

From: [Kathy Lane](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 4:59:43 PM

External Email: Please use caution if opening links or attachments!

It seems City Council is launching another solution in search of a problem by attacking the Scottsdale for All program. If not All, just who do represent? Like the vote to scuttle the Sustainability Plan, this move serves no purpose other than moving Scottsdale backward. In plain language: just stop the nonsensical posturing and do your work.

With slowly diminishing respect,

Kathy A Lane
Proud Scottsdale Resident..who votes.

From: [Lois Sugar](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 4:59:56 PM

External Email: Please use caution if opening links or attachments!

Dear Mayor and City Council members,

We are firmly opposed to creating changes in Scottsdale that makes it less welcoming and less honoring of diversity than it currently is.

It is the true meaning and mission of Scottsdale to be open and supportive of all residents and visitors alike. That is what will continue to enhance the quality of life we all desire.

For over thirty years we have supported inclusivity and welcoming all; do not end such a beneficial and successful stance.

Please oppose Item 14!

Emphatically,
Lois and Paul Sugar
14059 E Geronimo Rd
85259

From: [William Powell](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 5:02:13 PM

External Email: Please use caution if opening links or attachments!

I don't support an ordinance that eliminates equal opportunity for all in Scottsdale. That would not reflect the city's core values that help attract tourists, sports teams, business, academia, etc. Please find something more worthwhile to spend your time and my money on.

Sent from my iPhone

From: [Mailen P](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Civil
Date: Thursday, February 6, 2025 5:02:15 PM

External Email: Please use caution if opening links or attachments!

As a Jewish resident of Scottsdale I am deeply disturbed by councilman Kwasman's bizarre posts on basic human values like kindness and his weaponization of the DEI term.

I vehemently oppose the elimination of the Office of Diversity since his pointless vile rants as a city paid employee make it clear that the office is still very much needed.

From: [K Hammons](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 5:21:56 PM

External Email: Please use caution if opening links or attachments!

Dear Mayor and City Council members,

I must say that I'm perplexed by your intent to eliminate what you believe are harmful practices and "DEI" programs. For your first point - the city already practices merit-based hiring and does not use a quota system. What are you trying to change here?

As for discontinuing DEI programs, consider the value already seen by the many, many visitors and organizations who value the people of the city and how it has been managed - so far. Scottsdale is seen as a city welcoming to ALL, and it appears from your proposal that you'd like to change that. Have you considered the negative impact this could have on visitors, conventions, and shows of all types. Who do you want to offend? What, exactly, are you afraid of?

Respectfully,
Kimberly Hammons
14550 N 106th Place
Scottsdale, AZ 85255
302.668.9196

Sent from my iPhone

From: [Ron Coronato](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 5:57:20 PM

External Email: Please use caution if opening links or attachments!

Do you recall all the money AZ lost due to the 1070 Bill? I guess not if you are in favor of scrapping Scottsdale for All. We oppose doing away with it.

Ronald and Gail Coronato

5686 E Red Bird

85266

Sent from my iPhone

From: [Mckeown, Margaret G](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 6:49:20 PM

External Email: Please use caution if opening links or attachments!

Please do not support the elimination of Scottsdale's department for diversity, which is dedicated to equal opportunity for all. The introduction to the ordinance explains the goal is to ensure staffing decisions are made based on merit. *They are*. The City does not use quota systems AND quota systems are illegal.

So, why do this? Mr. Kwasman - Why are you so keen to root out respect, kindness, civility and empathy?

Sincerely,
Margaret McKeown

Margaret G. McKeown, Ph. D.
Clinical Professor Emerita, Instruction and Learning
School of Education
Senior Scientist, Learning Research and Development Center
University of Pittsburgh
Pittsburgh, PA 15260
mckeown@pitt.edu

From: [lydia_d](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 7:07:39 PM

External Email: Please use caution if opening links or attachments!

I want you to know that I am not happy with what's happening in our city. Scottsdale is a tourist town and it's important to keep it safe and a caring community. We need to be hiring employees based on merits and NOT on what MAGAs selected people are opinionated on . We don't want people from sports teams and performers boycotting our town because they believe they are not welcome here. Equal Opportunity and Diversity is very important in our city. There is no reason to eliminate a department whose goal is to encourage respect for all.

