

DPCCC Candidate Questionnaire - 2022 Primary Election

Thank you for seeking the Democratic Party of Contra Costa County's (DPCCC) Endorsement.

Please submit your completed questionnaire and remit the endorsement application fee of \$30 no later than 96 hours upon receipt of questionnaire or no later than 24 hours before endorsement interview meeting date (whichever is earlier).

1. Pay Endorsement Application Fee: <https://contracostadems.com/donate/>
Click on "Donate"
The page will say "2022 Campaign Unity Fund" - Pay fee on this page
2. Complete questionnaire

*****IMPORTANT*****

- Application fee must be paid before questionnaires are processed and interviews scheduled.
- Only completed questionnaires submitted by the deadline will be considered – 24 hours before endorsement meeting.
- Your completed questionnaire will be added to the DPCCC website.
- Democratic Clubs will get timely questionnaires so they can participate in the process.

Section 1: Candidate Information

Name (First, Last) *

Vicki Gordon

Preferred Name (If different than campaign name)

Pronouns *

She/Her/ Hers

He/Him/ His

They/Them/ Theirs

Ze/Zie/ Hir/Hir

Other:

What office are you seeking? *

County Clerk-Recorder

CA FPPC ID # *

1441628

Campaign Address *

1990 North California Blvd Suite 20 Walnut Creek CA 94596

Campaign Consultant/ Manager *

Doug Linney, Peter Myers-Next Generation

Campaign Phone Number *

925 370-6236

Campaign Website *

<https://www.vickigordon.com>

Campaign Email *

vcgordon@hotmail.com

Social Media Handles *

Vicki Gordon for Clerk-Recorder 2022, FB @vcgordon, Twitter

1.1 - Why are you running for this office? Give no more than your three top reasons. *

1) I have tremendous passion to serve, support and protect our community and democracy; 2) After being sought out and encouraged to run for this office by Steve Weir, I explored the job in depth. I have the background, experience, knowledge, skill set, leadership style and qualifications to match the job perfectly 3) Since the use of mis, dis and Mal information is so prevalent, I personally understand the importance that education and outreach will have, and the importance of holding oneself and the department to the highest standards of integrity, fairness, and impartiality to ensure that our democracy stays strong.

1.2 - What is your understanding of the job? *

The job of the elected County Clerk-Recorder is a multi-faceted position. The Clerk-Recorder is the head of a county department, one with history and a work environment that now has 83.5 employees (one new position added). The qualified candidate should have extensive experience in leadership, communications, oversight, Human Resources, budget and a competent understanding of the roles and responsibilities of her job and of those she oversees, both directly and indirectly. She should be confident with excellent interpersonal skills. She should be politically astute and be able to adjust to variety of situations. She should be energetic and be a creative problem solver. She should have a background working with community organizations. A strong background in Human Resource is crucial to help in the interoffice issues as well as budget development knowledge and adherence; personnel selection, professional development/training, management, and supervision. This is NOT a policy developing department, but one that differentiates and implements policies, laws, and statutes. The department is required to follow extensive requirements at the Federal, State, and local levels. While the Clerk-Recorder office follows all laws, they do not give out legal advice. The ideal candidate should be able to work in a fast place environment, deal with multiple issues at the same time and be detailed oriented, have excellent organizational skills and be able to dedicate this capacity to develop staff and procedures to strive towards department excellence. The Clerk-recorder is responsible for maximizing the use of department financial, technical and personnel resources. There are three divisions under the department. 1) Clerk/Recorder; 2) Elections/Outreach/Education; and 3) Administrative. The County Clerk-Recorder is also the County Registrar of voters and Commissioner of Civil Marriages for Contra Costa County (I am an Ordained Minister and can conduct civil marriages). Recorder division duties: Records deeds, deeds of trust, court decrees and other documents relating to real property and titles; maintains official records. The CR maintains Uniform Commercial Codes and sub-division maps. The CR is responsible for creating digital images of real property and vital records, provides, maintains, and secures these vital documents to support public request for this information. It is important to know where to look for all the laws, ordinances, State Codes, and the State Constitution that we follow. (You do not need to be a lawyer, in fact, giving out legal advice is prohibited). We work with the Secretary of State and her website. Along with all this there must be attention given to the management systems used, updating/upkeep of equipment used to do the work. Clerk division duties: Issues marriage licenses, performs civil marriages, process FBNs, provides for the qualification and registration of notaries, and process servers and miscellaneous statutory oaths and other filings. Provide vital statistics (births, death, and marriage certs), all under the provisions of the State Constitution and State Codes. Elections division duties: The Clerk-Recorder is responsible for preparing and conducting all elections in Contra Costa, making sure that they can logistically be carried out effectively, securely and in a timely manner. The elections division is responsible for voter registration/outreach and education, maintains the master voter file, master offices and incumbent files and the master street index used for many things including precincts and new boundaries after Redistricting. The division is responsible for the processing of vote by mail (now with AB37, everyone is VBM) as well as the early voting ballots, provisional ballots and ballots dropped at polls and drop boxes. The division is responsible for the lay outs, proofs, sample ballots, and official ballots. Being fair, consistent, impartial, and making this a secure process are key to earning trust and building integrity in our elections process. The Administrative division duties: Budget process, oversight, management, supervision and maximizing the use of department financial, technical and personnel resources. Which provides department-wide administration for fiscal issues, facility issues, human resources, payroll, employee performance management and development, division clerical supervision, overall department oversight, other department and county-wide issues as well as special projects. The last step in many of the decisions made by the County Clerk-Recorder is to place appropriate items on the BOS agenda for their discussion and approval. With my diverse background of business administration, teaching,

