

From: [Janet Myers Helberg](#)
To: [City Council](#)
Subject: Eliminate DEI
Date: Friday, February 7, 2025 5:23:15 PM

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

Please eliminate DEI as it only stereotypes people and divide our community. This had got to stop
We finally have a board to represent our community and not lining their pockets with developers money

Sent from my iPhone

From: [Enid Seiden](#)
To: [City Council](#)
Subject: DEI
Date: Saturday, February 8, 2025 10:03:07 AM

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

I have volunteered in the city for 14 years and feel compelled to speak to the importance of the DEI Department. The goal of the department is to foster respect, kindness, empathy and civility. Which of these norms are you upset with? These are the behaviors we want our children to learn and adults need to foster the same respect for all residents.

Respectfully,
Enid Seiden

From: [VIKKI SCARAFIOTTI](#)
To: [City Council](#)
Subject: Office of Diversity
Date: Saturday, February 8, 2025 1:05:28 PM

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

I am writing as a concerned Scottsdale resident in opposition to your proposed shutdown of the Office of Diversity.

Why would you shut down an office that has had a mission to have an inclusive and diverse workforce with merit as the base?

We have come too far in 50 years to turn back the clock on gender and racial and religious inequalities in hiring.

If you want changes with the office, please make them. Do not shut down an entire office committed to a diverse and inclusive and Qualified workforce.

We did not elect you for this purpose or policy .

Concerned citizen.

Vikki Scarafiotti
campervik@cox.net

From: [Amy Springmann](#)
To: [City Council](#)
Subject: 4662, Axon, Milhaven
Date: Saturday, February 8, 2025 1:48:12 PM

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

Dear Scottsdale City Council members,

The Civil Rights Act of 1964 and related legislation prohibit discrimination based on race, religion, national origin, and sex. They banned discriminatory practices in employment, education, and more.

In 2021 the Scottsdale City Council also voted unanimously to adopt an anti-discrimination ordinance prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability.

As we already have these protections, I question whether we need an Office of Diversity and Inclusion, other than maintaining an ADA/Title IV Compliance Coordinator to handle violations of the ordinance.

While researching the Office of D&I's actual purpose, I looked into their "Scottsdale for All" website (<https://www.scottsdaleaz.gov/diversity/scottsdale-for-all>). While there, I discovered a link highlighting someone named Richard Coleman II.

The linked article reveals that he's the "Vice President and General Manager of the federal sector at Scottsdale-based Axon Enterprise". Mr. Coleman is the only person profiled on the "Scottsdale for All" website as an example of "interesting and diverse people in Scottsdale".

In addition to highlighting Mr. Coleman's achievements, the article contains a glowing description of the Axon Company. Why is the City of Scottsdale's Office of D&I promoting Axon, which is currently engaged in all sorts of issues with the city while sorting out their real estate development? Could there be a conflict of interest here? I thought this should be brought to your attention.

The online stated focus of the Office of D&I is "on creating a culture that celebrates diversity while promoting an inclusive environment" and "expanding our priorities to include equity and belonging" and working to "embed a sustainable culture of Equity, Diversity, Inclusion, and Belonging (EDIB) through training and respectful dialogue, civil rights policies, valuing all people and cultures, and a commitment to ensuring Scottsdale is an inclusive employer and community."

I have close gay and trans family members. They should always have the same rights as

everyone else. The city's antidiscrimination ordinance and the Civil Rights Act protect them in achieving this goal. In my opinion, the Office of D&I is not needed, and its FY 24/25 budget of over \$716K could be allocated to other city services.

Thus, I support Ordinance No. 4662, dissolving the Office of Diversity and Inclusion. It will reassign the ADA/Title IV Compliance Coordinator to another department and assign the Diversity Program Director to a suitable position in another department, which seems reasonable. Employees of the city should and will be hired on the basis of merit.

Finally, former Councilwoman Milhaven has been emailing me directly promoting her political agenda since her loss in the recent election. I never gave her my approval to use my contact information as a private citizen, and she must be using information obtained from her council days. I'd assume she's likely doing this with other residents who contacted the council in the past. Is this appropriate once a member is out of office?

While I value my privacy, I haven't blocked her emails as it's quite interesting to see her political machinations and to read her unsolicited opinion of the current council.

Thank you for your time and consideration.

Amy Springmann
7545 E Windrose Dr
Scottsdale 85260
arizonie@hotmail.com

From: [Dylan Tevlin](#)
To: [City Council](#)
Subject: In Favor of Scottsdale Diversity, Equity, and Inclusion Programs
Date: Saturday, February 8, 2025 4:13:26 PM

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

Hello City Council,

I write in favor of maintaining Scottsdale's commitment to diversity, equity, and inclusion programs. These initiatives require commitment and active work, they don't necessarily happen naturally. We are all better off when these societal values are prioritized.

In the long run, a city that doesn't prioritize these will find itself left behind. People will not want to live here, because our communities will be stagnant and exclusionary. People will not want to visit here because of the same. The reputation of Scottsdale in the business community will suffer, and the commerce that supports our great city will decline, taking the city with it.

See the bigger picture here. Your values are reflected by the things you do, and also the things you don't. Declining to prioritize DEI sends a signal, and that signal is a negative one in the long run for our city to its citizens and patrons.

Sincerely,

Dylan Tevlin

From: denise.azlaborlaw.com
To: [City Council](#)
Subject: Item No. 14 Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs; OPPOSE Proposed Ordinance 4662
Date: Saturday, February 8, 2025 7:14:53 PM
Importance: High

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

Dear Mayor Borowsky and Members of the City Council:

My name is Denise Blommel and I have been a Scottsdale resident since 1985. I am writing in opposition to Proposed Ordinance 4662 and respectfully submit the following for your consideration at your February 11, 2025 meeting.

