

From: [JIM RATCLIFF](#)
To: [City Council](#)
Subject: Opposition to Ordinance 4662 and the discontinuance of Diversity, Equity and Inclusion Programs
Date: Monday, February 10, 2025 8:19:56 AM

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

Dear Mayor and members of the Scottsdale City Council,

My name is James L. Ratcliff and I reside at 11405 E. Sand Hills Road, Scottsdale, AZ 85255. Prior to retirement, I was CEO of a pharmaceutical company founded and located in Scottsdale. I have resided in Scottsdale since 2000.

I oppose the proposed discontinuance of *Diversity, Equity and Inclusion (Ordinance 4662)*. A major source of revenue for Scottsdale is tourism (bed tax), and the discontinuance of the Diversity, Equity and Inclusion Ordinance will have a chilling effect on many who would visit Scottsdale. We have already heard from Dutch and Canadian friends (families of 4) who are choosing not to visit here because of changes in these policies at the national level. Many of the budget-conscious citizens of Scottsdale will not be eager to pick up the tab for lost revenue from damaged tourism. We all recall the effect of SB 1070 triggering travel bans to Arizona. Let's not relive the past.

Diversity, Equity and Inclusion measures have a number of positive effects that are being overlooked:

- Flexible work arrangements to address individual and family needs.
- Work accommodations for a variety of disabilities, ensuring Scottsdale is in compliance with state and federal law. We cannot simply turn a blind eye.
- Employees not having to accept workplace harassment. We do not need to return to work environments that overlook harassment.
- Provisions for returning to work following pregnancy. We need policies that are supportive of families and mothers.
- Provisions for pay equity and transparency. A vote to discontinue the Diversity, Equity and Inclusion ordinance is a vote against pay equity and against transparency in government.
- Provision and maintenance of family restrooms, breast feeding stations, and changing tables in city restrooms.
- Provision of ramps and sidewalk curb cuts to enable access to sidewalks and paths as the city maintains and restores its streets and facilities.

Thank you for taking these comments into consideration. I believe little is to be gained by the proposed discontinuation of the Diversity, Equity and Inclusion ordinance. Any expenditures saved will be quickly offset by declines in tourism from groups no longer seeing Scottsdale as a welcoming place to visit. Women, the elderly and people with disabilities will be among the first to suffer from its discountenance. Please vote "no" on the discontinuance measure Ordinance 4662.

Sincerely,
 Jim Ratcliff

Challenges are what make life interesting; overcoming them is what makes life meaningful.

-Joshua J. Marine



Jim Ratcliff

11405 E Sand Hills Road
Scottsdale, AZ 85255-5616

Phone: (480) 471-6944

Cell: (719) 406-8350

Email: JRatcliff@msn.com

From: [sylvia long](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Monday, February 10, 2025 8:27:14 AM

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

As a resident of Scottsdale since 1986, I am offended by your effort to pass a completely Unnecessary ordinance that reeks of intolerance for members of the human race that may look, feel or think differently than yourselves. *Your bigotry and racism is showing.*

Your Proposed Item 14 is unacceptable to me. As one of your constituents, I strongly urge you Not to "fix" a problem we do not have in an effort to promote a homogenous and intolerant society. Scottsdale already requires "merit based hiring" and does Not practice "quota based hiring".

I will be watching and I will remember.

Sylvia Long
8502 E Welsh Trail
Scottsdale, AZ 85258

From: [Karen Guinn](#)
To: [City Council](#)
Subject: Meeting Agenda # 14.
Date: Monday, February 10, 2025 8:40:08 AM

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

Dear council:

I have lived in Scottsdale for 17 years.

In much of that time I have seen our city exhibit a negative, closed off and unwelcoming feel to new residents or visitors.

I have witnessed, first hand, being flipped off while driving because of a bumper sticker that supported my candidate for various positions, and experienced a woman, my age, yelling at me, flipping me off (what is with that MAGA) and clearly losing her mind because of my bumper sticker.

Much of that cooled down in the past 4 years.

I fear adopting the discontinuation of Diversity, Equity and Inclusion would only send the message that the previous type of behavior is OK, and in their eyes, encouraged.

We must guard our city from the pending economic hardships that are certain to trickle down due to tariffs and other destructive moves that are being put in place in our nations capital, and keep our city welcoming to visitors and future residents.

