

Rating candidates on social justice and equity

When it comes to issues over which local elected officials have much control, social equity and equality are two. They may not be able to do much about COVID-19 and the economy, but they can help our communities deal with and overcome the byproducts of racism.

What follows starting on the next page are the results of a survey sent to virtually every candidate in mid-Michigan. The goals were two: pro-

vide voters with information to help them make up their minds, and rate the candidates based on City Pulse's liberal views of these issues.

Thanks to Kyle Kaminski for undertaking this project and to Abby Sumbler, our production manager, for making it so readable.

And a special thanks to pioneering civic leader Barbara Roberts Mason, who kindly agreed to write her thoughts on this important matter.

Her words combined with the results of the City Pulse questionnaire — whether through the candidates' words or their failure to respond to the survey — are meant to help you as you decide your choices in an election that is as much about who is at the bottom on the ticket as above.

BERL SCHWARTZ
Editor and publisher

How ... and why ... to judge candidates on racial and social justice

By **BARBARA ROBERTS MASON**

(The writer was the first African American woman to be elected to statewide office, serving 24 years on the state Board of Education. She helped lead the creation of the Office of Minority Affairs at the Michigan Education Association. She was a longtime leader of the Lansing Regional Sister Cities Commission.)



Mason

We were excited when Barack Obama was elected president. Some felt as though we had finally achieved a “post-racial” society. We thought this was a perfect opportunity for elected officials throughout the country to shape policies that would benefit all citizens and reduce inequities. This, of course, did not happen, as was shown by the way the U.S. Senate declared from the beginning that Obama would only be a one-term president.

What we witnessed instead, was overt morphing of implicit bias into explicit bias. Elected officials in Michigan and across the country adopted laws and policies that intentionally continued social and racial inequities that have existed for decades and even centuries.

During an election year, candidates make many promises about racial and social justice. They promise to work toward eliminating racism. They extoll their love and respect for people of all racial and ethnic groups. They express their disdain for bias and the rise of domestic terrorism. Yet, many of these same people have difficulty using words such as racist, institutional or systemic racism, white privilege, white supremacy or Black Lives Matter. In fact, many have little understanding of how entrenched in our society these and like words are or why. As voters interview the candidates and study their long-term and



more recent positions, we should challenge them on their understanding of the issues they espouse and not just take it for granted that they will do the right thing, just because they say the right things. If elected, regardless of the position they will hold, e.g. legislature, school board, sheriff or township council, they will take actions and shape policies that will have an impact on reducing, maintaining or increasing our inequities.

When candidates discuss racial and social justice issues, we must make sure that they understand that the problems facing us at this time are not just current issues. They are issues that have haunted us since before the inception of this nation. These issues became a reality and a problem in 1619 when cap-

tured human beings were brought to this land and it was determined that they would exist only at the pleasure of and for the use of the white population of this country. Religious entities and scientists proffered the tenet that Africans were somehow less than human and possessed inferior intelligence and were not fit to be included in the riches the land had to offer, but were only deserving of the pity and servitude and patronization of their white superiors. Even the Constitution, written by the founding fathers and ratified by the new nation, avowed freedoms for all people ... but did not include people of color.

To be able to definitively represent people

See Justice, Page 28



About City Pulse's Rating System

Surveys were sent weeks in advance to candidates in nearly every contested race on the General Election in Ingham, Clinton and Eaton counties. A total of 93 of 259 candidates replied, while 166 either declined to participate or simply didn't respond to our calls and emails.

We awarded up to 6 points to those with progressive views on racial justice and social equity.

Only 43 candidates received a perfect score. Some judicial candidates cited judicial ethical conflicts in declining to answer some questions. Most of the Republicans flunked it altogether.

ENGAGEMENT: Candidates who responded to this survey (at least) expressed a willingness to engage in a conversation about racial justice and social equity. For that, they each received one (1) point.

BLACK LIVES MATTER vs. ALL LIVES MATTER: Each candidate was asked to choose between "Black Lives Matter" or "All Lives Matter" without explanation. Those that clearly selected "Black Lives Matter" received one (1) point.

EQUALITY vs. EQUITY: Candidates were also asked to define the differences between equality and equity. Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same opportunities in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things. Those who were able to clearly define and delineate between those two distinct concepts each received one (1) point.

RACISM EXISTS?: Candidates were asked whether structural racism exists within their communities.

Color Key:
REPUBLICAN
DEMOCRAT
NON-PARTISAN
U.S. TAXPAYERS PARTY
GREEN PARTY
NATURAL LAW PARTY
LIBERTARIAN PARTY
WORKING CLASS PARTY

Structural racism is woven into the fabric of our society. Those who recognized this received one (1) point.

DISMANTLE RACISM: Candidates who expressed a desire to dismantle structural racism received one (1) point.

ABOVE & BEYOND: This last point was awarded subjectively. The candidates who our editorial team felt went above and beyond simple platitudes and listed specific reforms for policies or procedures that were actually aimed toward dismantling systemic racism received an extra one (1) point.

Contested races in which none of the candidates responded have been omitted from this listing. They include: Ingham County drain commissioner and county commissioners for Districts 2 and 7; Aurelius Township supervisor and clerk; Wheatfield Township supervisor; Williamston Township trustee; Leroy Township treasurer; Vevay Township trustee; Dansville Village clerk and trustee; Stockbridge Village trustee; Eaton County treasurer and commissioners for district 10, 12 and 14; Vermontville Township treasurer; Walton Township treasurer; Dimondale Village trustee; Ovid City Council; 4th U.S. Congressional District representative; state representatives for Districts 65 and 71.

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
INGHAM COUNTY								
County Prosecuting Attorney (PICK 1 of 2)								
Carol Siemon	✓	✓	✓	NO	✓	✓	5	NO
Q: What types of solutions to criminal justice problems do you bring to the table?								
A: "I'm looking at how gun violence and homicides can be reduced through implementation of new programming that has succeeded in other communities. Our gun violence and shootings, like almost every urban community, disproportionately involve Black and brown victims and participants. We cannot continue to solely do the same "law and order," "tough on crime" reactions and expect different outcomes. I remain committed to working within the community, with community members through Advocates and Leaders for Police and Community Trust, with victim efforts with community leaders, and whatever new avenues open up."								
— Carol Siemon, Democratic Ingham County Prosecuting Attorney								
George Platsis	✓	NO	NO	NO	NO	NO	1	NO
County Sheriff (PICK 1 of 2)								
Scott Wriggelsworth	✓	NO	✓	NO	✓	NO	3	NO
Daniel Wells	NO	N/A	N/A	N/A	N/A	N/A	0	NO
County Clerk (PICK 1 of 2)								
Barb Byrum	✓	✓	✓	✓	✓	✓	6	100
Q: What does structural racism look like in Greater Lansing?								
A: "It takes the form of overtly racist policies, unfair or inequitable hiring practices, or more subtly, yet still as inexcusable, requirements like policies that disadvantage those who may not have ready access to transportation, or who may not have government-issued identification. It is redlining (including its legacy) or legislative districts that are carved out to limit minority representation. It is also found in pretrial incarceration, bond conditions, and sentencing guidelines that disproportionately punish minority communities more stringently than others."								
Q: What types of solutions to structural racism do you bring to the table?								
A: "I will be an advocate on behalf of those minority groups to end discriminatory hiring practices, to provide equitable health care to those communities that need it most, and ensure that everyone's voice is heard through voter registration drives and voter education in those communities that may be underserved and underrepresented in the halls of power. I have also made unconscious bias training mandatory for all appointed staff and supervisors. When the situation with the pandemic improves, I plan to physically visit communities with mobile office hours where those who need access are located. I will continue to do everything in my power to break through barriers to make this process better and more efficient for all. I will continue to participate in rallies and protests to register people to vote and increase access to the office by keeping an eye toward partnerships. I also intend to ensure that district lines are drawn fairly and give residents of all races and ethnicities a voice on the Board of Commissioners."								
— Barb Byrum, Democratic Ingham County Clerk								
Joseph Werner	NO	N/A	N/A	N/A	N/A	N/A	0	NO
County Treasurer (PICK 1 of 2)								
Eric Schertzing	✓	✓	✓	✓	✓	✓	6	100
Q: What does structural racism look like in Greater Lansing?								
A: "We each have certain privileges from where we grew up. It's embedded in the words and phrases used without thought. In my world of housing, it is embedded in the opportunities of ownership and asset building in neighborhoods. It is in the health and health outcomes of different races. It is so everywhere that some people can't understand it surrounds us."								
Q: What types of solutions to structural racism do you bring to the table?								
A: "Continuing work with, and listening to, the BIPOC community and funding opportunities for quality affordable housing are the most impactful areas I can work on to dismantle structural racism. Growing my own self awareness and listening to individuals in marginalized communities will direct these efforts. I look forward to working with the County								

Social justice & equity

YOUR VOTE MATTERS

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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Equity Task Force to develop programs and funding streams for long term affordable housing. I would like to emphasize home ownership and building of assets for people of color. Participating in more listening sessions facilitated by BIPOC members. I will continue to engage, listen and be an advocate for racial and economic justice.”
 — **Eric Schertzing**, Democratic Ingham County Treasurer



Bruce Little NO N/A N/A N/A N/A N/A 0 NO

County Register of Deeds (PICK 1 of 2)

Derrick Quinney ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?
 A: “Structural racism shows itself in a number of ways. One way is the heightened number of traffic stops that disproportionately impacts Black drivers in East Lansing. It’s seeing the lasting impact of the construction of I-496 through a thriving Black community over 50 years later. It also looks like the over-policing of Black and Brown youth throughout Lansing. Structural racism looks like schools not getting adequate funding for a fair education. The reality is, racism exists in every facet of American society; structures are no different.”



