

**From:** [Sharon McLaughlin](#)  
**To:** [City Council](#)  
**Subject:** Opposition to Ordinance #4662  
**Date:** Tuesday, February 11, 2025 11:08:34 AM

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

Dear Scottsdale City Council Members,

I am writing to express my strong opposition to Ordinance #4662, which proposes the discontinuation of Diversity, Equity, and Inclusion (DEI) programs in the City of Scottsdale. Based on the public agenda for tonight's meeting, I understand that the rationale behind this proposal is to promote merit-based hiring practices and prevent discrimination.

However, after reviewing the roles and responsibilities of the department, I see no indication that these DEI programs influence or undermine employment decisions in any way. In fact, DEI initiatives are designed to ensure that hiring practices are fair, equitable, and aligned with the values of respect and inclusivity, which are essential in a diverse community.

Eliminating these programs would, in my view, send a harmful message that Scottsdale is not committed to fostering a welcoming and inclusive environment. This could damage the city's reputation and potentially discourage businesses, residents, and visitors who value diversity and inclusion.

As a parent raising my children in Scottsdale, I want to be part of a community that promotes the core values of empathy, respect, and inclusivity. These values are foundational to maintaining a civil, thriving, and family-friendly environment, and I believe they should be upheld in all aspects of our community life.

I urge you to reconsider the potential long-term consequences of eliminating DEI programs and to prioritize policies that reflect our shared commitment to inclusivity.

Thank you for your time and consideration.

Sincerely,

Sharon McLaughlin  
9775 E Palm Ridge Dr, Scottsdale, AZ 85260

**From:** [Jackie Allen](#)  
**To:** [City Council](#)  
**Subject:** Meeting Date 2/11/2025 Agenda Item #14 Proposed Ordinance No. 4662: Merit Based Employment and Discontinuation of Diversity, Equity and Inclusion Programs  
**Date:** Tuesday, February 11, 2025 11:14:58 AM

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I support Scottsdale's Diversity, Equity and Inclusion Programs and urge you to vote against discontinuing these programs. Diversity is under attack in this country and I prefer to live in a city that promotes fairness and inclusion. Implementing programs and measures that aim to ensure people of all backgrounds can get ahead and thrive in their communities is a GOOD thing and I don't think Scottsdale will benefit from jumping on the MAGA bandwagon and getting rid of all things DEI.

Let's keep Scottsdale a kind, welcoming city where people like to visit for our values and not just our weather.

Jackie Allen  
24375 N. 113th Place  
Scottsdale, AZ. 85255  
Sent from my iPad

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Jeanne Paige  
**Date:** Tuesday, February 11, 2025 11:31:18 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 Jeanne Paige

NAME OF GROUP OR ORGANIZATION Scottsdale native and current resident

#### Contact Information

PHONE (480) 980-1395

EMAIL mjpaige112@gmail.com

ADDRESS 10834 E. Mission Lane

CITY Scottsdale

## Comment

### COMMENT

I am a Scottsdale native. I was raised in Peaceful Valley, a neighborhood close to City Hall. I attended school and church at Our Lady of Perpetual Help, located two blocks from City Hall. I was baptized 72 years ago at the Mission church, which is still standing on the corner of Brown Ave. and First St. It was built almost 100 years ago by Mexican laborers. The land surrounding the City Hall and Civic Center was until about 50 years ago, a neighborhood for many in the Yaqui community.

The concept of DEI is not new; it dates back at least to the Civil Rights Act of 1964, and President Johnson's executive order in 1965, ensuring equal opportunity for people of color and women in federal employment. Scottsdale has also had a long history of embracing diversity, equity, and inclusion. I grew up close to the Salt River-Pima-Maricopa Community, whose ancestors lived here thousands of years before Winfield Scott discovered the Salt River Valley, in a town later named after him. The Community continues to partner with our city, providing leased land for a community college and several local businesses. There have been 13 mayors elected since Scottsdale was incorporated in 1951. I challenge anyone to name one of the previous mayors who would support this ordinance, which is nothing more than thinly-veiled act of discrimination. Indeed, perhaps the most beloved mayor, Herb Drinkwater, is surely turning in his grave. Respectfully,  
Jeanne Ronan Paige

