

GUARDIAN

July 2020

Volume 26, Number 2

Primary Election Day is August 18, Early Voting is August 3-15 – see full candidate Q&A below

HRCNCF Queries Candidates for Alachua County Commission, Sheriff, Property Appraiser, School Board, State House & Congress

The Human Rights Council of North Central Florida (HRCNCF) received questionnaire responses from many of the candidates appearing on the August 18 primary ballot. These included candidates in party primaries for Alachua County Commission, Sheriff, Property Appraiser, State House and Congress; it also included candidates for the nonpartisan Alachua County School Board races.

Questionnaire responses are provided below and are available online at www.hrcncf.org.

Primary Election Day is August 18, with early voting running daily from 9AM to 6 PM on August 3-15 at six voting sites: Supervisor of Elections office at 515 N. Main St., Millhopper and Tower Road libraries, Legacy Park Multipurpose Center in Alachua, Orange Heights Baptist Church in Hawthorne, and UF J. Wayne Reitz Union, on the ground floor at the west entrance.

Alachua County Commission, Districts 1 & 3

In the County Commission District 1 Democratic primary five-term incumbent Commissioner Mike Byerly faces challenger Mary Alford. Whoever wins this race on Aug. 18 will face Republican candidate Raemi Eagle-Glenn on the Nov. 3 general election ballot. Eagle-Glenn achieved some notice for having unsuccessfully challenged the county's face mask requirement in a lawsuit.

As chair of the County Commission in 2013, Byerly led the discussion to help pass the human rights ordinance which added sexual orientation and gender identity language. The ordinance passed on a 4-0 vote with Commissioners Byerly, Hutchinson, Cornell and Chestnut voting in support.

HRCNCF Secretary Bob Karp noted that the passage of the ordinance was especially gratifying, since Alachua County had been without LGBT antidiscrimination protections since its original 1993 ordinance was repealed by county voters in 1994.

“Both Byerly and Alford provided good responses to the questionnaire, and they both have had a solid track record of supporting LGBTQ rights,” said Karp. Commissioner Byerly has consistently supported LGBTQ issues with, among other things, his votes for the 2013 human rights ordinance, as

Three ways to vote:

Vote by Mail: Contact the Alachua County Supervisor of Elections at 352-374-5252 or at www.VoteAlachua.com to have a ballot mailed to you.

Vote Early: Early voting runs from **Monday, August 3, to Saturday, August 15**, at the Supervisor of Elections Office, 515 N. Main St., the Millhopper and Tower Road libraries, Legacy Park Multipurpose Center in Alachua, Orange Heights Baptist Church near Hawthorne, and UF's J. Wayne Reitz Union (ground floor, west entrance). Hours are 9 AM to 6 PM daily.

Vote on Election Day: Vote in your own polling precinct from 7 AM to 7 PM on **August 18**.

well as the 2018 conversion therapy ban ordinance. Meanwhile, openly lesbian candidate Mary Alford demonstrated thoughtful responses to our questionnaire, and she has participated at many LGBTQ events, added Karp.

In the County Commission District 3 race, three Democrats and one Republican are running for this open seat, since Commissioner Robert Hutchinson declined to run for re-election. Joy Glanzer is the sole Republican in the race.

Anna Prizzia, Jason Stanford and Kevin Thorpe are running in the District 3 Democratic primary.

“Prizzia and Stanford are both excellent candidates who, through their questionnaire responses and their involvement in civic life, have demonstrated their understanding and commitment to LGBTQ issues,” said HRCNCF President Flo Turcotte. She noted that as a local church pastor, Kevin

Thorpe had publicly spoken out against same-sex marriage. Thorpe did not return responses to the HRCNCF questionnaire.

In District 5, incumbent Commissioner Chuck Chestnut IV was re-elected without opposition. He voted for both the county's human rights ordinance and the conversion therapy ban.

School Board of Alachua County, Districts 2 & 4

In the Alachua County School Board District 2 race, Khanh-Lien Banko and Diyonne McGraw are running to fill the open seat, currently held by Eileen Roy who is not running for re-election. Karp noted that both Banko and McGraw had excellent questionnaire responses.

"We're fortunate to have two strong candidates who bring their own strengths and talents to the School Board," said Karp.

In the School Board District 4 race, incumbent Leannetta McNealy faces challenger Sande Calkins. "As a School Board member, McNealy has demonstrated consistent and dedicated support to LGBTQ and other human rights issues," said Turcotte.

She noted that Sande Calkins was an early gay rights supporter when in 1998, as Gainesville city commissioner, she voted with the commission majority to add sexual orientation as a protected category in the city's human rights ordinance. At the time, the human rights ordinance was a hotly-debated topic and attracted large turnouts of supporters and opponents.

"We commend Calkins for her early support to our community," said Turcotte.

Alachua County Sheriff & Property Appraiser

Former State Representative Clovis Watson Jr. is challenging incumbent Sheriff Sadie Darnell in one of the most hotly-contested races in the county's Democratic primaries.

"Clovis Watson Jr. has demonstrated solid and outspoken support on LGBTQ issues while serving for eight years in the State House of Representatives, and we believe he will bring his considerable talents to the office of Sheriff," said Turcotte.

While the Board recognizes Darnell's strong support for LGBTQ rights in the past, the Board noted her endorsement of Rick Scott for U.S. Senate and of Susan Baird for County Commission. Both Scott and Baird were outspoken opponents of LGBTQ rights.