First, there is no need for a new ordinance. The City already has a robust anti-discrimination ordinance which governs our City's values ("We are a supportive community, and treat everyone with respect, dignity and compassion." <https://www.scottsdaleaz.gov/human-resources/employee-values>) and mission "Simply Better Service for a World-Class Community."

Section 15-2 of the City Code states:

It is the policy of the city to not discriminate and provide equal opportunity to all persons regardless of actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability in the access, provision and treatment of city services, programs and activities. It is the policy of the city that all persons be treated with respect and dignity as specified in [sections 15-4](#) through [15-7](#). Each person has the right to receive service from the city in a manner that promotes equality under the law and prohibits unlawful discrimination, including harassment and retaliation.

Section 14-2 of the City Code states that employees will have equal employment opportunity: It is the policy of the city to provide employment opportunities to all persons based solely on ability, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability. Equal employment opportunity applies to all human resources related activities.

Section 14-1.1 provides the definition:

Equal employment opportunity means that no individual will be denied the opportunity for any employment activity, because of discrimination based on race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability, provided they can reasonably perform the essential functions of the job or other employment activity.

That same Section also defines merit principles in employment:

Merit principles means a system of municipal government, based on the following principles: competition for jobs in the classified service, appointments based on demonstrated ability, and job tenure and salary adjustments based on performance, all free of political or unlawful consideration.

As you can see, Proposed Ordinance 4662's preamble repeats what already exists in City Code.

WHEREAS the City of Scottsdale ("City") is committed to fair and equal treatment of

residents, visitors and employees

This language already appears in City Code Sections 15-2 and following.

WHEREAS Scottsdale is committed to protecting its employees from unlawful forms of discrimination:

This language already appears in City Code Sections 14.1-1 and following.

WHEREAS employees of the City deserve equal treatment and promotion opportunities based solely on their merit and ability, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability;

This language already appears in Section 14 of the City Code with respect to **both** merit and equal employment opportunity.

WHEREAS residents and taxpayers deserve and desire that the City hire, evaluate, and promote City employees based on merit and ability;

This language already appears in Section 14-1.1 in defining merit. See also the City's High Performance and Innovation initiative at <https://www.scottsdaleaz.gov/performance>.

Additionally, the City must abide by A.R.S. §41-1494 which prohibits employee training that presents any form of blame or judgment on the basis of race, ethnicity or sex. Section 1 of Proposed Ordinance 4662 states:

Section 1. The use of City funds for DEI shall discontinue. Any and all trainings that could arguably be found to violate A.R.S. §41-1494 shall discontinue. Training and education to prevent unlawful discrimination is encouraged and shall continue.

If any City trainings “arguably” violate Arizona law, the City Manager and City Attorney need to address this matter with City Staff; not the City Council in a new ordinance. This is an operational matter. Also, simply eliminating all “DEI” does not ensure compliance with Arizona law. Section 1 eliminates **all** City funding for Diversity Equity and Inclusion (DEI) programing, not just that which would violate A.R.S. §41-1494.

Given the language in the City Code, and best practices of governance, Proposed Ordinance 4662 is completely unnecessary.

Second, President Trump issued an Executive Order (EO) on January 21, 2025 entitled “Ending Illegal Discrimination and Restoring Merit-Based Opportunity.”

<https://www.whitehouse.gov/presidential-actions/2025/01/ending-illegal-discrimination-and-restoring-merit-based-opportunity/> This particular EO revoked affirmative action requirements for federal contractors and grant recipients and gave them until April 21, 2025, to comply with its contents or risk liability under the federal False Claims Act. The President ordered the Office of Federal Contract Compliance Programs to stop “promoting diversity,” requiring “affirmative action,” and permitting or encouraging workforce balancing based upon race, color, sex, sexual preference, religion, or national origin. Federal contractors and subcontractors cannot consider race, color, sex, sexual preference, religion, or national origin “in ways that violate the Nations’s civil rights laws.”

The EO requires every contractual counterparty or grant recipient to agree that:

- a. It complies in all respects with all applicable federal anti-discrimination laws subject to the False Claims Act and
- b. It must certify that it does not operate any programs promoting DEI that violate any applicable federal anti-discrimination laws.

Section 1 of Proposed Ordinance 4662 states in pertinent part, “The use of City funds for DEI shall discontinue.” The City receives substantial sums from the federal government. It appears that the drafters of Proposed Ordinance 4662 read the EO and wanted a City Ordinance in place before April 21 to prove to the federal funders that the City has no DEI. The proposed ordinance, however, never defines DEI or even tries to carve out “illegal DEI” as named in the EO.

The drafters of Proposed Ordinance 4662 went one step further in Section 2 by eliminating the entire Office of Diversity, which does much more than DEI training. See

<https://www.scottsdaleaz.gov/diversity>.

Section 2. The Office of Diversity including Diversity Program Directorship shall discontinue, and the City Manager or designee shall, in his discretion: 1) assign the ADA/Title VI Compliance Coordinator to an appropriate department and assign the Diversity Program Director to a suitable position in another department; 2) reflect these changes in the City's organizational chart; and 3) make any necessary budget transfers and amendments necessary to carry out the intent of this Ordinance.

This is a bridge too far and is totally unnecessary in light of the EO’s direction to eliminate “illegal” DEI programming. If the City’s motive is to preserve federal funding, all it needs to do is an audit of its employee and citizen trainings to ensure that none violate A.R.S. §41-1494 and that its hiring and promotions do not engage in “workforce balancing” or any type of “reverse discrimination.” Simply obliterating an entire office, which serves employees and citizens in a variety of ways is not the way to deal with the issue of federal funding and the EO, which EO may be subject to change prior to April 21 due to ongoing litigation. Per the old adage, “Don’t throw out the baby with the bathwater.”