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Jorie Zeal  
**Date:** Tuesday, February 11, 2025 11:47:11 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 Jorie Zeal

#### Contact Information

PHONE (847) 293-6634

EMAIL joriezeal@outlook.com

ADDRESS 6944 E CONTINENTAL DR

CITY SCOTTSDALE

#### Comment

## COMMENT

I am writing to express my strong opposition to defund DEI programming in Scottsdale, Arizona. As a resident of Scottsdale, I am against the elimination of the city's Office of Diversity and Inclusion as it would deplete funds for the city's ADA transition plan, put merit-based hiring practices at risk, and negatively impact our economy all while sending a message that Scottsdale is not a welcoming community for everyone.

The claim from the Mayor that eliminating DEI programming would move towards the commitment to state and federal law stems from ideology that is not based in any evidence or fact. If the Mayor and Council was actually committed to the state and federal laws they would support the Office of Diversity and Inclusion as it ensures merit-based hiring and holds businesses accountable to non-discriminatory practices in hiring and promotions.

The implications of eliminating the Office of Diversity and Inclusion go beyond hiring practices, it also likely hinders relationships that we have with sports teams and businesses that are universally committed to DEI. If relationships are severed, Scottsdale is put at risk to lose millions of dollars in revenue, affecting our economy greatly. The council has not mentioned any impacts this will have on the economy or any plans to recover from potential losses the city will face.

If the city plans on removing DEI programming, they should be required to provide evidence and a well-thought out plan that proves that they are putting Scottsdale residents first. Without evidence based reasoning for this initiative, as a resident, I cannot support the removing of DEI programming in Scottsdale.

**From:** [John Ainlay](#)  
**To:** [City Council](#)  
**Subject:** Feb 11 City Council Meeting Agenda Item No 14 - Proposed Ordinance No. 4662: Merit Based Employment and Discontinuation of Diversity, Equity and Inclusion Programs - Please Vote NO  
**Date:** Tuesday, February 11, 2025 11:51:58 AM

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

Honorable Mayor Lisa Borowsky and Scottsdale City Council Members Jan Dubauskas, Barry Graham, Adam Kwasman, Kathleen Littlefield, Maryann McAllen, Solange Whitehead:

I am writing today to urge you to vote NO on Feb 11 City Council Meeting Agenda Item No 14 - Proposed Ordinance No. 4662: Merit Based Employment and Discontinuation of Diversity, Equity and Inclusion Programs.

Diversity and inclusion are Scottsdale community values and are also important for business and building a safe and caring community. Discontinuation of funding for the Office of Diversity and Inclusion, it's programs and trainings would send exactly the wrong message to the world, creating the negative impression that our city is no longer interested in being open and inclusive. This could result in a loss of tourism and have a negative impact on our hospitality industry and city tax revenues.

For example, the ordinance could injure our wonderful relationship with professional baseball teams that are universally committed to DEI and that every year are responsible for bringing millions of dollars in revenue to Scottsdale businesses

Adoption of Ordinance No 4662 could also send a negative "unwelcome" message to existing Scottsdale residents and result in our city losing some of our best and brightest medical, technical and other professionals.

Supporters of the proposed ordinance say it will stop discrimination and ensure merit-based hiring and promotion, but I believe Scottsdale already hires and promotes based on merit and abides by all state laws.

Where are the documented cases of illegal discrimination in hiring and/or promotions attributable to the city's office of Diversity and Inclusion or its programs? As I understand it, the office has nothing to do with city hirings, firings and promotions outside the office itself.

Have the supporters of Ordinance No 4662 provided any evidence at all to prove that the office of D&I or its programs have caused material harm to the city, its reputation or its

residents? What business case have they made to justify adoption of the ordinance and elimination of what appears to be a well-run program other than their extremist ideology that DEI is bad?