Q: What types of solutions to structural racism do you bring to the table?

A: “My office deals directly with documentation in land ownership in many forms. I will work with local and county officials to address the history of housing discrimination, primarily through redlining and covenants and deed restrictions. This involves addressing the wrongs of those that have been historically marginalized and making sure they have access to fair and equal information. This also includes providing information, acknowledging and correcting past inequalities, and collectively moving forward on approaches that include everyone.”
 — **Derrick Quinney**, Democratic Ingham County Register of Deeds

Carol VanDrie ✓ NO NO NO NO NO 1 NO

County Commissioner — District 1 (PICK 1 of 2)

Victor Celentino ✓ ✓ ✓ ✓ ✓ NO 5 NO

Kathy Prout NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 2 (PICK 1 of 2)

Ryan Sebolt ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?
 A: “It exists in virtually every aspect of our culture and society, from the entertainment we consume and employment opportunities to the way we access education, healthcare and transportation. And everything in between.”
 — **Ryan Sebolt**, Democratic Member of Ingham County Board of Commissioners



Peter Hudy NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 4 (PICK 1 of 2)

Bryan Crenshaw ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?
 A: “Structural racism refers to a system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequity. We must all work to ensure all racial/social-economic groups have an opportunity to have a seat at the table and be part of the decision making process.”
 — **Bryan Crenshaw**, Democratic Member of Ingham County Board of Commissioners



Jennifer Smith NO N/A N/A N/A N/A N/A 0 NO

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County Commissioner — District 5 (PICK 1 of 2)

Todd Tennis ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?
 A: “It looks like persons of color receiving harsher sentences for committing the same crimes as white people. It looks like minorities having a lower property value for identical homes as white people. It looks like people with ‘ethnic-sounding’ names being less likely to be called in for a job interview than someone with a ‘white-sounding’ name. It looks like a person of color with an identical credit history as a white person nonetheless having a lower credit score. It looks like black people having worse health outcomes than white people living in the same neighborhood.”



Q: What types of solutions to structural racism do you bring to the table?

A: “I hope to have a role with the racial equity task force in creating policies to do whatever we can as a county government to create real equity in our region. This could range from supporting educational programs and improved oversight of our justice system to providing public spaces to hear from minority residents about broad or specific complaints and recommendations regarding structural racism. The first step is to admit there is a problem. Far too many of our Ingham County residents continue to believe that racism is “over” and that there is not a real problem with racial equity. The first policy should be to collect the incontrovertible evidence that structural racism exists and to gather broad support to address it.”
 — **Todd Tennis**, Democratic Member of Ingham County Board of Commissioners

David Robinson NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 6 (PICK 1 of 2)

Randy Maiville ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?
 A: “It is a cycle of poverty, health care, education, opportunities and jobs that is often repeated and sometimes interrupted with unequal justice.”
 — **Randy Maiville**, Republican Member of Ingham County Board of Commissioners



Brandon Currin ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?
 A: “I see it in schools all the time. We teach a canon of classics which is usually old white men. In our history textbooks it is usually skewed to be white man centric. We teach students that to be successful they need to all speak with a common language which is usually a white dialect.”



Q: What types of solutions to structural racism do you bring to the table?
 A: “We need to do more community outreach. We need to show that we will take action more than just saying black lives matter. We need to prove it. We need to look at ways to diversify our boards and show the community that we are fighting to better Ingham County. At the simplest level we need to listen and respond and begin building a relationship based on trust.”

Q: What types of solutions to public education problems do you bring to the table?
 A: “We need to work with schools to diversify their curriculum. My background is education and we need to do a better job of strengthening the relationship between the schools and the county. The 6th district is primarily rural. We need to show that this is not just an issue for Lansing but it matters for Onondaga and Mason as well. We need to start the work within our schools to help bring that message that a student and person feels valued.”
 — **Brandon Currin**, Democratic Candidate for Ingham County Board of Commissioners

County Commissioner — District 8 (PICK 1 of 2)

Mark Grebner ✓ ✓ NO NO NO NO 2 NO

Virginia Werner NO N/A N/A N/A N/A N/A 0 NO

Social justice & equity

YOUR VOTE MATTERS

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their communities. Structural racism is woven into the fabric of our society. Those that recognized this received one (1) point.

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- GREEN PARTY
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- LIBERTARIAN PARTY
- WORKING CLASS PARTY

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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County Commissioner — District 9 (PICK 1 of 2)

Erin Graham ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

"We had redlining in East Lansing until the 1960s. This housing discrimination prevented Black families from owning homes, a legacy that continues to be felt to this day. In addition, we have witnessed generations of racialized police violence in the city, a result of structural racism."

— Erin Graham, Democratic Candidate for Ingham County Board of Commissioners



Crystal Grantham NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 10 (PICK 1 of 2)

Robert Pena ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

"I have witnessed patrons of the same color being served first at the cash register while someone of a different color had been waiting there longer. There are those in the community that are doing the same work but being compensated differently because of race."

— Bob Pena, Democratic Candidate for Ingham County Board of Commissioners



Kelly Christopherson NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 11 (PICK 1 of 2)

Emily Stivers ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?

"It looks like police in Lansing and Ingham County pointing fingers at each other and refusing to take responsibility for using tear gas on civilians during downtown protests. It looks like tear gas being used on unarmed black protesters who want their lives to matter, but not on armed, threatening white protesters who don't want to wear face coverings to protect their neighbors."

It looks like a legal team gaslighting and discrediting a black plaintiff, all in the name of saving the government from a costly lawsuit, because that's just the legal team's job. It looks like a candidate search, to fill an important vacancy, that employs a predominantly-white hiring firm that makes little/no effort to find diverse applicants, then offering only "color blind," nameless applications to the Board for consideration, leading to only white applicants being interviewed."

Q: What types of solutions to structural racism do you bring to the table?

A: "As a white woman, it's not my part to lead this effort. It's my part to listen. I am working on ideas for how we can shift funding away from the Ingham County Sheriff's Department and towards preventive measures, such as mobile mental health and addiction units — run not by the police but by the Community Mental Health Authority of Clinton, Eaton and Ingham Counties. If calling 911 for a substance abuse or mental health related problem resulted in doctors instead of police, I believe that would cut down on needless incarceration, promote social equity, and reduce on the incidence of police hav-



	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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ing to respond to calls they are not qualified to field, in addition to reducing the presence of the police in black and brown communities."

— Emily Stivers, Democratic Member of Ingham County Board of Commissioners

Paul Adams Lello NO N/A N/A N/A N/A N/A 0 NO

County Commissioner — District 12 (PICK 1 of 2)

Mark Poldsifer ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

A: "Structural racism is the pervasive policies that are in place that, cynically or not, have put hurdles in place for minorities for things like loan interest rates, or the decades-long aftereffects of redlining on African-American equity in real estate and familial net worth."

— Mark Poldsifer, Democratic Member of Ingham County Board of Commissioners



Sam Frangie NO N/A N/A N/A N/A N/A 0 NO

Mason City Council (PICK 4 of 7)

Russell Whipple ✓ NO ✓ NO NO NO 2 NO

Elaine Ferris ✓ NO ✓ ✓ ✓ NO 4 NO

Q: What does structural racism look like in Greater Lansing?

A: "The most obvious sign is the 'you're not from here so we won't trust you as if you were us' mentality. But with familiarity comes knowledge of the person as a neighbor. It takes time and education to solve the problem."

— Elaine Ferris, Nonpartisan Member of Mason City Council



Angela Madden ✓ ✓ ✓ NO ✓ NO 4 NO

Rita Vogel ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?

A: "Structural racism has been a part of social, economic and political systems and is not something new that a few people or institutions choose to practice. It is 2020 and Mason is nearly 90% white. This doesn't suggest that our community is racist, however it does challenge us to take inventory and acknowledge what we look like to individuals, or businesses and families who are looking to invest their lives here."

Q: What types of solutions to structural racism do you bring to the table?

A: "It's important to understand structural racism. Who are our bids for city contracts going to? Are we casting a wide enough net to cultivate diverse businesses, female owned, minority owned? Where are our tax dollars being spent and who are they going to? More importantly, what message does that send?"

