

From: notifications@cognitoforms.com on behalf of City of Scottsdale
<notifications@cognitoforms.com>
Sent: Monday, February 3, 2025 4:21 PM
To: Cordova, Rommel
Subject: City Council Public Written Comment Form - Maria Pinchera

 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 |
| <hr/> | |
| WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? | 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs |
| <hr/> | |
| Name | |
| FULL NAME | Maria Pinchera |
| <hr/> | |
| Contact Information | |
| EMAIL | maria.pinchera@gmail.com |
| <hr/> | |
| CITY | Scottsdale |
| <hr/> | |
| Comment | |

COMMENT

DEI means more than just hiring minorities
DEI means you are CONSIDERING people
that might come from diverse backgrounds,
which brings better varying perspectives and
ideas to our community. That is a good thing!!
Please don't do away with DEI just because it
is a hot topic of the moment.

From: notifications@cognitoforms.com on behalf of City of Scottsdale
<notifications@cognitoforms.com>
Sent: Tuesday, February 4, 2025 9:48 AM
To: Cordova, Rommel
Subject: City Council Public Written Comment Form - Linda Ayres

 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 |
| <hr/> | |
| WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? | 16. Public Hearing on Proposed Water and Wastewater Land Use Assumptions and Infrastructure Improvements Plans |
| <hr/> | |
| Name | |
| FULL NAME | Linda Ayres |
| <hr/> | |
| Contact Information | |
| PHONE | (602) 466-4648 |
| <hr/> | |
| EMAIL | lindaleeayres@gmail.com |
| <hr/> | |
| ADDRESS | 6413 E Windsor Ave |
| <hr/> | |

CITY

Scottsdale

Comment

COMMENT

I am writing to express my strong support for Ordinance No. 4662, which aims to ensure that city employees are hired, evaluated, and promoted based on merit. I believe that this ordinance is crucial for protecting our city employees from any forms of discrimination that undermine meritocracy, while also ensuring that residents and taxpayers are served by the most qualified individuals.

From: [Michelle Hernandez](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Tonight's vote on DEI
Date: Tuesday, February 4, 2025 9:58:25 AM

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

Dear Members of the Scottsdale City Council,

I hope this email finds you well. I am writing to express my strong support for the ongoing efforts within our community to promote Diversity, Equity, and Inclusion (DEI) across all facets of public life. As a resident of Arizona and a strong supporter of Scottsdale, I believe that fostering a diverse, inclusive, and equitable environment is essential to our collective well-being, social harmony, and future prosperity.

In recent years, our city has taken important strides toward ensuring that all residents, regardless of race, ethnicity, gender, sexual orientation, socioeconomic status, or any other identity, feel welcomed, valued, and empowered. However, I am mindful that the journey toward true inclusion is an ongoing one, and I want to urge you to continue and expand these vital DEI initiatives.

At its core, DEI is not simply about representation; it is about creating an environment where every individual feels seen, heard, and respected. This requires not just inclusive policies but also a cultural shift that supports all members of our community—especially those who have historically been marginalized or disadvantaged.

Research has shown that cities and organizations that prioritize DEI benefit from stronger social cohesion, better economic outcomes, and more vibrant, innovative communities. A commitment to these principles fosters not only equity but also trust in local government and institutions. When residents see that their leaders are actively working to ensure that every voice is heard and every need is addressed, the entire city is strengthened.

I would like to acknowledge the efforts already made by the Council, but I also ask that we continue to assess the impacts of current DEI initiatives and remain open to new ideas and strategies. Listening to the voices of historically underrepresented communities, addressing barriers to access in education, employment, healthcare, and housing, and ensuring that our public services are equitable and responsive are all essential components of this ongoing work.

I encourage the Council to invest further in DEI training for city employees, enhance the representation of marginalized groups in leadership roles, and support community-based organizations that are directly involved in this work. Additionally, developing stronger avenues for community input, particularly from underrepresented voices, will ensure that we are not only speaking about inclusion but actively living it.

Thank you for your dedication to making Scottsdale a place where all individuals can thrive. I am hopeful that by continuing to prioritize DEI, we will not only build a more just and fair city but also create a stronger, more resilient community for generations to come.

