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Section 1: Background

1. What is your name, age, place of birth and present address?
 - a. Deeqo Jibril, 43, 35 Harvard Street, Dorchester, MA
2. What is your present occupation? Also, please note any past employment that may be relevant to your candidacy.
 - a. Mayor's Office of Economic Development (Neighborhood Business Manager); ABCD Housing Division (Affordable Housing advocate); Dorchester Bay EDC; Children's Services of Roxbury; Catholic CharitiesPlease detail your personal education background and achievements.
 - b. Washington Irving Middle School; Boston English High School; UMASS Boston-College of Public and Community Service (degree-candidate)
3. Please list some of your affiliations with non-profits, civic associations, and political groups.
 - a. Urban Edge- Board Member;
 - b. Volunteer Lawyers Project-Board Member;
 - c. Mass Vote-collaborate to increase voter participation;
 - d. Massachusetts Immigration & Refugee Advocacy Coalition (MIRA); Parent Professional Advocacy League- Board Member Harvard, Washington, Norwell Street Tenant Association-member
4. What, in your experience to date, will most help you to be an effective leader?
 - a. I have experiences that enable me to sympathize and empathize with everyone. Coming from Somalia to Boston as a refugee, I was lost, and I had to rely on others to help me learn how to live in America. At a young age, I became a mother and I was going through domestic violence. I am now a single mother of four children, and despite the difficulties I went through in my marriage, I used that experience to help other domestic violence survivors. For the last 15 years, I have been organizing direct services and consultation to underserved communities. For a long time, I was voiceless. Now that I have a voice, I want to use it to fight on behalf of those who have not found their voice yet.
5. What are the three accomplishments you're most proud of?
 - a. My greatest accomplishment is being a mother. I am proud of all my children, and I appreciate the relationships I have with each one of them. We have been through a lot together, but through it all, we have stuck by each other's sides and for that I am grateful.
 - b. I also take great pride in serving the residents of the city of Boston, especially small business owners. Connecting people with the resources they need to succeed is gratifying to me because when I meet these people, I see their desire to succeed and it inspires me. I believe the more people are given access to resources and opportunities, the more people will be able to succeed and thrive.
 - c. I am very proud of my work getting people in my community involved in the political process. When I became a citizen in 2008, I cast my first vote for Barack Obama, and I was so excited to be able to vote. I have worked to increase awareness regarding the voting process in my community, which historically has

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very low voter turnout rates, and regardless of the outcome of the election, I want to see the voter turnout increase in our district.

6. Are you a member of a union?
Yes, SEIU Local 888.
7. Please list any endorsements to date.
 - a. State Representative Liz Malia;
 - b. Massachusetts Women's Political Caucus;
 - c. Massachusetts Voters for Animals

Section 2: Politics & Elections

1. What is your party affiliation and how would you characterize your political ideology?
 - a. I am a Democrat voter, but most of all, I am an empathetic human being. I have a moderate to liberal set of values, and I believe in treating others how you would want to be treated.
2. Please name up to three (and at least one) of your political role models. Please feel free to explain your choices.
 1. President Barack Obama; when I cast my first vote for Barack Obama, I was casting my first vote as an American citizen for an African-American man with an African name. He inspires me and showed me that people's opinions on the color of my skin or the origin of my name cannot stop me from achieving my goals.
 2. U.S. Representative Ilhan Omar; Representative Omar is a young, progressive Muslim woman who has undergone similar difficulties in the political realm as myself. Being a Muslim progressive can be a difficult balance at times, but she serves as a reminder to me to stay true to myself and to my values no matter what.
 3. State Representative Liz Malia; Representative Malia and her family are kind, empathetic, and caring people. She was the first politician that I met as a refugee from Somalia, and she always advocated for the minority and immigrant communities. Moreover, I find her incredibly brave and inspiring, as she was the first gay woman to be elected office.
3. Are you in favor of term limits for the seat you are seeking? If so, how many terms?
 - a. Yes. 4 terms.
4. What would you do to increase voter turnout in the city of Boston? Do you favor same-day voter registration or lowering the voting age to 16? Do you favor mail-in voting?
 - a. First, I think that the voting age should be lowered to 16, and for several reasons. A younger voting age would allow for increased voter participation, and when someone is 16, they likely still live at home where they may have someone who

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can help them register to vote. At 18, they may have moved out and it is too late to start the habit of voting. In addition, a 16 year old can work a job and drive a car, both of which are controlled and affected by the government. Therefore, 16 year olds who can work and drive should be able to vote on the rules that affect the roads and jobs.

