



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:

- Call and lead meetings,
- Fundraise,
- Draft annual budget,
- Develop strategic plan to win & get buy-in from CEC & Steering Committee and elected officials,
- Lead CEC & Steering Committee meetings
 1. Develop meeting agenda
- Engage and meet with Party Clubs & Organizations,
- Develop and cultivate relationships with Precinct Chairs,
- Organize the Primary Elections,
- Responsible for Communications, Voter files,
- Represent and speak on the party's behalf,
- Manage and lead staff,
- Delegate tasks as needed to other members of the party,
- Support and guide volunteers,
- Recruit, welcome, educate and involve new members,
- Lead development of a strategic plan for HCDP,

The Party:

- Recruit and support Democratic candidates for local offices,
- Participate in trainings,
- Spread the message,
- Engage voters,
- Participate in fundraising efforts,

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

30 hours a week in non-election time, full time during election season.

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

Yes, I believe that we need to organize year round, ensure that we have programs in neighborhoods, that we are cultivating precinct chairs, ensuring that we communicate the platform of the party and the achievements of the democratic elected officials.

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

Yes, I do believe the party should have an office in a central and accessible part of town.

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

The Steering Committee helps and advises the Chair of the party and it is the leadership of the party, the Senate District chairs lead their Senate Districts and ensure that their precinct chairs have the training and tools to be successful. The Clubs in Action engage voters, have a ground game to reach out to voters and get the vote out and consolidate the efforts of all the clubs in order to make a more efficient use of resources. At the end of the day, everyone should be able to work together to achieve our common goal.

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

I have studied the Roberts Rules of Order and I am familiar with them. I will be ready to use them on March 19.

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

The precinct chair is in charge of developing her precinct, and engaging the voters. The election judge works the election site and presides over the site in her precinct.

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

Put in place a recruiting precinct chair/judge committee to support the vacancy chairs and they will assist by reaching out to the previous chairs/judges who may know someone in their precinct who would be good. Also engage elected leaders of that precinct to see who they think could either be a precinct chair or an election judge. Write a job description so folks know the commitment involved, and have informational sessions to try to motivate and recruit new members.

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

The party needs to ensure the voters come out to vote and through the chair coordinate the elections with the county officials.

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

For July 2023 to July 2024 I believe that we need at least 1.2 million dollars and some of the main items are, technology, messaging, outreach, precinct development.

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

I am planning to raise \$250k in my first 100 days. I will have scheduled calling time to ask for donation from donors, cultivate the sustaining membership, hold the JRR dinner the second week of September and have a State of the Party Luncheon around the second week of February.

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?

We should strive to get at least 70% of Democrats out. We need to start working immediately, training and recruiting precinct chairs, engaging the clubs, and planning our messaging and strategy,

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

We need to start having meetings with stakeholders to figure out the most effective way to rearrange the party's structure. I want to hear from the leaders of the party before finalizing my vision.

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

I think that we need to have a data team in house so that we can improve the amount of voters in the next election and it is something I support.

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 start coordinating early on, to be able to divide the tasks and agree on messaging,

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?

We need to support the vacancy chairs in filling out the positions. I believe that we need to incentivize members of the young democratic clubs to become involved as precinct chairs.

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?

I believe that the decision to provide funds for printing initiatives was wise. I would like to increase the amount provided and support the efforts made by the PCSC. I am committing to make the PCSC a Standing Committee with a larger budget.

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?

I already have reviewed my schedule and I am committing 30 hours a week during non-election season to the party and full-time involvement during election season. As attorneys we are able to influence when we are going to trial, and we get to select some vacation weeks where we cannot be called to hearings or trials.

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 a frequent commentator to radio, television and print media, I hope to educate the Latino community that the party that best reflects their political views and values is the democratic party. I believe we have lost Latino voters because the Republican party has reached them first on issues and when that happens, we are defending our positions rather than being proactive. We are the party of bread-and-butter issues, and those issues need to be reflected in our message.

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 develop a mentorship program, and I will also ensure that each young democrat club has access to speakers, funds and support for coordinating their events and I will ensure they have priority in attending the party's leadership class.

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?

Work in every neighborhood must be done year-round. We need to make an effort to reach out different neighborhoods in the area with programs of interest to the community and also need to support the precinct chairs so that they can develop an ongoing relationship with their neighbors.

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?

I am planning to build on to the program that Alan Guttman and his team has developed. Increase the number of resources available for it and grow it. I also want to provide a boot camp for new precinct chairs and a mentoring program where seasoned precinct chairs can guide the new ones.

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