Respectfully,

Michelle Hernandez
602-363-2326

From: [Jason Gillette](#)
To: [City Council](#); [Borowsky, Lisa](#)
Cc: [Jason Gillette](#)
Subject: Please support DEI
Date: Tuesday, February 4, 2025 10:04:00 AM

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

Good morning Council Member Borowsky,
My name is Jason Gillette and I'm asking for your support to keep the DEI office in Scottsdale, AZ. As a black man in Arizona, seeing opportunities and programs like this opened doors for me that allowed me to realize my potential and provide for my family. As a community volunteer, how diversity is perceived by leaders and policymakers influences how others are seen and impacts social norms and needs. The decision to remove this office feels in lockstep with a viewpoint that doesn't value the leadership and contributions of those often not included.

As the shift in political landscape rapidly approaches, my hope is that this wave of remission from DEI isn't so corporate that its roots in building intentional opportunities for those often not included are not lost or seen as baseless in the hands of our decision-makers.

If I can support your effort to keep this office and services, let me know.

Respectfully,

Jason Gillette

From: [Anielka Contreras](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: DEI efforts should remain in Scottsdale
Date: Tuesday, February 4, 2025 10:46:38 AM

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

Dear Scottsdale City Council -

Please, I urge to keep our DEI practices in place. Scottsdale must remain a place of inclusion and embracing of ALL communities - those who live here and visitors alike. Scottsdale must not react to the devastating actions of our current leaders. Diversity, inclusion, and togetherness make our communities stronger, safe, and profitable.

Please DO NOT remove DEI efforts in the City of Scottsdale.

Kindly,
Anielka Contreras

From: [jess Kaufman](#)
To: [City Council](#)
Subject: DEI
Date: Tuesday, February 4, 2025 11:24:43 AM

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

Hello my name is Jessica Kaufman. I am a United States citizen. DEI is integral to the integrity of opportunity for all peoples to allow for fairness and equality. Please DO NOT vote tonight to eliminate this necessary component to our democracy.

Thank you.

-JMK.

Sent from my iPhone

From: [Essen Otu](#)
To: [Borowsky, Lisa](#); [City Council](#)
Subject: Scottsdale Office of Diversity & Inclusion
Date: Tuesday, February 4, 2025 11:47:54 AM

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

Dear City of Scottsdale Mayor & Council,

I'm writing this message in support of the City of Scottsdale's Office of Diversity and Inclusion.

For many of us who were aware when this office was initially created, it was a breath of fresh air and a positive sign that Scottsdale was truly a place for everyone.

Eliminating this office would have a negative impact on Scottsdale's image, tourism, and ultimately Scottsdale's economic vitality. In the current social and political environment, many consumers are becoming more conscious of where they spend their time, feel welcome and how they direct their dollars. We also know inclusive cities help improve decision-making by city leaders and address the diverse needs of residents, attract the best talent and yield innovation, reinforce social cohesion and enhance public services.

Additionally, our state, including the City of Scottsdale has become increasingly more diverse. Diversity on its own is important, however, its value comes from inclusion. Like other cities in the Valley, I know Scottsdale residents and visitors value feeling included and benefit from the diverse cultural offerings, programming and opportunities in Scottsdale. Without the Office of Diversity & Inclusion, I believe the City will be negatively impacted in ways that may not be initially apparent, but will be lasting.

I ask that you and your colleagues do the right thing for Scottsdale's tourists, residents, business community, cultural institutions and the many other stakeholders you serve.

Sincerely,

Essen Otu

From: [scott Jacobson](#)
To: [City Council](#)
Subject: Keep DEI office intact
Date: Tuesday, February 4, 2025 12:43:08 PM

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

Dear City Council Members

I hope you will support keeping the DEI office in Scottsdale intact as it is. It is a very important part of knowing you're nurturing people for their abilities and not for whom they know.

Vote to keep DEI intact.

Many thanks,
Scott Jacobson

Get [Outlook for iOS](#)

From: [Michelle De Hertogh](#)
To: [City Council](#)
Subject: DEI in Scottsdale
Date: Tuesday, February 4, 2025 1:02:03 PM

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

Scottsdale City Council,

I agree with Councilman Kwasman (his post below). We need the city to be run on merit and content of character, not DEI rules. Please support Councilman Kwasman's effort in your discussions to root this out and move our city forward in excellence.

Kwasman: "You can't walk into Scottsdale City Hall without being bombarded with DEI. This poison will be rooted-out of our beautiful city. No matter one's race, orientation or creed, we value content of character."