For these reasons, I oppose the adoption of Ordinance No. 4662 – Discontinuation of Diversity, Equity and Inclusion Programs.

In good health,

Karen Guinn
503-449-8997
Quality Travel Solutions
karen@qualitytravelsolutions.com

From: [Diane M. Mann](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Monday, February 10, 2025 8:59:20 AM

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

Scottsdale City Counsel,

Civility, Inclusion and Empathy are values that have been and should continue to be important for the City of Scottsdale in areas of tourism and business. These values allow Scottsdale to build on a caring and compassionate foundation for a safe and caring community. I am concerned that if we become a less welcoming community, aren't we sending a message that we don't want you here? Will companies book meetings and conventions in a city that won't welcome everyone? As a woman that practiced law in an era of "your presence in law school meant that a man doesn't have that seat", I would not feel welcome in such a city.

The City of Scottsdale hires on merit and adheres to state laws. I see no need for Item 14.

Diane Mann
14176 N 107th Street
Scottsdale, AZ 85255

From: karen_russo@cox.net
To: [City Council](#)
Subject: I oppose the adoption of Ordinance No. 4662 - Discontinuation of Diversity, Equity and Inclusion Programs
Date: Monday, February 10, 2025 9:46:54 AM

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

Dear ones – I am a nine year Scottsdale resident and feel strongly that Scottsdale is a thriving, diverse, and growing city. Let's keep it that way!

I oppose Ordinance 4662 Discontinuation of Diversity, Equity, and Inclusion Programs

Our city thrives on attracting tourists, businesses, and residents who enjoy an open, modern, and inclusive economy and environment. We don't want to lose revenues and respect from hospitality and industry.

We want to continue to attract professionals in the medical, legal, and technical fields – these folks are often younger, more diverse, and value forward-thinking inclusivity as good for professional outcomes and profitability.

And we have already felt our state's reputation be damaged by small-minded, backward-thinking choices – let's not do that again!

Thank you,
Karen

Karen Russo
karen_russo@cox.net
602.571.4859

From: [Ann Adams](#)
To: [City Council](#)
Subject: Citizen input
Date: Monday, February 10, 2025 10:22:15 AM

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

To the Honorable Mayor and City Council members:

With so many new members in office, I encourage you to take time to know one another, study the issues and think in a strategic and fact-based way about the future of Scottsdale.

It appears a certain amount of “shooting from the hip” is going on. While some disagreement is expected on certain issues, I urge you to find ways to build consensus, be non-partisan and keep focusing on facts rather than emotions and politics. Some examples:

- Suddenly voting against the proposed sustainability plan despite the lengthy planning and development process and the input of so many citizens. This hardly gives the impression of being responsive to and respectful of citizen input.
- Placing the DEI office on the chopping block at this week’s Council meeting, with at least one member allegedly describing DEI as “poison.” Of course it’s not poison. Take time to learn what the office does, perhaps have an independent expert evaluate the current efforts, ensure goals are set and actions are measurable and achieved. Room for improvement always exists. I regret that what used to be called simply diversity had the extra words of equity and inclusion tacked on - engendering the dreaded and silly “woke” connotation. Diversity should be looked at broadly, which I learned as a vice president of an international corporation and the leader of global teams. It’s not simply about race, gender and sexual orientation. It’s about diversity of education, income, place of origin, religion, places you have lived or traveled to, job experiences, culture and so much more. Consider the potential impact on our citizens and on our tourism industry if headlines blare the City of Scottsdale no longer cares about diversity and thinks it’s poison. Just objectively evaluate the DEI Office and then fix what needs fixing.
- Implying that budget overruns on some projects approved in the last bond election are due to bad staff planning or even malfeasance. Most of us are concerned about some of the overruns, but it’s less than honest not to also tie the overruns to the horrific COVID-19 pandemic that occurred shortly after the bonds' approval. Supply chain issues caused huge delays and cost increases, and labor was scarce.

I have lived in and owned property in Scottsdale for some 30 years, moving here for a position with a major corporation. I love the diversity of the populace and the terrain, the general civility, the focus on aesthetics, the good roads and how the city operates. My husband and I vote in every election and have approved every bond issue.