— Rita Vogel, Nonpartisan Candidate for Mason City Council



Kenneth Bliesener II NO N/A N/A N/A N/A N/A 0 NO

Leon Clark NO N/A N/A N/A N/A N/A 0 NO

Josh Shade NO N/A N/A N/A N/A N/A 0 NO

Social justice & equity

YOUR VOTE MATTERS

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Lansing Twp. Clerk (PICK 1 of 2)								
Susan Aten	✓	NO	✓	NO	✓	NO	3	NO
Maggie Sanders	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Lansing Twp. Trustee (Pick 4 of 6)								
John Broughton	✓	✓	✓	NO	✓	NO	4	NO
Tracie Harris	NO	N/A	N/A	N/A	N/A	N/A	0	NO
John Bankson	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Henrietta Brewer	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Nathan Ruiz	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Samuel Biddle	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Williamstown Twp. Supervisor (PICK 1 of 2)								
Wanda Bloomquist	✓	✓	NO	✓	✓	NO	4	NO
Monica Schafer	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Delhi Twp. Trustee (PICK 4 of 5)								
Pat Brown	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Dianne Warfield	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Stuart Goodrich	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Matt Lincoln	✓	✓	✓	NO	✓	NO	4	NO

Q: What types of solutions to structural racism do you bring to the table?
 A: "Help people understand that social and economic diversity makes us stronger as a community and that we should look out for one another. If your neighbor needs help making ends meet, lend a hand. If they are struggling to provide childcare while working a full time job, lend a hand, because the people that are most in need just may end up helping you in the future."
 — Matt Lincoln, Democratic Candidate for Delhi Township Trustee



TyJuan Thirdgill ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰
Q: What does structural racism look like in Greater Lansing?
 A: "Structural racism exists everywhere. When we look at things like redlining where people of color were denied the opportunity to live in certain neighborhoods, were denied loans by banks, and even now have higher insurance rates simply because of the areas that they live in."
Q: What types of solutions to structural racism do you bring to the table?
 A: "I could make sure that when we accept contracts for new housing projects, we make sure the housing is affordable. We could bring in people and organizations who focus in these areas to help us identify areas where we, as a Township, can improve when it comes to equity. I plan to make sure that we accept housing that everyone can afford. I would look into creating a more formal alliance and working partnerships with groups like the Holt Equity and Access Team. One of the best things that we can do as a board is admit what we don't know and reach out to the people in the community to see what their needs other and where they think we can improve as a township."
 — TyJuan Thirdgill, Democratic Candidate for Delhi Twp. Trustee



Dansville Village President (PICK 1 of 2)

Carole Colburn	✓	✓	✓	✓	✓	NO	5	NO
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Q: What does structural racism look like in Greater Lansing?
 A: "Structural racism absolutely exists everywhere, including Dansville. What we don't see here is an outright demonstration of racism — mostly because we are a 99.9% white community."
Q: What types of solutions to structural racism do you bring to the table?
 A: "If we had Black and Brown residents I would specifically recruit them to become a part of the Village Council."
 — Carole Colburn, Nonpartisan Dansville Village President

Michael Stolz	NO	N/A	N/A	N/A	N/A	N/A	0	NO
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	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Stockbridge Village President (PICK 1 of 2)								
Molly Howlett	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Greg Uihlein	✓	✓	NO	✓	NO	NO	3	NO
30th Circuit Court Judge (PICK 1 of 5)								
Colline Cheltenham	✓	✓	✓	✓	✓	✓	6	¹⁰⁰
Morgan Cole	✓	✓	✓	✓	✓	✓	6	¹⁰⁰

Q: What does structural racism look like in Greater Lansing?
 A: "Structural racism exists, period. And we must admit its existence and its ubiquity if we are to remedy it as a society. As a current employee of the Circuit Court, I see the effects of structural racism every day. I see it in a mother's eyes when her son gets a harsher sentence because of the color of his skin. I see it in defendants who are working with inadequately-funded public defenders, too overworked to provide excellent representation. I see it in bail hearings, and prosecutorial decisions, and jury selection. I know that we need systemic change."
Q: What types of solutions to criminal justice problems do you bring to the table?
 A: "Dismantling systemic racism cannot only be done in isolation. It will take a group effort, and starts with everyone having a seat at the table and allowing for open conversations that may, at some times, be uncomfortable for those that have traditionally been privileged. I will make sure that by putting children and families first, the court will treat all families with fairness in the service of justice. In addition, I will emphasize community outreach with a focus on engaging, embracing, and encouraging traditionally silenced voices. We have to be intentional in addressing racial bias in the Court — not only in how it serves Ingham County residents, but how it employs its workforce who also serve our residents. A huge area of opportunity I see in the Court is implicit bias training. The scales of justice are said to be blind, but they cannot be blind to the situation or circumstances of one's birth. We need to achieve equity in the law more than equality in the law."
 — Morgan Cole, Nonpartisan Candidate for 30th Circuit Court Judge



Carol Koenig ✓ ✓ ✓ ✓ ✓ ✓ NO 5 NO
Q: What does structural racism look like in Greater Lansing?
 A: "Black residents of Ingham County make up 12% of the population, but 40% of criminal defendants. Prosecutor Carol Siemon has worked to reduce jail and prison incarceration, which has reduced its impact on the Black population. There is more work to be done."
Q: What types of solutions to criminal justice problems do you bring to the table?
 A: "The first step is to make the courts easier to use and accessible to all. In civil cases, I think we need to be mindful that every person deserves their day in court, and that often it is workers and families who don't get a fair shake from right-wing judges. Circuit judges also handle criminal offenses and acts of juvenile delinquency. We know that there is a greatly disproportionate impact on Black Americans and that as a result, policies that impact sentencing and juvenile justice will have a disproportionate impact on persons of color, especially African Americans."
 — Carol Koenig, Nonpartisan Candidate for 30th Circuit Court Judge



Steve Kwasnik ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰
Q: What does structural racism look like in Greater Lansing?
 A: "It can be seen at every level of society, from housing and business loan access, limited employment opportunities, access to quality schools, and support resources. It looks like the brilliant and accomplished people, I love, struggle to get the same opportunities for advancement or earn the same wage as their white coworkers. It looks like black and brown adolescents being treated as if they were older or less innocent in the eyes of neighbors, teachers and the police. It looks like sexual assault survivors of color, not being believed or have their cases prosecuted to the same rates as their white fellow survivors."
Q: What types of solutions to criminal justice problems do you bring to the table?
 A: "Being flexible in scheduling and technology use to improve access to court proceedings. Making sure that the needs of our juvenile offenders are being met so that the root of their behavior is addressed so they can grow to be productive members of our community."



Social justice & equity

YOUR VOTE MATTERS

ENGAGEMENT: Candidates that responded to this survey (at least) expressed a willingness to engage in a conversation about racial justice and social equity. For that, they each received one (1) point.

BLACK LIVES MATTER vs. ALL LIVES MATTER: Each candidate was asked to choose between "Black Lives Matter" or "All Lives Matter" without explanation. Those that clearly selected "Black Lives Matter" received one (1) point.

EQUALITY vs. EQUITY: Candidates were also asked to define the differences between equality and equity. Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things. Those who were able to clearly define and delineate between those two distinct concepts each received one (1) point.

RACISM EXISTS?: Candidates were asked whether structural racism exists within

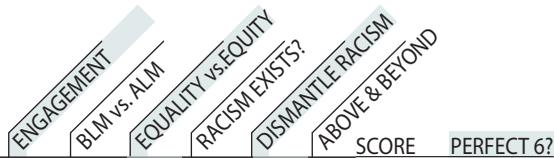
their communities. Structural racism is woven into the fabric of our society. Those that recognized this received one (1) point.

DISMANTLE RACISM: Candidates that expressed a desire to dismantle structural racism received one (1) point.

ABOVE & BEYOND: This last point was awarded subjectively. The candidates that our editorial team felt went above and beyond simple platitudes and listed specific reforms for policies or procedures that were actually aimed toward dismantling systemic racism received an extra one (1) point.

Color Key:

- REPUBLICAN
- DEMOCRAT
- NON-PARTISAN
- U.S. TAXPAYERS PARTY
- GREEN PARTY
- NATURAL LAW PARTY
- LIBERTARIAN PARTY
- WORKING CLASS PARTY



Expanding access to specialty courts like the Dependency Court, that addresses underlying problems with substances, so that the parents have an opportunity to overcome the barriers that are keeping their family apart. Working with victims in a restorative justice model, so that their voice can be impactfully heard by the offenders, so that juvenile can gain a better insight into how their actions affect those they harm. Addressing the needs of at-risk youth, with programs like the Phoenix Court, where children who have been or are in danger of being sex-trafficked by persons looking to prey upon their vulnerabilities are treated not as offenders but as persons with self-worth and opportunity."

— **Steve Kwasnik**, Nonpartisan Candidate for 30th Circuit Court Judge

Landis Lain ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

A: "Black residents of Ingham County experience pretrial jail incarceration rates that are roughly six times greater than those experienced by white residents. Latino residents are two times as likely to experience jail incarceration. Consequences of an incarcerated parent often means family housing instability, income instability, employment barriers following incarceration, family disruption and destabilization. The demonizing and criminalization of children starts in school districts. Behaviors of children across racial lines was essentially the same, but black children were expelled from school at much higher rates."



Q: What types of solutions to criminal justice problems do you bring to the table?

