

**From:** [L. Camacho](#)  
**To:** [City Council](#)  
**Subject:** Keep The Office of Diversity  
**Date:** Monday, February 10, 2025 4:56:32 PM

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

Dear Mayor and City Council,

I have had the privilege of residing in Scottsdale for approximately 29 years. Over the last 29 years, our city has systematically implemented policies to eliminate barriers and promote access and inclusion for all members of our community. The Office of Diversity has developed sustainable, long-term solutions that foster these principles. In particular, over the past two years, the Office of Diversity has worked to cultivate a welcoming, prosperous, and thriving environment for all Scottsdale residents and visitors. Furthermore, Scottsdale's community partner events have successfully brought together a diverse array of residents, organizations, and corporations, all made possible by the dedicated efforts of the Office of Diversity.

As elected leaders representing Scottsdale's interests, we strongly urge you to align with the residents of Arizona, the Scottsdale community, and notable employers in opposing Ordinance No. 4662. This ordinance poses a significant threat to the progress we have collectively achieved in fostering a city that prioritizes opportunity and enhances the overall quality of life for all individuals who call Scottsdale home or visit our exceptional city.

Adopting diverse viewpoints is a strategic advantage that bolsters our economic sustainability. By valuing and promoting diversity, we equip ourselves to engage with a broader spectrum of perspectives, which is essential for effectively addressing our complex challenges. Including individuals from diverse backgrounds and ideologies empowers us to thrive in an increasingly competitive and globalized economy.

We sincerely thank you for your steadfast commitment to leading Scottsdale with vision and innovation—qualities that have historically guided the development of our distinguished state and region. Together, let us ensure that Scottsdale remains an inclusive and forward-thinking city where all residents and visitors can not only exist but truly prosper.

[elizabeth.camacho.99@gmail.com](mailto:elizabeth.camacho.99@gmail.com)

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Cynthia Oberg  
**Date:** Monday, February 10, 2025 4:59:10 PM

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# City of Scottsdale

## Web Scottsdale City Council Meeting Written Comment Form

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### Entry Details

#### Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

#### Name

FULL NAME Cynthia Oberg

#### Contact Information

PHONE (480) 323-6048

EMAIL jowebaz@aol.com

ADDRESS 10737 e mission ln

CITY Scottsdale

#### Comment

COMMENT

I have lived in Scottsdale for over 35 years and STRONGLY support diversity within our city and our city government. It is so important both for the character of our welcoming city and for the city's economic future to maintain and promote DEI. Thank you for your time.

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**From:** [Bobbie Howard](#)  
**To:** [City Council](#)  
**Subject:** Please do not discontinue DEI!  
**Date:** Monday, February 10, 2025 5:12:31 PM

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Dear Scottsdale City Council:

Something is very wrong when politicians want to make life less fair to everyone who is not a member of the privileged status quo.

I've lived in Scottsdale for over 25 years. Please make me proud to live in a community that practices diversity, equity, and inclusion.

Thank you.

Bobbie Howard  
9783 E Hidden Green Dr, Scottsdale, AZ 85262

**From:** [Barbara Carpenter](#)  
**To:** [City Council](#)  
**Subject:** Meeting Date: 2/11/2025, Agenda Item #14  
**Date:** Monday, February 10, 2025 5:17:33 PM

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Mayor Borowsky and City Council Members -

It has come to my attention that there is an agenda item for your Council meeting on February 11, 2025 that proposes the elimination of the city's Diversity, Equity and Inclusion department and programming. As a city that prides itself on being a model well-run organization, this proposal seems short-sighted. The potential consequences of such an action in terms of negative publicity for a city that thrives on tourism from all sectors of the population reminds me of the episode years ago in Arizona when SB1070 was in effect and enforced. That was a stain on the state that still remains today in some quarters, and resulted in lost revenue from businesses, event organizers, and visitors. That is certainly not an outcome you were elected to pursue for the city of Scottsdale as a result of your actions.

The notes below are excerpts from a memo explaining the duties and coverage areas of this city department that was sent to you on February 7, 2025. As you can see, this department does not force employees to take any special training the department offers, as all of them are voluntary. It also is not involved in hiring decisions across the city's departments except for its own area. Optional trainings and publications are educational by their nature and can be most useful in raising awareness of unknown biases within the city's staff.

I embrace this department's mission and am proud to know we are an inclusive and welcoming community. I urge you to vote against this proposal to dismantle this area within your organizational structure.

Regards,  
Barbara Carpenter  
Resident of Scottsdale since 1990  
\*\*\*\*\*

From: Interim City Manager Greg Caton  
Date: February 7, 2025  
Subject: Office of Diversity and Inclusion Summary

### **Purpose**

The Office of Diversity and Inclusion promotes fairness and celebrates our differences through community and workplace connections, education and conscious inclusion. The office also offers training, programs, and events that foster environments where diversity is valued and respected.

