



City Council Candidate Questionnaire

Please answer the questionnaire as completely as possible. Complete the questionnaire and **e-mail** your responses to joshallen@austin.rr.com and richgbailey@sbcglobal.net by close of business on **Friday, March 14** to be considered for endorsement by the Caucus. Responses may also be **mailed to ALGPC, PO Box 822, Austin, Texas 78767**, but must be received (not postmarked) by that deadline. Additionally, please bring a **SIGNED hardcopy** of your responses with you to the **Candidate Forum and Endorsement meeting on Wednesday, March 19, at the Travis County Commissioners Court Room** (314 W. 11th St.). We must have your SIGNED questionnaire before the Caucus can consider endorsing you.

Please limit your responses to no more than ONE or TWO sentences per question, with the exception of Questions #5, #11, #15 and #16. Please attach a brief biography and summary of your qualifications.

1. Do you wish to receive the endorsement of the Austin Lesbian/Gay Political Caucus?

Yes, I would be honored.

2. Should you receive this endorsement, would you publicize our endorsement in your campaign advertisements and campaign literature?

Absolutely.

3. Please tell us why you are seeking the endorsement of ALGPC? Do you have a history of publicly supporting gay, lesbian or transgendered issues? If so please briefly describe this history.

I have been involved in GLBT events, issues and organizations in Austin for as long as I can remember. I have been an active donor, fundraiser, organizer, and participant in the GLBT community, and I am running as the first openly gay or lesbian candidate for Austin City Council. I was endorsed by the Victory Fund early, and was even promoted as its candidate of the month in February. Besides running as an openly gay candidate, my most recent involvement has been as an active volunteer and donor for Equality Texas and Atticus Circle – I think my partner and I were hosts for three events last year to benefit each organization. We are also HRC Federal Club Council members and regularly attend HRC events, and I also recently became a member of AGLCC. Last year I was part of the Austin recruitment team which successfully bid for the 2008 location of the Annual National Out & Equal Workplace Summit, which my partner Kayla was ultimately selected to co-chair.

4. Did you support or oppose (publicly and with your vote) the Proposition 2 on the November 2005 ballot that amended the Texas Constitution to prohibit same-sex marriage or "any legal status identical or similar to marriage."

I opposed, publicly spoke out, donated to the fight, and voted against Proposition 2.

5. Why are you seeking this public office? (Please be brief)

I am running for Austin City Council Place 3 because I believe I can do a better job than the incumbent. I am concerned about the direction our City is going, and I have a strong track record for success in the public, private and non-profit sector. Austin is at a crossroads,

and I want to provide the leadership necessary to ensure that as we continue to grow, the benefits outweigh the costs.

6. In your view, do the words “homosexual” and “heterosexual” describe a deep-seated, possibly genetically determined orientation of an individual or only the kind of sexual activities in which an individual engages?

I don't know for sure, but I think a person's sexual and/or gender identity is as inherent as the color of his/her eyes.

7. How familiar are you with OutYouth Austin? If elected, would you support increased funding for this program under the Community Action Network?

I have been friends with several OutYouth board members over the last several years, and I know that for more than 25 years OutYouth has provided a safe haven for one of our city's most disenfranchised populations. I have no doubt that the outstanding work of OutYouth has impacted numerous young people to help them succeed, and as a City Councilmember I will be committed to supporting the program. I am running with a vision of equal opportunity for all Austinites, and that means working especially hard to increase resources to support all area basic needs providers, many of which are part of the Community Action Network.

8. If elected, would you support increased funding for the work of AIDS Services of Austin?

Yes. As I said earlier, I plan to focus much of my attention on working to increase resources to better support basic needs providers. Our City contracts with more than 60 health and human service organizations and spends tens of millions of dollars each year, but we've got to do more to create lasting solutions and leverage the strengths of our local nonprofit organizations. I plan to build on my extensive experience in the nonprofit sector to improve the way the City does business with nonprofit organizations and will also work hard to create new resources by bringing private sector partners to the table. I will also explore new sources of federal funding that will likely become available with the upcoming change in White House administrations. Austin must not only get its fair share of those funds, it should get even more, by competing as successfully on that front as we do on so many others.

