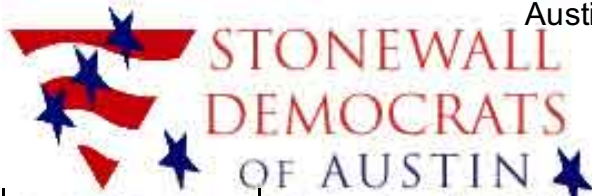


September 14, 2016

<p>Post Office Box 40898 Austin, TX 78704</p> <p>Question 1</p>	<p>Please tell us why you are seeking the endorsement of SDA. Do you consider yourself to be a Democrat? Do you have a history of involvement in Democratic politics and/or LGBTQIA+ issues? If so, please briefly describe this history.</p>
<p>Jennifer Mushtaler</p>	<p>I am seeking the endorsement of SDA because I have been serving the LGBTQIA community medically for years and an endorsement from SDA would reflect the value of my work. As I shared during my interview, I have been a partner in my patients' care, learning their backgrounds, stories, struggles and successes. I have made my practice a safe and private place and receive referrals by word of mouth, from the Kind Clinic, the Crane Center, the late Zest Family Medicine, Victory Medical and others. I do not discriminate in my practice and have employed a transgender individual in my medical practice. I am a centrist Democrat, but I have crossed party lines at the ballot box on occasion because I believe in principles and person above party and politics. I was motivated to register for the first time and as a Democrat while registering students for Ann Richards campaign for governor.</p>
<p>Jimmy Flannigan</p>	<p>As the first openly gay man ever to serve on the Austin City Council, I would be proud to earn the endorsement of the Stonewall Democrats, just as I did in my previous elections in 2014 & 2016. I am also the first and only Williamson County resident to ever serve on the Austin City Council and I have been a proud voice for progressive values and reform in our region. I am a lifelong Democrat and an active volunteer and donor to Democratic candidates and issues. Running alongside our now-State Rep John Bucy in 2014, I was proud to partner with him to ensure Democratic victories in the future, helping launch the Western Wilco Democrats club and elevating Democratic voices that led to my own victory in the 2016 race, successfully unseating an aggressively right-wing conservative Republican incumbent.</p>

<p>Question 2</p>	<p>Although the landmark Supreme Court decision on June 15th affirming that the 1964 Civil Right Act protects gay, lesbian, and transgender from discrimination in employment was a huge victory in our fight of equality, LGBTQI+ Austinites faces continued attacks from a hostile state government. How will you protect and strengthen our local protections and support passage of a comprehensive non-discrimination state law?</p>



September 14, 2016

<p>Jennifer Mushtaler</p>	<p>The June 2020 U.S. Supreme Court decision affirming that the 1964 Civil Rights Act extends employment protection to LGBTQIA persons was long overdue like the June 2015 Obergefell vs Hodges decision guaranteeing the right of same sex couples to marry. With the recent passing of Justice Ruth Bader Ginsburg, I cannot help but worry that those decisions, tragically, may be called into question. I am a strong proponent of equal rights for the LGBTQIA community, including employment protection and the right to marry. In my capacity as a member of the Austin City Council, I will support measures that are within Austin City Council's jurisdiction.</p>
<p>Jimmy Flannigan</p>	<p>My leadership on many citywide and regional bodies has ensured an LGBTQIA+ voice is always at the table. I have a successful track record of adding full gender identity and sexual orientation protections whenever and wherever I've seen items come across various agendas. I have also worked to support other elected officials in their efforts to be good allies - for example, Rep. John Bucy was the first ally to join the LGBT Caucus in the Texas House of Representatives.</p>

<p>Question 3</p>	<p>If elected would you commit to appointing LGBTQIA+ individuals to City Boards and Commissions? How will you strengthen the city's connections to the LGBTQIA+ community more generally?</p>
<p>Jennifer Mushtaler</p>	<p>I am committed to appointing individuals to boards and commissions based on their interest and qualifications for such and based on their moral compass. Sexual identity, skin color, religious preferences and etc... should not be a basis for service or a reason to withhold an appointment. To strengthen our connections to the LGBTQIA community, I would have LGBTQIA representation within my staff, liasons to the community, involvement in the city of Austin Equity Office.</p>
<p>Jimmy Flannigan</p>	<p>My first act as a council member was to create the LGBTQ Quality of Life Commission. I have appointed many LGBTQIA+ individuals to represent D6 on boards and commissions - and recommended members of our community to my fellow council members for their appointments. My office led on creating the City's LGBTQIA+ network known as SEEN (Stonewall Employee Equality Network) and helped to hire our first openly gay city manager.</p>

