

From: [Mark Rentz](#)
To: [City Council](#)
Subject: Rentz Comments on Agenda Item 14 (DEI program)
Date: Monday, February 10, 2025 8:17:55 PM
Attachments: [Scottsdale DEI Programs 021125 pdf2.pdf](#)

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

Please see coments below.
MSR

TO: Scottsdale Mayor Borowsky; Scottsdale Council Members Dubauskas, Graham, Chessman, Littlefield, McAllen, and Whitehead
FROM: Mark S. Rentz, Scottsdale Resident
SUBJECT: Agenda Item 14, Adoption of Ordinance 4662; Discontinuation of the Scottsdale's Diversity, Equity and Inclusion Programs
DATE: 09 February 2025

I strongly encourage the Scottsdale City Council to reject Agenda Item 14, Adoption of Ordinance 4662 which calls for the Discontinuation of the City of Scottsdale's Diversity, Equity and Inclusion Programs.

The purpose of the Scottsdale Office of Diversity and Inclusion (ODI) is to:

“[P]romote fairness and celebrate 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.”

Given the diversity of Scottsdale's citizenry, the City of Scottsdale needs to visibly support efforts that advance diversity, equality and inclusion (DEI). Review of ODI's records reveal no legal or policy justification for the proposed action. I am unaware of any lawsuits or administrative actions brought against ODI for violation of state or federal laws.

ODI is not involved in employee recruitment or city hiring processes other than those directly related to ODI. And while ODI occasionally provides voluntary topic-based training on inclusion respecting all people, the City of Scottsdale does not require any mandatory DEI training for city staff. Based on the fiscal analysis provided to the Council, the ODI of \$716,356 for Fiscal Year (FY) 2024-25 appears quite reasonable. It represents less than 1/3 of 1.0% of Scottsdale's fiscal budget (\$2.3 Billion). ODI's FY 2024-25 budget includes a \$300,00 one-time expense to comply with a federally required ADA Transition Plan. That represents 42% of ODI's budget.

I can only assume that council members supporting Ordinance No. 4662 either do not understand, and consequently do not support city programs that advance diversity, equality and inclusion in Scottsdale; or generally oppose diversity, equality and inclusion; or frankly just don't give a damn. It is obvious that you refuse to acknowledge the fact that for generations there has been a strong resistance for programs that embrace diversity, equality and inclusion. Apparently this resistance continues for some council members.

In closing, I encourage the City Council to reject Ordinance No. 4662 set forth in Agenda Item 14 of the February 11, 2025 council agenda. Encourage your staff to present periodic updates on ODI efforts, Look for opportunities to advance Scottsdale as the desert jewel that welcomes all people to visit and reside here.

Sincerely,

Mark S. Rentz
(916) 719-5822

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Katherine Martin
Date: Monday, February 10, 2025 8:45:34 PM

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City of Scottsdale

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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 Katherine Martin

NAME OF GROUP OR ORGANIZATION Self and family

Contact Information

EMAIL Kemartin67@gmail.com

ADDRESS 11281 E. Del Timbre Dr.

CITY Scottsdale

Comment

COMMENT

I am opposed to the new Scottsdale city council's agenda item intended to eliminate the Diversity, Equity and Inclusion "Scottsdale for All" ideals. As the mother of a child who identifies as a member of the LGBTQ+ community I embrace the values of Respect, Kindness, Civility and Empathy. You may think you are not vulnerable to discrimination based on the color of your (white) skin or being a member of the (Christian) religious majority of this state and country. But you are very short sighted in this. If any particular group of society is called out as an "other" group that can be discriminated against we are all more likely to be the target of the next group of "others" in the crosshairs of the right wing conservative agenda. We are all less safe as a result. Continuing to promote the Scottsdale for All ideals is important for tourism, business, and building a safe and caring community. And Scottsdale already hires based on merit and abides by all state laws. No ordinance needed. Please surprise me and vote this agenda item down!

From: [Virginia L. Korte](#)
To: [City Council](#)
Subject: Item #14 -- the discontinuance of the Diversity program
Date: Monday, February 10, 2025 8:51:52 PM

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

Mayor and City Council Members,

I am opposed to the proposed Ordinance #4662. It violates many of the City Codes regarding employment as well as our city's values. Additionally, it sends a very 'unwelcoming' message to our visitors which will have negative economic and social impacts.

