

2022 Mayoral Candidate Survey Results

Greater Louisville Inc. is a nonpartisan organization and does not endorse or support candidates running for office at any level. However, with many important local races coming up we compiled a short survey to help educate our members on where each candidate stands on business-related priorities. Each major party candidate running for Mayor was given the opportunity to respond to these questions. The answers from each question are published verbatim as received from the candidate.

Question 1: Public Safety – Louisville has seen an alarming increase of violent crime and homicides over the past three years. How do you plan to improve public safety in our community, improve law enforcement retention and attraction efforts, and restore trust between law enforcement, the administration, and the communities they serve? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: Public safety is my #1 priority. We must reduce violent crime. To prosper, everyone – resident or visitor – must feel safe in Louisville. We must grow LMPD’s ranks and build officers’ trust in city leadership. Officers should be trained in proper intervention procedures to ensure appropriate response when engaging citizens. As Mayor of Jeffersontown for 11-plus years, I have overseen one of the top-rated police departments in Kentucky along with Chief Rick Sanders, an experienced law enforcement executive. Rick and I will grow LMPD’s ranks immediately. Former LMPD officers have told me they would return to the force when I am Mayor. This confidence in leadership will benefit Louisville, its residents and LMPD. Building trust among LMPD, city leadership and residents is crucial. Rick and I are experienced in Community Oriented Policing where police and residents work together to create a safer community. We have seen it work. We also are experienced in intelligence-led policing that requires a strategic, multi-agency approach to incarcerate leaders of gangs and drug cartels. Chief Sanders did this during decades with the DEA in Chicago, Miami and Washington, D.C. Louisville is in crisis mode. We have the experience to be ready to take on this challenge.

Timothy Findley, Jr.: The risk factors that lead to violence in Louisville are fundamentally about reducing poverty, creating health equity, and creating opportunity. Like many other cities, gun violence is concentrated in a few disinvested neighborhoods. A growing body of evidence demonstrates that a focus on affordable housing – including rehabilitating vacant lots and parks – improving income through jobs, providing funding for greater access to culturally responsive mental health support, and increasing involvement of community organizations can significantly decrease violence within these neighborhoods. Our focus, thus, will be directly investing in the people. I will seek to improve public safety by transforming policing. Too many people are dying, are arrested for nonviolent offenses, and are wrongfully targeted by law enforcement. I am committed to standing up to aggressive policing practices, abuse, an absence of transparency, and cover-ups that have eroded public trust. My full public safety plan can be accessed at <https://findley4mayor.com/louisville-needsbold-leadership-our-plans/>.

Skylar Beckett Gaudick: No Response

Craig Greenberg: The public safety and crime crisis affecting Louisville is the number one issue facing our city. On the day I announced my campaign for Mayor I said this was my #1 focus and, following my recent experience, I have an even stronger resolve to immediately solve this crisis. We must have a safer city to grow and to create new opportunities for all of our residents. After holding public meetings, speaking with community leaders, law enforcement, judges, reform advocates, clergy, and medical and mental health professionals, I announced my plan to address our public safety and crime crisis. The plan is titled “All In: A Comprehensive Plan for a Safer, Stronger and Healthier Louisville,” and I encourage you to read it here. Focused around fully staffing and fully funding our police force and addressing the root causes of crime, the four tenets of this plan are: 1. Stop the violence. 2. Fully staff and fully fund a community-oriented police force. 3. Address root causes of crime by instilling hope and opportunity. 4. Build safer, cleaner and healthier community spaces. Each of these tenets have specific action items that I will begin working on

Day One of my administration and I've included a checklist for the community to hold me accountable. I encourage you to read the full plan and provide any feedback you may have.

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: Having a well staffed police force that can respond quickly and seeks the best for the community they serve. Regardless of the of the negative view that policing has received in the past years, residents want safe cities and Louisville residents overall desire a safe and peaceful city b) Improve law enforcement & attraction efforts To accomplish that we must have the best paid, trained and supported police department. The time to defund the police is not now. The conversation is quickly changing to have the resources needed to do the job correctly. Yes we need greater transparency and accountability and not allow any room for injustice to take place to any of our city residents. Finally we need at Precinct to Precinct to develop continuous relationship with community leaders on minimum quarterly basis. Not to wait for a crisis to erupt but to be proactive engaging and speak, sharing with the local leaders.

David Nicholson: We will never improve public safety without first building trust between residents and the police, and that requires neighborhood based policing. Neighborhood residents and business leaders are our best resources for identifying the root causes of crime, and they can be our most effective partners in our work to improve safety. The painful truth is, our police department has struggled under poor leadership and lack of transparency. In addition to a police chief, who will run the day-to-day operations of the department, I have announced that I will name a civilian police commissioner who will work to build partnerships between all stakeholders, including neighborhood and business leaders, and ensure transparency between the police department and the community. I expect this individual to work with the police chief to ensure that all policy directives of the department are being following and to question and challenge outdated and dangerous institutional practices. The department must cultivate and reward professionalism, respect, fairness and trust, and that starts with solid leadership. We also must invest in our police officers with improved working conditions, pay, and annual training, because until we improve morale, we will continue to struggle to attract top candidates to the department.

Anthony Oxendine: No Response

Shameka Parrish-Wright: Mom-to-Mayor reflects an understanding of affordable and safe neighborhoods, working with community stakeholders to get there. **NURTURING** every NEIGHBORHOOD is how I reimagine public safety by mitigating gun violence and creating equitable solutions. As Louisville creates a co-responder model, informed by community members, leaders, and experts, I will establish and fund Neighborhood Trauma Response Units. Community representatives will be employed and trained in extensive de-escalation, racial trauma, addiction, and adverse childhood experience certification. They will be paired with social workers, legal, mental health professionals, nurses, medical assistants and emergency shelter. We are all better when the most vulnerable are cared for. We need leaders that are accountable, accessible and loyal to the communities they serve. We need the best and diverse appointees to every board and commission. **PROGRAMMING** and **COMMUNITY CENTERS** combats violence and builds community. I will advocate for free sports, Martial Arts, and Yoga lessons offered every week. I support community swimming pools, and will keep them open and fully staffed. We need 4 to 6 24hr community centers in the South, East, West and Downtown who work collaboratively with respite and triage centers after 9pm. They will be staff with community members and paid livable wages.

Rob Rieshman: As Mayor, I will provide funding to aggressively recruit new officers who are invested in service, community, and accountability. To hire and retain the best talent my administration will provide compensation levels that are competitive nationally and regionally. I will propose modernization of all facilities to prepare a new generation of public safety officers in a technologically and safe environment. We will work towards opening a Fusion Center as a collaborative effort to maximize the ability to detect,

prevent, investigate, and respond to criminal activity. Innovation is not just about the latest technology; it's about finding new ways to do things better. Innovations will shape the future of Public Safety in Louisville. Integrating emerging technologies will allow the LMPD to rethink outdated operating concepts, enable more effective interventions and build better relationships that keep communities safe. I will convene experts, community leaders, law enforcement, and organizations to develop neighborhood-specific public safety strategies. We will hold open forums for community members and LMPD officers to hear their concerns and ensure, every voice is heard.

Question 2: Violence Prevention – While the need to address public safety in our community is immediate, we know that investments must be made now to see results in the long-term. Will your administration continue to support and invest in programs to address violence prevention, including Group Violence Intervention (GVI)? Will you suggest implementing other programs not currently being utilized? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: Group Violence Intervention can be an effective initiative — when done correctly. LMPD has attempted to implement GVI in recent years with mixed results. We need to address violence prevention with programs of this kind but also look to other means to reach our youth before they enter a life of crime. Through the combination of intelligence-led policing and GVI, we will eliminate the cartel and gang leaders who lead youths astray. It is imperative that we convince youths that there are other options in order to save their lives. We need to assess all existing city-funded violence prevention efforts and make sure they are achieving their goals. Jeffersontown Police Chief Rick Sanders and I live this work every day and are constantly evaluating programs across the nation to use here in Jeffersontown. We will put those successful practices in place in Louisville next year. Our ongoing experience allows us to be ready day one to curb the violence in Louisville.

Timothy Findley, Jr.: Unequivocally, yes. My administration will build upon the Group Violence Intervention program. With the exception of the violent criminals in and around the gangs in Louisville, we will leverage the GVI program involving local and federal law enforcement agencies, criminal justice entities and city departments for a more holistic approach to reduce gun violence and “minimize harm to community by replacing enforcement with deterrence.” We will invest in community violence intervention (CVI) programs that address the cycle of intergenerational poverty, violence, and trauma that drives gun violence. We will make long-term investments into grass roots organizations, faith communities, and youth programs that are already doing and are poised to do this work. This administration will rethink how we spend our tax dollars, and shift from massive spending on police to an investment in a shared vision of community safety that actually works.

Skylar Beckett Graudick: No Response

Craig Greenberg: Group Violence Intervention (GVI) is one of the best, most proven tools to reduce violent crime in any city. I will closely work with law enforcement and other civic leaders to effectively implement this program and believe that Louisville will see results similar to other cities who have committed to GVI at the level necessary to see meaningful impact. To date, I do not believe our city government has committed enough resources, time, leadership focus or energy to GVI. Other strategies that I will commit to, and outlined in my plan “All In: A Comprehensive Plan for a Safer, Stronger and Healthier Louisville,” include bringing back retired officers as an interim for fully staffing our police force, creating an LMPD service academy to help officers better understand the various at risk populations they interact with, and greatly expanding mental health treatment services which I believe will benefit civilians, our police, and the community as a whole.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: What stops violence is; Continuous connection with the young population A community that is engaged and cooperates with law enforcement Spend money in these two areas and violence prevention has NO feet to advance Anything else is a waste of resources.