When incumbent Ed Crapo announced his retirement as Property Appraiser, five Democrats threw their hats into the ring to make their cases to voters as the new Alachua County Property Appraiser, whose job is to accurately value property based on sales records.

Ayesha Solomon provided excellent questionnaire responses and has attended and supported many LGBTQ events. "We're excited for the energy, depth of knowledge, and people skills she will bring to the Office of Property Appraiser," said Turcotte.

Solomon faces a crowded field in the Democratic primary. Because there is no runoff election, a plurality of votes is all it takes to win the primary election. The winner will face a write-in candidate on the Nov. 3 general election ballot.

State House Districts 20 & 21

In local state legislative races, Democrats Yvonne Hayes Hinson and Rodney Long are vying for the District 20 open seat, now occupied by Clovis Watson Jr. who is facing his term limit, and is now running for Alachua County Sheriff.

"Both Hinson and Long provided impressive responses to the questionnaire, and they bring different and considerable strengths to the plate," said Turcotte.

She noted that Hinson has been a long-term vocal supporter of LGBTQ rights both as Gainesville city commissioner, in her previous candidacy for Congress, and in her civic activities. Long was an early gay rights supporter when, as Gainesville city commissioner, he voted for installing Pride street banners and voted against the 1992 harshly-worded Gainesville city commission anti-gay resolution, which passed on a 3-2 vote.

Added Turcotte: "While Long is to be commended for his early support for gay and lesbian rights, he has been less visible during more recent years, for example during the failed 2009 city charter amendment campaign, which sought to repeal LGBT rights in Gainesville."

District 20 covers much of eastern and central Alachua County and Gainesville, as well as part of Marion County. Because only Democrats have qualified for this seat, the election becomes an open primary so all registered voters of any party (or no party) can cast a ballot in that race.

In the State House District 21 race, which covers western Alachua County as well as Gilchrist and Dixie Counties, Democrat Kayser Enneking is challenging two-term incumbent Republican Chuck Clemons.

Enneking has been a consistent and vocal voice of support for passing statewide LGBTQ nondiscrimination protections, not just in employment but also public accommodations and housing. Rep. Clemons has signed on as a co-sponsor for the Florida Competitive Workplace Act – which would provide statewide nondiscrimination protections to LGBTQ residents – but he declined to respond to the HRCNCF questionnaire.

"While we're encouraged by Representative Clemons's support for the Act, we are confident that Dr. Enneking will not only sponsor but be an outspoken supporter to bring comprehensive civil rights protections to all Floridians," said Turcotte.

Interestingly, the U.S. Supreme Court recently issued a landmark ruling that both sexual orientation and gender identity are already covered under sex discrimination language from the federal 1964 Civil Rights Act.

U.S. Congress, District 3

No fewer than 13 candidates have qualified to run for U.S. Congress District 3, as incumbent Republican Congressman Ted Yoho declined to run for a fifth term. In

the Democratic primary, Adam Christensen, Phil Dodds and Tom Wells responded to the questionnaire. One Republican, Joe Millado, also responded.

“Christensen and Dodds both gave excellent and well informed responses to the questionnaire,” said Karp.

In the Republican primary, Millado opposed the recently passed Equality Act, which would expand federal civil rights laws to include sexual orientation and gender identity nondiscrimination protections.

2020 HRCNCF Candidate Questionnaire Responses

Also available online at www.hrcnfc.org.

Responses to 2020 Alachua County Commission Candidate Questionnaire

Note: Raemi Eagle-Glenn (REP.) did not submit responses.

1. **In 2019 the Board of County Commissioners passed an ordinance that prohibits state-licensed practitioners from carrying out the practice of “conversion therapy” for minors within Alachua County. Conversion therapy is counseling based on the erroneous assumption that LGBT identities are mental disorders that can be cured through treatment. Do you support or oppose this ordinance?**

ALACHUA COUNTY COMMISSION District 1:

MARY ALFORD (DEM.): As a lesbian I certainly support this ordinance. I showed up to that meeting and spoke in support of the ordinance. Conversion therapy is a heinous and ignorant response to a person’s sexual orientation. It often leaves painful and damaging scars and increases risk of suicide. We should never support such practices. I would continue to support this ordinance.

MIKE BYERLY (DEM.): I support it, and voted for it.

ALACHUA COUNTY COMMISSION District 3:

ANNA PRIZZIA (DEM.): I fully support the ban on conversion therapy. This is a dangerous and discredited practice that has been rejected by every mainstream health organization. A person’s gender identity or sexual orientation is not something that needs to be ‘converted’ or fixed in anyway.

JASON STANFORD (DEM.): There is nothing wrong with us. We do not need be to fixed or converted at any age. However, conversion therapy for minors is child abuse. Young people should be provided whatever time and space they need to form their identities as they grow into adulthood. I absolutely support Alachua County’s ordinance prohibiting conversion therapy. And I will fight hard to prevent any future attempts to overturn it.

JOY GLANZER (REP.): I absolutely support the BAN on conversion therapy. It is inhumane and completely contrary to decency. Instead of conversion therapy, they should do sensitivity therapy for therapists.

2. **The Florida Competitive Workforce Act seeks to prohibit discrimination based on sexual orientation and gender identity statewide in employment,**

housing and public accommodations. Would you support an Alachua County resolution that would urge the Florida Legislature to pass this bill?

