



**VOTER GUIDE
PLANO CITY COUNCIL
Spring, 2019**

**PLANO CITY COUNCIL
CANDIDATES
MAY 4, 2019**

PLACE 1

Maria Tu
Bill Lisle III
Daniel Long

PLACE 3

Rick Grady
Colleen Aguilar-Epstein

PLACE 5

Ron Kelley
Byron Bradford
Shelby Williams

PLACE 7

Ann Bacchus
LaShon Ross
Lily Bao



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PLACE 1

MARIA TU



Phone: 469-879-2777

Email: mtuforplano@gmail.com

Website: www.mariatuforplano.com

Facebook: Maria Tu For Plano, Place #1

Background: 25 year resident of Plano

Education: Bachelor of Arts, The Evergreen State College
Juris Doctorate, Seattle University
Master of Laws – Asian Law, University of Washington

Occupation: Attorney

Highlights of civic involvement/accomplishment:

- Member, Plano Chamber of Commerce
- Member, Leadership of Plano, Class Of 36
- Member, Texas Bar Foundation
- Member, Lawyers of Distinction
- Member, Collin County Women Lawyers Association
- Member, Collin County Lawyers Association
- Top 50 Women Lawyers in Dallas
- Texas Diversity Council
- Board Member, Greater Dallas Taiwanese Chamber of Commerce
- Executive Board Member, Chinese Community Center

Platform:

ENHANCE PUBLIC SAFETY AND REDUCE CRIME - As a former prosecutor in the county DA's office, Maria is uniquely experienced in fighting crime—she understands the importance of protecting our families from violent criminals and drug traffickers. Keeping our children and families safe is a top priority for her.

PROTECT THE QUALITY OF LIFE OF OUR NEIGHBORHOODS - Maria will work to protect the suburban atmosphere Plano residents moved here for. Maria will also work tirelessly to ensure that the quality of life in our neighborhoods is maintained as Plano grows.

KEEP OUR SCHOOLS GREAT - As our City Council member, Maria will fully support our local public schools, libraries, and facilities through meaningful partnerships that enhance the learning experience for our parents and students.

CREATE BETTER JOBS FOR PLANO FAMILIES - As a successful entrepreneur, Maria knows that fiscal responsibility, great infrastructure, excellent schools, and safe neighborhoods are what will continue to attract businesses to Plano. She will work closely with other city leaders to keep bringing great jobs to Plano families in the future.

REDUCE TRAFFIC CONGESTION - Maria is just as frustrated with Plano traffic as you are—especially the traffic congestion generated by commuters just “passing through” Plano. She will work to improve our city infrastructure (especially the outdated roads in the older parts of town) and get Plano moving again.

KEEP PROPERTY TAXES LOW - Maria is well aware of how high property taxes harm families. In Plano, we're fortunate to have one of the lowest tax rates in the Dallas area and Maria is committed to keeping our property taxes low.



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MARIA TU

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

I am an immigrant and was educated at Evergreen State College, where diversity awareness is a main part of my educational upbringing. Because of my personal experience and education, I am sensitive to issues concerning discrimination based on culture, ethnicity, sexual orientation, economic difference, color, religion, or disability. I believe we discriminate because we fear what we don't understand. The only way to overcome such fear is to understand that all human beings have a purpose in our existence. Each of us is a cog in the "life" wheel. Therefore, it is important that diversity training includes all cultural and sexual orientations. I truly believe that understanding through communication is the only means of overcoming fear based on ignorance.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

Changing the views of people should begin in the work place and schools. Education and communication to effect changes in policies in workplace and school will have more long term impact in changing opinions and perspectives in the community. I will protect the rights of all people to be treated equally because each one of us contributes to make the community whole.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

City of Plano has adopted the Equal Rights Ordinance, which I fully support.

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

As a councilwoman, the best way for me to support diversity is to attend and support events organized by different interest groups. Action speaks louder than words.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

I support our local ordinance and believe it is appropriate for Plano. I do not believe the state should be taking control of these types of local decisions.

- 6. Why should members of the LGBT community support your candidacy?**

I believe the members of the community, including LGBT, should support me if the members believe I am the right leader to lead Plano for the next four years. I respect that the LGBT community, like all other individuals in Plano, wants a representative who is open to listen, hear and understand the issues and concerns of all and to make decisions that are based in the best interest of Plano.

PLACE 1

BILL LISLE III



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Website: www.Lisle4Plano.com

Facebook: -

GALA was unable to find much detailed information on websites, Facebook pages, or any other social media presence for the Bill Lisle III campaign. In lieu of a traditional candidate profile, we will provide information from the Candidate Profile in the Dallas Morning News and an article from Community Impact.

Background: I have spent my adult life in Plano. I love this city. For years I've owned and run a local business here, an experience that has equipped me with essential skills in areas like development, planning and zoning, and finding a way through the impediments of red tape. I believe strongly that the best government is a small government and one that is run by common sense above all.

Education: High School Diploma

Occupation: Lisle Inc. Landscape Construction
Smith-Lisle Holdings – Real Estate

What are the three most important actions you would take, if elected, and how would you advance them and pay for them?

1. First, I would lower the tax rate. Our tax burden has increased too severely in the last six years.
2. I would eliminate non-essential programs so that the city can focus on providing excellent fundamental services. The Great Update Rebate is an example of a program that I would eliminate. I don't believe it is the function of government to incentivize citizens to maintain and update their homes. Over the life of the program about \$4.5 million has been spent towards this initiative, money that would be much better directed elsewhere in my opinion.
3. I would also do away with the stipend for city council members. I understand that ultimately the \$108,000/year that this stipend represents is a very small part of the municipal budget, but I think the principal is important. It's a privilege to serve on the city council. The council appoints people to fill numerous positions as volunteers, and I think integrity at the council level begins by not paying yourself to be there and then asking other people to volunteer.

Please assess the property taxes levied by your city and whether it has the right balance between its residential and commercial base. Would you take any initiatives in this area?

I believe we have a good balance between our residential and commercial bases, but when property values began to rise years ago, tax rates should have been lowered sooner. Lowering property taxes is definitely something I see as an important step forward for the City of Plano.

How would you improve the quality of life in your city and, if appropriate, pay for any added programs?

I come back again and again to what the proper, effective role of government is and what it isn't. You'll hear some politicians talk about how government can increase the quality of life by doing all kinds of things- like solving the traffic problem. Let's be honest— government is not going to solve the traffic problem. (The private sector is going to do this, and they're probably going to do it with self-driving cars over the next ten years.) The great thing is that when we let the private sector do what it does best, government is freed to focus its resources and energy on providing fundamental, essential services.



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BILL LISLE III

COMMUNITY IMPACT – 3/13/2019 – By Daniel Houston

Why are you running for a Plano City Council seat?

Every great city must have great leaders. I love Plano and want to see our city grow into all that it can be. See my priorities to get us there listed below.

- **Protection** — Keep our police, fire and EMS personnel and equipment top notch.
- **Lowest Tax Rate** — Leave hard-earned money in the pockets of those who earned it.
- **A-plus service** — Provide essential services excellently.
- **No nonsense** — Cut non-essential expenses, services and programs.
- **Opportunity** — By focusing on the four areas above, I can lead our city to the unlimited opportunity that tomorrow holds.

What are your qualifications for seeking this office?

- Small business owner
- Real estate owner and developer
- Non-politician
- Not a pawn
- Practical

I highly prioritize conflict resolution and see conflict as a way to deepen relationships and understanding. I have not accepted campaign contributions from anyone.

