

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Brandy Wilson
Date: Wednesday, February 5, 2025 5:23:31 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 Brandy Wilson

Contact Information

PHONE (310) 962-9925

EMAIL brandylwilson@gmail.com

CITY Scottsdale

Comment

COMMENT Hello. I am disappointed to hear that the city of Scottsdale added a DEI removal to

the minutes. This is a politicized move and one that greatly disappoints me. You absolutely should maintain hiring practices that hire the best candidates, but not at the expense of never being forced to consider diverse, equitable, and inclusive hires. We need more diversity in our discussions and decisions that reflect the community that lives here. As a public school teacher in SUSD, I pride myself on the impact I make on my diverse population of students. Equitable practices for hiring just levels the playing field and allows all candidates to be considered. Without a diverse group of voices in a workplace and even the city of Scottsdale, I fear decisions won't be made with our diverse population in mind.

Thank you for hearing this concern.

From: [Colleen Whichello](#)
To: [City Council](#)
Subject: Keep the Office of Diversity
Date: Wednesday, February 5, 2025 5:28:15 PM

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

My husband and I, 20 year residents of Scottsdale, are opposed to any efforts to eliminate this office. We do NOT consider DEI efforts to be a “poison” (Councilmember Kwasman).

Please do not add this unnecessary whole cloth, ill-conceived initiative to the council’s agenda. It’s a waste of time better spent on keeping Scottsdale the beautiful city it already is. Spend time on water, sustainability, air quality issues, etc., so that our children and grandchildren can enjoy this area as we do now.

Sent from my iPhone
Colleen and Bob Whichello

From: [eileen goldman](#)
To: [City Council](#)
Subject: DEI
Date: Wednesday, February 5, 2025 5:33:20 PM

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

As a Scottsdale resident, I am appalled that the city council wants to eliminate DEI programs. I don't understand--we are a diverse community. We have people of different races, backgrounds, disabilities, ethnicities, and sexual preferences. How are we going to exist if we don't have people from all different backgrounds as teachers, medical providers, or other workers in the community?

Eileen Goldman
13594 E Onyx Ct
Scottsdale, Az 85259

From: [Margaret Henning](#)
To: [City Council](#)
Subject: Adam Kwasman comments
Date: Wednesday, February 5, 2025 5:45:26 PM

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

I agree with councilwoman Linda Milhaven's comments that the current "DEI" posters posted in Scottsdale offices should remain. I had no idea when I invited for Adam Kwasman in the primary that he was MAGA. Elon Musk's extreme ideology has no place in our city council. These elections were supposed to be non-partisan. Let's keep them that way.

Margaret Henning
59 year resident of Scottsdale
Sent from my iPhone

From: [Mary Beth Furman](#)
To: [City Council](#)
Subject: DEI vote Tuesday 11th
Date: Wednesday, February 5, 2025 5:45:37 PM

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

Hello City Council,

I'm the parent of a 43 year old Scottsdale man who has autism. As parents, we work very hard to help him "fit in" with the rest of us. It's not easy. His neurodiversity makes him very obviously different and hard to be around. Yet, due to DEI programs at the park district, church, and private companies, he has been able to work and earn some money, have a social life, make friends, and be a part of society. Without those programs, he would be alone and live like a hermit. We take care of most of his needs, but parents cannot do it all. We can't be his friend. We can't hire him and make him proud to earn minimum wage. Society must provide for people who are different or disadvantaged. I implore you NOT to destroy the few DEI programs we have. Not everyone can be perfect, and we're counting on our elected officials to recognize the needs of all people. Especially the least among us.

While most DEI programs are not specifically focused on people with neurological differences; they are focused on people who are different. Nothing wrong with that. Let them live and have the best possible life. Why torment these people who are different through no fault of their own,

Thank you,
Mary Beth Furman
23972 N 74th Pl
Scottsdale 23872
Sent from my iPhone

From: [Mary Whitaker](#)
To: [City Council](#)
Subject: Office of DEI
Date: Wednesday, February 5, 2025 10:38:01 PM

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

Please do not eliminate the office of DEI. It plays a very vital role in Scottsdale and eliminating it sends a terrible message to the community.