ALACHUA COUNTY COMMISSION District 1:

MARY ALFORD (DEM.): Absolutely. I am a lesbian and horrified that I have friends in surrounding counties that have had to keep their and sexual orientation, their relationships and even their marriages secret in order to keep their jobs and have a safe and non-threatening workplace.

MIKE BYERLY (DEM.): Yes.

ALACHUA COUNTY COMMISSION District 3:

ANNA PRIZZIA (DEM.): I fully support the Florida Competitive Workforce Act - you should never be fired or discriminated against based on sexual orientation or gender identity. Further, I would like to ensure that all county policies are reviewed and revised to ensure no discrimination and that there are safeguards in place to protect potential victims that come forward.

JASON STANFORD (DEM.): I not only support an Alachua County resolution to pass this bill, but will actively appeal to the Alachua County delegation in Tallahassee for their support.

JOY GLANZER (REP.): Yes, I would wholeheartedly support the bill. I actually thought those two issues were already prohibited from discrimination.

3. **Do you support diversity training for Alachua County employees that includes lesbian, gay, bisexual and transgender issues? Why or why not?**

ALACHUA COUNTY COMMISSION District 1:

MARY ALFORD (DEM.): I was trained as a diversity instructor and taught diversity to groups that were mostly white, mostly male and mostly conservative during a previous management job. Teaching these classes was one of the hardest and most rewarding parts of my job. I support this training and suggest training those in management and supervisory roles first, then have them assist in training others, because management buy-in is key to effectiveness.

MIKE BYERLY (DEM.): Yes.

ALACHUA COUNTY COMMISSION District 3:

ANNA PRIZZIA (DEM.): I fully support diversity

training for Alachua County employees because I believe it is important to create an inclusive workplace. I think that every employee should understand their role in creating an environment of inclusion and mutual respect. I would also like to see unconscious bias training for the county.

JASON STANFORD (DEM.): Yes, I fully support diversity training for Alachua County employees that includes LGBT issues. We are a diverse community within many communities. In order for Alachua County government to fully serve the LGBT community, employees must understand the many different socio-economic intersections that exist with us. With increased training comes increased understanding and respect.

JOY GLANZER (REP.): If those employees are in contact with the public, then I would support diversity training. Many people are unaware that they need to be sensitive and non-discriminatory to all orientations, no matter their own beliefs, especially if those employees represent the county.

4. **Do you support Alachua County's annual proclamations in recognition of Lesbian, Gay, Bisexual and Transgender Pride Days?**

ALACHUA COUNTY COMMISSION District 1:

MARY ALFORD (DEM.): I support and celebrate these annual proclamations.

MIKE BYERLY (DEM.): Yes.

ALACHUA COUNTY COMMISSION District 3:

ANNA PRIZZIA (DEM.): I fully support Alachua County's annual proclamations in recognition of Lesbian, Gay, Bisexual, and Transgender Pride days. Pride is an important part of visibility for the LGBT+ community and an important celebration of our diversity. Alachua county is one of the few counties in North Florida to hold a Pride festival and by doing so, we help bring visibility to all of North Central Florida with our Pride days.

JASON STANFORD (DEM.): Yes, and I look forward to signing them.

JOY GLANZER (REP.): Yes I do. The County has a long and proud history of supporting the LGBTQ community and events.

5. **Describe some efforts you have taken locally to support or advocate for LGBT rights.**

ALACHUA COUNTY COMMISSION District 1:

MARY ALFORD (DEM.): I am a past editor of the local lesbian newsletter (now out of print), I am a sustaining member of Equality Florida, I've advertised my business in many "Pride Guides", I have marched in parades, spoken in commission meetings, campaigned at festivals and proudly claimed my sexual orientation in my campaign.

MIKE BYERLY (DEM.): I'm an elected representative, so my advocacy has taken the form of my actions in office. My voting record over the past 20 years clearly reflects my consistent support for LGBT rights, and I've been proud to receive the endorsement of the HRCNCF for each of my previous five campaigns for public office.

ALACHUA COUNTY COMMISSION District 3:

ANNA PRIZZIA (DEM.): I have shown up in solidarity during Pride festivals and marches, including the ribbon cutting of the rainbow crosswalks across from city hall. While this has not been an active part of my community advocacy, I look forward to learning more about how I can support the LGBT+ community here in Alachua county.

JASON STANFORD (DEM.): From 1998-2000 I worked as a Health Educator at the North Central Florida AIDS Network doing outreach to LGBT youth. Home again, I lobbied County Commissioner Lee Pinkinson to support the Conversion therapy ban. I'm currently involved with the Stonewall Democrats of Alachua County, having served as President for a term. At the school where I teach, I provide the only Safe Space for LGBT students, where they mentor me during their lunch breaks.

JOY GLANZER (REP.): I would do anything to show support and advocate for LGBTQ rights. I wish I could say I have been more involved, but I have only attended the parades. If elected, I would be visible whenever there was an event and openly advocate for the LGBTQ community. I miss Terry Fleming dearly :(

Responses to 2020 School Board of Alachua County Candidate Questionnaire

6. **National studies have shown that harassment and violence toward lesbian, gay, bisexual, and transgender (LGBT) youth lead to higher dropout rates and up to three times the rate of suicide among LGBT teens compared to their straight peers. Do you believe the school system's current anti-bullying policy adequately protects LGBT as well as other potentially vulnerable students?**

ALACHUA COUNTY SCHOOL BOARD District 2:

KHANH-LIEN BANKO: The Hope Scholarship is the mandated first step to address bullying. It does not provide any best restorative practices to educate the bully and can further isolate the bullied child and family. School board anti-bullying policy demonstrates best practices to ensure a safe learning environment for vulnerable students. We need to lean into those policies with time and training for school counselors and deans and continue to reduce counselor/dean to student ratios.

