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CALL TO ORDER

[Time: 00:00:02]

Mayor Lane: Good afternoon, everybody. Nice to have you here. I appreciate the attendance and the interest. And we are here for our March 31st, work study session. It's about 5:00. And we'll start with a roll call, please.

ROLL CALL

[Time: 00:00:19]

Clerk Jagger: Thank you, Your Honor. Mayor Jim Lane.

Mayor Lane: Present.

City Clerk Carolyn Jagger: Vice Mayor Linda Milhaven.

Vice Mayor Milhaven: Here.

City Clerk Carolyn Jagger: Councilmembers Suzanne Klapp.

Councilwoman Klapp: Here.

City Clerk Carolyn Jagger: Virginia Korte.

Councilmember Korte: Here.

City Clerk Carolyn Jagger: Kathy Littlefield.

Councilwoman Littlefield: Here.

City Clerk Carolyn Jagger: Guy Phillips.

Councilman Phillips: Here.

City Clerk Carolyn Jagger: David Smith.

Councilman Smith: Present.

City Clerk Carolyn Jagger: City Manager Fritz Behring.

City Manager Fritz Behring: Here.

City Clerk Carolyn Jagger: City Attorney Bruce Washburn.

City Attorney Bruce Washburn: Here.

City Clerk Carolyn Jagger: City Treasurer Jeff Nichols.

City Treasurer Jeff Nichols: Here.

City Clerk Carolyn Jagger: City Auditor Sharron Walker.

City Auditor Sharron Walker: Here.

City Clerk Carolyn Jagger: And the Clerk is present.

MAYOR'S REPORT

[Time: 00:00:48]

Mayor Lane: Thank you. The first order of business is a sad report that I have to report and we had a fairly, well, a horrific accident a couple of days ago. A large group here has an event that they produce at WestWorld. You may have heard of the group but it's Bike Week and it's ongoing right now. But in the course of sort of the celebratory moment, we had a motorcycle that did have a serious accident and the driver and passenger was Al and Samantha Burela. I certainly want to make sure that we consider that they both were killed in the accident and right here in Scottsdale. So a sad day on that. If you would like, please take a moment to think about not only their relatives and their

survivors and also for themselves. We will just take a moment. Thank you.

[Time: 00:01:55]

Mayor Lane: First, I would like to just suggest that we have received a great deal of information and correspondence on this subject that we are here to discuss tonight and I want to thank everybody for participating in that, in a very, I think, outstanding kind of way. Communication is really the name of the game. That's what we are here to make sure that we have the right information and we are moving forward in an appropriate a manner as we possibly can.

So this work study for those who may not be aware is a little bit different, it is really seriously different than a normal meeting. We don't have an agenda where we have voted items whether it's zoning changes or text amendments or anything like that. So it is a conversation that we intend to have between the council and staff, and in this case, Sharon Cini, who is sitting right here in front of me, of course, and whomever staff that might be commenting on it. But it is a public discussion, and someone just asked me a little bit about this too. We have been having a few more of these types of sessions. I'm talking about the work study session, because it does afford this council a better opportunity to really not only to converse in a little bit different environment. It may not seem like a big deal coming off the dais. But nevertheless, here on the floor, it's a different world for us. We like to think that we are more just around a table talking about these issues, that we do have protocol, as far as that goes but nevertheless, it's a little bit more open and easier environment.

So it will be a discussion between the councilmembers and the staff, but we are not here -- and this is the reason I even brought this up. At this point in time, this is not a discussion on any ordinance right now. It is a matter of determining what the issues are and what direction we might give, what guidance we might give in the way of direction to the staff to address any issues that we come to conclude this afternoon that need attention, further attention. So it's not to determine the merits or the flaws of any nondiscrimination ordinance and it's to consider the issues presented by the LGBT community to determine the extent of the problem, to evaluate the steps taken to date to address the issues, and to give direction to staff as to any additional steps that may be seen to be needed to address the issues in an appropriate and weighted manner.

This work study will include a staff presentation as I just mentioned, council discussion, and council's assessment of the city's current status and policies regarding those concerns expressed by the LGBT community regarding discrimination on the basis of sexual orientation, gender identity and gender expression in Scottsdale. And ultimately, as I also mentioned, direction will be given to staff by council consensus as to future steps to be considered to address the issue or the issues.

Now, just the way we operate, I will get into a little bit of the details of that to say that the work study procedures and the process, again is a conversation, many years ago, there was no input. There was no testimony from the public. It was not intended to be held that way. But, again, many years ago, we decided to incorporate a very limited amount of expression in a work study by those interested parties. So how we handle that is we allow for 15 minutes at three minutes each. That amounts to five cards which I have right here with me now for public testimony. Then a staff presentation, and a

council discussion, questions of staff and the development of directional thought.

So with that in mind, that's essentially the program and what I'm going to do, and it is something we normally do with a work study issue too. I'm going to go ahead and start with the testimony of those folks who are here to comment on it. I also know and you should know that we do also have, typically, I make the announcement about either written or cards with anyone who would like to speak. But cards to speak are filled up, but we do have a full deck of cards from written comments that we will read during the proceedings as well, to indicate. So, you know, is that my second batch? Why don't you go ahead and do that one. So I will keep these straight.