David Nicholson: Louisville will not grow and progress without a solid foundation of public safety. I know, from my decades of experience in all aspects of the criminal justice system, that restoring safety to Louisville neighborhoods and creating long-lasting changes require collaboration with neighborhood leaders, business owners, criminal justice partners, and state and federal government organizations. As mayor, I will work in a bi-partisan, systemic and deliberate manner to: (a) identify and stop those who are committing crimes, particularly violent crimes involving guns; and (b) address problems that we know are contributing to our current crime surge – narcotics trafficking and gang involvement. I will support and invest in proven programs to reduce our record level of violence and homicides. GVI (Group Violence Intervention) focuses on the small number of individuals in street groups who are driving the majority of this violence. As with most violence prevention programs its success hinges on its ability to maintain the collaboration, consistency in message, and community support needed to adhere to its evidence-based model. Programs that are cost effective and producing positive real results will be maintained, and I will always be looking for new initiatives to help Louisville achieve its public safety goals.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: My administration knows that violence intervention and prevention are crucial to this city. Therefore, we will continue to invest in programs that address intervention and prevention including GVI. We'll do this in several ways, including reprioritizing or scrapping initiatives currently underway that are no longer effective, looking for greater outcomes, reducing non-priority programs, and improving Louisville's overall safety and growth. We will compile a team of the best and the brightest to work on our most intractable problems and use the voice of the mayor's office to serve as a proactive leader on violence prevention, intervention, and safety. We will request the guidance of community leaders, City Council, and the community to determine the best plan of action. This also means removing programs and roles that have become less aligned or no longer necessary; similarly, new programs and new roles will be created to better meet the needs of the present and future. What this requires of us is flexibility, a learning mindset, adaptability, resilience, and absolute transparency. A program that should be added in some for or fashion is, 'Dad's on Duty' Their goal is to have a positive, adult male figure on school campus, sporting events and dances.

Question 3: Business Regulations – A predictable and flexible regulatory environment allows businesses to grow and thrive. As a new administration, will you undertake a review of local ordinances, regulations, and permitting processes to ensure that they are efficient, effective, and not overly burdensome for employers? Please respond yes or no and explain. *Candidate responses are listed in alphabetical order.*

Bill Dieruf: Yes. Regulatory processes must be efficient so projects can proceed. I am already knowledgeable about Metro's land-use procedures. I was part of the group that created the new 2040 Comprehensive Plan and have read all 987 pages of the Land Development Code. Yet I will look for ways to improve. During my 11-plus years as Jeffersontown Mayor we increased efficiency in the permit and approval process to have a true business-friendly environment. For example, I worked to get state law changed to allow Jeffersontown to have its own Board of Zoning Adjustment. This step has cut months of delays. We also created a unique zoning designation for our town center to allow creative use of

properties. And during the pandemic, Jeffersontown was the first local government to allow businesses to expand use of outside areas for food and drink. Metro Government later followed our lead. We didn't let the pandemic stop projects either. Our department never shut down as permitting approval and development plan review continued on schedule. Recently, Jeffersontown took over landscape review to expedite the approval process. Businesses appreciate the steps we've taken to streamline permitting processes. They look forward to our common sense approach moving to Louisville.

Timothy Findley, Jr.: YES! We will, on day one, begin the process of reviewing and reorganizing Metro government. That includes every local ordinance, regulation, and permit process. a healthy environment, businesses will not grow and thrive, and our city will suffer. The codes and Regulations department within Metro Government will shift to a more equitable, innovative department under my leadership. Specific actions include but are not limited to: We will assess the purpose of the 70 plus Boards and Commissions associated with Metro Government and take advantage of opportunities to streamline and/or consolidate. We will implement term limits of two 3-year terms. Individuals may rejoin a Board after sitting out one year. Our plans and goals will be public and transparent. We will make a call for innovative ideas through a public hotline.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Yes. I think our policies toward business regulation need review, improvement and updating. This is necessary to not only encourage growth among Louisville businesses and those who would invest in our community, but also to ensure we are eliminating regulations and practices that have a detrimental impact on our citizens, their health and their economic well-being. We need to ensure the culture of every city government department is supportive of entrepreneurs, responsible developers, organized labor, and local businesses, large and small.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: The answer is 100% yes! Our city needs to improve greatly in Planning & Zoning ordinances. Developers projects are stalled awaiting final approval for construction. Nashville and Indianapolis are way ahead of the game in this area and we can see the difference by the development in these 2 cities compared to Louisville. One definite item that needs attention is the ability that the permit promise for new developments are stalled by the claim of an opposing party to the development. If a person or organization decides to challenge a development permit in process, then that person or organization should be required to put up a bond or some other mechanism that indicates the seriousness of the opposition. Under current regulations it is very easy to oppose and delay a proposed development and I will work to correct this wrong.

David Nicholson: Yes. I am a collaborator by nature, and I will work with the business community to review and streamline our regulatory processes, making it easier to start, grow and operate businesses. Time is money, even for government. Disorganized, redundant and uncoordinated processes not only cost the applicant time and money, but cost government in time and valuable resources. Streamlining does not mean we will abandon regulation. We simply want a business-friendly regulatory environment that uses information technology and other efficiencies to deliver timely and effective service. Technology is critical, especially with staffing shortages and growing workloads.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Yes. As a businessman and a consumer, I know that overly burdensome regulations and processes can deter many people and businesses as well as undermine trust in our public institutions. The effective use of regulations and processes can help us achieve better social and economic outcomes.

Question 4: Economic Development – With a new administration comes a new opportunity to re-think the way Louisville and its regional partners organize our economic development efforts. What changes will your administration make to ensure that Louisville is well-positioned to compete with peer cities to attract top businesses and talent? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: The lead on business attraction and retention efforts is best left in the hands of the private sector. Businesses prefer to work with a community’s business leaders coordinated through an entity independent from government. That structure is proven in other regional peer cities and once was the structure here when GLI was formed and before that with the Greater Louisville Economic Development Partnership, which was driven by corporate leaders teamed with experienced economic development specialists. Funding for those efforts was stripped away by Louisville Metro Government. Louisville Metro’s role is to ensure an inviting business climate with the right tax structure, incentive programs and legislative priorities that make sense for Louisville to be a location of choice for companies of all sizes and a place for existing businesses to grow. Government needs to support business when needed then get out of the way. We must lean on our business strengths and nurture entrepreneurs to not just position Louisville as a great place to visit but as a thriving, positive community where people want to live, work, operate businesses and raise their families. There is much work to be done. I will be Ready Day One to set this course.

Timothy Findley, Jr.: We will pull the lens back and take a broader look at the key drivers of economic development and growth. Other high-growth cities recognize the interdependence of efforts that improve quality of life, income and opportunities for citizens, with vibrant community and infrastructure, to the gains and returns to business and population growth. This will require a new mindset and improved culture of planning, execution, accountability and communication citywide. Diverse citizen engagement and leadership mechanisms to drive ideas and bring relationships will be strengthened and joined with Administration and Metro Council planning efforts. Inclusiveness, creativity and expertise will be a part of the new “product” that Louisville represents to its “target market.” Key initiatives of my administration will include, but is not limited to: Securing an NBA franchise in Louisville. Targeting six national or global businesses to set up shop in Louisville. Boosting small business creation and expansion by getting rid of the “red tape” during the start-up process. Increasing funding and vendor/contractor opportunities for minority and women owned businesses. Advocating for multi-million dollar investments in Black businesses and Black communities, specifically the West End. My full economic development plan can be accessed at <https://findley4mayor.com/ourplan-for-economic-development-in-louisville/>.

Skylar Beckett Graudick: No Response

Craig Greenberg: My vision for economic growth focuses on supporting our homegrown talent and businesses. For too long, Louisville has bet its future on landing enormous investments from outside our community. While potentially transformative, we’ve all watched these companies choose other cities year after year. Louisville has what we need to succeed; we just need to believe it and strongly support our own. As Mayor, I will: Invest in Louisville entrepreneurs and local businesses so they have the resources they need to grow and create more good paying jobs. Revitalize downtown by repurposing surface parking lots and buildings evacuated due to the pandemic into housing, retail, entertainment, and other new commercial uses to create a more vibrant urban core with more public green space. Improve public transportation to create high density corridors of opportunity, with a focus on routes serving working families and their places of employment. Expand the SummerWorks program year-round to provide our

youth income and work experience. Strengthen agency partnerships and expand programs in the Office for Globalization that make Louisville a welcoming city for new Americans and all ethnicities and cultures. Attract new residents to Louisville who work remotely and who seek an affordable, high quality of life. To best accomplish these goals, my administration will work closely with a strengthened GLI to recruit, retain and grow businesses in Louisville that offer good paying jobs and enhance our regional economy.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: First remove the impediments that make starting new business and development in our city difficult such as unnecessary planing and zoning delays Second, ensure that city economic development department has up to date metrics on the specific attributes of our city; UPS World Hub capacity and the value of air cargo arriving and leaving the city to any place in the country. The low cost compared to other cites of housing and transportation. The regional location of our city and accessibility to east coast markets. Third, based on the metrics and values Louisville has to offer, seek to attract companies and individuals that will value the business characteristics we offer in this region.