As you know, city survey results demonstrate citizens’ high regard for our city and its services and amenities. So please focus on the positives, perform your due diligence in a business-like fashion, act with civility and integrity, build consensus and make Scottsdale an even more wonderful place to live, work and visit. And, finally, thank you for your service to our city and our citizens.

Best regards,

Ann Adams

Troon North, Scottsdale

From: [Mirla Raz](#)
To: [City Council](#)
Subject: American history
Date: Monday, February 10, 2025 10:35:16 AM

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

Dear Council Members,

I have been a resident of Scottsdale for 42 years. My children were educated in the Scottsdale schools and my granddaughter attends the same school her mother did.

I am dismayed that you are at the forefront of an effort to alter the facts of American history. You do not wish that our students learn about slavery or the tremendous contributions given to our country by slaves and their descendants. You do not wish that our students learn about the evils of racism and how racist policies contributed to the struggles of Blacks throughout our history. You do not wish that our students know the evils that the white pioneers inflicted on Native Americans.

Are you people who wish to teach American and Arizona history by elevating white contributions while degrading or ignoring the suffering and great contributions of Americans who have been in the United States longer than you and your family?

Sincerely,
Mirla G. Raz

From: [jim.wiesenberg](#)
To: [City Council](#)
Subject: DEI should not DIE
Date: Monday, February 10, 2025 10:44:56 AM

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

Dear Council Members and Mayor

Item 14: Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs should be tabled, withdrawn or voted down. Scottsdale has a high caliber, inclusive workforce that should continue as is.

Sincerely

James Wiesenberg
Unit 454
10040 E Happy Valley Rd
Scottsdale AZ 85255

From: [Gloria Saeger](#)
To: [City Council](#)
Subject: E pluribus unum
Date: Monday, February 10, 2025 10:46:08 AM

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

Dear Mayor and Council-members,

This Council was elected to represent and give voice to the vast, silent majority of Scottsdale residents who were overlooked by the previous incumbents.

Thank you for representing us, reversing the Sustainability Plan, and putting Axon's apartments on the November 2026 ballot.

Please support ending DEI programs in Scottsdale. DEI initiatives runs counter to *E Pluribus Unum* emphasizing differences and unintentionally fostering an "us vs them" mentality while reinforcing social and racial divides rather than bridging them. Prioritizing merit and individual achievement over group identity ensures a more effective and inclusive society where everyone can succeed based on their abilities and hard work.

Thank you,

Gloria Saeger

From: [John Washington](#)
To: [City Council](#)
Subject: DEI, Seriously?
Date: Monday, February 10, 2025 10:51:54 AM

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

It's hard for me to imagine that DEI is the most pressing issue in the City of Scottsdale.

I suggest that you should prioritize a few other three-letter issues above that.

1. NBC. "No-Bid Contracting." Not putting public contracts out for bid ought to be illegal, and at one time it was. It strikes me as pure laziness that city staffers don't want to deal with the bid process. And they even do a poor job of managing the no-bid contracts. Taxpayers overpay millions of dollars every year on no-bid contracting.

2. MCO. "Massive Cost Overruns" on public works projects, like the Civic Center Mall rebuild. All such contracts of any significance are awarded without public bidding, under the guise of "contract manager at risk" (CMAR)... so why is it that taxpayers are on the hook for the overruns rather than the contractors? As above, poor contract management is rife.

3. TPF. "Taxpayer Funded Subsidies" to private businesses like the PGA, NFL, NBA, and my favorite: \$5 million cash every year to the Scottsdale Cultural Council (aka "ScottsdaleARTS) via no-bid contract (see above) which contains no objective deliverables. Don't get me started on Experience Scottsdale (aka, Convention and Visitors Bureau). Their job is to make tourists feel good about Scottsdale? And how much do we pay for that? While at the same time, anti-DEI efforts make the people who work for the city feel LESS good about themselves? Ironical and sad.

4. DIM. "Deferred Infrastructure Maintenance." While city staffers and the council are busy giving away taxpayer money, our roadways are in terrible condition even after slapping on a new coat of slurry seal to make them look pretty.

Let's get our priorities straight!