If discrimination in hiring and promotion is suspected, the city already has the ability to investigate such claims, determine whether laws are being violated, and hold those responsible accountable

In conclusion, there is no good reason to discontinue funding for Scottsdale's Office of Diversity and Inclusion, its programs or its trainings.

Please vote NO on Agenda Item No 14 - Proposed Ordinance No. 4662: Merit Based Employment and Discontinuation of Diversity, Equity and Inclusion Programs.

Thank you for your consideration.

John Ainlay  
11367 E Desert Vista Rd  
Scottsdale 85255  
630-699-8282 (cell)



**From:** [Renee Higgs](#)  
**To:** [City Council](#)  
**Subject:** Regular Agenda Item #14 -- The Adoption of Ordinance No. 4662  
**Date:** Tuesday, February 11, 2025 11:54:38 AM

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

Mayor Borowsky and City Council Members,

I, along with many, many city leadership peers, am beside myself with the proposal of Ordinance No. 4662. It simply makes no sense and sends a message that Scottsdale is not a welcoming city to all—only those that are perfectly abled and look like our City Council. I have so many data points and research that I could share that support my position, but for now, I'll share these thoughts...

**What exactly is broken that you feel needs to be fixed?**

- Ordinance no. 4662 is written in a way that assumes the city's DEI efforts impede the assurance that the most qualified individuals are hired and promoted. Are there actual instances of city employees being hired or promoted that weren't based on merit? Are any state laws in violation? Or was Ordinance no. 4662 just dreamt up by four city councilmembers have not taken the time to understand the true mission behind DEI efforts? DEI is not about giving jobs or promotions to unqualified people. It's about making sure qualified people of all types—regardless of race, religion, age, physical abilities, gender, sexual orientation, etc.—who otherwise might not have been given a shot, are considered.

**Why discourage economic development?**

- Diverse experiences and views are critical for representing the breadth of a community, and being a community that proudly acknowledges this is crucial to the local economy. In terms of attracting businesses, it is already tough enough to appeal to certain business sectors, with Scottsdale's limited diversity and culture. As an example, having worked for many tech companies, I can assure you that they want a location that their Asian, East Indian, South American, etc. employees and prospective employees will feel as welcomed and "at home" as possible when they select a location for their business.

**Are you not concerned with the impact on the Scottsdale brand?**

- Having worked in marketing and branding for over 30 years, I know how bad press can negatively impact a brand. Regardless of the details behind efforts, many people will only read headlines. Do you want to be associated with a move that could be promoted by the press as "Scottsdale City Council Moves to Rid Diversity, Equity and Inclusion from Community"?

I certainly hope this was just a hasty decision by a few members of the council, based on limited knowledge and experiences. Perhaps now, after hearing from dozens of community members and leaders, and having received a full breakdown of the duties associated with Scottsdale's Office of DEI, the that you are more informed of the true intention and actions associated with the city's DEI efforts, and the negative financial impact and damaging perceptions of Scottsdale that Ordinance No. 4662 can lead to.

Sincerely,  
Renee Higgs

**From:** [Josh Ursu](#)  
**To:** [City Council](#)  
**Subject:** DEI must be shutdown in Scottsdale  
**Date:** Tuesday, February 11, 2025 11:58:12 AM

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

My family has lived in Scottsdale since 1997. My in-laws, nieces and their families and my own family all live in Scottsdale.

We all want DEI eliminated from our beautiful city!

It is a left-wing agenda meant to destroy the family and the values America was founded on.

Please remove any and all DEI related policies, programs and practices from our city.

Sincerely  
Josh and Violet Ursu  
Scottsdale

[Sent from Yahoo Mail for iPhone](#)

**From:** [Katie Campana](#)  
**To:** [City Council](#)  
**Subject:** Vote no on Ordinance 4662  
**Date:** Tuesday, February 11, 2025 11:59:33 AM

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Attention Honorable Mayor and City Council Members of Scottsdale -

Please allow me to offer my **support of retaining the Office of Diversity and Inclusion** as it is imperative for us, as a City, as a society, to support these values throughout our City. I was born and raised in Scottsdale and am proud to be a native of this beautiful city – and raising my twin teenage sons to have that same pride.

