



Name	Ward	Do you support reforms that protect the right of everyone to just and fair work conditions, including a fair wage that enables them to support their families? Please explain your answer.
Megan Scott	1	Yes, current minimum wage requires an individual to work about 69 hours a week in order to afford rent in Oklahoma City. All people deserve the opportunity to work in a good environment, with good wages, that supports their families without placing a heavy burden on them to make ends meet. The soaring costs of child care, food, and housing are all concerning when our state and city has done little to make sure that wages have kept up with these costs.
Allen Swanda	3	I support each and every person's right to work and earn a decent wage and living. Wages should be in line with cost of living for the area. There should be no discrimination in wages based on race, gender, creed or religion. Workers with the same experience and training levels should be paid the same wage regardless of race, sex, etc. This is clearly spelled out in the Equal Pay Act of 1963 and the Oklahoma Anti-Discrimination Act laid out in Oklahoma statutes and I earnestly support these laws and statutes.
Susan K. Parisi	1	Yes, decent working conditions includes space, temperature, cleanliness, lighting, ventilation, and no doubt availability to drinking water which promotes a healthy workplace environment which improves productivity which contributes to a healthy happy work force. Individuals who can provide for their families in turn raise productive citizens who can give back to their communities.
Larry Hopper	4	As City Council representatives, we can only make decisions about municipal employees and so this question is beyond the scope of what I'm running for. Nonetheless I support (and we have) just conditions and wages for municipal employees. It is a good, stable employer for people with (essentially) a high school education, people of color, and families needing good health insurance.
Nana Dankwa	1	"Yes, as an attorney, I understand the significance of protecting individuals' rights, which includes protecting everyone's right to just and fair work conditions, and fair wages that enable them to support their families. From a healthcare perspective, it is more important than ever to ensure just and fair work conditions to protect the health of our essential workers who put themselves in harm's way every day to make sure we can complete simple tasks like buying a cup of coffee or cashing a check.



Name	Ward	How will you address racial barriers to affordable housing, adequate education, and equal protection of the law?
Megan Scott	1	<p>I think the best way to address those issues is to make sure we are including all voices at the table when we make decisions that impact them. This means making a concerted effort to talk to individuals in our community who are most likely to be harmed by redlining or unequal protection through town halls, small group meetings, and one on one. Additionally, it's important to look at the data to ensure we are addressing racial barriers. We can't do better unless we know better. which is why I will urge the council to request information on how our ordinances impact people by race, age, and ethnicity.</p>
Allen Swanda	3	<p>As a former career U.S. Army Officer of more than 30 years, I gave my sworn oath to protect and defend the tenants spelled out in our constitution and supplemented by the Bill of Rights that ALL men are created equal and should be treated equal. I support equal opportunity initiatives mandated under the law. However, equal outcome from equal opportunities can neither be guaranteed nor should be mandated. With equal opportunity each individual has the capabilities and the constitutional right to succeed or fail. I also applaud and support the \$50 million MAPS 4 initiative passed by the citizens of the greater Oklahoma City metropolitan area that is designed to reduce and eventually help eliminate homelessness while helping low income families to acquire affordable housing. If successful as stated, the initiative is expected to leverage more than \$400 million in funding from other sources. Additionally, Oklahoma City is a federal Entitlement Community under the U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant (CDBG) program. The CDBG and HOME Investment Partnerships Act (HOME) Programs are designed to benefit people with low and moderate incomes regardless of race and/or aid in the prevention and elimination of slums and blight. Funds granted under CDBG can also be used to meet an urgent need such as flood or tornado relief in order to prevent natural disaster created homelessness. The HOME program supports the development of affordable housing, expands capacity of affordable housing developers, and leverages private sector investment. Also, the Emergency Solutions Grant (ESG) program provides funding in part to rapidly re-house homeless individuals and families and prevent families and individuals from becoming homeless. I applaud and will support Oklahoma city in these efforts as councilman.</p>
Susan K. Parisi	1	<p>We hold individuals accountable. Employers, teachers/educators, administration, police, landlords and etc. must understand and possess a basic knowledge of the Civil Rights Act of 1964 and if they do not, it is</p>