Mary Whitaker
Sent from my iPad

From: [Pat Shaler](#)
To: [City Council](#)
Subject: Linda Milhaven's email & DEI
Date: Thursday, February 6, 2025 7:55:54 AM

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

I am unable to speak at a Council meeting, so am writing to let you know that my husband, Doug Reed, and I both support what the new Mayor and Council are pursuing and oppose the representations in Linda Milhaven's recent email.

She alleges that dropping all this DEI nonsense will result in “ Does he really want to root out respect, kindness, civility and empathy?”.

Thank you for your efforts. Pat Shaler

Sent from my iPad

From: [Joy Tuttle](#)
To: [City Council](#)
Subject: Get rid of DEI
Date: Thursday, February 6, 2025 8:54:41 AM

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

I totally support Councilman Kwasman's cause to get rid of DEI in the City of Scottsdale's government (and everywhere!).
Please return Scottsdale to a merit-based hiring system.

Joy

Joy Hollenberg Tuttle
OnePoint Financial Partners (formerly CPA for Hire)
33755 North Scottsdale Road #130
Scottsdale, AZ 85266
(480) 437-9022
(480) 631-0570 fax
joy.tuttle@onepointfp.com
www.cpaforhire.com

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message. Any disclosure, copying, or distribution of this message, or the taking of any action based on it, is strictly prohibited.

Disclaimer

The information contained in this communication from the sender is confidential. It is intended solely for use by the recipient and others authorized to receive it. If you are not the recipient, you are hereby notified that any disclosure, copying, distribution or taking action in relation of the contents of this information is strictly prohibited and may be unlawful.

This email has been scanned for viruses and malware, and may have been automatically archived by **Mimecast Ltd**, an innovator in Software as a Service (SaaS) for business. Providing a **safer** and **more useful** place for your human generated data. Specializing in; Security, archiving and compliance. To find out more [Click Here](#).

From: [Laraine Rodgers](#)
To: [City Council](#)
Cc: [Laraine Rodgers](#)
Subject: Vote NO on Agenda Item #14, Protect Diversity, Equity and Inclusion in Our City
Date: Thursday, February 6, 2025 9:41:21 AM

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

Dear Mayor Borowsky and Councilmembers Dubauskas, Graham, Littlefield, Kwasman, McAllen and Whitehead,

As a newly seated council, you've taken actions in January that have sparked concerns about transparency and governance. In fact, residents have already filed two open meeting law violation complaints.

Now, four of your members have added a proposal to eliminate city funding for its Office of Diversity, Equity, and Inclusion (DEI) programming and shutter the department to the February 11 agenda.

DEI is a merit-based system that brings together diverse experiences and rewards performance, not privilege. The city's DEI office promotes equity through initiatives and programs while enforcing 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.

A recent *Forbes* article emphasizes that DEI policies help bring together diverse cultures, mindsets, and perspectives for the collective good of communities. DEI broadens the applicant pool, ensuring access to talent that may have been previously overlooked. Scottsdale and its stakeholders have benefited from this approach.

In a *Scottsdale Progress* article, Councilman Kwasman stated that defunding DEI would "merely get rid of the woke nonsense." Yet "woke" is defined as being aware of and attentive to the fair treatment of all individuals. It's concerning to think that Scottsdale might want to abandon DEI programming and practices, essential elements that contribute to the city's reputation as a standout city.

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.

I urge you to vote NO on Agenda Item #14.

Sincerely,

Laraine Rodgers
Address on file
Scottsdale, AZ 85255

From: [Larry Bernosky](#)
To: [City Council](#)
Subject: Keep the City of Scottsdale's Diversity Program
Date: Thursday, February 6, 2025 10:05:25 AM

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

Dear City Council Members -

Vote Against Agenda Item #14: Protecting Diversity, Equity, and Inclusion in Our City

I urge the City Council to vote against Agenda Item #14 – the so-called "Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs." This proposal is not only counterproductive but also a step backward in our city's efforts to foster unity, collaboration, and effective problem-solving.