John Washington
John@ReactionResearch.com
480.229.1831

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Hannah Shulski
Date: Monday, February 10, 2025 11:02:43 AM

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

City of Scottsdale

Web Scottsdale City Council Meeting Written Comment Form

[Open Form](#)

Entry Details

Agenda Item

MEETING DATE 2/11/2025

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

Name

FULL NAME Hannah Shulski

Contact Information

EMAIL hannahcello22@gmail.com

ADDRESS 7227 N Via De La Siesta

CITY Scottsdale

Comment

COMMENT It is illegal to discriminate against people on the basis of sex, gender identity, sexual

orientation, race, and ability. Getting rid of DEI and ADA training and funding is not only illegal, but will also actively encourage discrimination against women, people of color, and people with disabilities in the Scottsdale community. By deciding to end funding and training for ADA in particular, you will make life more difficult for disabled citizens of Scottsdale. Please consider the people of your community when making this decision.

From: [Meg McDermott](#)
To: [City Council](#)
Subject: Oppose Ordinance 4662
Date: Monday, February 10, 2025 11:56:08 AM

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

I am opposed to Ordinance 4662. I believe that all people of all colors, creeds, and orientations should get a fair shot. That only happens when you have DEI policies in place.

Margaret McDermott
10040 East Happy Valley Rd
Unit 2063
Scottsdale, AZ 85255

From: [Chris Filippi](#)
To: [City Council](#)
Subject: keep DEI
Date: Monday, February 10, 2025 11:57:45 AM

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

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

Chris Filippi
7434 E. Quien Sabe Way
Scottsdale, AZ 85266
412-477-5279

From: [Rachel Behrendt](#)
To: [City Council](#)
Subject: Opposition to Ordinance 4662
Date: Monday, February 10, 2025 12:19:55 PM

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

Members of the City Council:

As a Scottsdale resident, I am writing to express my strong opposition to the adoption of Ordinance No. 4662, which proposes the discontinuation of support of Diversity, Equity, and Inclusion (DEI) programs in our city.

My primary reasons for opposition are rooted in the fundamental values that our city should uphold. Demonstrating respect, kindness, and empathy are essential qualities that should guide our actions and decisions. I actively strive to embody these values in both my personal and professional life, and I believe that living in a community that promotes and protects these values is of utmost importance.

The elimination of the Scottsdale Office of Diversity would send a clear message that our city is no longer committed to being open and inclusive. This could have a detrimental impact on tourism, which has a significant trickle-down effect on the hospitality industry and city tax revenues.

While supporters of the proposed ordinance argue that it will eliminate discrimination and ensure merit-based hiring and promotion, it is important to note that Scottsdale already adheres to these principles. Our city's hiring and promotion practices are based on merit, and we comply with all state laws. Therefore, an ordinance is not necessary to achieve these goals.

As a voter, taxpayer, and resident, I urge you to join me in opposing this ordinance. I believe that preserving DEI programs is crucial for the continued success and growth of our city.

Thank you for your attention to this matter.

Dr. Rachel Behrendt
24447 N 77th Street
Scottsdale 85255

From: [Colleen Kelly](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Monday, February 10, 2025 12:22:56 PM

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

Apparently the majority of Council need to do their homework on what DEI even is!
It's not a mandate, it's not a law, it's not rules...
For heaven's sake, isn't Scottsdale already white enough for you?
Councilman Kwasman's post on FB is just blatantly racist.

I will be at the meeting tomorrow.

Colleen Kelly
Scottsdale

From: [Susan Thrasher](#)
To: [City Council](#)
Subject: Proposed Discontinuation of Diversity, Equity and Inclusion (Ordinance 4662)
Date: Monday, February 10, 2025 12:26:19 PM

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

Scottsdale already hires and promotes based on merit and abides by all state laws, so no ordinance is needed. Adoption of the ordinance could also injure our relationship with professional baseball teams that are universally committed to DEI and that every year are responsible for bringing millions of dollars in revenue to Scottsdale businesses. Respect, kindness, civility and empathy are Scottsdale values that are important to me personally and are also important for business development and for preserving a safe and caring community.