Whatever happened to the "Golden Rule" for Scottsdale? V

Virginia L. Korte

From: [Alika Kumar](#)
To: [City Council](#)
Subject: Opposition to Ordinance No. 4662: Preserving Inclusion and Opportunity in Scottsdale
Date: Monday, February 10, 2025 9:14:25 PM
Attachments: [image002.png](#)

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

Dear Mayor and Council,

I am writing to express deep concern regarding the proposed Ordinance No. 4662, which, if passed, would dismantle the City of Scottsdale's Office of Diversity, eliminate critical DEI programming, and reassign leadership roles dedicated to fostering equity and inclusion. This ordinance would be a major step backward for Scottsdale's progress in cultivating a community built on opportunity, belonging, and long-term economic sustainability.

For over 25 years, Scottsdale has been a leader in advancing policies that remove barriers, promote access, and celebrate the diverse voices that strengthen our local economy and improve quality of life. The Office of Diversity has been instrumental in making Scottsdale a welcoming, prosperous, and thriving community—where people and businesses of all backgrounds contribute to the city's growth and resilience.

Equity programs are not just about fairness; they are strategic investments in the future strength, prosperity, and sustainability of our entire community. Embracing diverse perspectives is an undeniable competitive advantage that enables us to address challenges, spark innovation, and build lasting solutions more astutely. In an increasingly globalized and competitive economy, the inclusion of various perspectives, skillsets, cultural and emotional intelligence is going to be essential for Scottsdale's continued success.

Disbanding these efforts would undermine much of the progress Scottsdale has made toward creating an inclusive environment that attracts businesses, residents, and visitors alike. Now more than ever, we must work together as community leaders and partners to build upon—rather than tear down—these systems that foster long-term economic vitality and social cohesion.

The ability to make powerful choices and to be on the right side of history are in your hands as elected leaders. Therefore, we compel you to stand with the people of Scottsdale, Arizona, and major employers who recognize that inclusivity is key to our shared success. Please oppose Ordinance No. 4662 and continue Scottsdale's proud legacy as a forward-thinking city where everyone can thrive.

Thank you for your commitment to leading Scottsdale with dignity and vision. Together, we can ensure that Scottsdale remains an inclusive, vibrant, and prosperous community for generations to come.

Warmest regards,



Alika Kumar
Executive Director

ARIZONA | MBDA Business Center
Mailing Address: 3104 E Camelback Rd, #2481, Phoenix, AZ 85016
T 602.294.6087 | C 623-628-0725
alika@arizonambdacenter.com
www.arizonambdacenter.com

From: [Josh Ursu](#)
To: [City Council](#)
Subject: DEI must be shutdown in Scottsdale
Date: Monday, February 10, 2025 9:38:23 PM

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

My family has lived in Scottsdale since 1997. My in-laws, nieces and their families and my own family all live in Scottsdale.

We all want DEI eliminated from our beautiful city!

It is a left-wing agenda meant to destroy the family and the values America was founded on.

Please remove any and all DEI related policies, programs and practices from our city.

Sincerely
Josh and Violet Ursu
Scottsdale

[Sent from Yahoo Mail for iPhone](#)

From: [Justin Ursu](#)
To: [City Council](#)
Subject: Stop DEI in Scottsdale
Date: Monday, February 10, 2025 10:14:17 PM

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

Dear Scottsdale City Council,

I have lived in Scottsdale since I was 3 years old, in 1997 my family moved here. My whole immediate and extended family also all live in Scottsdale.

We all want DEI eliminated from our wonderful city!

I am now 30 years old and will soon be raising a family in Scottsdale. As a long time resident representing a family invested in the future of Scottsdale, it is extremely important to me and my family that DEI has no place in our city.

DEI is a left-wing agenda meant to destroy the family and the values our country was founded on. Please remove any and all DEI related policies, programs and practices from our city.

Sincerely,
Justin Ursu

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Andrew Scheck
Date: Monday, February 10, 2025 10:23:55 PM

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City of Scottsdale

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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

Andrew Scheck

Contact Information

EMAIL

andrew.scheckny@gmail.com

CITY

Scottsdale

Comment

COMMENT

Ideology. Councilman Graham wrote on his blog about how this council does not make decisions on ideology. This has been proven false again and again. Here we are today discussing DEI. Three letters that

have been twisted and used in misinformation campaigns to describe everything that is apparently wrong in this country.

What does DEI have to do with any of the issues in Scottsdale. This is all about ideology because I am sure that the facts and statistics of the department of diversity hasn't even been researched.