oversight of medium and large government districts, working with and for non-profits, and serving on a multitude of committees, I am qualified and have the experiences, skill set, leadership, and knowledge to fulfill all of the above roles and responsibilities.

1.3 - What personal and professional qualifications do you believe make you the best candidate? *

I have the vision, experience, and fortitude to do the work and what is right. I have the administrative background, knowledge, and skill set to run the office. I am a strong defender of our democracy, elections, voting rights/access, and the next generation. I am fair and will strive to hold this office to the highest standards of integrity, impartialness, and transparency. I have the drive, energy, and the capacity for creative problem solving to meet the challenges necessary for success. I have the management experience and supervision oversight of a comparable size government entity and one on a much larger scale. I know how to work with other county departments, non-profits, and the BOS to get the job done. I am organized and detail oriented with a leadership style of serving others first. I understand budgets and the budget process. I will ensure that all voices are heard and represented.

I earned a B.S in Business Administration with an emphasis in Human Resource and Marketing. I have a Teaching credential and years of training/professional development as well as 8 years experience in the classroom and continuing education. I have hired evaluated and managed employees. I have 23 years of elected administrative experience and oversight as a trustee for Martinez Unified School District and Contra Costa Community College District. I have served on numerous non-profit boards and held all roles. I have served on numerous committees at the County, State and local levels.

2012- 2020 Contra Costa Community College Governing Board Trustee, Ward 2

1997- 2012 Martinez Unified School District Trustee

Other: Substitute Teacher in the Martinez Unified School District and Teacher in Pittsburg Unified School District and Martinez Unified School District, Tutor, Volunteer, PTA , After School Enrichment Instructor and Coordinator at John Swett Elementary.

Presently serving on the Community Colleges State Wide Task Force for DEI Steering Committee and Chair of the WCCUSD Independent Redistricting Commission

Martinez Education Foundation Board Member 2000-2012

President of Contra Costa Community College board 3 years, Secretary 2 yrs., Vice President 1 year

President of MUSD Board of Trustee 4 years, VP 3 years, Secretary 2 years

1.4 - What are your top issues? How do you plan on achieving them? *

My top issues are: 1) To build trust with the community by ensuring a transparent paper trail of all ballots cast, from beginning to end and easy and timely access to information. By having transparent access throughout the chain of custody, we can debunk misinformation surrounding elections and voting. I would work with the 9 Bay Area County Clerk Offices and the League of Woman Voters to work on educating the public about these issues, taking a proactive action course instead of reactive approach. Becoming a trusted and reliable resource for voting information and as a 'go to' source for voting information, we can build a stronger front to address the mis, dis, and Mal information issue. Together, by joining our resources, social media outreach and being recognized as a trusted source of information we can make our voices stronger, louder and reach out to educate more people in the Bay Area. 2) To expand voter registration to more 16, 17, and 18-year-old young people as well as new citizens, especially in underserved areas. With all of my extensive networks with K-12, Community Colleges, elected officials, and non-profit organizations, I would work with those groups to get the mobile trailer out into community events to engage the public for more voter registration and outreach/education. I want to explore using the DMV. Our 16-year-olds are excited to get that learners permit; why not a learners permit and pre-register to vote? Let's get them excited about voting! 3) Building trust and relationships within the department. The County Clerk-Recorder is a part of a larger team. The best way to build relationships is by meeting with and listening to all employees and groups. This is the foundation for everything else and will help us meet our goals. 4) To create and use best practices of sustainability and green technology. This is both a short term and long-term goal. I hope to start with best green office practices. The long term goal is to move to the use cleaner energy and solar panels. 5) To ensure that documents are safe and secure as well as increase cyber security. This is a goal that all departments in the County, with the BOS support, should be working towards. There is a part of the County Clerk budget that may be able to support this goal.

