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California Lieutenant Governor
Businessman

1. WOMEN'S SAFETY & SEXUAL HARASSMENT

In and out of the workplace sexual harassment and assault is intolerable. HOPE stands in solidarity with all women who are affected by this predatory behavior and applaud the brave women who have come forward with their stories. We are all deserving of safe workplaces so that we can bridge the gap and strive for economic and political parity. This inexcusable environment promoting a culture of abuse, fear, and silence is detrimental to women's livelihoods and our democracy.

- *As Governor, what specific actions will you take to safeguard women and men working in and outside of the Capitol?*
- *Are you supportive of any pieces of legislation currently introduced on this issue?
(answered jointly)*

I believe that the #MeToo movement is an important cultural moment, and applaud the courage of women who have come forward to share their stories. The behavior they have reported and described is beyond disgusting and repugnant – sexual harassment and violence is criminal and inexcusable. We must do more to ensure that women are treated equally across industries, and we need everyone, not just women, to speak out and continue to challenge the culture that has allowed, enabled and encouraged this behavior. Everyday, I seek to be a model - not just for my two daughters - but also for my two sons. There is a crisis of toxic masculinity among our men and boys in this country, and we must tackle it head on. As Governor, I will institute accountability measures across state government, and support strengthening workplace protections such as creating hotlines for victims, transparent, independent, swift investigations, and real consequences for abusers and harassers. And as I did as Mayor, I'll lead by example by appointing an administration that achieves gender parity, with women in positions of real influence, the number one predictor of a safe working environment for women.

2. LATINA REPRESENTATION

Fostering a more representative democracy is at the center of HOPE's mission of economic and political parity. We actively seek appointment opportunities for Latinas to serve especially in underrepresented specialties.

- *As Governor, what specific plans do you have to create a framework for equitable appointments? How will you support Latinas in seeking and serving as state board members/commissioners?*

As Governor, gender equality will be a top priority of my administration - from ensuring equal representation for women in positions of leadership in my own administration, to enacting policies that remove systematic barriers to equality for women and people of color. Women's leadership continues to plateau at around 18/19 percent

representation across all industries. The wage gap is persistent, and the wealth gap is staggering; White women own 33 cents for every dollar owned by a white man, while Latina and African American women own a shocking 1 to 2 cents respectively on a white man's dollar.

As Mayor, we instituted Gender Responsive Budgeting to analyze the city's spending impacts on women, and I appointed and hired record numbers of women on my senior staff and as department heads, including a female Police Chief and the first female Fire Chief of an urban department anywhere in the world. I'm proud to have appointed Latinas to prominent positions including the Director of the Department of Public Health and the Director of our 311 system.

As Governor, I will appoint a staff and administration that achieves gender parity and reflects the incredible diversity of California - that includes a commitment to supporting Latina leadership.

3. HEALTH CARE

Health care is essential to an individual's health and economic well-being. HOPE advocates for increased access to quality and affordable health care for Latinas and all communities regardless of status.

- ***Given that the federal administration and leaders in Congress continue to consider and propose numerous changes to health and human services programs, what specific actions will you take to avoid coverage loss for Californians?***

The Affordable Care Act represented a critical step forward in the long struggle to win affordable, quality health care for all, but much work remains to be done. Even with the expansion of Medi-Cal and the availability of significant subsidies to help low and middle income families purchase coverage through the state exchange, millions of working Californians will remain uninsured as the price of coverage remains prohibitive, especially for those living in high cost areas. Now the Trump Administration is threatening these gains. President Trump and congressional Republicans successfully repealed the individual mandate, a move that will yield major premium hikes and strip millions of Americans of their insurance. As Governor, I will fight to protect the ACA – but I understand that we can't wait for the federal government to act.