I doubt that many members of our council know that 70% of the city staff is white. That maybe around 15% are Hispanic and the percentages go lower for African American and Native American employees. Are we saying the 30% of employees that are not white were hired based on some quota and not because they earned the position based on their qualifications. I would think that is insulting to these dedicated employees.

At the same time did you know the Diversity Department has nothing to do with hiring staff in Scottsdale. That belongs to the HR department where they do not have a quota, and they do not have any policies that is being pushed by the Diversity Department regarding hiring. That is because the Diversity Department was not formed for that purpose. What they do is educate and have programs that are voluntary, not mandatory, to learn about different cultures and events. They work with the public when it comes to ADA issues and so much more. They are even working with the Girl Scouts to create a Scottsdale patch to empower the next generation of female leaders and introduce them to what it is like working for the city of Scottsdale.

Facts vs fiction. I urge you to truly understand what this department does and not what you think it does without the facts behind it. The diversity department does a phenomenal job and is run by an equally phenomenal person. I urge you not to remove DEI from the city of Scottsdale. Do the right thing for the city and not promote ideology that has been disproven time and time again.

From: [Andrea Ruston](#)
To: [City Council](#)
Subject: Racism hurts ALL Scottsdale residents and businesses - NO on 4662
Date: Monday, February 10, 2025 10:40:43 PM

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

To the Scottsdale Mayor and City Council,

I am strongly OPPOSED to the adoption of Ordinance #4662

I cannot state it strongly enough, that baking-in racism to how the city does business by going out of your way to stomp on diversity and inclusion initiatives that are already in place, for no valid reason whatsoever, is nothing short of white supremacy run amok.

Not only would it be bad for tourism, and diminish the appeal of business-friendly tech innovators to make Scottsdale their base of operations because highly-skilled (and urgently needed) talent would feel unwelcome, it would be a really BAD LOOK for Scottsdale, and one I don't want to be associated with -- the new Jim Crow of the West.

I've lived in Scottsdale for 16 years, and am both embarrassed and horrified that the council is even considering such an ugly unforced error which can ONLY HURT our city while helping absolutely NO ONE.

Sincerely,

Andrea Ruston
8480 E. San Candido Dr.
Scottsdale AZ 85258

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Terry Erickson
Date: Monday, February 10, 2025 10:40:48 PM

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City of Scottsdale

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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 Terry Erickson

Contact Information

PHONE (480) 560-3392

EMAIL terryerry3333@cox.net

ADDRESS 6918 East Pinchot Avenue

CITY Scottsdale

Comment

COMMENT

Please consider keeping Diversity, Equity and Inclusion programs in Scottsdale. These programs support city values established by city employees decades ago, and reflect to the community Scottsdale's commitment to value differences. These are important to our tourism--tourists and those considering making Scottsdale their home evaluate how our city innovates and makes thoughtful, well researched change. Please don't do what everyone else is doing; do the right thing for Scottsdale and its future. Scottsdale has often been a city that sets the example for other cities to emulate. Please stand up for Scottsdale and these important values so we can continue to be a city that is revered among the cities in the valley. Thank you for your time in reading my opinion.

From: [kirk.williams](#)
To: [City Council](#)
Subject: Please Oppose Ordinance No. 4662- Discontinuation of Diversity, Equity and Inclusion Programs
Date: Tuesday, February 11, 2025 12:12:51 AM

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

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,
Kirk Williams
11360 E. Caribbean Lane, Scottsdale, AZ 85255

From: [Peggy Klein](#)
To: [City Council](#)
Cc: [Jared Klein](#)
Subject: Opposition to: Agenda Item No. 14, "Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs"
Date: Tuesday, February 11, 2025 6:13:07 AM

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

To Scottsdale City Council,

We are opposed to Agenda Item No. 14 to be even considered at the COS meeting this evening.

It is not clear to us why this would be an agenda item for your meeting. Scottsdale already hires and promotes based on merit and abides by all state laws, so no ordinance is needed.

What are the facts that discrimination already exists? This seems like a duplication and “copy cat” of what already is transpiring at the federal level with no thought about its impact from an ethical and moral perspective on this city.

This will only hurt Scottsdale economy. I have already hear from friends that they will not longer vacation in this city if ordinances such as this are considered and passed.

Jared Klein MD and Peggy Heine Klein
7161 East Rancho Vista Drive
Scottsdale, 85251

From: [MELISSA MCCUSKER](#)
To: [City Council](#)
Subject: Please do better
Date: Tuesday, February 11, 2025 6:28:43 AM

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

Dear Scottsdale City Council. My husband and I are residents and are raising our family and sending them to Scottsdale Public Schools.