David Nicholson: Economic development will be a very high priority, in sync with public safety, because without public safety it is almost impossible to create the brand necessary to maintain and attract business. With that said, Louisville must develop a strategic, long-term vision for the creation of a high-growth economy – recognizing that equity, a skill-ready workforce, business retention and business attraction are all central to Louisville’s growth. As mayor, I will build an assertive economic development team that will partner with all stakeholders and agencies to develop a long-term economic plan for Louisville. These partnerships are critical to any city’s economic development success. I will use my skills as a collaborator to create a synergy that will produce robust economic development energy, with a goal to attract new businesses and create, nurture and maintain small businesses. My “sell Louisville” sales team will focus solely on hitting the road nationally to recruit business and quality jobs to our city. We will sell the city like it has never been sold before. I do not plan to wait for opportunities, but to have our teams out every week across the city, state and country to find and win new growth that will benefit Louisville.

Anthony Oxendine: No Response

Shameka Parrish-Wright: I will advocate for QUALITY JOBS, support UNION rights, robust EDUCATIONAL OPPORTUNITIES, stronger TRANSPORTATION infrastructure, and social services with adequate MENTAL and PHYSICAL HEALTH supports. As we lift up the least of us, we’ll all rise a little higher. We will do so by re-imagining public health, criminal justice and policing, and moving toward living wages for all working families. As Louisville’s mayor, I will work to restructure our budget to ensure we fund what works for our youth, seniors, Louisville Metro Government employees, entrepreneurs, and infrastructure. I will identify creative solutions to fill in gaps and work hard to prevent layoffs for our public servants.

Rob Rieshman: Entrepreneurships and startups are crucial to growing a vibrant and thriving regional economy, because vibrant cities attract people to live, invest, and work in them. Time and time again, we see pods of talent and innovation that drive job creation, new businesses, and attract investment capital. We will build regional relationships with civic leaders, community leaders and organizations that want to contribute to economic growth and job creation. We will invest in local colleges and universities as sources of innovation and job creation and leverage their ability to attract national and international talent. We will foster talent from diverse communities to drive economic equity and higher economic returns. To drive change and create a shared vision of a vibrant and growing Louisville we must include a

variety of ideas and perspectives. We must collaborate with the people and the communities we serve, along with the private sector and non-profit organizations. Our economic growth plan is a long-term strategy that will not only benefit Louisville but our regional partners as well. That is why we will work together to form a plan that is inclusive and mutually beneficial to everyone.

Question 5: Education – Student achievement is crucial to the future of our local economy and workforce. How will your administration support JCPS and their mission to increase student graduation rates and transition readiness? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: Education is one of my top three priorities. I am particularly invested in seeing an expansion of early childhood education programs throughout Louisville Metro to ensure that our youngest citizens get off to a successful start in school. Preschool preparation can have a major impact on a student's long-term success in school and in life. I have visited Jefferson County Public Schools as Mayor of Jeffersontown on many occasions and seen firsthand our teachers providing excellent education. As for college and career transition readiness, Louisville Metro is fortunate to have the Academies of Louisville program at most JCPS high schools where students are getting real world experience in a number of careers. I am a firm believer in post-secondary education and believe it's important for students to have choices of both college and trade school after graduation. I also support the initiatives of Evolve502 as it offers scholarships and grants plus wrap-around services for students who might not otherwise obtain a post-secondary education. I do not believe there needs to be another layer of bureaucracy with Metro Government adding a Louisville Department of Education.

Timothy Findley, Jr: My goal is to ensure every student in JCPS receives a quality education from a teacher who feels wholly supported, and is then able to thrive into postsecondary education, entrepreneurship, a vocational trade, or any other pathway to career success. I will work alongside the JCPS Superintendent and our teachers, identifying areas in which the city can provide more innovative and equitable investment into JCPS. I plan to ensure all children and their families have access to technology, internet, and technical assistance. I will advocate for smaller classes, and invest in additional resources — like working alongside Simmons College of Kentucky to recruit more teachers, particularly Black teachers — to make smaller, more equitable classes a reality. I plan to give greater access to nursing and mental health resources in schools. I also plan to fully support Evolve502, 15,000 Degrees and 55,000 Degrees already doing this work. I will build on JCPS Academies/pathways and their relationships with local higher education institutions. Lastly, I am committed to providing accessible, free, publicly funded, high-quality, full-day preschool education for every three, four, and five-year-old in the city, which is the starting point to closing the achievement gap.

Skylar Beckett Gaudick: No Response

Craig Greenberg: I am a proud graduate of JCPS and proud of my wife's previous work as a JCPS school teacher. I believe a prosperous future for Louisville requires a sustained commitment to public education. Our schools face unprecedented challenges from a widening student achievement gap, a year spent out of the classroom, and not enough state funding. As Mayor, I will: Create the Louisville Department of Education to enhance collaboration among our city's pre-K to post-secondary education institutions, including Jefferson County Public Schools, JCTC, University of Louisville, Simmons College of Kentucky, Evolve 502, and other partners. Lead the effort to make Universal Pre-K a reality for all three- and four-year-olds in Louisville. Build Community Schools and Libraries - facilities that educate our children and serve as community hubs with academic, recreational, and health care resources for entire neighborhoods. Utilize every resource of our Metro Government, along with private sector partnerships, to bring affordable high speed internet access to every citizen of Louisville. Work with our local delegation to Frankfort to support full state funding of our public schools. Support and expand workforce

development programs that provide lifelong learning, apprenticeship, and new skills training opportunities.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: The crux of my mayoral campaign lies in this very important question. I truly believe that Louisville is a city of great opportunities and unfortunately too many young people enter the workforce unprepared due to the poor outcomes from JCPS. I don't fault the great teachers that work tirelessly but instead the failure comes from the local school board and administration. I plan to work closely as I have done the past 20 years at a community level to develop houses of faith and community center with a blueprint to offer top notch tutoring to students of JCPS and any other K-12 institution of learning. Other partners will also be sought to assist in bridging this learning gap. The pandemic has made a crisis of learning worse and we cannot continue to move students from grade level to grade level, with failing reading and math skills. Community college should not be the option as it is for many students, the place to relearn reading, writing and math skills. Just about every question in this survey, homelessness, violence, workforce, to name a few, is a product of unprepared and failing students.

David Nicholson: The first thing I will do is schedule ongoing quarterly meetings with members of the JCPS elected Board of Education and its superintendent to foster a collaborative partnership on issues facing JCPS – including improvement of the current student assignment policy. Every student deserves the same high standard of education, with a special focus on younger children. As a community, we must work together to find a way to fund early childhood education. It is a must for the future well-being of our children. Strong intervention strategies should be at the core of our student dropout population. Without intervention, most of these students will continue to struggle well into their adult years. As mayor, I will lobby hard for free 2-year community college or vocational education for all students. I am committed to doing everything I can to encourage a fair and inclusive education system for all Jefferson County students, one that provides them the necessary tools for future success.

Anthony Oxendine: No Response

Shameka Parrish-Wright: GRASSROOTS community organizing is where I began my journey. I learned that top down leadership does not work. But when we all work together, we can get the job done. I'll bring the people's voice to the table, and I'll work to maintain Louisville's autonomy. EDUCATION is vital to a thriving City and we need a fierce advocate for our students, teachers, and administrators who understands the issues and will work to eradicate barriers. As Mayor, I am committed to working with the Superintendent, Board of Education, and education stakeholders to tackle the opportunity and achievement gaps that the pandemic has only exacerbated. We need to focus on each child – their lives both in and outside the classroom – to ensure they have the support systems they need to learn and succeed. I will ensure continued support for programs that have proven success, like Evolve 502, SummerWorks, 15,000 Degrees and 55,000 Degrees. I'll support lifelong learning for all Louisvillians who are working towards continued self-improvement. I will support raises for educators and fight for our teachers in Frankfort. I will help to increase the minimum wage and workers' rights.

Rob Riesman: It's time to dismantle JCPS and the bussing system. JCPS needs a major overhaul, and we need to reorganize how public schools are funded. Funding should be based on enrollment and need, not property values. The current system has been ineffective for so long, families are more willing to move or pay private school tuition than have their children attend JCPS. The current system doesn't work and it's time for a big change. We need to terminate JCPS as it exists today, it is too big to succeed. It should be

broken into clusters that can be effectively run and create smaller districts that will be overseen by representatives of the communities they serve. This will strengthen the bond between communities, parents, teachers, and students, and bring back community pride. Funds will be allocated so qualifying students can attend private schools in Louisville. Every student must have the same access to the same quality resources and education, in a safe environment. They also need the resources to fit their circumstances, so every student is prepared to reach their potential. We need to evaluate the individual needs of each student, so they have the necessary support to achieve academic success.