Scottsdale is an attractive destination to tourists around the world, not only because of beautiful weather and amenities, but because when they visit, we celebrate, honor, respect, embrace, and support diversity in all arenas... people, thought, art, resources, culture, and so much more. The richness all that creates through our city is what keeps us a vibrant and thriving community. It is also why we continue to call this place home.

This is a matter of values. It is not a matter of doing the minimum and just following the law. We need to do more because we are more. We need to be a leader in creating a community of support for all people, so they feel welcome, respected, and included. Diversity is NOT poison; it is VALUE-ADD.

This can't be about hiring practices, because your hiring is already merit-based. This can't be about training, because your trainings are noted as "voluntary". If you personally disagree with the programs of the Office, then that would be a constructive conversation to have about its goals and impact. It does not mean the department should be eliminated.

I know there are MANY who agree with me in retaining the Office of Diversity. Please listen and respect the voices of your constituents. And as our representative voice on the Council, I ask you to vote NO on this ordinance.

Thank you,

Katie Campana

**From:** [Terri Fritts](#)  
**To:** [City Council](#)  
**Subject:** Opposition to adoption of 4662  
**Date:** Tuesday, February 11, 2025 12:00:05 PM

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Good Day,

I strongly urge the City of Scottsdale to continue in earnest with DEI Programs. Diversity strengthens both the private and public sectors. Our government should set the example for best practices in representing the public - the entire community.

If you wish to discontinue DEI initiatives, please require each voting member to specifically state what they are in disagreement with: is it Equality, Diversity, or Inclusion?

Scottsdale should remain a welcoming community to both residents and tourists leading DEI by example.

Regards,  
Terri L. Fritts

24374 N 120th PL  
Scottsdale, AZ 85255

**From:** [Rob and Erin Nicoletti](#)  
**To:** [City Council](#)  
**Subject:** Oppose Item 14, Keep Scottsdale Open for All  
**Date:** Tuesday, February 11, 2025 12:04:44 PM

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

Dear City Council members and Mayor Borowsky,

Respect, Kindness, Civility and Empathy are Scottsdale values that are important for tourism, business, and building a safe and caring community. Scottsdale already hires based on merit and abides by all state laws. No ordinance needed.

This is just continuing the the conservative narrative of DEI boogeyman that is based on nothing but white supremacy, vindictiveness and zero actually understanding of what DEI actually is. All of the people but one would not be on council if not for DEI. DEI enhances our community. You're continued focus on issues based solely on lies will harm us.

Please oppose item 14

Thank you

Erin Nicoletti  
Resident of Scottsdale

Sent from my iPhone

The Nicoletti Family  
E. 520.906.0307 | R. 480.686.6290

**From:** [Sam Campana](#)  
**To:** [City Council](#)  
**Subject:** Office of Diversity  
**Date:** Tuesday, February 11, 2025 12:35:10 PM

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

Dear Mayor Borowsky and Members of the City Council:

I respectfully request you hold a Work Study on this issue so the community better understands the current ordinance and the Office of Diversity. We would all be well served by a dialogue of listening and learning.

Thank you for this consideration.

Sam Campana  
602 390 3452

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.

The proposed ordinance goes on to resolve that "Any and all trainings that could arguably be found to violate ARS 41-4194 shall discontinue". The City is already required to follow state law. We don't need an ordinance to make it so.

## Scottsdale's anti-discrimination ordinance

The Scottsdale City Council voted unanimously April 20, 2021, to adopt an anti-discrimination ordinance, which prohibits discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability.

The ordinance represents the city of Scottsdale's commitment to anti-discrimination and fair treatment of residents, visitors and employees in the Scottsdale community, and the City Council's support and value for diversity and inclusiveness.

### [Anti-Discrimination and Fair Housing](#)

Our mission and purpose:

City Council Mission Statement: Simply Better Service for a World-Class

## Community

City Council priority: Reinvest in a high performing organization and work culture

Diversity and inclusion purpose statement: Help the City of Scottsdale become a more diverse workforce, skilled at working inclusively and respectfully and committed to serving our community's diverse needs.

