

From: [Michael Rozenfeld](#)
To: [City Council](#)
Subject: DEI ordinance
Date: Wednesday, February 5, 2025 11:56:23 AM

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

Hi,

As a Scottsdale citizen with a diverse family, I value diversity. It makes our city and our community stronger.

I whole heartedly denounce any efforts to associate diversity and diverse peoples with “poison” as Adam Kwasman has done. His Facebook post circles a picture of a diverse group of people that states “Scottsdale for all” as being an example of this “poison”. I can’t possibly see how a picture showing diverse scottsdale residents or encouraging their feeling included is “poison”.

I strongly urge all city council members to speak out against this type of language or any associated ordinances. Diversity is never a poison. As has been stated, all hires are already merit based, so this language only seeks to make minorities in the city feel more like outsiders. It’s not what we teach our kids, and it’s not how we should act as adults.

Sincerely,
Dr. Michael Rozenfeld

From: [Randy Schilling](#)
To: [City Council](#)
Subject: DEI
Date: Wednesday, February 5, 2025 11:57:58 AM

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

Dear City Council: I have lived in Scottsdale for over 30 years and find the community to be all inclusive in its programs and policies.

To do away with DEI as a department will harm our community with hate and discord, plus it will hurt Tourism in our community. I plead with the City Council to be reasonable and not do away with the DEI department.

Thank you,

Randy Schilling

From: [kathy fishman](#)
To: [City Council](#)
Subject: Choices
Date: Wednesday, February 5, 2025 12:41:19 PM

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

Dear City Council,

The first act of the new City Council was to overturn the sustainability recommendations supported by citizen referendum, a very stupid and unnecessary action apparently driven by new council members with a particular political point of view. We can only hope there is no devastating fire that destroys properties or injures residents, resulting from your decision. This was an unforced error, and I hope you will think more clearly about what you are doing.

Now, there's an effort to get rid of any statement the City of Scottsdale makes related to respect, kindness, civility and empathy. What is wrong with these values, specifically, that we should make clear we're uninterested in them as a community? Mr. Kwansman, particularly, could you elaborate on how these are undesirable? Perhaps it's time for some introspection and self-awareness on your part?

What is happening on the Scottsdale City Council is untenable. You were elected to represent the residents in a positive and thoughtful manner. So far, you receive a failing grade. I hope the new members of the council will reconsider their responsibility to the city and its residents and visitors in the decisions they make going forward.

Kathy Fishman
12 year resident of Scottsdale

From: [Kyle Schroeder](#)
To: [City Council](#)
Subject: ARS 41-1494
Date: Wednesday, February 5, 2025 12:47:23 PM

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

Hello

I understand the Council is prepared to vote on eliminating the Office of Diversity. Rep. Kwasman refers to DEI as “poison” in one of his Facebook posts - what a horrible concept!

In my view, eliminating this office suggests Scottsdale is not open to all people. This is certainly not good for our tourism industry. Think of the message it sends to people who wish to travel here!

Please vote NO on this ordinance. Surely there are more effective ways to make Scottsdale a premier destination and place for its residents (all of them) to proudly call it home.

Thank you for your consideration.

Respectfully

Kyle Schroeder
Mission Lane
Scottsdale

From: [Trotter, Shana Kaylee](#)
To: [City Council](#)
Subject: vote NO on agenda item 14!
Date: Wednesday, February 5, 2025 1:22:40 PM

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Hello again Scottsdale City Council members,

I'm writing to urge you NOT to discontinue Diversity, Equity, and Inclusion programs in the City of Scottsdale. By even adding this item to the agenda, it seems you are following the lead of an extremely self-centered, unhinged, and frankly racist president instead of choosing policy for Scottsdale based on evidence and the needs of your community. When no one else is protecting marginalized groups, our city should be the last line of defense and a safe haven. You have the opportunity to say no to the hurt and hate that is being so widely spread around and stand up for people who often don't get a voice.