Best,
Michelle

From: [Darren Wethers](#)
To: [City Council](#)
Subject: Protect the DEI office!
Date: Tuesday, February 4, 2025 1:49:39 PM

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

Government exists for the betterment of all people; nothing expresses this duty more than assuring that diverse communities, people of different backgrounds and abilities enjoy the fullest opportunities in life. Eliminating the DEI office would be a devastating blow to the citizens of Scottsdale and surrounding communities. Please act to protect the DEI office!

Darren Wethers MD

From: [Niles Wadley](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Opposition to the Elimination of DEI Programs in Scottsdale
Date: Tuesday, February 4, 2025 2:56:48 PM

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

Scottsdale Mayor and City Council

3939 N. Drinkwater Blvd.

Scottsdale, AZ 85251

Dear Mayor Borowsky and Members of the Scottsdale City Council,

I have been a proud resident of Scottsdale for nearly 15 years, and I am writing to express my deep disappointment and strong opposition to the recent vote to eliminate Diversity, Equity, and Inclusion (DEI) programs. The decision is not only a step backward in fostering a more inclusive and welcoming community, but it also threatens the long-term economic vitality and competitiveness of our city.

As a Black professional originally from Michigan, I have dedicated my career to finance, technology, and real estate investment. Today, I run a boutique management consulting firm, where I help diverse small- and medium-sized businesses achieve success. Additionally, as a faculty member within the Maricopa County College system, I take great pride in shaping the minds of tomorrow and ensuring that all students—regardless of background—have equitable opportunities to thrive.

Throughout my years in Scottsdale, my wife and I have raised our two children in this community, contributing not only as residents but also as advocates for others to make this city their home. Scottsdale has long been celebrated as a place of growth and opportunity, yet this decision sends a clear message that not all are welcome, valued, or supported.

It is both saddening and frustrating to witness DEI initiatives being politicized rather than recognized for their proven economic and social benefits. The reality is that DEI programs serve the entire community, and statistically, the largest benefactors have been white women. A McKinsey study highlights that while white women hold nearly 19% of all C-suite positions, racial and ethnic minority women hold only 4%. DEI is not a handout—it is a pathway to equitable participation in our economy and society.

The elimination of these programs is not a move toward fairness—it is an erasure of progress. By rejecting DEI, Scottsdale risks alienating businesses, residents, and future generations who believe in a city where all voices matter.

I urge you to reconsider this decision and stand on the right side of history. Scottsdale should be a beacon of opportunity for all, not just for those who already hold positions of privilege.

Sincerely,

Niles Wadley

From: [Sydnie Higgins](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Concerned Citizen- DEI Office
Date: Tuesday, February 4, 2025 2:58:14 PM
Attachments: [image.png](#)

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

To Scottsdale City Council:

Diversity, Equity and Inclusion are not "woke" buzz words generated to divert tax dollars. They are critical to ensuring justice for all. The reality is we all come into this world on a different pedestal and as much as we would like to say if you work hard, you will succeed, the reality is that life and opportunities are significantly tied to socioeconomic status and interpersonal connections. Additionally, it's human nature to judge a book by its cover - preventing many folks from being invited to the party just because of what they look like or what tax bracket their parents were in. Even if you get a seat at the table or an invitation to the party, are you asked to dance? Even if you are allowed to talk, is your voice heard? Despite looking like the other books on the shelf as a white, privileged millennial, there are many times I didn't feel like I belonged at the party, preventing me from dancing to my favorite song like no one was watching. Eventually I just stopped going to parties, stopped speaking at meetings - people assumed because of my skin color and upbringing different from my colleagues or the Latino communities we served, my voice wasn't of value because I wasn't bilingual and I didn't look like everyone else. Now I have a whole other set of battles to belong as a female in STEM, but because of DEI, I have been able to succeed in the biology world despite lacking a Y chromosome.

But this is not about me or how DEI initiatives enabled me to follow my dreams and have my voice heard. It's about why these things are important for our community. It's difficult to articulate these complex and somewhat abstract concepts considering it's usually the louded, most confident and privileged folks sitting at the head of the table that have never needed a ladder to look over the fence (see attached graphic). These are the people making decisions based on their experience for the other 99% of folks that can't relate due to their different and usually marginalized experiences. Many leaders and highly successful people have never not been at a party in which they didn't experience an organic sense of belonging, enabling them to not even understand what it's like to not be able to dance like nobody's watching.

