



**Metropolitan Washington Council
AFL-CIO**

**2018 Prince George's/Montgomery Counties
PRIMARY ELECTIONS**

CANDIDATE QUESTIONNAIRE

Overview:

The Metropolitan Washington Council, AFL-CIO, is comprised of 180 local unions representing working people in all public industry sectors. The Metropolitan Washington Council AFL-CIO's priorities are outlined below:

- creating family sustaining jobs for all;
- investing in education, infrastructure, healthcare and transportation;
- improving the lives of workers through education, quality job training, career advancement and livable wages with good benefits;
- ensuring fair, progressive tax policies;
- making high-quality, affordable healthcare available to everyone;
- holding corporations and government more accountable to ensure that the public good is served by taxpayer dollars; and
- ensuring that a worker's universal right to organize and to bargain collectively for wages, hours and conditions of work are maintained and enforced.

Metropolitan Washington Council AFL-CIO

2018 CANDIDATE'S QUESTIONNAIRE

GENERAL INFORMATION:

Name: Brandy H. M. Brooks

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Candidate for: County Council At-Large

Campaign Committee Name and Address:

Brandy Brooks Power Posse, 8120 Fenton Street, Suite 204, Silver Spring, MD 20910

Campaign Committee Phone: 301-244-8845

Email / Web: info@brandy4moco.com / www.brandy4montgomery.com

Campaign Manager: Michelle C. Whittaker

Campaign Treasurer: Eleanne Brooks

Does your campaign accept PAC contributions? No

Previously elected / appointed office:

City of Somerville (MA) Zoning Board of Appeals

Have you ever received labor's endorsement? Yes

When? 2018: Montgomery County Education Association, UFCW Local 1994 Municipal and County Government Employees Organization, and National Nurses Organizing Committee/NNU

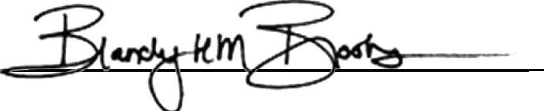
PLEASE EXPLAIN WHY YOU SEEK LABOR'S ENDORSEMENT:

I strongly support workers' right to collectively bargain. Workers must have the power to ensure good wages and working conditions. As public officials, we must lead by making this commitment within public agencies. We can then use the power of our role as public leaders to create the expectation that responsible employers who value their workers will support the right of those workers to ensure their wellbeing.

As a councilmember, I can work to increase the density of union jobs by advocating for collective bargaining for employees at all county agencies; by supporting project labor agreements for all projects receiving county subsidy; and by targeting economic development incentives toward companies that permit and promote collective bargaining, cooperative management, and other forms of workplace democracy.

I also want to work with labor and community organizations to increase knowledge among our community members about the role unions have played in securing the workplace standards that all of us benefit from today. And I want to promote the current work that local unions are doing to combat economic inequality, protect health care, and secure stable funding for public transportation, among other issues.

As a candidate and as an elected official, I commit to working with unions to support and strengthen their leadership in reshaping our workforce and economy to respond to the social, economic and environmental challenges we face as a county, a state, and a nation. Unions can use their collective bargaining expertise to help new groups of workers fight for their rights: from rideshare drivers to agricultural workers to part-time retail workers. I am excited about the opportunities for organized labor to connect with the many workers in our region who are facing uncertain job prospects and an unstable economic future and to help them understand the power we have when we stand in solidarity with one another.

SIGNATURE:  DATE: 25 April 2018

Please return your signed questionnaire by Wednesday, April 25, 2018 to the below address:

Metropolitan Washington Council, AFL-CIO

Attn.: David Dzidzienyo

815 16th St NW, Washington, DC, 20006

Submissions can also be e-mailed to ddzidzienyo@dclabor.org

2018 Candidate Questionnaire

A. Workplace Rights: (Please answer by checking the box)

There are certain basic workplace rights that the unions and members of the Maryland State and District of Columbia AFL-CIO believe are fundamental and absolutely essential. Collective bargaining elections and representation are permitted for private sector employees, whereas for public sector employees in Maryland, legislation is required in order to have those same rights. Over the past decade, these rights have been given to many state, higher education and K-12 public school education employees and some county employees. However, thousands of public sector employees are still denied these rights.

1. Would you support comprehensive collective bargaining legislation that would provide collective bargaining rights (including exclusivity, binding arbitration and an independent labor board) for all public employees-local, county, school boards and state?