**Lydia D'Agosto
9019 E Davenport Dr, Scottsdale, AZ 85260
LFD10330@gmail.com
Scottsdale resident since 1986**

From: [Jolene DiBrango](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Thursday, February 6, 2025 7:49:42 PM

External Email: Please use caution if opening links or attachments!

Dear Mayor and City Council:

My husband and I live in Scottsdale because of its natural beauty but we remain here because of the people that make up our community.

Scottsdale is a place that regularly welcomes people from all over the world to visit and many eventually choose to live here, which makes our community even stronger. Just like our country is a melting pot, so should our city be, and equal opportunity is at the core of any melting pot.

I believe a vibrant community like Scottsdale should value respect, civility and empathy for others while creating an inclusive environment for people to live, work, do business and enjoy our many amenities.

As a citizen and voter in this community, I am frankly appalled to see attempts such as this to make Scottsdale less inclusive. These attempts seem to mirror what is going on at the national level right now. I would like to think that our locally elected officials understand their local constituents, respect them and understand their ideals. This move combined with undermining sustainability efforts that had already been voted on has me and many others like me deeply concerned for our city.

Finally, I believe the City of Scottsdale already abides by all state laws as it pertains to its hiring practices, so no ordinance is necessary. Please oppose Item 14 and keep Scottsdale Open for All!

Sincerely,
Jolene DiBrango
26885 N. 104th Place
Scottsdale, AZ 85262

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Eloy Yndigoyen
Date: Thursday, February 6, 2025 10:26:04 PM

External Email: Please use caution if opening links or attachments!

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

[Open Form](#)

Entry Details

Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

Name

FULL NAME Eloy Yndigoyen

Contact Information

PHONE (516) 319-0225

EMAIL eloy.yndigoyen@gmail.com

ADDRESS 8175 E. Mountain Spring Rd

CITY Scottsdale

Comment

COMMENT

Dear Mayor Borowsky and Scottsdale City Council Members,

My name is Eloy Yndigoyen, and I have been a Scottsdale resident since 2018. I serve as Vice President of the Scottsdale Industrial Development Authority (IDA), which provided \$200,000 in grants to support local small businesses during the COVID-19 pandemic. I'm also a small business owner, a past board member for the SUSD Self Insurance Trust Board, and a parent of a child in SUSD's dual-language immersion program.

Why Eliminating DEI Programs Is a Step Backward for Scottsdale

The proposed Ordinance No. 4662 seeks to eliminate the Scottsdale Office of Diversity, end city funding for DEI programs, and remove resources that support inclusion and fairness. This move undoes the progress made in 2021, when Scottsdale unanimously passed its anti-discrimination ordinance—a commitment to ensuring fair treatment for residents, employees, and visitors.

Furthermore, this ordinance is being justified based on A.R.S. §41-1494, which prohibits training that presents “blame or judgment” based on race, ethnicity, or sex. However, DEI programs do not teach blame—they promote understanding, opportunity, and economic growth by fostering an inclusive community.

"Injustice anywhere is a threat to justice everywhere." – Dr. Martin Luther King Jr.

Scottsdale's Reputation and Economic Competitiveness Are at Risk

Scottsdale has built a business-friendly reputation by embracing diversity, attracting talent, and fostering economic growth. This ordinance sends the wrong message and could make our city less

attractive to businesses and workers who
prioritize inclusivity.

"He has shown you, O man, what is good;
and what does the Lord require of you but
to do justice, to love kindness, and to walk
humbly with your God?" – Micah 6:8

I urge you to reject Ordinance No. 4662
and uphold Scottsdale's commitment to
fairness, opportunity, and inclusivity for all.

Thank you for your time and for your
service to our community.

Respectfully,

Eloy Yndigoyen

From: [Deborah Kauffman](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Friday, February 7, 2025 4:32:39 AM

External Email: Please use caution if opening links or attachments!

I have taught in the valley for over 35 years--from 1995-1998 in Scottsdale. And I have made Scottsdale my home for 37 years.