Susan Thrasher
10040 E Happy Valley Rd, Unit 332, Scottsdale, AZ 85255

From: [Jerry Williams](#)
To: [City Council](#)
Subject: Please Oppose Ordinance No. 4662- Discontinuation of Diversity, Equity and Inclusion Programs
Date: Monday, February 10, 2025 12:31:29 PM

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

To Scottsdale City Council members,
I strongly oppose the adoption of Ordinance No. 4662- Discontinuation of Diversity, Equity and Inclusion Programs.

I believe that respect, kindness, and civility are Scottsdale values that are important to me personally, for businesses, and for building a safe and caring community. Adoption of this proposed ordinance could send a negative “unwelcome” message to some existing Scottsdale residents and result in our city losing some of our best and brightest medical, technical and other professionals. Elimination of Scottsdale’s Office of Diversity will create the negative impression that our city is no longer interested in being open and inclusive, which could have a negative impact on tourism, our hospitality industry, and city tax revenues.

I ask that you oppose Ordinance No. 4662- Discontinuation of Diversity, Equity and Inclusion Programs and keep Scottsdale a kind, respectful, safe, and welcoming city to all individuals.
Thank you for your consideration,
Felice Williams
11360 E. Caribbean Lane, Scottsdale, AZ 85255

From: [Jared Williams](#)
To: [City Council](#)
Subject: Please Oppose Ordinance No. 4662- Discontinuation of Diversity, Equity, and Inclusion Programs
Date: Monday, February 10, 2025 12:49:01 PM

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

To Scottsdale City Council members,

I strongly oppose the adoption of Ordinance No. 4662- Discontinuation of Diversity, Equity, and Inclusion Programs.

Ignorance created separation between human beings, and we need to get rid of false made-up concepts that led us to believe that we are different from fellow human beings. I believe that respect, kindness, and civility are values that are important for our town.

I ask that you oppose Ordinance No. 4662- Discontinuation of Diversity, Equity, and Inclusion Programs and keep Scottsdale a kind, respectful, safe, and welcoming city to all individuals.

Thank you for your consideration,
Jared Williams

[11360 E. Caribbean Lane, Scottsdale, AZ 85255](#)

From: [Laureine Greenbaum](#)
To: [City Council](#)
Subject: Opposition to Adoption of Ordinance No. 4662
Date: Monday, February 10, 2025 12:59:23 PM

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

As a woman, I am fervently in favor of DEI programs and view them as highly effective and successful in attracting strong talent to our community. Also, I do not view them as a deterrent to merit-based hiring; but to the contrary, they enlarge the pool of talent. The proposed Ordinance if adopted, would not only paint our city as closed-minded, but also diminish the work force. I am more motivated than ever to elect open-minded and business savvy candidates to our City Council.

Sincerely,

Laureine Knight
10040 E Happy Valley Road
Scottsdale 85255
Lkg029@gmail.com

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Dee Taylor
Date: Monday, February 10, 2025 1:36:46 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 Dee Taylor

Contact Information

PHONE (480) 390-9117

EMAIL DTMAC2@cox.net

CITY Mesa

Comment

COMMENT February 9, 2025
Mayor and City Council

My name is Dee Taylor and although I don't live in Scottsdale, I served the community as a police officer from 1973 to 2004 reaching the rank of Executive Assistant Chief of Police. I'd like to weigh in on Council Agenda Item #14 which is to be discussed at the February 11, 2025 meeting. This is the proposed ordinance that would abolish the City's Office of Diversity.

I've read the Office of Diversity and Inclusion Summary, and for the life of me, I really don't understand why some members of the Council would take objection to this departments area of responsibility.

During my tenure, the Office of Diversity was not involved in recruitment or hiring decisions. We based hiring on the most qualified individuals that met our police department standards.

It appears this ordinance is just the popular thing to do without caring about the message it sends to employees and citizens. It says that Scottsdale ISN'T a community for all. If you think that a specific program is in violation of ARS 14-1494, have the City Attorney review the program or specific incident and give their legal findings. This can then be handled on a case by case basis. Remember that training from this office is NOT mandatory but only provides VOLUNTARY topic based training focusing on inclusion and respect of individuals (per their hiring and training summary.) What on earth could be wrong with that?

I encourage you to vote NO on this proposed ordinance. Have courage to realize that we are a country and community made of many differences. The atmosphere of today is driving us apart and not bringing us together for the common good. Have courage to send a strong message to the employees and community that Scottsdale is truly a community for all.