If elected, what would your top priorities be?

See my comments above on making Plano a five-star city.

If elected, would you generally support or oppose rezoning requests that include multifamily residential options, such as apartments?

I support multifamily developments as part of mixed-use projects. My support of mixed-use projects will almost exclusively be along our major arterial thoroughfares, including the DART Red Line, the DART Cotton Belt line, SH 121, the Dallas North Tollway and US 75. Additionally, the downtown Plano area would classify as a mixed-use neighborhood.

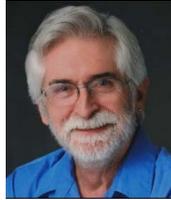
BILL LISLE III DID NOT COMPLETE THE GALA CANDIDATE SURVEY.



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PLACE 1

DANIEL LONG



Phone: -
Email: ddlong1244@aol.com
Website: long4plano.us
Facebook: Daniel Long

Background: Lifelong Plano Resident

Education: Plano Senior High School
El Centro College

Occupation: Long Associates – Eng.

GALA was unable to find much detailed information on websites, Facebook pages, or any other social media presence for the Daniel Long campaign. In lieu of a traditional candidate profile, we will provide a statement from the candidate's webpage and an article from Community Impact.

www.long4plano.us - February 20, 2019

Ask not what Plano can do for us as citizens, but ask what we can do for our beautiful North Texas City....

As a lifelong Plano Resident and an American citizen, The Long's family Plano History foothold, stems back over 6 generations.

How many on the council can truthfully say that today?

To this day, I continue to reside, witness and be very diligent in speaking out for the molding and shaping of our wonderful city's future.

Thanks to our life Long Plano citizens, and recent residents who moved to our great city after learning of our firm dedication & convictions to care for our citizens, their safety, our beautiful city and business financial security, have witnessed amazing changes in the past.

I, Daniel Long wholeheartedly understand not one person can change things back to the good old days. Though as a city, together we must progress with the times for the continued success and survival of our beloved Plano.

"We The People" of Plano, should have a say in the direction for the future of our city. Our tax dollars should always benefit our fine citizens and NOT any special interest group! Plano continues to grow and expand in the name of success & progression. Together we will strive and achieve your steadfast goals as a city.

With your input and great leadership support, I Daniel Long will make sure standards are raised and Plano continues to be a great place to work, play, live, and raise a family.

I am your candidate who's willing to make our lives better like it was in the past, but in today's higher standards with vibrant progression.

With your commitment, collaborative team efforts and my continued love and care for our wonderful citizens of Plano, I am asking for your full support as caring Plano citizens to vote... Long4Plano this May 4th 2019. Let's continue to keep Plano a prosperous and thriving city!!



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DANIEL LONG

COMMUNITY IMPACT – 3/13/2019 – By Daniel Houston

Why are you running for a Plano City Council seat?

I'm a native of Plano. Some of the changes in my lifetime are making my town look more like the big city of Dallas. I would like to give some of my free time to try and keep Plano the great place that so many people have moved into to raise their families, just as my grandfather did in the late 1800s.

What are your qualifications for seeking this office?

I have built businesses from the ground up. I have managed, worked with and educated a diverse group of individuals from different

If elected, what would your top priorities be?

Finding a way to lower taxes and not interfere with our great way of life. Working to find ways to improve our growing traffic issues and the over-building of high-density housing. Working for total transparency so that all Plano citizens' will have a say in what our city is doing and spending.

If elected, would you generally support or oppose rezoning requests that include multifamily residential options, such as apartments?

As I said in the first question, Plano has and is a great suburban town. Apartments are always needed, but stop and look around—we are losing the suburban charm for a cookie-cutter bedroom town. As the past president of the Plano Homeowners Council, I say it is time to stop the over-building in Plano.

DANIEL LONG DID NOT COMPLETE THE GALA CANDIDATE SURVEY.

PLACE 3

RICK GRADY



Phone: 214-728-2274

Email: RickGrady@GradyForPlano.com

Website: www.GradyForPlano.com

Facebook: Grady for Plano

Background: I am the current city council member with a great depth of understanding and involvement in the community, great experience in working for the benefit of our residents and corporate citizens in matters at the city, county, region, state and national level.

Education: The University of Wisconsin, The United States Army, Corporate Life, Servant Heart, Life and its Experiences

Occupation: Retired, Cornerstone Credit Union League, Vice President for Research and Economics

Highlights of civic involvement/accomplishment:

- Currently a City Council Member for the City of Plano.
- Chair of the Emergency Preparedness Planning Council of the North Central Texas Council of Governments, a delegate to the Regional Transportation Council, the Dallas Regional Mobility Coalition, the Texas Municipal League Resolutions Committee, and the National League of Cities Finance, Administration and Intergovernmental Relations Committee, the Large Cities Committee and the Military Communities Committee.
- Region 13 President of the Texas Municipal League and also the Chairman of Friends of Consumer Freedom, a nationwide organization dedicated to financial literacy education. I am a founder of the Collin County Veterans Coalition. I serve as an advisor on the Collin County Homeless Coalition, a board member of the Metro Dallas Homeless Alliance and a member of the Texas Health Resources Leadership Council.
- Involved with the Aircraft Owners and Pilots Association, American Legion, American Veterans Association, Army Aviation Association of America, Association of the United States Army, Children's Miracle Network Hospitals, Non-Commissioned Officers Association, North Central Texas Council of Governments, University of Wisconsin Alumni Association, Veterans of Foreign Wars, and Vietnam Veterans of America.
- Chairman, Plano Planning and Zoning Commission and the Community Relations Commission.
- Joined the Civil Air Patrol, a U.S. Air Force Auxiliary, at 13
- Joined the U.S. Air Force ROTC program in college but was transferred to the Army and the Military Assistance Command Vietnam and the U.S. Army 1st Aviation Brigade and served as a non-commissioned officer managing a company of forward air controllers in Vietnam. I was twice decorated with the Army Commendation Medal and the Vietnam Cross of Gallantry. In 2017 I was honored with the Congressional Veterans Commendation by U.S. Congressman Sam Johnson.

Platform:

- **Growth and Security** - Collin County is growing rapidly. Plano will be impacted by that growth. Today the population in Collin County is approximately 950,000. In 25 years, it could be 2,576,000. I will maintain our vigilance in attracting and maintaining the highest quality police and fire-rescue force to ensure our safety, security and ISO 1 rating. I will work with and through organizations to support smart growth strategies that are acceptable to the majority of our citizens.



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RICK GRADY

Platform (Continued):

- **Water and Infrastructure** - I will work diligently with the city and the North Texas Municipal Water District to help create solutions to the water issues of today and the future. I will remain attentive to our aging infrastructure and the efforts of the city's engineering department to overcome issues. And I will focus on major re-development areas, like the Collin Creek Mall expansion, to rejuvenate neighborhoods, commerce and sales tax revenues.
- **Transportation and Economic Development** - Mobility is important, especially along U.S. 75 and other major thoroughfares. The demand for housing is increasing around us and, to some degree, within our city. We must keep and also attract high quality employers. We must look beyond transportation systems of today and embrace futuristic ideas. We must maintain and enlarge the skills of our educated workforce. And we must have diverse growth that expand job opportunities to weather any economic storm and prevent high levels of unemployment and the fiscal impact that these tempests bring into communities. I will contribute my 30 years of business-building acumen to help shelter Plano residents.