The Diversity, Equity, and Inclusion (DEI) programs are a critical part of our city's infrastructure. They bring together people and ideas, ensuring that diverse perspectives contribute to decision-making and problem-solving. Eliminating these initiatives undermines the progress we have made toward a more inclusive and effective local government. Rather than dismantling programs that promote cohesion and results, the council should be working to strengthen them.

Unfortunately, this move echoes the recent misguided decision by the council in its first meeting. It reflects a pattern of the council majority following ideology over analysis, dismissing valuable initiatives without the due diligence of careful consideration. Instead of making decisions based on evidence and impact, the council appears to be pushing an agenda that disregards the real benefits of DEI programs.

Before making such a significant and harmful decision, the council should listen objectively to Ms. Jackie Johnson, the head of the Diversity Office. A well-functioning organization, guided by strong leadership, identifies actual problems before seeking solutions. Instead, this agenda item presents a solution to a problem that does not exist, ultimately causing division and weakening the city's ability to serve all its residents and visitors effectively.

For the council to proceed with this measure without factual justification would be a failure of leadership and a disservice to the city. I implore the council members to reject Agenda Item #14 and uphold their duty to serve the true needs of our community.

Respectfully,

Larry Bernosky
19700 N 76th St, #1193
Scottsdale, AZ 85255
Ph. 480-544-5868

From: [Charles Blackmon](#)
To: [City Council](#)
Subject: Fwd: Is Scottsdale For All? City Council to Decide Next Tuesday
Date: Thursday, February 6, 2025 10:00:06 AM

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

Dear City Council. I support the proposal to discontinue the use of City funding for DEI programs. See my response below to Ms Milhaven's message.

Respectfully,
Charles Blackmon

Begin forwarded message:

From: Charles Blackmon <charlesblackmon@icloud.com>
Subject: Re: Is Scottsdale For All? City Council to Decide Next Tuesday
Date: February 6, 2025 at 9:46:00 AM MST
To: l_milhaven@hotmail.com

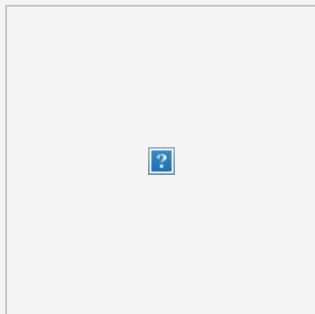
Dear Ms Milhaven Thank you for your message. I don't find Mr. Kwasman's message confusing at all. He supports the idea of Scottsdale as a place where we value Respect, Kindness Civility and Empathy. DEI programs at the local, state and federal levels are bad investments and have not been proven to produce positive results. The City has many priorities. I support eliminating DEI spending and redirecting the funds to support other initiatives.

Respectfully,
Charles Blackmon

On Feb 5, 2025, at 11:48 AM, Linda Milhaven
<l_milhaven@203403214.mailchimpapp.com> wrote:

Is Scottsdale For All? City Council to Decide Next Tuesday

February 5, 2025

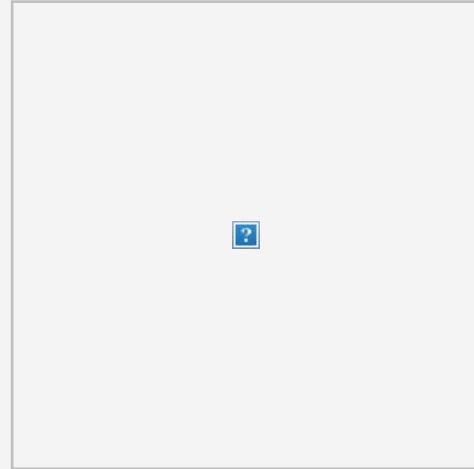
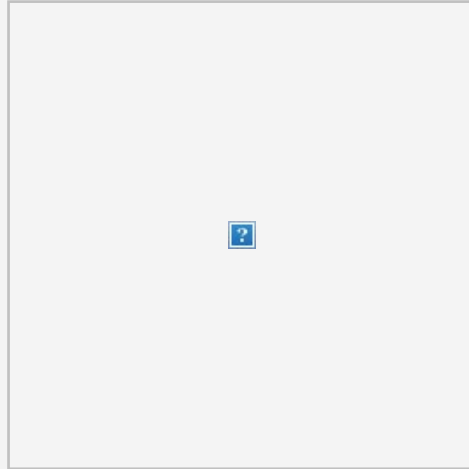


On February 11th, the new City Council may redefine who we are as a community. They will vote on an ordinance that would eliminate the City department dedicated to equal opportunity in the name of equal opportunity.

