

2025 Municipal Candidate Questionnaire

This questionnaire is for candidates running in Municipal Elections, please complete questionnaire below. Submit a completed electronic copy by Thursday, February 27, 2025, to be considered for endorsement in the 2025 Municipal Elections.

Email *

campaign@paulablackmon.com

General Information

Candidate Name *

Paula Blackmon

1. District/Office Sought *

District 9

2. Are you a current member of Stonewall Democrats of Dallas? *

Yes

No

3. Please share any experience that illustrates your understanding of and interest in the needs of the LGBTQ+ community in your District/Role sought.

I have always believed in fostering an inclusive environment where every Dallas resident feels safe and valued. Throughout my tenure on the City Council, I have championed nondiscrimination ordinances that protect LGBTQ+ people in housing, employment, and public accommodations. I've also worked closely with local advocacy groups to ensure that city programs and events—like our annual Pride celebrations—receive the support they need from City Hall. These efforts reflect my deep commitment to building a Dallas where every person, regardless of their orientation or identity, has the opportunity to thrive.

I have always had and supported gay friends, recognizing that personal relationships and open dialogue are crucial for true understanding. I also prioritize the vital role of faith leaders in bridging communities and fostering unity. I'm proud of my ongoing collaborations with Dallas LGBTQ+ allies, including:

George Mason
Neil Thomas
Cece Cox

These dedicated community members and faith leaders have been instrumental in keeping me informed about the evolving needs of the LGBTQ+ community, ensuring that their voices are heard at City Hall and that our policies truly reflect their interests.

4. As an organization affiliated with the Texas Democratic Party, Stonewall Democrats of Dallas * will only endorse candidates who affirm an affiliation with the platform and policies of the Texas Democratic Party. Do you make such an affirmation? What is your previous voting history (please explain any changes in party affiliation)?

Yes, I affirm my affiliation with the Texas Democratic Party's platform and policies. Throughout my career, I have consistently supported Democratic candidates and championed values like protecting civil rights, expanding access to healthcare, and promoting economic and social justice. I have maintained my party affiliation without change, and my voting history reflects a steadfast commitment to these principles.

5. Please list some of your qualifications and experiences pertinent to the office you are seeking:

Three-Term Dallas City Councilmember: I have consistently lowered property taxes each year while securing critical funding for community priorities—including the \$20 million for White Rock Lake dredging.

Extensive Leadership Experience: I've served as Deputy Chief of Staff to former Mayor Tom Leppert, Chief of Staff to former Mayor Mike Rawlings, and Senior Advisor for Dallas ISD Superintendent Mike Miles, providing me with deep insights into city operations and education policy.

Environmental Stewardship: As Chair of the Environmental and Sustainability Committee, I led the implementation of the Dallas Urban Forest Master Plan, improved our trash pickup programs, and helped roll out the Comprehensive Environmental and Climate Action Plan.

Community-Driven Approach: I prioritize collaboration with residents, nonprofits, and advocacy groups to address challenges in public safety, housing, and neighborhood enhancements—ensuring every voice is heard.

6. Once you are elected, what are some of your priorities and plans specific to your office's responsibilities?

Housing Affordability & Equity:

I will continue pushing for zoning reforms, incentivizing mixed-income developments, and leveraging bond funding for workforce housing. This ensures that all Dallas residents—especially those in historically marginalized communities—have access to affordable homes.

Public Safety & Community Policing:

I plan to expand initiatives that reduce crime and enhance neighborhood well-being by building on our community-focused strategies and ensuring that law enforcement is well-resourced, accountable, and engaged with residents.

Infrastructure & Environmental Sustainability:

I will keep advocating for key projects like White Rock Lake dredging, improving parks and trails, and strengthening environmental protections. My goal is to position Dallas as a leader in sustainable growth that benefits everyone.

Transparency & Community Engagement:

I remain committed to open dialogue through regular town halls and accessible city processes. By involving residents in our decision-making, we ensure that every voice in Dallas is heard and respected.

Housing

This section addresses housing and homelessness within the LGBTQ+ community.

7. On a scale of 1-10, 1 being the lowest and 10 being the highest, please rate your city’s response to housing affordability and briefly explain your rating.