I am disgusted with the recent commentary and action by Mr. Kwasman.

MAGA extremists, like Adam Kwasman, have seized control of Scottsdale's city council. In a startling move during your first meeting, our city's sustainability plan was dismantled and the City is pursuing eliminating all DEI. This communicates a troubling message, that Scottsdale is not a welcoming place for everyone and we do not prioritize values like respect, kindness, civility, and empathy! It sends a negative "unwelcome" message to some existing Scottsdale residents and results in our city losing some of our best and brightest medical, technical and other professionals! It is likely to 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! As well, it threatens our ability to attract new businesses and families to relocate to Scottsdale!

Please, this is not the City I want my children to be raised in, nor do I want to be associated with this hypocrisy. Please do better for our community.

Dr. Melissa McCusker
luckymccusker@gmail.com

From: [tami.smith](#)
To: [City Council](#)
Subject: DEI
Date: Tuesday, February 11, 2025 7:13:46 AM

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

Mayor Lisa Borowsky and City Council Members,

I am writing to express my opinion regarding DEI policies.

Reevaluate our DEI policies.

Focus should be on merit. We will have a more united and robust City of Scottsdale when divisive policies are eliminated.

I have had this opinion for many years.

I recently finished a book that provides the history of DEI (and other initiatives) which have attempted to change our country's foundation. To gain perspective, I recommend: America's Cultural Revolution by Christopher Rufo.

Also, an interesting article on recent court case: <https://www.fenwick.com/insights/publications/the-future-of-corporate-dei-programs-in-the-aftermath-of-the-supreme-courts-harvard-decision>

Thank you for your commitment towards a thriving Scottsdale.

Tami A. Smith
Scottsdale Resident

From: [Lauren Grey](#)
To: [City Council](#)
Subject: Please vote against Agenda Item #14
Date: Tuesday, February 11, 2025 7:46:18 AM

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

Dear Mayor and Councilmembers,

I request that you retain current policies and vote against agenda item #14 "Discontinuation of Inclusion Programs".

Please keep us on the proper side of history here, there may be a time in the future where a policy of Everyone Matters is not needed but today is not that day.

--

Lauren Grey

Custom Web Design & Development
Sprise Media in Sunny Scottsdale, AZ

From: [Kimberly Dorris](#)
To: [Borowsky, Lisa](#); [City Council](#)
Subject: Scottsdale For All Storytime
Date: Tuesday, February 11, 2025 8:04:25 AM

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

I was disappointed to learn that the Scottsdale City Council is deliberately targeting Scottsdale For All Storytime in an apparent effort to jump on the "anti-DEI" bandwagon. Do you even know what this program does? The theme for January was braille. The theme for February is Black History, and the theme for March is sensory issues (which includes patients with autism). I think it's a positive to understand the challenges faced by our neighbors, co-workers, and classmates. If you are too callous to care about this, and you are only motivated by money (and potentially getting a cookie from President Trump), consider the potential loss of ADA funds. I hope you will do the right thing.

Kimberly Dorris
Scottsdale, AZ

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Alec Ramirez
Date: Tuesday, February 11, 2025 8:05:12 AM

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City of Scottsdale

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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 Alec Ramirez

Contact Information

EMAIL alecr0447@gmail.com

CITY Scottsdale

Comment

COMMENT We are actively moving 75 years backwards in time where the white man's voice was the loudest. Diversity, equity, and inclusion is something that everyone benefits and supports those who are not

the majority of the country. White women, Black people, People of color, veterans, Queer people, and the Disabled are all people who widen our views to lenses in which we cannot see through and who have fought for rights. White men have taken for granted in this country, who have never been prejudiced against for their skin tone, gender, nor social status. Meritocracy is the label our ruling class may choose but we are not blind. This is discrimination, exclusion, and inequality. Love thy neighbor.

From: [David Heiser](#)
To: [City Council](#)
Subject: Ordinance No. 4662
Date: Tuesday, February 11, 2025 8:20:58 AM

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

DEI programs exist to help groups that have been historically harmed. DEI programs are important and useful. Scottsdale needs to stand up for DEI programs and been seen as a welcoming and inclusive community.

