask a question, or complete a comment card. We should consult a realtor and explore all options, as well as expenses given the current financial status of the party. Functioning virtually for a short period of time could enable us to return to a centralized location in a better financial position. A thorough evaluation needs to be done and an exploratory committee would be ideal. Factors under consideration would be leadership input, budget, cost, location, flood potential, and minimum requirements of party accessibility to our voters during essential campaign planning and organizing periods.

5. What are the different functions of the SC, SD Chairs and CIA?

Senate District Chairs serve all of the precincts which fall, geographically, under each State Senator's District. Together, these Senate District Chairs come together as a committee, forming the foundational structure of the county party. The party organization partners with The Clubs In Action PAC to align Harris County mission priorities and fundraising in support of advancing Democratic policies.

6. How familiar are you with Roberts Rules of Order?

I am comfortable participating in meetings conducted under Robert's Rules; though I have not yet been the facilitator for such a meeting. I plan to join one of the regional chapters of the National Association of Parliamentarians to become a registered parliamentarian. Additionally, I will work within party ranks to identify a master parliamentarian for appointment to serve as a resource for party leadership during our meetings.

7. What is the difference between a precinct chair and an election judge?

A precinct chair is the backbone of the Democratic party and serves as the point of contact at the neighborhood level; organizing and representing the precinct in which they live. An election judge runs, and is responsible for, a polling location and the secure submission of election results from that location.

8. How do you plan on recruiting precinct chairs? And election judges?

The party should focus on current club membership, long-time democratic voters, and election judges who are not currently precinct chairs. I will persuade individuals to sign up when I attend or speak at events, create digital ads to increase interest, and ensure that direct support from the party will be provided. We all know that the Harris County election process is being attacked. We will have to provide additional training for assistant and election judges, beginning recruitment months before an election.

9. What do you see as the role of the party during the primary?

The party is responsible for managing the primary. This includes recruiting, training, and managing election judges and election workers, conducting the ballot draw for candidate order, the printing of the ballot, identifying polling locations, and other critical functions to conducting the election. The Primary can be contracted out to the elections administration office.

In addition to ensuring the election is conducted well, the party must:

- Look for potential candidates in areas where Republicans should draw an opponent
- Further develop our pool of trained election workers sufficient to cover all voting locations
- Ensure our volunteers have the tools needed to make a difference in their communities, including VAN support, organizing training, and outreach resources
- Conduct capital fundraising efforts to secure funding for a coordinated campaign effort
- Use the primary to test and refine general election messaging amongst independents
- Expand our merch store with a percentage of profit being sent to designated organizations, unless they opt to donate all proceeds directly to the party

10. What do you believe the annual budget of the party should be? What should be the main line items?

It is my understanding that the Harris Party annual budget sits somewhere around \$1.3 million. I believe a thorough review of the previous 3 budget cycles will give us a lens to establish benchmarks.

Our core line items will be an investment in staff salaries and training, office space, resources for precinct chairs, and the infrastructure to support year-round organizing.

11. How do you plan on raising \$1 million a year?

A review of our fundraising history for the past six years would illuminate patterns of success and opportunities for growing our fundraising base. We should build upon the Johnson Rayburn Richards Dinner and continue to expand our small dollar donations from loyal democrats. This means we also must give our donors something to invest in, which is why I believe my plan for year-round organizing is key to our donation ask strategy. I have a strong personal history of

fundraising and was recognized by the Texas Department of Health & Human Services as the top unit fundraising lead.

12. What is the total number of Democrats that you think we can turnout to vote in 2024? How do you plan to achieve this goal?

The 2020 General Presidential Election produced 1,656,686 with 918,193 of those electing the Democratic candidate for President. We need 150-200,000 more Democrats to safely elect the next Democratic President.

13. What is your vision for realigning the county party's organizational structure?

I decided to become a Precinct Chair a few months before the recent gubernatorial election. At that time, there was not a process in place to onboard me into the system and help me get oriented as to which priorities need to be addressed and in which order. Having recently experienced this, I am the candidate best informed as to how to support new precinct chairs in getting up and running as quickly as possible, so we are all moving together and in the same direction. We can and need to do better at answering these needs and I will fill those gaps.

14. What are your thoughts on a dedicated in-house data team for ongoing analysis regarding voter registration and outreach?