I agree that some DEI initiatives can end up being more segregating when we're constantly putting ourselves and each other in boxes with labels, but it's imperative we acknowledge these diversities so we can celebrate them. It's even more imperative that we are conscious of the inequities that come with some diversities so that we can eliminate barriers to being united in our humanity and ensure equitable access to the American dream.

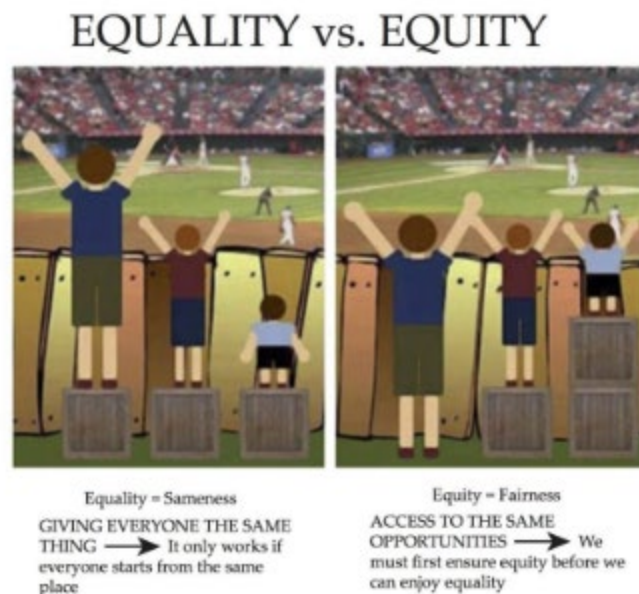
Another metaphor I will use is shoe shopping. There is a reason when you walk into a shoe store, there are many different styles, colors, sizes, etc. Let's say a grandmother wants to buy all of her grandchildren new shoes for their birthday. They most likely wear different sizes, have different favorite colors, live in different climates and were born at different times of the year. She'd likely buy her 17 year old surfer grandkid with a summer birthday, living in San Diego a pair of flip flops in size 8 (or whatever a teenager spending their birthday on the beach wears). Would she get her 6 year old grandkid born in December living in NYC the same thing? No! She's most likely to make a different shoe purchase in not only a much smaller size, but one that accommodates a snowy winter like a pair of Uggs. Both grandkids get shoes,

but she makes intentional purchases based on their diverse circumstances.

We need to think about DEI in this respect. If we are passing legislation and treating all citizens like they wear the same shoe size and style everyday, how are we serving everyone in our community? That's diversity, folks. Being conscious of how decisions are going to impact both the childless, highly educated CEO in stilettos, the single Mom with throbbing feet in her worn out sneakers from the thrift store on her way to scrub toilets in the evening after slinging ten dollar coffees at Starbucks all morning, and the Veteran in the hardhat wearing steel toed boots at one of the many construction sites across town.

Again, DEI is not a series of woke buzzwords made up by liberals burning Bibles and giving away freebies to illegal immigrants. If anyone suggesting so had actually read the new testament, they might see DEI for what it is. Operating from a place of strategic intention and compassion to support everyone with equitable opportunities, despite their vastly different daily schedules and dreams. We should all strive for not only our individual well-being, but that of our neighbors - despite them wearing a different shoe than you. This is why Scottsdale's DEI office is crucial for justice for all and the overall well being of our society.

Gratefully,
Sydney Higgins



Equity image credit: Please note, this image was adapted from an image adapted by the City of Portland, Oregon, Office of Equity and Human Rights from the original graphic: <http://indiankareypicture.com/img/2013/01/Equality-Doesnt-Mean-Justice-Facebook-Post.jpg>

From: [Kathy Curtis-Hernandez](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Promotion of DEI in Scottsdale
Date: Tuesday, February 4, 2025 3:09:08 PM

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

Dear Members of the Scottsdale City Council,

I hope this email finds you well. I am writing to express my strong support for the ongoing efforts within our community to promote Diversity, Equity, and Inclusion (DEI) across all facets of public life. As a long time resident of Scottsdale, I believe that fostering a diverse, inclusive, and equitable environment is essential to our collective well-being, social harmony, and future prosperity.