I know from experience that Scottsdale needs to be known as a diverse and welcoming place.

Remember the MLK fight?

How much did that help our reputation around the world and in the nation? Let me remind you in case you weren't here or don't remember: it didn't.

Instead of all this DEI nonsense (and it is nonsense), we should be embracing the distinctive differences that make us human beings. Not trying to remake everyone to look like a "trad wife" or a "white anglo-saxon man" or anything else. That is so 1950s. And I was around in that decade and know: it wasn't that wonderful.

Be bold. Be accepting. Be open to colors and flavors of the world. Otherwise, Scottsdale will atrophy into a place where old people come to golf; old people come to complain about the world and then die.

This is not the wave of the future.

I know--I spent nearly 4 decades teaching Arizona's 9-12 grade kids and it demanded me to think and teach for the future. This "retro" idiocy is like the Book bans in schools. Dumb. And ignorant.

So, let's keep Scottsdale for All alive and well.

Deborah A. Kauffman
7569 E. Krall Street
Scottsdale, Az 85250

From: [Eve Simon](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Friday, February 7, 2025 8:07:19 AM

External Email: Please use caution if opening links or attachments!

This sounds like the same anti-democratic trend happening nationally. Do we really want to follow Rumania and Orban and descend into fascism?

Eve Simon 85255

From: [Betsy Tilton](#)
To: [City Council](#)
Subject: Opposition to your efforts re DEI
Date: Friday, February 7, 2025 8:17:26 AM

External Email: Please use caution if opening links or attachments!

I am a decades long Scottsdale resident. I adamantly oppose your efforts to eliminate any DEI efforts! I am horrified that you would be considering doing such a horrible thing. I am a strong supporter of all diversity equity and inclusion provisions in my local , state , and federal governments.

Betsy Tilton
Scottsdale

From: [JoAnn Garner](#)
To: [City Council](#)
Subject: Vote NO on Agenda Item No. 14 for the City to adopt an ordinance ending all DEI (Diversity, Equity, and Inclusion) efforts
Date: Friday, February 7, 2025 8:24:39 AM

External Email: Please use caution if opening links or attachments!

Dear Mayor and Scottsdale City Council Members,

I am against this Proposal to adopt an ordinance ending all DEI (Diversity, Equity, and Inclusion) efforts in Scottsdale recruitment and hiring practices. We are an inclusive community and wish to remain as such.

Protecting inclusiveness is a basic value of our government and community. It does not discriminate in any way. It protects against discrimination!

Thank you.

JoAnn Garner

6803 E. Main St.

Scottsdale, AZ 85251

480 276 5628 joanngarner038@gmail.com

From: [Sandy Adler](#)
To: [City Council](#)
Subject: Proposal 14
Date: Friday, February 7, 2025 8:26:28 AM

External Email: Please use caution if opening links or attachments!

As a long time resident of Scottsdale and proud graduate of Scottsdale Leadership I oppose any language that opposes inclusion and diversity in our city by the City Council. Diversity is what makes our city, state & country wonderful and supportive to all people. Please reject this proposal!

Sandra Adler
8628 E Thoroughbred Trl

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Kathy Pyner
Date: Friday, February 7, 2025 8:36:33 AM

External Email: Please use caution if opening links or attachments!

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

[Open Form](#)

Entry Details

Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

Name

FULL NAME Kathy Pyner

NAME OF GROUP OR ORGANIZATION Humanity

Contact Information

PHONE (602) 321-4063

EMAIL k_pyner@yahoo.com

ADDRESS 8409 E paradise Dr

CITY Scottsdale

Comment

COMMENT

As a city, employees should reflect the the people in the city without bias when qualified people apply.

From: [Kathleen Gramzay](#)
To: [City Council](#)
Subject: Merit based/end quotabased hiring Ordinance Unnessary
Date: Friday, February 7, 2025 10:10:08 AM

External Email: Please use caution if opening links or attachments!