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RICK GRADY

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

I spend time in our community. I have done so for nearly two decades, going to all types of events, studying the different cultures, understanding our different races and ethnicities, and working with those community leaders, like yourself. Diversity training was an annual required course when I started at EDS in 1980 and I consider it extremely important for all people to treat everyone with kindness, dignity, respect and equal treatment. (In the 1970's I enlisted in the Women's Movement on the University of Wisconsin campus because our female TAs were significantly underpaid from our male TAs. This was not a popular stand at the time.) I believe I have proven myself as a City Council Member and continue to improve myself. LGBTQ citizens are just as equal as all other citizens and must be included in any diversity training.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

I have and will continue to fight for everyone's rights in the community for equal treatment, including the LGBTQ citizens. We have, as a city, expanded and enforced our Equal Rights Ordinance (and continue to defend it in a court case). Unequal treatment to anyone is unacceptable. LGBTQ citizens are significant contributors to our city and have my support.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

Our Equal Rights Ordinance applies to us just as much as it applies to vendors who work for us, and others doing business in the city. Our manager of human resources monitors these activities closely and reports compliance and noncompliance to the city council. We hold our city manager accountable to this responsibility.

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

I have worked hard over the past decade, first in the Community Relations Commission and now on City Council, to deeply understand the diversity in our city. We continue to expand our capabilities through our Community Relations commission, our Cultural Affairs Commission, the MultiCultural Outreach Roundtables, and our Asia and International Festivals. But there is much more to do. I am working to get Juneteenth recognized as a major event and to keep myself knitted into the diverse communities by working with their leaders and attending their events. I keep an open line of communication with them. They can contact me at any time. I believe one of the reasons our community is so diverse is because it is welcoming and we have asked for cultural involvement.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

I believe that the city government is responsible for city management and that state government is responsible for the state. I believe the city has, since its founding, provided excellent management to the city for the citizens. That said, I strongly believe that this is our home and we should make our own decisions. In essence, I believe in local control. We are the ones making the decisions for our citizens and responsible for implementing them. I do not need for others who are remote to our community to make decisions for us but then we have to be responsible for them. I've experienced government decision by distance once too often. As I learned in EDS from one of the best managers I know, when you run a department you have full responsibility and authority. Decisions must be made locally, not remotely.

- 6. Why should members of the LGBT community support your candidacy?**

Because I actually and really do care.

PLACE 3

COLLEEN AGUILAR-EPTSTEIN



Phone: 762-675-0237

Email: colleenforplano@hotmail.com

Website: www.colleenforplano.com

Facebook: Colleen Aguilar-Epstein for Plano

Background: I am running for the Plano City Council because I love this city and the great people who live here, and want to do what I can to ensure a bright future for all residents. For over 25 years, my husband and I have enjoyed the uniqueness of Plano and raised our children here. Our roots are deep and wide, and we want to retire here. With so much invested in Plano, I am glad to contribute what I can to direct decisions that will have consequences for our city far into the future. Plano is at a crossroads; we must decide what kind of city we want to become.

Education: Bachelor of Arts, Spanish Language and Literature, University of Texas – Dallas
 Secondary teaching certificates in Spanish and English

Occupation: Retired Teacher

Highlights of civic involvement/accomplishment:

- Founding Board Member of La Paz Mission and Ministry
- ESL teacher to Chinese and Hispanic Communities
- PATH home school Spanish teacher
- NCFCA speech and debate coach and tournament judge
- Advisory Board Member of The Plano Citizen's Coalition
- Member of The Plano Citizens Coalition's Board of Leadership and Development
- Co-chair of The Plano Citizens Coalition Communications Committee
- Frequent speaker at Plano City Council meetings
- Active member of St. Paul Lutheran Church in Plano for 25 years: Church Council Member, Chair Board of Youth, Strategic Long Range Planning Board Member, AWANA Leader, Sunday School Teacher, and Mission Trips Organizer and Participant
- Neighborhood Crime Watch organizer
- YMCA Youth and Government volunteer
- Active parent volunteer for PISD
- Election Judge and Election Clerk
- Voter Registration Drive coordinator
- Block Walking and Poll Greeting organizer for grassroots campaigns
- Delegate to State Party Conventions since 1980



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COLLEEN AGUILAR-EPSTEIN

Platform:

- Keep residents safe by supporting our dedicated first responders.
- Ensure safe water and air quality by overseeing independent testing.
- Get Plano moving with timely street repairs and traffic solutions.
- Reduce the tax burden with better budgeting, while maintaining excellent city services.
- Encourage growth of both small and large business through fair incentives.
- Preserve and increase green space and parks throughout the city.
- Protect the rights of property owners through smart planning and zoning that considers infrastructure capacity, traffic studies, set backs, screening, and noise regulations.
- Increase citizen's input and involvement through transparency and accountability practices.

COLLEEN AGUILAR-EPSTEIN DID NOT COMPLETE THE GALA CANDIDATE SURVEY.

PLACE 5

RON KELLEY



Phone: 214-725-9026

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Website: www.ronkelley.org

Facebook: Ron Kelley for Plano City Council Place 5

Background: I am committed to making our city even greater. Plano is recognized as one of the best cities in our country as represented by the many accolades we've achieved, but we're at a crossroads. The theme of my campaign is Keep Plano Proud because this election is a referendum on keeping our high level of public safety, fixing our infrastructure and maintaining our parks, rec centers, and libraries is at stake.

Education: BA Business Management, Appalachian State University 1986
Master's in theological studies, Liberty Baptist Theological Seminary 2009

Occupation: Director – Non-Profit, Minister

Highlights of civic involvement/accomplishment:

- The non-profit I have served at the past 15 years assists people in need in the areas of career transition, personal finances and coaching life skills. I literally touch thousands of people and families on an annual basis.
- Serving people through Prestonwood Cares (food distribution, seniors in need) and HIS Bridge Builders (inner city)

Platform:

- **Economic Development** - Plano has experienced significant economic development and success in the last several years. As councilman, I will work to enhance an environment of entrepreneurship and to attract businesses that provide career opportunities to the residents of Plano.
- **Pro-Neighborhood** - Every year, our individual neighborhoods deal with issues that seem trivial to others and to most officials in government. As your elected official, I will give weight to each neighborhood's individual concerns and listen to our residents for agreeable solutions to the problems we face.
- **Fiscal Responsibility** - If Plano is to continue in excellence, we must continue to make sure that we appropriate and use our tax revenues effectively and responsibly. Proper fiscal management can help keep our tax rates low and our city strong.
- **City Services** - Plano boasts the finest public servants in all of Texas. From first responders to city staff, they do an incredible job protecting and serving our city. I fully support the men and women who work hard to make our city safe, clean, and a fun place to live. I will do everything in my power to equip them with the very best to perform their critical duties.



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RON KELLEY

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

Plano is a city with much diversity. In my four years on Council I have made an attempt to communicate with all citizens who represent this diversity. As for training, our city has committees that deal with the diversity in our city and all parties are welcomed so I don't see the need for a training program so to speak but I am open to discussing.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

I am for the equal treatment for all citizens. I have faith in the citizens of Plano. Case in point, since the passing of the Plano ERO ordinance, there has not been a single claim that has been processed. I am 100% against discrimination of any kind and I would be the first to be there to assist if it happened to someone in our city. I try to treat everyone in a respectful manner and be an example of how we should interact with one another.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

Is there an issue with the city's hiring and treatment of their employees? I personally think people just be judged on the job they do and the value they bring to the organization and other factors shouldn't enter the equation. I have heard of no issues with the city's hiring and promotion process . If I am wrong , please let me know.