Third, Scottsdale critically depends upon tourism. Proposed Ordinance 4662 conveys a message to the outside world that diversity, accessibility, inclusiveness, and belonging do not exist here. “Welcome to Scottsdale, Now Go Home” should never be our motto. The City, its residents, and businesses will greatly suffer if tourists stay away. Those of us who have lived in Arizona for a long time remember the tourism crisis involving Martin Luther King, Jr., Day.

Fourth, employers must be cautious in “rolling back” certain initiatives, especially those at targeting bias, as there is an increased risk of discrimination claims and an effect upon employee recruitment and retention efforts. See the Morrison Foerster analysis at: <https://www.mofo.com/resources/insights/250122-trump-rescinds-affirmative-action-federal-contractors-dei-private-companies>.

Fifth, the messaging behind this Ordinance can be read as just mean-spirited. There is nothing in Proposed Ordinance 4662 that speaks to optimism, compassion, empathy, or other civility traits that the Office of Diversity and the Scottsdale Human Relations Commission try to inculcate in our community.

Proposed Ordinance 4662 has unintended consequences that can put Scottsdale socially and economically behind for decades. Again, if the City is trying to comply with the President's EO, this is not the way to do so. Rather, this proposed ordinance illustrates a disdain both of residents who benefit from the Office of Diversity and the consistent efforts of City Staff to make Scottsdale the World-Class City that it is.

I appreciate your consideration of my remarks and ask that you reject Proposed Ordinance 4662. If I can answer any questions or be of any assistance, please do not hesitate to contact me.

Thank you for your service to our City,

Denise Blommel
8025 E. Via Costa, Scottsdale, AZ 85258

Denise M. Blommel, Attorney
Denise M. Blommel, PLLC
6945 E. Sahuaro Drive, Suite 125
Scottsdale, AZ 85254
480-247-7477
denise@azlaborlaw.com
www.azlaborlaw.com

From: [Heidi Leverant](#)
To: [City Council](#)
Subject: DEI
Date: Sunday, February 9, 2025 5:40:44 AM

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

I support ending any and all DEI programs immediately. They have hurt our community, not helped.

Heidi Leverant

Scottsdale year round resident

From: [steven lowen](#)
To: [City Council](#)
Subject: Diversity, et al. Possible abandoning of this Protocol.
Date: Sunday, February 9, 2025 7:34:41 AM

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

Sirs:

A 45 year Resident, Taxpayer within Scottsdale, I am proud, having always been so, that I choice our Venue as my Home, and place of Business. Whilst not always pleased by changes, some purported improvements, overall I am a City Booster. One of the elements that has rendered Scottsdale Special, and unique, is our acceptance of Talent, laying aside those insulting efforts to render one's hometown safe only for certain groups, beliefs. We have assured this with the leading light DEI Initiative. It is distressing to note a current effort to dissolve this.

At this time we ask that you unanimously codify our commitment to fairness.

Thank you.

Sincerely,

Alina and Steve Lowen

11108 E. Jimson Loco Lane

Scottsdale 85262

(480) 595-5500

Sent from Computer

From: [MARSHA LIPPS](#)
To: [City Council](#)
Subject: We support DEI
Date: Sunday, February 9, 2025 8:27:49 AM

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

Scottsdale is an amazing community which relies on TOURISM. People come here specifically to feel welcomed into the best we have to offer. I am proud to live and volunteer in this community.

This current city council seems to want to generate controversy and chaos rather than moving us forward in a positive manner. Whatever the dispute, your war on axon, sustainability and DEI is embarrassing and insensitive to long term livability and respectability!

I-padded a few thoughts...

Marsha Lipps

From: [Madalyn Friedman](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Sunday, February 9, 2025 10:05:58 AM

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

To the Members of the Council,

I am an active, tax-paying resident of Scottsdale who moved here for its unique qualities. I know of no other city in the US with Scottsdale's well run basic services (police, fire), impeccable parks and trails, entertainment options and wonderful weather. Even more important, Scottsdale's residents and employees of its businesses are a palette of America - a broad mix of people of different socio-economic, ethnic, religious and philosophical backgrounds.

Because our population has different priorities and different needs, it is important that the city has finite services to support them. Services as simple as ADA compliance for those with disabilities or responding to complaints about discrimination are essential to letting current and potential residents know that they are supported and valued so that they will want to live and stay here.

Eliminating the Office of Diversity and Inclusion will send a terrible message to these current and potential residents, to our valued tourist base, and indeed to the rest of the country and world, that Scottsdale is no longer interested in **seeing** people and celebrating their uniqueness.

Please Oppose Item 14 and retain the Office of Diversity and Inclusion!

Sincerely,

Madalyn Friedman
8231 E Hazelwood

From: [Julia Baker](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Sunday, February 9, 2025 10:32:15 AM

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

Please do not get rid of our DEI programs. Scottsdale is a beautiful inclusive city which should welcome all with kindness and acceptance.

I spent my life working with those who have special needs and my husband was a career military officer. We realize the importance of DEI.

We do not have quota hiring (which is unlawful) and have merit hiring so we do not need to have a solution in search of a problem.

Keep Scottsdale a city where all feel embraced and heard!

Julia Baker

Sent from my iPhone

From: [bettydrake](#)
To: [City Council](#)
Subject: Some thoughts
Date: Sunday, February 9, 2025 11:08:57 AM

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

Good morning,

I am a former Council member, Planning Commissioner, Development Review Board member and a long-time resident of Scottsdale. I love my city and am concerned about its current direction.

Scottsdale can boast of economic vitality, innovation and creating an enviable quality of life for its residents and visitors. Its reputation is stellar.

Residents have always been able to be confident that the character and quality of Scottsdale will be sustained over the long run. The leaders of the city have always gone the extra mile to build a City that looks ahead to the future and not to short-term gain. I'm very concerned about some of the Council's recent actions in this regard.