		critical that they are educated on it and acknowledge they have received the education so ignorance can not be claimed, discrimination is simply not allowed. We begin with education next there must be consistent and significant penalties/consequences for violations of this most valued law. Consistent education and follow up and if the education didn't take significant penalties administered. There must be oversight that is consistent and "pro-active" to ensure success.
<b>Larry Hopper</b>	4	Affordable housing: use and enforce the Fair Housing Act and our MAPS 4 project. Regarding education, the City can partner with the schools as it has in the past and perhaps do even more. Regarding equal protection, the City's laws should be at least as strong as federal laws favoring employees.
<b>Nana Dankwa</b>	1	As an African American, I believe it is important to remove racial barriers, and it is part of the reason why I decided to run. My goal will be to work with local developers, community organizations, and to support programs like PlanOKC to increase quality, affordable housing. Although the City Council is limited in how it can impact our public schools, I am in support of any measures or programs that improve our children's education. As an attorney, I understand how important it is for everybody to receive equal protection under the law, and as a Councilmember, I will be an advocate for equity, equality, and inclusiveness.

<b>Name</b>	<b>Ward</b>	<b>Will you oppose rollbacks to programs that support individuals' basic health, nutrition, and housing needs?</b>
<b>Megan Scott</b>	1	Absolutely. Housing and nutrition are health care and health care is a basic human right. Making sure our residents have access to housing, health and nutrition will not only help our residents but it will boost the economic stability of our city by reducing the amount we spend on emergency healthcare and shelter. It is far more cost effective to spend money on preventing the issues arise through the lack of these core needs than it is to spend money later.
<b>Allen Swanda</b>	3	I personally believe that every human being has a right to basic health care. This is NOT the same as universal healthcare. As a child of a low income family that grew up at that time on the rural south side of Oklahoma City, I remember an incident where a stray dog was ran over and injured by a car. My sister and I carried the injured dog to a nearby vet clinic a few hundred feet up the road, took it inside and explained it was not our dog but it was hit by a passing motorist. The vet took it in the back and assured us he would treat the animal even though there was no guarantee of compensation from anyone. That stuck in my mind and I have to ask, if we can have that type of compassion for a stray dog, can we not do the same for humans who may not have the



		means to provide basic health care for themselves? This does not mean every person receives or gets the 'Mayo Clinic' level of care. Those who can afford insurance and have a means for the best doctors and treatments will get them. But I believe no person should be left to suffer on the street because of limited means or social circumstances. As for basic nutrition, I believe and support basic nutrition initiatives for people. Good nutrition reduces the chances of disease, illnesses and reduced mental capacity. It is proven better nutrition reduces the burdens on our health care system. As far as housing, I believe I have already answered that question above.
<b>Susan K. Parisi</b>	1	Yes, without basic health, nutrition and housing we place in jeopardy our future.
<b>Larry Hopper</b>	4	“Rollbacks” appears to be a federal issue, and well beyond the scope of the municipal office I'm running for.
<b>Nana Dankwa</b>	1	Yes. I will absolutely oppose rollbacks. I would actually encourage more programs.

<b>Name</b>	<b>Ward</b>	<b>Do you support greater access to evidence-based treatment for substance abuse? Please explain your answer.</b>
<b>Megan Scott</b>	1	Yes, my platform has always included fighting for more funding for mental health care that includes supporting access to evidence-based treatment for substance abuse. We cannot criminalize our way out of the substance abuse issues we have in our community. Many cities have shown success with using addiction medications, psychosocial therapies, or integrated services for residents substance use disorders and mental health disorders. While the newest MAPS initiative has put money toward mental health I think we can do more.
<b>Allen Swanda</b>	3	Just as I believe homelessness results from a variety of issues, unfortunate circumstances and conditions, and each homeless person's situation is unique to them, I also believe a person mired in substance abuse has his/her unique circumstances. As such, there is not a one-solution fix all answer or approach. Treatments must be wholistic and tailored based on substance the person is dependent on, their personality, and social circumstances. Whether the person has an addiction to alcohol, tobacco or other drugs, the treatment should include an approach that addresses not only the physical craving, but also the psychological dependencies as well. Therefore, I believe that of the 17 MAPS 4 projects that passed with 71 percent approval by those who cared enough to vote, the (\$40 million) Mental Health and Addiction program is probably one of the most important. This funding will hopefully provide greater access to treatment for those with mental health and substance abuse issues.