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

It saddens me when I hear people not welcoming to others who are moving to our great city. I moved here in 1996 so I understand how it feels to be new to area. My family had a great experience becoming Texans and I want others to have the same experience. I think the vast majority of people here in Plano are welcoming and gracious to our new neighbors. I'm open to any ideas there are to make people feel more welcomed.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

I am a strong proponent of Local Control. Planoites know what is best for Plano. As a matter of the fact, I would use the hidden out of control property tax called recapture aka robin Hood as an example where Austin is making life harder on our citizens.

- 6. Why should members of the LGBT community support your candidacy?**

I have a track record of governing as opposed to playing politics. I hope I have proven myself to be one who seeks the facts and makes decisions that are best for our city as a whole. I truly believe I have been fair minded. I treat people with respect and have been open to hear their input. I love our city and I want to make it greater. This election is critical as I think it is a referendum on the things that make our city great. I'm talking about our parks, rec centers, libraries and public safety. Make no mistake about it there is a political opposition that wants to diminish these great assets. I am proud that our city has the lowest city property taxes along with low debt. We have lowered the city property tax rate three years in a row and we offer the best exemptions of any city (e.g.: 20% homestead and senior tax freeze). People want to live in Plano and companies want to do business here. I am proud of Plano and I want to keep moving our city forward. This is why I want to continue for four more years on our city council.

PLACE 5

BYRON BRADFORD



Phone: 469-407-2180

Email: byron.bradford@gmail.com

Website: www.bradford4plano.com

Facebook: -

Background: After serving 28 years in the U.S. Army for this great nation, I would love to continue my service in the city of Plano. This position requires someone who is strategic, a visionary and who listens in order to further economic development and growth in Plano.

Education: Masters Business Administration, Webster University
Bachelors Business Administration 2004

Occupation: Sergeant First Class (Retired) Army
Volunteer Football Coach

Highlights of civic involvement/accomplishment:

- Volunteer at local nursing home and rehabilitation center
- Mentor youth on potential career opportunities
- Volunteer Deputy Register in Collin County
- 28 years of Honorable Military Service (Retired 12/31/2016)

Platform:

Transportation - Transportation needs are growing as rapidly as our regional population. I support innovative technology and solutions to mobility, as well as adequate investment in the maintenance and enhancements of our current transportation system. I will continue to advocate for local control in transportation planning.

Improving access to mental health care - I think it is imperative we continue to improve our methods and support for programs that assist the mentally ill citizens in our city. By increasing awareness and visibility, the stigma of this particular issue will be negated. This will then allow for these people to receive the necessary help to improve their quality of life, keep families and communities safe.

Housing - If elected, I want to work with the support and advice of the Plano community in the development of a comprehensive long-range housing strategy. This strategy, which can be designed neighborhood by neighborhood, will enable us to project and determine population growth. Outlining our future growth and determining how much growth we want will enable city staff and consultants to design the most efficient and adequate systems to serve our city while maintaining our quality of life.



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BYRON BRADFORD

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

As a former Equal Opportunity Leader, my mission was to ensure all individuals are provided a full and fair opportunity for employment, career advancement and access to programs without regard to race, color, religion, national origin, disability (physical or mental), gender, age, sexual orientation, genetic information or parental status. Our focus is to help the City of Plano fulfill its strategic goals to “Engage, enable and empower our people,” and “Achieve excellence through unity.”

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

The expanding web of religious refusal policies has the potential to undermine the rule of law, by creating a parallel—separate and unequal—legal order, which threatens us all. We are coming dangerously close, if we have not already arrived, at a point where elected officials are sanctioning and even encouraging discriminatory actions. Dignity is a constitutional principle. It is imperative not only that the Court reinforce its jurisprudence of dignity and rejection of religion as a justification for discrimination, but that we as a society grapple with the now undeniable evidence of harm from using the law as a weapon against populations that are underrepresented and underserved. I will not support any policies that target a protected class of citizens with the intent to bring harm, humiliate or discourage them in any way.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

I will strongly encourage the staff to utilize my open door policy to air any potential grievances, anonymous communication and regularly schedule counseling session or evaluation periods as opportunities to solve any issues.

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

Make people feel welcomed. Exchanging pleasantries and business cards can always leave the door open for further communication in the future.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran’s status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

No, I don’t believe in local control. As a veteran, I feel the state should maintain oversight on this particular issue due to the potential for severe conflict.

- 6. Why should members of the LGBT community support your candidacy?**

I understand how it feels to be denied basic rights due to my gender, race or religion. The feeling of anger, humility and frustration overtakes you. Next, followed by the feelings of helplessness, hopelessness and despair. However, as human beings we have an obligation to ensure that everyone is treated with respect, dignity and fairness. And with that, I asked you to strongly consider supporting my candidacy for Plano City Council Place 5.

PLACE 5

SHELBY WILLIAMS



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Facebook: Shelby for Plano

Background: Fifteen years ago, my wife, Mariya, and I chose Plano as our new home to start a family, just as have people from all around the world. Plano is the City of Excellence, perennially ranked among America's best cities, safest cities, and best places to raise a family. Our city's unique character and culture make Plano the shining star of North Texas, and I believe that's worth fighting to preserve. It's for that reason that I'm running for Plano City Council.

Education: Master of Business Administration, University of Texas
Bachelor of Science in Software Development, Western Governor's University

Occupation: Business technology leader for a leading global company

Highlights of civic involvement/accomplishment:

Texas State Director of Convention of States and an active Precinct Chair

Platform:

PROPERTY TAXES - The property tax issue in Plano--and the rest of Texas--is out of control. Our city property taxes have increased nearly 50% in just five years while taxpayers are misled about what's really going on. The Council boasts about lowering the tax rate while in reality, they've been increasing your actual tax burden. Do you care about the rate, which is just a ratio? Or do you care about how much of your actual money is going to the tax man? When questioned, the Council points the finger at the School District, which takes even more in taxes; the School District points the finger at "Robin Hood" which takes 1/3 of their tax revenue, and everyone points the finger at the County Appraisal District whose only job is to try to figure out the market value of your home. Most of them advocate taking ever-more of your money--real money you could use for your children's education or your own retirement--but few are championing responsible stewardship of your tax dollars to drive maximum value. I am.

PUBLIC SAFETY - The #1 job of any city is public safety, and I will make sure our brave men and women in Police and Fire have both the coverage and the equipment they need to continue to make Plano one of America's Safest Cities.

POPULATION DENSITY & URBANIZATION - Plano already has the 2nd highest population density of any city in Texas our size or larger. You can feel it in the worsening traffic, and greater density means greater strain on city services. We want Plano to continue to be a beacon to people all around the world, and rather than give the signal of "Full steam ahead!" to increasing urbanization and growth, I will work to ensure the growth we do have is measured and carefully managed to ensure that whether you've been in Plano all your life, or are new to the Plano family, the attractiveness of our community and the quality of life that you came for to begin with are preserved and enhanced.