1. Please put the Axon vote on the ballot in November of 2025. It serves no purpose to delay. Whether or not you support it or oppose it, we need an answer. I'll not argue the merits of the case one way or the other but point out that a large number of Scottsdale voters signed petitions supporting bringing the matter to a public vote. Are you concerned about what the result of the vote would be? It seems to me that delaying it would be pure politics and not in the best interests of the citizens of Scottsdale.

2. Do not eliminate the Office of Diversity. Scottsdale is not a diverse city. We lack the rich blend of cultures enjoyed by many of our neighboring communities. Eliminating this office sends the message that we are closing our doors to people who are "other" and denying them the opportunities afforded to the rest of us. It's not welcoming. It's a step backwards.

3. The Sustainability Plan was the result of two years of work by Scottsdale citizens crafted with extensive public input and review. To eliminate it is a slap in the face of our citizens and runs counter to Scottsdale's history of innovation and farsightedness.

Sustainability is not about politics. It is practical and tactical. It's about being responsible stewards so resources are here for our citizens for generations to come. It's about preserving the beauty and uniqueness of Scottsdale's natural environment for the future. Cities all over the world are focusing on sustainability as a serious, practical issue. Our world is changing rapidly and we need a game plan that will enable Scottsdale to hold on to its quality of life and environment.

The plan may not have been absolutely perfect but it should be brought back, amended as needed and put into action.

4. Here we go again. Do you remember when the city manager position was a rapidly spinning revolving door cycling through one city manager after another? I think we're in a state of déjà vu all over again. The disrespect shown to Bill Murphy and his subsequent resignation are an embarrassment. He was an interim city manager, filling in. He is a good guy and not the

"establishment hack" he was called. It's sad and will affect our ability to find a new manager.

My two cents,

Betty Drake

Sent from my Verizon, Samsung Galaxy smartphone

From: [LAURA MILLER](#)
To: [City Council](#)
Subject: DEI program
Date: Sunday, February 9, 2025 11:37:03 AM

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

I urge the City Council to vote NO on the bill that would end the city's DEI program.

Laura Miller
22319 N 77th PL
85255

Sent from my iPad

From: [Kathy Hotchner](#)
To: [City Council](#)
Subject: Request
Date: Sunday, February 9, 2025 11:57:40 AM

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

Hello,

I live in Villa Monterey. I am asking that you maintain the office of diversity and keep the sustainability plan. I was VP and Director of the Scottsdale Center for the Performing Arts for 23 years and knew how important the diversity office is when Don Logan was bombed there.

Don't follow Trumps lead blindly. Do what's best for our community. Being diverse and trying to be a little more sustainable. We are not nearly where we should be in that area.

Thank you,

Kathy Hotchner

Sent from my iPhone

From: [Chris Filippi](#)
To: [City Council](#)
Subject: Keep DEI
Date: Sunday, February 9, 2025 1:17:10 PM

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

We are a diverse community and diverse country. Employment and other city practices to ensure inclusion is critical to being a world class community. We need to lift people up, to strengthen our economic base. Do not eliminate DEI

From: [Mark Dupont](#)
To: [City Council](#)
Subject: Merit-Based Employment and Discontinuation of DEI Programs - Feb. 11 City Council Meeting
Date: Sunday, February 9, 2025 1:26:14 PM

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

To the Scottsdale City Council:

I co-own a home in DC Ranch and am a part-time city resident.

I oppose the proposal to eliminate diversity considerations from city hiring and to eliminate all DEI initiatives. Consideration of one's background and experiences, including their experiences as women and minorities, **is** a consideration of their merits. The population and workforce of Scottsdale is diverse, and it is vital that we have a city government that reflects that diversity. We depend on tourism and the success of large events with national followings, like the Phoenix Open and the Barrett-Jackson Car Auction. We will jeopardize our reputation as a desirable place to work, live, and vacation if we alienate people by engaging in the false pretense that female and minority hires are not qualified for their municipal jobs and that we should not affirmatively seek their inclusion in the city workforce. A workforce that includes people of diverse backgrounds, experiences, and viewpoints is smarter, more capable, and more responsive to the city it serves.

Sincerely,

Mark Dupont
17603 N. 93rd Place
Scottsdale, AZ 85255
mark_dupont@me.com

From: [Phyllis Banucci](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Sunday, February 9, 2025 1:48:40 PM

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

Hello, Mayor and Council Members,

Our DEI clause is about Respect, Kindness, Civility and Empathy for all and these 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. We don't need to eliminate our DEI values.

Phyllis Wolff

DCRanch resident

Sent from my iPad

From: barretttom@comcast.net
To: [City Council](#)
Subject: I support elimination of DEI programs/initiatives and City employees returning to work in offices
Date: Sunday, February 9, 2025 1:50:35 PM

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

Council members,

I believe in merit based personnel decisions and ask that you eliminate all DEI programs and initiatives. These DEI programs have been divisive and have diminished tax-payer confidence in government. Salaries are high for City employees, we want the best people for those tax-payer supported salaries and benefits.

I also believe that employees should be required to work in their offices and not at home. Not all employees work in offices, but those that have in the past should return to their offices. Organizations advance and improve through collaboration. People are more productive when there is some form of supervision present. Tax-payers are also paying rent and utilities for unused facilities. Employees returning to offices will also improve business conditions for those companies near the offices that depend on providing services to office workers.

Thank you for all you do.

Tom Barrett
11075 E Acacia Drive
Scottsdale, AZ 85255

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Laraine Rodgers
Date: Saturday, February 8, 2025 4:23:59 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 Laraine Rodgers

Contact Information

PHONE (480) 544-8410

EMAIL laraineaz@gmail.com

ADDRESS 19700 N 76 St. Apt 1193

CITY Scottsdale

Comment

COMMENT

I urge you to Vote NO on Agenda Item #14 which proposes to defund and shutter the Office of Diversity and Inclusion.