1.5- Please feel free to include any additional information you would like us to consider in evaluating your candidacy. *

I think it is important for the endorsement committee to understand that as time has passed, I have evolved and changed as many other democrats and our platform have. I've not changed as much as someone who once held republican values and has switched to democrat values but, I did not make a good decision with endorsements in the past. I understand now, and have not repeated that mistake since it was made clear to me.

1.6 - This is a 3-Part Question: Why are you seeking our endorsement? How will you use our endorsement? How will you support other endorsed candidates and issues? *

The Party's endorsement is significant to voters because it conveys that the Party has faith in those that it supports and endorses, that the candidate embodies the Party's ideals to carry out his or her promises and priorities, and if elected will be successful. I believe in and support the important mission and values of the Democratic party. I believe that with the help of the DPCC, we can ensure that the person with the right qualifications and democratic values will be elected. if elected, I will serve with impartiality, fairness and integrity . I will use the DPCC endorsement to get my message and qualifications out to the voting public. In order to be fair and impartial and uphold the highest of impartiality for the office of County Clerk-Recorder, I have pledged not to endorse nor support any candidates for offices. While this is not required, I believe that this has the appearance of a compromised election process. I will continue to use my own time and voice to support the CADEM efforts. For example, CADem has just had a volunteer kick off event where I was present. One of the things to volunteer for was registering voters in the Central Valley. I have signed up to participate because there is no conflict and this activity can be done on my own time.

Section 2: Democratic History

2.1 - List your previous and current party affiliations. When did you first register as a Democrat and why? *

I am a life long demaocrate and have been a dmocrat since I registered to vote at age 18. My family is all democrats and we hold the values and the CA Dem platform near and dear to us.

2.2 - I have read and acknowledge the California Democratic Party's current platform (value statement) and will adhere to these values in the performance of my elected position.

<https://cadem.org/our-platform/> *

Yes

No

2.3 - In your opinion, which elements of the CADEM Platform are most relevant to the position you are seeking? If elected, how do you plan to advance them? *

Our democracy is under attack, and as your elected Clerk-Recorder, I will strive to protect your voting rights and keep us free from voter suppression. I will fight mis dis and Mal information with truth, education and outreach. I will have a clear and transparent voting process and make sure that information is presented in a timely manner. I will increase voter outreach, registration and education. Let's get people excited about voting! I will pursue more sustainable practices and move towards cleaner energy use. I will increase cyber security and keep our vital information secure. Above all else, I will listen and be there as your representative to ensure that our democracy and democratic values stay strong. And while the CADEM platform is very relevant to the issues facing this office, most of the support will come from the actions of the state legislature, state and federal laws, election code or county ordinances. California has one of the best set of voter rights in the nation. Whether I am elected or not, I will continue to do what I have been doing: Working with my local dem clubs; volunteering for CADEM, and voicing my concerns to local, state and federal elected officials.

2.4 - If elected, what would you do to advance more equity, diversity, and inclusion? *

I have been serving on diversity, equity and inclusion committees for the past 10 years. What the data has shown us is that most of the hiring issues surrounding DEI are in the outreach and job postings for the applicant pool. We have found that success with equity and inclusion comes from having a diverse job pool of highly qualified applicants to select from. I would work with the county HR department to distribute posting for county jobs into non-traditional listings and use more social media to reach a larger audience.

2.5 - Have you previously sought the endorsement of the DPCCC? If yes, for what elected office? Were you endorsed? *

Yes, I have sought the endorsement of the DPCCC and received it when I ran for MUSD Trustee in 2010. I sought it again in 2012 when I first ran for the Community College Seat. It was supposed to be an open seat, but the incumbent decided to run at the last moment. The incumbent was endorsed by the DPCCC, but I did end up winning. I did not have a race in 2016, and in 2020, I did seek the endorsement but, there was no endorsement in my race.

2.6 - Please list offices, positions and date(s), which you hold/held or campaigned for as a candidate. *

I first ran for the MUSD Board in 1997 and have held office since '97 as a MUSD Board Member and later as a CCCC Board Member until 2020. I served as a MUSD Board Member from 1997-2012. I ran and won (against the incumbent) in 1997, and won again in 2002, 2006 and 2010 (endorsed by DPCCC). I ran for the CCCC Board in 2012 and won. In 2016, my CCCC position was not contested. I lost in 2020. I had 3 and 1/2 terms as an MUSD board member, and I was President four times, VP three times and Secretary two times. I had two terms as CCCC Trustee. I was President 3 times in 4 years, I have been VP once and Secretary twice.

2.7 - In what ways have you supported and actively participated in the Democratic Party at the local, state, and national levels? *

I started volunteering for the DPCCC in 2020 and helped district 5 with the logistics and endorsement process. Before that my involvement was supporting local, state and federal democrats representing my area. Since becoming a member of the DPCCC I have been more active in training and volunteering for CADEM. I helped in the recall election and have just attended the Kick-Off training for registering voters in the Central Valley.