WATER QUALITY - The chlorine burn is coming up, just in time for the elections. A recent Herald Banner article says, "While a nuisance and possibly worse for those with a high sensitivity to chlorine, NTMWD officials maintain that the chlorine levels are well within safe standards." I don't expect my water to be "a nuisance or possibly worse." I expect it to be clean, pure, and safe at ALL times, and I will fight hard to make sure the North Texas Municipal Water District implements bio-filters in a timely fashion and is subject to the stringent oversight for which the area City Councils are responsible.

TRANSPARENCY & ACCOUNTABILITY - Citizen participation in local government is alarmingly low. Part of this is because it's difficult for citizens, with our busy lives, to follow what's going on--especially with budget and taxes. I want to foster as much citizen engagement in our local government as possible, ensuring everything is out in the open, and closed meetings are strictly limited to the provisions in the Texas Open Meetings Act. The City Council's #1 job is oversight, and when it comes to taxpayers understanding where their money is going, I'll work to make the process as transparent as possible, so the people can hold their elected representatives fully accountable.



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SHELBY WILLIAMS

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

I welcome discussion with all constituents, and I am accessible. My personal cell phone number is on my literature and my website, along with my email address, and I always do my best to respond in a timely fashion. Diversity of experience, capability, and perspective is what matters, and when we all can work together to share those things in our efforts to better our world, then we all benefit.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

Government can only acknowledge our natural rights, not grant them. It is for that reason that Freedom of Religion is enshrined in the first clause of the First Amendment to our Constitution. All of God's children deserve our love, respect, and protection, which is why we must guard against non-merit and non-capability-based discrimination which has a negative impact on the person discriminated against (e.g. Jim Crow laws and "No Irish Need Apply"). Likewise, no person should be forced to participate in something which runs counter to their religious beliefs (e.g. a Muslim baker should not be forced to bake a cake which says, "Glory to Christ our Lord, the Son of God, the Savior of the world").

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

Criteria for employment decisions should be based on each person's qualifications and capability to provide maximum value and service to the city for the taxpayers' money.

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

Human beings are diverse in thousands of ways. As noted in my first response, what matters is diversity of experience, capability, and perspective, because this is what informs what and how we can accomplish things together. We are not defined by what makes us different, but by our actions. This recognition is what will propel Plano into the future, by uniting behind and building upon what brings us together to common purpose, while respecting that there are other, numerous differences between each and every one of us.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

Our American system of government was designed deliberately to place power into the most local control possible—the voter. If our Founding Fathers broke us up into thousands of fiefdoms as was done in the Old World, "Local Control" versus Centralized Control would matter little to the peasants, who would still have no say in their own lives. However, that is nonetheless virtually the case at the municipal level, and it is largely self-imposed. This is why I advocate breaking down the barriers to citizen participation, to promote as informed and engaged a citizenry as possible, which is one of the greatest strengths of our nation.

- 6. Why should members of the LGBT community support your candidacy?**

I will represent ALL the people of Plano. We are united by something far greater than the things which make us different: we are all blessed to be able to live in the greatest city, in the greatest state, in the freest, most prosperous nation in the history of the world. The people of Plano know that I mean what I say and say what I mean. While CNN and Fox News predominantly carry the headlines from Washington D.C., local government has a more significant impact on our day-to-day lives, yet far fewer people pay attention. The concerns of every person in Plano are shared with others. I will fight to ensure we maintain our exemplary City Services while driving maximum value for your tax dollars, rather than simply taking more and more of your tax dollars. I will preserve and enhance the tremendous suburban quality of life which drew us all to Plano to begin with, rather than exacerbate what is already the 2nd most dense city in Texas our size or larger (even greater than Dallas). I'll promote transparency and accountability to make it easier for citizens to engage their local government, and I'll drive greater oversight of the North Texas Municipal Water District to make vital upgrades to our water infrastructure to eliminate the need for the annual chlorine burn. These are things which impact all the people of Plano, and I humbly ask for your vote on May 4.

PLACE 7

ANN BACCHUS



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Facebook: Ann Bacchus For Plano City Council, Place 7

Background: I am running for Place 7 on Plano City Council because I love Plano. We have low tax rates, top-notch parks, recreational facilities, libraries, plenty of jobs and an outstanding quality of life. I see great opportunities to protect this quality of life and to make our wonderful city even better by supporting our schools, addressing traffic, driving economic growth and building a resilient, safe community through collaborative partnerships with our citizens, first responders and businesses.

Education: Bachelor of Administration Studies - York University, Toronto, Canada
Juris Doctor, Texas Wesleyan School of Law

Occupation: Family Law Attorney

Highlights of civic involvement/accomplishment:

- Families in Transition, Inc. — Founder and Director of Operations of this 501(c) (3) aimed at assisting families suffering trauma and loss in through a variety of services on an ongoing basis, thus reducing the family's reliance on social services.
- Friends United for Progress — Group promoting participation and leadership in our community so that we may address public safety, property taxes, quality of life and other pressing issues facing our community in a constructive and effective manner, one project at a time.
- Ronald McDonald House -- Fundraising, food collection and preparation of meals for residents for the last 11 years.
- Islamic Association of Collin County (IACC) — Economic & Social Justice Committee — Develops organizational structure and long-term goals with a plan to raise awareness for individual and communities within and around Plano through education and action, such as interfaith gardening, seminars and collaboration with other faith groups.
- Asthma and Allergy Foundation — Texas Chapter — Board member and founder of the AAFA-Texas Kareem Bacchus Memorial Scholarship — 3 scholarship of \$1,500 each awarded annually to help high school students with medical history of asthma and allergy who demonstrated high academic standing, have set an example as a good citizen and an active school booster, and have a financial need.
- Salvation Army -- Hosted multiple fundraisers, clothing and shoe collection drives for the last 12 years.
- North Texas Food Bank--Organized fundraising and food collection drives.
- Genesis Women Shelter -- I mentor and represent women and children on a pro-bono or reduced fee basis. I have been committed to ending domestic violence against women through education and mentor-ship for more than 15 years.
- Dallas Volunteer Attorney Program — Provided pro-bono legal services.

Platform:

Quality of Life - In Plano, we pride ourselves on our vision of excellence. Our city consistently ranks at the top of national studies in achieving excellence in education, business and quality of life. I am Plano Proud! But most of all I am proud of our citizens. Our citizens are the main reason why Plano is a "City of Excellence!" I am committed to supporting and strengthening the strong sense of community and to ensuring an excellent quality of life for all of Plano's residents.



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ANN BACCHUS

Platform (Continued):

Mobility - As Plano and surrounding communities have grown traffic and transportation systems continue to be a significant challenge. That includes a number of issues like additional and better use of mass transit; road repairs; intersection flow-through issues, etc. I believe we have the right experts already on staff to help with each of these issues; if we help to focus their efforts. Some issues will require cooperation between the city and other governments and agencies (like DART), and I believe as a skilled negotiator, I am well suited to help successfully close out these issues. *Possible Actions* - Push for mass transit connection between major centers within the town; Commission an engineering study of street longevity and repairs; Push for free intra-Plano rides on DART for residents to alleviate some of the parking issues in down-town; etc.

Public Safety - Plano's appeal as a City of Excellence and a great place to raise a family or to open a business is heavily influenced by our reputation as one of the safest cities in America. Supporting our Plano Police, Firefighters and all first responders is very important to me. I will work to improve our outstanding public safety services through building collaborative partnerships that enhance respect and appreciation between police and our citizens, and that encourage efforts to implement effective public safety strategies.