A: "Recognize that racism exists. Recognize that we are all impacted by racism. Check to make certain decisions will be made fairly, legally and without bias. Listen to the people who come before me; understand and acknowledge the fact that many will be survivors of domestic abuse, system racism. Find out what barriers people face and direct them to programs which may assist them. Acknowledge that all forms of oppression are connected. Many survivors of domestic or sexual abuse also face racism, sexism, gender discrimination, etc.. Attempt to recognize and support survivors and victims' unique experiences. Fairness and equity are very important to me. I believe that every person should be treated with respect and compassion. I believe in accountability and people being shown ways to take responsibility for their lives so that they can escape intergenerational trauma of domestic, gender, age or racial violence. I would like to foster more mental health community supports."

— **Landis Lain**, Nonpartisan Candidate for 30th Circuit Court Judge

Brandon Waddell ✓ ✓ ✓ ✓ ✓ NO 5 NO

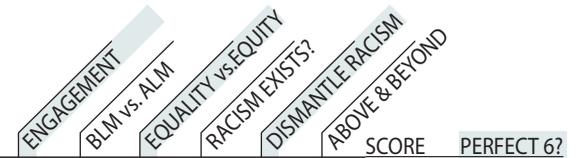
Q: What does structural racism look like in Greater Lansing?

A: "Lansing was not immune from the structural inconsistencies that COVID-19 has shone a new light on across the country. In Ingham County, black residents make up 12% of the population, yet 28% of cases. This can partly be attributed to years of underlying medical issues because of restricted access to adequate healthcare, healthier foods, clean water, and other resources."



Q: What types of solutions to criminal justice problems do you bring to the table?

A: "I will take part and promote inclusion training throughout my community. I believe



one of the greatest causes of structural racism in the justice system goes back to equality vs. equity. Often the structural roadblocks that may cause a minority to find themselves in the justice system are not taken into account by prosecutors and judges. Often what may be deemed a mistake in judgment by a Caucasian individual can be seen as a pattern of behavior by a minority that must be punished to the furthest extent of the law. As a judge, I will do all in my power to make sure all individuals have equitable solutions to their legal issues and promote and assist in training. Education is at the top of my list. Not just in general, but the community needs to be educated about the justice system, so if they do find themselves in it in a variety of capacities, they are not lost. I would promote a town hall like setting where a mixture of judges/prosecutors or others periodically join the community to discuss certain legal issues."

— **Brandon Waddell**, Nonpartisan Candidate for 30th Circuit Court Judge

Lansing Community College Trustee (PICK 2 of 5)

Andrew Abood ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

A: "The Lansing Police Department acknowledged that minority teenagers are 4.5 times more likely to be arrested than nonminority teenagers. If you are a minority, our jury system is not made up of our peers."

Q: What types of solutions to public education problems do you bring to the table?

A: One area in particular will be how our police force is interacting with our student body and general public. I have also been very vocal on the issue of our development education. I believe this program significantly impacts minorities in a negative way and it needs to be reviewed and re-examined in light of its failings. One of the important things we need to look at is simply because a policy is race neutral doesn't mean it is okay. Policies can also create a disparate impact on race, gender, sexual orientation, religion etc. I have the ability to make sure that we don't just look at the policies on their face, but also look at the impact. This is particularly important with our development ed program where we are charging students college tuition and our results are not satisfactory with no college credits being earned."

— **Andrew Abood**, Nonpartisan Member of Lansing Community College Board of Trustees



Kimberly Kaye Azima ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

"It shows up in hiring practices, promotion opportunities, in our justice system, in our healthcare system, and sometimes in just dealing with people in disrespectful ways or preferential treatments based on race."

Q: What types of solutions to public education problems do you bring to the table?

A: "The idea is to engage and intrigue the young people early on. At the college level, it is important that policies and procedures are continuously reviewed to ensure they don't discriminate against anyone in terms of employment practices or how students are treated. It is important to ensure that every employee has the same opportunity to be promoted, and that everyone's contribution is acknowledged. And it's important to find a way to figure out what the needs of the students are, so that they don't feel left behind. First, I would like to see a thorough review of LCC's current policies



Social justice & equity

YOUR VOTE MATTERS

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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and procedures from the perspective of social equity. Then as issues and barriers to equity are identified, they must be systematically addressed. Both academic programs as well as programs supporting students and staff will need to identify where inequities exist and offer plans to address those inequities.”

— **Kimberly Azima**, *Nonpartisan Candidate for Lansing Community College Board of Trustees*

Gregory Sinicropi	✓	✓	✓	✓	✓	NO	5	NO
Howard Spence	✓	✓	✓	✓	✓	✓	6	100

Q: What types of solutions to structural racism do you bring to the table?

A: “Anyone can write a policy for diversity, but most often it is a fraudulent policy to be put in a book and never implemented. Until ‘leaders’ can bring themselves to conclude that there needs to be a better path forward relating to racial harmony and ‘equity’ in our communities, the policies that they write and put in their policy books will not be very meaningful.”

— **Howard Spence**, *Nonpartisan Candidate for Lansing Community College*



LaShunda Thomas	✓	✓	✓	✓	✓	✓	6	100
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EATON COUNTY

County Sheriff (PICK 1 of 2)

Tom Reich	✓	✓	✓	✓	✓	✓	6	100
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Q: What does structural racism look like in Greater Lansing?

“Structural racism exists everywhere and can look different in different communities. When our government institutions treat people and communities of color differently, that’s structural racism. That could mean communities not getting equitable resources, or people being treated differently by public servants.”

Q: What types of solutions to criminal justice problems do you bring to the table?

A: “I will continue to mandate training for Deputies that emphasize diversity and cultural and de-escalation skills. I also believe that law enforcement at all levels must do better at recruiting, hiring and training a diverse team of law enforcement professionals from communities of color. Most of all, I think it’s important to listen to every member of the public that we serve, if we are to identify where our government falls short of equal treatment so that we can do better. That’s my commitment to Eaton County residents. I believe that continued training, especially in diversity, is a critical component of law enforcement. The key to ensuring equity from the perspective of a law enforcement official is to listen to residents. Different people and communities have different concerns and needs.”

— **Tom Reich**, *Democratic Eaton County Sheriff*



Rick Jones	✓	NO	✓	NO	✓	✓	4	NO
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Q: What types of solutions to criminal justice problems do you bring to the table?

A: “I will make sure every officer gets proper training and will investigate any complaint. I will be the most accessible Sheriff in the history of Eaton County. Leaders in the ‘black and brown’ communities will have my personal cell phone number and email. Many already do. I trained the first African-American officer in Eaton County history. I will continue to recruit men and women of all races.”

— **Rick Jones**, *Republican Candidate for Eaton County Sheriff*



County Drain Commissioner (PICK 1 of 2)

Richard Wagner	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Branden Dyer	✓	✓	✓	✓	✓	✓	6	100

Q: What does structural racism look like in Greater Lansing?

A: “Lack of representation would be one of the biggest issues in Eaton County. There are few elected and appointed officials across that county that belong to a minority group.”

Q: What types of solutions to structural racism do you bring to the table?



	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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A: “I would reach out to minority groups to be sure they have a seat at the table when making decisions. I am also aware of the tragic history in America where environmental pollution tends to overly affect communities of color. I would be mindful of that in addressing drain issues across Eaton County. Use the contract and bid process to hire vendors that have a commitment to diversity and inclusion. Encourage minority and women owned businesses to submit bids.”

— **Brandon Dyer**, *Democratic Candidate for Eaton County Drain Commissioner*

County Commissioner — District 1 (PICK 1 of 2)

Robert Piercefield	✓	✓	✓	✓	✓	NO	5	NO
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Q: What does structural racism look like in Greater Lansing?

A: “You only have to look at the recent events at Grand Ledge Public Schools and the controversy surrounding the comments of the former superintendent to see an example.”

— **Robert Piercefield**, *Democratic Member of Eaton County Board of Commissioners*



Tim Barnes	NO	N/A	N/A	N/A	N/A	N/A	0	NO
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County Commissioner — District 2 (PICK 1 of 2)

Blake Mulder	NO	N/A	N/A	N/A	N/A	N/A	0	NO
TJ Bucholz	✓	✓	✓	✓	✓	YES	6	100

Q: What types of solutions to structural racism do you bring to the table?

A: “Among other items, Eaton County should take up a resolution that calls racism what it is — a public health crisis, and then structure its budget to reflect that resolution accordingly. That acknowledgment would go a long way to reshuffle county’s fiscal priorities along equity lines. Additionally, the county also needs to work with the Eaton County Sheriff’s Department and local police agencies to end racial profiling and unfair targeting of both Black and brown people.”

— **TJ Bucholz**, *Democratic Candidate for Eaton County Board of Commissioners*



County Commissioner — District 3 (PICK 1 of 2)

Terrance Augustine	✓	✓	✓	✓	✓	NO	5	NO
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Q: What does structural racism look like in Greater Lansing?

A: “While it may not be visible to some, it exists when black men and women are fearful of being pulled over; when disproportionately arrested and locked up because of the color of their skin; when killed at a much higher rate than white men and women by COVID-19 and other diseases; when going without insurance and housing because of the color of their skin.”