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?



Kwasman's Inaugural Remarks

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

Subscribe to Emails

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe](#)

Charles Blackmon
charlesblackmon@icloud.com
Mobile: 480-241-4713

Charles Blackmon
charlesblackmon@icloud.com
Mobile: 480-241-4713

From: ks_urlifetime.com
To: [City Council](#)
Subject: DEI PROGRAMS
Date: Thursday, February 6, 2025 10:28:16 AM

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

Keep our DEI programs going. The last thing we need in Scottsdale is to become known only as a city of racist rich white people. It will kill our tourism and will fail in attracting the talent we need to keep this city thriving.

A concerned Scottsdale resident,

Kathleen Swenson

Sent from my iPad

From: [Dan Piper](#)
To: [City Council](#)
Subject: DEI
Date: Thursday, February 6, 2025 10:48:33 AM

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

End all DEI programs, language and racism promoted by DEI, DEI is Illegal, and a money and power scam, If you support DEI as a city council member or a mayor you need to resign and move! Sent from my iPhone

From: [ernestmilner](#)
To: [City Council](#)
Subject: dei kerfuffle
Date: Thursday, February 6, 2025 10:51:34 AM

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

Dear Ms. Milhaven:

To Ms milhaven et al....:

As a long standing Scottsdale resident, may I interject on the "subject" - "Scottsdale is for ALL".... who have the qualifications, merit, and skills to perform the duties at hand irregardless of ANYTHING else.

Perhaps, the monies spent in the DEI office cna be re directed to provide merit based raises to retain ALL future and current deserving city employees....that is real dei!

Ernest Milner,MD
9475 e trailside vw
Scottsdale, AZ
tel#4806501437

From: [Tina Drews](#)
To: [Borowsky, Lisa](#); [City Council](#)
Subject: 02/11/2025 Council Meeting Regular Agenda Item 14
Date: Thursday, February 6, 2025 11:25:14 AM

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

Dear Mayor Borowsky and City Council,

My name is Tina Drews, I have lived in Scottsdale (on and off) for over 40 years, and I recently chose to serve my city through engagement via the Human Relations Commission. Due to changes in composition of the Commission, I quickly became Chairperson last year and have dedicated my service to building inclusion and making Scottsdale better together.

The purpose of this email is to express my strong opposition to the February 11th Scottsdale Council Meeting Regular Agenda Item 14 and the request to “Adopt Ordinance No 4662. Discontinuation of Diversity, Equity, and Inclusion Programs in the City of Scottsdale, and the polarizing and inaccurate social media posts and commentary during events by Council Members, are poor representations of our city. The work for the Diversity Office, Human Relations Commission, Scottsdale For All Campaign, and Scottsdale City Employee Resource Groups all promote values of **respect, inclusion, kindness, and belonging**. There are no illegal trainings or “blame and judgement” in any of these groups or programs. You are attempting to hide behind ARS 41-1494 when the actions described in this statute simple do not occur in Scottsdale.

The fact is Ordinance No 4662 is unnecessary and a discontinuation of inclusion programs will be a setback for our city. The City’s Office of Diversity has been a cornerstone of community engagement for many years. It was not created as a reaction to “woke/left” agendas. Inclusion is simply good for our city. It results in improved decision-making that better represents all residents. We increase our community’s trust in local government by offering more options for community members to be seen and heard as well as to better understand local government initiatives. And finally, from a City employee perspective, focusing on inclusion results in improved employee satisfaction, reducing staff turnover, and increasing employee engagement and awareness.

I respectfully request you vote “NO” on this agenda item and maintain our City’s commitment to civility and respect for all.