If you are one of the council members who chose to bring this item to the agenda, I would be interested to hear your reasoning and the research you cite that brought you to that decision. Please feel free to reach out.

Thank you,
Shana Tevlin
10302 E Raintree Dr. Scottsdale, AZ 85255

From: melissa@premiumadministration.com
To: [City Council](#)
Subject: Do not Eliminate the Office of Diversity without due care and open discussion
Date: Wednesday, February 5, 2025 1:50:11 PM
Attachments: [Note to Scottsdale City Council.pdf](#)

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

Scottsdale City Council,

The more I read and watch this new City Council in action, the more disturbed I become, and the more active and vocal I plan to become in my community.

I realize reading and digesting my concerns is easier with short comments and sound bites, but as I started composing my concerns, the list just got lengthier.

Attached are my thoughts – and while my intent is to muster as much of a respectful tone while calling out by name those whose actions I find most disturbing – after multiple edits, the overall tone remains harsh.

So be it: Jan Dubauskas, Lisa Borowsky – I hope you can and will do better.

Melissa Kemp

Melissa Kemp, CFP® Professional, AEP®, CAP®
President, Premium Administration, LLC

www.PremiumAdministration.com

PO Box 4130 Scottsdale AZ 85261
602-840-2900 (office main line)

Respect Open Meeting Laws

It is not appropriate to communicate about policy actions in ways that disrespect or subvert open meeting laws. It also isn't legal.

- I will be watching with close attention the actions being taken around complaints regarding email threads in January 2025 ahead of and outside of public meeting sessions.
 - Lisa Borowsky – as Mayor, is this how you want your City Council to operate? What are you going to do to address these concerns and complaints?
- Receiving inappropriate communications and not calling it out or shutting it down makes any Council Member in the loop culpable along with the instigator.
- If you were in the email thread, and you did not call it out, you lost significant trust and respect.
 - Jan Dubauskas: Aren't you a lawyer with a compliance background? You could have called this out immediately. No excuse.

Find a way to revive Discussion on the Sustainability Plan – take action to modify the sections this Council has REASONABLE concerns with. Don't just throw away years of engaged citizen effort.

This Council's actions around the sustainability plan, despite clear indications of widespread community support, are difficult to understand.

- If there were sections of the plan that this Council wanted more clarity around, you have/had ways to achieve that without reversing the actions of the prior City Council.
 - Barry Graham, Kathy Littlefield, Adam Kwasman, and Jan Dubauskas - resident friendly – *NOT*.
 - Kathy Littlefield, I regret welcoming you and your husband at prior Neighborhood Watch gatherings.
 - Jan Dubauskas – Why such a rush to push for the repeal of the Sustainability Plan? Why put forth this agenda item outside of the 10 day posting period? Again, *NOT* resident friendly.

Agree to Hear All Voices instead of abusing Parliamentary Procedure to Stifle Discussion

The pre-planned action by Barry Graham and Adam Kwasman to shut down City Council discussion before voting on the Sustainability Plan was disrespectful in the extreme to fellow Council members, and to the citizens wanting to hear from their elected representatives before casting their vote. These actions are/were widely noted and highly offensive to many people. These actions are not likely to be forgotten.

Embrace Transparency and Open Discussion of Complex or Controversial Decisions

This week's Consent Agenda - again not trust inspiring as the Parking Garage and parking needs in Old Town Scottsdale are real issues, with significant dollars – and the history around fact based decisions in support of putting more parking where it is most needed, not where it isn't needed – is not impressive. Knowing that this decision impacts many – should not have been a Consent Agenda item and again chips away at trust.

Respect – just plain be Respectful

The behind the scenes maneuvering to remove a long time City staff member and leader – there is/was no need to take such tactics. There are processes and performance reviews to respectfully evaluate staff and policy abilities to shift/allocate staff priorities. So disrespectful, not trust inspiring and not good for our City to treat long term staff in such a way. So disappointing.

Let the Voters' Decide: Schedule a Special Election for the Axon Campus

Please schedule a special election soonest possible – this year – to let the voters as a whole weigh in on the Axon Campus.