Question 6: Workforce Development – The Greater Louisville region celebrated many economic development wins over the past year; however, the current workforce crisis is affecting all industries. Louisville’s labor force participation rate was 63% in 2021, an all-time low for our city. This threatens to slow our region’s progress and momentum and increase snags in the supply chain. What actions will you take to address the labor shortage in the short-term and long-term? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: A digital promotion campaign that targets employees in other cities and encourages them to move to Louisville is one option for a short-term strategy to attract workers. We had a similar campaign in Jeffersontown during the early months of the pandemic that proved to be an effective tool. We could replicate that effort on a larger scale for Louisville Metro. Work incentive programs that offer one-time payments to get employees to choose to return to or enter the workforce also are useful and ideally would be funded by American Rescue Plan dollars. One barrier that prevents some people from returning to work is that they lose their health coverage provided through public assistance. A STEP program that maintains health coverage for a predetermined period upon employment would allow people to work in jobs where health benefits are not immediately available. I would work with my connections in Frankfort to get a program of this kind established. For the long-term, the Academies of Louisville program stands to be a strong workforce development resource – particularly as students get access to job opportunities at Business Partners’ companies. Louisville Metro should promote this program and recognize its value in preparing our next generation workforce.

Timothy Findley, Jr: I will invest heavily in workforce development. That includes ensuring every JCPS graduate has access to a tuition-free, two-year college degree or specialized training; paying teachers more to teach in high-need areas; increasing funding and vendor/contractor opportunities for minority and women-owned businesses; and supporting organizations like New Legacy Reentry Corporation that are already doing the work of equipping formerly incarcerated, nonviolent offenders to economic stability through career access and entrepreneurship. Alongside greater access to quality employment, I will support expanding job training to our most vulnerable, economically disenfranchised populations. I will advocate for multimillion-dollar investments for business creation in Louisville’s Black communities — particularly in the West End. I will also boost small business start-ups and expansion by getting rid of the red tape stemming from frustrating codes and regulations to struggles with obtaining permits. My administration also plans to create more jobs and bring more businesses to Louisville by securing an NBA franchise. My full economic development plan can be accessed at <https://findley4mayor.com/our-plan-for-economic-development-in-louisville/>. Strong workforce development is about investment in training for jobs that exist today, forecasting training needs for the jobs of tomorrow, and continued investment in people to advance careers as technology and the economy continue to revolutionize what employment looks like in America. Effective workforce development includes wrap-around support and removal of barriers, such as a lack of childcare and transportation. The public sector and community-based agencies are already partners, but we cannot do this without a paradigm shift with the private sector becoming a major investor in strategies that increase inclusive workforce development.

Skylar Beckett Graudick: No Response

Craig Greenberg: Helping make sure that our young people are ready to join the workforce and leading the way in new skills training for older Louisvillians must be a priority so our city provides ample opportunities for residents to pursue good paying, career-path jobs and to promote economic growth. We have had some successful programs in Louisville and JCSJ deserves much credit for attempting to tackle this problem head on. My administration will partner with organizations like Goodwill Industries of Kentucky, Kentuckiana Works, Code Louisville, and the Academies at JCSJ to implement and improve these needed programs. Louisville Metro Government can make a big impact by expanding Summer Works to a yearround program so our young people always have a place to turn for employment. Additionally, working with trade unions to increase apprenticeship programs for career-level trade jobs is crucial. As Mayor, I will also make sure that Louisville Metro Government reaches out directly to older JCSJ students so they know the advantages of and opportunities for a career with Louisville Metro and public service.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: It is a known fact that the pandemic ushered for many a never experienced scenario of not being able to go to work. Though the recovery is slow, I anticipate that the short term labor shortage will improve. As city government the important message to employers is continue to offer competitive wages and a healthy work setting. In the long term the emerging workforce needs greater access to opportunities to learn a trade. Not all high school graduates have the interest and desire to pursue a college education, so we must have the ability for those graduates to learn a skilled trade and other open jobs in the region in manufacturing that require technical training skills. I am firm believer that parents/caregivers will seek to move to regions of the country that can offer a variety of skilled and technical training to young people. We have many large employers in our region that offer warehouse type employment, however we need to develop skilled and technical jobs for our city. Large employers may leave our city one day but skills that are acquired and perfected will remain with the residents of our city.

David Nicholson: Industry saw large numbers of individuals retiring or just leaving their jobs as a result of the pandemic, and now companies are ready to ramp back up. However, more than any time in recent history, workers are looking for more than just an hourly wage – they are looking for better working conditions, flexibility and more options for work and life balance. I manage a workforce of nearly 300 individuals, and I'm seeing these trends myself. To get workers back into the workforce we should be looking at two things: investment in workforce development and changes in the workplace that better accommodate worker needs. Workforce development is essential in preparing individuals for well paying, meaningful employment and that's where government can play a role. I will work at attracting students to the trades and skilled jobs in industry. I want to see as many company site visits as college site visits, and demonstrate to students what a good paying, skilled job can mean to their future – especially if they start young. Companies will have to take an inventory of what will attract employees to their workplace, and I guarantee you, it is more than just an hourly wage.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Riesman: One of Louisville's greatest concerns is our lack of economic growth, exacerbated by declining levels of local human capital and highly skilled workers. Lao Tsu said it best, "Give a man a fish and he will eat for a day. Teach a man to fish and he will eat for a lifetime." Schooling has become a vital

part of economic expansion, therefore, our failure to raise the quality of education has had a significant negative impact on our sustained economic growth. Education is a fundamental factor in development. No city can achieve sustainable economic development without substantial investment in human capital. Education enriches our understanding of the world; it improves our quality of life and leads to greater social benefits for individuals and society. Education raises productivity and creativity; it promotes entrepreneurship and technological advances. In addition, it plays a very crucial role in securing economic and social progress by improving income distribution. The entire community benefits when businesses are supported. We will partner with local and regional colleges and universities to add satellite campuses downtown that provide more educational and economic opportunities, as well as create a larger labor force pool. My administration will team up with small businesses, community leaders, schools, and other local organizations to promote, assist and establish a local business page.

Question 7: Downtown Revitalization – While there are encouraging indications around the recovery of downtown Louisville, including increased tourism rates and investment in infrastructure, there are significant impediments for continued growth such as high office vacancy rates. What will your priorities be to encourage businesses and residents to embrace downtown and revitalize Louisville’s urban core? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: My No. 1 priority is improving public safety, which is a crucial objective for the recovery of downtown Louisville. Wonderful strides made over the past few decades were decimated in one night when damage to storefronts and office buildings left our downtown looking like a war zone. So the first step is to make sure people feel safe to come downtown again. I have met with businesspeople actively involved in downtown Louisville to know how to move forward on Day One. Fortunately our tourism and convention industries are recovering, but government and the private sector must team up to put into action ideas of the Downtown Revitalization Team, which invested much time and creative energy into coming up with strategies to restore downtown’s economy. The Downtown Revitalization Team’s work will move forward with my support as Mayor with the Downtown Development Corp. serving as the key agency to implement successful strategies. A safe and attractive downtown is imperative. And image building starts with new leadership in the Mayor’s office. I will make it a priority as Mayor to keep our city looking great. My goal is for Louisville to have an attractive downtown with an appealing live, work, play environment.

Timothy Findley, Jr: Bolster the current downtown revitalization and their action plan that was released on June 1 2021. We would take it through our equity lens that every department will go through. We would also deepen our relationship with the Louisville downtown partnership staff and focus on equity recommendations.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Louisville needs a safe, strong and vibrant downtown to be a safe, strong and vibrant city. In my career in the private sector I have led major projects, like 21c Museum Hotel and 111 Whiskey Row, to bring investment and redevelopment projects to downtown Louisville. I am passionate about creating energetic, authentic and busy urban neighborhoods. My commitment to bringing more projects to downtown, and the jobs and tourism that comes with them, is total and complete - and backed up by my experiences. From filling surface parking lots with new development to ensuring that empty office space is redeveloped to creating more residential homes, there are so many things Louisville should be doing to secure downtown’s future. This problem does not require more study, it requires action and will be a top priority of my administration.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: No Response

David Nicholson: The success of our city is clearly dependent on a vibrant downtown. Our downtown has been hit especially hard by the pandemic, and any successful recovery for downtown will require thoughtful, meaningful collaboration between residents, businesses and government planners. Here are some thoughts for planning: One-way streets are great for rush-hour movement of traffic, but they are terrible for business and retail opportunities. I'd like to see a practical review of the downtown road grid to determine if it makes sense to change some of these streets to two-way traffic. We must foster more festivals and special events, which are drivers of people to downtown, and create an awareness of downtown as an entertainment activity space. Attract to our city the emerging workforce of individuals who work from home and want to live in a city located a day's drive from two-thirds of the U.S. population. These individuals are looking for vibrant downtown housing and entertainment. Downtown high-rise vacancy rates are alarming and we should work with managers and owners to create workable mixed-use opportunities for those buildings that includes housing, office and retail spaces. I am really excited to begin the conversation regarding this type of redevelopment.

Anthony Oxendine: No Response

Shameka Parrish-Wright: I have long been a supporter of the arts, CULTURE and entertainment communities and will continue to create private-public partnerships to ensure their sustainability as part of bringing life and helping us heal. IDEAS from the community are critical and will be prioritized. Here are some I'm hearing:

Push for Louisville to be a nationally known city for the arts

Push for Louisville City FC to join Major League Soccer (appoint committee)

Grants for local businesses to become music venues (speakers and copyright licenses needed)

Foodie Tours

Return of Trolleys or Modern Street Cars

Olmsted Park Hiking and Historical Tours

Improved public transit and a feasible plan for some type of fixed rail transit that connects the 80 small cities, our airport and downtown.

All TARC Stops improved for quality with solar power for charging and wifi.