This is achieved through a diversity framework that includes three goals:

1. Expand diversity and inclusion in the workplace
2. Workforce will be skilled at working inclusively and respectfully,
3. Demonstrate city's commitment to our community's diverse needs.

Who we are:

We exist to foster fairness in organizational diversity, initiate strategies that intervene in discrimination or prejudice attitudes, and most importantly, to celebrate and educate one another about who we are to promote conscious inclusion. In addition, we develop and sponsor training, services, programs, and events that create work and community environments where differences are valued, respected, and embraced.

The Diversity Manager is accessible both to employees and the general community and is a resource involving discriminatory complaints or concerns.

[Diversity and Inclusion Impact Focus Areas\(PDF\)](#)

## Services & programs:

The image of the community and the organization is shaped through our interactions and partnerships inside and outside the community. We learn more about one another as we interact in meaningful and productive ways with all members of the community, thus shaping a healthy future in a truly pluralistic society.

## Our Services



Provides city-wide ADA coordination and Title VI Civil Rights oversight

- Designs and delivers relevant and meaningful training and workshops for internal and external audiences
- Works with city divisions to supports city-wide strategic diversity priorities
- Facilitate Diversity Advisory Committee (DAC) team and their endeavors related to diversity goals, diversity competencies, and D & I education.
- Serve as a liaison for the [Scottsdale Human Relations Commission](#) (SHRC)
- Evaluate citizen complaints and provide appropriate mediation and consultation
- Provide consultation and facilitation to departments to successfully identify diversity priorities within city divisions

## Our Community Programs

- *Dinner & Dialogue* - a series hosted by the SHRC several times a year
- Peace & Community Day collaboration with Scottsdale Museum of Contemporary Art
- Plans creative community diversity events and opportunities with local collaborators
- Supports valley-wide Community Diversity Partners
- Mayor's Committee on Employment of People with Disabilities scholarships
- Martin Luther King Jr. Community Celebration planning committee
- Annual Multi-City Regional Unity Festival and Walk

*Sam Kathryn Campana*

602 390 3452

***Walk N About Scottsdale***

<https://www.walknaboutscottsdale.com>

**From:** [Gregory Jones](#)  
**To:** [City Council](#)  
**Subject:** City Council Meeting 2/11/2025: COS Diversity Department  
**Date:** Tuesday, February 11, 2025 11:55:49 AM

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

Before the Council makes a rash decision based on their FEELINGS about the COS Diversity program, can the Council be compelled to present actual data AND accurate and thorough information, please?

For one, let's require Adam Kwasman to spell out what he terms as "DEI" so that HE can explain exactly what he believes it means and what the actual "poison" he perceives the COS DIVERSITY to be. Do note that the COS Department is not titled "DEI". We do need to ensure we accurately understand what his perception of the "specific ideology" he is concerned about before eliminating an established program based on HIS whim.

We also need to challenge his merit and character.

Merit should be determined by an intellectual effort to solve the problem he perceives with the program. Can it be improved to mitigate his concerns? What does HE propose to ensure diversity is promoted in our community and city government? What does he believe can thwart the risks that compelled the creation of the program in the first place? (Without resorting to propagandist feelings that are ubiquitous in the news, social media, and political power strategies.)

Character can also be judged by effort. Are Kwasman and the Council willing to put in the effort to solve problems and improve our city? Are they willing to think instead of just feel? Are they willing to be honest in presenting all aspects of the issue and open to everything the program presents? Or, will they simply wallow in ONLY their perceived grievances with intentional blinders on?

Kwasman's blind divisive rhetoric actually reveals the need for a reasonable Diversity program in a large public entity such as COS. In my decades of experience both in the workplace and educational pursuits, I have never really experienced "DEI" programs directing employment and promotional decisions. That could be just my experience. But, if Kwasman, et al have credible evidence of that occurring at COS, why is it not presented in discussions at the Council or in a report? (Is it because HE is pushing a "specific ideology"?)