- b. Second, I would advocate for increased accessibility / ease of voting. Mail-in voting, additional polling locations, and making election day a holiday are all methods of increasing voter turnout both in District 4 and Boston as a whole.
5. Do you think that Boston should adopt a rank-choice voting system in upcoming election cycles? Is it effective in increasing voter turnout/ participation?
 - a. I do believe that Boston should adopt a rank-choice voting system in upcoming election cycles. Rank-choice enables greater flexibility for voters which adds to their level of comfort and trust in the process. In many cases, people will not vote for their true first choice in a first-across voting system. With rank-choice, people can support their top choice without fear that their vote will not matter. Rank-choice voting is new, however, so it will take time to see if it serves to increase voter participation.

Section 3: Issues & Priorities

1. What is your top priority if elected?
 - a. Increase public safety by building a safer, healthier, and more supportive environment.
2. How will you approach the issue of gun violence in our communities?
 - a. Nobody is born wanting to join a gang. People make decisions based on the circumstances around them, and we must work to improve those circumstances if we want to see change in people's decisions. I want to create and invest in educational and extracurricular opportunities for kids under 18. Once someone turns 18, however, we cannot just give up on them. That is why I also want to create developmental programs such as job and employment workshops for young adults from 18 to 26. For non-violent inmates, I want to create opportunities to gain credit (time) towards the completion of their sentence for mentoring Boston youth starting at the age of 10 as a proactive way to educate youth on the dangers and consequences of gun violence. In connection to all these individual ideas, mental health must remain a constant theme and emphasis. We must take care of the mental health of young people. I am confident that if we provide a safe environment with plentiful opportunities, violence and gang association will decrease.
3. Is there a specific city agency you see as in need of urgent reform? If so, please explain.
 - a. The City of Boston Office of Human Resources must be reformed. The sick/illness time policies are punitive and contribute to the deterioration of health instead of helping employees who are utilizing their earned sick time to get well instead of being penalized for being sick. For example, a certain number of 'instances' during a period will immediately see you placed into a category where

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you will receive warning notices on a regular basis. These notices are a reminder that an employee is required to submit a written Doctor's notice even if that employee has submitted documentation which justifies the absence from work. The COVID-19 pandemic both exacerbates these issues and also proves why it is so important (and urgent) to correct them.

4. What is your position on residency, i.e. requiring people hired by the municipal government to live in the city of Boston?
 - a. I believe the City's residency requirements were initially a good policy which required 10 years of City of Boston employment (Without a break in service) to become exempt from the requirements of the residency policy. I believe that this policy is now outdated and needs to be reflective of the City of Boston's cost of living. Boston, due to it's economic success, has become a City where "affordable" has a different definition or is now unaffordable for a good number of rank & file City of Boston employees. Those who can't live here due to the high cost of living should be allowed to live outside the city or we must work to ensure that city of Boston employees are able to live in Boston.

5. The city of Boston presently owns and manages the historic Strand Theater in Uphams Corner. How would you seek to program, market and utilize this asset?

The Strand Theatre is an underutilized "jewel" located in a neighborhood which is has been underserved for decades. When elected, I will file an order for a hearing or a series of working sessions regarding the repurposing of the Strand Theatre. I will invite representatives from the City of Boston's Office of Arts and Culture; The Fund for Boston's Neighborhoods; Boston Public Schools; as well as staff and Executives from the City's many theatre venues; universities and non-governmental arts organizations and foundations to testify or attend in order to explore the feasibility of full-time use of the Strand and come up with an economically sound plan for its year-round operation.

6. What is your position on vaccinations? Should students be required to be vaccinated for Covid-19 to attend school in Boston?
 - a. Yes. Boston Public Schools students should be required to be vaccinated if they want to attend a BPS school. If a mother or father does not want to have their child vaccinated, the parent(s) should find another alternative for their child's education. Students and faculty who make the decision to get vaccinated should not be put at risk when they have done the right thing.
7. Do you favor a return to an elected School Committee? Please explain.
 - a. Yes. Elected School Committee members will need to be accountable to the voters just as other elected officials. I also believe it would increase the communication between parents/residents and the school board.