February 10, 2025

Dear Mayor Borowsky and City Council,

On behalf of the Scottsdale Human Relations Commission, we recommend the council reject Ordinance No 4662 and agenda Item 14: “Merit-Based Employment and Discontinuation of Diversity, Equity, and Inclusion Programs in the City of Scottsdale”. The work of the Diversity Office, Human Relations Commission, Scottsdale For All Campaign, and Scottsdale City Employee Resource Groups all promote values of **respect, inclusion, kindness, and belonging**. There are no required, illegal trainings, or “blame and judgement” in any of these groups or programs. ARS 41-1494 addresses mandatory trainings and the City of Scottsdale does not require any of these trainings and is not applicable to the agenda item.

The fact is Ordinance No 4662 is unnecessary and a discontinuation of inclusion programs will be a setback for our city. The City’s Office of Diversity has been a cornerstone of community engagement since 1998 and was created as result of community request after claims of racial profiling.

Inclusion is simply good for our city. It results in improved decision-making that better represents all residents. We increase our community’s trust in local government by offering more options for community members to be seen and heard as well as to better understand local government initiatives. And finally, from a City employee perspective, focusing on inclusion results in improved employee satisfaction, reducing staff turnover, and increasing employee engagement and awareness.

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

Sincerely,

Scottsdale Human Relations Commission

From: [Alisa Beyer](#)
To: [City Council](#)
Subject: Oppose Item 14, Keep Scottsdale Open for All
Date: Tuesday, February 11, 2025 8:42:57 AM

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

Support city without new ordinance! No new ordinance. Scottsdale values respect, kindness, civility, and empathy Scottsdale already hires based on merit and abides by state laws
Scottsdale resident (born in Scottsdale) and 5th generation born and raised in Arizona.

From: [Ruth Landau](#)
To: [City Council](#)
Subject: My STRONG OPPOSITION to the adoption of Ordinance No. 4662 - Discontinuation of DEI Programs
Date: Tuesday, February 11, 2025 8:50:01 AM

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

Councilmembers:

I voice my strong opposition to the adoption of Ordinance No. 4662. Respectfully, the proposal suggests a serious misunderstanding of DEI programs, incorrectly characterizing them as "discriminatory" and contrary to merit-based employment.

The proposed ordinance's false premises:

The City's current website says the goal of DEI programs is "to foster fairness in organizational diversity, initiate strategies that intervene in discrimination or prejudice attitudes, and most importantly, to celebrate and educate one another about who we are to promote conscious inclusion. In addition, we develop and sponsor training, services, programs, and events that create work and community environments where differences are valued, respected, and embraced."

*Where do Scottsdale's DEI programs support or encourage staffing decisions *not* based on merit? NOWHERE.*

Where do Scottsdale's DEI programs support any training or initiative in contravention of state law? NOWHERE.

The benefits of Scottsdale's DEI programs and the detriments of their elimination:

The City reaps maximum benefit from a diverse, talented work force. Ending DEI programs works directly against that goal. Moreover, an affirmative effort at this time to eliminate Scottsdale's Office of Diversity and its initiatives would send the message that Scottsdale is not interested in being open to all and could well have a negative impact on our tourism industry and tax revenues. Adoption of the ordinance could deter some of the best and brightest people in the technical, arts, and professional fields from coming to our City and deter businesses and organizations employing those individuals from investing here. It could also damage our relationship with the professional sports teams that bring in millions of dollars in revenue to Scottsdale's business community.

Several tools are readily available to Scottsdale to assess any suspected problems with its DEI programs:

If the City suspects any wrongdoing in its DEI efforts, it has at hand a variety of tools to investigate such claims including review of any particular program or an audit by the City Auditor to ascertain whether any laws have been violated. It is entirely unnecessary and unwise to eliminate all its DEI programming.

Respect, kindness, civility and empathy are Scottsdale values that are important to its citizens and also important for business and building a safe and caring community. It is ill-advised to eliminate a solid program like Scottsdale's Office of Diversity based on some ideological call

that has no basis in fact.

Respectfully,

Ruth Landau
7416 E. Beryl Ave.
Scottsdale, AZ 85258

From: [Ann Myers](#)
To: [City Council](#)
Cc: [Borowsky, Lisa](#)
Subject: Keep DEI, oppose ord. 4662
Date: Tuesday, February 11, 2025 9:21:29 AM

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

I thought I lived in a city that valued diversity, equity, and inclusion. It's certainly a place I want to live in.

Can you not remember when WMO - white males only - was the hiring practice? I do. Can you not remember when it took us years to recognize Martin Luther King Jr. Day? I do. Can you not remember when sports teams refused to come to Arizona because we were seen as racist? I do. I do not want to return to the days when the rest of the country saw Arizona as being pro White.

Please keep our DEI practices. Oppose Ordinance 4662.

