



The Caribbean-American Political Action Committee

1015 18th Street, N.W., Suite 200, Washington, D.C., 20036 | 202-349-1498

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The Caribbean-American Political Action Committee (C-PAC)

District of Columbia – 2026 Candidate Questionnaire

Please return the completed form via email to cpac.dmv@gmail.com by 11:59 p.m. on Tuesday, March 31, 2026. Responses will be shared with C-PAC’s membership.

Office Sought: Mayor

Candidate’s Name: Kenyan McDuffie

Current Occupation: Attorney (former At-Large Councilmember)

Party: Democrat

Campaign contact information (Address, Phone, Fax, Email, Website):

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1. If elected, how would you proactively and consistently engage with Caribbean-American constituents, groups, local leaders, and organizations in your constituency?

I was born and raised in DC, a city shaped by Caribbean-American families and small businesses. That community is part of who I am, and as Mayor, I will make sure Caribbean-American residents have a direct and ongoing voice in decisions that affect their lives.

As Mayor, I will formalize and expand how the District engages Caribbean-American residents by:

- Directing the Mayor's Office of Caribbean Community Affairs (MOCCA) to maintain ongoing engagement pipelines with community organizations and small businesses, with public reporting on outcomes



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- Requiring agencies to incorporate MOCCA's community engagement ideas into performance plans, tracked on the citywide accountability dashboard I will launch as Mayor
- Establishing regular meetings convened by MOCCA between my office and Caribbean-American civic leaders, business owners, and community advocates across all 8 wards

2. How would your office address barriers Caribbean immigrants face when accessing public services such as healthcare, safe, affordable housing, education or social programs that disproportionately affect them?

Caribbean-American residents face unique barriers when accessing public services: documentation requirements that can be a barrier to benefit use, immigration enforcement fears that have grown sharply under the current federal administration, and a fragmented system that forces families to navigate multiple agencies to get help they already qualify for without the necessary assistance. As Mayor, I will address these barriers directly by:

- Issuing a Day-One directive ending MPD cooperation with ICE, so residents can access city services without fear of immigration consequences
- Expanding the District's Language Access Program to provide timely, culturally competent service at Department of Human Services (DHS), DC Health Care Finance (DHCF), Department of Employment Services (DOES), and other front-line agencies
- Piloting a "no wrong door" intake model across key agencies so residents can access housing, healthcare, workforce support, and immigration legal services through a single coordinated entry point
- Increasing investment in community-based navigators and trusted partners who help residents access benefits without extra obstacles



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- Resisting any federal effort to cut the Language Access Act or deny services to immigrant residents, consistent with my commitment to defending DC's Home Rule
- Working with DC's Department of Small and Local Business Development, Office of Contracting and Procurement, and the Department on Business Licensing to ensure Caribbean-American business owners have direct access to the resources they need to open, run, and grow successful businesses

3. How do you ensure culturally responsive services for Caribbean-American residents across agencies (e.g., health, education, law enforcement, etc.)?

Culturally responsive service delivery has to be a measurable standard with real consequences when agencies fall short. On the Council, I pushed agencies through oversight and budget hearings to deliver results to all communities, regardless of race, religion, sex, ethnicity or culture. I will bring that same discipline to cultural competency as Mayor.

As Mayor, I will make sure culturally competent service is a clear and measurable standard for all District agencies by:

- Expanding the District's Language Access Act implementation and oversight, with regular public reporting on compliance by agency
- Requiring agencies to include cultural competency metrics in performance evaluations, tied to the citywide accountability dashboard I will launch
- Strengthening hiring pipelines so the District workforce reflects the communities being served, including Caribbean-American communities, both culturally and linguistically
- Ensuring that my administration leads with empathy but also that all DC Government staff continue to receive racial equity and culture sensitivity training. This was an important piece of the Racial Equity Achieves Results Act (REACH Act), which I authored.
- Building on my work to establish the Mayor's Commission on Health Equity, extend a racial equity and cultural competent lens



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across all service delivery, not just healthcare. This includes ensuring the Racial Equity and Social Justice Commission is staffed with diverse representation.

4. What initiatives will you lead and/or support that benefit Caribbean-American small business owners and workers, particularly in industries where they are heavily represented?

Small businesses are the backbone of our local economy, and entrepreneurship has always been a path to prosperity for many Washingtonians. Local businesses help reduce the racial wealth gap, provide jobs in communities, and reduce commercial gentrification. But to be successful, local businesses need to have access to affordable commercial space, funding to start their businesses, meaningful technical support and above all, a level playing field. As a Councilmember, I successfully advocated for funding to help local businesses acquire commercial space. I also authored and passed a landmark emergency law that directed \$100 Million in grants to assist District businesses in their pandemic recovery efforts. Additionally, I put in place some of the strongest local business procurement requirements and resources the District has witnessed to-date.