Sincerely,

Tina Drews

From:
Sent:
To:
Subject:

notifications@cognitoforms.com on behalf of City of Scottsdale
<notifications@cognitoforms.com>
Thursday, February 6, 2025 11:37 AM
Cordova, Rommel
City Council Public Written Comment Form - Rebecca Linn Rodgers

⚠ 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

Rebecca Linn Rodgers

NAME OF GROUP OR ORGANIZATION

none

Contact Information

PHONE

(602) 319-4707

EMAIL

rose@compassrosecreations.com

ADDRESS

8614 E Mitchell Dr

CITY

Scottsdale

Comment

COMMENT

As a resident and homeowner in Scottsdale for nearly 40 years, I am saddened, angered, & disappointed by the City Council Members' EXTREME RUSH TO JUDGEMENT on their proposed Discontinuation of Diversity, Equity, and Inclusion within the Scottsdale City Government. It has been brought to vote in a ludicrously short period of time. When numerous lawsuits at a Federal level have been lodged that Mr. Trump's actions are Unconstitutional and wildly Exceed Presidential Authority, where does such a junior body of officials have the authority and sheer audaciousness to act so quickly? Frankly, placing this item upon the Agenda has every appearance of being sneaky on behalf of the council and speaks volumes about the character and attitudes of, apparently, many of our locally elected City Council members.

Mr Trump's embattled and illegal Executive Order seeks to undo, not only, One CONSTITUTIONAL Law, but to unravel twenty-one other Laws, Civil Rights Acts, and Amendments to the US Constitution. Mr. Trump attempts to circumvent Due Process of Law and so does the Scottsdale City Council in the following Laws, Orders, and Regulations:

The Fifth Amendment, U.S. Constitution Provides that no person may be deprived of life, liberty, or property without due process of law.

Fourteenth Amendment, U.S. Constitution Prohibits states from denying any person the equal protection of the laws and from depriving any person of life, liberty, or property without due process of law.

Civil Rights Act of 1866

All persons within the United States shall have the same right to make and enforce contracts free of racial discrimination.

Civil Rights Act of 1871

Every person who, under color of any statute, causes the deprivation of any rights secured by federal laws shall be liable to the person injured.

Title VI of the Civil Rights Act of 1964

Prohibits discrimination based on race, color or national origin in programs or activities receiving federal financial assistance.

Title VII of the Civil Rights Act of 1964

(as amended by the Equal Employment Opportunity Act of 1972). Title VII prohibits discrimination because of race, color, religion, sex or national origin, in any term, condition or privilege of employment.

Executive Order 11246 (as amended by Executive Order 11375) (1967) and Revised Order #4 (1970).

This Order issued by the President in 1965, required Affirmative Action Programs by all Federal contractors and sub-contractors and requires that firms with contracts over \$50,000 and 50 or more employees develop and implement written programs, which are monitored by an assigned Federal compliance agency.

Age Discrimination in Employment Act of 1967, as amended in 1978

Makes it unlawful to discriminate against employees or job applicants on account of age when they are between the ages of 40 and 70.

Title I, Civil Rights Act of 1968

Criminal penalties for interference with a person's civil rights, including employment, are imposed by this law. The law applies to anyone who by force or threat of force willfully

injures, intimidates, or interferes with a person because of race, color, religion, or national origin with respect to exercised civil rights, and to one who attempts such interference.

State and Local Fiscal Assistance Act of 1972
Requires non-discrimination on the grounds of race, color, national origin, sex, age, handicap, and religion in all programs and activities of state and local governments receiving funds under the Act.

Title IX of the Education Amendments of 1972
This regulation states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Equal Employment Opportunity Act of 1972
Greatly strengthened the powers and expanded the jurisdiction of the Equal Employment Opportunity Commission (EEOC) in enforcement of this law.

Veterans Assistance Act of 1972
Requires affirmative action to employ and advance in employment disabled veterans and veterans of the Vietnam era.

Rehabilitation Act of 1973, as amended in 1978, Section 503 and 504
Bars employment discrimination against handicapped persons in federally assisted programs and requires affirmative action for the handicapped.