- Why drive away a hometown success story just because the Littlefield's anti-growth position and coalition doesn't like apartments and are willing to play dirty to disrupt. You can take action to let the voters decide – that is something that the Council CAN do.
- We can't stop people from moving here, though it seems this Council is trying. Why not work to resolve the lack of housing here?
 - Well-designed apartment communities are better than not enough housing and exacerbated traffic due to so many commuters. Isn't something that is less bad better than more bad?
 - DC Ranch residents are not going to be happy if industrial use ends up where the Axon headquarters could be. Jan Dubauskas - I don't understand why you are not an ardent voice for scheduling the vote as soon as possible.

Do your Homework before passing Needless Ordinances or Eliminating Departments

Finally, again relevant to your stewardship obligations to your citizens, it is appropriate to be educated and be informed about where and how taxpayer monies are being spent. Taking action to shut down a department and pass ordinances that have no true purpose or value are political ploys that have real consequences, and are not an example of educated, informed decision making. Linda Milhaven has this correct - you have viable options:

- 1) Ask for a presentation of the programs and events managed by the Office of Diversity and they could end any specific programs they find objectionable. OR
- 2) Ask the City Auditor, who reports directly to City Council, to audit the work of the Office and report any violations of the law and illegal practices. OR
- 3) Hire an independent third party to review the programs and report violations.

Before you vote to eliminate a department whose goal is to foster respect, kindness, civility and empathy – something this City Council sorely needs more of - use the options that allow you to identify wrong doing without giving the impression that Scottsdale is not for all. The irony of this action is head shaking.

From: [mike norton](#)
To: [City Council](#); [Rachel Sacco](#); [Rachel Pearson](#); [atovar@sfgiants.com](#); [rmapps@sfgiants.com](#)
Cc: [Linda Milhaven](#); [Betty Janik](#); [Tom Durham](#); [Tammy Caputi](#)
Subject: The Potential for Devastating Impacts On Scottsdale's Economy - Do Not Disband Scottsdale's Office of Diversity
Date: Wednesday, February 5, 2025 2:03:55 PM

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

In 2020, then City Council Member Guy Phillips, yelled into his microphone the words "I Can't Breathe . . . I Can't Breathe" - - mocking the recent killing of George Floyd. He made those outrageous statements before a live t.v. news crew complete with a Confederate flag flying in the background. National and International response was immediate. To no one's surprise, over 20,000 Scottsdale residents signed petitions calling for Phillips immediate removal from office.

The most important members of our business, entertainment and travel industry all joined in the call for his censure. Chief among them, the San Francisco Giants and Major League Baseball spoke out. Voters rejected Phillips that November. By a huge margin, he lost in the Primary election.

As Scottsdale carefully worked around and past Phillips' braindead stunt, the stage was set for approval of our Golden City Ordinance and the creation of our Office of Diversity. We approved them both - we put actions ahead of our words.

One would think that those elected to City Council in 2022 and 2024 would have learned from our rejection of Phillips. One would be wrong, however. The recent actions of Barry Graham, Adam Kwasman and Jan Dubauskas, prove that the lessons learned in 2020 are now ignored.

If our All-White City Council disbands our Office of Diversity and cancels our Golden Rule Ordinance, we should expect exactly what we will get - an enormous kickback from the tourism industry as well as a sharp rebuke from the baseball teams we have partnered with for decades.

I am sharing this email with appropriate members of the San Francisco Giants head office. As well as Experience Scottsdale leaders. Hopefully they too will make their thoughts known before the February 11th meeting.

Do NOT turn our calendar back to 2020 and Guy Phillips. Do NOT turn our calendar back to the days of Scottsdale's unwritten Sunset Laws. Reject the horrific rants of Kwasman and Graham. Embrace Diversity. Do not reject it.