We need an in-house data team to quickly pivot our organization as the data-backed science show us where we need to go. We must be more data-driven and technologically savvy than ever before.

15. In the last election, some would say we lacked a coordinated message in the county. There is a perception that the different clubs and organizations, Clubs in Action and precinct chairs lacked message coordination. What is your plan to have a multi-level (i.e., neighborhoods/interest groups/precinct chairs) communication strategy? What staffing resources do you see needed to proactively develop and rollout messaging?

We need to take a technical approach to determine our strategy. We must use polling to understand the critical issues of our voters. During the Primary, we should spend time testing new messages amongst groups of people that we need to persuade and move in that direction to earn a higher number of votes.

16. HCDP has a chronic high level of vacant precinct chairs. The historic model of relying on SD vacancy chairs to source new chairs works in some Senatorial districts, but not in others. What's your plan to attack this problem and do you believe recruitment should be centralized at HCDP for those Senatorial Districts with vacancy levels above a certain threshold?

I will head the push on filling those vacancies. I talk to people all the time who want to be active in the party but don't know how to get involved, or they fear a lack of support. Leaders should have an updated list of vacancies at all times. Again, when party members start to see how much support precinct chairs will be receiving, it will eliminate the fear of the position. I will personally help identify and recruit new precinct chairs all over the county.

17. HCDP approved about \$10,000 in printing in support of initiatives developed by the Precinct Chair Support Committee. The party has never provided this level of focused precinct chair level support. How do you intend to increase the level of support to chairs and will you make the PCSC a Standing Committee with a dedicated budget?

There has never been a more pressing time than now to increase funding for the support of precinct chairs and make the PCSC a standing committee with a dedicated budget. Team work makes the dream work. Making this committee a permanent fixture reassures precinct chairs they are a priority and will ensure local commitment and engagement, sustaining the pipeline of dedication and activism within and for the party..

18. The HCDP Chair is a very time intensive job, how will you balance the demands of your legal profession with the demands of the party chair position? Will you be able to devote yourself to it full time during election season?

As an entrepreneur, I enjoy the freedom of setting my own schedule and will devote myself full time to ensure Harris County continues to elect Democrats across as many electable roles as we can possibly fill.

19. Texas and Harris County have continued to lose a % of Hispanic voters the last 2 election cycles. What do you propose to stop this and increase our share of the Hispanic vote?

As an organizer, I developed relationships with a large number of Hispanic voters. I believe it would be best to invite the Tejano Caucus (and other Hispanic American based community organizations) to educate precinct chairs on community issues and what we should be doing to recapture the Hispanic voters. Always consult the experts. Never make assumptions and act on them. It would become a source of confusion and division if not properly researched.

20. Harris County has in the neighborhood of 25 college and high school level Democratic clubs that are tapped into sufficiently. This seems to be a huge missed opportunity to grow the Party's younger support and solve many precinct chair vacancies. How will you devote resources to addressing our huge missed opportunity in engaging younger voters?

I will definitely make it a high priority to meet with these groups and just ask them what they want to do. Sometimes it isn't as complicated as we make it. We would also benefit by having a social media platform that appeals to this age group and allow them to create the content

while we, as members of the party, share the platform with everyone we know. This group will be the deciding voters in the next election and beyond.

21. Many groups complain of the Democratic Party only showing up at election time when they need their vote. What are your ideas to be present other than at election time?

I feel that the party should be public and accessible all year around. We should be hosting free community events and seminars with local environmental, economic, and social organizations. When there are issues in the community the democratic party should release a statement and call together community leadership that can help resolve the issue. We should be visiting local small business and community centers. Volunteering in groups to feed the homeless, help with donation drives, help with local restoration projects, or sending supplies to state offices so they have clothes and necessities to give to children who have been removed from their home. We should visit shelters and take donations to elder care facilities. We should always be present. This is our county.

22. The Party has made efforts to train precinct chairs, but because of staffing, training has been inconsistent. How do you plan to onboard new precinct chairs and mentor those chairs who need further training?

As previously discussed, I am excited to focus my time in support of working with the Precinct Chair Support Committee to prioritize onboarding and training for new and “re-engaged” precinct chairs that want to receive updated training. I look forward to hosting as many of these trainings myself as the duties and schedule demands of the party chair allow. New chairs need mentors, access to support, and continuous support. We will provide this moving forward. We will set a goal to fill 20% of vacancies every quarter until none are left.

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