Legalization of Cannabis and new dispensaries

New National Ad Campaign with the Tourism ideas listed above that include and extend beyond downtown Louisville and the Bourbon Trail.

Affordable homeownership and housing in every zip code.

Universal Early Childhood Education and Pre K that is free to every child no matter what zip code or income bracket they come from.

Increased recycle pick up

Rob Riesman: I want Louisville's downtown to survive as well as thrive and to accomplish this we need to develop a sense of connectedness and ensure our ideas for revitalization keep the current community in mind and at the heart of any plans. We need to increase green space, small parks, and walkability- and we need to encourage businesses and residents to buy-in. We need to make downtown Louisville a destination for Louisvillians, not just for tourists on Derby. We need to rethink the downtown design to make it more pedestrian, family and pet friendly. We need to have farmer's markets, fairs, festivals, parades, and art walks that will bring people in from around the city once a week or twice a month to make more people aware of our downtown's unique amenities. Once they see the vibrance and

potential, they are more likely to visit again, shop, dine, or see entertainment. They might consider living, working, or locating their business downtown. We need a healthy, vibrant downtown that is authentic, full of Louisville's character and charm, because it is essential if we want to enhance economic and community development and bring new lifeblood into the area.

Question 8: Homelessness – Since the onset of the pandemic, the prevalence of homelessness in our community has never been more visible, with encampments springing up in underpasses and sidewalks all over our city and particularly downtown. How will your administration work to provide support to those experiencing homelessness and connect them with services to provide them with safe and stable housing? What programs and partnerships will you focus on to prevent and address the causes of homelessness in our community? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: There is no quick solution for homelessness mainly because there are many reasons people are homeless — such as spouse abuse, a financial crisis, addiction and mental health issues. I will make a concerted effort as Mayor to work with existing organizations to develop solutions to this crisis. The Coalition for the Homeless and Seven Counties Services must be empowered and funded to do their work. They have the knowledge and experienced professionals to help the homeless and those with addiction and mental health challenges. I also will bring successful programs used in Jeffersontown such as the Angel Program that helps people with drug addiction and the Victim's Advocate Program that helps crime victims navigate the criminal justice system. I also have positive relationships with USA Cares that supports veterans and community ministries that would be invaluable partners in this work. We need to be sure that programs like The Living Room remain funded so they can help direct the homeless to the services they need. These are necessary programs to help our most vulnerable citizens. Simply moving homeless camps from one part of downtown to another is not the answer. That's the equivalent of moving around chairs on the Titanic.

Timothy Findley, Jr: My administration will enact legislation on rent pricing protection and mortgage protection. We will work with landlords, housing organizations, and the Louisville Urban League to offer second-chance housing to individuals who have been evicted. We will also invest in a rapid re-housing initiative to remedy our rising homelessness rates. My administration will also seek to repurpose vacant lots and the thousands of abandoned properties. I will mobilize a redevelopment movement with residents across Louisville by targeting homeownership sites to be redeveloped, enlisting legal and municipal assistance to clear titles and assemble parcels, and assigning funding for innovative, energy-efficient home development meeting the residential needs of 21st century families. We will also go after absentee landlords who own vacant or dilapidated properties in neighborhoods. I will do everything in my power to send a clear message: we are going to fine you into compliance – or go bankrupt. Every person in our community deserves affordable housing and rental, as well as a path to homeownership. My administration will secure the kind of investment that will not force people out of their homes and make Louisville a better, more economically thriving place for all.

Skylar Beckett Graudick: No Response

Craig Greenberg: Safe and affordable housing for all Louisville families is the foundation for successful and vibrant neighborhoods. Solving our current affordable housing and homelessness crisis, while planning for the future, requires giving everyone a seat at the table: community leaders, lenders, builders, housing advocates, and our neighborhood planning commissions. As a collaborative leader who has developed and revitalized properties across the country, I will use my experience to: Build at least 15,000 more affordable housing units throughout our city, with a focus on building homes near jobs and improved public transportation routes. Renew our focus on home ownership in historically redlined communities,

making it possible for families to build and pass on generational wealth. Prioritize the development of new housing on lots that are currently vacant or abandoned. Increase no-income housing solutions to serve the homeless or unhoused and center them in close proximity to much needed support services. Support dense and in-fill mixed-income housing to add more residents to Louisville's urban core.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: I am looking forward to see the development of the project funded by the city to create an outside safe space. The success of this type of program can be duplicated in other areas of the city. In addition the proposal by St John Homeless Shelter for Men to develop a permanent location to house the homeless population is a unique solution to the need. As mayor my vision is for city government to come alongside & partner with organizations that have been working with the homeless population for decades. These organizations have the expertise and the staff to provided services and safe housing to the homeless population and need quicker funding for programs and services that are offering.

David Nicholson: Every single day, hundreds of our neighbors sleep outside, without shelter. This is not only inhumane, but also very dangerous. We as a community should be committed to working toward transitional housing while we solve the complex issues facing this venerable population. This is never going to be an easy issue to solve, due to the complexities of each person's situation, but we can and should forge a public and private partnership to address this crisis. Good work is already being done by many agencies and nonprofits and that's a good start, but we need to invest in long-term solutions, including affordable housing and transitional housing, better public transportation linkage and access to medical, dental and mental health care. I will use some of what will be left of the American Rescue Plan dollars to seed these long-term solutions. In the meantime, let's invest in a project like mobile Urban Rest Stops, where individuals and their families can take showers, have access to clean restrooms and laundry facilities, and access intervention and informational referral services. In the end, let's make sure we measure outcomes of these investments, frequently auditing what is working and where adjustments are needed.

Anthony Oxendine: No Response

Shameka Parrish-Wright: We are all better when those most vulnerable are cared for. I will work with community agencies to reopen the Living Room program making sure it is staffed and funded to operate 24 hours a day, seven days a week. Access to the INTERNET must be for everyone. I will work to make broadband access available and working in all neighborhoods.

Rob Rieshman: We need to adopt a "Housing First" model to address homelessness. Create a system that can identify chronically homeless and pair them with affordable housing, coordinate a system to support long-term housing stability, and create enough housing to meet the demand. We must immediately end veteran homelessness, no matter the cost as well as redirect federal, state, and local funding to build and maintain additional housing. We will offer housing projects in key downtown locations that allow access to convenient public transportation. The "Housing First" principle, is a policy that offers unconditional government housing for all. Columbus, OH and Salt Lake City, UT have implemented this and have seen a reduction in homelessness by 50 to 91 percent. The saying stands true, housing is the only known cure for homelessness. If we want to end homelessness in Louisville, we must learn from proven models and policies. It is essential to realize that we don't want a society where people live and die on the streets. Once we understand that, it becomes easier to start taking steps to solve this problem.

Question 9: Diversity, Equity & Inclusion – Black residents account for 23% of the population in Louisville, but only 2% of businesses in the city are Black-owned. What will your administration do to increase access to opportunities and capital to support minority business owners? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: As Mayor, I will lead by example and acknowledge that a level playing field has not existed for our Black citizens. Black businesspeople should have access to influential business relationships and capital — keys to success that have been sadly lacking. It's not just a matter of providing affordable storefronts for Black entrepreneurs to open shops and restaurants. We must train and mentor Black businesspeople to help them succeed in professional careers and as entrepreneurs whether they own a technology firm or a construction company. As a former instructor of business management at the University of Louisville, I know the importance of management training. We need a program offering mentors across the spectrum of business operations to provide ongoing advisory services for minority-owned businesses so they can be profitable and grow. We also need to ensure there is a comprehensive database of local minority-owned businesses and publicize it so majority-owned firms can find these companies to do business with. How do we make it work? Experienced businesspeople need to be mentors, and a combination of city funding and private sector investment should underwrite these efforts. PPPs exist so government and the private sector can collaborate in innovative ways like this.

Timothy Findley, Jr: The Black community across Louisville deserves the opportunity to create more jobs and wealth through business ownership. Existing businesses must be fully supported and new businesses must be encouraged to begin. This support and encouragement must come, first and foremost, in the form of funding and financing. Black people are not lacking in creative ideas or innovative ways to address market-based problems. There is a simply lack the funding needed to build businesses that have the opportunity to thrive in today's economy. I will advocate for multimillion-dollar investments that target Black businesses. Support must be available to Black businesses not only as they start up, but also as they begin to stabilize and scale. These businesses need access to further training, information, networking, direct connections to contracting opportunities, and more. I will implement various resource centers, tasked with seeing that abysmal 2% grow exponentially. In fact, I plan to bring unprecedented investment to Black businesses and communities far beyond what Louisville has seen.

Skylar Beckett Gaudick: No Response

Craig Greenberg: I have had a lifelong belief that every person should be treated with dignity and afforded opportunity. I will work to create a more unified community where the pursuit of justice and equal opportunity is a mission, not an afterthought. As Mayor, I am committed to helping to instill hope in and bring opportunity to Black Louisvillians who have been overlooked for too long. This real commitment will take the form of: Acknowledging and addressing the systemic racism that has always been part of our community and consider the racial justice impact on every decision Metro Government makes. Developing quality-of-life improvements necessary for safe and healthy neighborhoods, like community grocery stores and health facilities. Protecting homeowners from being priced out of their homes by enacting antidisplacement measures like property tax freezes. Investing in minority-owned small businesses and historically neglected neighborhoods by working with the private sector to create a Black-owned bank and other dedicated lending programs with existing local banks. Encouraging further investment in Black-led foundations which promote health, housing, arts, and cultural opportunities in West Louisville to provide the same benefits which have improved other neighborhoods in our city for generations. Listening to citizens from all neighborhoods and backgrounds to help heal and unify our city and to rebuild trust between Metro Government and our citizens.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: The Russell neighborhood revitalization project together with Amped Business incubator model, is a great blueprint to replicate in other neighborhood communities in the West end. Capital must be followed by proven projects that work.