<https://www.mlb.com/giants/team/front-office/amy-tovar>
mapps@sfgiants.com

partnerships@sfgiants.com

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CEO

The Athena Foundation Scottsdale, a visionary think tank supporting the development of public policy for our Community

A 501(c)(3) organization

Former Co-Chair and Founding Chair

For The Best of Scottsdale, a Political Action Committee for the Scottsdale City 2019 Bond Election

Scottsdale Unified School District Committees:

2012-2013 Academic Year -- Budget Committee

2017- Present -- Bond Oversight Committee

2015 - 2019 -- Cheyenne Traditional School Site Council elected member - 2 terms

2019 -- **Yes To Children**, Political Action Committee For the M&O Override election
(Steering Committee Member)

Former Co-Chair and Co-Founder

The SCOTT Project, founded upon the principle that fact based analysis and civil discussion between opposing points of view moves Scottsdale forward more efficiently than any other concept

<https://www.linkedin.com/in/michael-norton-6083ab36/>

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From: [Camille Schuster](#)
To: [City Council](#)
Subject: DEI policy
Date: Wednesday, February 5, 2025 2:31:13 PM

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At the February 11th meeting please vote to keep the DEI policy. Diversity is essential for increasing perspective, warding against group think, and generating creativity. Please do not hamstring the future of Scottsdale by limiting diversity.

Camille Schuster, Ph.D.
11442 E Helm Dr, Scottsdale 85255

Camille P. Schuster
Professor Emerita of Marketing
College of Business Administration
California State University San Marcos

President
Global Collaborations
760 877-2897

From: [Gerald O'Keefe](#)
To: [City Council](#)
Subject: Office of DEI
Date: Wednesday, February 5, 2025 2:43:17 PM

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The Office of DEI should be eliminated. Diversity and inclusion would be better served with policies based on merit. Not all things are equal. There is a difference between equal and fair.

Gerald O'Keefe, DMD

Sent from my iPhone

From: [robert fishman](#)
To: [City Council](#)
Subject: Office of Diversity
Date: Wednesday, February 5, 2025 2:51:35 PM

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Your intention to eliminate this Office is being done without providing any information regarding how this helps Scottsdale improve. As such it wreaks of prejudice and is detrimental to the reputation of Scottsdale. You have already done damage to that reputation and its citizens by delaying the sustainability plan. What do you expect further analysis can provide after 2 years of due diligence by citizens and experts? Why would you be substituting your erroneous and unprofessional judgement for those who have studied and worked on such plan. We can't wait for efforts to begin because of our worsening heat and future need for water.

So far, City Council is off to a horrendous start. I'm looking forward to your efforts and creativity to push positive ideas and projects as opposed to tearing down existing good ones. In addition, I am particularly embarrassed by Adam Kwasman. I am mystified by where he learned the principles of Judaism as his efforts defy its deepest beliefs. I will be seeking petitions from Jewish congregations to censure your votes and future similar actions.

You should all be embarrassed if you supported the delay of sustainability and push forward with eliminating the Office of Diversity. This is mean spirited, political, and a blow to our citizens. I will do everything I can to make these and similar future actions uncomfortable and unrewarding to you. Do your job to help citizens and stop advancing your personal agendas.

Rob Fishman

[847.848.3211](#)

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From: [Dad](#)
To: [City Council](#)
Subject: DEI
Date: Wednesday, February 5, 2025 3:10:04 PM

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I see the council has DEI on the next meeting agenda. Its very popular these days to jump for trump. Is the endgame to ensure any and all future vacancies in this country are filled with white males only? Is that the goal? Its confusing to see this on an agenda in a municipality that sits in an extremely diverse part of the country. We're privileged to cohabitate with our indigenous people, our hispanic people (who, by the way, built most of Arizona and continue to build and maintain Arizona But nevermind all that We need to clean this diversity up!... right?), our white people, our east Indian people and many more. Yes, we have an extremely diverse culture. So what, exactly, is the problem with hiring those who reflect our city, counties and state as a whole? Yes, people are gay. Why is that a problem? Yes, women are also represented in our population here in AZ. Yes, we have black residents, many who have served our country in peace and war. Yes, we have transgender residents who would like to be left alone to live among us and be given opportunities to contribute. All the aforementioned pay taxes, few, if any are criminals (the most violent of the USAs criminals happen to be white guys...school shootings, concert shootings, would be presidential assassins, serial killers.....all white guys, look it up.)