Support Oppose Not sure

What is your position on each of these fundamental rights?

2. The right of workers to organize and have union representation

Support Oppose Not sure

3. The right to freely exercise workplace rights free from harassment, intimidation and/or delays

Support Oppose Not sure

4. The right to bargain collectively with a legal obligation on both sides to negotiate in good faith

Support Oppose Not sure

5. The right to resolve differences in a fair, impartial and timely manner, including binding arbitration

Support Oppose Not sure

The National Labor Relations Act grants private sector workers the right to organize themselves and be represented by a union in collective bargaining negotiations. From time to time, opponents of collective bargaining propose legislation to curtail workers' bargaining strength and effectiveness. Under the innocuous sounding name of "Right-to-Work," this legislation purports to protect the rights of workers and improve the state's economic development climate. But the net result in Right-to Work states is that workers earn less, have fewer health care benefits and have higher job fatality rates. Right to Work laws prohibit workers

sufficient number of registered nurses taking care of patients, a practice which is dangerous for patients and studies show increases morbidity and mortality rates among hospital patients. Another manifestation of this problem is that Maryland has the longest emergency room wait times in the country, according to the US federal Centers for Medicare and Medicaid Services; one clear cause of this is understaffing in the ERs and other units of the hospitals. What steps would you pursue to protect and improve the quality of patient care in county hospitals and clinics? Do you support mandatory, minimum nurse-to-patient ratios in acute-care hospitals? Do you support measures to limit unsafe, premature discharges of patients or transfers from acute care hospitals to nursing homes or other sub-acute facilities? Do you support legislation to enact new protections for hospital patients warehoused in “observation status” with fewer protections accorded other patients?

I support all of the measures highlighted above, as well as the following steps to improve the quality of patient care in Maryland:

- Ensuring healthy working conditions for all health care providers
- Promoting recruitment and retention of licensed and trained health care providers, especially registered nurses
- Supporting ongoing training and professional development for health care providers
- Increasing the availability of cultural competency training and language access services (such as translation and language interpreting services including sign language) so that health care providers are better able to communicate with patients and meet their diverse needs

Currently 28 million Americans, including 389,000 Marylanders, have no health insurance and tens of millions more across the country have inadequate insurance with high co-pays and deductibles that prevent them from seeking care. While this is an improvement from the number of uninsured people in the state before the passage of the Affordable Care Act and the expansion of Medicaid in Maryland, it is still unacceptable to the state’s registered nurses. Over 10% of Maryland’s population (i.e., over 600,000 people) still cannot afford to see a doctor.[1] This situation will get worse if CareFirst, the state’s dominant health insurance carrier, obtains its requested 52% rate hike from the Maryland Insurance Administration. President Trump and Congressional Republicans have sought to make a bad situation much worse by attempting to pass (unsuccessfully thus far) new federal legislation that will deny care to an additional 22 million people, including those in Maryland dependent on Medicaid and the ACA exchanges. But even without these Republican proposed changes, the US still ranks poorly among industrial nations in a large number of health indicators, despite paying more per capita than most other OECD countries.

1. Do you believe that health care is a human right? Are you in favor of a publicly-administered, single-payer universal health care system? Will you champion legislation to implement such a plan in the State of Maryland?

Yes

No

Not sure

2. Nurses have some of the highest rates of work-related, musculoskeletal injuries of any occupation. Do you support legislation that would require that hospitals institute and utilize lift teams and lift equipment, and that also protects the rights of nurses to speak out regarding unsafe patient care practices?

Yes No Not sure

3. The rates of workplace violence in health care settings have risen to epidemic proportions. The Bureau of Labor Statistics showed that 48% of all non-fatal injuries from occupational assaults and violent acts occurred in healthcare and social service settings. Healthcare workers specifically are five times more likely, than all other major industries combined, to be the victim of assault. Thus far, California is the only state to have passed comprehensive workplace violence prevention legislation to protect registered nurses and other healthcare workers. In order to be effective, such a standard must mandate that every hospital develops a workplace violence prevention plan in conjunction with registered nurses that is unique to the needs of each unit, and is in effect at all times in every unit. It must include hazard identification and correction procedures, annual program evaluation, in-person training for all employees and sufficient staffing to respond to workplace violence incidents. Do you support the creation of a comprehensive workplace violence prevention standard for healthcare workers in Maryland?