David Nicholson: There is a huge gap in economic equity for Black-owned businesses, and it is a shame. I think one of the ways we can encourage startups and growth is by supporting business mentoring and training programs and creating a grant-funding incubator. More and more corporations and foundations are investing in Black-owned businesses through grants. Often a hurdle in winning these grants is a lack of information. I also would like to create a Black vendor trade show that will showcase Black vendors and suppliers to both small and large businesses, and corporations. When we support Black-owned businesses, we are supporting Black families, which in turn helps close the racial wealth gap and strengthens our local economy.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Minority business owners have battled with acquiring funding and assistance to start their ventures. Even existing minority businesses have expressed a lack of support and resources to become successful or acquire the resources needed to maintain their business. Unlike other racial demographics where access to information, capital and mentorships are readily available, oftentimes minority entrepreneurs are the first in their community and don't share the same access. The city has resources, and those resources must be well advertised so minority entrepreneurs know what's being provided, how they can obtain them and where they can go for assistance. To meet the needs of existing and future businesses, Louisville will create a minority development center, to increase accessibility and provide the support needed to succeed. The center will serve as a resource center for information, education, and host events that connect people, businesses, and resources. The center will focus on entrepreneurs of all levels and host seminars that focus on minority business opportunities, grants, and process. The center will assist with taxes, accounting, legal and integrating systems that can help their businesses thrive. The center will encourage mentors and help promote their business.

Question 10: Diversity, Equity & Inclusion – Louisville has made strides in establishing itself as a welcoming city for diverse populations and has received national recognition for inclusivity as it relates to the LGBTQ+ community, but more work is needed to ensure that every citizen feels a sense of belonging and has equitable access to opportunities to thrive. It is also critical we build a strong reputation as a city that embraces all races, religions, and sexual orientations from a talent and business attraction standpoint. What will your administration do to further Louisville's commitment to inclusivity, diversity, and compassion for all residents? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: My administration will maintain a continuing conversation with all diverse populations such as the LGBTQ+ community as well as our growing immigrant population to stay informed about their concerns and unique needs. We cannot address what we don't know about. It is important for every citizen to feel safe and have a sense of belonging regardless of their race, religion or sexual orientation. One of Louisville's strengths is the friendliness and compassion that is demonstrated by so many people here. It's a cultural norm that often surprises visitors to our city. As Mayor I will work to extend the strides made so that a unified voice of inclusion is promoted in business attraction efforts.

Timothy Findley, Jr: My campaign is founded on the ideals of diversity and equity. It's an extension of my personal life. It's how I do the everyday work I do as a pastor and an appointee in community roles I've

served in. It will be no different for me as mayor. My administration will place an equity focus on each and every one of the drivers of economic growth. It starts by including everyone: black, brown, LGBTQ, all the stakeholders and experts, and centering their voices in the decision-making process. From there, it's a leadership formula based on identifying talent, bringing people together around a shared strategy, getting things funded and implemented, creating true accountability and over-communicating from start to finish. This will include a focus on updating boards and commissions for more inclusive leadership. This will include an improved culture of Community Health and Safety, as per prior announcement. The "product" of Louisville is not credible to outsiders if we have not dealt honestly with things that are dividing our communities.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Much of the current growth of our city is being driven by New American communities who have sought out better lives and opportunities for themselves and their families, and have chosen Louisville to do just that. We are fortunate to have these New Americans and ensuring they are welcomed and protected will be a top priority of my administration. Improving outreach to immigrant communities and making sure they know their city is ready to help them, through services and protections, is vital. A diverse city is a strong, vibrant city. Additionally, even though other levels of government may continue a sustained attack on the rights of members of the LGBTQ+ community, we must continue to be a city where intolerance toward others is neither tolerated nor codified in law. I will be a strong advocate for our LGBTQ+ neighbors both in Louisville and, when needed, in Frankfort.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: No population in the city should experience or be excluded in any way. Louisville as a community has grown into a very diverse group of people over the last few decades. Awareness & Education is key factor to make sure that our city is know for our diversity. In city events and festivals these important attributes must be highlighted to the community at large. In addition Awareness and Education training must be part of all city employment new hire orientation.

David Nicholson: A city's ability to attract and keep talent should be one of Louisville's top economic goals, start with inclusivity and diversity, and it must be intentional and action driven. For generations, government and institutional policies and practices have excluded many individuals from opportunities to follow their dreams. Many of these institutional policies created outcomes of lower-level education attainment and few career choice opportunities. We must first make inclusivity a part of the economic development discussion and mission. It should start with improved equity and inclusivity in hiring practices, education and career training, and addressing the needs of the individuals outside of the work setting – which might include transportation, childcare and affordable housing. We must also attract businesses that are committed to creating opportunity in an equitable fashion. The bottom line is that inclusivity and diversity should be a critical ingredient in any economic and social justice mission, and it will take collaboration with all stakeholders, and collective community investment to make it happen successfully.

Anthony Oxendine: No Response

Shameka Parrish-Wright: For years, I've used my lived experiences, education and a variety of skills to bring the will and missing voices of the people in all that I do. While I can never erase my humble beginnings, my adverse childhood experiences made me knowledgeable and relatable to diverse groups of people, while allowing me to successfully navigate conflict resolution. It has been those experiences

that shaped my leadership style and gave me the solutions-based skills that those in academia, city & state government, and social service agencies have come to rely on. I've had to show up, assess, listen, support, delegate and negotiate until we create what is needed- in every situation. I'm old enough to know your words and actions matter, but I'm still young enough to know that real change means we all have our role in society and, no matter what we do, we must keep human rights first. I say, "We get there together," because it will take all of us to reimagine our community beyond the racial uprising and pandemic our City continues to live through. Local politics have never been more important and, right now, we need one another to foster the change required to keep going. Which is why Louisville deserves someone who will fight for the best interest of everyone who lives, works, grows and plays in our city. Real solutions, inclusive leadership and more opportunities for all Louisvillians is the goal. Let's see what we can do TOGETHER...the WRIGHT WAY.

Rob Rieshman: We must begin by examining how inclusive Louisville really is, identify the major areas of concern and areas where we are not inclusive. We can always try to do better, and we can implement plans that look good on paper, but we must define our areas of focus. If we fail to do the proper research our plans will most likely fail. We will be committed to fair and equitable practices for employees, members of Council Boards, Commissions and Committees, of all races, religions, genders, and sexual orientations. My Equity, Diversity and Inclusion Strategy proposes new and enhanced strategic actions that will build on Louisville's current diversity and inclusion initiatives. Promoting, understanding, and practicing equity, inclusion, opportunity, and cultural competency is the responsibility of every person and organization in Louisville. We will improve city policies, hiring, training, communications, and outreach, internally. Externally, we will improve public safety, education, economic development, and civic engagement. A vibrant downtown thrives on diversity and opportunity, while attracting more jobs, businesses, residents, amenities, and visitors. These are key to Louisville's future, so we must provide safe affordable housing, transit, and updated infrastructure.

Question 11: Infrastructure Investment – Louisville Metro's spending on local infrastructure, including local roads, technology, and public transportation has not kept pace with the need for further development and modernization. How will you prioritize spending to ensure that Louisville's roads and technology infrastructure can be maintained, and that public transportation can be made more efficient and accessible? What are your spending priorities for the estimated \$100 million that Louisville is expected to receive from the Investment Infrastructure and Jobs Act? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: We don't need to spend money on studies. We need to take action. As past chairman and current board member of KIPDA (the Kentuckiana Planning and Development Agency), I know studies have been done and grants are available to get started on infrastructure projects. Keeping roadways maintained and safe is a priority for me. I will review the road plan and maintenance schedule with an eye on using Investment Infrastructure and Jobs Act funds for roadway projects. As an accountant who has worked with the construction industry and as an experienced mayor, I know the importance of maintaining infrastructure. What is not fixed today will cost three times more if we wait. We need to ensure public transportation is available so people can get to work. KIPDA funding can help. I would implement a modified Every Commute Counts program to supply commuter vans and a circulator bus program in conjunction with TARC so people have transportation to their jobs. The Digital Divide Coalition's work should be funded so people in marginalized neighborhoods have access to technology, needed equipment and training. I also will work with service providers to make sure we have an effective technology infrastructure to attract "work-from-home" employees.