As Mayor, I will make growing small businesses owned by immigrant entrepreneurs a central part of the District's economic development strategy:

- Ensuring that Caribbean-American small and local business owners have access to resources, access to capital, are able to register easily for innovative opportunities like to become Equity Impact Enterprises (EIE). Registering as an EIE opens doors to direct funding, training, and set aside programs and contracting and bid preferences
- Launching a Business Launch Navigator pairing an AI-powered digital portal with a dedicated human guide, cutting the average time to legally open a business in DC by 50% within two years



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- Creating a "Stay in DC" Commercial Space Fund providing transitional rent support for small businesses at risk of displacement in neighborhood corridors
- Expanding the Certified Business Enterprise (CBE) program participation and District procurement access, with a DC Community Anchor Partnership prioritizing businesses owned by Black residents, women, returning citizens, and equity impact enterprises
- Building real pathways to ownership and advancement in the care economy, where Caribbean-American residents are heavily concentrated as home health workers and early childhood educators, by creating licensing support and business coaching for care entrepreneurs
- Creating a federal workforce transition pipeline connecting displaced federal workers, including the many Caribbean-American residents who held those jobs, to careers in advanced technology and the care economy

5. What support would you provide for Caribbean-American students and parents, including language assistance and help navigating the school system?

I strongly believe that safe, healthy, and happy teachers and students create a solid foundation and environment for teaching and learning. As a native Washingtonian, Wilson Tiger and former Councilmember, I regularly interacted with District of Columbia Public Schools (DCPS), District of Columbia Public Charter School (DC PCSB) and other educational campuses in the District. Whether it is through his support for funding District librarians, increasing per pupil funding or evaluating how to reopen District schools safely, I have always prioritized creating a reliable and open line of communication with students, parents and education stakeholders to inform his education policy.



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Caribbean-American families bring extraordinary commitment to their children's education. As Mayor, I will make sure the school system meets that commitment with real support by:

- Expanding language access and translation services across DCPS and public charter schools, with specific attention to Haitian Creole and Spanish
- Investing in family engagement coordinators who do outreach in churches, cultural centers, and neighborhood spaces where Caribbean-American families already gather, rather than waiting for families to come to the school
- Building on the Career and Technical Education Study Amendment Act I authored and passed in 2024, which strengthens CTE programs aligned to employer demand and creates pathways particularly valuable for Caribbean-American youth pursuing trades, healthcare, and technical careers
- Improving access to school performance and resource data in multiple languages so families can advocate effectively for their children
- Delivering special education and mental health services on time and with culturally competent providers

6. How would you advance partnerships with Caribbean-American community organizations to promote mental health, chronic disease prevention, or other wellness initiatives?

Caribbean-American communities face specific health challenges that require a trusted, community-grounded approach. As Mayor, I will build real partnerships with the organizations those communities already trust by:

- Supporting culturally competent mental health services through Department of Behavioral Health (DBH) with providers who



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understand the specific stigma and cultural context Caribbean-American communities bring to behavioral health

- Deploying community health workers embedded in Caribbean-American faith communities and cultural associations, where residents are more likely to seek help than in clinical settings
- Partnering with Federally Qualified Health Centers and community providers to expand preventive care and chronic disease management east of the river, where Caribbean-American residents are concentrated and access gaps are sharpest
- Building on my work establishing DC's first ambient air quality monitoring program and shutting down the W Street Trash Transfer Station, which directly reduced health burdens in Northeast communities with significant Caribbean-American populations
- Scaling the District's community health worker programs through the Department of Health, prioritizing workers who reflect the linguistic and cultural backgrounds of Caribbean-American communities
- Coordinating health outreach with MOCCA so Caribbean-American community organizations are active partners in designing and delivering wellness initiatives

7. How will you build trust and conduct robust oversight on local, law enforcement to protect the rights, security, and safety of Caribbean-American residents?

I grew up in DC during the 1980s and early 1990s. I saw and understood the futility of using broken and ineffective “war on drugs”-style methods to combat violent crime. Public safety strategies have evolved, but not enough. All DC residents, regardless of zip code, should live in safe communities. That is one of the main reasons I left my job as a civil rights attorney with the U.S. Department of Justice to become a DC Councilmember.



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Public safety works best when there is trust and accountability between law enforcement and the communities they serve. As Judiciary Committee Chair, I provided rigorous oversight and ensured the Mayor implemented and enforced thoughtful and effective laws that keep our communities safe. I authored the law that established the District's body-worn camera police program to strengthen transparency, oversight, and clear standards for the use of body-worn cameras by law enforcement. By setting clearer expectations for officers and stronger safeguards for the public, the law helps protect civil rights while supporting effective policing.