Yes No Not sure

As health care costs continue to escalate, many Marylanders do not have access to affordable quality health care services.

4. What should the next Administration and General Assembly do to solve this problem?
- Leave it to the federal government to fix
 - Do nothing/monitor the situation
 - Adopt a state universal health care system
 - Provide coverage to the uninsured but leave private insurance plans in place
 - Other (please specify)

D. Education: (Please answer by checking the box)

1. Would you support returning to an all-elected Board of Education for PGCPSS?

Yes No Not sure

2. Would you support removing all authority of the Country Executive from PGCPSS? Including returning the CEO position to that of Superintendent as outlined by the State.

Yes No Not sure

3. Will you as an elected official commit to providing a budget that will fully support the Prince George's public school system and the necessary resources needed?

Yes No Not sure

4. Do you support collective bargaining for teachers in Charter Schools?

Yes No Not sure

Maryland continues to have one of the best public education systems in the country. Much progress has been made since 1999 and the establishment of the Thornton Commission and the passage of legislation based on the commission's recommendations.

5. Do you support Full Funding for Thornton?

Yes No Not sure

I'd like to answer this question a bit differently than posed. I support full education funding for public school students across the state of Maryland, and I believe that means every student having equitable access to excellent classroom instruction and instructional support; to world-class educational facilities and resources; and to physical and psychological health and safety in their school. But as Dr. Alvin Thornton noted in an interview with the Maryland State Education Association last October

(<https://mseanewsfeed.com/thornton-formula-namesake-calls-kirwan-commission-historic-moment-7e0054c971c5>), there is a need to update how we understand and implement the Thornton Commission recommendations and subsequent legislation. We have new conditions facing our schools and a new distribution of needs within the state - as an example, while Montgomery County is typically viewed as a wealthy school system that doesn't need as much support as other counties, we have more free and reduced meals students in MCPS (56,800) than the *entire* DC public school population (48,500). So I'm eager to see the final recommendations of the Kirwan Commission, because we need a new approach to ensure equity and excellence in education for every Maryland student - and that is likely to mean changes in the Thornton Formula as currently implemented.

C. Accountability/Economic Development: (Please answer by checking the box)

Good Jobs First has developed model legislation aimed at improving government transparency and accountability for subsidized economic development projects. Many states and municipalities have adopted the model legislation.

As an elected County official, will you introduce and support legislation to (Please check all that apply):

Require company-specific reporting for each subsidy deal as originally granted, and annual reporting for each deal's actual outcomes with regard to jobs created, wages and benefits paid, capital invested, and other public benefits.

Establish job creation standards for economic development projects receiving County subsidies, such as the number of new full-time jobs that must be created for a specified level of financial assistance

Establish job quality standards for economic development projects receiving County subsidies, such as the number of hours that must be worked per week, provision of paid leave, provision of health insurance, apprenticeship participation, and wage standards

Recapture or rescind subsidies if a recipient fails to achieve its job creation, wage and healthcare requirements

Require annual reporting of companies receiving County property tax abatements and reductions

Require a publicly accessible unified economic development budget that provides a comprehensive accounting of economic development spending all in one place

E. Standing with the Democratic Party: (Please check all that apply)

Every four years, the Democratic Party establishes its party platform—the ideas and beliefs that govern the party as a whole. In 2016, the platform included the following tenets related to workers. As a Prince George’s County councilmember and member of the Democratic Party, please indicate which of the following you support.

Make it easier for workers to exercise their right to organize and join unions

Bring companies to the negotiating table

Support binding arbitration to help workers who have voted to join a union reach a first contract

Oppose so-called “right to work” laws

Vigorously oppose any efforts to roll-back prevailing wage standards

Defend the right of workers to collect their defined benefit pensions and ensure workers get priority and protection when pension plans fail

Make investments to spur the creation of jobs for our young people

Fight to ensure every American has access to quality, affordable health care

Push for more educational benefits and job training for veterans

THIS SECTION APPLIES ONLY TO MONTGOMERY COUNTY CANDIDATES

F. Extending Montgomery County’s Prevailing Wage Law to Include School Construction:
(Please answer by checking the box)

Prevailing wage laws assure that workers on public works projects are paid a wage that is most common or “prevailing” for a specific job in a specific geographic location. They prevent contractors from undermining local employment by low bidding or bringing in workers at lower wages.

MCPS is budgeting its school construction projects to avoid paying prevailing wages—seeking to achieve cost savings by paying construction workers as little as possible in a county with a high cost of living.

