



## Encinitas 4 Equality | 2020 Candidate Questionnaire & Responses

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Responses of **Christian Adams**, candidate for the **Encinitas Union School District School**.

1. What policies, goals, or priorities do you support related to housing in Encinitas? What housing policies have you seen enacted elsewhere in California or the US that you would like to replicate here?

***Christian Adams:** The affordable housing issue in Encinitas has been long and arduous. It is a mandate by the state and rightfully so. Some feel it will bring more congestion and ruin the character of the city. They say, 'We don't want a slum by the sea.' I disagree with this notion. If done right, having a moderate and affordable housing plan will, as our mayor put it, "enhance the vibrancy and diversity that is our community character." This is not an easy task and I applaud our mayor and city council in their attempts to try to satisfy everyone. We have a limited amount of space that is highly sought after because we are a coastal community. Having an affordable housing plan in place will augment our dynamic culture.*

*Los Angeles and San Jose have done collaborations with many different groups to help mitigate the roadblocks to sound affordable housing solutions. One example, which Encinitas is currently using, is putting in place rules to allow accessory dwelling units (ADUs), homes built on the same lot as an existing house. LA and San Jose have also worked with different finance groups to fill in the gaps where Naturally Occurring Affordable Housing (NOAH) can take place. The Joint Center for Housing Studies of Harvard University states, "Setting up partnerships is key to promoting and financing the building of ADUs. Partners can limit each other's risk and coordinate development roles that the average homeowner may not be able to take on independently."*

*I'm running for a K-6 school board and this issue could affect the district in many ways. I serve on the Encinitas Educational Foundation where they implemented a free meals program to those families that needed it during the pandemic. This was very successful and the Encinitas community*

*came out in a big way to support it. When this housing plan is implemented, programs like this one will need to be expanded. I believe the community will continue to support the program as long as there is a means to do so.*

2. What is your stance on affirmative action in California? Do you support Proposition 16 and the attempt to repeal the ban on affirmative action in California?

**Christian Adams:** *If you look at most any industry today in the U.S., the statistics show overwhelmingly that people of color are drastically underrepresented in professional high-wage jobs, and overrepresented in low-wage, less prestigious fields. In 2018, the U.S. ratio of white to black workers was about 10 to 1 in management, 12 to 1 in law, 8 to 1 in computers and mathematics, and 7 to 1 in education – compared to 5.5 to 1 in all other jobs nationally.*

*Opponents will argue that discrimination has diminished tremendously since the Sixties and that today, systemic racism is negligible. According to the Harvard Business Review, in 1967 African American median household income was 55% that of whites; in 2016 that number was 61%. There are several reasons for this being the case: Redlining, the drug war, and discrimination in the workplace are just a few.*

*The steps we can take to start to recede the tide of discrimination in the workplace starts with education. We need to implement informative training that centers on the history of racism in the U.S. and how it has led to systemic racism in almost all of our institutions. Alongside this initiative, there should be training around how to look at one's own racism. This will hopefully change people's perspectives as they come in touch with their own views and start to question their own bias.*

*Until we have a more informed citizenry regarding the history and current status of racism and colonialism in our country, and how our own views have been shaped by what has been taught, affirmative action will be necessary. Therefore, I support Prop 16.*

3. The United States Commission on Civil Rights issued a memo on November 15, 2008 that stated “The best available evidence reflects high rates of use of force nationally, and increased likelihood of police use of force against People of Color, people with disabilities, LGBT people, people with mental health concerns, people with low incomes, and those at the intersections of these groups.” Do you believe that police use of force, specifically when interacting with People of Color, people with disabilities, LGBT people, people with mental health concerns, and people with low incomes, is an issue that needs to be addressed by the local government in Encinitas? If not, why not? If so, what reforms would you propose?

**Christian Adams:** *Institutional racism is very much alive in our country today. We've seen this play out in recent months tragically with our police forces across the country.*

*There are many ways to solve the systemic racism in the culture of policing like: the education of the police force and how it's related to promoting racism nationally and locally; the defunding of the militarization of the police and more community policing; creating a third party board that is appointed or elected by the community to decide the disciplinary actions and repercussions of the police force; and finally, training that includes not responding to mental health crises with violence.*

*Encinitas and all communities should have these structures in place. I have not seen the militarization of our local police force in Encinitas to the degree with other cities. However, there should be training around interacting with people of color and other groups. Although the egregious crimes in our local police force are not as prevalent as other cities, the education of systemic racism should still be implemented. As with other institutions, having a police force that's educated on our racist history nationally and locally will foster a more empathetic and non aggressive police culture.*

4. According to the California Department of Education, 62% of San Diego County public school teachers are White while more than 70% of the County's students identify as People of Color. Do you believe it is important to hire teachers, administrators, and counselors that reflect the demographics of the student body they serve? If not, why not? If so, what reforms would you support to promote the hiring of qualified People of Color as administrators, teachers, and counselors?

**Christian Adams:** *I think at a very minimum the teachers and staff should reflect our community's demographics. And if the student body demographic is not diverse, there still should be an effort to make the teacher and staff demographic more diverse. Bringing perspectives from different backgrounds and cultures creates a more vibrant culture within the classrooms and school, which allows for broader perspectives to be taught and learned.*

*I will push for the district to have agreed upon goals that suggest a percentage of the teachers and staff at each school be of a different ethnic or minority background. This is one of the areas EUSD can improve.*

5. San Diego Unified and Los Angeles Unified School Districts acknowledged that school closures, online learning, and incomplete access to technology are believed to have caused massive learning losses for many students, particularly low-income students. In light of the recent surge of COVID-19 cases and cancellation of in person classes, what are your proposals to help youth who struggle with absent parents, no internet, lack of meals, and lost job opportunities?

**Christian Adams:** *Currently at EUSD there is a great program during the summer for English learners. I think this program needs to be expanded to help teachers in the classroom during the year. Offering more programs to supplement those who struggle not only helps the children, but it puts less strain on the teachers, staff, and the entire system. I will push to allocate resources and funds for these types of programs.*

*As mentioned above, the Encinitas Educational Foundation raised money to provide insecure families food during the school closure last school year. They were able to do this because they went to the community that was willing to help. EEF can work with the district to supplement the English learners, special needs kids, and others that are needing more assistance and programs in areas the district falls short in funding.*