According to the City of Scottsdale's website, the Diversity Office reinforces the city's "commitment to diversity and inclusion, promoting an equitable community through various initiatives and programs."

The Diversity Office also enforces the Anti-Discrimination Ordinance to ensure Scottsdale remains a welcoming place for residents, businesses, and visitors alike. Choose Scottsdale, the city's economic development branch, highlights the DEI Office's toolkit as a resource for attracting and retaining top talent and helping businesses thrive.

Scottsdale has long been a leader and a model for other communities. Defunding DEI risks tarnishing that legacy. The community deserves transparency, thoughtful leadership, and assurances that Scottsdale will remain "Simply the Best" for all its stakeholders.

Vote NO on Agenda Item #14.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Paul Breslau
Date: Saturday, February 8, 2025 4:56:47 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 Paul Breslau

Contact Information

PHONE (602) 692-6832

EMAIL pbreslau@gmail.com

ADDRESS 8362 E Via De Risa

CITY Scottsdale

Comment

COMMENT

Diversity, Equity, and Integration are worthy causes that have helped our society.

From: kathe.coot
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Saturday, February 8, 2025 6:44:30 PM

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

Mayor and Councilmembers - I hope you stand for Respect, Kindness, Civility and Empathy and keep the values of DEI in Scottsdale without enacting a new, unnecessary ordinance. Otherwise, what will I tell my son-in-law, my nephew and his husband, and my good friends about Scottsdale should they want to visit? Are they not welcome because they are all members of minority groups? To me, they absolutely deserve Respect, Kindness, Civility and Empathy because they are hard-working, intelligent, caring, valuable members of our family and friendship group. I welcome them in my home - and I want Scottsdale to welcome them, too.

Thank you for your consideration.

Kathe Anderson
30 year Scottsdale citizen
30 year Scottsdale voter

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Carolyn Byrne
Date: Sunday, February 9, 2025 8:58:58 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? 00. Public Comment

Name

FULL NAME Carolyn Byrne

Contact Information

PHONE (412) 400-9820

EMAIL crlnbyrne9@gmail.com

ADDRESS 7434 E Quien Sabe Way

CITY Scottsdale

Comment

COMMENT Please keep DEI in hiring practices as it

helps Scottsdale to hire the best person for
the job based on skill level!

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Brandon Gilmore
Date: Sunday, February 9, 2025 11:35:07 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 Brandon Gilmore

Contact Information

EMAIL brandon.c.gilmore@gmail.com

CITY Scottsdale

Comment

COMMENT Not all of us are stupid to believe you're interested in "merit" as opposed to having an excuse to actually discriminate again. This measure is an affront to America, though I guess it is in line with the snobby,

“exclusive” attitude of this city’s “elites.”

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Gale Ingram
Date: Sunday, February 9, 2025 12:00:38 PM

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

City of Scottsdale

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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 Gale Ingram

Contact Information

EMAIL gale3366@aol.com

CITY Scottsdale

Comment

COMMENT I am a resident of Scottsdale and want to support this agenda item. All employment should ALWAYS be based on merit, experience, and qualifications. NEVER based on skin color, religion or sexual

orientation. Let's make Scottsdale SANE!

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Connor Smith
Date: Sunday, February 9, 2025 12:28:51 PM

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

City of Scottsdale

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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 Connor Smith

Contact Information

EMAIL okconnor@gmail.com

ADDRESS 10810 E. Greenway Rd

CITY Scottsdale

Comment

COMMENT Scottsdale only has a 2.0% Black population. Spend time at any business in

North Scottsdale and you are unlikely to encounter an African American person. City government targeting diversity, equity, and inclusion program funding increases hostility towards members of a race who already feel unwelcome in our community. When our late Sen. John McCain conceded to Barack Obama in the 2008 election, he referenced the criticism President Teddy Roosevelt received for dining at the White House with a Black man: civil rights leader Booker T. Washington. McCain said, "America today is a world away from the cruel and prideful bigotry of that time. There is no better evidence of this than the election of an African American to the presidency of the United States. Let there be no reason now for any American to fail to cherish their citizenship in this, the greatest nation on earth." 17 years later how can we be moving away from that gracious sentiment?

Targeting DEI funding portrays the values of diversity and inclusion as favors for Black people. That sentiment is cruel. Scottsdale should be a safe haven for people of all races. If members of a specific race feel targeted because of the actions of local government, ask yourself if that is a welcoming message for your community. We are an 81.9% White city with a homogenous city government workforce. Targeting DEI is especially unnecessary in our community. I have traveled extensively throughout the United States and lived in multiple regions, but have never encountered fewer Black people than during my time in Scottsdale. The daily actions we take should be in the interest of making everyone feel welcome in our community.

Republican President Abraham Lincoln said in his first inaugural address: "We are not enemies, but friends. We must not be enemies. Though passion may have strained it must not break our bonds of affection."

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Andrew Alexander
Date: Sunday, February 9, 2025 12:37:24 PM

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

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

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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 Andrew Alexander

Contact Information

EMAIL citymousedrummer@gmail.com

CITY Scottsdale

Comment

COMMENT Im Andrew Alexander, Arizona natives and Scottsdale resident for 47 years. This is utter ridiculous. You should be ashamed of yourselves.

From: [Roxanne Roth](#)
To: [City Council](#)
Cc: [Whitehead, Solange](#); [Caputi, Tammy](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Sunday, February 9, 2025 12:46:21 PM

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

Hello again;

I wish I was writing to you to say, bravo! good job! Quite the opposite. I wish I could come on Tuesday to speak but our HOA has it's annual meeting and that is important to me.