Maryland enacted its prevailing wage legislation in 1945. Montgomery County enacted its prevailing wage law in 2008, but excluded school construction projects. Consequently, MCPS construction is governed solely by the State’s prevailing wage law. The threshold for applying the State’s prevailing wage law occurs when the state funds 75% or more of total project costs.

According to OLO Report 2017-4, “New School Construction Costs,” by Stephanie Bryant, to avoid paying prevailing wages on its school construction projects, MCPS does not request more than 24.9 percent of state funding for any school projects.

1. As a Montgomery County elected official, will you introduce and support legislation to close the loophole and extend the County’s prevailing wage law to cover County school construction projects?

Yes No Other (explain below)

Comments:

Extensive research and studies by various universities, including one that specifically examined Maryland school construction, found that the application of prevailing wage law to public works projects has no real impact on total project cost. When project cost data is analyzed by uniformly controlling key variables such as location, inflation and project type/size, there is no statistically significant difference in cost between prevailing wage and non-prevailing wage projects; the higher hourly labor cost either does not alter total project cost or leaves it mostly unaffected. As a strong supporter of working families, I believe that we must extend prevailing wage law to all County projects. We must not forget that labor empowering policies consistently promote higher quality training and increased skill levels, which increase labor productivity. At the county level, prevailing wage laws create local jobs that support workers being able to live in Montgomery County, as well as contributing to our tax base.

G. Establishing a Montgomery County PLA Ordinance: (Please answer by checking the box)

Project Labor Agreements (PLAs) have been proven to bring in projects on time and on budget. They also have the added benefit of building community partnerships with contractors and unions to hire locally, provide family healthcare, pensions, and a career path for residents.

Across the DMV area, LiUNA has been successful securing PLAs on a wide range of projects, including the DC United Soccer Stadium, the Wizards Practice Facility, the Northeast Boundary Tunnel, and the South Capitol Street Bridge in Washington, DC; the Purple Line in suburban Maryland; and the 395 HOT Lanes in Virginia, among others. This pipeline of projects enables laborer apprentices to move from project to project as one ends and another begins, accumulating the hours they need to graduate and become journey workers earning family-supporting wages.

Other jurisdictions have also adopted PLA ordinances. For example, in Prince George’s County, the County Executive has had express authority since 2011 to execute PLAs on County-funded projects of \$1 million or more. In the District of Columbia, a law was passed in 2016 requiring PLAs on city-funded construction projects valued at \$75 million or more, unless the Mayor indicates in writing that such an agreement is not in the best interest of the District.

1. As a Montgomery County elected official, will you introduce and support legislation to require PLAs on County construction projects valued at \$20 million or more unless the County Executive indicates in writing why a PLA on a particular project would not be in the best interest of residents?

Yes

No

Other (explain below)

Comments:

Project Labor Agreements help ensure that we leverage projects receiving public dollars to generate good jobs and workforce development opportunities for our community members. As public officials, we have a responsibility to ensure that the use of public dollars on construction and development projects maximizes public benefits, and that we and the entities we subsidize are accountable for ensuring those benefits are actually realized. PLAs help us do that in concrete, measurable ways for workers and their families.

2. Will you sign PLA's per Current county law?

Yes

No

3. Will you adopt apprenticeship readiness programs with RFP's on County projects?

Yes

No

THIS SECTION APPLIES ONLY TO PRINCE GEORGE'S COUNTY CANDIDATES

H. Strengthening Prince George's County's PLA Ordinance: (Please answer by checking the box)

Project Labor Agreements (PLAs) have been proven to bring in projects on time and on budget. They also have the added benefit of building community partnerships with contractors and unions to hire locally, provide family healthcare, pensions, and a career path for residents.

Across the DMV, LiUNA has been successful securing PLAs on a wide range of projects, including the DC United Soccer Stadium, the Wizards Practice Facility, the Northeast Boundary Tunnel, and the South Capitol Street Bridge in Washington, DC; the Purple Line in Maryland; and the 395 HOT Lanes in Virginia, among others. This pipeline of projects enables laborer apprentices to move from project to project as one ends and another begins, accumulating the hours they need to graduate and become journey workers earning family-supporting wages.

While the County Executive for Prince George's County has had the express authority since 2011 to execute PLAs on County-funded projects of \$1 million or more, only one project (the Brandywine Firehouse in 2012) was built with a PLA. There has been virtually no effort by the County Executive to utilize this authority since then.