Respectfully,

Dee Taylor
Executive Assistant Chief of Police (Ret.)
480-390-9117

From: [Angela Hughey](#)
To: [City Council](#)
Subject: Keep the Office of Diversity
Date: Monday, February 10, 2025 2:04:32 PM

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

Dear Mayor and Council,

For over 25 years, Scottsdale has been a leader in advancing policies that remove barriers, promote access and inclusion for all, economic vitality and celebrate our various skill sets and diverse voices that lead to long term solutions and sustainability. No doubt, the Office of Diversity at the City of Scottsdale has played a vital role in making Scottsdale a welcoming, prosperous and thriving community.

As elected leaders in Scottsdale, we are asking you to please stand with the people of Arizona, Scottsdale and major employers in opposing Ordinance No. 4662 that will take us backwards in cultivating a city that respects and promotes opportunity and an improved quality of life for all who visit and live in this wonderful city.

Embracing various points of view is a strategic advantage that enhances economic sustainability. By valuing diversity, we are positioning ourselves to more thoroughly consider various perspectives that have the power to help us find solutions to the most perplexing issues we face. Inclusion of more backgrounds and ideologies help us to thrive in an increasingly competitive and globalized economy.

Thank you for your continued commitment leading Scottsdale with a vision and pioneering spirit that has always led our great state and region. Together, we can ensure that Scottsdale remains an inclusive, forward-thinking city for everyone to thrive.

Respectfully,

~Angela Hughey

Angela Hughey
(she/her)
President
ONE Community &
ONE Community Foundation
480.355.0088 x 101
602.284.1418 Cell
angela@ONEcommunity.com



Join our member-based coalition of businesses and organizations moving diversity, inclusion, equity and equality for all Arizonans forward at www.ONECommunity.com. Invest in our non-discrimination educational work towards an Arizona that celebrates, respects and protects us all at www.OCFAZ.org. Take the UNITY Pledge, the largest equality pledge in the nation at www.UNITYPledge.com. Support equality and fairness for all Americans at www.EqualityandFairness.com.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Ellen Murphy
Date: Monday, February 10, 2025 3:02:14 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

Ellen Murphy

Contact Information

PHONE

(480) 540-9548

EMAIL

ellen.murphy1878@gmail.com

ADDRESS

10275 E DREYFUS AVE

CITY

SCOTTSDALE

Comment

COMMENT

Who is going to ensure that "city employees are hired, evaluated, and promoted based on merit" and "protected from...discrimination" if the council votes to eliminate the positions that currently do train employees? How do we represent the diversity of our city and hire inclusively if we shut down the means to train employees to do just that?

From: [andrea.cohen](#)
To: [City Council](#)
Subject: opposition to proposed ordinance 4662
Date: Monday, February 10, 2025 4:38:52 PM

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

Dear City Council,

As a resident of Scottsdale for almost 30 years, I have always been proud to be a member of the Scottsdale Community. While I don't always agree with everything enacted by the City Council, until now, I have never felt the Council was acting in a malicious, hate filled manner.

Having the proposed elimination of the Office of Diversity and Elimination on the agenda both saddens and frustrates me.

Scottsdale should be proud to ensure all residents, visitors and employees are valued and cared for. Eliminating this office, and pretending that problems don't exist, is foolish.

The Scottsdale City Council took the Unity Pledge (as per your website) just 10 years ago. The Council's action affirms the city's commitment to diversity and inclusion and is a public expression of Scottsdale's desire to be a welcoming place for all people – both as an employer and as a community. My employer, the Center for Jewish Philanthropy, took that same pledge through One Community. Your proposal to do away with this intentional work to make Scottsdale feel welcoming and safe really hurts my heart. There is so much hate in this world - to say it doesn't exist in Scottsdale is so wrong.

In fact, my office, on the Ina Levine Jewish Community Campus, is protected by multiple armed guards daily. All Jewish synagogues are protected by armed guards. The threats we receive are real and terrifying. We, Jewish residents of Scottsdale, are facing hate and threats like never before. To eliminate an office that aims to normalize differences during such a tense time in our history feels incredibly out of touch.

Have I felt like an outsider at times, yes. But, I have always felt welcome and valued. I truly hope that will continue.