Ann Myers
8876 E Palm Tree Dr
Scottsdale 85255

From: devanaddress@aol.com
To: [City Council](#)
Subject: Opposition to Ordinance #4662
Date: Tuesday, February 11, 2025 9:28:44 AM

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

To Mayor and Council Members

I am a Scottsdale voter. I believe in the importance of DEI programs and initiatives. Vote against the proposed ordinance #4662.

Cia Devan
9977 E Peregrine Place
85262

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Bruce Washburn
Date: Tuesday, February 11, 2025 9:11:22 AM

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

City of Scottsdale

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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 Bruce Washburn

Contact Information

EMAIL rbwashburn@gmail.com

CITY Scottsdale

Comment

COMMENT I think adopting Ordinance No. 4662 sends the wrong message about the City of Scottsdale to businesses, to people thinking about visiting here, and to the City's workforce. Therefore, I respectfully

request that you not approve the proposed ordinance.

There are hundreds of millions of citizens of the United States, and hundreds of thousands of citizens of Scottsdale, and we come from a wide variety of races and ethnicities and cultural and religious backgrounds. In short, diversity exists, and for the life of me I do not understand why it is such a problem to acknowledge and deal with that fact. Please consider what you are saying to businesses, to visitors, and to your own workforce, that you are banning City employees from talking about how to show the world that the City recognizes and embraces the diversity that exists. I think that in trying to deal with a problem that does not exist – some supposed negative impacts caused by the existence of the Office of Diversity – that you may be creating a real issue of sending the wrong message. Again, I respectfully request that you not adopt this ordinance. Thank you.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - Deborah Nye
Date: Tuesday, February 11, 2025 9:43:09 AM

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

City of Scottsdale

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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 Deborah Nye

NAME OF GROUP OR ORGANIZATION None

Contact Information

PHONE (602) 524-9129

EMAIL debnye@gmail.com

ADDRESS 6033 E WILSHIRE DR, Scottsdale, AZ 85257 -1957, Scottsdale, AZ 85257-1957

CITY Scottsdale

Comment

COMMENT

To eliminate the amount of funds, which is no more than a rounding error in your police budget, in order to signal to the us, the public, and especially our Scottsdale hospitality guests, that you care not a whit about governmental discrimination is a disgracefully sad action. I would think council members hoping to claim representation of all citizens of Scottsdale would refuse to engage in signaling with this dog whistle ordinance that they support only a certain segment of the population and care not a bit about including the entirety of its citizens. Please vote against this ordinance and think while doing so that you do, in fact, represent all of Scottsdale citizens and that you do, in fact, welcome all our visitors.

From: notifications@cognitoforms.com on behalf of [City of Scottsdale](#)
To: [Cordova, Rommel](#)
Subject: City Council Public Written Comment Form - William and Karen James
Date: Tuesday, February 11, 2025 9:53:49 AM

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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 William and Karen James

Contact Information

PHONE (480) 282-1634

EMAIL wjamesaz@earthlink.net

ADDRESS 12151 E Cortez Dr

CITY Scottsdale

Comment

COMMENT

Re: Item 14, Eliminating Office of Diversity and Inclusion

Dear Mayor and City Council Members,
We have been Scottsdale residents for thirty years and have been pleased that for 27 of those years Scottsdale has seen promotion of diversity and equality to be important enough to have an office devoted to it. Now, for unclear reasons Ordinance 4662 is proposed to eliminate that office. The ordinance says hiring and promotion must be merit based, not quota-based (which is illegal), and training must not violate ARS41-1494. There is no indication that these conditions are not being met now and in the past. The Office of Diversity and Inclusion "promotes fairness and celebrates our differences through community and workplace connections, education and conscious inclusion." How can that be bad? It is specifically not involved in any hiring or promotion decisions. There is no indication of complaints of violations of ARS 41-1494 due to its trainings and the trainings are voluntary. The ordinance makes a vague statement that the positions assigned to the Office of D and I will be transferred to other offices as will the functions of the Office, including, " Training and education to prevent unlawful discrimination is encouraged and will continue". Therefore, there is no significant budgetary savings. Closing this office will send a message to the community, to tourists and to companies that may contemplate doing business with Scottsdale that diversity and equality are no longer respected here. That may lead to real economic harm for the city.