Tax Policy - Delivering basic public services and maintaining our quality of life is dependent on effective management of public revenues. The balance of residential and commercial properties in Plano has been well planned and contributes to a town that has many more desirable amenities than our neighbors, growing businesses big and small, and a growing population of age, income, and demographics. There are a few areas where we can make improvements: 1) We need to be more transparent with regard to tax increases. An increase in assessed property values is a tax increase even when the tax rate is flat or as in the case this year in Plano where the tax rate declined by a penny. 2) We should consider increasing reserves that can function as a "rainy day fund". During economic boom times, we need to save more so that we can smooth out potential downturns without having to raise taxes during an already difficult time. 3) We should look at expanding the property tax freezes to include more retired or fixed income residents through a local registration and certification process.

Diversity - The portrait of Plano has changed. Plano has become more complicated, growing richer and more diverse while at the same time challenging to an older, simpler understanding of what it means to be a Planoite. This challenge, however, carries with it many opportunities if addressed properly, and with the right experience. The benefits are many: the ability to learn about other cultures; revitalization that is focused on new community needs resulting from our changing demographics; business that can compete globally, pull revenues back to our city and increase employment; among others. We miss out on these opportunities when we do not learn about the benefits that cultural groups bring. In order for us to remain a best city it is important that we commit to working on diversity and recognize that every person needs to feel included and important. We also need to recognize that guilt does not work in fostering diversity. Shaming people for being in a privileged position only causes people to feel bad; it doesn't empower them to take action for positive change. People are more likely to change when they are appreciated. Learning about cultural differences can actually bring people closer together because it shows us how much we have in common as neighbors. People can take on tough issues more readily when issues are presented with a spirit of cooperation. We need a more diverse Council so that we can bridge this gap. I have been a leader in bridging the gap between many diverse groups and our community, and believe that my experience, skills and knowledge as an attorney who specialized in family law and is a certified mediator will translate well to the city level, especially in the area of complex negotiations.

Plano Growth & Development - Plano city leadership has done an exceptional job drawing many of the world's best businesses, growing a thriving and diverse population, and developing some of the best parks and recreational facilities in Texas, while remaining the safest city for our size in America with school rankings that are the envy of the nation. However, we must continue to consider ways to creatively leverage our assets to keep our status as a best city, today and tomorrow. Given our limited remaining developable space, both new development and redevelopment are critical to our continued success. In all our development and redevelopment choices, we must maintain the delicate balance between the developer (who want profits), the city (which wants to maximize the tax base and other benefits to our citizens), and our citizens (who need to travel our streets, have places to live, work, play, and shop, and maximize their property values). We need to make sure that development and redevelopment is done with an understanding of and emphasis on reducing the impacts on existing residents and businesses. Collin Creek Mall offers our best opportunity for redevelopment; after losing two anchors and many high quality smaller shops, it's time to act before things get worse. It is important that we "measure twice and cut once" with this project, as it will have a lot of impact on our residents. We have several immediate improvements to make as well: 1) parking for downtown is a mess (potentially causing a loss of business for the new and existing businesses); 2) our streets cannot be repaired fast enough (causing damage to resident's vehicles); 3) rush hour commutes within Plano are unacceptably long; and 4) we have a mismatch between our long-term plan, current zoning designations, and the thoughts of planners and the city council.



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ANN BACCHUS

- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

Communication and dialogue between our city's leadership and our communities is the only way we can address our residents' needs. It is no secret that Plano has grown to be an economic powerhouse in North Texas, and as such it has experienced a rapid population growth that only increases our cultural and economic diversity. It is projected that by the year 2020, the City of Plano will have a population of over 280,000. With a population that large, the interests and needs of individuals and communities can only be identified through collaboration, discourse, and transparency. As your Councilwoman, I will seek to foster relationships with the leaders and representatives of communities that call Plano home and serve as a liaison between those communities and our Council. I will have an open door for my constituents and other representatives to identify ways we can satisfy the needs of all our communities, including those that are outside of the mainstream. Our city's greatest attribute is its people and its diversity, and for this reason, I believe diversity training would be beneficial for all public servants and municipal employees. In addition to serving as an introduction to various communities and their needs, the diversity training would serve as an opportunity for city employees to build awareness on the concept of biases, as well as skills for interaction. My mission in encouraging diversity training is to include the lives and experiences of the various communities that live alongside us.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

As your Councilwoman, I will support initiatives and ordinances that protect all people in our city from discrimination, and will vehemently oppose initiatives that give leeway to discrimination. For over 20 years, I have dedicated my life to promoting justice and equality under the law, and protecting the rights of families and individuals in our community as a family law attorney and community organizer. My knowledge and understanding of our laws will be essential when advocating for the rights of our communities. When our city's brand of excellence was threatened due to divisive and discriminatory rhetoric from an elected official, I mobilized and led a coalition of citizen volunteers under the name Our Plano One Plano and successfully drafted, circulated, and submitted a recall petition to make the message clear that discrimination has no place in Plano and elected officials who threaten the cohesion of our community will be held accountable. We are a nationally recognized city known for our brand of excellence and I believe that our brand of excellence is dependent on every citizen, resident and visitor in Plano having the right to share in our city's prosperity and excellence.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

The City of Plano's Equal Rights Ordinance has set a high standard for employment practices to remain unbiased and transparent. As your Councilwoman, I will support efforts to protect the Equal Rights Ordinance to ensure that LGBTQ and other communities are given an equal opportunity at economic livelihood and are protected against discrimination based on gender identity and orientation. The Plano Chamber of Commerce identifies trade, transport, and utilities; professional and business services; and education as some of our leading industries. These industries are spearheading our economic growth and are dependent on the talents and innovation of all Planoites. Our labor force of over 151,730 people deserves to enjoy the protections offered by the Equal Rights Ordinance. Our city will continue to thrive if all citizens and visitors feel appreciated and valued and are able to enjoy their civil, religious and human rights without fear of oppression.

SEE REVERSE FOR FINAL QUESTIONS



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ANN BACCHUS

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

As one of the fastest-growing cities in North Texas, Plano has built a reputation for itself as a powerhouse of demographic and economic diversity. We are home to global corporations, Fortune 1,000 companies and over 10,000 businesses. This rapid growth has caused the portrait of Plano to change, redefining our understanding of what it means to be a Planoite. Our changing demographics brings with it new challenges and opportunities that require us to focus on our changing community needs. As your Councilwoman I would promote the mission of organizations like the Multicultural Outreach Roundtable that partner with our Council to encourage the civic participation of diverse cultural communities in Plano. Using my professional experiences and skills as an attorney and certified mediator, I will work towards fostering a spirit of cooperation by bridging the gap between diverse groups and the community through communication, transparency, and potentially, negotiation. Diversity empowers our businesses to compete globally, increase employment, and attract new talent. Inclusivity yields results that are not only good for business but also good for families.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

Unlike our federal and state representatives, our local representatives do not govern from a distance. They drive on the same streets as you and me; they volunteer at our children's schools; shop in our businesses, and enjoy the same services and amenities as their constituents. I believe in Local Control and agree that individuals and institutions closest to us are best suited to make important decisions on our behalf. As a resident of Plano for over 20 years, I have witnessed the evolution and growth of our city and its changing needs. Through my community service with local charities like Hope's Door and the North Texas Food Bank, I became knowledgeable on the circumstances and issues faced by our most vulnerable residents. In order to secure the welfare and success of our communities, businesses, schools, and services, we must support representatives that will maintain the balance between the needs of our citizens, the city's resources, and the governing institutions of the State of Texas with an emphasis on reducing negative impacts on existing residents and businesses and ensuring that our prosperity reaches our city's most vulnerable members.