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8. Do you support the recent decision of the BPS and School Committee to alter the admission plan for the city's three exam schools?

Yes. I do favor the recent decision of the BPS and Boston School Committee to alter the admission plan for the city's three exam schools. The demographics of the City of Boston have changed to a majority-minority school district. Many of our students are sent from one side of the city to another based on their school assignment. Perhaps the change in this policy will allow all students to experience equal education opportunities regardless of which part of the City they come from while allowing the best and brightest from all of our schools to benefit from the excellent education and resources offered by our exam schools.

I am an immigrant mother of four children each of whom attended the Boston Public Schools (3 at the O'Bryant; 1 at Boston High School); and, I am a graduate of Boston English High School myself. Many parents experience the difficult reality of managing parental obligations to make sure their children get to school on time and balancing those obligations

I believe that a quality education is necessary to achieve success now more than ever before. However, I also believe that we are all more aware of the real situation of students with learning disabilities which may not allow them to succeed in the same manner (e.g. taking exams) or at the same pace (e.g. dyslexia) as other students. I believe we need to match the skills/needs of each of our students to the school which may be a better fit for them. Not every student can manage or will want to manage the rigorous curricula offered by the exam schools. Some may be more attuned to a vocational or trade school. We need to find the right fit for each of our children. However, I also believe that every child within our school system deserves the opportunity to achieve success.

9. Do you support the citywide ballot question that would hand new budgetary powers to the City Council?

No. I believe that the City of Boston was designed as a "Strong Mayor-weak Council" system to allow the Mayor to put forth an agenda for (the Executive branch) the administration of the City of Boston to carry out with the City Council (the Legislative Branch) to provide a check as a balance of power to the Administration. I do not believe that we should be governing by ballot question.

10. The city of Boston is presently without a permanent police commissioner. What should the next mayor do to fill the position and what type of person should be selected to lead the BPD?

- a. The next mayor should ensure that they conduct a thorough background check on all applicants for the position, and make sure each applicant represents the demographics of the city. Public input and community process should also be

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included; the Boston Police Department is designed to serve and protect the community, so the community should be involved in the decision of who will lead the BPD.

- b. The next leader of the BPD should be someone who is from the community, preferably a minority. Someone with Boston roots will be better able to understand the dynamics of the city and how to handle different smaller issues that could arise. They also must be thoroughly vetted.

11. Do you support the redevelopment of City Hall and City Hall Plaza?

- a. Yes. Long overdue; yet perfect timing due to the present changes being realized in our entire society due to the pandemic. The plans for the project seem hopeful and progress is being made. However, more will be revealed as time goes on regarding plans and implementation of those plans.
- b. In regards to a city hall renovation, efforts are being made to make the building more user -friendly to the public in conjunction with the plaza project. Updated additions and vendors for the City Hall Lobby and 8th floor Cafe are part of a pilot to provide both employees and the public with new and expanded meal options

12. What is your assessment of the Climate Ready Boston initiative conceived and executed to date by the Walsh administration? Is this initiative a sufficient response to prepare for the anticipated climate change in coming years and decades? What else might you do to build climate resilience in the city of Boston?

- a. I commend former Mayor Marty Walsh, his administration and partners from the Green Ribbon Commission, the Commonwealth of Massachusetts Executive Office of Coastal Zone Management on their continued efforts to recognize the need to address climate change issues which affect our environment. All of us as human beings; business owners; property owners, environmental advocates and those who utilize and value our parks and waterways are stakeholders in this effort.

The Climate Ready Boston initiative is “one tool in the toolbox” to address the problem of climate change. The most important thing is that the Walsh administration acknowledged that the issue of climate change is real. The Initiative and the existing partnerships which seek to address climate change in our City are a work in progress. We all play a part in solving this issue. I look forward to working with the new administration and the partners to help make real progress to pass on a better city to our children and grandchildren.

13. A millionaires tax is expected to be on the statewide ballot in 2022. How do you plan to vote?

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- a. If and when the question of a “Millionaires Tax” is placed on the statewide ballot, I will vote YES to a millionaires tax. We all need to pay our fair share of taxes without placing unnecessary burdens on the backs of those who can least afford it. Everyone needs to participate in the process. I believe further discussion should take place if the expected question is placed on the ballot and voters approve the measure. There are many programs which could utilize these funds to better the lives of our residents here in the City of Boston.
14. Should gig workers be considered company employees, rather than independent contractors?
 - a. No. I believe gig workers should be considered as independent contractors. To consider them as company employees would undermine the purpose of gig workers in the first place; they are independent by design.
 15. A report commissioned by the Walsh administration found that just 1.2 percent of city contracts awarded between 2014-2018 were awarded to Black Latino-owned businesses. What would you do to change that?