Timothy Findley, Jr: We are pulling the lens back to take a broader look at the key drivers of economic development and growth. Other high-growth cities recognize the interdependence of efforts that improve quality of life, income, and opportunities for citizens, with vibrant community and infrastructure, to the gains and returns to business and population growth. One of the most common options is to improve neighborhood walkability. Building neighborhoods with more pedestrian and bike infrastructure could reduce the need for public transit. This is certainly a good option – one that improves the livability of our neighborhoods and can improve health and economic outcomes for residents in an area. However, one cannot always walk across town. Walkability is great within a neighborhood but does little in terms of connections between neighborhoods. People whose jobs are far away will still be forced to rely on some sort of transit. While walkability is a policy Louisville should absolutely pursue, it cannot by itself be a replacement for mass transit. Another common policy option is to rely on new forms of technology. Some of these technological improvements such as autonomous cars may be helpful, but they can't compete with transit's greatest strength: capacity. Companies like Uber or Lyft have been touted as options as well, but the cost of Uber and similar companies can put their service out of reach, even with a low wage workforce. And while some may complain that public transit is heavily subsidized by tax money, companies like Uber are just as subsidized by venture capital and historically have not gotten close to profitability.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Our infrastructure in Louisville is not just out of date; it is, in many cases, dangerously out of date. Our infrastructure is not ready to meet the needs of a modern and thriving city, specifically with regards to bikeable and walkable neighborhoods, growth of multipurpose and mixed use neighborhoods, preparing for the impending effects of climate change and ensuring investments are being made in communities that have been overlooked for far too long. Some concrete steps I will take to address these issues include, but are not limited to: Making TARC fare-free to encourage residents to use public transportation and clearing cars from our streets. Improving TARC lines to bring employees to their workplace with fewer stops and shorter times. Ensuring flood prone communities are protected. Encouraging mixed-use development and in-fill development to bring services, healthcare, and entertainment options closer to residents.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: First to insure that traffic & congestion planning is many steps ahead of the growth that will come to our city in the future. We must avoid at all cost needles delays that are a result of not anticipating growth that will come to our city. The improvements made in many areas of the city in the early 80's has provided an overall good traffic scenario. We must not wait however as the city increases in size to find ourselves in lock grid traffic scenarios, so planning for the future growth of our city is crucial today.

David Nicholson: Infrastructure and transportation are critical elements in a community's economic growth and overall quality of life. I am a huge proponent of public transit, and Louisville is woefully behind in the development of a transit system that meets the needs of our workforce – especially in underserved areas of our city. We need better access to public transportation, including more routes and longer hours of availability. In national surveys, users of public transit say access and hours of availability are critical as a means to get to work, and frankly, we don't do a very good job because we have not invested in expansion. State and federal dollars make up a significant portion of funding for the maintenance and improvements to our existing roads and bridges – and gas taxes have not kept up with the need. Add to

that the fact that Americans are driving more fuel-efficient vehicles and we are headed into a perfect storm. While I would dedicate some American Rescue Plan dollars to both infrastructure and public transit, the reality is that we have to work to find or create additional funding sources for these critical needs.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: My administrations focus will be centered on equity, on communities that have historically been left behind as well as repairing our current infrastructure. I will use the funds to expand and bolster our broadband infrastructure downtown and in low-income neighborhoods. We will use the funds towards building local capacity in disinvested neighborhoods, integrating economic development with equitable job opportunities, and starting the projects as soon as possible. Every person in Louisville deserves a fair and honest opportunity to thrive. Equitable infrastructure will be at the core of our spending and our decision making. Our decisions will come from a diverse and inclusive group. If we really want change, we need to make decisions together and as peers. We are going to do what is right and what is best for all our communities.

Question 12: Land Development and Housing – Louisville’s development community has expressed the need for greater flexibility and incentives to improve the quality of life, revitalize and spur investment in underdeveloped areas, and meet the city’s demand for increased housing stock including affordable housing. What policy changes will you pursue to support more flexibility for development that will drive economic growth and employment?
Candidate responses are listed in alphabetical order.

Bill Dieruf: I am a big believer in flexibility and creativity when coming up with solutions for streamlining development and project approval processes. I will entertain any suggestions for spurring investment in underdeveloped areas – especially if it means housing stock will be increased in areas of greatest need. If there’s a good idea, government should review its merits then get out of the way. One of the barriers to success in life is the housing challenge. We need to make sure people can start building generational wealth through homeownership. And for those not financially prepared for that step, we need to make sure they have access to housing they can afford. We should work with local communities and developers to put effective strategies in place to lower the number of houseless people. I think we should revisit the Land Development Code and take out any unnecessary barriers that prolong the approval process and delay projects. Having been a participant in creating the new 2040 Comprehensive Plan, I am well aware of what’s in Louisville’s land-use code and how there are some parts that need to be changed — especially in regard to making housing available.

Timothy Findley, Jr: Data show that renters who live within our poorest neighborhoods continue to have the highest percentage of eviction rates as well as the highest rent-to-income ratio at or above 50%. This must be addressed. I will enact legislation on rent pricing protection and mortgage protection. Evictions should not be a permanent barrier for families attempting to move forward to stable housing and, longer-term, to build assets. In addition to rent pricing protection and mortgage protection, I will work with landlords, housing organizations, and the Louisville Urban League to offer second-chance housing to individuals who have been evicted. Every person in our community deserves affordable housing and rental, as well as a path to homeownership.

Skylar Beckett Gaudick: No Response

Craig Greenberg: The lack of affordable housing units for working people in Louisville leaves too many vulnerable and makes it harder for our entire community to thrive. I have pledged to build 15,000 new

quality affordable housing units in my first term, and believe the city ought to use American Rescue Plan dollars immediately to address our housing crisis. I also believe Louisville needs to prioritize home ownership and helping families, in communities that have been neglected through redlining, to help build intergenerational wealth for families. My administration will also be focused on customer service for our citizens, making their experience with city government agencies a positive, predictable and consistent experience.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: No Response

David Nicholson: As I stated before, I will work with the business community to review and streamline our regulatory processes, making it easier to start, grow and operate businesses – and that includes development of housing, both affordable and market-rate housing. We certainly need to audit local regulations to see where we can create more flexibility, and I am committed to that process. In addition, I am eager to forge public/private partnerships related to affordable housing and other development in underserved neighborhoods, as long as residents play an important role in the planning of such developments. My economic development team will work with developers to determine what financing tools make the most sense for individual projects. Also, I plan to lobby the Kentucky General Assembly to allow Louisville to create additional funding sources, which are critical to the status as the economic engine for the state.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Louisville desperately needs more affordable housing across all income levels. To accommodate these needs, we need to modify the current zoning codes and make it easier for new projects, especially those that feature 100 percent affordable housing. We must combine solid funding mechanisms with changes to zoning and land development regulations to create a more favorable environment for building and preserving affordable housing. Modifications must be consistent with the character of the area and similar developments. We will look at utilizing vacant lots currently owned by Louisville, especially those that have been vacant for years and those without an identified development project. My administration will adopt a system to regularly identify and review these parcels for housing opportunities, and aggressively marketing them to developers whose priority is affordability. Louisville can increase housing affordability by combining zoning reform, development flexibility and incentives. We must empower property owners, support like-minded developers and builders, and create options for anyone who wants a safe and affordable home in Louisville. When you see an affordable housing development in Louisville, you will not be able to tell the difference between that development and one that is market rate.

Question 13: Diversity, Equity & Inclusion – Investment and inclusive growth in historically marginalized neighborhoods are critical for progress and the long-term success of Louisville. How will you work with community organizations and neighbors to ensure that the investments are both sustainable and truly benefit the residents and communities already established? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: I've already talked with community leaders in historically marginalized neighborhoods who have told me about numerous existing programs intended to help them that are completely ineffective. We need to review those programs and their funding to make sure they are truly beneficial programs and

not just window dressing. If they do not meet the intended needs, we must move those funds to successful programs. I think there have been enough studies. My administration will partner with local community groups and neighborhood leaders to ensure city funds are being spent in meaningful ways to benefit the people who need support. One significant effort I am involved in to address a serious need in marginalized neighborhoods is the lack of access to technology known as the Digital Divide. I'm a member of the Digital Divide Coalition, which has a goal to ensure affordable access to Internet service, equipment and training so families in marginalized neighborhoods can function in our technologically driven society. It is important to ensure technology access for connection to educational programs to online job portals and to "work-from-home" opportunities. The Digital Divide Coalition is looking for ways to make this happen.

Timothy Findley, Jr: Extensive, catalytic investments in marginalized communities are required to position the community for creating wealth and educational opportunities that will cross generations. I will invest heavily in workforce development. That includes ensuring every JCPS graduate has access to a tuition-free, two-year college degree or specialized training; paying teachers more to teach in high-need areas; increasing funding and vendor/contractor opportunities for minority and women-owned businesses; and supporting organizations like New Legacy Reentry Corporation. We will be focused on supporting the working class. I come from a working-class family; these families are the backbone of our economy. Alongside greater access to quality employment, I will support expanding job training to our most vulnerable populations and explore the viability of a universal basic income to cover basic living costs. We will also boost small business start-ups and expansion. From frustrating codes and regulations to struggles with obtaining permits, getting a business up and running in Louisville has proven challenging for many owners. Louisville's Black communities — particularly in the West End — deserves the opportunity to create jobs and accrue wealth through business ownership. This support and encouragement must come, in the form of funding and financing. I will advocate for multimillion-dollar investments to these causes.

Skylar Beckett Gaudick: No Response

Craig Greenberg: This is an issue I take very seriously and to which I am committed. I have a track record of securing funding for historically marginalized communities dating back to 2004 when I secured over \$50 Million for the Louisville Community Development Bank through the federal New Market Tax Credits program. Our city needs to be absolutely committed to ensuring investment in our too-long ignored communities and, as Mayor, I will make sure that happens. I will also make sure that new developments do not ignore the wants and needs of local residents and that the rights and desires of renters, homeowners and community stakeholders are not put aside or ignored before new development proceeds.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: First all community have basic needs and marginalized neighborhoods need to develop area business that can meet that need. Future business owners in those communities need access to the training that will allow them to learn the business skills to become successful and then to establish the type of business needed in their communities. Second, establish the mentor and follow through partnerships, that will come along newly established business to ensure they are moving ahead with guidance and solutions.