My experience over a few decades has shown me that "DEI" programs focus on the workgroups WITHIN an organization to ensure Diversity of thought is brought to the table. It ensures Inclusiveness of thought is brought for consideration. It ensures all my working colleagues are equitable in decision-making that drives the success of my workplace.

Please, as the City of My Choice, I implore the COS Council to employ their merit with a concerted effort to fully understand the COS Diversity program and display genuine character with an honest view of this perceived concern. Don't fall for the specific ideological propaganda Kwasman is using to poison the City of Scottsdale, whether it is intentional or just accidental. Think before acting.

Gregory Jones

(480) 251-3626

[jonesy3918@gmail.com](mailto:jonesy3918@gmail.com)

**From:** [ImFrntGrnny70](#)  
**To:** [City Council](#)  
**Subject:** Discontinuation of Diversity, Equity and Inclusion Programs  
**Date:** Tuesday, February 11, 2025 12:48:47 PM

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

DEI is NOT a "poison" in our city. This is a misunderstanding of the purpose of DEI, which is not to discourage merit based hiring, but to encourage applicants of color and women to apply for positions for which they are qualified, and to discourage discrimination and bias based on race and sex.

Eliminating DEI from City hiring practices sends a clear "WHITES ONLY, MALES ONLY" message that negatively impacts our image as a tourist destination and a "Most Livable City."

There is no reason to retreat from a policy that has only positive impacts on perception and in reality. I hope the council will consider this proposal as a non-starter.

Sincerely,

Karen G Brown  
8313 E Fairmount Ave  
Scottsdale AZ 85251

Sent with [Proton Mail](#) secure email.

**From:** [Jaime Freedman](#)  
**To:** [City Council](#)  
**Subject:** The importance of DEI in Arizona  
**Date:** Tuesday, February 11, 2025 12:51:17 PM

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

Dear Council Members,

As a constituent and as a Native Arizonian, a graduate of University of Arizona, and a public school teacher, I am appalled and disheartened by your decision to vote this evening to disband DEI programs in our city. Our state has always been known for its diversity and willingness to include all people in achieving greatness. I moved back home after a few years away to give my children the opportunity to experience diversity of language, culture, and people at its finest. As a council, there are seven of you, and the diversity of our city and its people are definitely not represented. My question is then did you not earn your seat on merit? Are you stating that indeed you had an advantage over others?

As a state and as a city, we are facing a housing crisis, climate issues, horrific underfunded public schools, and this is what you choose to spend your time addressing? I am disappointed and quite frankly shocked at the level of total disregard for real issues that we are facing as a city and community.

I hope you will do the right thing tonight and vote to keep our state as a diverse and welcoming space to enjoy our art, language, and culture.

Jaime Freedman

**From:** [Alison Ewing](#)  
**To:** [City Council](#)  
**Subject:** DEI  
**Date:** Tuesday, February 11, 2025 12:51:55 PM

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Please do not abolish DEI in Scottsdale. We want to remain a place for everyone.

Get [Outlook for iOS](#)

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Karen Brown  
**Date:** Tuesday, February 11, 2025 1:11:15 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 Karen Brown

NAME OF GROUP OR ORGANIZATION Optimists Resist

#### Contact Information

PHONE (480) 229-8647

EMAIL crazkat65@gmail.com

ADDRESS 8313 E Fairmount Ave

CITY Scottsdale

## Comment

### COMMENT

DEI is NOT a "poison" in our city. This is a misunderstanding of the purpose of DEI, which is not to discourage merit-based hiring, but to encourage applicants of color and women to apply for positions for which they are qualified, and to discourage discrimination and bias based on race and sex. Eliminating DEI from City hiring practices sends a clear "WHITES ONLY, MALES ONLY" message that negatively impacts our image as a tourist destination and a "Most Livable City." There is no reason to retreat from a policy that has only positive impacts on perception and in reality. I hope the council will consider this proposal as a non-starter.

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**From:** [sajamist@aol.com](mailto:sajamist@aol.com)  
**To:** [City Council](#)  
**Subject:** DEI  
**Date:** Tuesday, February 11, 2025 1:42:26 PM

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

I saw/read in the letters to editors in the progress tribune to let you know what I think!