I will continue to work closely with the Boston Employment Commission & Equity and Inclusion Cabinet staff to come up with updated guidelines for solving the disparity issues that persist in our City. Moreover, I would prioritize the awarding of contracts based on whether companies and their ownership are from/based in the City of Boston and whether they are minority-owned. Prioritizing minority-owned businesses is not unfair; rather, it is an attempt to finally make conditions fair for those businesses.

16. In 2018, the Walsh administration set a goal of creating 69,000 new units of housing in Boston by 2030. What is your assessment of this target -- and what would your office do to balance growth with the concerns that many have about displacement in neighborhoods like Dorchester?
 - a. In this situation, it is not the goal that is most important, it is the path to get there. We must ensure that the creation of new housing units is done in a manner that helps rather than hurts Boston residents. I would like to see a moratorium period implemented when units start leasing where Boston residents (or people who grew up in Boston) can have the first opportunity to lease new units in the city. Also, while the construction of new units is necessary, we can alleviate the strain on our housing system by better utilizing space and units that we already have. For example, I would seek to enact policy that would incentivize banks to give loans to people who want to buy a home with the intention of living in it and renting out another unit (or units). I would also seek to disincentivize absentee landlords who do not live in Boston or Massachusetts through additional taxes that would go toward the local school district or neighborhood upkeep. Most importantly, “affordable” units must be affordable to the people of Boston. Everyone deserves to have a roof over their head and a decent place to live, and we must use our resources to provide that roof for as many people as possible.

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17. What is your assessment of the Walsh administration's overall performance? Please offer a letter grade or pass/fail as part of your answer.

- a. I would give the Walsh administration a B- for their performance. They performed very well during the pandemic and they had done their best to help underserved communities. However, I would have liked to have seen more inclusivity from the administration and at times there was not enough communication with the public.

18. Will you seek to expand or change the composition of the Zoning Board of Appeals? If so, how?

The role of the Zoning Board of Appeals is to determine whether variances and/or conditional use permits should be granted to applicants whose project proposals go beyond the scope and intent of the Boston Zoning Code regulations which are created by the Boston Zoning Commission. The Zoning Board consists of representatives from different sectors with unique, specialized experience within their field with the task of creating a fair and equitable zoning process with a board composed of: 7 members appointed by the Mayor for a 3 -year term including:

1. Board Architect to confirm and ensure accuracy and adequacy of project plans for presentation;
2. Labor Union Representative- to ensure equity, fairness, quality and safety of the people involved in the construction of a building or house;
3. Real Estate Broker/Salesperson-to bring a fundamental understanding of Property/Real Estate transactions;
4. Empowerment Zone Representative-to ensure fair representation for economically disadvantaged areas;
5. Non-profit/Community Benefits Representative-to ensure that communities which are being developed are not being adversely affected by the development;
6. Board Chair-Chairs Board of Appeals hearings and directs the agenda and conversation;
7. Executive Secretary/Legal Counsel-Keeps record of the minutes of the Board Hearings and advises the Board on legal discussions and determinations.

I fully support the reforms which have been put forth and passed by City Councilor Lydia Edwards to bring about more transparency and openness in the Zoning Appeals process; term limits and accountability for board members; quarterly reports on variances and conditional uses granted by the Board; and also support adding an environmental expert and an expert on issues affecting people with special abilities. These changes will go a long way toward ensuring that

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Board members are operating within the same ethical guidelines set out for all City of Boston Employees

19. When not on the campaign trail, how do you unwind?
 - a. When not campaigning, I enjoy spending time with my kids and my mother. I am close with my family and I spend all the time with them that I can.

20. If you were not a candidate, who would you support in this election for either Mayor or City Council?
 - a. That is a hypothetical question for which I will not have an answer until at least September 15th. Until that date, I am focused on my own campaign. However, we are fortunate that we have so many well-qualified candidates to choose from in both the race for Mayor and the City Council seats as well.