— **Terrance Augustine**, *Democratic Member of Eaton County Board of Commissioners*



Darren Musolff	NO	N/A	N/A	N/A	N/A	N/A	0	NO
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County Commissioner — District 4 (PICK 1 of 2)

Brandon Haskell	✓	✓	✓	✓	✓	NO	5	NO
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Q: What does structural racism look like in Greater Lansing?

A: “The best examples came during the Grand Ledge School Board meetings on the topic of the now former superintendent’s racially biased remarks. For hours we heard stories of how African American students were treated differently by the district and residents and so much more.”

— **Brandon Haskell**, *Democratic Member of the Eaton County Board of Commissioners*



Rick Olivarez	✓	NO	NO	✓	✓	NO	3	NO
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Q: What does structural racism look like in Greater Lansing?

A: “Law enforcement pulling people over because of the color of their skin. No minorities in high level, local government and law enforcement.”

Q: What types of solutions to structural racism do you bring to the table?

A: “I would implement a Diversity, equity and Inclusion resolution for all hiring positions within Eaton County. I would make sure Eaton County



Social justice & equity

YOUR VOTE MATTERS

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Duplain Twp. Clerk (PICK 1 of 2)								
Dawn Levey	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Sandra Frink	✓	NO	NO	NO	NO	NO	1	NO
Elsie Village Trustee (PICK 3 of 4)								
Todd Carroll	✓	NO	NO	NO	NO	NO	1	NO
James Hyland	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Joseph Ondrusek	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Samuel Frink	NO	N/A	N/A	N/A	N/A	N/A	0	NO

FEDERAL

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
U.S. Senator — 14th District (PICK 1 of 5)								
Gary Peters	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What types of solutions to structural racism do you bring to the table?

A: "I'm pushing to address health care disparities, including by passing and protecting the Affordable Care Act, which has cut the uninsured rate for Black Americans by a third, and passing legislation which will help reduce Black maternal mortality. I have focused on underserved communities in my pandemic response efforts, helping secure \$60 billion in small business assistance for underserved communities, and proposing legislation to establish the Office of Equal Rights and Community Inclusion at FEMA to strengthen disaster response efforts for communities of color. I will continue to support efforts to make sure the American Dream is accessible to all. With the support of the NAACP, I introduced legislation to help encourage police officers to live in the communities they serve, which boosts mutual trust and understanding. I am also working to pass bills that would ban the use of chokeholds and require independent and impartial investigations to hold law enforcement accountable when they use deadly force."

— Gary Peters, Democratic Member of the U.S. Senate



John James	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Valerie Willis	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Marcia Squier	YES	YES	YES	YES	YES	YES	6	<u>100</u>

Q: What types of solutions to structural racism do you bring to the table?

"I would help to dismantle structural racism by working to guarantee publicly funded healthcare and education, by expanding the G.I. Bill to include everyone. This would help minorities by giving them the resources they need to be successful. Policies that I support that would strive toward social equality and racial justice include ending the war on drugs, cracking down on police brutality, and providing healthcare and education for all!"

— Marcia Squier, Green Party Candidate for U.S. Senate



Doug Dern	NO	N/A	N/A	N/A	N/A	N/A	0	NO
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	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
U.S. Representative — 8th District (PICK 1 of 3)								
Elissa Slotkin	YES	YES	YES	YES	YES	NO	5	NO

Q: What does structural racism look like in Greater Lansing?

"The persistent inequalities in housing, education, economic opportunity, health and other areas point to the fact that structural racism continues to affect minority communities. The COVID-19 has shined a big, bright light on those inequalities, not just in the toll the virus has taken in minority communities, but in the disproportionate proportion of people from our Black, Latino and other minority communities in "essential worker" positions, in the difficulty many communities have had in giving kids access to meaningful distance learning, in the struggles of minority-owned businesses to access loans and other financial support to weather this crisis."



	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Q: What types of solutions to structural racism do you bring to the table?								
A: "I need to be a convener and facilitator, trying to bridge gaps. After the murder of George Floyd, I held meetings with African American leaders across the district. They pushed me to use my role to decide on an agenda to counter structural racism and use my convening authority to bring different groups together. When I heard from Black business owners about difficulties accessing federal loans during COVID, I brought business leaders and banking leaders together to talk about how we could narrow those gaps and help support more Black-owned businesses."								
Q: What types of solutions to criminal justice problems do you bring to the table?								
A: "The most urgent need, highlighted this summer, is policing reforms to address racial injustice in law enforcement. I am disappointed that Congress has yet to pass into law meaningful reforms like the Justice in Policing Act that the House passed; we have to continue that fight. But we need a comprehensive agenda to counter systemic racism — it can't just be one topic only."								
— Elissa Slotkin, Democratic Member of the U.S. House of Representatives								
Paul Junge	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Joe Hartman	NO	N/A	N/A	N/A	N/A	N/A	0	NO
STATE								
Supreme Court Justice (PICK 2 of 7)								
Bridget Mary McCormack	YES	NO	NO	NO	NO	NO	1	NO
Susan Hubbard	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Mary Kelly	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Kerry Lee Morgan	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Katherine Mary Nepton	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Brock Swartzle	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Elizabeth M. Welch	YES	NO	YES	NO	YES	NO	3	NO
State Representative — 65th District (PICK 1 of 2)								
Sarah Lightner	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Nancy Smith	✓	✓	✓	✓	✓	✓	6	<u>100</u>
State Representative — 67th District (PICK 1 of 2)								
Kara Hope	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What does structural racism look like in Greater Lansing?

A: "Policing and criminal justice provides the most glaring and shocking examples, but it is certainly not the only place where systemic racism exists. During the pandemic, the disparities in access to and the quality of health care have been glaring. While COVID-19 has provided a stark example of that disparity, the disparity isn't new or limited to COVID-19. Recognizing the depth and scope of the problem is just the first step."

Q: What types of solutions to structural racism do you bring to the table?

"I fully support the state's effort to improve racial equity in health outcomes, specifically Executive Directive 2020-7. This directive requires that healthcare professionals undergo implicit bias training to obtain their licensure, registration and renewal of licenses and registrations. Lastly, I support efforts to address income inequality that disproportionately harms Black and brown communities. I support raising the minimum wage. I support better access to quality childcare and better access to education and job training."

Q: What types of solutions to criminal justice problems do you bring to the table?

A: "I support efforts to improve police training and "demilitarize" police departments. In June, I introduced House Bill 5925, which would ban the use of chemical irritants to control crowds. My bill was inspired by heavy-handed police tactics against recent Black Lives Matter demonstrations and other protests against police brutality. I was proud to support House Bill House Bill 5837, which would require that law enforcement officers receive training in implicit bias, de-escalation, and mental health. I also supported House Concurrent Resolution 25, which declared racism a public health crisis. The resolution called for support for long-term strategies that would "reduce the long-term impact that racism has on the quality of life and health for citizens of color in the state of Michigan."

— Kara Hope, Democratic Member of the Michigan House of Representatives





Social justice & equity

YOUR VOTE MATTERS



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RACISM EXISTS?: Candidates were asked whether structural racism exists within their communities. Structural racism is woven into the fabric of our society. Those that recognized this received one (1) point.

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ABOVE & BEYOND: This last point was awarded subjectively. The candidates that our editorial team felt went above and beyond simple platitudes and listed specific reforms for policies or procedures that were actually aimed toward dismantling systemic racism received an extra one (1) point.

Color Key:

REPUBLICAN **DEMOCRAT** **NON-PARTISAN** **U.S. TAXPAYERS PARTY**
GREEN PARTY **NATURAL LAW PARTY** **LIBERTARIAN PARTY**
WORKING CLASS PARTY

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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Nate Ross NO N/A N/A N/A N/A N/A 0 NO

State Representative — 68th District (PICK 1 of 2)

Sarah Anthony ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?

A: “Structural racism exists in every institution and in every community in America. It is present in resource allocation, the lack of representation in various leadership roles, and disparate access to health care, housing, food, and opportunities for people of color.”

— **Sarah Anthony**, Democratic Member of Michigan House of Representatives



Robert Atkinson NO N/A N/A N/A N/A N/A 0 NO

State Representative — 69th District (PICK 1 of 3)

Julie Brixie ✓ ✓ ✓ ✓ ✓ ✓ 6 ¹⁰⁰

Q: What does structural racism look like in Greater Lansing?

A: “There is no better example of structural racism in Michigan than our tax policies. Michigan’s reliance on property tax revenue to fund things like education and local government are incredibly biased. In urban areas like Detroit, we fund police and fire departments in large part by property tax. Those communities typically have lower property values than their suburban neighbors, and yet people from the suburbs come into the cities and use their resources throughout the workday but are not adequately contributing to paying for the service burden.”

— **Julie Brixie**, Democratic Member of the Michigan House of Representatives



Q: What types of solutions to structural racism do you bring to the table?

