

2020 November - DAWN Endorsement Questionnaire

*Please format your answers in **bold**

Name:	Teresa O'Neill
Date:	August 25, 2020
Office Sought:	Santa Clara City Council District 4
How long have you lived in the district you are running for?	56 years

Personal Information

Previous offices held:	Santa Clara Unified Board of Education Trustee, City of Santa Clara Planning Commissioner
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Current job: **Retired**

Other jobs held (feel free to just attach a resume):	Previously worked for Hewlett-Packard Company in a wide range of positions.
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Campaign Information

Name of Campaign Committee:	Re-elect Teresa O'Neill Santa Clara City Council District 4 2020
FPPC ID#:	
Campaign Manager:	Teresa O'Neill
Campaign Consultant:	None
Campaign Website:	www.teresaoneill.org
Facebook Page:	https://www.facebook.com/oneill4santaclara
Projected funds needed to win:	\$25,000
Funds raised to date:	\$4200
Are you an incumbent?	Yes
Opponents (to the best of your knowledge):	Kevin Park

Prominent Endorsements:	Teamsters Local 350 IAFF Local 1171 South Bay Labor Council
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	Assemblymember Kansen Chu Mayor Lisa Gillmor Council Member Debi Davis Council Member Kathy Watanabe Former Council Member Jamie McLeod SCUSD Trustee Vickie Fairchild Santa Clara Police Officers Association
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Top 3 priorities if elected:	<ol style="list-style-type: none">1. Manage the immediate challenges of Covid-19 on public health and the range of community impacts from economic recession—housing, food, financial aid2. Protect essential city service delivery to residents –public safety and infrastructure maintenance foremost3. Complete launch of our new city taskforce on policing, diversity, and equity and begin the restorative justice process with our community
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Essay Questions

Please answer the following questions in 500 words or less

1. Discuss your campaign finances and staffing structure. What percentage of women do you have in your campaign organization, both paid and volunteer roles?

Particularly with small district elections, our campaign will be smaller scale. I have a small core team which is half women. Everyone is a volunteer, except for a student we are paying to help with social media and graphics support. I have begun fundraising to pay for 2 mailers and perhaps postcards.

2. Please describe any prior service to your community. List any boards (non-profit, professional or governmental), community groups, elected or appointed positions on commissions, or any elected offices or leadership positions in the community. What was your greatest success/achievement?

I will attach my resume with summary of non-profit and governmental offices and board service. I believe I have more experience, accomplishments, commitment, and leadership to continue to be a successful council member for the community of Santa Clara. Picking one accomplishment, I select my work to establish developer park impact fees and to get passed by the voters a charter amendment that places very strong protections in place for open spaces in Santa Clara. These actions have led to improvements to and maintenance of existing parks and creation of new parks for a growing population and then the protection of these lands for public use going into the future.

4. What are some of the needs of women and girls in your community? How do you plan to address these needs and how will you use your position to advance the position of women and girls once elected? Please share specific examples and goals you have related to this area of work.

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Women and girls in Santa Clara are particularly vulnerable to access to affordable housing, nutritious food, and good jobs. All of these are essential to having a good quality of life that allows one to achieve one's personal goals. With the cost of living and still having a male-centric culture, women and girls can be left behind. During my tenure on the city council, I advanced new affordable housing programs. We adopted an inclusionary housing ordinance, with an emphasis on including the mandated affordable units within the proposed development. I advocated within the City Council and staff to pursue an agreement with the County of Santa Clara for the County to "boomerang" Santa Clara Housing Authority funds the County received in the RDA dissolution back to Santa Clara when the City built new affordable housing. We were able to reach that agreement and those funds are helping finance new projects. As a member of the Santa Clara Unified School District board, we put together a program to finance and build housing for certificated employees, largely women, on District land to help them stay working in public education and to assist them in saving to purchase a home. With rents being so high locally, many women, particularly single mothers, are food insecure. During the Covid-19 pandemic, I have had a lead role in redirecting city funds to expand food programs for seniors and children. Not only were women and girls getting more food support within days, but the food program has kept some of our workers at our convention center, largely women, employed. Through my longstanding role with the Santa Clara Schools Foundation and St. Justin Community Ministry, I am convening these agencies and others to form a partnership to direct more food resources to those most impacted by Covid-19. Many women and their daughters are impacted by low wages and job insecurity. I supported council action to raise the minimum wage substantially with an index to inflation and a worker retention ordinance for some worker categories. We are working on a new ordinance to include an expansion of those workers to be covered, including hotel employees, another largely female population.