Dear Mayor and Council,

I am a 32-year Scottsdale resident and business owner writing to invite you to dismiss this ordinance proposal for the following reasons:

1. It is unnecessary - Scottsdale already does merit-based hiring and does not do quota-based hiring (it is illegal.)
2. It's bad for business. Writing ordinances that tell the world Scottsdale doesn't value everyone is akin to telling both tourism and the people who work in it and keep it running, to go elsewhere.

People and organizations do not book or spend money in cities with ordinances and policies that are not welcoming to all. Businesses need good labor willing to work in the F&B and hotel industries which are a main source of tax revenue for the City.

The City has come far in demonstrating that we can be open-minded and open-hearted, prosper, and keep the quality we all value. Let's keep that. This proposed ordinance is harmful in that it will only flame the disparaging stereotype of "Snobsdale", decrease business and its labor pool, and our reputation as a welcoming City.

I strongly urge you to vote against it.

Thank you.

Kathleen Gramzay

From: [Vanessa](#)
To: [City Council](#)
Subject: City Council 2/11/25 item 14: NO, do NOT end DEI
Date: Friday, February 7, 2025 10:41:39 AM

External Email: Please use caution if opening links or attachments!

Instead of turning the city's DEI provisions into a total boogeyman for ideological reason, take an actual LOOK at the City's current DEI website:

- o ***nowhere* does it support staffing decisions not based on merit and**
- o ***nowhere* does it support training or other initiatives in contravention of state law.**

SHAME ON YOU for your misrepresentation!
STOP this totally unnecessary, misguided, effort!

Thank you.
Vanessa Goldberg
2500 N Hayden Rd, Scottsdale, 85257

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Vanessa Goldberg
Date: Friday, February 7, 2025 10:49:33 AM

External Email: Please use caution if opening links or attachments!

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

[Open Form](#)

Entry Details

Agenda Item

MEETING DATE

2/11/2025

WHICH AGENDA ITEM WOULD YOU
LIKE TO COMMENT ON?

14. Merit-Based Employment and
Discontinuation of Diversity, Equity, and
Inclusion Programs

Name

FULL NAME

Vanessa Goldberg

Contact Information

PHONE

(480) 970-6211

EMAIL

Protour@aol.com

ADDRESS

2500 N Hayden Rd

CITY

Scottsdale

Comment

COMMENT

City Council Members,
I am respectfully asking you to STOP
turning the city's DEI provisions into a total
boogeyman for ideological reason.
Instead, take an actual LOOK at the City's
current DEI website:
o nowhere does it support staffing
decisions not based on merit and
o nowhere does it support training or other
initiatives in contravention of state law.
SHAME ON YOU for your
misrepresentation!
I ask you to STOP this totally unnecessary,
misguided, effort!
Thank you.

From: [Lori Howard](#)
To: [City Council](#)
Subject: Re: February Council meeting Agenda item 14
Date: Friday, February 7, 2025 11:47:17 AM

External Email: Please use caution if opening links or attachments!

Dear Scottsdale Mayor and City Council members,
I am writing about Ordinance No. 4662, to be voted on at the February 11 council meeting. It is of major concern to me that some members of council are advocating the Republican policies being forcibly carried out in the White House over the past several weeks, including ending DEI programs. This is a knee-jerk, ill-conceived ordinance that will provide no positive outcomes. The risks it poses to people with disabilities and civil rights complaints by eliminating the office and staff currently charged with respecting and assisting those people are unconscionable.

I am told that Mr. Kwasman has referred to DEI programs as "poison" - strange for a man whose city council bio states that "[he] has consistently demonstrated a commitment to fostering unity and improving the quality of life for residents." A vote for Ordinance No. 4662 would be completely contrary to that statement.

Mayor Lisa Borowsky's bio states that "she has a strong passion for promoting the city's hospitality industry and is committed to maintaining and growing Scottsdale as a premiere tourist destination recognized throughout the world. However, fostering a community where residents are proud to call home will always be her top priority." Firstly, the hospitality and tourism industry can only be successful if ALL are welcome. Secondly, residents will only be proud to call Scottsdale home, if Scottsdale continues to believe in SCOTTSDALE FOR ALL.

The Scottsdale City Council members were not elected to be puppets of the federal government in power. Please show forethought and respect for all citizens, and oppose Ordinance No. 4662.