2.8 - Please list any clubs, boards, commissions, and /or organizations with which you are an active member, including the length of your affiliation and any leadership position you hold/held. *

Lamorinda Dem Club 10 years

Dems of Rossmoor Club 3 years

Diablo Valley Dem (4 years and then a break, just renewed)

San Ramon Dem (new)

Marsh Creek Dems (new)

West County Dems (new)

LWV Diablo Valley Member

Diablo Valley Tech Initiative

Chair of Contra Costa Community College's Diversity and Inclusion for Hiring Committee

Chair of Contra Costa Community College's 65th Anniversary Celebration and Exhibition

Member of Contra Costa Community College District's Policy and Procedure Ad Hoc Committee

Member of CCCD Legislative Action Ad Hoc Committee

Member of the Diablo Valley Tech Initiative for Workforce Development

President/Member of Contra Costa County County Wide RDA Oversight Board

Member of Walnut Creek and Hercules RDA Oversight Boards

Past President/Vice President/ Member of Contra Costa County School Board's Association (All 18 school districts, County Office of Education and Contra Costa Community College are members) Educating and supporting Trustees- I was one of the members that re-started the organization.

Chair of the Chancellor Hiring committee in 2016

Member of all three College Foundations President's Circle, supporting financial aid for students' needs so they can remain enrolled in our Community Colleges

Co-Chair of the State Task Force on Diversity Equity and Inclusion for Mission Statements, State Chancellor's Office

Member of the State Task Force on Diversity Equity and Inclusion for Hiring Practices, State Chancellor's Office

Member of the State Task Force on Diversity Equity and Inclusion for Policy Setting, State Chancellor's Office

Member of the State Task Force for Building a Trustee Coalition advocating for Fair Funding for All State Community Colleges Chancellor's Office

Professional Development for Trustees

Excellence in Trusteeship program (1-year cumulative program Community College League of California and ACCT)

Certificate of Completion for ACCJC and Accreditation

Master's in Governance program (1-year program from California School Board Association)

Human Resource training for Sexual Harassment (every 2 years)

State and National Activities

Presenter at the ACCT Leadership Conference 2015 in San Diego. Diversity and Inclusion, Innovation and Success

Presenter at CCLC Conference 2018 in Rancho Mirage. How are we doing? Improving Board/CEO Performance

2.9 - Have you endorsed non-Democrats *

Yes

No

Section 3: References & Club Endorsements

3.1 - Who has endorsed you? *

I have been endorsed by many local school board members, city council members and community members. However, many of the people who have supported me in the past, are waiting for the DPCCC and Labor Council to make their endorsements before they will commit. I am endorsed by Former County Clerk-Recorder Steve Weir. John Marquez, Contra Costa Community College Board,; Annette Lewis, CCCOE Trustee; Mike Maxwell, CCCOE Trustee; Edi Birsan, Concord City Council; Alexander Walker Griffin, Hercules City Council; Rob Schroder, Mayor Martinez; Lara Delaney; Martinez City Council; Mark Ross, Martinez City Council; Sue Higgins, Oakley City Council; Norma Martinez-Rubin, Pinole City Council; Craig Lazzaritti, Commissioner WCCUSD Redistricting Commission; James Toalou, Commissioner WCCUSD Redistricting Commission; John Coleman, EBMUD Director; Carol Brown, OUSD Trustee (and many more, this is a partial list)

3.2 - What other endorsements are you seeking? *

I have interviewed with the Labor Council and am filling out questionnaires for local Dem clubs. After filing, I will continue to reach out to past endorsers and everyone else that is waiting on other groups decisions. I will also ask for the Trades endorsement.

Some of the Democratic Clubs use this questionnaire in their endorsement process. If you would like to be considered for Democratic club endorsement(s), please contact the club(s) directly by going to our DPCCC website club's page:

<https://contracostadems.com/clubs/>

In Closing

Reminders:

* After submitting this questionnaire, please go and pay your endorsement application fee at:

<https://contracostadems.com/>

* Please direct questions to the Endorsements Committee Chair, Cesar Zepeda, at endorsements@contracostadems.com

* The CADEM Code of Conduct: <https://cadem.org/code-of-conduct/>

* The CADEM Party Platform: <https://cadem.org/our-platform/>

If you like, you may submit a biography and/ or resume in the section below. Not required.

Submit Questionnaire

By submitting this questionnaire, I attest that the foregoing is true and accurate to the best of my knowledge and to uphold the Code Of Conduct. <https://cadem.org/code-of-conduct/>

Thank you and good luck with your campaign! We will be in touch with you to schedule your interview time.

Interviews will be either on March 12 or March 19th.

I have paid my endorsement application fee: <https://contracostadems.com/donate/> *

Yes

No

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