In recent years, our city has taken important strides toward ensuring that all residents, regardless of race, ethnicity, gender, sexual orientation, socioeconomic status, or any other identity, feel welcomed, valued, and empowered. However, I am mindful that the journey toward true inclusion is an ongoing one, and I want to urge you to continue and expand these vital DEI initiatives.

At its core, DEI is not simply about representation; it is about creating an environment where every individual feels seen, heard, and respected. This requires not just inclusive policies but also a cultural shift that supports all members of our community—especially those who have historically been marginalized or disadvantaged.

Research has shown that cities and organizations that prioritize DEI benefit from stronger social cohesion, better economic outcomes, and more vibrant, innovative communities. A commitment to these principles fosters not only equity but also trust in local government and institutions. When residents see that their leaders are actively working to ensure that every voice is heard and every need is addressed, the entire city is strengthened.

I would like to acknowledge the efforts already made by the Council, but I also ask that we continue to assess the impacts of current DEI initiatives and remain open to new ideas and strategies. Listening to the voices of historically underrepresented communities, addressing barriers to access in education, employment, healthcare, and housing, and ensuring that our public services are equitable and responsive are all essential components of this ongoing work.

I encourage the Council to invest further in DEI training for city employees, enhance the representation of marginalized groups in leadership roles, and support community-based organizations that are directly involved in this work. Additionally, developing stronger avenues for community input, particularly from underrepresented voices, will ensure that we are not only speaking about inclusion but actively living it.

Thank you for your dedication to making Scottsdale a place where all individuals can thrive. I am hopeful that by continuing to prioritize DEI, we will not only build a more just and fair city but also create a stronger, more resilient community for generations to come.

This letter was written by another concerned individual who gave permission to me to resubmit her words.

Respectfully,

Kathy Curtis-Hernandez

From: [Nathan Delafield](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Opposition to the Removal of DEI Efforts in Scottsdale
Date: Tuesday, February 4, 2025 3:28:52 PM

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

Dear Mayor Borowsky and Members of the Scottsdale City Council,

I am writing as a lifelong Arizonan, father, physician, health equity researcher, and a dedicated advocate for community engagement in Scottsdale and across Arizona. I am deeply concerned about the decision to remove Diversity, Equity, and Inclusion (DEI) initiatives from the city's framework. This decision not only contradicts the values of inclusivity and fairness but also threatens the well-being and prosperity of our community.

As a medical professional, I have seen firsthand how inequities in healthcare and beyond contribute to disparities in health outcomes. Scottsdale is a growing, diverse city, and ensuring that all residents—regardless of race, ethnicity, gender, or socioeconomic status—have equal access to opportunities is not just a moral obligation but a practical necessity for our collective progress. DEI efforts are critical in fostering a city where all individuals feel valued, respected, and empowered to contribute meaningfully.

Beyond healthcare, DEI initiatives strengthen our workforce, enhance economic development, and position Scottsdale as a forward-thinking, competitive city. Businesses, educational institutions, and community organizations thrive when they embrace diversity and inclusion. Removing DEI efforts sends a regressive message that may deter investment, talent, and collaboration—ultimately undermining Scottsdale's reputation as a leader in innovation and excellence.

As a philanthropist and community advocate, I have supported numerous initiatives aimed at addressing disparities in education, healthcare, and professional development. I urge you to reconsider this decision and reinstate DEI programs that benefit all Scottsdale residents. I would welcome the opportunity to discuss how we can collaboratively develop policies that promote equity while reinforcing Scottsdale's standing as an inclusive and prosperous city.

Finally, as a parent raising two young children in Scottsdale, this issue is deeply personal to me. Like many families, we want to raise our children in a city that values diversity, fosters fairness, and ensures that everyone has the opportunity to succeed. The principles we teach the next generation will shape Scottsdale's future, making it essential for them to see leadership that upholds inclusivity and equity. I want my children to grow up in a community where they feel safe, respected, and encouraged to pursue their aspirations—free from the limitations of bias or discrimination.

Sincerely,

Nathan Delafield, MD, FACP

From: [Arthur Greenway](#)
To: [City Council](#)
Subject: DEI Consideration
Date: Tuesday, February 4, 2025 4:07:24 PM

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

To whom it may concern,

I think repealing the Current City of Scottsdale DEI policies is a huge mistake. Most people I have spoken with don't really understand the true meaning and implications but rather buy into the rhetoric that it is an unfair advantage and lesser qualified people are considered. I wish more time and energy had been devoted to extolling the benefits of this policy. I hope that the policy stays in place.