<b>Susan K. Parisi</b>	1	As a registered nurse the answer is yes. First, "Evidence based" means the program is able to demonstrate factually their success making for successful clients in the program more doable. Getting one more individual sober means the possibility of fewer homeless, fewer relapsed individuals, fewer hungry, fewer school drop outs and etc. The list is endless what we could accomplish if we had greater access to evidence-based abuse programs. Curing substance abuse cures so many other issues from domestic abuse, street violence, sex trafficking, theft, gangs and etc.
<b>Larry Hopper</b>	4	I support greater access to such programs, and our MAPS 4 projects will likely help provide needed facilities. Actual treatment program operation is better addressed at a different level of government or in the nonprofit and faith-based sectors. The City can be and is a helper partner.
<b>Nana Dankwa</b>	1	I worked in healthcare for nearly a decade, and my wife is a Clinical Nurse Specialist, so I understand the significance of evidence-based treatment, and how it can lead to a better quality of life. Substance abuse also has an economic impact on the criminal justice system, healthcare systems, and more. I will support evidence-based programs like prevention and treatment programs that increase the quality of life for Oklahoma City residents while also reducing the strain that substance abuse places on our local economy.

<b>Name</b>	<b>Ward</b>	<b>Do you believe law enforcement agencies at times use excessive use of force and responsible for unlawful killings? If so, what accountability measures do you propose to put in place?</b>
<b>Megan Scott</b>	1	Yes, our city needs to acknowledge at times police engagement with vulnerable populations can lead to harm, even death, over policing, and higher rates of incarceration. Acknowledging these outcomes and pledging to make the changes necessary to protect the vulnerable populations in our community is paramount to an inclusive and accessible community. I have great hope that the taskforce will come up with some ideas that will be implemented quickly to resolve this issue. I also hope that those recommendations include a review of any ordinances that encourage the interaction of police with private residents (such as issuing citations for minor infractions), strengthening of the citizen's review board, and the funding of a mental health crisis team (that does not include a police presence).
<b>Allen Swanda</b>	3	In regards to police related killings, the Oklahoma City Police Department ranked 13th nation-wide as of a year ago. The numbers do not state whether they were justified, unjustified, or accidents or whether in line of duty or off-duty police were involved. Regardless of the numbers, I believe any sane person will say an accidental or



		<p>unjustified death at the hands of our law enforcement is wrong and a tragedy. In any profession there are bad eggs. As a former career military officer, I know we had some bad officers, bad soldiers; in law enforcement there are some bad police officers. But I honestly believe for every bad officer there are at least 1000 good officers that want that bad officer removed from the force as well. There should be processes to remove bad officers from the force. One bad officer makes the entire force look bad. However, in that regard, I do NOT understand what 'defund the police' means. If it means to ensure there is oversight, review of tactics, techniques and procedures to transition the police force into a better entity for the safety of all of us, I totally agree. If it means to have oversight and reviews of bad policing and ensure punishment for obvious and blatant criminal acts by a police officer, I totally agree. If it means to get rid of the police force, I totally disagree. I believe our police are here for our security, safety and well-being. However, we ask them to be everything from social counselors during domestic disturbances to having them put their lives on the line to take down murderers and violent criminals, and they have to make split decisions that are sometimes wrong decisions. Sometimes they hesitate and they lose their own lives. Sometimes they over react and an innocent life is lost. How many times have high speed car chases by police ended in violent accidents where an innocent person died? We all praise our police for putting their lives on the line and save a life, but we all dislike and disrespect what they do when we are the ones that might be speeding and we get a ticket. They have a hard job to do and I know I would not want to be one. I do believe it is always proper and correct to constantly review how the police is trained, how they react, and what techniques are best used for the greater good and safety of our community.</p>
<p><b>Susan K. Parisi</b></p>	<p>1</p>	<p>"Yes...We have all seen it evidence of it on TV and the News. Accountability is when a person must accept responsibility and be answerable for an action. There is a lot that goes into this answer, I.e. As a Councilwoman if that is something we are actually are involved in, I.e. the ability to put measures in place I would have to have additional information for example, what measures are available within policy and under the law, what was the nature and depth of the situation/event, and again what is the guidance under state and federal law? There is a lot to learn related to law enforcement, excessive use of force and unlawful killings but I will educate myself so I can in the future provide a stronger reply to this question.</p>
<p><b>Larry Hopper</b></p>	<p>4</p>	<p>Let's see what emerges from the new city's new Law Enforcement Taskforce. Its consultants and its many appointed citizens will address these types of issues. Our police should not be defunded and not be</p>



		cut back, and yet they can always do a better job. I think our city budget can explore funding and adding other resources as needed.
<b>Nana Dankwa</b>	1	"Yes. There is extensive research and documentation on misconduct (i.e. "Understanding The Psychology of Police Misconduct" – B. Fitch) and psychological phenomenons (i.e. contagious shooting). I believe that evidence based research is extremely important when attempting to improve policies and procedures. We must look at how effective policing works not just stateside but abroad too.