Lacking any evidence or even allegations that hiring/promotion is not merit based, that quota-based hiring/occurs or that trainings have included violations of ARS 41-1494 and with apparently minimal budgetary savings, the reason to eliminate the Office of Diversity and Inclusion, given the possible negative impact on

Scottsdale's reputation and attractiveness to businesses and visitors, is very unclear. It appears to be a solution in search of a nonexistent problem. In fact the hastiness of this--it is being done without any investigation of the need to do it—suggests a purpose not based on an assessment of the best interests of Scottsdale. This appears to be political grandstanding at the expense of Scottsdale. Please do not approve it.

From: [Mike McConnell](#)
To: [City Council](#)
Subject: Retain DEI Program
Date: Tuesday, February 11, 2025 9:54:46 AM

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Scottsdale City Council Members:

There is an agenda item for tonight's (February 11, 2025) meeting to approve a proposal that would eliminate diversity, equity, and inclusion programs in Scottsdale. I cannot understand why the City would do this. It seems these programs offer real value and just make Scottsdale a more welcoming community. Aside from the fact that this effort seems mean-spirited to me, I think, as a practical matter, the City may experience negative consequences. Professional sports, for example, tend to be supportive of diversity programs. Scottsdale is a tourist destination. I fear that might no longer be the case if some of the larger sporting interests decide that Scottsdale's new reputation, as an anti-DEI community, causes them to reevaluate their choice of location. I urge you to vote against the adoption of this measure.

Paul Michael McConnell
11651 N 114th Pl
Scottsdale, AZ 85259
(480) 272-7255

From: [Marty Katz](#)
To: [City Council](#)
Subject: DEI
Date: Tuesday, February 11, 2025 9:59:08 AM

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Please do not allow this discriminatory ordinance to be on the agenda tonite. The Diversity Department must not be eliminated. Do not discontinue funding for diversity, equity, equality and inclusion. DEI is so important for the City of Scottsdale that it must be funded. Thank you, Martin Katz resident and lawyer in the community.
Sent from my iPhone

From: [Shari McConnell](#)
To: [City Council](#)
Subject: regarding proposal to eliminate DEI
Date: Tuesday, February 11, 2025 10:41:36 AM

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Honorable Mayor Lisa Borowsky and Scottsdale City Council Members Jan Dubauskas, Barry Graham, Adam Kwasman, Kathleen Littlefield, Maryann McAllen, Solange Whitehead,

As a longtime resident of Scottsdale, since 2006, I am bothered by the proposal to eliminate diversity, equity, and inclusion programs here. Isn't that what our country is all about, opportunity for all? Shouldn't that continue to be true in Scottsdale, too?

Tourism is a major industry here as we have just seen evidenced by the number of people attending the Waste Management Phoenix Open. The loss of a welcoming location may dissuade visitors from attending in the future.

Scottsdale hosts major league baseball teams for their spring training, bringing in more tourists and more business to our area. As professional sports strongly support diversity and inclusion programs, I would think Scottsdale would want to show openness to DEI.

I urge you to continue to support diversity, equity, and inclusion in Scottsdale and to vote NO on any proposal or ordinance that would eliminate DEI related programs.

Respectfully,

Sharyn C. McConnell

11651 N 114th Place

Scottsdale, Arizona 85259

From: [Holly Norton](#)
To: [City Council](#)
Subject: DEI offices
Date: Tuesday, February 11, 2025 10:49:12 AM

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Hello,

I am filing a request that the council vote against the proposal to shut down the offices that support and implement policy around diversity, equity and inclusion. The narrative brought out by the White House is extremely exclusionary and biased. It is a dangerous precedent to embrace this non-partisan and divisive rhetoric. We have worked so hard to implement equality and inclusion into the work place and public policy and have benefited greatly from embracing diverse and inclusive practices when it comes to promoting public works and implementing work place practices.

I implore you to not take hateful and invalid arguments to put white men above everyone else; let's keep promoting the idea that a diverse and inclusive work place and equal opportunity promotes and recruits the most successful team building and forward thinking environments for us all to thrive in.

Thank you,
Holly I Norton

Sent from my iPhone

From: gary.garyshapiro.com
To: mayor@scottsdaleaz.gov; [City Council](#)
Subject: Council agenda 021125
Date: Tuesday, February 11, 2025 10:49:49 AM

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

Ladies and Gentlemen,

It is my hope you will not abandon DEI in Scottsdale.

We are a world-class community with a polished brand and reputation that will be tarnished by that action.

It reminds me of the historic consequences years ago when MLK was on the forefront.

Arizona, Scottsdale, and other communities were boycotted. The political, cultural, and financial fallout was catastrophic, until MLK recognition was re-established.