1. As a Prince George's County elected official, will you introduce and support legislation to require PLAs on County construction projects valued at \$20 million or more unless the County Executive indicates in writing why a PLA on a particular project would not be in the best interest of residents?

Yes

No

Other (explain below)

Comments:

Prince George’s County has pockets of poverty and high unemployment. According to *The Workforce Landscape in Prince George’s County*, nearly 10 percent of residents live in poverty, and many of the communities that border the District of Columbia have unemployment rates in the double-digits, including Oxon Hill, Bladensburg, Capitol Heights, and Hyattsville.

Despite these dire statistics, the County’s local hiring ordinance only sets “best efforts,” aspirational goals for County contractors. In contrast, other jurisdictions that have adopted local hiring ordinances have established very specific requirements for their contractors, and levy fines when violations occur. Some of these jurisdictions include the District of Columbia, San Francisco, Pittsburgh, Seattle, and Milwaukee.

2. As a Prince George’s County elected official, will you introduce and support legislation to amend the County’s local hiring and apprenticeship ordinances to set firm requirements rather than “best efforts” or aspirational goals for County contractors?

Yes No Other (explain below)

Comments:

3. Short-term rental companies like, Airbnb, have grown exponentially in the last few years. In order to protect our neighborhoods and communities against commercial operators who convert valuable housing to de facto hotels, do you support stronger regulations of short-term rentals that would track short-term rentals, limit them to primary residences, and put a reasonable cap on the amount of days a host can share their home while not present?

Yes No Other (explain below)

Comments:

4. During the past several years, real estate developers have taken advantage of Prince George’s County by seeking financial subsidies for low-quality, sprawl developments with no protections to ensure high-quality jobs are created or that workers are treated fairly. This approach is exacerbating inequality in the County. Would you require developers to hold to high standards for job quality, and work to ensure the right of their employees to join a union without fear or intimidation, whenever the County is involved in development projects?

Yes No Other (explain below)

Comments:

I. Transportation: (Please provide your response on a separate sheet).

1. Going into WMATA's FY2019 budget season, politicians, community groups, labor, and business groups have weighed in on the dedicated funding debate. If you are elected, what would you propose to provide WMATA dedicated funding, and how would you navigate the politics of the situation and unite the jurisdictions around your proposal?
2. In the last few months, there have been several major safety concerns that have been raised publicly by ATU Local 689 leadership and members. From operator assaults to issues with the 7000 series trains, the public has seen that WMATA management doesn't seem to be able to create a true safety culture at WMATA. How would you work with and support employees who raise safety concerns and are ignored?
3. In addition, how would you work with labor to help tackle the larger issue of establishing a safety culture at WMATA and solving some of the recent safety issues, like operator assault, that have been brought to the forefront?
4. With the recent revelation that WMATA and ATU Local 689 have reached an impasse in negotiations due to their inability to agree regarding the employee's defined benefit pension, many politicians and advocates for privatization have tried to make a case for lowering "labor costs" by eliminating hard earned, very basic worker protections. How would you champion worker protections and change the narrative surrounding "labor costs" and defined benefit pension costs?
5. In the last six months, there has been a lot of discussion surrounding the possibility of the establishment of a federal control board to run WMATA. If that happened, the possibility of eliminating legally binding labor contracts would become a reality, endangering thousands of workers. What are your thoughts regarding the takeover of a federal control board and would you be open to adding a labor seat to the WMATA Board?

J. Bail Reform: (Please provide your response on a separate sheet).

Under the current money bail system, judges in Maryland typically set financial conditions of release, with little consideration as to whether the defendant can meet them. Defendants must then either pay the court or a commercial bail bondsman to get out of jail. Those who can't afford bond often remain incarcerated until their cases go to trial, sometimes for periods of weeks or longer.

1. Maryland's highest court approved key changes to the state's bail system, setting into motion a reform designed to keep defendants from languishing in jail before trial simply because they're poor, do you support Bail Reform Efforts?

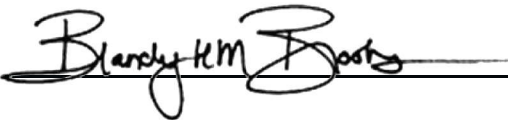
K. Confederate Monuments and Memorials: (Please provide your response on a separate sheet).