I moved here in 2010 and much of the US was afraid of coming to Scottsdale. Are we taking the city back to Jim Lane times under our world famous ***for all of the wrong reasons***, Governor Jan Brewer times?

We have a lot going for us. Our city is known for being friendly and easy to visit. HELPFUL residents and hundreds of volunteers help keep this city safe. I say that is true for the working people of the city of Scottsdale. We as residents undergo the growth of any large city.

So the NEW city council members and Mayor want to create a mess, a problem where there is not one?
Many of us did NOT vote for you.

If it is vengeance you want, take the Kari Lake bus to Washington DC and leave your new council position for respectable and forward thinking individuals.

Rgds
Roxanne Roth
9359 E Dale lane
Scottsdale, AZ 85262
602-920-5030

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Eric King
Date: Sunday, February 9, 2025 1:11:57 PM

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

City of Scottsdale

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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 Eric King

Contact Information

EMAIL eric@virtualkings.com

CITY Scottsdale

Comment

COMMENT I am a City of Scottsdale resident of over 25 years. I am writing to express my strong opposition to the agenda item that aims to eliminate all Diversity, Equity, and Inclusion (DEI) programs and training within our city.

It is deeply concerning that this proposal is presented under the guise of "ensuring city employees are hired, evaluated, and promoted based on merit" and preventing "anti-meritocratic forms of discrimination."

Firstly, it is important to acknowledge that DEI programs are designed to ensure fairness and equal opportunities for all individuals, regardless of their background. These programs address systemic inequalities and promote an inclusive work environment where everyone can thrive. Removing DEI initiatives undermines the progress our city has made in fostering a diverse and equitable community.

Merit-based evaluation is essential; however, it cannot exist in a vacuum. Without DEI programs, we risk overlooking qualified individuals who have historically been marginalized. True meritocracy recognizes and values the diverse experiences and perspectives that contribute to a stronger, more innovative workforce.

Furthermore, the assertion that DEI programs lead to "anti-meritocratic forms of discrimination" is unfounded. DEI initiatives do not compromise merit; rather, they enhance it by ensuring that all individuals have the opportunity to demonstrate their capabilities and contribute to our community's success.

In conclusion, I urge you to reconsider the proposal to eliminate DEI programs and training. Instead, let's continue to support these initiatives that promote fairness, equality, and inclusivity. Our city thrives when we embrace and celebrate our diversity, and DEI programs are crucial in achieving this goal.

Thank you.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Nikki Petrin
Date: Sunday, February 9, 2025 1:14:28 PM

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

City of Scottsdale

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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

Nikki Petrin

Contact Information

PHONE

(480) 734-5422

EMAIL

petrin41@gmail.com

ADDRESS

2026 N. 87th St

CITY

Scottsdale

Comment

COMMENT

I am against the city discontinuing the use of DEI. I am against your misleading description of the practice. This is not what I voted for in the last election. The city is here to help it's citizens thrive, not promote fascist ideation. Allowing all people to have a fair chance at employment and protection.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - tony zuccarino
Date: Sunday, February 9, 2025 3:02:52 PM

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

City of Scottsdale

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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 tony zuccarino

Contact Information

PHONE (408) 209-5500

EMAIL tzucc@yahoo.com

ADDRESS 17388 North 99th Street

CITY Scottsdale

Comment

COMMENT

I support discontinuation of all DEI initiatives and expenditures that promote race and gender above merit for any reason.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Becky Jandrey
Date: Sunday, February 9, 2025 3:05:04 PM

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

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

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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 Becky Jandrey

NAME OF GROUP OR ORGANIZATION Individual

Contact Information

PHONE (707) 570-2377

EMAIL beckyjandreyphd@gmail.com

ADDRESS 9483 E Whitewing Dr

CITY Scottsdale

Comment

COMMENT

Item No. 14 is UNNECESSARY if the Council's desire is to promote fairness in hiring. Nowhere does the city's website support staffing decisions that aren't based on merit and nowhere does it support training or other initiatives in contravention of state law. Please vote against Item No. 14.

From: [Sid Richison](#)
To: [City Council](#)
Subject: DEI and ADA/Title VI
Date: Sunday, February 9, 2025 3:14:07 PM

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

I note on the forthcoming agenda that the office that handles these items is being eliminated.

There is no mention in the item as to which office and employee will have responsibility for ADA/Title VI. I encourage you to make that change as ADA/Title VI compliance are absolutely required by the Civil Rights Act and the Americans with Disabilities Act.

Sid Richison
10083 E Dreyfus Ave
Scottsdale 85260
Sent from my iPad

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Keri A. Potts
Date: Sunday, February 9, 2025 3:17:51 PM

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

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

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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 Keri A. Potts

Contact Information

EMAIL pottskeri@hotmail.com

CITY Scottsdale

Comment

COMMENT This proposal is thinly veiled white supremacist rhetoric based on hate as the DEI programs for Scottsdale support the diversity of people and needs in our community--of which there are many, not

the hiring of less qualified people. This is a non-issue and an insincere and ugly result of their racist, Project 2025 agenda that has no place in our city. These council members are fooling no one.

From: [Lynne Reaves](#)
To: [City Council](#)
Subject: DEI
Date: Sunday, February 9, 2025 3:20:00 PM

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

I am writing to oppose the measure to end Diversity, Equity and Inclusion in the City of Scottsdale.

Let's talk profits, business profits.

Greater diversity of experience, background and thought enhances an organization's overall performance. Recent research shows that diverse companies earn 2.5 times higher cash flow per employee and inclusive teams are 35 percent more productive than their non-inclusive peers. Another study shows that companies with diverse management teams accrued 19 percent higher profits than their less-diverse peers.

If you want Scottsdale businesses to suffer financially, you will push ahead with this flawed measure.