9. If elected, would you act to increase recruitment of gay, lesbian, bi-sexual or transgendered employees for the police, fire and emergency medical services?

Yes, I support increasing recruitment efforts to achieve diversity across all City services, including GLBT community members within public safety units.

10. Do you think that the Austin Police Department is doing everything it can to make its officers aware of and sensitive to the rights and dignity of Austin's gay, lesbian, bi-sexual and transgendered residents?

I have been endorsed by the Austin Police Association (I was also endorsed by EMS and Firefighter Associations). Every organization has room for improvement in this arena, but I expect to have a strong working relationship with our police department and will do everything in my power to make sure officers are aware of and sensitive to the rights and dignity of Austin's GLBT residents.

11. Describe a step you would take, or proposal you would make as a member of Austin's City Council that would specifically benefit Austin's gay, lesbian, bi-sexual and transgendered community.

I want to explore funding options for the AGLCC to be treated as the other minority chambers of commerce are treated. I would also like to explore how the City can increase

health insurance access that includes domestic partner benefits for small businesses, so that in time, we could work toward a City policy that requires businesses contracting with the City to offer benefits to same-sex partners, if they offer them to married couples. This policy has been implemented in San Francisco, Los Angeles, New York City, Oakland and Seattle and seems consistent with the values of our local citizens, as well. Of course, those city's face different state legislatures☺

12. Do you believe gay, lesbian and transgendered people should have the same rights to be foster and adoptive parents as heterosexuals?

My partner is the legal adoptive parent of our son, so of course I whole-heartedly support GLBT adoption. I just wish it were easier and less expensive.

13. Do you believe gay, lesbian and transgendered individuals should be protected against discrimination in employment on the basis of sexual orientation or gender identity?

Yes.

14. Do you believe that public schools should institute rules and policies to prohibit harassment and discrimination against gay, lesbian and transgendered students?

I believe that GLBT students, teachers and administrators should be added to and protected by the same rules that protect their colleagues from discrimination and harassment on the basis of race, ethnicity, age, disability, sex and religion.

15. If elected, how would you stay informed of the concerns and interests of your gay, lesbian, bi-sexual and transgendered constituents?

Yes. I think it would be difficult not to stay informed, considering that I and so many of my friends are involved members of the GLBT community. I will be responsive and accessible to all citizens of Austin. I want to ensure everyone has a voice at City Hall.

16. Have you attended functions in Austin's gay, lesbian, bi-sexual and transgendered community and, if so, which ones?

There are probably too many to list, but I've organized, supported and/or otherwise attended functions for Equality Texas (and LGRL), HRC, Atticus Circle, AGLCC, OutYouth, AIDs Services of Austin, AGLIFF.

Randi Shade's Biography

Randi Shade, 41, has lived in Austin for more than 18 years, working in the public, private and nonprofit sector. Randi has served as the Executive Director of the Austin Entrepreneurs Foundation, and as CEO of Charitygift, an Internet company she founded in 1999 and sold to a publicly traded company in 2005. Randi's career in public service includes four years in the Governor's Office (1992 – 1996) as the founding Executive Director of the Texas Commission on Volunteerism & Community Service, during which time she launched and managed the AmeriCorps program statewide. Under Randi's leadership Texas was awarded more money than any other state (\$55 million). Randi also worked as a fundraising coordinator on the successful 1990 Ann Richards gubernatorial campaign and has also previously worked for City Year, Teach for America, and Procter & Gamble. She is a Plan II Honors graduate of the University of Texas, where she was elected to serve as student body president. Randi later earned an MBA from Harvard Business School. Randi has always been an active community volunteer and has served on the boards of the Association of Women in Technology – Austin, Austin Clean Energy Initiative, Austin Entrepreneurs Foundation, Central Texas Better Business Bureau, Foundation for Women's Resources Committee of the Board, Greater Austin Chamber of Commerce, Leadership Austin, OneStar Foundation, PeopleFund, Sigma Delta Tau Sorority's Texas Education Foundation, TexChange, Texas Hillel Foundation, UT Commission on 125, and the Volunteer Center (now Hands on Central Texas). Randi and her partner, Kayla Shell, an attorney and Dell executive, live in the Clarksville neighborhood and are the proud parents of a toddler son named Ethan.