Things in Scottsdale are not broken. Generally speaking, there's no need or mandate to fix things.

Instead, I hope and trust you'll devote your time and energy to enhancing and polishing our brand.

Thank you for your consideration.

Gary Shapiro

Gary Shapiro, REALTOR®

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Shapiro Realty, Inc.

National Headquarters (Hours by appointment)

8249 E. Sells Drive, Scottsdale, AZ 85251-2724

Mail: P.O. Box 4804, Scottsdale, AZ 85261-4804

Phone: 480-451-GARY (4279)

Fax: 1-888-536-GARY (4279) toll free

Email: Gary@GaryShapiro.com

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From: [Julia Andrews](#)
To: [City Council](#)
Subject: Concerned citizen: I OPPOSE ADOPTION OF ORDINANCE NO 4662
Date: Tuesday, February 11, 2025 10:54:12 AM

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

Dear Mayor and City Council Members,

My name is Julia Andrews and I live at 7821 E. Keim Drive in Scottsdale. **I am writing to vehemently oppose the adoption of Ordinance No. 4662 - Discontinuation of Diversity, Equity and Inclusion Programs.**

Scottsdale reaps maximum benefit from a diverse, talented work force. Ill-conceived efforts aimed at eliminating DEI programs work directly against that goal. Moreover, an affirmative effort at this time to eliminate Scottsdale's Office of Diversity and its initiatives would send the message that Scottsdale is not interested in being open to all, and would have a negative impact on our tourism industry (for ex: Major League Baseball) - and city tax revenues.

PLEASE OPPOSE ADOPTION OF 4662

Thank you for your consideration.

Julia Andrews
7821 E. Keim Drive
Scottsdale, AZ 85250

From: [donnantomas](#)
To: [City Council](#)
Subject: Proposed Ordinance No 4662 - Urge to Not Adopt
Date: Tuesday, February 11, 2025 10:57:06 AM

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

Dear Mayor and Council Members:

We have been residents and voting members of our beloved Scottsdale for over 40 years. Based upon our city's values, we have grown in marvelous ways – even reaching out and assisting those who have financial difficulty living here.

We ask that you PLEASE vote AGAINST proposed Ordinance No. 4662 (Agenda item #14) eliminating the City's longstanding commitment to equality through its DEI program. Our country was founded upon the belief that when EVERYONE is given opportunities to develop and offer their gifts, we all prosper! We do not understand the rationale to abandon this long-held commitment which does no harm or issue to anyone and has proven to be so beneficial for all of

Scottsdale?

W. Tomas (Tomas) McIntosh-Fletcher

[Donna and Tomas
McIntosh-Fletcher](#)
25555 N Windy Walk Dr.
Skye Top 20
Scottsdale, Az. 85255
480 - 585 - 4029 hm
480 - 225 - 2729 cell-D
480 - 822- 9377 cell-T
480 – 991 - 9497 wk
mcfletcher@mcfletcher.com
www.mcfletcher.com
wsp@workstylealignment.com
www.workstylealignment.com

From: [McFletcher](#)
To: [City Council](#)
Subject: Regarding Ordinance No. 4662- Do Not Adopt
Date: Tuesday, February 11, 2025 10:59:52 AM

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

Dear Mayor and Council Members,

Scottsdale is a city I am most proud of having had the pleasure of living here as well of having had our company operating within this city and being a voting member for the past 40 years. Our business clients – from US and other counties and generating revenue for Scottsdale- love coming here to work with us as it is such a diversified and open community. Of course, the hiking, golf, and variety of restaurants are a part of with. We do our best to live by and model the values and principles of our city, of which the proposed adoption of Ordinance No. 4662 (Agenda Item 14) is contrary, conflicting, and damaging to our City, its employees and community members. Please vote against the proposal and instead stand for - ***diversity*** to have a balanced representative of members and volunteers, ***equity*** to ensure every employed member benefits from fair and equal opportunities and ***inclusion*** to draw upon the skills and talents for all to be fully informed, involved and fulfilled in their work while contributing to the goals growth of the city of Scottsdale.

Donna McIntosh-Fletcher
CEO, the McFletcher Corporation
Resident, City of Scottsdale

The McFletcher Corporation

50 yrs. of Making a Difference through Workplace and Workforce Alignment

8700 E Vista Bonita Drive, Suite 220
Scottsdale, AZ 85255
Phone: 480-991-9497
mcfletcher@mcfletcher.com
<http://www.mcfletcher.com>
wsp@workstylealignment.com
<https://workstylealignment.com>