- 6. Why should members of the LGBT community support your candidacy?**

The LGBTQ community should support my candidacy because I believe that LGBTQ individuals and families in our city, like all other individuals in our city, have contributed to Plano's brand of excellence and have a right to enjoy our city's prosperity and excellence to its fullest. I have a history of standing up against bigotry, hatred and intolerance wherever and however they appear. As a lawyer I have successfully served LGBTQ families in my law practice and as a volunteer in our community. As your Councilwoman I will have an open door policy and will listen to LGBTQ leaders and address the issues experienced by your community to ensure your experiences and stories are considered. I believe that through courage, hard work and determination, all things are possible and the LGBTQ community exemplifies this sentiment. Making people feel safe and appreciated is critical to our city's inclusive culture and brand of excellence.

PLACE 7

LASHON ROSS



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Facebook: LaShon Ross for Plano City Council, Place 7

Background: -

Education: Master of Science in Counseling - Southern Methodist University
 Bachelor of Applied Arts and Sciences - East Texas State University (now Texas A & M)
 Associate of Business Administration - Texarkana Community College

Occupation: Retired from 28 years in municipal government (15 - City of Plano, 13 - City of Texarkana, Texas)
 Works as a Trainer/Consultant for CPS HR Consulting
 Self-employed as a Professional Development Facilitator

Highlights of civic involvement/accomplishment:

- Citizen Advocate with Collin County Homeless Coalition
- Secretary, Chair- Personnel Committee and Past President of Hope's Door New Beginning Center Board of Directors
- Leadership Plano, Class XIX
- Leadership North Texas, Class 4
- Jewish Family Service Board of Directors
- Junior Achievement Volunteer – PISD, Frankford Middle School
- Career Week Speaker – PISD, Plano East Senior High School
- Career Day Speaker – PISD, Haggard Middle School
- Summer Lunch Program Volunteer – PISD, Williams High School
- Served Thanksgiving meals at local restaurant
- Volunteer – Annual Point-in-time Counts to assess homelessness in Collin County
- Plano Housing Corporation
- Plano Youth Leadership Board of Directors
- Consumer Credit Counseling Services Board of Directors
- Plano Chamber of Commerce HR Committee
- SMU Counseling Program - Advisory Board Member
- North Texas United Healthcare Employer Advisory Council
- Provided leadership training for Collin County Black Chamber of Commerce
- Provided leadership training for National Forum for Black Public Administrators
- 2014 Recipient of the Linda Keithley Award for Women in Public Management

Platform:

Community

- Building a sense of community creates space for all citizens to be engaged in the governance process and feel valued as individuals.
- Effectively managing infrastructure and demographic changes will ease realities of transition for residential and commercial citizens and sustain economic success.
- Setting and modeling standards for civil discourse will reinforce Plano's reputation for having that something more and encourage honest, respectful, productive communication.



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Safety & Security

- Supporting policies and budgets that ensure adequate staffing and legislative compliance will provide citizens with assurance that their physical, environmental, and emotional safety and security are priorities.
- Listening to Public Safety professionals will guide decisions to equip Plano with equipment and strategies to maintain its designation as one of the safest cities in the United States.
- Understanding and sharing statistical data will promote citizen understanding of events managed by Plano's first responders. Accurate evaluation of this data will discourage unfounded fears sparked by generalized information gathered from various sources.

Fiscal Responsibility

- Working with citizens and municipal staff to consider revenues, expenses, and legislative mandates will result in cost-benefit analyses that yield reliable decisions for budget requests, facility maintenance, capital expenditures, and taxation.
- Taking strategic approaches to decision-making will create a culture of heightened efficiency and accountability by focusing attention on core issues. Knowing what questions to ask and to whom they should be directed support decision processes that produce less waste.
- Understanding Plano's governance model and what is in the best interest of its citizens must be the foundation of all decisions.

Vision

- Maintaining excellence and the highest quality of life in Plano.



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- 1. What would you, as a City Council Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that city employees receive diversity training which includes information regarding the LGBTQ community?**

Throughout my adult life, I have been committed to educating myself about the many perspectives, interests and preferences that exist in society. I do not find diversity, in general, to be the primary concern in our society and community. Rather, it is how we perceive and react to worldviews and approaches to life that are different than our own. To the extent that we acknowledge appropriate boundaries of physical and emotional safety, I believe each of us has the right to live in accordance with our beliefs and levels of comfort. This is my perspective, regardless of my role, and it would be no different as a City Council Member. It is absolutely a priority to educate City staff, citizens and those with whom we contract for services on our responsibility to apply equitable treatment to all. While HR Director for the City of Plano, I led a training initiative that included a segment designed to educate City staff on matters specific to the LGBTQ community and each person's responsibility to be aware of our own biases and how this potentially impacts our decisions, action and reactions to others. This class was taught by the CEO of the Resource Center. Beyond this class, I was always careful to ensure fair treatment for all. When we commit to practicing empathy, treating all people with respect and adopting policies and processes that support the same, many other concerns are subsequently resolved.

- 2. Religious Refusal bills allow businesses to deny service to the LGBTQ community. Would you, as a City Council Member, fight to ensure that LGBTQ constituents are treated equally by businesses in our city? If so, how would you accomplish this? If not, please explain your reasoning?**

As a Plano Council Member, I will continue my commitment to equal treatment for all people in all instances. Of course, this includes LGBTQ constituents. My approach to decision-making is to consider all relevant information from all sources and stakeholders before making a final decision. This is part of being fair to all parties involved and striving for impartiality in my decisions. Ongoing education throughout the business and residential community will remain a priority for me as we discuss rights, access and protections for residential and commercial citizens in Plano. I will work with the City Council, City staff, and community to further equitable treatment for all by encouraging proactive, honest, respectful communication on topics that serve to create a sense of community where all people feel valued. When this level of engagement occurs consistently and effectively, there are fewer instances of defensible arguments. Where debates continue, there will be a clear basis for why decisions were made.

- 3. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. How will you assure City hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity?**

While working with the [then] President of the Collin County Gay & Lesbian Alliance in my capacity as City of Plano HR Director, I explained that employment policies protected all applicants'; and employees'; rights against discrimination based on any "non-merit factors" related to job requirements. Although there was no policy language that specifically stated discrimination on the basis of gender identity or sexual orientation was not allowed, the City Attorney's Office and HR Department led the organization's commitment to fair employment practices for all. I remain committed to this right for all individuals to have equal access to employment and promotional opportunities, as well as a safe work environment where they are free to be themselves with no expectations of harassment or discrimination. While researching material to develop a class on promoting a harassment-free workplace, I was pleased to find this language on the U.S. Equal Employment Opportunity Commission's website: "Although Title VII of the Civil Rights Act of 1964 does not explicitly include sexual orientation or gender identity, the EEOC and courts have said that sex discrimination includes discrimination based on an applicant or employee's gender identity or sexual orientation." While I understand the daily operations to be the responsibility of the City Manager and City staff, (as a Council Member) I will want to confirm the philosophy that is being applied to policies and decisions that determine the quality of the employment experience within our municipality and the quality of life in our community. I will initiate and engage in discussions to ensure that City hiring, firing and promotions are carried out in a fair manner and without regard for sexual orientation and gender identity.