<b>Name</b>	<b>Ward</b>	<b>Do you support the ban of discrimination on the basis of sexual orientation and gender identity? Please explain your answer.</b>
<b>Megan Scott</b>	1	No, absolutely not, all people no matter their ability, race, gender, sexual orientation, or status deserve to have equal access to our city government and it's services.
<b>Allen Swanda</b>	3	I believe sexual orientation is a personal matter and I adhere to the golden rule, "treat others the way you wish them to treat you." LGBT persons in Oklahoma City, as throughout the rest of the state, have most of the rights available to non-LGBT people. Same-sex sexual activity is legal in Oklahoma City, and both same-sex marriage and adoption by same-sex couples have been permitted since October 2014. However, if the question refers specifically to employment discrimination against LGBT people, Oklahoma is an 'at-will' employment state and it is still legal to fire an employee without requiring the employer to disclose any reason. Therefore, this is a bigger question than perceived sexual orientation when related to work dismissals here in the state.
<b>Susan K. Parisi</b>	1	I think you are asking do I support banning discrimination based on sexual orientation and gender identity? Discrimination is NOT an option any time, be it based on color, race, creed, sexual orientation and or gender identity. "Discrimination is not an option period".
<b>Larry Hopper</b>	4	People should not be discriminated against. While I believe marriage is between a woman and a man, this is not a discriminatory distinction. The LGBTQ and others can, however, similarly have civil unions.
<b>Nana Dankwa</b>	1	Yes, I would be in support of a ban on discrimination on the basis of sexual orientation and gender identity. I believe discrimination of that type is a significant infringement on an individual's right to just and fair work conditions. There are other cities who have advocated the implementation of protections through both public and private business HR departments in writing. Adding all forms of sexual orientation and gender identity to every policy that has affected every other equal opportunity language is just as important as when it was done for every other marginalized group (women, disabled, etc). These



		changes are not just limited in the workplace. We can work with local and national organizations to promote acceptance and celebration of our diverse people within the culture of our city.
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Name	Ward	How would you address violence against transgender people in our city?
Megan Scott	1	I think it might be useful to create a task force to talk about this issue. We can start by making sure our ordinances to not discriminate against transgender people and that we're educating our city staff on this issue. Ultimately though we need to talk about it more and understand the scope of the problem.
Allen Swanda	3	There are already laws that protect ALL citizens against violence from others. A transgender person who is attacked based on the circumstances of their sexual orientation is a victim and the perpetrators should be punished in accordance with the law. I do not believe the "Panic Defense" by perpetrators of violence against LGBT persons is justified.
Susan K. Parisi	1	Education, awareness, training, and enforcement of laws and penalties for violence.
Larry Hopper	4	Such violence should be addressed as it is for all people, in that all people and all lives matter.
Nana Dankwa	1	One of my main platforms is Diversity and Inclusion. Transgender people are at a high risk for harassment, unemployment, and homelessness. I would use my voice on the City Council to combat violence against our transgender community and all residents of Oklahoma City. As I explained in answer 5, I would advocate that protections at public and private businesses be added to existing policy language on discrimination. City council has limited influence on our education systems, but I personally believe that diversity awareness should be promoted at every level. Additionally, people should be added to commercial advertising campaigns that feature our diverse residents. Increased visibility of our diversity shapes minds and saves lives. Transgender people deserve to live productive, safe, and happy lives like every other valued person in our city.

Name	Ward	What is your plan to address climate change?
Megan Scott	1	Policies should ensure that all people in the community can live long and quality lives. This means making sure all our residents have access to clean water and air. The City has put out an AdaptOKC plan which address many of the issues we see or will see around climate change. As a councilmember I will push that plan including diversifying our