For me, the phrase "health care is a human right" is more than a political cliché. It's a sacred promise we must keep, which is why I'll ensure California leads the way on a plan to guarantee quality health care for everyone financed through a single-payer model like Medicare. We can create a more efficient, effective, and comprehensive health care system that works for patients and providers alike, available regardless of one's ability to pay, pre-existing medical conditions, or immigration status, and including coverage not only for physical, but also mental and behavioral health issues. The status quo isn't working. A UCLA study determined that Californians are already spending \$367.5 billion annually on health care - and that number continues to escalate. We must end the costly conveyor belt of paperwork and co-pays and allow providers to focus on patient care. As Mayor, I created Healthy SF, which even today remains the only citywide and countywide universal health program in the nation. The program has paid for itself many times over in the form of preventative care and healthier outcomes. It's time to do the same for the state.

- ***As Governor, how will you protect health services for undocumented persons?***

I'm proud that the Healthy SF program we created in San Francisco guaranteed access to health care to everyone regardless of their immigration status. That's the same commitment I'll bring to the Governor's office. There are several steps I will take to ensure access to quality health care for underserved communities including

undocumented persons. We must expand primary care clinics and clinics like Planned Parenthood; do more to train, and incentivize, medical professionals to work in underserved communities throughout the state; and fight to add undocumented residents to the Medi-Cal rolls.

4. HIGHER EDUCATION

California ranks 49th in providing residents access to four-year universities. By institutional design, 70% of all undergraduates attend a California Community College (CCC) where less than half will transfer after six years. These trends pose a serious concern for the 70% of Latino students who overwhelmingly attend CCC. This issue left unresolved is positioned to grow exponentially given that in the State half of all children under the age of 18 are Latino. Experts estimate that the State needs an additional 1.7 million more degrees over the next decade to fulfill attainment gaps. California cannot meet its workforce demand for college-educated workers without ensuring more Latinos earn college credentials.

- ***What immediate actions will you take as Governor to ensure that Latino degree attainment is a priority?***

As Lieutenant Governor for the past seven years, I have had the privilege of serving on the UC Board of Regents and CSU Board of Trustees, which has afforded me a front-row seat to the impacts of Proposition 209. We talk a good game about “access”, but the elimination of affirmative action has undeniably had a devastating toll on the demographic makeup of our student body. This new reality deprives students of the chance to learn among a diverse cohort of peers, robs underserved communities of the opportunity for social mobility, and shatters the economic prosperity of the entire state. As Governor, I will fight back against the inequities in our education system that have been further exacerbated by Prop 209. My administration will prioritize improving college access for underrepresented and underserved communities, including Latino students, and address completion gaps head on.

The current fragmented state of our higher education system has stymied efforts to effectively understand the needs of minority students. We need to end this era of inefficiency by linking early childhood, K-12, higher education, and workforce data systems and improving communication channels between institutions so we can more productively identify what practices are working and where our resources need to be deployed. How many Black young men are struggling to read? How are Latina middle school girls faring with math? These and many other questions are yet to be answered.

As Governor, I am also committed to appointing UC Regents, CSU Trustees and California Community Colleges Board of Governors members that reflect the diversity of the state. Now and as Governor, equity will be the driving criterion in all of my decision-making, whether it be about education or any other issue.

- ***What are your plans to streamline graduation and/or transfer from California community colleges?***

I’m passionate about community colleges, and believe they are the backbone of our economy and one of our most effective tools for upward mobility. That’s why my California Promise initiative will guarantee two free years of community college tuition, create pathways to quality jobs, and reduce debt for students pursuing a bachelor’s degree. The sad reality is that many students leave college with debt levels that would finance a home mortgage. Many don’t finish college at all because of the cost our education system puts in front of them. The California Promise will help the next generation to become college-ready and bolster efforts to improve our educational institutions, because enrolling students is only half the challenge: graduating is the key.

I applaud the leadership of Chancellor Oakley, Chancellor White, and President Napolitano who have all committed to the important work of streamlining the transfer process. I am a firm supporter of the Associate Degree for Transfer, and look forward to partnering with the CSU and UC systems to build upon that work. I have also publicly supported the reforms Chancellor White pushed at CSU to eliminate unfair remedial education requirements, which disproportionately impacted completion rates for Black and Latino students. As Governor, I will embrace these kinds of pragmatic, equity driven solutions that improve student pathways and tear down unnecessary barriers to success for California's students.