SEE REVERSE FOR FINAL QUESTIONS



VOTER GUIDE PLANO CITY COUNCIL Spring, 2019

LASHON ROSS

- 4. With the influx of new companies into North Texas, our city continues to become more diverse. Describe how you would work to create an environment that is welcoming, inclusive, and increasingly diverse.**

I have spent my entire career of over thirty years working to create an environment that is welcoming, inclusive and appreciative for increasing levels of diversity. With diversity comes responsibility. We must understand that diversity is far more than differences in appearance and cultural experiences. Diversity of thought challenges us to consider points-of-view that may be completely different than our own. It is often difficult to stand in the face of opinions and behaviors directly opposite of our own and find ways to discuss differences in search of common ground. Actively listening to people and accepting that there is room for multiple opinions has worked well for me. This approach has allowed me to be respectful and understanding of others'; positions without feeling the need to change them (to the extent that we disagree without harm coming to either party). Accepting reality for what it is helps me to share space with individuals from all walks of life and states of mind in a way that allows for peaceful coexistence. I do not expect agreement, civility or acceptance from all, but boundaries that respect statutory rights and laws for safety and protection must be acknowledged. I lead by example, and I support swiftly accessing laws and agencies that are in place to protect individual rights when needed. Experience has taught me to do these things: treat others well; meet others where they are; and embrace the fact that each of us has the right to live with expectations of safety and freedom from barriers that restrict access to all things that improve quality of life. This formula works extremely well for me, and I have no intention of changing my approach. I see people as people.

- 5. In 2014 the City of Plano amended their Non-Discrimination policy to include sexual orientation, gender identity, veteran's status and genetic information. In the state legislature there is some movement to nullify this ordinance along with other issues such as paid sick leave passed at the local level. Do you believe in Local Control? Why or why not?**

I believe Local Control is important to maintaining the culture and quality of life in communities. Many people choose where they live based on how it feels to live there and based on services provided. I was employed with the City of Plano when the ERO was passed, and I was encouraged by the vision and leadership courage shown by the Plano City Council, City Manager and City Attorney. I was also discouraged by some of the public discourse that showed a lack of understanding for what was being proposed and why. I recognize it is not easy to simultaneously manage emotions and rationale, but this is a large part of our responsibility in a diverse society. This is where managing change becomes most important. When we talk about serving all, we must know these are not just words. Governance is serious business that requires committed individuals who are able to separate issues from people and make honest attempts to care for the common good. To the extent that they work within established legal, statutory parameters, local governments should be allowed to work with their citizens, regional partners and professional staffs to determine what is best for the citizens who have chosen to live in their cities and support the same through their taxes and volunteerism.

- 6. Why should members of the LGBT community support your candidacy?**

The LGBT community should support my candidacy because I respect the rights of people, regardless of personal preferences and characteristics. I have dedicated a great deal of time to understanding what might be experienced in the life of a person who is part of the LGBT community. Over the years, I have read articles, researched topics, taken classes, and enjoyed meaningful relationships with people who help me to understand perspectives and issues of concern to the LGBT community. My personal and professional life demonstrates my commitment to treating all people respectfully and fairly. I have mastered the ability to separate issues from people when making decisions, and I am fully aware of cognitive biases so that I can manage them whenever they show up. Words like democracy, equality, access and rights are very important, and definitions should not vary based on the audience. There is a place for our personal preferences, but they must be managed so that fairness in governance is achieved. As a Plano Council Member, I will guard the rights of the LGBT community as I will all others. You can rely on me to listen to your concerns, needs and ideas and to be available to you. The principles for my success in life have been that I work diligently to be accountable and competent, and I always treat others with the same consideration I would hope to receive.

PLACE 7

LILY BAO



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Background: I am running for Plano City Council Place 7 because I love the city of Plano. My last name “BAO” means to “Protect” and “Preserve”. I want to protect its quality of life so that it remains a City of Excellence for many years to come. I am a proud Texan who seeks to serve others and be a blessing. I strongly believe in the value of quality education and responsible economic development. As a realtor, I understand the importance and impact of city planning to our local real estate market. I will do all I can to protect your real estate values. As the only candidate in my race who has children in PISD schools, it is my #1 priority to preserve Plano as a city that can continue to pride in her excellent public school system.

Education: B.S. in Computer Engineering from UMass-Dartmouth
M.S. in Computer Science from Northeastern University

Occupation: Realtor

Highlights of civic involvement/accomplishment:

- Collin County Myers Park & Event Center Advisory Board
- PISD Diversity Advisory Board
- Collin County Association of Realtors
- Asian Real Estate Association of America
- Plano Chamber of Commerce
- US-China Chamber of Commerce
- Asian Republican Club of North Texas
- Plano Housing Authority Advisory Board
- PISD PTA Officer for Jasper and Plano West Senior High School

Platform:

Property Tax Reduction

Plano citizens have endured rapidly rising property taxes, and it is a major concern. In the past five years alone, the average Plano homeowner has seen their property tax increased by nearly 40%, resulting in many homeowners struggling to keep up.

My number one priority will be to lead the fight to lower the property tax burden on our hard working Plano families

Urbanization

My family and others have come to appreciate the suburban feel of Plano, and it is one of the main reasons many of us moved to Plano. Plano citizens enjoy our local parks and green spaces, which make for a better quality of life.

The challenge we face as a city is to grow and expand, but to also focus on maintaining our suburban feel, while preserving the unique and historical things that have helped make Plano the greatest city to live in. High-density urbanization has dramatically increased traffic and caused further congestion, and Plano citizens are justifiably concerned about it.

I want to encourage responsible economic growth and prosperity in our region, but we need to make sure we do it the right way, and do it the smart way.



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Platform (Continued):

Budget Transparency

As the next City Council Member from Place 7, I will be a strong advocate for transparency and accountability in all areas, especially our budgeting process. Hard working taxpayers deserve to be able to easily review budget items, and have their voices heard.

I will push for zero based budgeting and look to streamline the budget in areas where that can be achieved, always mindful of the taxpayers that I serve.

Traffic Congestion & Road Improvement

Traffic has become a significant issue for our citizens, as Plano's population has dramatically increased, along with that of the entire North Texas region.

More can and must be done to help alleviate the massive congestion many Plano drivers experience trying to get to work or leisure activities, not to mention how it can impact our first responders, where every second counts.

Water Quality Improvement & Re-Negotiating Water Charges

It has been more than a year ago since known environmental activist Erin Brockovich visited Plano to give voice to many citizens' concerns about our water quality.

We demand a high standard in terms of our water quality, and I will work closely with citizens and the water district to make sure those standards are consistently being met.

Prioritize Public Safety

Our brave police, fire and first responders need and deserve the best equipment and support to keep our city safe. Keeping families safe in our neighborhoods is crucial, and we are blessed to have so many hard-working and dedicated men and women willing to serve our citizens.

I will collaborate with and listen to our law enforcement community and be their advocate to keep our roads and communities safe for all Plano citizens

Responsible Economic Development and Pro-Business

Plano must continue to be a destination that attracts businesses, and I will be a strong supporter of responsible economic development. We must be frugal whenever taxpayer dollars are being used, and make sure that we only approve quality projects that give taxpayers the best bang for the buck. Small businesses are the heart of our economy, both nationally and locally. I will work diligently to make sure Plano is an even better place to do business in the future.

LILY BAO DID NOT COMPLETE THE GALA CANDIDATE SURVEY.