

Democratic Party of Sacramento County
Questionnaire for 2019 CDP Chair Candidates

NOTICE: Your answers provided on this questionnaire will be made available to DPSC members and may become public.

BACKGROUND INFORMATION

Candidate Name	Rusty Hicks
Campaign Contact Person	Yvette Martinez
Campaign Email	rusty@rustyhicks.org
Campaign Phone Number	Yvette's cell: 323-841-9608
Anticipated Budget	No less than \$500,000
Funds Raised to Date	Reached 2/3 of the goal
Website & Social Media Handles	www.rustyhicks.org

Demographic Information (optional):

Racial/Ethnic Identity	Caucasian
Gender Identity/Pronouns	Male – he/him/his
LGBTQ?	No
Veteran?	Yes
Young Democrat (35 or under)?	39 years old
Union Member?	Yes - AFT 1521-Los Angeles College Faculty Guild

Please list all Democratic Party organizations (e.g., clubs, caucuses, state or local party, etc.) to which you belong or in which you have held a leadership position, and what position you held:

Democratic Organization	Position Held	Duration
LACDP/DSCC	Member	2007
Stonewall Democratic Club	Member	2019
New Frontier Democratic Club	Member	2019

ISSUE QUESTIONS (Please provide concise, responsive answers).

1. What specific policies will you implement to end harassment and retaliation, sexual or otherwise, within the CDP; including holding accountable those who enabled abuse under the previous Chair?

Our next Chair must both acknowledge our Party's past and choose a different way forward. We must repair the pain and suffering of victims of sexual harassment that was only exacerbated by a culture of fear and intimidation that allowed that misconduct to go unreported. We must choose

a better way forward that ensures our Party is a safe place for every Democrat who is committed to making California a better place.

Misconduct, harassment and bullying must be addressed with both a culture and systems change. First, I will ensure a culture in which every person engaging with the Party feels safe. Misconduct, harassment and bullying will not be tolerated. Second, I will introduce a system to ensure that misconduct is (1) properly reported, (2) thoroughly investigated, and (3) appropriately addressed.

2. What is your specific plan for increasing outreach, engagement, and voter turnout, and which constituency groups would you prioritize?

We need to hold onto our blue wave gains from 2018 and continue the grassroots organizing to make sure we keep a stronghold on our Democratic gains in the CA legislature and in Congress.

As an example of how I would approach this work, we should focus our attention, organizing and resources into the Central Valley and hold Congressman McCarthy and Nunes accountable. Central Valley grassroots leaders must have the support they need from the rest of us.

We have initiated a campaign to register voters in McCarthy and Nunes' congressional districts in partnership with Democratic Central Committees in Fresno, Tulare and Kern Counties.

3. As Chair, how would you balance the preferences of delegates, elected officials, donors, and organizational allies (e.g., organized labor) in deciding which candidates to endorse and where to invest CDP resources once they are endorsed?

The vast majority of endorsements are made through the recommendations of local Delegates and activists. I believe it's appropriate for those who are the closest to those candidates be empowered to recommend – or not – the endorsement of those candidates. Finally, I have a long-track record of balancing a variety of often-competing interests to strategically invest the necessary resources to win the most for the most.

4. As Chair, will you implement a policy of banning contributions from specific contributors or classes of contributors (e.g., oil companies, Walmart, charter schools, private prisons, etc.), and what would be your standard for choosing which contributions to ban? As a candidate for Chair, do you reject contributions from any aforementioned sources?

I support the CDP's current policy of not accepting contributions from oil companies, Walmart, charter schools and private prisons and would keep those bans in place. I believe that we need to strategize as a party on our priority issues, decide on the best tactics to implement to advance those

priorities, and fund our programs in a manner that is in line with our values. As an example of my approach to this issue, I am funding my campaign through contributions from individuals and labor unions.

5. What specific actions would you take to: resolve infighting between elected Democrats and Democratic activists, mitigate disagreements over policy or endorsements, and unify the party after a contentious primary?

The current election for Chair provides our Party the opportunity to reset, repair, and reform to build an even stronger, unified Party that works for everyone. Further, the manner in which each candidate for Chair conducts themselves throughout this campaign will set the tone and culture for the future of our Party. I've taken a pledge that: (1) I will not disparage another candidate, (2) I will not engage in retaliation or intimidation, and (3) I will ask that my supporters not engage in (1) or (2). I believe this will reset the tone and unify our Party after the election.