A: “We need sweeping tax reform to begin dismantling structural racism in Michigan. I will advocate in favor of moving to a graduated income tax, where millionaires and billionaires pay a higher rate than people earning less than \$200,000. This would play a huge role in solving major structural inequities facing communities of color, where decades of systematic racism have contributed to wealth inequities. We would also need modifications to Proposal A and to adjust our revenue sharing formulas so that we can better fund communities and services.”

— **Julie Brixie**, Democratic Member of the Michigan House of Representatives

Grace Norris NO N/A N/A N/A N/A N/A 0 NO

Gene Gutierrez ✓ ✓ NO ✓ ✓ NO 4 NO

Q: What does structural racism look like in Greater Lansing?

“Underlying imperialism and white supremacy are at the core of this country’s origins and run us to this day. Structural racism shows itself in everything, every day, from our education system to our judicial system. We just saw another example with the Breonna Taylor decision. And guess who gets to pay the city settlement with her family? We pay for the murder of our own people.”



	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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Q: What types of solutions to structural racism do you bring to the table?

A: “Universal basic income and health care and defunding the police is a good starting point. Give people the money they deserve and need to live. Give people the access and treatments they need for a healthy life. Get the knee off the neck of the people, literally.”

— **Gene Gutierrez**, Green Party Candidate for Michigan House of Representatives

State Representative — 93rd District (PICK 1 of 2)

Graham Filler NO N/A N/A N/A N/A N/A 0 NO

Muhammad Salman Rais ✓ ✓ ✓ NO ✓ NO 4 NO

State Board of Education (PICK 2 of 11)

Ellen Cogen Lipton NO ✓ ✓ ✓ ✓ ✓ 6 NO

Q: What does structural racism look like in Greater Lansing?

A: “Structural racism exists in every community in which black and brown children do not receive the same educational experiences that their white counterparts receive. That can look like black and brown students being steered away from honors classes, or more harshly disciplined for infractions for which white students are not disciplined.”

Q: What types of solutions to public education problems do you bring to the table?

A: “One important policy would be to fund schools based on a formula that reflects the true costs of educating a child in our state. When I was serving in the Legislature, I passed a law that required the state to undergo an educational costing-out study. The results of this study were further incorporated into the findings of the School Finance Research Collaborative, which determined that we were underfunding students living in chronic poverty, English language learners, and special education students. As such, I will continue to advocate for an equitable school funding formula that drives additional resources to those students most in need.”

— **Ellen Cogen Lipton**, Democratic Candidate for Michigan Board of Education



Jason Strayhorn NO N/A N/A N/A N/A N/A 0 NO

Tami Carlone NO N/A N/A N/A N/A N/A 0 NO

Michelle Frederick NO N/A N/A N/A N/A N/A 0 NO

Bill Hall NO N/A N/A N/A N/A N/A 0 NO

Richard Hewer NO N/A N/A N/A N/A N/A 0 NO

Karen Adams NO N/A N/A N/A N/A N/A 0 NO

Douglas Levesque NO N/A N/A N/A N/A N/A 0 NO

Mary Anne Herring ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

A: “In Dearborn, where I work and live, it has been historically racist towards the black population, enforced through the political structures and the police department. Today, structural racism still exists and has extended to the Middle Eastern population.”

— **Mary Anne Herring**, Working Class Party Candidate for Michigan Board of Education

Hali McEachern NO N/A N/A N/A N/A N/A 0 NO

Tom Mair ✓ ✓ ✓ NO ✓ NO 4 NO

Social justice & equity

YOUR VOTE MATTERS

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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U-M Board of Regents (PICK 2 of 10)

Mark Bernstein ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

A: "Structural racism manifests itself in disparities in the criminal justice system, limited access to medical care — including the disproportionate impact of COVID-19 on Black and other minority communities, worse healthcare outcomes and shorter life expectancy. It also manifests itself as an impact of climate change on vulnerable, typically minority, communities and as an underrepresentation of Black (and other minority) leadership in many different arenas."



Q: What types of solutions to public education problems do you bring to the table?

A: "Making college more affordable for students that struggle to pay tuition will make the transformative impact of higher education available to more families, make our campuses more diverse and inclusive, and educate future champions of social justice. There are big and small ways to make progress on these priorities. Eliminating certain criminal history questions on student applications and changing residency guidelines to permit undocumented students to pay in-state tuition are small policy changes."

— **Mark Bernstein, Democratic Member of the University of Michigan Board of Regents**

Shauna Ryder Diggs	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Sarah Hubbard	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Carl Meyers	NO	N/A	N/A	N/A	N/A	N/A	0	NO
James L. Hudler	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Eric Larson	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Ronald E. Graeser	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Crystal Van Sickle	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Michael Mawila	✓	✓	NO	✓	✓	NO	4	NO

Q: What types of solutions to public education problems do you bring to the table?

A: "A college education is the next step, helping the next generations rise up and out of the distressed conditions of their childhoods. Professionals who are minorities have been proven to have the largest effect in improving their communities. As the success stories, the community identifies with and listens to the advice of their businessmen and women, their doctors, and their teachers. Professionals mean a build up of capital and equity that can be reinvested back into the community, and that is what will end inequity."



— **Michael Mawila, Green Party Candidate for University of Michigan Board of Regents**

Keith Butkovich NO N/A N/A N/A N/A N/A 0 NO

MSU Board of Trustees (PICK 2 of 10)

Brian Mosallem	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Rema Ella Vassar	✓	✓	✓	✓	✓	NO	5	NO

Q: What does structural racism look like in Greater Lansing?

A: "It looks like redlining, predatory lending, inadequate funding for vulnerable schools, disparate healthcare and health outcomes for minoritized citizens, food insecurity, policing of Black bodies along the P-20 spectrum and crippling student loan debt."

Q: What types of solutions to public education problems do you bring to the table?

A: "Every policy needs analysis. Every single practice needs scrutiny. Accountability requires relationships. In order to amplify voices of minority community members, I must first hear them myself. I am not one who speaks for others without hearing from those I claim to represent. Black folks are no monolith. There is diversity within and between people of color. What Brown people experience in Sturgis will be different from the Brown folks in Detroit. They will show up to MSU with unique experiences, worldviews, and needs. I will be in community, in relationship with people, hear them, and bring their collective and individual concerns to the board room."

— **Rema Ella Vassar, Democratic Candidate for Michigan State University Board of Trustees**

Pat O'Keefe	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Tonya Schuitmaker	NO	N/A	N/A	N/A	N/A	N/A	0	NO

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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Will Tyler White ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

A: "People of color are statistically more likely to be pulled over by police, more likely to be incarcerated, and have lower rates of home ownership."

Q: What types of solutions to public education problems do you bring to the table?

A: "More coursework on racial justice might help, and a workshop for incoming freshmen. The annual conference on Race in 21st Century America (hosted by the James Madison College) could be expanded to a two-day event. The student organizations that address these issues deserve the full support of the university too. Most importantly, admission policies should reflect the broad spectrum of social and economic conditions of prospective students."

— **Will Tyler White, Libertarian Candidate for Michigan State University Board of Trustees**

Janet Sanger	NO	N/A	N/A	N/A	N/A	N/A	0	NO
John Paul Sanger	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Brandon Hu	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Robin Lea Laurain	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What does structural racism look like in Greater Lansing?

"If you take a tour through a prison or a juvenile detention center, you will notice that the faces are mainly those of color. The school-to-prison pipeline starts early with kids of color. Judges are especially tough on girls of color and are more apt to sentence them to a facility and white girls to mental health treatment or a diversion program."



Q: What types of solutions to public education problems do you bring to the table?

A: "First, all decisions made at MSU would involve students and faculty of color, the Lavender Community, people with disabilities, and visiting students from abroad. No one would be left out of the process. Second, this new empowerment would be spread into the community through the pre-University education system. MSU students would be required to do 40 hours of volunteer work as part of a requirement for graduation. Each school or sports team would be required to do an outreach program with people of color. I would personally be working in the field with the students. Examples of this program could be things such as the School of Nursing doing a shadowing program allowing junior high and high school students to shadow them in the clinical setting where appropriate."

— **Robin Laurain, Green Party Candidate for Michigan State University Board of Trustees**

Bridgette Abraham-Guzman NO N/A N/A N/A N/A N/A 0 NO

Wayne State Board of Governors (PICK 2 of 7)

Shirley Stancato	✓	✓	✓	✓	✓	✓	6	<u>100</u>
Eva Garza Dewaelsche	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Don Gates	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Terri Lynn Land	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Jon Elgas	✓	NO	NO	NO	NO	NO	1	NO

Q: What does structural racism look like in Greater Lansing?

"My community tends to look down on the poor, which tends to be African Americans. While I don't believe it is intentional, everyone needs to try to help those in need."

— **Jon Elgas, Libertarian Candidate for Wayne State University Board of Governors**

Christine Schwartz	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Susan Odgers	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What types of solutions to public education problems do you bring to the table?

A: "We must create a wider space for all. Actions can not be about "checking a box"; we must address structural racism in every part of the university. This means initiatives are NOT tied to specific faculty, courses, student organizations or departments. We need a holistic approach that addresses structural racism in every fiber of the university. We must be a voice to end racial profiling and police brutality, protect immigrant rights, end deportations and strengthen paths to citizenship. I am especially concerned as



Social justice & equity

YOUR VOTE MATTERS

ENGAGEMENT: Candidates that responded to this survey (at least) expressed a willingness to engage in a conversation about racial justice and social equity. For that, they each received one (1) point.