### **Employee hiring and training**

- The Office of Diversity is not involved in employee recruitment or city hiring processes except those that are directly related to the office
- The City of Scottsdale does not require any mandatory DEi training for staff; the Office of Diversity occasionally provides voluntary topic-based training focused on inclusion and respecting all people.

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Hanley Ange  
**Date:** Monday, February 10, 2025 5:27:51 PM

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

# City of Scottsdale

## Web Scottsdale City Council Meeting Written Comment Form

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### Entry Details

#### Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

#### Name

FULL NAME Hanley Ange

#### Contact Information

EMAIL hanley.ange@gmail.com

CITY Tempe

#### Comment

COMMENT I am appalled that the City of Scottsdale is considering the discontinuation of DEI programs. Do better.

**From:** [Velma Trayham](#)  
**To:** [City Council](#)  
**Subject:** Defend Scottsdale's DEI Progress —Oppose Ordinance No. 4662  
**Date:** Monday, February 10, 2025 5:41:17 PM

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## PUBLIC NOTICE: Defending Scottsdale's Progress Oppose Ordinance No. 4662

Scottsdale has made significant strides in fostering inclusivity, economic growth, and diversity. In 2020, following the passage of the city's Anti-Discrimination Ordinance, my firm, Thinkzilla, was recruited to Scottsdale and established its office at Skysong an office that now proudly serves as the home of the Black Chamber of Arizona.

Through my work as both a contractor and partner with the city on key initiatives, I have seen firsthand how Scottsdale has worked to reshape its reputation and foster a more inclusive environment. However, we cannot ignore the city's historical challenges regarding racial equity. My efforts, in partnership with Scottsdale, have helped bring national visibility and positive recognition to the city, proving that change is possible.

Now, Ordinance No. 4662 threatens to undo this progress. This measure would push Scottsdale backward, undermining the city's hard-earned reputation and its commitment to diversity, equity, and economic opportunity for all.

The reality is clear: By 2035, minorities will make up the majority of the U.S. population. Organizations that fail to acknowledge and embrace this demographic shift risk alienating their future customers, weakening their economic foundation, and damaging their long-term sustainability.

I encourage city leaders, business owners, and community stakeholders to engage in meaningful dialogue on how to advance through the anti-DEI noise while staying committed to inclusive, long-term growth.

Please feel free to reach out to me directly for feedback, data-driven insights, and strategic suggestions on ensuring Scottsdale remains a

thriving, forward-thinking city.

Dr. Velma Trayham

Founder: Thinkzilla Consulting Group

Direct: 832-489-3541



**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Alyssa Aronow  
**Date:** Monday, February 10, 2025 5:43:01 PM

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# City of Scottsdale

## Web Scottsdale City Council Meeting Written Comment Form

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### Entry Details

#### Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

#### Name

FULL NAME Alyssa Aronow

#### Contact Information

EMAIL alyssaaronow@gmail.com

CITY Scottsdale

#### Comment

COMMENT Dear City Council Members,  
  
I can't believe this even needs to be said, but cutting our city's DEI programs and the ADA/Title VI coordinator is a terrible idea.

This city already has a serious problem with racism and a glaring lack of diversity, and it seems like you want to preserve that rather than improve it. These programs aren't just bureaucratic fluff, they are a necessary to make sure people of color, people with disabilities, and other marginalized groups have a fair shot in a city that has historically excluded them. Not to mention there's NEVER been a problem with hiring processes until Trump said so. In fact Scottsdale has received awards for service employees provided. Why change that.

A few very clear points:

1. **\*\*This City Already Struggles with Equity\*\*** – Let's be honest: racism and systemic bias are still very real here. It's absolutely outrageous that the council has the audacity to sneak this into the agenda right after the racist video from Waste Management surfaced. Beyond that, look around- our leadership, our hiring, our public services all reflect a city that has STILL not done enough to include diverse voices. DEI programs exist to fix that. Cutting them only ensures we stay stuck in the past.
2. **\*\*Legal Trouble is Inevitable\*\*** – Eliminating the ADA/Title VI coordinator puts us at serious risk. That position exists to keep us compliant with federal laws that protect against discrimination. Getting rid of it means we're opening the door to lawsuits, fines, and—most importantly—failing the very people who need accessibility and protection the most. Sure the laws will stay in existence. But it's also against the law to speed, yet people still speed because they know it's difficult to enforce. What's your plan for continuity with removal of this position?
3. **\*\*This City Needs to Move Forward, Not Backward\*\*** – The fact that we even need DEI programs in the first place says a lot

about the state of this city. Instead of gutting them, we should be expanding them. Scaling back these efforts sends a clear message: that diversity and inclusion don't matter here. That's unacceptable. Especially in a town with so much tourism.