Thank you,
Lori Howard
3803 N. Apache Way
Scottsdale AZ 85251

From: [johnmgon \(null\)](#)
To: [City Council](#)
Subject: DEI Department before City Council
Date: Friday, February 7, 2025 12:19:56 PM

External Email: Please use caution if opening links or attachments!

Dear Council Members

I support eliminating the DEI Department in the City of Scottsdale.

Merit based decisions in filling positions works in the cities best interest.

DEI more often than not circumvents merit by invoking rational based on race, gender, religion, or political view all against state law. DEI is an example of good intentions with bad unintentional consequences. DEI is just a department adding no value or benefit only expense,

Tax dollars would be better spent on departments with tangible results.

Thank you

Michael Gonzalez
Scottsdale

From: [Adrienne Ellinger](#)
To: [City Council](#)
Subject: DEI Elimination
Date: Friday, February 7, 2025 12:23:23 PM

External Email: Please use caution if opening links or attachments!

As a Scottsdale homeowner for the past 30 years, I am appalled to hear about the proposal to eliminate the DEI program. Scottsdale should remain a welcoming destination for everyone. Scottsdale already has a reputation for snobbery and the idea of ending DEI programs is frankly off putting to the good people of our City. I welcome diversity and encourage city council members to support DEI programs/hiring practices.

Adrienne Ellinger

[Sent from Yahoo Mail for iPad](#)

From: [Lee Cooley](#)
To: [City Council](#)
Subject: Merit-Based Employment and Discontinuation of DEI Programs
Date: Friday, February 7, 2025 12:43:49 PM

External Email: Please use caution if opening links or attachments!

Mayor Borowsky, Vice Mayor Dubauskas and City Council Members:

I am writing about Regular Agenda Item 14. **Merit-Based Employment and Discontinuation of DEI Programs** scheduled for Feb. 11, 2025.

Regarding the request of four or more City Council members in agendizing **Ordinance No. 4662** to:

1. **Ensure city employees are hired, evaluated, and promoted based on merit**

This is already the case per **City Code 14-1.1. - Definitions. Merit principles means...appointments based on demonstrated ability...based on performance, all free of political or unlawful consideration.**

2. **Discontinue use of city funds for DEI...programming, training and other initiatives...that could arguably violate A.R.S. § 41-1494 (specifically) B. ... a city, town, county or political subdivision of this state may not use public monies for training, orientation or therapy that presents any form of blame or judgment on the basis of race, ethnicity or sex.**

If there is any proof that city DEI programming, training or initiatives have presented *any form of blame or judgment on the basis of race, ethnicity or sex*, be prepared to defend this claim. The only initiative presenting such judgment appears to be proposed Ordinance No. 4662.

3. **Direct the City Manager, or designee, to reassign** (Jackie Johnson, MPA - serving Scottsdale since January 2022) **and** (Jordan Borboa - serving Scottsdale since July 2024).

These dedicated city employees are more than just titles, please know their names. Furthermore, I hope no one attempts to argue any budget savings from their reassignments given **City Code 14-61. - Transfer. (b)**

Procedure. (2) Transferred employees will retain their rate of pay.

All of these citations can be found at

https://library.municode.com/az/scottsdale/codes/code_of_ordinances?nodeId=REVISED_CODEVO1_CH14HUREMA.

I respectfully request that you do *not* adopt Ordinance No. 4662. It is redundant, unfounded, does not rein in wasteful spending and risks litigation which, as a resident and homeowner, I do not want my taxpayer dollars spent to defend.

Thank you,

Lee Cooley

10142 E Floriade Drive
Scottsdale, AZ 85260

From: [Rhyan](#)
To: [City Council](#)
Subject: Agenda Item No. 14, "Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs"
Date: Friday, February 7, 2025 12:54:03 PM

External Email: Please use caution if opening links or attachments!

I am incredibly disheartened to see this as an agenda item.

The insinuation that the existence of DEI programs means that our current City of Scottsdale employees were not hired on merit is demeaning.

Without the effort put forward by DEI programs we would not have the thriving community we currently enjoy.