Randi Shade's Career Highlights

Business: Randi began her career at Procter & Gamble, and in 1999 launched an Internet company called Charitygift, raising venture capital and then when the bubble burst, bootstrapping it until she was able to sell it to a publicly traded company in 2005. The company was also awarded a patent for its unique method for generating new money for charity.

Government: After serving as Dallas fundraising coordinator for the successful 1990 gubernatorial campaign for Ann Richards, Randi was appointed by Governor Richards in 1993 to launch AmeriCorps in Texas. Under Randi's leadership Texas was awarded \$55 million for community service initiatives statewide, which was more than any state in the nation. Randi put policy over politics and continued to serve in this role during the early years of Governor Bush's administration. In 2001, Randi was appointed by Governor Perry to serve on the bi-partisan citizen board that oversees the Commission she founded eight years earlier.

Nonprofit: Randi served as the Executive Director of the Austin Entrepreneurs Foundation and earlier in her career worked in executive roles for City Year and Teach for America, two leading national nonprofits. She has also served as a board member and been an active grassroots volunteer for countless organizations. Board memberships have included: Association of Women in Technology – Austin, Austin Clean Energy Initiative, Austin Entrepreneurs Foundation, Central Texas Better Business Bureau, Foundation for Women's Resources Committee of the Board, Greater Austin Chamber of Commerce, Leadership Austin, PeopleFund, Sigma Delta Tau Sorority's Texas Education Foundation, TexChange, Texas Hillel Foundation, and the Volunteer Center (now Hands on Central Texas). Randi has raised and donated tens of thousands of dollars, and has recruited and managed thousands of volunteers to benefit our community, taking on responsibilities that range from organizing Days of Service or large fundraising events to doing the most menial tasks like printing the nametags or stuffing the envelopes.

Education: Randi graduated from the University of Texas at Austin in 1988 with a Bachelor of Arts from the Plan II Honors Program. At UT Randi was elected student body president and was selected for membership to the Friar Society. A Life Member of the Texas Ex Students' Association, Randi remains active in alumni activities and recently served on the Commission on 125. Randi earned a Master in Business Administration from Harvard Business School in 1992. While at Harvard Randi received a Public Management Fellowship and took elective courses at Harvard's John F. Kennedy School of Government. In 2004 Randi was awarded a German Marshall Memorial Foundation Fellowship, and in 2007 Randi graduated from the Aspen Institute's Henry Crown Fellowship Program.

Awards and Recognition: Randi was recognized in 2000 by the Austin Business Journal's Profiles in Power, and she received the Austin Under 40 Community Service Award in 2003.

Randi Shade's Priorities

1. Prioritize the public benefits of growth to protect our natural and cultural environment.

- *Protect our air, water and parks, while also defending our community's affordability, quality of life and unique character.*

2. Eliminate the impact poverty has on our community's safety and well-being with a vision of equal opportunity for all Austinites.

- *Improve the way the City does business with basic needs providers and work to bring private sector partners to the table to help.*

3. Make our City operate with energy, entrepreneurial spirit and creativity – just like our local businesses and nonprofits do.

- *Tap the activism of our citizens and make sure decisions at all levels of City government are transparent and rooted in citizen perspective.*

4. Be responsive and accessible, so everyone has a voice at City Hall.

- *Deliver real accountability to taxpayers.*

Please visit www.RandiShade.com to learn more about Randi's background and priorities.