We've made progress, but not nearly enough. If anything, we should be investing *\*more\** in these programs, not tearing them down. Cutting DEI programs and eliminating the ADA/Title VI coordinator would be reckless, harmful, and frankly, embarrassing. I urge you to do the right thing and keep these programs in place.

Sincerely,  
Alyssa

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**From:** [Pat Dodds](#)  
**To:** [City Council](#); [Borowsky, Lisa](#)  
**Subject:** Proposed Ordinance 4662 on DEI  
**Date:** Monday, February 10, 2025 6:01:22 PM

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February 10, 2025

Dear Mayor Borowski and City Council Members:

I think it's a good idea to follow state law and a bad idea to eliminate the diversity office.

I think the proposed ordinance to shutter the office both misses the point and makes another point that's not really related to the trending debate about DEI.

It's about how you govern.

I admit my opinion about the office is a bit biased. I was the guy answering many of the national media calls when the diversity office was bombed in 2004. So, I have a deep-felt attachment to it and its mission. I will always be proud of the thoughtful and genuine response at that horrendous time from former Diversity Director Don Logan and his office, Mayor Mary Manross and the City Council, City Manager Jan Dolan, City employees and especially Scottsdale citizens.

But my stronger bias is in favor of Scottsdale's style of governance. In my two-decade career in City government, I found an attitude that might sound a little counterintuitive. Our leaders and management were good at government but skeptical about regulating things to death.

I know that sounds weird for a City known for stringent zoning, sophisticated infrastructure and generally high standards. But if citizens were pressing the City to control something, leaders first asked, "What can we encourage?" In short, if we were contemplating sticks, we also had to consider carrots. Thinking like that got us big ideas, like the Indian Bend Wash and a refined zoning code with both regulations and incentives. It went all the way down to more mundane programs like neighborhood revitalization, block watches and water conservation.

Considered in that light, the proposed DEI ordinance falls short.

It's all sticks.

It highlights ARS 41-1494, an anti-reverse-discrimination law handed down from the state. I have no qualms with that. Then it acknowledges that anti-discrimination education and training will continue. This is a tacit acknowledgement we'll continue to operate under a whole raft of civil rights, disabilities, equal opportunity and similar laws enacted by the federal and state governments.

We have been handed a lot of sticks. They don't always line up. ARS 41-1494, for example, tries to ban reverse discrimination without contradicting the anti-discrimination laws it's meant to refine. It has to do some verbal gymnastics to make it all work. Maybe this sticks-and-more-sticks strategy is necessary, but it creates a lot of confusion and is one reason why

DEI is such a hot-button topic now.

I fear the proposed ordinance isn't much help and ignores the carrots completely. I always thought the diversity office reflected Scottsdale's pragmatism about regulations. Certainly, the diversity office has been knee-deep in navigating the legal tangle around diversity, but it has also served as a focal point for Scottsdale to define its own brand of diversity and try to articulate, with a little more clarity, what it means to be a civil workplace and community. The office has helped to recognize employees, citizens and leaders who show us how the nitty-gritty business of fairness and equity works in our everyday lives -- something that's almost impossible to define in a statute.

We have plenty of sticks -- regulations handed down from the federal and state governments. I'd much rather have some kind of local, community-based mechanism in place to sort them out and make sure their implementation is fair and suited to our City. I'd much rather see Scottsdale serve up a set of worthy goals as a common-sense, more understandable mirror of these complex laws and regulations. The diversity office has and can still serve that purpose, and that's good government in the Scottsdale tradition.

Thank you for your attention.

Sincerely,

Patrick Dodds

Assistant to Mayor Herb Drinkwater, 1986-88

Government Relations Coordinator/Director, 1988-1996

Communications and Public Affairs Officer, 1996-2010

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Arianna Smith  
**Date:** Monday, February 10, 2025 6:27:34 PM

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# City of Scottsdale

## Web Scottsdale City Council Meeting Written Comment Form

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### Entry Details

#### Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

#### Name

FULL NAME Arianna Smith

#### Contact Information

EMAIL arianna.raq@gmail.com

ADDRESS 7227 N Via De La Siesta

CITY Scottsdale

#### Comment

COMMENT Please reconsider discontinuing the DEI and ADA training, funding, and other

helpful programs. This is extremely discriminatory - this can cause issues for people looking for employment or residency just because of, and not limited to, their gender, their race, or if they have a disability. This is unacceptable and not what the Scottsdale community stands for. Again, reconsider your decision with ALL walks of life who live here in mind. Thank you.