DIYONNE MCGRAW: Absolutely not! The current

policies do not protect our most vulnerable kids and they never have. One of my campaign priorities is safety because our kids are not safe in these buildings and people pretend they do not see things happening based on their own biases. It is time for this to stop! Every child, no matter who they deserve to learn in a safe environment free from attacks, microaggressions, and bias.

ALACHUA COUNTY SCHOOL BOARD District 4:

SANDE CALKINS: There are several ways LGBT students may report bullying through the Anti-Bullying policy. Each report is investigated by a person at the school, with assistance by the district office, if needed. A recommendation is made for the bully and/or the victim to remedy the situation. Jennifer Taylor does trainings for the staff, counselors and administrators regarding different aspects of the needs for the LGBT students. In speaking to different people, it sounds like it is working.

LEANETTA MCNEALY: Yes, School Board of Alachua County has an anti-bullying policy in place, po5517.01, adopted July, 2007. The policy is effective and will be enforced upon violation. If complaints are made they will be investigated and not ignored. Any victim should be encouraged to speak up and definitely report bullying or harassment.

7. **Provide an example of one proactive measure that the School Board could take to provide a safer, friendlier learning environment for LGBT students.**

ALACHUA COUNTY SCHOOL BOARD District 2:

KHANH-LIEN BANKO: Visibility is an extremely important measure to ensure that our students and their families know that ACPS is there to support them. One measure would be to implement an LGBTQ point person (an ally) training on every campus, including within administrative buildings. Through this program, every campus will have a person who is extensively trained regarding supporting LGBTQ youth, and can better ensure issues or concerns that may arise in school are addressed.

DIYONNE MCGRAW: The Board must immediately update AND consistently apply policies that stop behaviors. They must ensure, not assume, leaders and teachers are conscious of their biased behaviors and hold them accountable for their comments and keeping deep-seated beliefs out of the equation. This must become embedded in the culture. Intentionally educate, inform, hold people accountable and engage kids. We may not change what they think but we can change what they say, do, and allow.

ALACHUA COUNTY SCHOOL BOARD District 4:

SANDE CALKINS: If teachers, who had received training, placed a rainbow flag/sign on their classroom

or office door that indicated it is a safe place for LGBT students to come when they need advice, a place to retreat, or to discuss an incident it would be a step in the right direction. Also, I believe there should be books in the media center with LGBT authors and LGBT related literature available to students.

LEANETTA MCNEALY: Enacting our social workers and counselors in our schools to collaborate with administrators, teachers, and staff with empowerment by giving them the tools and training and necessary to support their LGBT students.

8. **Do you support the formation of student clubs known as “Gay-Straight Alliances” which provide an opportunity for gay and nongay students to meet together on school property as do other extracurricular clubs?**

ALACHUA COUNTY SCHOOL BOARD District 2:

KHANH-LIEN BANKO: Yes, and our school district should continue to work with Equality Florida to ensure they are run with best practices at every middle and high school.

DIYONNE MCGRAW: Absolutely! People protect what they know and understand. Many thoughts are perpetuated by stereotypes, ignorance, and fear. We must engage and facilitate learning to build relationships, so understanding is achieved. I've learned everything from terminology and fears to some of the most hilarious jokes and impactful beliefs from people who are different from me. Those who aren't marginalized simply need this kind of opportunity to grow in meaningful ways that will last a lifetime.

ALACHUA COUNTY SCHOOL BOARD District 4:

SANDE CALKINS: Yes! Currently, the clubs are very active in the city schools. Some of the rural schools are working on it, but they are not as vibrant as the larger city schools. I believe these clubs play an important role for the gay and nongay students to have the opportunity to support each other and make decisions on what they need to make them feel protected and safe.

LEANETTA MCNEALY: Yes.

9. **Describe some efforts you have taken locally to support or advocate for LGBT rights.**

ALACHUA COUNTY SCHOOL BOARD District 2:

KHANH-LIEN BANKO: • Served on the ACPS workgroup to develop the *LGBTQ+ Critical Resource Guide, Transgender Support Plan, and LGBTQ Best Practices & Action Steps 1-pager*. • Member of the Equality Florida – Gainesville. • FLPTA Resolutions Chair for the Florida PTA from 2018-2020. Spearheading passing the *Harmful Sexual Orientation and Gender Identity Change Efforts Resolution* at the state and national PTA conventions. Allows all PTAs to

advocate for laws to ban conversion therapy at every level of governance.

DIYONNE MCGRAW: I provided sorority training on LGBT terminology/bias, connected with LGBT leaders (*prior to campaigning*) to understand, and supported parents of a bullied student. The parents and I met with the teacher who allowed and laughed at inappropriate behaviors. The parents felt powerless. Their complaints unaddressed. We met with the principal and resolved the issue by sharing laws, my expectations and how we would hold him accountable if he didn't protect and support this student.

ALACHUA COUNTY SCHOOL BOARD District 4:

SANDE CALKINS: One of my proudest efforts came when I was a Gainesville City Commissioner in the late 1990's. I made the motion to include sexual orientation to the Gainesville Discrimination Ordinance which then led to providing health insurance to an employee's partner.