My question is what on earth is wrong with hiring people that mirror our population? Call it something else if need be, but in my 41.5 years of working and hiring, no one was placed in positions who were not qualified and being white was not a requirement.

Be honest, thats what this crap is all about. Pleasing those who just cant stomach the likes of someone whose in not white or not white male.

Good luck folks, I doubt anything in this email will have you hesitate to jump as high as you can for trump.

From: Steve Newell <steve7835@gmail.com>
Sent: Wednesday, February 5, 2025 3:45 PM
To: City Council
Subject: Fwd: Is Scottsdale For All? City Council to Decide Next Tuesday

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As a long-term resident of Scottsdale, I was unaware of the existence of an Office of Diversity. I don't believe such a thing should exist in any governmental entity. Fair, merit based hiring and promotion practices and a Council accountable to the people are sufficient.

Stephen Newell
7835 E. Spanish Oaks Drive
Scottsdale, AZ 85258

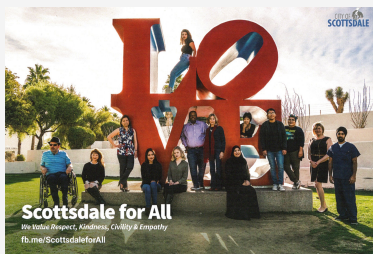
----- Forwarded message -----

From: Linda Milhaven <L_milhaven@203403214.mailchimpapp.com>
Date: Wed, Feb 5, 2025, 11:48 AM
Subject: Is Scottsdale For All? City Council to Decide Next Tuesday
To: <steve7835@gmail.com>

Is Scottsdale For All?

City Council to Decide Next Tuesday

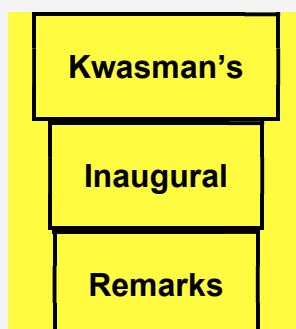
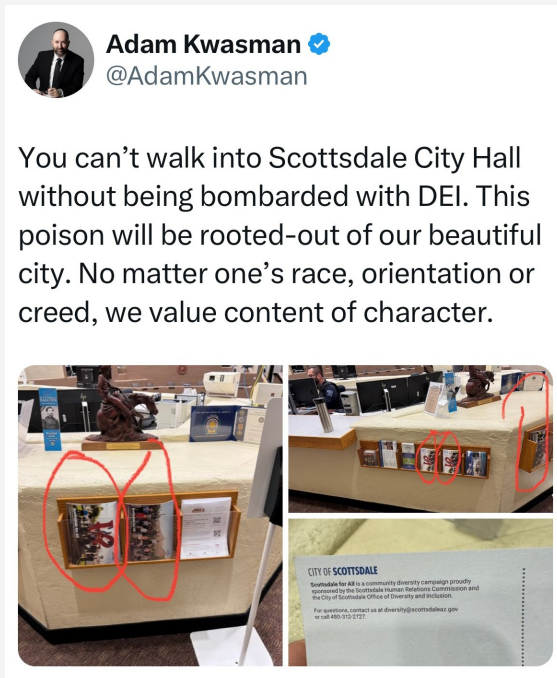
February 5, 2025



On February 11th, the new City Council may redefine who we are as a community. They will vote on an ordinance that would eliminate the City department dedicated to equal opportunity in the name of equal opportunity.

Sound confusing?

My confusion started with Adam Kwasman's Facebook post that promises that DEI "poison will be rooted-out of our beautiful City". Here is his post and here are close ups of the items he circled in his post. One is a placard and the other a postcard. Both show pictures of people who look different from each other. The caption reads "Scottsdale For All, We Value Respect, Kindness, Civility and Empathy". Does he really want to root out respect, kindness, civility and empathy?