6. What is your plan for holding elected Democrats and Democratic candidates accountable in the following common-place situations:

- A Democratic elected official or candidate endorses a Republican competing against a Democrat endorsed by the Democratic Party in a partisan or non-partisan race;

First, Democrats should endorse Democrats. Second, we should recruit candidates that support our values and are viable to win. Finally, we should engage Democrats across the State – the real power of the Party – to ensure they know which candidates are being endorsed and supported.

- A Democratic elected official or candidate publicly campaigns for or against a ballot measure contrary to the position of the Democratic Party.

If there is a measure that improves the lives of regular Californians, Democrats should support that measure. If not, the voters of California – the real power of the Party – are best positioned to hold elected officials accountable.

- Have you endorsed or otherwise supported a Republican (or other non-Democrat) competing against a Democrat in a partisan or non-partisan race? If so, who and why?

Personally, I have not supported a Republican over a Democrat. In my 12 years at the Los Angeles County Federation of Labor, I can recall one instance where the COPE Board and Delegates unanimously supported Republican Kathryn Barger in the non-partisan race for Los Angeles County Supervisor.

7. What will you do to ensure that the CDP platform is translated into actual policy through legislation at the federal, state, and especially local, levels? What should the CDP's response be when Democratic elected officials vote contrary to the party's official position on legislation?

The role of the Party is to build the power to ensure that the Party's platform is enacted by lawmakers at all levels. By building out a statewide infrastructure that engages 9M Democrats across the State, we can push elected officials to do the right thing – protecting them when they do and holding them accountable when they don't.

8. Under your leadership, what new or improved resources or strategies will the CDP provide to county committees like the DPSC to do the following:

- Win elections at the local non-partisan level;

We need to engage in local races like School Board, Water Boards, City Council races and do a better job building a pipeline of progressive Democrats who can run for higher office.

- Recruit, train, and elect younger and more diverse candidates;

If elected, I will be the youngest Chair in over 35 years to lead the CDP and will make bringing in new leaders and diverse candidates a priority. Under my leadership at the Los Angeles County Federation of Labor, there are twice as many women, five times more young leaders, and 60% of all leaders are people of color.

- Elect criminal justice reform-minded candidates for District Attorney and Sheriff in every county.

I am committed to real criminal justice reform – especially at the local level. In 2018, I led the effort to remove the former Los Angeles County Sheriff from office and replace him with the first Democrat and first Latino in more than 100 years. This was a partnership that brought together labor unions, immigrant rights activists, and criminal justice reform advocates that made the much-needed change.

9. Do you support the following reforms and how would you implement them:

- Changing how standing committee members are selected;

I will initiate a time-certain conversation about how committees are selected and the scope of work of each standing committee.

- Limiting the number of standing committee co-chairs and changing how they are selected;

I will to initiate a time-certain conversation about how committees are selected and the scope of work of each standing committee.

- Altering the balance of elected vs. appointed delegates;

I'm open to a conversation about the balance of elected vs appointed representation within the Party,

- Providing for child care at CDP meetings;

I support offering child care at CDP meetings so that more parents and caregivers are able to participate.

- Making the CDP more accessible for persons with disabilities;

We need to make sure that all election locations, convention and party meeting spaces are accessible for persons with disabilities.

- Making CDP meetings more affordable;

I will (1) review the total costs – annual dues, convention fees, transportation and accommodations – of actively participating in the Party and (2) take the steps necessary – reduction of dues/fees, costs/timing criteria for future Executive Board meetings and Conventions, Delegate scholarship program – to ensure every Delegate has the opportunity to participate in their Party.

- What other reforms do you support for making the CDP more democratic and accessible?

We should celebrate the fact that more than 40,000 Democrats participated in the 2019 ADEMs elections. But, our Party has an obligation to ensure far, equal access to that ADEM vote. Therefore, a top-to-bottom review is necessary to address a variety of issues – location of election sites, how a vote is cast, verification of who participates, the rules (if any) governing the active campaigning by individuals (elected/appointed or not) and organizations.

10. What criteria will be your priorities when hiring CDP staff, and how involved will you be in day-to-day decision-making with staff? Do you support unionizing CDP office and campaign staff, and what would you do to ensure that their decision to unionize would be honored by the CDP and its coordinated campaigns?

As President of the Los Angeles County Federation of Labor, I am a hands-on leader. Therefore, I will be directly involved in the day-to-day operations of

the Party – including the hiring of a diverse staff that is reflective of the 9M California Democrats we serve.

If staff members want to be represented by a union – at decision that is entirely theirs - they should be represented by a union. Period. I stand ready, willing and able to assist in facilitating that process.

Rusty Hicks

4-1-19

Candidate's Signature

Date