Ok... get rid of the DEI!!!! I am a resident of over 30 years in Scottsdale. Get rid of the rainbow brochures! Quit creating all these 3 letter agencies that drain taxpayer money. Expose all the corruption that goes on behind your closed doors!! Like the arrests of the scam most all of you dodged about that zoning issue last year! All lies will be revealed! Smack my head! My senior citizen gray head! Oh wait...I don't think I'm included in that DEI BULLSHIT!!... thank God!

We are all protected citizens under the constitution of the United States of America!

Make Scottsdale great again!

Casey Cunningham [Sent from the all new AOL app for iOS Sent from the all new AOL app for iOS](#)



**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Katherine Clements  
**Date:** Tuesday, February 11, 2025 1:53:12 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 Katherine Clements

#### Contact Information

PHONE (602) 350-6636

EMAIL katherine.m.clements@gmail.com

CITY Scottsdale

#### Comment

COMMENT Dear Mayor Borowsky and Esteemed Council Members,

I am writing to express my strong support for the City of Scottsdale's Diversity, Equity, and Inclusion (DEI) programs in all City initiatives, including hiring practices. I am a Scottsdale native, born just across the street from City Hall. I was raised in Scottsdale, attending Paradise Valley Unified Schools. My husband and I both live and work in Scottsdale. We are raising our two daughters in Scottsdale and in the Scottsdale Unified School District. We attend church in Scottsdale.

Diversity, Equity and Inclusion initiatives are vital to fostering a workforce that reflects the diverse perspectives and experiences of our community, ultimately strengthening our City's ability to serve all residents equitably and effectively.

Scottsdale has long been recognized as a City that values innovation, economic growth and community well-being.

Retaining DEI programs aligns with these values by ensuring that hiring practices are inclusive and provide opportunities for individuals from all backgrounds to contribute their talents to public service. Research consistently shows that diverse teams lead to better decision-making, improved problem-solving, and greater public trust in government institutions. Additionally, DEI programs promote fairness and equal access to employment opportunities, addressing barriers that have historically excluded underrepresented groups. These programs do not lower hiring standards; rather, they expand access to qualified candidates who may otherwise be overlooked due to systemic inequities. A commitment to inclusive hiring ensures that Scottsdale remains a city where all individuals—regardless of race, gender, ability, or background—have a fair opportunity to contribute to and benefit from public service.

Eliminating or weakening DEI efforts could lead to unintended consequences, such as diminished trust between local government and community members, a less dynamic workforce, and potential economic

setbacks. Many businesses and organizations prefer to operate in cities that prioritize diversity and inclusion, and Scottsdale's commitment to these values enhances its attractiveness as a place to live, work and invest.

Events, areas and programs that have been developed like the Melrose District, PRIDE Crawl and #ScottsdaleForAll are vital to creating a rich community. The City adopted a Unity Pledge in 2014 and an Anti-Discrimination Ordinance in 2021 unanimously. We must continue to honor these pledges and ordinances and to allow our community to thrive.

I respectfully urge you to retain and even strengthen Scottsdale's DEI hiring programs to ensure that our city continues to be a leader in fostering inclusive and effective governance. Please do not adopt ordinance 4662. Thank you for your time and consideration, and I appreciate your commitment to serving all members of our community.

Sincerely,  
Katherine Clements

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**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Daniel Schwartz  
**Date:** Tuesday, February 11, 2025 2:06:00 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 Daniel Schwartz

NAME OF GROUP OR ORGANIZATION Quether, LLC

#### Contact Information

PHONE (602) 206-7705

EMAIL daniel.b.schwartz1@gmail.com

ADDRESS 6705 E Montecito Ave

CITY Scottsdale

## Comment

### COMMENT

The most disturbing thing about proposed ordinance 4662 is that by its very nature, it is purely performative in addressing no problem and pandering to a base think beyond their narrow self-interests. Besides the pure waste of resources of the staff and this body proposed ordinance is already having a negative impact as the word propagates that the city of Scottsdale opposes both the welcoming of diverse residents and visitors and the promotion of accessibility. If the council really wants to spend time on these non-issues they might consider analyzing the negative economic impact of the proposed ordinance before they vote to adopt it. Are we really happy with the look of today's Axios headline, 'Scottsdale council looks to emulate Trump policies on DEI and return-to-work' ? Will we also follow the Trump administrations lead by investing the city's treasury in CryptoCurrency?