LEANETTA MCNEALY: I continue to support and advocate for LGBT rights. For many years I have supported our local Equality Florida Gala, participating yearly with the Pride festival and parade, and definitely contributing to the PRIDE Souvenir Booklet.

Responses to 2020 Alachua County Sheriff Candidate Questionnaire

10. The Alachua County Sheriff's Office's antidiscrimination policy includes protections for employees against discrimination based on sexual orientation and gender identity. Do you support this policy? Why or why not?

SADIE DARNELL (DEM.): I absolutely support this policy which is why the Sheriff's Office has had a policy in place for many years. During my first campaign in 2006, I made it clear that I was and will always be supportive of policies and practices which protect against discrimination based upon sexual orientation and gender identity (among other indices). My position in this regard has not changed.

CLOVIS WATSON JR. (DEM.): Yes, I have always been a supporter of anti-discrimination policies, and continue to defend those in the Alachua County Sheriff's Office. I believe explicit, enforceable policies like these help not just protect the people they are seeking to support, but help to solidify a culture of inclusion and acceptance that keeps all employees of an organization stronger and more cohesive. As sworn officers and as government we must be leaders in protections like these to help guide the way for a better, more inclusive Alachua County or all employees.

11. Do you believe the Alachua County Sheriff's Office staff – including jail employees, emergency call

center employees and deputies – are sensitive to the needs of the public who are lesbian, gay, bisexual or transgender? If not, what would you do as Sheriff to improve the sensitivity of staff to LGBT issues?

SADIE DARNELL (DEM.): Yes, I believe the culture at ACSO is sensitive to members of the LGBTQ+ community. If not, I want to know about it so it may be addressed. As the agency head, it is my responsibility to ensure all employees and all members of our community are valued, respected and safe. Following the Pulse nightclub massacre in 2016, in-house personnel were designated to be as points-of-contact (POC) for individuals within the local LGBTQ+ community.

CLOVIS WATSON JR. (DEM.): I can't speak to the current climate of sensitivity at the Sheriff's Office as I am not in that office seeing it firsthand. What I can tell you is that under a Sheriff Watson you will have an office that will put community responsiveness and feedback as a top priority, including and especially for LGBT people. I believe we cannot keep our community safe if the community does not feel we understand and are working with them. I will create a community liaison position at the Sheriff's Office to help us work directly with groups like HRC and the Pride Center to ensure we are responding and working with the issues of LGBT Alachua County residents.

12. Should the Alachua County Sheriff's Office proactively seek to recruit LGBT deputies and other staff as part of achieving a more diverse workplace?

SADIE DARNELL (DEM.): Yes. The process of filing the various positions is accomplished through advertising either internally or externally, or both. While our recruitment is the typical 'generalized approach' i.e., utilizing web announcements, job search agents, advertising in publications, bill boards, banners, etc. I welcome the opportunity to proactively recruit LGBTQ+ individuals for employment and how best to utilize the services of HRCNCF for this purpose.

CLOVIS WATSON JR. (DEM.): I believe our Sheriff's office should reflect the community it serves, and that means bringing in people from diverse background like the LGBT Community. Most important in that is making sure that LGBT people that we will be a welcoming and open office that will provide a meaningful career to them, and that any judgement or prejudice will not be tolerated. That will be true under a Sheriff Watson administration.

13. Do you believe that Alachua County jail inmates who are transgender receive adequate protections so they are safe from sexual victimization, assault and harassment? Why or why not?

SADIE DARNELL (DEM.): I recognize that transgender individuals are often targets for victimization. I am confident that every inmate within our County Jail receives adequate protections. Every jail employee knows their responsibility regarding inmate

care while they are in our custody. As soon after booking-in each inmate is required to watch a Prison Rape Elimination Act (PREA) awareness video. This is to ensure each inmate knows their rights regarding safe treatment and conditions while incarcerated.

CLOVIS WATSON JR. (DEM.): As I said in a previous question, I can't speak to the current state of transgender protection in Alachua County, but I can say that this is an issue that needs to be addressed statewide and nationally. From protection from assault while in corrections, to having their unique issues taken seriously by law enforcement, to ensuring their gender identity is respected, I believe we must do all we can to make transgender people feel comfortable working with us.

14. Describe some efforts you have taken locally to support or advocate for LGBT rights.

SADIE DARNELL (DEM.): During my over forty year law enforcement career, I have been interested and supportive of LGBTQ+ rights and protections. Upon becoming Sheriff I made sure the policies and procedures at ACSO included inclusive wording of LGBTQ+ employees. In May 2019, two Directives were added to address searches and classification of transgender/transsexual inmates. Also in 2019, ACSO's Accreditation Unit researched seven other policies from accredited Florida law enforcement agencies to ensure our policies were current.

CLOVIS WATSON JR. (DEM.): The bulk of my advocacy has been at a statewide level as a State Representative, where I have been a constant advocate for LGBT issues, earning me the "Voice of Equality Award" in 2016 for my advocacy on behalf of LGBT Floridians. I have co-sponsored conversion therapy bans every year for the last 5 years, supported the Florida Competitive Workforce Act, sponsored anti-discrimination bills, and more. Locally I've worked to support the LGBT community through helping with organizations as requested.

Responses to 2020 Alachua County Property Appraiser Candidate Questionnaire

Note that Susan McQuillan & Kelly Suggs (both DEM.) did not submit responses.