As a long-time executive in the Scottsdale area, I can tell you that the more Diverse my teams are the better they perform and the better the company profits.

Limit Diversity. Limit Business.

Lynne Reaves
11351 E Desert Vista Rd. Scottsdale

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Ashley Latin
Date: Sunday, February 9, 2025 4:16:42 PM

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

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

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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 Ashley Latin

Contact Information

PHONE (623) 824-8351

EMAIL ashleylatin33@gmail.com

ADDRESS 7227 n. via de la siesta

CITY Scottsdale

Comment

COMMENT

As a lifelong Scottsdale resident, I have firsthand witnessed the positive impact that diversity brings to our beautiful city and its businesses. Because of the efforts made to champion diversity and inclusion, I have been privy to perspectives on the world that I may not have been able to learn otherwise. Likewise, DEI trainings at my workplace have given me a voice to call out hostile behavior targeted not only towards me, but others. The City of Scottsdale is not homogenous; diversity is woven into the fiber of our everyday life, and we are all the better for it. Should we discontinue DEI practices, I believe it would do our beautiful city a disservice. I always grew up knowing it to be "the most livable city," I do not believe this would continue to be true should we make people feel they are unwelcome or do not have equal footing in this community. Thank you for your consideration on this matter.

From: [Douglas Bowers](#)
To: [City Council](#)
Subject: Item #14 / Scottsdale City Council's Feb 11, 2025 meeting
Date: Sunday, February 9, 2025 4:12:56 PM

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

To Scottsdale City Council Members,
I am writing to **request that you decline to support Item#14 at your Feb 11, 2025 Council meeting.**

It is my understanding that:

- * NOWHERE do current City DEI Programs support staffing decisions not based on merit.
- * NOWHERE does DEI training or related initiatives contravene state law.
- * Scottsdale benefits from a diverse, talented workforce.

Thank you for welcoming this input. PLEASE let me know you have received this note prior to your Feb11 Council meeting. Thank you.

Respectfully,
Doug Bowers
Scottsdale Resident since the 1960's

--

Please be advised that this e-mail and any files transmitted with it may be confidential participant communications or may be otherwise privileged or confidential and are intended solely for the individual or entity to whom they are addressed. If you are not the intended recipient, please do not read, copy or transmit this communication, but destroy it immediately. Any unauthorized dissemination, distribution or copying of this communication is prohibited. Thank you.

Douglas S. Bowers, Ph.D. (Ret'd)
P.O. BOX 3767
Carefree, AZ 85377

480-296-4614

From: [Simone McFadden](#)
To: [City Council](#)
Subject: Tuesday 2/11 DEI Meeting
Date: Sunday, February 9, 2025 3:59:25 PM

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

My name is Simone McFadden

My address is 2306 N 87th Way, Scottsdale, AZ 85257

I have lived at my current address for 7.5 years, but have been in Scottsdale for 13 years. I am a stay at home mother of two, and my husband works in the tech sector. I was a working professional up until 5.5 years ago, also in the tech sector.

DEI isn't about decreasing merit. It's about holding business hiring practices accountable to giving everyone an equal shot vs allowing barriers to limit diverse perspectives (which limits innovation). It is also about protecting workers from discriminatory firing practices based on things like sexual orientation or pregnancy. ENDING THE DEI PROGRAM, TITLE VI, and/or MAKING ADJUSTMENTS AROUND THE PARAMETERS OF THE APPLICATION OF THE ADA WILL ONLY SET SCOTTSDALE BACK.

The last thing our bustling, DIVERSE city needs is a decrease in innovation. In order for long term success, diversity, equity, and inclusion are essential for the balancing of viewpoints, ideas, and strategy. I urge you to uphold the current DEI, Title VI, and ADA standards in Scottsdale- for a better future for all of us!

Thank you,
Simone McFadden
(206)240-0412

From: [Lyla Yango \(she/her/ella\)](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Sunday, February 9, 2025 7:18:33 PM

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

City Council and Mayor,

I am a junior in high school, and I've lived in Scottsdale for my whole life. I do not want to see the Office of Diversity or Scottsdale for All program revoked. I want to feel safe here, and revoking these programs makes me feel unsafe and unwelcome. It will also make tourists feel unwelcome. So oppose item 14 and keep Scottsdale open for everyone. I hope you do not do the same thing that you did with the Sustainability plan.

Thank you,
Lyla Yango (she/her/ella)

From: [Gail Bredis](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Monday, February 10, 2025 3:36:59 AM
Attachments: [image.png](#)

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

Resending because the image did not come through on the initial email. A few wordsmith edits were done, too.

Hello!

I disapprove of the ordinance that would eliminate the Scottsdale department dedicated to equal opportunity. Two statements caught my attention as personally insulting and disrespectful as a resident of Scottsdale and a Lifetime Member of the Society of Women Engineers:

1. Diversity, Equity, and Inclusion (DEI) is a "poison to be rooted out?" says Adam Kwasman. Poison? What is he talking about?
2. "Discontinue the use of City funding for diversity, equity and inclusion training, and the office of DEI" says Jan Debauskas?" Why would she want to eliminate an organization that ensures and promotes fairness, advocates conscious inclusion and instructs on the value of diverse people and thoughts?

First, I know some of the Council members are new. Are they aware that the City already hires based on merit and follows all state laws and has a department that monitors such? Please provide training to new Council members so they are aware the proposed ordinance is not needed. If the Council members balk at this suggestion, I am curious about the real motive for the ordinance? Please table the motion until the underlying intentions are clearly articulated and transparent.

Second, there seems to be a misconception that a "DEI hire" is not qualified, that somehow the hiring criteria or standards are lowered. I'll offer a quote that best explains what the code words "DEI hire" misconstrues. I've heard it echoed through my various networks and even members of Congress; however, Calvin and Hobbs says it best. "DEI initiatives were not put in place to ensure lower-qualified minorities could get hired instead of more highly-qualified white people, it was put in place to ensure lower-qualified white people were not hired instead of more highly-qualified minorities."