4. Understanding the budget cuts are unfortunately part of governance and public service, please list your top three funding priorities: **1. Covid-19 relief programs, 2. Public safety and first responder services, 3. Maintenance of public infrastructure (electric, water, sewer, transportation, parks)**

5. What qualifies you for the position you are running for?

I have experience and results in what I call the 3-legged stool of our community—government, non-profit sector, and the business community. I have served in multiple capacities in government and I believe I am considered to serve with integrity and openness to a variety of ideas. I invest a great deal of time learning as much as I can about the policy areas where I will have to make decisions and believe I am considered knowledgeable and effective. I treat the public whom I serve and the public employees who serve us all with respect. I make myself accessible to the public in monthly resident meetings, take phone calls, answer e-mails, and attend meetings on specific topics as requested. I have a passion for serving my community.

6. What actions have you and will you take in response to the #MeToo movement?

I supported the adoption of a censure policy for elected officials who act inappropriately. The threat of a censure led to the resignation of a council member who had been accused by multiple young women of sexual harassment. I have counseled employees who have confided in me about inappropriate workplace behavior as to their remedies and have talked with the human resources director about issues I was observing. I also intervened in a situation involving 2 appointed commissioners, one male and one female. The male was acting

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inappropriately, including uninvited physical touching. I found out that the staff supporting the commission and the city attorney's office were incorrectly responding to the complaints. I personally intervened and information was given to all commissioners and city staff on harassing behaviors and the correct process to rectify. As a result, additional annual training has been required for city employees and appointed and elected officials. Through the Governance Committee that I recommended to Council to establish, we have been reviewing and strengthening council policies on actions by council, commissioners, and committee members. I will suggest to the committee (which now includes Ethics issues) if we need to broaden our review and ask for information from our Human Resources Director on complaints received from employees. I am interested in having a review of our city practices to see if they reflect best in class approaches.

7. How do you currently and how will you once elected use your influence to be actively anti-racist. Be specific.

In response to the killing of George Floyd and the Black Lives Matter movement, our city council enacted resolutions condemning the violence of the Minneapolis Police Department and loss of Mr. Floyd's life and the goals of BLM. Our Mayor signed onto the Obama Foundation's Mayors Initiative. Our Chief of Police (elected) has aligned the Santa Clara Police Department to the #8CantWait campaign. The police department is reviewing and revising all of their policies and making them much more accessible to the public on their website. I am part of an ad hoc committee of our mayor, another council member, the chief of police, and driven by three young people of color as we determine our mission and vision for what we have named Task Force on Diversity, Equity, and Inclusion. We are putting together a plan for a range of items that need to be addressed, including a number of police policies and practices, such as Use of Force and data collection on police interactions with community members, particularly including ones that may not result in an arrest. We hope to also look at recruitment practices and training of all police employees. We expect to have training on implicit bias and examine where it is occurring in Santa Clara. We are also hoping to consider creating monitoring mechanisms and complaint investigations for racist behavior or inadequate response by the City to resident complaints or community issues. We will be working initially with the Markkula Center for Applied Ethics to give us guidance as we embark on this project. We will be making a report to the rest of the council and, more importantly, the entire community on September 29th on what we have done so far. The council members on the Task Force are envisioning that this group will transform into being a community-driven committee, led by the three young people of color, to start a longer process with measurable deliverables to listen to as many stakeholders and individuals in the community as possible to derive an issues list and to create recommendations to the city council on how to best address them. I am encouraging that we use deliberative democracy and restorative justice approaches to come to community conclusions, create action plans to correct deficiencies, and to heal wounds that exist currently. I will want to see a process for on-going monitoring and some form of performance auditing to see what positive changes we are actually achieving. My intention is for this process to lead us to examine all that we do through a different lens and to inform more inclusive decision-making from individual choices made by an employee to overarching policy enacted by the entire city council. This task force and committee could do the most important work in Santa Clara in my lifetime.