Equally disturbing is the attack on the city staff. Anyone who have worked with the staff know to be one of the gems of the city. Implying that any of them have been hired or retained to meet a non-existent diversity quota is slander adjacent if not an outright lie. In this light it is in particular of note the Office of Diversity explicitly is barred from taking any part in hiring or performance evaluation by charter.

Finally, in the same vein, the proposed ordinance ban any all forms of diversity programming or training, making explicit mention of ARS 41-1494 which carries the tag line 'Training, orientation and therapy; blame and judgment; prohibition; annual report; definition' and attempts to ban wokeness without using the word. Do the esteemed councilors really think that any of Scottsdale EBID projects have been focused mandatory indoctrinations based on the 1619 project?

I would encourage the council show

leadership by converting this proposal into a study item or rejecting it outright.

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**From:** [Tod Anderson](#)  
**To:** [City Council](#)  
**Subject:** re: Is Scottsdale for All aka DEI  
**Date:** Tuesday, February 11, 2025 2:30:24 PM

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

I am a Scottsdale Native (1962), a resident, and a homeowner and vote in EVERY election. My parent's came to this fair city as kids when it was but a town, in the 1940s. They always loved their favorite city and lived in one home for 65 years. I am rather glad they are not alive to have to see that DEI is even up for a vote as they would have been ticked that the town they loved would be concerned with what people look like.

Scottsdale has always hired the best, not just the best white guy. It was town of opportunity. My father was in a scout troop in the early 1950s that was half or more Mexican American kids. He counted the Corral's as friends, on friendly first name basis with Herb Drnkwater, the Herbergers, the Cavalliere's, my great uncle was a justice of the peace in the 50s - the people that made this great city.

The idea that this city, MY city, would not make sure that everyone had an opportunity to work here, get hired by the city so that Scottsdale has the best person for the job is abhorrent. Women, Veterans, someone needing a cane, wheelchair, and any race, creed, color, or religion should be what Scottsdale strives for in its work force.

Making sure you are open to all, consider all, will get you the best people and they will stay and grow with and for the city.

I will be watching the results of this vote.

May the Council consider this matter well and realize that Diversity, Equality and Inclusion equal strength and quality and is simply the right thing to do.

Tod R. Anderson  
South Scottsdale resident

**From:** [Linda Rizzo](#)  
**To:** [City Council](#)  
**Subject:** Votes at This Evening's Meeting  
**Date:** Tuesday, February 11, 2025 2:55:22 PM

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Ladies and Gentlemen,

Please vote in favor of ending both of these programs/policies:

City funding for DEI in all Scottsdale businesses  
Remote work for city workers

Our businesses cannot afford to hire based on anything but merit. As one who has worked in an office and also remotely, I believe in office presence is far more beneficial to accomplishment and cooperation than working in a remote situation.

best,  
Linda Rizzo  
Scottsdale



**From:** [albrow67@proton.me](mailto:albrow67@proton.me)  
**To:** [City Council](#)  
**Subject:** Merit Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs  
**Date:** Tuesday, February 11, 2025 3:13:50 PM

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The purpose of DEI is to make people aware of unconscious bias and discriminatory attitudes, and cultivate an appreciation of our cultural and ethnic diversity. It's not a "poison" to cultivate inclusiveness and respect in our community.

This proposition has to do with making it okay to fire employees based on a supervisor's bias toward that individual. It will not result in hiring more qualified applicants, just whiter ones.

Sincerely,

Alan D. Brown  
8313 E Fairmount Ave  
Scottsdale AZ 85251

Sent with [Proton Mail](#) secureemail.