At the federal level, legislation is being proposed that would prohibit the use of taxpayer funds for the creation, maintenance, or display of any Confederate symbols on Federal property. The Federal proposal defines "Confederate symbol" as a Confederate battle flag, any symbol or other signage that honors the Confederacy, any monument or statue that honors a Confederate leader or soldier or the Confederate States of America. Localities across the nation are having this debate.

1. What is your position on this matter?
2. Should there be legislation removing Confederate symbols from libraries, parks, streets, and public buildings?

Candidate (Please Print Legibly):

Brandy H. M. Brooks

Signature:  _____

Date: 25 April 2018

Thank you.

Responses requested on separate sheet:

Transportation

- I1. Dedicated funding for WMATA is an absolute necessity. The Maryland General Assembly just passed dedicated funding legislation in the 2018 session, and Governor Hogan has committed to signing it. DC and Virginia made a similar commitments earlier this year. As an elected official, I will commit local to keeping our state accountable to this commitment - and I commit to building relationships with local and state legislators in Maryland, DC and Virginia so that we have a strong ongoing coalition of public officials making sure that our regional economy and our communities have the well-functioning transit system they depend on.
- I2. The safety of riders and transit workers must not be ignored. I am committed to making sure we have multiple channels to raise concerns and hold administrators accountable for taking action. As an elected official, I can help to amplify the voices of workers and members of the public whose concerns are being ignored and ensure that safety issues remain in the spotlight until they are addressed.
- I3. Transit workers deserve safety, respect and dignity in their workplace - it is what we all expect in our own places of work. To build that, we must stop demonizing workers and ensure we are providing adequate work conditions, allocating adequate funding to allow workers to do their jobs well, and upholding collective bargaining agreements. It also means listening to workers and empowering them to address problems they see that need to be fixed. As someone who is passionate about bringing my organizing background into the way that I govern, I am committed to advocating for and with transit workers and union leadership to develop and implement the plans and practices that keep all of us safe on Metro.
- I4. Privatization continues to be the “go-to” solution for reducing labor costs at the expense of workers. Privatization is a tool of anti-democratic forces to dismantle the power of labor and shrink the voice of grassroots, hardworking people. Part of shifting this narrative is exposing the history of attacks on union members - from resistance to raising the minimum wage to ignoring workplace safety needs, labor members have been on the frontlines of social and economic progress. We must expose how reduced labor costs is truly about turning public goods into private wealth. I am committed to be a champion of working people, for dignity and respect and fair wages. When we spend county resources, our growth and prosperity should not be on the backs of our working families and low income communities.
- I5. I am not in favor of federal control over our regional transit system. In addition to the potential elimination of labor contracts, federal control denies states and jurisdictions the ability to make decisions that meet their needs -- rather than being held hostage to the political whims of federal representatives.

Bail Reform

- J1. I absolutely support bail reform. Cash bail has nothing to do with public safety and everything to do with criminalizing poverty. It leaves people imprisoned not because of the severity of an alleged crime, but because they don't have the means to buy their freedom. As a result, people who have not been convicted of any crime can spend days, months, or years in jail before they are able to appear at trial. Cash bail compounds economic injustice - those who are held and unable to pay bail can lose their jobs due to the absence, further miring them in economic hardship or poverty.

Confederate Monuments

- K1. Throughout history, those in power have attempted to rewrite history to their own benefit. Confederate monuments glorify men who fought to keep black people in bondage and servitude. These monuments send a persistent message to people of color about who is still in power and whether their lives and histories matter. We as a society should find it unacceptable to spend taxpayers' money on advancing false historical narratives, alternative facts, and racism. If we are to break down systems of oppression, we must confront our racist history as a nation and oppose any monument that give oppressors a platform.
- K2. Yes, there should be local, state, and federal legislation to remove confederate symbols. As part of this process, we need to hold dialogue throughout our communities about what these symbols mean and the structural oppression they represent. Education and restorative justice must be a key part of addressing the history of slavery and discrimination in the US and its lasting impacts on housing, income equality, and disparities in education. It was not that long ago in Montgomery County that sundown towns existed; that redlining and restrictive covenants were used to keep people of color out of certain neighborhoods; and that the County government supported the destruction and denial of service to historically black communities. These legacies persist today in the inequities we see around neighborhood investment, economic opportunity, and educational opportunity. The narratives of white supremacy continue to harm our communities, and we must be bold and intentional in dismantling everything that upholds these narratives.