Arthur Greenway
Long time and proud Scottsdale resident

Sent from my iPhone

From: [Maria Humphries](#)
To: [Borowsky, Lisa](#); [City Council](#)
Subject: Support of DEI staying in Scottsdale
Date: Tuesday, February 4, 2025 4:27:00 PM

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

To Mayor Borowsky and the council of Scottsdale,

Being a resident and Scottsdale for 15 years I feel that I have a vote and a voice. I was drawn to this area not only for the beautiful surroundings but the warmth and togetherness of my community.

I am proud to have two beautiful grandchildren that we are teaching that all people matter and should be seen. That they matter and that their voice will be heard. We enjoy being in Scottsdale and utilizing all that it offers to both them and us. We have always felt safe and secure. We love seeing the diversity and acceptance throughout the government and municipalities which our tax dollars pay for its existence.

It concerns me that during these times of change and uncertainties that the community that I love may be under attack with the idea that this will be an area that will dissolve the idea of inclusion of all. It brings me pause to even wonder why this is on the table and even a suggestion for policy change.

I have seen growth, change and progress in this city over the years and through inclusiveness this was achieved. I am sure many years ago many of you wouldn't have been a considered candidates for Mayor nor council if you didn't fit the accepted norm. To say that you want to go back to possibly exclude and not acknowledge all that walk our streets, shop our store and educate their children in our schools is deplorable, shameful and unnecessary. How does eliminating the DEI policy help or enhance our city? What message are you sending? If approved to eliminate the policy the message is very alarming. Diversity, equality and inclusion of all should not even be questioned. What part of that should be questioned?

You are the elected officials of the citizens of this city and representation of all should be considered and respected. When all of you ran, you ran on the promise of growth yet exclusion is not growth but a setback.

I hope when voting on this extremely important issue you consider all that live here, shop here, and promote the opportunities here. Please continue the tradition of inclusiveness and diversity of your Scottsdale citizens.

Sincerely,
Maria Humphries,
Property tax paying Scottsdale resident

From: [Damon Humphries](#)
To: [City Council](#)
Subject: DEI elimination in Scottsdale
Date: Tuesday, February 4, 2025 6:08:03 PM

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

Contrary to currently political opinion, eliminating DEI is not leveling the playing field. Quite the opposite is true.

We cannot afford to go back to unfair practices performed by a small portion of power hungry oligarchs. This is a global economy, not a robber baron economy. We are fighting amongst ourselves for a smaller and smaller portion of crumbs on the global trade table with these actions, while countries like China laugh at us all the way to the bank. Time and history has and will continue to prove that more diversity is the key to understanding how a global economy and trade operates by understanding the customs and cultures of global trade partners, while offering differing opinions, perspectives and experiences for trade relations whether on a local or a global scale.

Do not vote to rescind DEI.

Damon Humphries
A Scottsdale tax paying property owner

From: [Lloyd Hopkins](#)
To: [City Council](#); [Borowsky, Lisa](#)
Subject: Urgent: Preserve Scottsdale's DEI Office
Date: Tuesday, February 4, 2025 7:42:32 PM

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

Dear Scottsdale City Council Members,

I am writing to strongly urge you to vote against eliminating the City of Scottsdale's Diversity, Equity, and Inclusion (DEI) office. DEI is not just a policy initiative it is a commitment to ensuring that every resident, business, and visitor feels valued, included, and empowered to contribute to the community.

As Alicia Keys so powerfully stated at the 2025 Grammys, DEI isn't a curse it's a gift. A gift that allows cities like Scottsdale to embrace innovation, attract top talent, and create a culture where everyone, regardless of background, has the opportunity to thrive. Removing the DEI office would send a damaging message that Scottsdale is moving backward rather than forward in fostering an inclusive and equitable city for all.

This initiative is not about division; it is about connection. It is about ensuring that Scottsdale remains a welcoming, vibrant, and competitive city that people are proud to call home. I urge you to reconsider this decision and vote to maintain and strengthen Scottsdale's DEI efforts.

Thank you for your time and leadership.

Best regards,

Lloyd Hopkins

Sent from my iPhone