<p>Question 4</p>	<p>Do you support the June 8, 2020 Austin LGBTQ Quality of Life Commission Recommendation 20200608-C related to Black Lives Matter? Describe your position on policing reform in Austin and our LGBTQIA+ community.</p>



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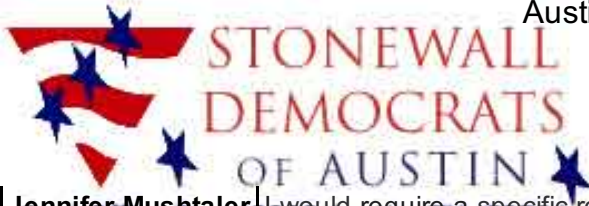
<p>Jennifer Mushtaler Post Office Box 40898 Austin, TX 78704</p>	<p>I have been clear in my campaign that I do not support defunding or shaming law enforcement. I do not believe that will make our streets safer. I believe we need to increase community-based officers, and we need to recruit officers from within our communities. I believe we need to offer and require continuing education and team drills to officers as conditions of employment. This ensures that seasoned officers are learning newest techniques and up-to-date information. This also provides an opportunity for oversight and rooting out individuals who are not able to adapt, who cannot function in the team, who have patterns of violence or bias. In order to do this, we need to restore our cadet classes and the citizen task force needs to complete their duties regarding curriculum.</p>
<p>Jimmy Flannigan</p>	<p>As the council member who created the LGBTQ Quality of life commission, and I am incredibly proud to support their work. With regard to police reform, I am the chair of the Public Safety Committee and have been the leading voice for responsible and pragmatic structural reform. Our initial work will fund mental health, permanent supportive housing, workforce development, and more. These first investments are part of the long-term strategy to ensure emergency response best matches the issues facing the community.</p>

<p>Question 5</p>	<p>Do you think the City of Austin is doing enough to ensure equality for its LGBTQIA+ employees?</p>
<p>Jennifer Mushtaler</p>	<p>No. In a recent discussion with a particular branch of our local government I was told how proud they are of their new women's restrooms that did not previously exist. When I inquired about how restrooms are designated for transgender individuals, there was blistering silence. The mere fact that it has taken to the year 2020 to have restrooms for females does not speak well of our city's efforts to embrace and accommodate diversity.</p>
<p>Jimmy Flannigan</p>	<p>The work to achieve full equality for our community is far from complete, even within the city organization. It is one of the reasons my office prioritized the creation of SEEN – to ensure that LGBTQIA+ employees had a voice in defining and ensuring equality within the organization writ large.</p>

<p>Question 6</p>	<p>Describe a step you would take, or have taken, or a proposal you would make, or have made as a member of Austin's City Council that would specifically benefit Austin's LGBTQIA+ community.</p>

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<p>Jennifer Mushtaler Post Office Box 40898 Austin, TX 78704</p>	<p>I would require a specific review of the health insurance benefits to ensure that coverage for gender dysphoria, contraception and women's health are included in the policy without burdensome internal insurance authorizations. Change begins with leadership and this is one way the city can demonstrate equality.</p>
<p>Jimmy Flannigan</p>	<p>Representation is critical to getting anything done in this regard, and I am proud to represent the LGBTQIA+ community not just on the Austin City Council, but also on a number of other regional, governmental and community bodies. This means every organization I serve with approaches their work through an LBGTQIA+ lens. In my first year and in my first action as a council member, we created the LGBT Quality of Life Commission, whose mission is to advance LGBTQIA+ issues citywide. We then created the Stonewall Employees Equality Network (SEEN), and passed a resolution banning reparative therapy. I also had a role in urging our Council to hire the city's first openly gay City Manager and worked to maintain equitable funding to the Multi-Ethnic Chamber Alliance, including the LGBT Chamber. And as I mentioned above, my presence on the council and my leadership roles in so many other policy areas helps bridge the gap between LGBTQIA+ issues with other city priorities.</p>