Intergovernmental Personnel Act of 1970, as amended in 1978
Dictates that all aspects of employment be conducted in accord with merit principles and that no one be denied equality of opportunity in any phase of employment on the basis of race, color, religion, sex, national original, political affiliation or opinion, age, or handicap

(except where age, sex, or handicap is a bona fide condition of employment.)

Article 49B of the Annotated Code of Maryland, as amended in 1977
Prohibits discrimination in all areas of employer/employee relationships on the basis of race, color, religion, ancestry or national origin, sex, age, marital status, or physical or mental handicap which is unrelated in nature and extent to the performance of the employment, and to that end to prohibit discrimination in employment by any person or employer.

Section 12, Article 64A, of the Annotated Code of Maryland

This act establishes under the auspices of the Secretary of Personnel an equal opportunity program to assure that State Merit System employees and applicants for State Merit System employment are provided equal opportunity on the basis of merit and fitness.

State of Maryland Executive Order
01.01.1995.19 Code of Fair Employment Practices

(Rescinds Executive Orders 01.01.1993.16 and 01.01.1980.16). This University recognizes the State's obligation to provide a work environment without discrimination on the basis of age, ancestry, color, creed, marital status, mental or physical disability, national origin, religious affiliation, belief or opinion, race, sex, sexual orientation, or any other non merit factor. A Code of Fair Practices was promulgated on December 9, 1970, by Executive Order 01.01.1970.15.

Immigration Reform and Control Act of 1986 (IRCA)

Requires employers to prove all employees hired after November 6, 1986, are legally authorized to work in the United States. IRCA also prohibits discrimination based on national origin or citizenship.

Americans with Disabilities Act of 1990
Title I prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions and privileges of employment.

An adoption of Item 14 on the Council's agenda will also embolden DISCRIMINATION in Rental Housing, Home Purchase and new businesses moving into Scottsdale. It may well also cause businesses of Diverse types to choose to move out of our City, thereby limiting choices on where we shop, dine, or stay and also encouraging a loss of Tourism income from potential visitors of many Nationalities and Cultures by encouraging them to spend their vacation dollars elsewhere.

I end this comment with the encouragement for the Scottsdale City Council to take a stand to unanimously vote down this illegal and amoral Agenda Item...or at the VERY LEAST, Table it un-acted upon for a MUCH future date.

Thank you for your time and Consideration.
Rebecca Linn Rodgers
Resident, Worker, & Small Business Owner in
Scottsdale,

From: [Ethel Demarr](#)
To: [City Council](#)
Subject: DEI
Date: Thursday, February 6, 2025 11:34:23 AM

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

As a long time city resident, I am deeply disappointed in this council's "destroy it" attitude. If there are issues with the DEI program, then discuss it and examine it. Just throwing it away without any consideration for its history or impact is not good governance or nor good leadership. You showed the same poor judgement when you tossed the Sustainability Plan without any discussion or examination of its merits or its issues of concern. Your lack of respect for your citizens is appalling and is not what I expect from this great city.

DEI promotes opportunity for all and brings the best talents to address our city's issues. It promotes kindness and inclusion. If your idea of Scottsdale is just a haven for rich while people, I am deeply disappointed and offended and concerned for my city.

Ethel DeMarr
Keep Calm and Carry On

From: [Eitan Urman](#)
To: [City Council](#)
Subject: DEI
Date: Thursday, February 6, 2025 11:53:44 AM
Attachments: [image001.png](#)

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

To whom it may concern.

I am in favor of **rooting out** DEI from all branches of the Scottsdale government. DEI encourages people to judge others by the color of their skin, instead of the content of their character. That is fundamentally un-American. Scottsdale government should hire people based on merit alone, not people's skin color, sexual orientation, sex, or any other identity group.

Dr Martin Luther King Jr, fought and gave his life for equality for ALL based on their character. As in his famous speech at the Lincoln Memorial in 1963 – “I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.”

Eitan Urman
A scottsdale citizen.