Thank you,
Andrea Cohen
13269 N. 93rd Street Scottsdale, AZ 85260

From: [Yvette Uriondo](#)
To: [City Council](#)
Subject: **Keep the Office of Diversity**
Date: Monday, February 10, 2025 4:41:18 PM
Attachments: [image001.png](#)

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

Dear Mayor and City Council,

I have lived in Scottsdale for approximately 23 years. For over 25 years, Scottsdale has been slowing advancing policies that eliminate barriers and promote access and inclusion for all.

The Office of Diversity has been paving the way for long-term solutions and sustainability.

Moreover, for the past two plus years, the Office of Diversity in the City of Scottsdale has been instrumental in fostering a welcoming, prosperous, and thriving community!

Furthermore, Scottsdale's community partner events have successfully united a diverse array of residents, numerous organizations, and corporations, all made possible through the dedicated efforts of the Office of Diversity.

As elected leaders in Scottsdale, we urge you to stand with the residents of Arizona, the Scottsdale community, and prominent employers in opposing Ordinance No. 4662. This ordinance threatens to reverse the progress we have made in cultivating a city that upholds opportunity and enhances the quality of life for all who visit and reside in our exceptional city.

Embracing a variety of viewpoints is a strategic advantage that enhances our economic sustainability. By valuing diversity, we equip ourselves to explore a broader spectrum of perspectives that can help us tackle the complex challenges we face. Inclusion of diverse backgrounds and ideologies positions us to thrive in an increasingly competitive and globalized economy.

Thank you for your unwavering commitment to leading Scottsdale with vision and innovation, qualities that have historically guided our great state and region. Together, we can ensure that Scottsdale remains an inclusive, forward-thinking city where everyone can prosper.

Kindest Regards,



Yvette Uriondo
Senior Business Consultant

ARIZONA | MBDA Business Center
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From: [Barrie Stachel](#)
To: [City Council](#)
Subject: Killing Scottsdale for All Ordinance - To What End?
Date: Monday, February 10, 2025 4:44:48 PM

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

Dear Mayor Borowsky and City Council members,

I understand certain Council members have proposed an ordinance that would eliminate the Office of Diversity dedicated to equal opportunity. To what end, I ask. The proposed ordinance would require merit-based hiring (Scottsdale already adheres to that) and end quota-based hiring (Scottsdale doesn't do that and if it did, it is already illegal). This ordinance is therefore unnecessary. So, I ask again – to what end are certain council members pushing to eliminate the “Scottsdale for All” program that stands for Respect, Kindness, Civility and Empathy?

Economically, this is a bad idea. Telling the world our city doesn't value everyone is bad for Scottsdale. Consider the negative impact on tourism alone. Scottsdale hosted 11 million visitors from around the world in 2024 and we know that corporate meeting planners, sports teams, and individuals will not go where they or their membership are not welcome. Consider that this elimination could negatively impact attracting people to live here and businesses and their employees to relocate here. Scottsdale is in competition with many desirable and welcoming cities.

As a Jewish Scottsdale resident, I am offended and disappointed by Councilmember Kwasman's comments and proposal of this ordinance. He posted on Facebook that DEI “poison will be rooted-out of our beautiful City.” Strange that he (and Councilmember Jan Dubauskas) want to root out Respect, Kindness, Civility and Empathy – the keystones we teach and expect of our children. His post is even stranger and inconsistent with his inaugural comments, “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.” I understand Councilmember Kwasman also asked the City Council to consider adopting a formal definition of antisemitism, which would be consistent with the goals of the Office of Diversity, yet he supports eliminating this office.

Again, I ask to what end for this needless dismantling of this Office and the “Scottsdale for All” inclusivity programs that stand for including people of all faiths, disabilities, and ethnicities? Respect, Kindness, Civility and Empathy are Scottsdale values that are important for tourism, business, and building a safe and caring community. Scottsdale already hires based on merit and abides by all state laws. No additional ordinance is needed.

I urge the Mayor and all Councilmembers to vote resoundingly NO on this proposed ordinance. Residents, tourism and businesses are listening and so are our children.

Regards,

Barrie Stachel

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From: [Sharon GUTTELL](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Monday, February 10, 2025 4:47:32 PM

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Urging you to keep the department for equal opportunity.

Sent from my iPhone