I rate our city’s response a 7 out of 10. While Dallas has introduced promising initiatives such as affordable housing projects, targeted subsidies, and zoning reforms, these measures have not yet fully kept pace with market pressures. More comprehensive and rapid action is needed to truly address the affordability crisis.

8. Please list a specific policy/ordinance you would like to introduce or repeal to address the housing supply issue

We have a bond ordinance that dedicates significant public funds specifically for affordable housing—we just need to deploy them effectively. My priority is ensuring these funds are used efficiently and strategically to deliver real results. This measure reflects my long-standing commitment to bold, well-planned action to expand housing supply in District 9, with clear project timelines and measurable outcomes.

9. What’s the biggest threat to LGBTQ+ folks with respect to housing security and what are your plans to address housing insecurity within this community specifically?

Discrimination and housing instability are the biggest threats. While Dallas has become more inclusive, we still need stronger nondiscrimination laws and targeted affordable housing programs to ensure that LGBTQ+ residents have safe, stable homes. I remain committed to advancing policies that protect and empower this community.

10. What specific ordinances or policies would you suggest or support to address housing inequality and rental pricing, such as a ban on algorithmic rent control?

I would support banning algorithmic rent-setting practices that can mask unfair rent increases. In addition, I advocate for transparent rent stabilization policies, stronger tenant protections, and increased investment in affordable housing—all crucial steps to reducing housing inequality in Dallas regardless of your sexual orientation or gender identity.

Public Safety (Includes Fire, 911, School safety, and all safety departments)

This section addresses Public Safety within the LGBTQ+ community

11. On a scale of 1-10, 1 being the lowest and 10 being the highest, please rate your city's delivery of public safety services to the community and briefly explain your rating. *

I'd rate our city's public safety services a 7 out of 10. Although we've made progress through community-focused initiatives, there remain areas—especially in historically LGBTQ-friendly neighborhoods like Oak Lawn—where we need more targeted efforts to ensure every Dallas resident feels safe. For instance, improving street lighting, increasing patrols, and strengthening partnerships with local organizations can all help address unique challenges faced by the LGBTQ community. By prioritizing open communication and accountability, we can continue to build trust between law enforcement and residents, ensuring that Dallas remains welcoming and secure for everyone.

12. Please list one public safety policy you support and why and one public safety policy you oppose and why. *

Supported Policy:

I support the Dallas Fentanyl Task Force because I have seen firsthand the devastating impact of fentanyl in our community—including the tragic loss of young lives. This task force unites experts and resources to address the crisis head-on, offering a targeted and compassionate approach that saves lives and supports affected families.

Opposed Policy:

I oppose heavy-handed, zero-tolerance policies that focus solely on punitive measures for minor offenses. Such approaches often lead to over-criminalization, fail to address underlying social issues, and divert resources from strategies that could more effectively improve safety in our neighborhoods.

13. Please address how you would work with public safety officials across all appropriate levels of government to ensure LGBTQ+ people feel safe, secure, and respected within your respective jurisdiction. *

Throughout my career—as both a public affairs professional and as a representative on the Dallas City Council—I have worked closely with public safety officials at all levels to ensure our LGBTQ+ community feels protected and respected. I've collaborated with local agencies to implement inclusive policies and comprehensive training programs that tackle bias and promote accountability. By fostering open dialogue and coordinated outreach, I ensure that every member of our community is treated with dignity and respect.

14. Have there been any recent incidents involving LGBTQ+ hate or violence in your city, if so how do you plan to address this? If not, what can other cities learn in order to reduce these occurrences? *

While one current incident doesn't come to mind, Dallas is generally welcoming, yet we have seen isolated instances of hate violence against LGBTQ+ individuals in the past. One hate crime is too many for any group, and I won't stand for it. I work closely with the Dallas Police Department and local advocacy groups to ensure swift, thorough investigations and to provide support for victims. I also support ongoing training and community outreach to prevent such incidents from happening in the first place. Other cities can learn from our proactive, inclusive approach to building safer communities—one that prioritizes accountability, understanding, and respect for all.