David Nicholson: When planning for development in marginalized and underserved neighborhoods, we absolutely must include residents in the decision-making process – on the front end, not after the fact. Some planners and developers have little experience in building in some spaces, especially Black spaces,

and there are other things to take into consideration – like families, neighborhood identity, rich culture, religion and history. We have so many distinct neighborhoods in our underserved areas, and we must take the time and make the investment to learn how a development fits into a neighborhood. Displacement and gentrification are always a concern and should be addressed – again at the front end of a project, not as an afterthought. Neighborhood voices should always be a part of that process.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Inclusive growth isn't just about investing in neighborhoods, it's about investing in the community and its' residents. I will collaborate with community leaders, businesses, organizations, and community members to create a plan that meets the needs of the community. I will work with communities individually to support social innovation and strengthen historically marginalized neighborhoods. My administration will provide co-location facilities that combine non-profit organizations and an array of support services to assist tenants and the community. These facilities will address issues like housing, nutrition, education, and employment. Creating co-location opportunities for non-profits will foster cross-sector communication that will effectively support and enhance efforts already underway in these communities. My vision is to create a space where inclusive housing, employment, education, can grow.

Question 14: Childcare – The past two years of the ongoing COVID-19 pandemic have showcased that childcare is a critical workforce barrier. Since March 2020, Louisville has lost more than 8% of childcare capacity and 40% of working age parents in Jefferson County have cited care responsibilities as reasons for not returning to work. What are the most important changes and investments that can be made at the local level to stabilize this sector? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: It is imperative that we have sufficient childcare options for working families. I will advocate for changes in state law that would create incentives for businesses to start and maintain on-site or shared near-site childcare facilities. Programs for large and small businesses could be allowed whether it involves providing on-site day care or vouchers to help cover the costs of daycare services. I will work with my many connections in Frankfort to get this accomplished. I would also review and revise Land Development Code guidelines for both commercial/industrial settings for on-site childcare and residential settings for home daycares that do not change the residential community so more daycares of both kinds can be opened. These facilities also play a significant role in early childhood education that is so necessary for children to succeed in school, which is one of my top priorities. Training programs for daycare workers could help increase them be successful in their jobs and lower turnover at daycares. Having well-trained workers is important so daycares provide the caring environments our youngest citizens deserve.

Timothy Findley, Jr: One of the most impactful ways that we can fight against the achievement gap is to ensure that our children are ready for kindergarten. In the midst of chaotic times, families may not be aware of the steps needed to ensure that their children are K-Ready. There will be a virtual K-Ready Camp launched by JCPS this summer, July 20-31, for which registration is now open. Systems need to be coordinated to reach every rising kindergartener. Our children deserve Universal Pre-K; we want to make accessible free, publicly-funded, high-quality, full-day preschool education for every three, four and five-year-old in the city. While historically-marginalized groups have greater financial need and stand to benefit most from access to high-quality pre-k, universal access is critical. Universality ensures quality and buy-in across the city. I am making a promise that universal pre-K will be in my first budget recommendation in April 2023. I recommend paying for it through an ad valorem tax that the city of Louisville can implement on its own. The Metro Council, on the next Mayor's recommendation, can

implement this property tax to fund high-quality, full-day pre-k for all 3 and 4-year-olds in Louisville. An ad valorem tax could generate \$7 million for every 1 cent of property taxes on \$100 of assessed property value.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Safe, reliable and well regulated childcare and pre-K is crucial to working families at all levels of our economy. However the past two years have shown that access to childcare holds back working class families. Too many families can't find quality childcare and, when they do, find it too expensive. As Mayor, I will organize and lead a public/private partnership to make Universal Pre-K a reality for all three- and four-year old children in Louisville. We will reach out to national foundations with hundreds of billions of dollars of assets and ask them to invest in Louisville's future and put us on the map for the right reason.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: I completely support the important need for a program that offers childcare so that children will be better prepared for their entry to elementary school. In addition working parents can return to the workforce by offering this important benefit. City government could not offer this type of childcare benefit without assistance from the state legislature. It is time as some other states have done in our country to find the way to fund childcare together with the participation of city government. We are entering an era where companies that can offer childcare benefits to parents/ caretakers will become highly sought places to get a job. Therefore the efforts of working with Frankfort to fund childcare benefits must also be followed by encouraging local companies that have the ability to offer childcare benefits to pioneer the path in such an important need for our community.

David Nicholson: The childcare crisis has been plaguing families for years. I see it daily with my employees and it is heartbreaking. Over the last two years, 10% of the city's childcare locations have closed, leaving families without safe care. And while there are sources of childcare subsidies for families in need, there are not enough childcare centers to accommodate the number of families that need it, especially in West and South Louisville. The Metro Council is considering an ordinance to address the shortage of childcare centers by allowing existing childcare centers to expand without getting a conditional use permit, as well as expand the number of children in-home childcare centers are able to serve. If passed, this ordinance will also offer financial assistance to those wanting to open an in-home child-care center. While there is no simple solution to this crisis, this is good legislation and a good example of how government can work with the private sector to address crisis issues, and I fully support this type of partnership.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Louisville needs to get involved instead of just relying on federal funds. We need to look into universal pre-kindergarten and reimagine the operating model for childcare providers. In order to strengthen the childcare system with lasting, equitable solutions, we must partner with many sectors to accomplish a shared goal. This work will require us to take various actions to accommodate different communities. The key to addressing the workforce's needs for child care is understanding that these providers are businesses, and like a lot of businesses, their operating models are financially stressed. Most of the childcare providers are small businesses, struggling to keep their doors open, even prior to COVID. Investing and strengthening our childcare system will require additional investment and a reimaged

funding model. We must focus on the childcare needs of lower-income families and people of color in order to achieve equity.

Question 15: Relocation Incentives – The pandemic has caused a huge disruption in traditional working environments and precipitated a national shift toward remote work. Would you support local relocation incentives to attract new talent, including remote workers, to Louisville? *Candidate responses are listed in alphabetical order.*

Bill Dieruf: I would be supportive of incentives for employee relocation. But these incentives would have to be earned and not a bonus upon arrival. Businesses would administer the program and would have to submit proof of hire and qualifying length of service to earn the credit. Metro Louisville would supplement the funding for an incentive program to pay relocation expenses of people who want to work here. In 2020, when I was serving as President of the Kentucky League of Cities, I traveled to 187 cities across the state, speaking with elected officials about workforce issues – particularly the attraction of remote workers. One idea that emerged is that remote workers who live here for a required length of time could submit documentation for a list of approved reimbursable expenses. We need to look for creative ways to get remote workers to bring their jobs here, and relocation incentives would be a strong draw. After what we've learned about new ways to work from the pandemic, I believe Louisville is the best place for all workers to choose to live.

Timothy Findley, Jr.: Yes. The world and the workforce has changed due COVID-19. Remote work is here to stay. According to projections, 25% of all professional jobs in North America will be remote by the end of 2022, and remote opportunities will continue to increase through 2023.

Skylar Beckett Gaudick: No Response

Craig Greenberg: Absolutely! I support efforts to make Louisville an attractive relocation destination for remote workers. Our relatively low cost of living, amazing outdoor recreation opportunities, and central geographic location makes us an ideal location for professionals looking to relocate. We should pursue new incentives to attract these individuals and we should partner with the Commonwealth in doing so. Credits for relocating, assistance with student loans, and other incentives to have remote workers incorporate their businesses in Louisville should all be pursued. And, finally, to be successful at this, Louisville must be seen as a safe, inclusive and innovative city. As Mayor, making this a reality will be my priority.

Chartrael Hall: No Response

Colin J Hardin: No Response

Sergio Alexander Lopez: No Response

Philip Molestina: Yes, yes and yes to relocation incentives. A unique time has arrived that Louisville must take complete advantage. Only a short time ago a person living in a higher cost city like Chicago or Miami, could have imagined moving to an affordable and less densely populated city like Louisville and keeping the job they had for years. I truly see a boom for our city in attracting these type of workers because it offers an opportunity to continue an increased development of the emerging Main Street, Nulu and other developing neighborhoods in the downtown area. These emerging residential areas accompanied by the growing and varied restaurants operating in these locations, can be a huge draw to new talent and remote workers.

David Nicholson: The remote workforce is changing the geography of the workplace and this rapid growth sector creates great opportunities for cities that are centrally located, like Louisville – that is just a day's

drive from two-thirds of the U.S. population and sits in one of the best time-zones for business communication in the country. Remote workers typically have higher incomes and can contribute in a big way to our local economy. I would absolutely support incentives to attract this emerging workforce and other talent pools to Louisville, including relocation assistance.

Anthony Oxendine: No Response

Shameka Parrish-Wright: No Response

Rob Rieshman: Yes. I support local relocation incentives. Louisville must create and support programs that accommodate the shifting wants and needs of the growing remote work demographic. In doing so, Louisville will benefit from increased commerce and a growing population of digital workers. Louisville will subsidize and construct incentive program for relocations by facilitating partnerships with corporate sponsors. The pandemic won't last forever but remote work, in some form, is here to stay. We need to capitalize on this movement.