		energy sources and expanding public transit, protected bike routes, and more sidewalks.
<b>Allen Swanda</b>	3	I do believe climate change is real, partially by normal cyclic natural patterns and also by man made influence. I try to promote a climate friendly and ecologically friendly environment. I encourage everyone if you have Netflix to watch the documentary called "Kiss the Ground," narrated by Woody Harrelson. In this documentary it scientifically explains how the ground itself is a natural cleanser for carbon pollutants AND plants and the soil NEED Carbon Dioxide to survive and flourish. Watch it through its entirety as it includes Oklahoma farmers who are learning to adapt better techniques and reduce/eliminate artificial fertilizers that are poisoning the ground. Those farms that have come off government subsidized fertilization programs are actually creating better yields and climate-friendly farming. Please watch it.
<b>Susan K. Parisi</b>	1	Lessen the carbon foot print, by promoting and supporting the transition to "Electric Fueled" vehicles, support and promote our transit system, educate city employees how to use energy wisely, and when and where possible, change over to solar panels.
<b>Larry Hopper</b>	4	This question seems to be a bit beyond a local or state human rights issue. Since I wrote the first successful grant to buy the City's first electric bus, I see opportunities in electric, hybrid, in compressed natural gas vehicles as part of the strategy. My Ward also has an industry which recycles and repurposes vehicle batteries and our access to wind energy is another strategy.
<b>Nana Dankwa</b>	1	"I would support energy efficiency initiatives that focused on reducing emissions and promoting renewable energy.

<b>Name</b>	<b>Ward</b>	<b>How will you support a budgetary process that incorporates a human rights framework?</b>
<b>Megan Scott</b>	1	I would love to do that. I believe a budget is a moral document and that we need to consider everyone in our city when creating it even if it leads to uncomfortable conversations.
<b>Allen Swanda</b>	3	The basic universal human rights framework include 1) right to equality, 2) right to life, liberty and security, 3) freedom from slavery, 4) freedom from discrimination, and 5) freedom from torture and degrading treatment. Any Oklahoma City budget that does not protect these universally agreed basic human rights will not receive an approval vote from me if I am councilman.
<b>Susan K. Parisi</b>	1	The principles of a human rights framework are: Universal and inalienable, interdependent and indivisible, equal and nondiscriminatory. I will support and promote a process that is



		documented with with tasks, responsibility assignments, and clearly stated deadlines, without discrimination and based on sound decisions that will include dignity, equality, freedom from harm, will include privacy considerations and freedom from exploitation. There will be equal pay for equal work.
<b>Larry Hopper</b>	4	I am not sure what you mean by a budgetary process. I believe the City's process already does that and the newly established diversity position (directly reports to the City Manager ) is one more step in that direction. As stated earlier, I think our city budget can explore funding and adding other resources as needed.
<b>Nana Dankwa</b>	1	I would be vocal that incorporation of human rights into policies is non-negotiable. At the end of the day, every policy or measure we create or effect, should work for the best interests of the people.

<b>Name</b>	<b>Ward</b>	<b>Do you support creating a commission that addresses discrimination and creates affirmative practices or policies? Please explain your answer.</b>
<b>Megan Scott</b>	1	Yes, we can only do better when we are willing to talk about the issues and act on them. I would support the creating a commission that does this and has the power to make affirmative practices or policies that would be approved by the city council.
<b>Allen Swanda</b>	3	I do not have enough information on current departments and agencies that are already addressing these issues. I am against redundancies for the sake of optics for any special interests programs or projects. If a commission is truly needed to address these issues, as councilman I would address such an initiative based on its own merits and mandates.
<b>Susan K. Parisi</b>	1	Yes: If I learn that a commission is necessary I would definitely support such a commission. Discrimination should not and will not be tolerated. I support a positive, non- hostile work environments, enhanced with the guidance from affirmative practice and policies which sustains a healthy work environment.
<b>Larry Hopper</b>	4	That newly established diversity position may well fit well with the new or planned Oklahoma City Human Rights Commission.I am a past chair of the Gold Dome Multicultural Society, which is perhaps central Oklahoma's only 501C3 nonprofit in that arena. I serve on the Mayor's Committee for Disability Concerns and assisted the nonprofit local Refugee Resettlement function. These latter two already address some discrimination and help establish better practices and policies.
<b>Nana Dankwa</b>	1	Yes. This would be one of the first steps in taking real action to address all of the elements of the above questions about discrimination and equality.



Name	Ward	Additional Comments
Megan Scott	1	
Allen Swanda	3	
Susan K. Parisi	1	Thank you for the opportunity to address my position on this important topic.
Larry Hopper	4	Your survey seems to focus on a narrow range of human rights issues, and doesn't deal with some of the more important ones. Some of those important ones are asserting children's rights, fighting sex trafficking, strengthening rights of unborn humans (some call them fetuses), older adults rights, women's rights, rights of refugees, people with disabilities, and likely some other categories of human rights issues. I would encourage you to expand your definition of human rights to at least those I noted so that human rights is more inclusive.
Nana Dankwa	1	Thank you very much for this opportunity.