BLACK LIVES MATTER vs. ALL LIVES MATTER: Each candidate was asked to choose between “Black Lives Matter” or “All Lives Matter” without explanation. Those that clearly selected “Black Lives Matter” received one (1) point.

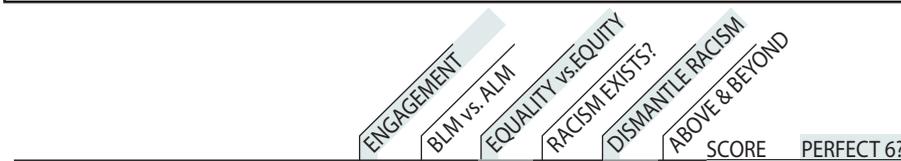
EQUALITY vs. EQUITY: Candidates were also asked to define the differences between equality and equity. Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things. Those who were able to clearly define and delineate between those two distinct concepts each received one (1) point.

RACISM EXISTS?: Candidates were asked whether structural racism exists within their communities. Structural racism is woven into the fabric of our society. Those that recognized this received one (1) point.

DISMANTLE RACISM: Candidates that expressed a desire to dismantle structural racism received one (1) point.

ABOVE & BEYOND: This last point was awarded subjectively. The candidates that our editorial team felt went above and beyond simple platitudes and listed specific reforms for policies or procedures that were actually aimed toward dismantling systemic racism received an extra one (1) point.

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 GREEN PARTY NATURAL LAW PARTY LIBERTARIAN PARTY
 WORKING CLASS PARTY



to how structural racism at WSU intersects with military veterans, international students, the financially poor, the LGBTQ+ community and persons with disabilities. Anti-racist training through local Detroit area folks and groups like freedomlifted.com could be helpful. I'm interested in Dr. Jovanovic's recent work on trauma and racism. I want us to recognize the ways structural racism intersects with the COVID-19 pandemic. Think long-term, not reactionary policies. Look deeply to understand the problems so that solutions match the concerns. Enforcement of the policies we have is key. I'm always concerned about increased administration costs and lowered student services."

— Susan Odgers, Green Party Candidate for Wayne State University Board of Governors

BOARDS OF EDUCATION (LOCAL)

East Lansing Public Schools (PICK 3 of 8)

Nichole Martin ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

A: "Policy structures that, for years, have overrepresented and disciplined African American males is a form of structural racism. Academic practices and standards which promote stereotypes of hyperactivity and bad behavior or inability to achieve within the classroom is part of structural racism. Holding students accountable for their workouts and competitions but not holding the same standards and expectations for their academic success is part of decades and decades of structural racism. The mechanisms in which the district previously went about hiring new employees was set up from a position of white privilege as we whitewashed our own role in devaluing teachers and administrators of color. Structural racism also looks like sitting on the sidelines and watching the inequities take place."



Q: What types of solutions to public education problems do you bring to the table?

A: "We could bolster social equity by enacting policy that requires policy review with an equitable representation of constituents. Perhaps that looks like hosting policy meetings in the community; at community centers or in shared spaces where access to attend these meetings would not be so difficult. I do not believe we need to micromanage district policy to strengthen policies, but I do believe we need to advocate for providing opportunities for people to be able to come to the table. In this manner, we can address policy updates and drive conversations that promote empowerment, create understanding, and facilitate the development of our community's purpose in supporting all our students."

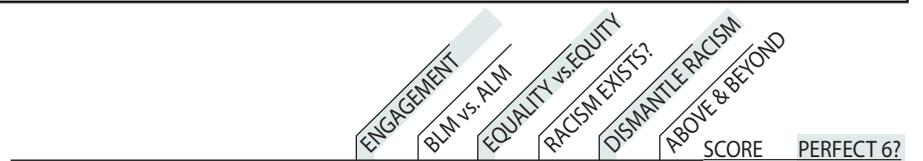
— Nichole Martin, Nonpartisan Member of East Lansing Public Schools Board of Education

Joshua Barber ✓ NO NO NO ✓ NO 2 NO

Monica Fink ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

"Specific to East Lansing, and the most glaring presentation of structural racism is the lack of diversity in positions of authority to include our school board, school administration, and school staff. A history of racist housing discrimination, redlining, which continues to have long reaching ramifications for Black and Brown residents. Law enforcement interactions, a lack of documentation showing color of individuals encountered allows for the misrepresentation and inaccurate statistics."



Q: What types of solutions to public education problems do you bring to the table?

A: "It is important that we not only identify the forms of racism that shape our community, schools, and classrooms but also begin addressing and dismantling the racist structures of internalized racism, interpersonal racism, institutional racism, and structural racism in each of these settings. We also need to identify where we stand in relation to those destructive social forces and continue to evaluate effective ways to influence changes that will lead to better outcomes for all our students and families. This work needs to continue with progressive, aggressive, mindful and targeted practices that require the voice of people of color to ensure that the important conversations that address the issues that happen almost exclusively to Black and Brown children happen through an antiracist lens. Children of color seeing themselves in authority figures they encounter in school will promote pride, feelings of being understood, and combat the real and consequential implicit biases of those with privilege and power."

— Monica Fink, Nonpartisan Candidate for East Lansing Public Schools Board of Education

Matthew Heos ✓ ✓ ✓ ✓ ✓ ✓ 6 100

Q: What does structural racism look like in Greater Lansing?

"As it relates to our schools, tying property taxes to school funding is an example of structural racism. This system divides us by class, race, and geography, which inhibits opportunity and social mobility and perpetuates inequity."



Q: What types of solutions to public education problems do you bring to the table?

A: "My goal is to help our students learn more about our government, and how and why it functions the way it does, and why it is better that the other forms of government. My proposal is for civics (government) to be taught in elementary school and middle school in addition to the one semester our students are taught in high school. Structural racism can be fixed but only by the will of the people. That is possible if we educate our youth to use our government to remove barriers to a just society at an early age. Social equity can be fostered by empowering students to be the agents for change so that we can achieve our ideals within our lifetimes. The vehicle to accomplish that is by teaching civics to our students early and often. STEM is very important, but it has been elevated to the point where social studies has become second tier. Math is taught every year, but government gets only one semester. There should be no surprise then that people are losing faith in our democratic institutions."

— Matthew Heos, Nonpartisan Candidate for East Lansing Public Schools Board of Education

Gregory Hess ✓ NO NO NO NO NO 1 NO

Elizabeth Guerrero Lyons ✓ ✓ ✓ ✓ ✓ NO 5 NO

Q: What does structural racism look like in Greater Lansing?

"Structural racism is embedded in the structures of various systems such as policies and processes as well as embedded in decision making that, consciously or unconsciously, sustain racism. Structural racism can be normalized across generations and in many cases seen as a normal course of business. Some examples of these can be found in curricula being taught, funding streams that fund public school systems based on property, redlining housing markets to systemically discriminate people of color from buying homes in certain areas."



— Elizabeth Guerrero Lyons, Nonpartisan Candidate for East Lansing Public Schools Board of Education

Social justice & equity

YOUR VOTE MATTERS



	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Dorian Prier	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Dorian Prier

Q: What does structural racism look like in Greater Lansing?

"Students of color are more likely to be disciplined and have interactions with the police. This leads to students having negative interactions with law enforcement and reaffirms the school-to-prison pipeline."

Q: What types of solutions to public education problems do you bring to the table?

A: "Ensure that disciplinary policies don't target Black and brown students. Ensure that funds are allocated to recruit educators of intentional hiring of people of color in educator and administrative positions. Development of partnerships and allies to achieve equity. Ensure all staff receive implicit bias training. Allocate resources so that people of color are recruited and retained. Town halls with communities of color."

— **Dorian Pryer**, Nonpartisan Candidate for East Lansing Public Schools Board of Education



you

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Debbie Walton

Q: What does structural racism look like in Greater Lansing?

"Structural racism absolutely exists in our community. Structural racism exists everywhere in our culture. We know it exists because socioeconomic divisions tend to break down along racial lines. We know it exists because our highest-achieving students tend to be white. We know it exists because Black and brown students receive more punishments than their white counterparts. We know it exists because our parent councils are dominated by white parents."

Q: What types of solutions to public education problems do you bring to the table?

A: "First, our hiring practices must be overhauled to ensure that our employees look like our students. Second, and less obvious, is the fact that our district is currently set up so that parents/guardians must advocate strenuously for their students' academic needs. This sets up an inequitable system in which the only students who receive appropriate resources are those whose parents have the time, energy, and ability to advocate for them. If elected, I will work to create in-district options for all our students and tailor curriculum to meet each of our students' needs. In its current form, our system enforces systemic racism by restricting access to advanced curriculum based on parental advocacy. Additionally, I believe that it is vitally important that we make a conscious choice to include BIPoC as stakeholders in decisions."