As Mayor, I will continue to invest in accountable public safety strategies that prioritize transparency, community trust, and fair treatment for all District residents. Specifically, I will:

- Issue a Day-One directive ending MPD cooperation with ICE; I have said publicly that the raids and joint patrols have to end because they are producing a level of mistrust I have not seen in this city in quite some time
- Expand civil right-to-counsel protections and resources for immigrant families facing federal enforcement actions
- Bolster resources in the Mayor's Office of Legal Counsel to challenge federal interference with DC's local laws, including those that protect immigrant residents
- Strengthen oversight through the Office of Police Complaints with transparent use-of-force reporting disaggregated by race and ward
- Expand community policing and violence interruption programs, building on the NEAR Act I authored, which addresses the root causes of crime rather than just its symptoms

Caribbean-American residents deserve a Mayor who has already done this work. The NEAR Act, my Day-One ICE directive, and the accountability reforms I will put in place are the next chapter of a record I have been building for over 13 years. My goal is to make sure every resident can call the police and trust them to show up as a partner.



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8. What programs, funding opportunities, or policy efforts will you champion that are aimed at improving outcomes for Caribbean-American communities?

As Mayor, I will direct the District's budget toward programs that deliver concrete improvements for Caribbean-American families and all DC residents who have been left behind by widening inequality.

- Fully funding and implementing the Child Wealth Building Act (Baby Bonds), which I authored, so every eligible child born in the District is automatically enrolled in a publicly seeded investment account, a direct investment in Caribbean-American families who have been shut out of generational wealth-building for too long
- Building real pathways to ownership and advancement in the care economy, where Caribbean-American residents are heavily concentrated, by creating licensing support, capital access, and business coaching for care entrepreneurs, with public contracts used as a market access tool for locally owned care businesses
- Expanding small business capital and procurement access through the CBE program and the Stay in DC Commercial Space Fund
- Investing in housing stability programs through DHS and the Department of Housing and Community Development (DHCD), including restructuring debt for at-risk affordable housing buildings so families are not displaced

I will hold the District's budget accountable to these priorities so resources go to programs that produce real, trackable improvements in economic mobility across every ward. Caribbean-American families have carried more than their share of the city's hardships and contributed more than their share of its strength. The McDuffie Administration will make sure that investment runs in both directions.



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9. How will you ensure that the Mayor's Office of Caribbean Community Affairs is fully funded, adequately staffed, and realizes its mission?

As Mayor, I will give the Mayor's Office of Caribbean Community Affairs (MOCCA) a leading role in policy and service delivery across the District. Specifically, I will:

- Provide a dedicated and projected budget line within the Executive Office of the Mayor (EOM) so the office is fully funded and not subject to year-to-year uncertainty
- Pursue philanthropic and federal partnerships to supplement the office's capacity where appropriate, without substituting those resources for the District's own core commitment
- Direct the DC Office of Human Resources to actively recruit MOCCA staff from Caribbean-American communities across DC's 8 wards, prioritizing candidates with demonstrated ties to the community and experience working with Caribbean-American organizations.
- Ensure staffing reflects the linguistic and cultural diversity of DC's Caribbean-American communities, including Haitian Creole and Spanish speakers
- Establish clear performance metrics and annual public reporting so the office is accountable for delivering measurable results in economic opportunity and health access
- Direct MOCCA to lead cross-agency initiatives and build partnerships with community-based organizations and faith communities so policies are informed by and delivered through institutions that Caribbean-American residents already trust
- Use MOCCA as the coordinating body for the multilingual voter outreach campaign tied to the Local Resident Voting Rights Amendment Act, connecting that mission directly to the office's broader civic engagement work



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As a Councilmember, I have learned that good government needs both strong policy and strong coordination. As Mayor, I will make sure this office has the authority and resources to deliver real results for Caribbean-American residents.

10. Washington, D.C. adopted the [Local Resident Voting Rights Amendment Act of 2022](#), which permits noncitizens who reside in D.C. for at least 30 days before the election and are at least 18 years old to vote for local offices and ballot initiatives. How will you support awareness and implementation of this law?

I was proud to vote in favor of LRVRAA while on the DC Council. The law will not achieve its important public policy goals without the necessary resources provided to educate the electorate. As Mayor, I will:

- Launch a coordinated, multilingual public education campaign through MOCCA and trusted community-based partners, including Caribbean-American organizations, in Haitian Creole, Spanish, and French
- Fund community ambassadors to deliver on-the-ground outreach in churches, cultural centers, and neighborhood associations where eligible residents already gather
- Require the DC Board of Elections to produce plain-language, multilingual materials explaining eligibility and the voting process
- Integrate voter education into existing agency service touchpoints at DHS, DOES, and DC Public Schools (DCPS) so residents encounter this information year-round, not only during election season
- Direct all relevant agencies to fully comply with language access requirements for voter registration and voting assistance
- Use MOCCA as the lead coordinating body for Caribbean-American outreach tied to this law, connecting voter access to the office's broader civic engagement mission



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- Oppose any federal effort to repeal or defund this law and deploy the Mayor's Office of Legal Counsel to challenge federal interference with this locally enacted right

As Mayor, I will pass policies and make sure people understand and trust them. That means reaching residents where they already are, through the community organizations, faith institutions, and cultural spaces they trust, so that every eligible resident has the real information and confidence to take part in our democracy.