15. Do you believe the Property Appraiser's office has adequate nondiscrimination protections for employees who are lesbian, gay, bisexual or transgender (LGBT)? If not, how can that be improved?

MATTHEW GEIGER (DEM.): In my experience working alongside the Property Appraiser's office as a member of the Alachua County Tax Collector's staff, I believe the office does have adequate nondiscrimination

protections. As Property Appraiser, I will ensure that our office has nondiscrimination protections for employees who are LGBT by promoting a positive work environment and engaging in diversity training. We will make certain that office policies are non discriminatory and will treat each member of our staff as we would want to be treated: with respect, empathy, compassion, and kindness.

WENDY SAPP (DEM.): Yes, it is the policy to provide a work environment that is free from discrimination and harassment based on race, color, age, sex, religion, national origin, marital status, disability, sexual orientation, gender identity or expression or political affiliation, including such conduct from vendors, customers or others who enter our workplace.

AYESHA SOLOMON (DEM.): Yes, we do have nondiscrimination protections for LBGT. I am in full support of the diversity that makes us one unit. I am ashamed that LGBTQ Americans still face discrimination in employment, housing, and education in parts of the U.S., but if I become the next Alachua County Property Appraiser, I can assure you that the LBGTQ community rights will stay protected.

16. Do you believe customers at the Property Appraiser's office experience any discrimination based on being LGBT? If so, how can that be improved?

MATTHEW GEIGER (DEM.): I do not believe that customers currently experience discrimination based on their identity as LGBT, and I will work to maintain that standard in my role as your Alachua County Property Appraiser. Our office will provide respectful service to all property owners, including those who are LGBT. We will treat every customer as we would want to be treated and will install these values into all of our workforce through continual training, with the goal of delivering exemplary service to all.

WENDY SAPP (DEM.): I have no knowledge however; any discrimination cannot be tolerated or accepted. We are public servants, here to serve the public equally.

AYESHA SOLOMON (DEM.): No.

17. Describe some efforts you have taken locally to support or advocate for LGBT rights.

MATTHEW GEIGER (DEM.): As a leader at the Alachua County Tax Collector's Office, I have had the privilege to work alongside our staff to establish policies, procedures, and trainings to cultivate a non-discriminatory culture for our 100 member team. We believe our office is a leader in providing an atmosphere and a culture that advances equal rights for all members of our community, including LGBT rights.

WENDY SAPP (DEM.): I have supported and advocated my entire life to friends, family members, co-workers that are LGBT. All humans=All rights.

AYESHA SOLOMON (DEM.): Let me start off by saying that I am deeply saddened by the loss of our dear friend Terry Fleming. I miss him so much! We are proud democrats standing strong for fairness and equality. As an African American woman, I understand the systemic obstacles of living freely in America. I am judged because of the color of my skin, the texture of my hair, the shape of my body, and well... the simple fact that I am a woman. I have taken the initiative to support LGBTQ rights by showing up and contributing monetarily to the hosted events. Within the past year, I purchased an ad in the 2019-2020 Annual Pride Guide, supported the Rainbow Crosswalks downtown, attended the Newsletter Mailing Party, walked with Pride in the parade, attended the Pride Christmas Party, attended the Pride Potluck Party, and had a blast at the 2020 Gainesville Gala.

Responses to 2020 State House Candidate Questionnaire

Note that Chuck Clemons (REP.) did not submit responses.

18. **National studies have shown that harassment and violence toward lesbian, gay, bisexual and transgender (LGBT) youth lead to higher dropout rates and up to three times the rate of suicide among LGBT teens compared to their non-gay peers. Would you support a bill that requires school districts to specifically prohibit bullying directed toward students based on real or perceived sexual orientation and/or gender identity, thus creating a safer learning environment for all students?**

STATE HOUSE District 20:

YVONNE HAYES HINSON (DEM.): Absolutely! In Miami-Dade where I was a school principal bullying for any reason was against school board rules. I also found myself providing actively engaged in creating a safe learning environment young child vulnerable for many reasons but especially having gay/transgender identity.

RODNEY LONG (DEM.): I will support legislation that requires school districts to prohibit bullying towards students based on sexual orientation.

STATE HOUSE District 21:

KAYSER ENNEKING (DEM.): Absolutely, and I look forward to working with all of our LGBTQ+ groups to put forward the strongest possible legislation to protect our LGBTQ+ youth.

19. **The Florida Competitive Workforce Act seeks to prohibit discrimination based on sexual orientation and gender identity in places of employment, housing and public accommodations. Would you co-sponsor this bill, and if it were to come before you for a vote, would you vote for it?**

STATE HOUSE District 20:

YVONNE HAYES HINSON (DEM.): Yes, of course.

RODNEY LONG (DEM.): Yes, while serving on the Gainesville City Commission (1988-1994), I advocated for Human Rights and Equal Opportunity Ordinances as well as City Personnel Policies that prohibited discrimination of employment, housing, and public accommodations. I was also supportive of the same policies during my tenure on the Alachua County Commission (2000-2011).

STATE HOUSE District 21:

KAYSER ENNEKING (DEM.): I would be honored to cosponsor this bill and fight for its passage. It is a shame that it has yet to pass.

20. **Would you support a bill that would prohibit state-licensed practitioners from carrying out the practice of “conversion therapy” for minors in Florida? Conversion therapy is counseling based on the erroneous assumption that LGBT identities are mental disorders that can be cured through treatment.**

STATE HOUSE District 20:

YVONNE HAYES HINSON (DEM.): Conversion Therapy should be banned and support a bill to prohibit its use on anyone.