15. If you are not a member of a historically marginalized group, what is your understanding of the needs of these groups with respect to public safety? *

Although I am not a member of a historically marginalized group, I have spent my career listening to and advocating for communities that face systemic challenges. I recognize that culturally sensitive, accountable public safety approaches are essential to protect and empower these groups. This means ensuring law enforcement receives training to address bias, actively engaging community leaders to build trust, and consistently involving residents in the decision-making process—so that everyone in Dallas feels heard, safe, and respected.

Environmental

This section addresses Environmental protections within marginalized communities.

16. Please list a specific policy/ordinance that you would suggest or support to advance making your city more climate resilient. *

Drawing on my experience as Chair of the Environmental and Sustainability Committee and my work with the Dallas Urban Forest Master Plan, I support a targeted ordinance to expand Dallas' urban tree canopy. This policy would require a minimum number of trees for new developments and offer incentives for community tree-planting projects. It's a focused measure that can reduce urban heat islands, improve air quality, and enhance stormwater absorption—essential steps toward making our city more resilient to climate change.

17. What are your plans to address environmental injustices for marginalized communities within your city? *

I address environmental injustices by prioritizing the health and well-being of marginalized communities. During my tenure, I blocked the siting of a concrete batch plant near residential neighborhoods and championed the removal of Shingle Mountain to protect community health. I will continue to strengthen environmental review processes, invest in green infrastructure, and ensure that community voices shape our policies—holding polluters accountable and remediating long-standing hazards.

Communications

This section addresses Communication Methods between elected officials and marginalized communities.

18. How do you plan to work with allies and organizations across all appropriate levels of government to present a cohesive message of unified support for the LGBTQ+ community? *

As a lifelong champion of LGBTQ+ rights, I work with allies and organizations at the local, state, and federal levels to ensure our message of inclusion is clear and consistent. I partner with advocacy groups, community leaders, and government agencies to implement inclusive policies and share best practices, ensuring that every member of our community is treated with dignity and respect.

19. How do you plan to work with allies and organizations across all appropriate levels of government to present a cohesive message of unified support for the LGBTQ+ community? *

As a lifelong champion of LGBTQ+ rights, I work with allies and organizations at the local, state, and federal levels to ensure our message of inclusion is clear and consistent. I partner with advocacy groups, community leaders, and government agencies to implement inclusive policies and share best practices, ensuring that every member of our community is treated with dignity and respect.

20. Will you commit to being an active partner and supporter of Stonewall Democrats of Dallas? *

Yes

No

Local Governance

This section addresses the attack on Local Governance from the State Legislature.

21. Do you believe the State Legislature has engaged or will engage in government overreach? *
Briefly explain your answer.

HELL YES. I believe the State Legislature has overstepped its bounds by imposing restrictions that limit local decision-making—particularly on issues like affordable housing, environmental protection, vouchers, and public safety. This overreach undermines our ability to craft tailored solutions for Dallas, and I am committed to protecting our local autonomy so that our community’s unique needs are met.

22. Please list one specific policy/ordinance that you feel would best advance LGBTQ+ rights on a local level *

I support the adoption of a comprehensive nondiscrimination ordinance in Dallas that explicitly protects LGBTQ+ individuals in employment, housing, public accommodations, and city services. Given the current presidential administration’s removal of DEI programs, it’s more important than ever for Dallas to reaffirm its commitment to inclusion and equality. This measure will ensure that, even if federal protections are weakened, Dallas remains a safe and welcoming community for all.

23. What is your opinion of local police department cooperating with ICE? *

Local law enforcement in Dallas should focus on serving and protecting our communities—not enforcing federal immigration laws. Such cooperation undermines trust, particularly among immigrant communities, and discourages residents from reporting crimes or cooperating with police. Our police should concentrate solely on public safety and community engagement, leaving immigration enforcement to federal authorities.

All Candidates

All candidates will need to answer the following questions.

24. Is there anything in your past or background that has not been covered by the previous questions that might – without careful explanation - cause our organization to reconsider or withdraw our endorsement of you?

No. I have always maintained transparency, integrity, and a strong record of public service. There is nothing in my past that would cause you to reconsider your endorsement. I have benefited from your organization's support in my last three campaigns, and I hope I can count on it again.

25. I'm seeking an endorsement from the Stonewall Democrats of Dallas for the 2025 Municipal election. (Please type name) *

Paula Blackmon

This form was created inside of Stonewall Democrats of Dallas.