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**From:** [Jackie](#)  
**To:** [City Council](#)  
**Subject:** Opposition to ordinance No 4662  
**Date:** Monday, February 10, 2025 6:51:29 PM

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I wish to go on record in opposition to the adoption of ordinance number 4662 the discontinuation of diversity, equity and inclusion programs.

First and foremost, Scottsdale policy requires hiring and promoting be based on the merit of the candidate so why do we need another ordinance???

Second, have you seen what's happened to Costco membership since they stood firmly in support of their DEI policies? They have so many new members they're probably going to have to open more stores!!

Third, with the number of minority sports figures playing here in the Valley of the Sun, don't you think discontinuing DEI inclusion programs would be upper most in their minds; why would they want to play here if they're not welcome! I'm not only speaking of Spring Training camps, but the overwhelming majority of professional sports players here in the Valley. Would you want to buy a multi million dollar mansion in a city you know does not welcome you?

And last, but not least let's see some facts here. There's always big talk, but where are the facts, what laws are being violated? Where are the shortcomings of Scottsdale's Office of Diversity and Inclusion? Let's see it in writing. Let's see these claims backed up with FACTS!

And lastly, if you want to continue attracting talented, well educated workforce candidates to our city and keep those professionals already residing here, you will be doing just the opposite. You will be forcing Scottsdale to erect numerous billboards stating that they are not welcome here. Tourism is a vital necessity to Scottsdale's success. Do you dare risk alienating tourists wishing to visit? I think not.

Jacquelyn Hoff  
Scottsdale, AZ



**From:** [Erika Coombs](#)  
**To:** [City Council](#)  
**Subject:** Please Keep Scottsdale Open for All  
**Date:** Monday, February 10, 2025 6:55:28 PM

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I am a mom, I have lived in Scottsdale my entire life (except for short time at ASU) and I oppose item 14.

Thank you,  
Erika

Erika Coombs  
[erika.coombs@icloud.com](mailto:erika.coombs@icloud.com) | 602-524-3749

**From:** [Nancy Voorhees](#)  
**To:** [City Council](#)  
**Subject:** Tuesday Agenda  
**Date:** Monday, February 10, 2025 6:56:35 PM

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The number of emails you receive on any issue does NOT represent statistically valid data regarding how citizens feel on that issue. It is often talked about that way.

Nor is stacking city hall with bodies to create a “presence” for or against something.

Nonetheless, I will say that my husband and I support merit based employment as well as “back to work” protocols.

Sent from my iPhone

**From:** [notifications@cognitoforms.com](mailto:notifications@cognitoforms.com) on behalf of [City of Scottsdale](#)  
**To:** [Cordova, Rommel](#)  
**Subject:** City Council Public Written Comment Form - Michael Sabin  
**Date:** Monday, February 10, 2025 7:03:48 PM

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# City of Scottsdale

## Web Scottsdale City Council Meeting Written Comment Form

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### Entry Details

#### Agenda Item

MEETING DATE 2/11/2025

WHICH AGENDA ITEM WOULD YOU LIKE TO COMMENT ON? 14. Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs

#### Name

FULL NAME Michael Sabin

#### Contact Information

PHONE (480) 699-6539

EMAIL scottshome1@fishtank.email

ADDRESS 9750 N 96th St Apt 110 Apt 110

CITY Scottsdale

#### Comment

**COMMENT**

It would be irresponsible to change hiring policies without a logical assessment of the expected impacts with evidence, not some gut feelings. Please do not make changes until that assessment is complete. Scottsdale already hires based on merit and abides by all state laws, so the assessment may simply be that nothing needs to change. It's important we all recognize that poverty exists not because we cannot feed the poor, but because we cannot satisfy the rich. Thank you.

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**From:** [Debby Behrendt](#)  
**To:** [City Council](#)  
**Subject:** Opposition to adoption of Ordinance No. 4662  
**Date:** Monday, February 10, 2025 7:46:40 PM

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To Whom It May Concern:

As a 20 year resident of Scottsdale, I am writing to voice my opposition to the adoption of Ordinance No. 4662.

Through the Office of Diversity Scottsdale shows itself as a city that recognizes and values all of its residents. It is an important way our city respects people of all backgrounds, races, religions, genders and abilities.

I believe by eliminating the Office of Diversity Scottsdale will be seen as a city that is becoming unwelcoming and closed-minded. This lack of inclusivity will make our city less attractive to tourists, entrepreneurs, sports teams and entertainers.

It will adversely affect our city and it's ability to attract and keep creative and innovative people needed to keep our city thriving.

Please keep our city one that promotes and values diversity and inclusivity by voting no to Ordinance No. 4662.

Thank you.

Debby Behrendt  
26305 N Paso Trail  
Scottsdale, AZ 85255