— **Debbie Walton**, Nonpartisan Candidate for East Lansing Public Schools Board of Education



Haslett Public Schools (Pick 2 of 3)

Tracy Collins	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Greg Bird	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What types of solutions to public education problems do you bring to the table?

A: "As someone who is privileged, my first responsibility is to listen and learn. Then, we must lead by example to enact policies that will dismantle structural racism."

— **Greg Bird**, Nonpartisan Candidate for Haslett Public Schools Board of Education



Camara Lewis

	NO	N/A	N/A	N/A	N/A	N/A	0	NO
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Holt Public Schools (PICK 3 of 4)

Amy Dalton	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Mark Perry	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Jennifer Robel	✓	✓	✓	✓	✓	✓	6	<u>100</u>

Q: What does structural racism look like in Greater Lansing?

"Whether here in our community or across the country, people of color continue to be more likely to live in poverty, drop out of school, be unemployed, be incarcerated, and/or suffer from poor health and a lack of access to quality health care, among other things."

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
Francisca Garcia	✓	✓	✓	✓	✓	NO	5	NO

Q: What types of solutions to public education problems do you bring to the table?

A: "I will continue to work to enact policies and practices across the district that do not exacerbate privilege or put a specific racial group at a disadvantage. I will also continue working to diversify our educator workforce and staff, as research shows that students with teachers and staff who look like them are more likely to succeed."

— **Jennifer Robel**, Nonpartisan Candidate for Holt Public Schools Board of Education



Francisca Garcia

Q: What does structural racism look like in Greater Lansing?

"One of the ways is in how discipline and consequences are carried out by our schools towards black and brown students versus white students. Data and reports have consistently shown that schools expel and suspend students of color more often than white students. Our students in the Holt High High School Diversity Club have attested to that happening here as well."

— **Francisca Garcia**, Nonpartisan Candidate for Holt Public Schools Board of Education



Okemos Public Schools (PICK 4 of 6)

Katie Cavanaugh	✓	✓	✓	✓	✓	✓	6	<u>100</u>
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Q: What does structural racism look like in Greater Lansing?

"We see it in our school curriculum from history taught from a white male European perspective, to novels read in English classes predominantly written by white authors, to the Meet the Masters art program for elementary children that features paintings almost exclusively by white males. Unfortunately, for example, we also see racism in student discipline when students of color are given harsher punishments, and we see it when students of color are underrepresented in advanced placement classes. Okemos is not immune to structural racism."

Q: What types of solutions to public education problems do you bring to the table?

A: "Each policy should be examined using an equity lens to help determine how it will impact every group of students. We will be addressing the Chief name as our school mascot in the coming months. As we work towards more equity in our district, we need to examine hiring practices and work towards hiring a more diverse faculty that more accurately represents our diverse student body. We need to provide professional development for our teachers on implicit bias and structural racism. We must examine how our racial and religious minority students are treated in every area including discipline, class placements, and socially by their classmates and work towards rectifying any biases seen."

— **Katie Cavanaugh**, Nonpartisan Member of Okemos Public Schools Board of Education



Melanie Lynn

	✓	✓	✓	✓	✓	✓	6	<u>100</u>
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Q: What does structural racism look like in Greater Lansing?

"Structural racism is characterized by negative racial messages about black/brown students' abilities and strengths, implicit bias among educators, disparate disciplinary practices/decisions, culture that results in black/brown students feeling unwelcome, underrepresentation of diverse perspectives and imagery in curriculum and educational materials, and limited participation in gifted and talented programs."

— **Melanie Lynn**, Nonpartisan Member of Okemos Public Schools Board of Education



Joe Friedhoff

	✓	✓	✓	✓	✓	✓	6	<u>100</u>
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Q: What does structural racism look like in Greater Lansing?

"It looks like the underrepresentation of BIPOC students in advanced coursework and the overrepresentation of these same student groups in special needs programs and detention halls. On the adult side, it looks like a lack of racial and ethnic diversity in the teaching and educational staff, including in upper-level administration."

Q: What types of solutions to public education problems do you bring to the table?

A: "My focus will be ensuring that existing policies are viewed through an equity, diversity, and inclusion lens, and that additional policies that can advance this effort be authored and adopted. Unconscious bias training is increasingly being required of other



Social justice & equity

YOUR VOTE MATTERS

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Color Key:
 REPUBLICAN DEMOCRAT NON-PARTISAN U.S. TAXPAYERS PARTY
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 WORKING CLASS PARTY

	ENGAGEMENT	BLM vs. ALM	EQUALITY vs. EQUITY	RACISM EXISTS?	DISMANTLE RACISM	ABOVE & BEYOND	SCORE	PERFECT 6?
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professionals (e.g. health care workers), and providing such training to our teachers, staff, and admin would be a positive step. Policies that help the school district recruit, hire, and retain a diverse workforce will be important to achieving this goal. So, too, will be ensuring that all students are provided with challenging pathways throughout the school system and multiple opportunities to access advanced coursework. That said, the effectiveness of such policies needs to be measured through data collection, and we must use the data to determine if the current approaches are making appropriate strides toward achieving the intended outcomes.”

— **Joe Friedhoff**, Nonpartisan Candidate for Okemos Public Schools Board of Education

Thomas Gorman	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Andy Phelps	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Jayne Taylor	✓	✓	✓	✓	✓	✓	6	100

Q: What does structural racism look like in Greater Lansing?

“Denying that it exists is dangerous and shortsighted. Elimination of clubs based on sexual orientation, race/ethnicity, unrealistic academic expectations for certain ethnic populations, unfair discipline.”

Q: What types of solutions to public education problems do you bring to the table?

A: “Advocating for the reinstatement of clubs to ensure that our students feel accepted and understood, analysis of our discipline standards and push to develop fair and equitable discipline procedures, I will work hard to continue our district equity plan work, encourage and recommend racial bias training for all staff. Continue to encourage community discussion and outlet for students to express their concerns about structural racism.”

— **Jayne Taylor**, Nonpartisan Candidate for Okemos Public Schools Board of Education



Waverly Community Schools(PICK 3 of 5)

Amy Krause	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Holly Nester	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Adre Brown	✓	✓	✓	✓	✓	NO	5	NO
Tamia McClain	NO	N/A	N/A	N/A	N/A	N/A	0	NO
John Robertson	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Tou Vue	NO	N/A	N/A	N/A	N/A	N/A	0	NO

Grand Ledge Public Schools(PICK 2 of 5)

Patrick McKennon	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Jamil Cage	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Raymone Gude	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Andrea Herrst	NO	N/A	N/A	N/A	N/A	N/A	0	NO
Nicole Shannon	✓	✓	✓	✓	✓	NO	5	NO

Justice

from page 15

of color, a candidate needs to know and understand our complicated racial history and how that history impacts our lives today. He/she needs to be able to explain how government played, and still plays, a role in creating and maintaining racial inequities. It was the white leadership centuries ago that defined rights; that decided who could gain full or 3/5 citizenship, who owned property and who was property, who owned the crops and who worked the crops, who could be educated and who was denied the right even to learn to read, who was on the top rung of the newly institutionalized caste system and who was (and still is) on the bottom rung.

Racism, like the caste system that exists in our daily lives, is not new. But, they will both continue to exist as long as we bury our heads in the sand and refuse to address them forthrightly and with truth. Candidates and voters need to tackle these issues and talk about them with an unequivocal call for transformation. All of us must face the existence of the caste system developed 400 years ago in colonial America and how institutionalized and systemic it has become in our mindsets, behaviors and beliefs. We must make sure that people who are running for office intend to serve as representatives of all people. They should be willing to identify their own imbedded implicit biases, as well as the open explicit biases that have become systemic in every aspect of our lives including political, economic, health, education, mortality, housing, the media, the justice system and day to day living.

People running for office must attest

that they know why we emphasize that Black Lives Matter. True, all lives do matter. However, our history of racial discrimination and disparities have shown that over the centuries Black lives have mattered less to the powers that be than white lives have mattered. Any candidate should confirm support for the Black Lives Matter movement by acknowledging the necessity to dismantle the structures of racism and oppression so Black people can ultimately get the justice they deserve.

Finally, it must be noted that before voting for a candidate, we must make sure it is someone whom we can trust to bring these issues to the front and center of the agenda. People of conscience are rising up. No longer can we allow an elected official to say one thing and do another or be silent, when it is time to act. Silence is complicity. Ignoring racism is being complicit. Standing on the sideline and not speaking the name of Breonna Taylor, George Floyd, Emmett Till, Trayvon Martin or Tamir Rice is being complicit. Letting a governmental entity change the rules in order to suppress the vote of any people without speaking against it is being complicit. Ignoring over 400 years of established practices that have led to the current plight of social and racial injustices is being complicit. Supporting a candidate who is not willing to upend unjust systems, e.g. systemic racism, is complicit. Remaining silent is the same as agreeing to perpetuate the status quo.

This election is the most important of this lifetime. The impact on future generations is at stake. The future of our communities, state and nation is in our hands. The responsibility of electing the right people to ensure that rights and liberties of all people are protected is up to us. And most important, it is the people who get the last word ... and that last word is ... OUR VOTE.