

East Bay Stonewall Democratic Club Endorsement Questionnaire

Thank you for your interest in obtaining an endorsement from the East Bay Stonewall Democratic Club.

Per the Club's bylaws, to be eligible for endorsement, a candidate must be a registered Democrat. All candidates must also complete this candidate questionnaire to be considered for an endorsement. Endorsements are decided by the general membership, and candidates must receive at least 60% of votes cast to be endorsed.

The deadline for questionnaires is posted on the East Bay Stonewall website (<http://eastbaystonewalldemocrats.org/Elections>). Any candidate submitting a questionnaire that is received after the deadline will not appear on the endorsement ballot. To ensure a fair process, no grace period will be granted.

Please return your completed questionnaire via Google forms by clicking submit at the bottom of this form. All form submissions are final. If you have questions, please contact Joe Greaves, EBSDC PAC chair via email at jsphgreaves@gmail.com.

Email *

rita4oroloma@gmail.com

Name (First Last) *

Rita Duncan

Are you a registered Democrat *

Yes

No

Office you are seeking? (e.g. City Council, School Board, Supervisor, etc) *

Director

Jurisdiction *

Special District, Unincorporated Alameda County

District *

Oro Loma Sanitary District

Are you an East Bay Stonewall Democratic Club member in good standing? If you are unsure, email eastbaystonewalldems@gmail.com. *

Yes

No

I self-identify as: (check all boxes that apply; note these identifiers will be used publicly during our endorsement process.) *

Gay

Lesbian

Transgender

Gender non-conforming

Bisexual

Queer

Straight

Other:

How have you participated in East Bay Stonewall Democratic Club activities, and/or supported the Club other ways? What other LGBTQ+ organizations are you affiliated with and in what capacity? What other Democratic clubs are you affiliated with? *

Alameda County Democratic Party, President, Black Women Organized for Political Action (BWOPA)
Hayward/South County Chapter
.....

Using specific examples, please identify the causes you have advocated for and the ways you have helped advance LGBTQ+ rights or otherwise helped foster a community of inclusivity for LGBTQ+ individuals and families. *

I strive to respect and support an individual's right to their life choices if it does not harm or infringe on another person's rights. I believe this is the cornerstone of the LGBTQ+ fight for justice. As a human resources professional working for a fortune 500 company and Director for 15 years, I was responsible for supporting 300 employees. One of my major responsibilities was to ensure the company's compliance to Title VII of the Civil Rights Act and employees' protection against harassment and discrimination in the workplace. I conducted nationwide training for over 1,500 managers and employees regarding the Company's goal to create a culture of diversity and respect in the workplace, educating them on their role and responsibilities to help reach the goal. My responsibility was to support and advocate for an inclusive community for all employees.

In my role as a political activist as President of the Hayward/South County Chapter of Black Women Organized for Political Action I am committed to addressing core issues which affect the African American community, health, education criminal justice and economic security. As you are aware the LGBTQ+ Black community is affected, I believe the most. Our chapter sponsored COVID19 educational outreach programs and clinics. We also sponsor voter education drives to education and encourage individuals to register and vote each election cycle. We are currently working diligently to provide voter education materials to agencies and organizations to distribute to their clients, particularly battleground states for this 2022 General Election.

Finally, as current President of Oro Loma Sanitary District's Board of Directors, our agency provides wastewater and solid waste services to all customers who live in Ashland, Cherryland, Fairview, Castro Valley, Hillcrest Knoll and parts of Hayward and

Have you previously supported LGBTQ+ candidates for office? If yes, did that include financial support? *

Yes, Jennifer Esteen candidacy for AD 20 and Hon. Rebecca Kaplan candidacy for BOS District 3 and canvassing

Which LGBTQ+ organizations and elected officials have formally endorsed you for this race? *

Jennifer Esteen, Hon. Rebecca Kaplan and Hon. Ricardo Lara

Please describe a policy/goal that is part of your formal platform that benefits the LGBTQ+ community? *

There are 4 platform goals for individuals who live in the Oro Loma Sanitary District. 1) support the District's efforts to provide excellent services to families and individuals at the lowest possible cost 2) ensure we foster individual responsibility through educational awareness and training, 3) strengthen the partnership between the district and the community we serve and 4) advocate for protecting our environ through waste management affecting zero harm to future generations.

What makes you uniquely qualified for the office and how are you different or unique from the other candidates in your race? *

I have been serving on the Board of Directors for Oro Loma Sanitary District for the past 6 years. I have been performing the job as a board member and through my influence we have focused attention on our infrastructure replacing clay sewer pipes that are on the average are 70 years old. I believe the experience I bring from my corporate back ground has contributed to the implementation of metrics and fiscal accountability. In the corporate environment you meet established goals and budgets. You have consequences if goals and budgets are not met and you don't have the luxury of raising taxes to increase your budget.

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