Diversity, equity and inclusion levels the playing field. The following picture explains what happens when diversity, equity and inclusion are not supported or amplified in our institutions.



Third, it is true that when a City is not an ally of DEI, it negatively impacts tourism and business. The Society of Women Engineers - membership totaling 21,000 members - has cancelled Convention reservations where City or States have enacted discriminatory laws or removed protections for diversity and equal opportunity in their laws. Think of the cartoon above. Would the Society of Women Engineers host a Convention in a City or State that represents the path on the right? I think not. The bottomline: Scottsdale would suffer a negative financial impact and a distaste to its reputation.

Finally, the "Scottsdale for All" tagline states "We Value Respect, Kindness, Civility & Empathy" which is the very essence of actively supporting and advocating diversity, equity and inclusion. Please continue to promote that message. It is an attractive quality of Scottsdale, the content of the City's character, if you will.

Thank you for reading this note that does not support the proposed ordinance.

Best,
Gail Bredis

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Laura Schwartz
Date: Monday, February 10, 2025 6:10:38 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 Laura Schwartz

Contact Information

PHONE (602) 881-7539

EMAIL lschwartz27@gmail.com

ADDRESS 6705 E Montecito Ave

CITY Scottsdale

Comment

COMMENT

Eliminating DEI and ADA programs will drive highly qualified desirable employees away from Scottsdale city government, and will drive businesses and special events away from Scottsdale City. This agenda item is a step backwards and degrades the foundation of our thriving City of Scottsdale. Vote NO on Item 14, Ordinance No. 4662.

From: [Bonnie Gordon](#)
To: [City Council](#)
Cc: [Rick Gordon](#)
Subject: Opposition to adoption of Ordinance No. 4662 Discontinuation of Diversity, Equity and Inclusion Programs.
Date: Monday, February 10, 2025 7:28:10 AM

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

Scottsdale should be welcoming and inclusive. We moved here 3 years ago because of these important characteristics.

I worked for a Fortune 500 corporation for 20 years, DEI was the cornerstone for our community inclusion. This is also important for business and building a safe and caring community.

Elimination of Scottsdale's Office of Diversity could reduce tourism and have a negative impact on our hospitality industry and city tax revenues.

Thank you.

Bonnie and Richard Gordon
11155 E. Monument Drive
Scottsdale, AZ 85262

From: [Alex Mariconda](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: DEI
Date: Monday, February 10, 2025 6:33:57 AM

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

Dear Mayor and Scottsdale City Council Members,

It has been announced that you will be considering eliminating the DEI Program in the City of Scottsdale. While change is not always a bad thing, I challenge the Council to identify specifically, with specific examples of where the Scottsdale DEI program has resulted in unqualified individuals being hired and or promoted or other such abuses of the DEI program have occurred.

We are a City made up of people with diverse backgrounds and experiences and those differences make us a thriving vibrant city. Simply because anti DEI initiatives are part of the Washington agenda, does not mean that the Scottsdale City Council should be on board with that concept.

I find that some comments that some of the Council Members have made to the press or in the recent Council meeting to be offensive and disturbing. To think that elected officials would not support equality and diversity is beyond my comprehension.

I and many others in the City do not want our Council to engage in punitive changes simply because of personal political views.

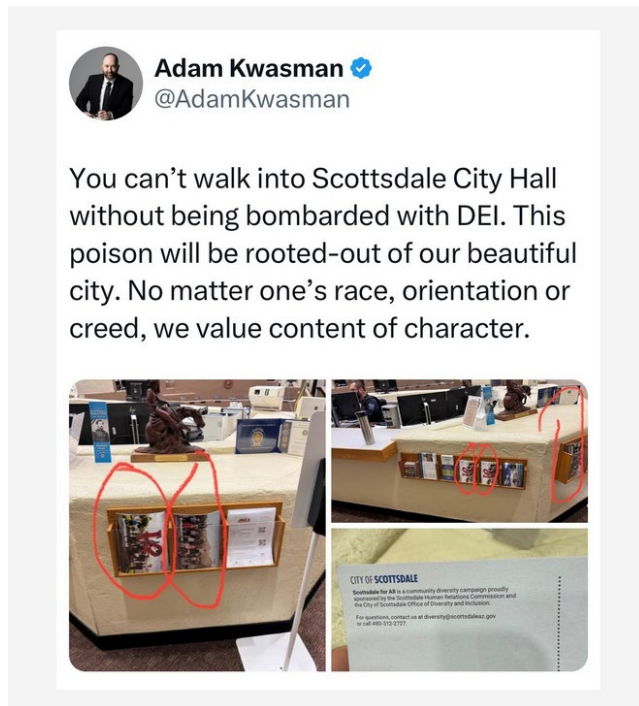
Do the right thing and embrace diversity and only change those things that you can prove are not working!

Alex Mariconda
Realty Executives
North Scottsdale Office
10607 N Hayden Rd Suite 100
Scottsdale, AZ 85260
480-767-3619 Direct
www.alexsellshomes.com

From: [Janet Gould](#)
To: [Kwasman, Adam](#); [City Council](#)
Subject: Please explain your posting, Adam Kwasman
Date: Monday, February 10, 2025 7:32:09 AM
Attachments: [image.png](#)

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

Dear Councilperson Kwasman,



I am a long time Scottsdale resident, and I am Jewish. I am appalled by this posting. The direct discrimination of people who are not like us is exactly what Nazi Germany did to the Jews in World War II. Must I remind you of history?

What is poisonous about these photos?

Please explain yourself. I look forward to your response.

Sincerely,

Janet Gould

Arizona native and voter