How would the City of Scottsdale ensure "training and prevention of unlawful discrimination" without a lense to see it?

Rhyan Fluhr

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - shea najafi
Date: Friday, February 7, 2025 1:01:34 PM

External Email: Please use caution if opening links or attachments!

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

[Open Form](#)

Entry Details

Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

Name

FULL NAME shea najafi

Contact Information

PHONE (505) 400-3300

EMAIL shea_wenk@yahoo.com

ADDRESS 7451 E Northern Ave

CITY Scottsdale

Comment

COMMENT

It is sad to see you taking right out of Trump's extremist playbook. You will not see another term with behavior like this. I urge you not to discontinue Scottsdale's DEI initiatives.

From: [Polly Mitchell-Guthrie](#)
To: [City Council](#)
Subject: Agenda Item No. 14, "Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs"
Date: Friday, February 7, 2025 1:19:25 PM

External Email: Please use caution if opening links or attachments!

Hello Scottsdale City Council,

I am writing to oppose Ordinance No. 4662 on the February 11 agenda, because I am a strong supporter of DEI efforts and do not believe that they are in any way in contrast to meritocratic hiring, as the language of the ordinance suggests. I have lived in Scottsdale for six years, and part of what makes it a great place to live is the diversity of people I know who live and work here. The language of this ordinance mimics Trump's executive order and politicizes what should instead be a focus on how to make this City a better place to live. I understand that Councilman Kwasman has referred to DEI as a "poison," which illustrates a vitriol far removed from its actual practice.

The City's efforts to foster fairness, as well as celebrate the diversity of our City is a laudable effort. Please continue it and double down on the issues that matter most, like housing, sustainability, infrastructure and not the pursuit of political agendas.

Polly Mitchell-Guthrie

From: [prof_nancy](#)

To: [City Council](#)

Subject: Please do not destroy diversity in the City of Scottsdale. My partner and I love living here and we feel welcome. I cannot understand why you would object to this. Thank you for considering my views. Nancy Stephens, 9449 N 80th Place, 480-205-1748

Date: Friday, February 7, 2025 3:43:39 PM

External Email: Please use caution if opening links or attachments!

From: [Debbie Reichow](#)
To: [City Council](#)
Subject: DEI and Scottsdale's City Council Agenda
Date: Friday, February 7, 2025 4:09:50 PM

External Email: Please use caution if opening links or attachments!

Dear Council Members,

I was appalled and saddened to learn the new agenda for the city of Scottsdale is largely following Donald Trump's lead! It is unspeakable to me DEI programs and other representation of civil rights will be stripped away! I'm not sure the majority of you are aware of what Diversity, Equity, and Inclusion really means!

Some of what DEI is:

- ramps and sidewalk curb cuts
- subtitles & captions (TV & phone)
- family restrooms
- changing tables in men's restrooms
- breast feeding/pumping stations & accommodations
- floating paid holidays
- pay equity & transparency
- parental leave (time & pay)
- coming back to a job after birthing a child
- not having to just accept workplace harassment
- work accommodations for a variety of disabilities
- flexible work arrangements
- size inclusive chairs and beds in medical facilities
- belt extenders on planes
- various food options for vegetarians/vegans/kosher/gluten-free/etc at medical facilities
- non smoking areas/end of smoking indoors
- being able to have medical professionals and your coworkers use your preferred name (not just queer people have those)
- wellness programs and incentives

- more relaxed & inclusive dress code policies
- rooms to pray/meditate at work & other public places
- employee recognition programs
- employee/network resource groups
- large print materials
- materials in different languages
- multiple religious options at hospitals
- accessible bikes and public transit accommodations
- businesses not becoming fully cashless
- company-covered mental/behavioral health resources

Some of What DEI isn't:

- hiring an under qualified person for a job just because they're a person of color**
- hiring based on race just to meet diversity goals (this is illegal)**
- a new fad or buzz word. DEI work has been going on for many many years, under different names**

I'm not so sure corporations are going to be willing to come to our city if we are so small minded and mean spirited! I hope you rethink the agenda!

Thank you for receiving my comments!

Deborah Reichow
11996 North 81st St.
Scottsdale, AZ 85260