Indicate whether you support, support with reservations, or oppose the following issues:

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Reproductive Rights & Health Care Issues

Issue	Support	Oppose	Support W/Reservation	Need Clarification
The right of a woman to choose to have an abortion up to the time that the fetus is viable, or at any time deemed medically necessary	X			
Preserving the right of all women and girls to have the full range of reproductive information and services	X			
Comprehensive coverage for contraception and abortion under public and private medical insurance	X			
Continued public funding for prenatal care, family planning and abortion services for low-income women	X			
A minor's right to confidential access to full range of reproductive information and services without requiring parental notification	X			
Continued public funding for low-income health insurance coverage	X			
Universal, government mandated access to a full range of health care services through insurance	X			

Work-Place Issues

Issue	Support	Oppose	Support W/Reservation	Need Clarification
Will actively create or support policies mandating equal wages between genders	X			
Will actively work to create or support legislation that increases pay and benefits for traditionally gender-specific careers	X			
Extension of benefits to all partnerships, regardless of standing	X			
Policies to ensure diversity of gender, sexuality, ethnicity, cultural background and other groups in public institutions	X			
An employees' right to organize into a union or not cross a picket line without losing a job	X			

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Labor practices that allow strikebreakers or replacement workers to be hired permanently		X		
The practice of replacing employees with contracted services			X	
Paid maternity/family leave	X			

Family & Childcare Issues

Issue	Support	Oppose	Support W/Reservation	Need Clarification
Public funding assistance for childcare for low income families	X			
Employer tax relief if childcare facilities are provided			X	
Repeal of state-mandated child support collection				X Not sure if this means stopping wage garnishment to assure payment of child support to custodial parent. If that is what is meant, I don't support that. No one likes to have to attach an employee's pay check, but the more important concern is to be sure children receive the resources they need.

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Development and public funding assistance for women's shelters	X			
Comprehensive, coordinated programs to help reduce the incidence of domestic violence	X			

Educational Issues

Issue	Support	Oppose	Support W/Reservation	Need Clarification
Accurate, age-appropriate, state-mandated health and sex education in schools, with parent consent	X			
Increased financing for public education at all levels, including post-secondary education	X			
Censorship of the internet or books provided in public libraries		X		
Requirement for Ethnic Studies curriculum in K-12 schools and colleges.	X			
Expand funding and policies that support apprenticeship and job training programs	X			

Equal Opportunity

Issue	Support	Oppose	Support W/Reservation	Need Clarification
Eliminating social services for undocumented immigrants		X		
Denying citizenship to native-born children of undocumented immigrants		X		
Denying education to children of undocumented immigrants		X		

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Establishing that LGBT individuals have the right to sponsor same sex partners through a legal immigration process	X			
Allowing HIV positive individuals the same immigration rights as other non-diagnosed individuals	X			
Legislation to end the practice of racial profiling in law enforcement	X			
State-mandated affordable housing and subsidized housing for people with disabilities	X			
Equal rights for the LGBT community regarding employment, housing, the military, marriage and healthcare	X			

Governmental Reform & Finance Issues

Issue	Support	Oppose	Support W/Reservation	Need Clarification
Ethnic and gender diversity in all government appointments that are reflective of the community being served	X			
Simple majority votes on all funding issues (e.g. taxes and budgets)	X			
Binding arbitration is an unnecessary component of labor negotiations				X not sure exactly what is meant here, but answer depends in part as to if you refer to negotiations in the private or public sector. In the private sector, the negotiating parties may agree to submit to binding arbitration. In the public sector, if an

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				elected body is responsible For labor contracts, then they have to make the final decision. Otherwise, they abdicate their accountability to the public.
If layoffs are a necessary budget solution, they should impact management and line employees equally	X			
Net Neutrality protections are unnecessary		X		

Please explain all your support with reservations

There are certain categories of work or services that may be better provided by an outside company that specializes in those services. Most cities hire many consultants, especially in technical areas or very specific skill areas. Most of our IT services are provided by an outside firm. In Santa Clara’s contracts with those consultants, we include language on appropriate treatment and payment of employees. Santa Clara contracts out the management of some city facilities, such as Levi’s Stadium and the convention center. In those cases, the management company hires the employees. We have had varying success with these managers. But I support having as many of our mainline employees as possible work directly for the City for a number of reasons.

By signing this questionnaire, you agree that you will run an honest and clean campaign and that you will fight to uphold the values and positions stated above and in your endorsement interview. You also confirm your understanding that any endorsement is contingent upon you upholding these values.

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*Please format your answers in **bold**

Signature *


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(Type name to sign electronically)

Date *

__August 28, 2020_____