The community colleges, Cal State, and University of California segments operate in their own silos. I'm calling for a new higher education coordinating council to set bold statewide goals and hold institutions accountable to them. We need to expand access, improve affordability, bolster transfers, and completion rates — and link financial incentives to clear student outcomes.

5. BUDGET

The recent federal tax bill decreases funding for an array of safety net services transferring a larger burden on state leaders to either reduce services for low-income households or maintain them at the expense of the state's fiscal health.

- ***Faced with this situation as Governor, how would you remedy this shortfall?***

Over the past six years, businesses and employers have created 2.5 million jobs, helping us reach the lowest unemployment rate in more than a decade and cementing our status as the sixth-largest economy in the world. But for too many, California's economic recovery is a spectator sport. Ours is at once the richest and poorest state. Eight million Californians are below the poverty line. Nearly two million children — one in five — live in poverty. We're witnessing staggering levels of income and wealth inequality. I'm focused on building an upward economy that works for every Californian — one that is measured by growth and inclusion. Fighting income inequality and unequal opportunity is the defining economic challenge of our time, and California must face it head on.

As Mayor, I balanced seven consecutive budgets on time during national economic instability without laying-off a single teacher, police officer, or firefighter. As Governor, I will pursue similar policies to ensure that we are making decisions that are guided by social justice, racial justice and economic justice. That means we must reinvest and restore funding in many of the areas that were cut during the Great Recession. I will protect our Rainy Day Fund, aggressively tackle the state's stubborn wall of debt, and, in the aftermath of President Trump's disastrous tax bill, begin a long-overdue conversation about a twenty-first century system of taxation. We must explore options that reduce revenue volatility to create a stable economy that funds progressive priorities.

6. SMALL BUSINESS

Latina-owned businesses in California posted impressive growth with 433,300 firms in 2017 — a 111% increase over a decade. However, the majority of Latina businesses are sole-proprietors earning on average less than \$52,000 annually — lower than all women-owned business except those owned by Black women.

To encourage this entrepreneurial growth and in turn the benefits it brings to the state, HOPE advises that more government and corporate investments are needed in Latina micro and small businesses. Favorable investment strategies include targeted increase in public-private contracts and cooperating with financial institutions to

facilitate access to capital.

- ***As Governor, how will you prioritize and promote investment in Latina and other minority women-owned businesses?***

California's small businesses provide half of all jobs in the state - and significantly, California leads the nation in both minority-owned and women-owned firms, each accounting for 45.6% and 37.2% of California businesses, respectively. However, these firms continue to struggle and are not at equity with majority-owned businesses. I am committed to fostering entrepreneurship, cutting red tape and expanding access to capital, particularly for minority and women-owned enterprises.

As Mayor, I signed into law the Local Business Enterprise Ordinance, establishing a program to increase economically disadvantaged small businesses' competitiveness in competing for city contracts. As Governor, we'll launch a new state bank, which together with community development financial institutions, will provide small business loans and establish innovative micro-lending programs to assist the growth of minority-owned and women-owned firms. We must also ensure they're given fair access to contracting opportunities.

The state also confronts a massive pay gap between men and women, and the disparities are even worse for women of color including Latinas. I'm committed to closing that gap. We'll do it by increasing workplace protections for women that address discrimination and wage transparency; expanding access to STEM and other fields, building a pipeline for women to high-paying jobs while simultaneously lifting up women in low-wage and service industry jobs; and by empowering women in California by implementing policies that support working families: universal preschool, high-quality, affordable child care, and expanded family and sick leave because a parent should never be forced to choose between a job and taking care of a newborn.

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ABOUT HOPE

Hispanas Organized for Political Equality (HOPE) is a non-profit, non-partisan organization committed to ensuring political and economic parity for Latinas through leadership, advocacy and education to benefit all communities and the status of women. For 29 years, HOPE has focused on empowering our communities through advocacy, Latina leadership training, and increasing knowledge on the contributions Latinas have made to advance the status of women. To date, HOPE's innovative programming has served 56,000 Latinas statewide and touched the lives of several thousand more.