Eitan Urman
Realtor®

16050 N. 76th St. Suite 201
Scottsdale, AZ. 85260

Tel: 480-483-7211
Cell: 602-309-3588
<https://www.urmanent.com>
[@urmanenterprises](#)

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Steven J Aquilino
Date: Thursday, February 6, 2025 12:10:39 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 Steven J Aquilino

NAME OF GROUP OR ORGANIZATION SJA Studios

Contact Information

PHONE (602) 330-3253

EMAIL sjastudios@gmail.com

ADDRESS 7537 E Polk St

CITY Scottsdale

Comment

COMMENT

Please vote no on this issue. There is absolutely nothing wrong with DEI. I am a 61 year old white male and I encourage all of us to be inclusive. It is ridiculous for white Americans to think they are being marginalized when other parts of the population have been marginalized for decades or more. All we want is for it to be fair for everyone.

From: [Lisa Rego](#)
To: [City Council](#)
Subject: DEI
Date: Thursday, February 6, 2025 12:57:01 PM

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

City Council Members,

As a long time resident of Scottsdale, I have seen a shocking decline in the management of the City. Roads in disrepair, increased crime, trash and dead plants along our streets in both neighborhoods and commercial areas. DEI has proven to be a disaster for the city. While I support everyone of every race, religion, etc., I strongly ask that you remove DEI practices and hires and instead focus on personnel that have merit. Those that are proven to be the best person for the job so we can get back to hires that care about our city and return her beauty and protect Scottsdale's unique environment.

Thank you,

Lisa Rego

From: [Ann Myers](#)
To: [City Council](#)
Cc: [Borowsky, Lisa](#)
Subject: Support DEI
Date: Thursday, February 6, 2025 1:16:03 PM

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

I am appalled and angered that the City of Scottsdale would even consider dropping DEI standards.

There is no "poison" involved in fairness and equity.

I lived during the time when hiring practices were WMO - white males only. Women were told to stay home, that they shouldn't be taking jobs from the man of the family. Minority groups simply didn't have a chance; their jobs were ones the WMO didn't want.

DEI doesn't mean unqualified. It means providing opportunities for competent people of all groups.

I despise the epithet Snobsdale. Let's not be known as Hatesdale, too.

Ann Myers
8876 E Palm Tree Dr
Scottsdale 85255

Sent from my iPhone

From: [Elizabeth Welles](#)
To: [City Council](#)
Subject: Support for Diversity, Equity, and Inclusion Programs
Date: Thursday, February 6, 2025 1:37:55 PM

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

Dear Scottsdale City Council,

I am writing to express my strong support for continuing Diversity, Equity, and Inclusion (DEI) programs in Scottsdale. These programs are essential for creating a welcoming and inclusive community for all residents.

I understand that this item has been placed on the agenda for discussion — and removal?

I am interested in learning more about the council's perspective on this matter. I encourage the council to consider the positive impact DEI programs have on our city. These programs foster understanding, promote equity, and ensure that all residents have the opportunity to thrive.

I would appreciate it if the council would share the data and research informing their decisions regarding DEI initiatives. Understanding the rationale behind these proposed changes will help the community engage in a productive dialogue about this important topic.

Finally, I want to reiterate the critical nature of DEI programs for the continued success and well-being of our growing and diverse community. I urge the council to maintain and strengthen these important initiatives.

Thank you for your time and consideration.

Sincerely,
W. Elizabeth Welles
10530 East Morning Star Drive
Scottsdale, AZ 85255



Elizabeth Welles

Enhancing Creativity, Laughter & Peace

www.ElizabethWelles.com

www.how2rest.com

[Interview with Elizabeth on Rest, Grief & Compassionate Communication](#)

[Grace Under Fire: Storytelling Humor & Fun](#)

elizabeth@elizabethwelles.com

From: [Alissa Trujillo](#)
To: [City Council](#)
Subject: End DEI
Date: Thursday, February 6, 2025 3:23:05 PM

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

As a registered voter and resident in Scottsdale, I am writing to state that I agree with Representative Adam Kwansman and want to end DEI policies in Scottsdale that exclude candidates who do not check specific DEI boxes. Scottsdale should be for everyone and positions should be awarded based on merit and capability.

Sincerely,
Alissa Trujillo