I was surprised by Adam's post because during his inaugural remarks he celebrated these qualities: "on behalf of the Jewish community of Scottsdale, thank you for trusting me. Thank you for allowing us to be so much a part of the fabric of this community". You can see the clip at the link on the left.

He also asked the City Council to consider adopting a formal definition of antisemitism. This would be consistent with the goals of the Office of Diversity.

Now, Adam is joined by Jan Debauskas who asked to have the Council agenda include a new ordinance that “shall discontinue the use of City funding for diversity, equity and inclusion systemic programming, to include the office of DEI”.

A majority of the Council must agree for the item to be added to the agenda. The agenda doesn’t say who agreed but I think it is fair to guess that Barry Graham and Kathy Littlefield are in support. We will know next Tuesday if my guess is right.

So practically speaking what does that mean?

The proposed ordinance includes Whereas clauses that are consistent with the goals of the Diversity department.

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.

Proposed Ordinance

ARS 41-1494

So what does the Office of Diversity do?

The City's website says the goal is "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." You can check out the Diversity page with this link to learn more.

Office of Diversity Website

What other options does the City Council have?

- 1) Ask for a presentation of the programs and events managed by the Office of Diversity and they could end any specific programs they find objectionable. OR

- 2) Ask the City Auditor, who reports directly to City Council, to audit the work of the Office and report any violations of the law and illegal practices. OR

3) Hire an independent third party to review the programs and report violations.

There is no reason to eliminate a department whose goal is to foster respect, kindness, civility and empathy when there are options that allow them to identify wrong doing without giving the impression that Scottsdale is not for all.

What are the implications of this Ordinance?

Eliminating the Office of Diversity sends the message that Scottsdale is not open to all and that we don't value respect kindness, civility and empathy. Not to mention the negative impact this image will have on our tourism industry. I certainly hope that is not their hidden agenda.

I hope they choose one of the more thoughtful, focused ways to achieve their goals.

How can you weigh in to the discussion?

Share my email with your friends to engage them in the conversation.

Let your City Council know what you think.

- Sign up to speak at the Council meeting using the link below. (You can also sign up at the meeting.)
- Send an email to CityCouncil@ScottsdaleAZ.gov

Request to Speak at Council Meeting Feb 11 - Item 14

Linda Milhaven

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From: [Mary Curtis](#)
To: [City Council](#)
Subject: February 11th - Item 14 - Office of Diversity
Date: Wednesday, February 5, 2025 4:17:24 PM

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Dear Mayor and Council Members,

Scottsdale is a wonderful city. We have always celebrated our differences and inclusion of others, there is no need to make changes to the office of Diversity. Promoting inclusion is not bad. We have always hired the best of the best and will continue to do so making sure everyone has the same consideration and opportunity. *Please do not follow a trend of exclusion and hate.* Scottsdale is better than that and we can prove it by leaving our current, valid Office of Diversity and their policies in place. Please feel free to share our remarks at the February 11th council meeting.

Regards,

Allen and Mary Curtis
40+ year Scottsdale residents

From: [bonnie ewald](#)
To: [City Council](#)
Subject: DEI
Date: Wednesday, February 5, 2025 4:42:27 PM

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Dear Council members:

I write in opposition to discriminatory practices by the city. DEI simply promotes full inclusion.

As a resident of this fine city for forty years, I expect the council to appreciate that diversity in hiring makes the city stronger. Of course all applicants must be qualified, but please do not take us back to the 1950's.

I will be watching the voting patterns of this body and will vote only for those who value diversity and inclusion.

Thank you,

Bonnie
Resident since 1984

[Yahoo Mail: Search, Organize, Conquer](#)

From: [John](#)
To: [City Council](#)
Subject: Dei
Date: Wednesday, February 5, 2025 4:50:51 PM

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What's up with this idiot trying to change Scottsdale into some trump agenda. Vote him down!!!!?