RODNEY LONG (DEM.): Yes, I will support legislation that prohibits state-licensed practitioners from carrying out conversion therapy.

STATE HOUSE District 21:

KAYSER ENNEKING (DEM.): Conversion therapy is a shameful practice that wrongfully presents itself in a “medical” frame. It is wrong, dangerous, and should be banned both in the state of Florida and nationwide.

21. **Some states have proposed bills which would both eliminate local LGBT nondiscrimination ordinances as well as restrict transgender individuals to using public bathroom facilities that correspond to the gender listed on their birth certificates, as opposed to the gender which they now identify with. If a similar bill came before the Florida Legislature, would you vote for or against it? Why or why not?**

STATE HOUSE District 20:

YVONNE HAYES HINSON (DEM.): I would support the continuation of any hard fought and won ordinances that eliminate discrimination practices. This bathroom controversy has never been an issue before the GOP took control of the state. No one needs to see a person’s birth certificate before they enter a bathroom. How ridiculous does that sound.

Responses to 2020 U.S. Congress, District 3
Candidate Questionnaire

RODNEY LONG (DEM.): Yes. I am opposed all forms of discrimination and will vote against any bill that restricts transgender individuals from using public bathrooms from which they now identify with.

STATE HOUSE District 21:

KAYSER ENNEKING (DEM.): I would vote against, and do everything I could to rally support against it. The Florida Legislature should stop interjecting itself into decisions made by local governments. I strongly support these nondiscrimination ordinances and the ability of local governments to pass local legislation via home rule.

22. **Describe some efforts you have taken locally to support or advocate for LGBT rights.**

STATE HOUSE District 20:

YVONNE HAYES HINSON (DEM.): I have been a strong advocate and supporter both financially and thru city ordinances.

RODNEY LONG (DEM.): As President of the MLK Commission, former Mayor-Commissioner, County Commissioner and President of the Florida Association of Counties, I can attest that Equality For All in Gainesville/Alachua County and Florida has come a long way. When I served on the Gainesville City Commission, we were in our infancy stages of adopting ordinances and policies that protects employees and citizens against discrimination based on sexual orientation. Unlike today where it is fashionable to support Equality For All. In those days it took courage to openly support the inclusion of sexual orientation in local ordinances. As Mayor-Commissioner in 1991, at the request of Chuck Floyd, I proclaimed the first Gay Pride Week in Gainesville that brought about controversy. However, it was the right thing to do. I also initiated and the voters approved a charter amendment that created the Charter Officer for Equal Opportunity that added more protections for employees and citizens in human and equal rights in Gainesville.

STATE HOUSE District 21:

KAYSER ENNEKING (DEM.): I have been a strong supporter and member of a number of our local and statewide LGBTQ groups including our local pride center & Equality Florida. I am a strong supporter and advocate of the competitive workforce act. I am a strong proponent of Medicaid Expansion and believe that the expansion of healthcare access will help our LGBTQ community, especially LGBTQ youth.

Note that, out of 13 candidates, Adam Christensen, Phil Dodds, Tom Wells (all DEM.) and Joe Millado (REP.) submitted responses.

23. **In 2019 the U.S. House of Representatives passed the Equality Act which would amend existing civil rights laws to explicitly include sexual orientation and gender identity as protected characteristics. Do you support or oppose this bill? Why or why not?**

ADAM CHRISTENSEN (DEM.): I fully support the Equality Act. Civil rights that protect marginalized groups from discrimination in housing, employment, and education don't include LGBTQ+ individuals. No one should be fired because of sexual orientation or gender identity. Seventeen states have no laws protecting LGBTQ+ people from discrimination in the workplace. The federal government must step in, as it has with other marginalized groups, to make sure every American, despite sexual orientation or gender identity, is equally protected.

PHIL DODDS (DEM.): Yes. LGBTQ+ should be protected in the workplace. Representative, Ted Yoho, signed an amicus brief to the Supreme Court arguing that sexual orientation and gender identity should not be protected under the Civil Rights act even though lower courts have rules "sex", covered by the Civil Rights Act, does cover sexual orientation and gender identity. We should not leave it to a court decision to protect civil rights for the LGBTQ+ community. We should codify those protections into law.

JOE DALLAS MILLADO (REP.): Oppose. As a first generation Filipino-American, I understand the need for equality and support every individual to have the same inalienable constitutional rights to pursue life, liberty, and happiness despite religion, political affiliation, sexual orientation, economic status, and race or background. Discrimination exists today even though we have laws to prevent them. Equality can only be solved through culture and educating future generations. Laws are only effective if they can be properly implemented and enforced.

TOM WELLS (DEM.): I support without reservation. We have been improving, would that I could say perfecting, the Constitution since its inception. Principal among these improvements is the acknowledgement that 'all men' really means All and that 'the pursuit . . . of happiness' s a many splendored thing.

24. **Would you support or oppose legislation that would allow businesses to discriminate against lesbian, gay, bisexual and transgender (LGBT) individuals based on the business owner's religious beliefs? Why or why not?**

**HUMAN RIGHTS COUNCIL
OF NORTH CENTRAL FLORIDA, INC.**
PO BOX 12912 GAINESVILLE, FL 32604
352-234-6060 HRCNCF.ORG HRCNCF@GMAIL.COM
The *Guardian* is published quarterly.

ADAM CHRISTENSEN (DEM.): I will oppose legislation allowing businesses to discriminate against LGBTQ+ individuals. The Constitution allows Americans to freely practice the religion of their choice. I will protect the freedom of expression in all realms of society. Exercising ones' religion does not mean imposing it on marginalized groups in order to discriminate against them in the workplace. I am fully dedicated to protecting the LGBTQ+ community in employment, housing, and a number of other public accommodations.

PHIL DODDS (DEM.): Oppose. Businesses open to the public must make accommodations to the public. The marketplace must not allow and could not function well if discrimination were allowed to take place for any reason, including religion. While we desire and are duty bound under to constitution to protect Freedom of Religion (neither against or for), we recognize that Freedom of Religion does not permit people to break important laws and interfere with the just course of civil society, either.

JOE DALLAS MILLADO (REP.): Oppose. Republicans are known to be supportive of free markets, competition, and economic growth. For our economy to recover, rise, and remain strong, we have to get Americans working again in a safe and constructive manner. A business owner, by license, should be selling goods - not their personal beliefs. This is a question of business ethics and One shouldn't be able to pick and choose which clientele's hard working dollar holds value.

TOM WELLS (DEM.): Support. Religious beliefs is the new catch-all phrase for every type of discrimination; as if one could hide intolerance and hatred behind a cloak of sanctity.

25. **Would you support or oppose legislation which would allow transgender military service members to serve openly?**

ADAM CHRISTENSEN (DEM.): I will oppose any legislation that attempts to block transgender people from openly serving in the military. Those in the transgender community are some of the strongest and bravest Americans, and I would be proud to have them protect our nation. The Trump administration's policy of exclusion is morally wrong and unconstitutional. Nearly one fifth of transgender adults are veterans. We have the duty to protect ALL veterans and treat them with respect.

PHIL DODDS (DEM.): Support. We could return to rules similar to those in place under the Obama administration, which seemed to be working.

JOE DALLAS MILLADO (REP.): Those serving in our Armed Forces sacrifice daily for our freedoms and they should be able to enjoy those rights they fight to protect.

As such, it is right to allow those previously discharged as a result of DADT policy have the capability to re-enlist. Clear and present dangers threaten our way of life and our focus should remain on the "danger close" scenarios that affect every american and our way of life.

TOM WELLS (DEM.): Support. Trump's regression in this matter has been massively harmful to individuals and intentionally divisive.

26. **The U.S. Department of Education said it is no longer investigating civil rights complaints from transgender students barred from school bathrooms that match their gender identity. Do you support or oppose allowing transgender students to use the school bathroom facilities that align with their gender identity?**

ADAM CHRISTENSEN (DEM.): I support legislation allowing transgender students to use the bathroom of their choice. Every student has the right to learn in a safe educational environment. This is not be possible with unjust laws requiring people to use bathrooms according to their gender assigned at birth. Laws like the one passed in North Carolina are outdated, and the federal government must take action to protect transgender students across the nation.

PHIL DODDS (DEM.): Support. There is harm to barring a person from their correct bathroom and no harm to anyone else in allowing transgender to choose their bathroom. Transgender people are far more likely the target of harassment than are the sources of harassment and violence.

JOE DALLAS MILLADO (REP.): This decision shouldn't be decided by politicians on a federal level, but with communities, school boards, and parents. There are many other things that we should have focused on that also would help students and transgender students alike. For example, planning on how to tele-educate when a national or world disaster should happen such as our present situation. Americans deserved more with their tax payer dollars then to learn how to do so during a pandemic.

TOM WELLS (DEM.): I support. Comment: Trump's appointees in essentially every Federal regulatory agency and Cabinet Post have been chosen on the basis of their devotion to contravening the laws that they are sworn to enforce.

27. **Describe some efforts you have taken locally to support or advocate for LGBT rights.**

ADAM CHRISTENSEN (DEM.): We are proud that a number of our campaign staffers are LGBTQ+. ALL of our staffers are under the age of 22 and are working hard to create a safer future for our everyone. Through our campaign, we organized a Pride Town Hall to occur that amplifies local LGBTQ+ voices and their concerns/ideas about the upcoming election season. We vow to continue

to have open conversations with my constituents
ESPECIALLY those in the LGBTQ+ community.

PHIL DODDS (DEM.): Attended Pride Day. Campaign includes LGBTQ+ rights. Support Melina Barratt in her courageous ground-breaking campaign for Florida Senate District 5. Donated to Terry Fleming for gay pride parade. As a member of the Alachua County Democratic Executive Committee, I am in agreement with the Democratic party's efforts to support LGBTQ+ rights. I am determined to represent everyone as a U.S. Representative in Washington, D.C.

JOE DALLAS MILLADO (REP.): Never have I judged a book by its cover knowing how it feels when someone does it to you. I have family and friends that are LGBT and such divisive talk has never come up. I have

advocated for veterans, national security, and consumer protection for all americans. I am running for Congress to be the first 1st generation Filipino-American despite being told it will never happen. Advocating for true justice benefits us all.

TOM WELLS (DEM.): In truth my public activism has always centered on Federal remedies. I have walked FL CD3 for 4 years to better understand the range of problems. And in that 4 years the problems, for all of us, have been exacerbated. Not coincidentally we enter Climate Collapse and End Stage Capitalism, i.e. Fascism, in this moment. And in this moment MLK's observation that 'We will learn to live together as brothers, or we will all die together as fools' is starkly evident.