PUBLIC COMMENT

[Time: 00:06:51]

Mayor Lane: So we will proceed in this basis and we will have the testimony. I will start with that right now. So we have the limited number of five requests to speak. I would ask that you confine it to three minutes and we'll make our way through these five cards. And we will start with Angela Huey. Angela has been here before but I probably should have said you need to go over to that podium.

[Time: 00:07:28]

Angela Hughey: Thank you, honorable mayor and council for the opportunity to speak with you today. On behalf of One Community, I would like to thank the council for your leadership in agreeing unanimously to sign the Unity Pledge which more than 150 Scottsdale-based businesses have also signed and for holding today's workshop to discuss an LGBT inclusive, nondiscrimination ordinance for the city of Scottsdale. As you may know, a recent survey showed that more than 70% of Arizonans believe that equality in places of employment, housing, and public accommodations already exist for everyone in our state. Unfortunately, that's just not true. Today, across Arizona, including in the city of Scottsdale, members of the LGBT community can be fired for who we are and for who we may love. We can still be denied housing and we can still be refused service, just for being a member of the LGBT community. This hurts all citizens of Scottsdale.

If Scottsdale wants to compete for top talent in the best businesses, if you want to be part of changing Arizona's brand, then Scottsdale must truly be open for business to everyone. We have recently seen how hateful laws in Indiana and Arkansas can have negative repercussions that reverberate throughout the economy. Today Scottsdale has an opportunity to take a positive step forward towards celebrating, respecting, and protecting everyone in the great city of Scottsdale. In the economic benefits of inclusion are powerful and cannot be ignored. Northern Trust just bought \$95 million and more than 1,000 jobs to Tempe, in large part due to their fully inclusive ordinance. Freedom of religion is important which is why it's protected by the first amendment in the U.S. Constitution and in Arizona law. Arizona already has religious freedom protection for houses of worship and faith based organizations in the state as well. The proposed nondiscrimination ordinance does nothing to jeopardize our freedom of belief, nor our first amendment rights under the

Constitution. I would like to thank you for your consideration, and I respectfully ask that you move to public outreach after this workshop. Thank you.

[Time: 00:09:59]

Mayor Lane: Thank you, Angela. Next would be Steve Hart.

Steve Hart: Good evening. Thank you, mayor. Thank you, council. For 39 years, I have worked for Marriott Corporation. I'm proud to say I'm a native of Arizona. My father was born in Phoenix. My mother was born in a cotton and cattle ranch which is now downtown Scottsdale and three of my children were born in the hospital right down the street. So it's really a pleasure to be here tonight. Marriott has 10 hotels in the city of Scottsdale, of all different size and description and we really believe in Scottsdale for the fabulous community that it is, and also one of its best revenue producers and that has everything to do with tourism or people visiting and coming and going. And we would really support and request that the council passes an inclusive nondiscrimination ordinance that really, really falls in line with the Marriott culture in terms of how we treat, hire, promote all associates that work within Marriott and the same for the folks who visit our hotels. And it's an underlying part of our culture and thinks that it fits terrifically with the community and for Scottsdale to continue to prosper and grow and for businesses to thrive and we believe that that benefits everyone. So thank you. We appreciate your time very much, and on behalf of Marriott, thank you for your consideration.

[Time: 00:11:56]

Mayor Lane: Thank you, Mr. Hart. Next would be Robert Hoshibata.

Robert Hoshibata: Thank you, honorable mayor and city council for the privilege of coming and speaking with you today. My name is Bob Hoshibata and my wife and I are residents, fairly new residents to Scottsdale. I serve as the resident bishop of the United Methodist Church, the Desert Southwest Conference which includes all United Methodist Churches in the state of Arizona, southern Nevada and two churches on the California/Arizona border. There are four United Methodist Churches in the city of Scottsdale, and we represent membership and persons would worship with us and I'm pleased that some of our pastors are here tonight. I thank you for this opportunity to share with you as you carefully weigh the merits of updating our city's current nondiscriminatory ordinance so that we become intentional about including members of the lesbian, gay, bisexual and transgender community.

As I drive to and from my office, I pass a sign, one of the signs that declares welcome to Scottsdale, most livable city. You have seen those signs. It's an admirable title for ourselves. There are many things, indeed, that make Scottsdale a livable city. It's a livable place to live because of housing, our businesses, our services, our amenities, but I wonder if we can rightly claim the most livable city, especially if we fail to openly offer equal protection to all persons. I feel strongly that what we say should reflect what we believe and what we believe should determine how we treat one another. Full inclusion is a goal that we should all be striving for in our actions and in our deeds. Our

ordinances which declare our values and our commitments must also reflect the goal of equal treatment for all.

As a leader in the faith community, I believe that all human persons are God's children, and all persons are beloved by God. And that God's will for us is that every person should be respected and honored by our laws and our ordinances. I hope that through your decision on this important matter, Scottsdale will be a city that is willing to state clearly what it believes and what it practices. I hope that we will be bold to add these protections now to the current nondiscrimination ordinance to state clearly and unequivocally that we will not tolerate any discrimination on the basis of sexual orientation, gender identity or gender expression. Only as this is accomplished will Scottsdale honor what I believe God expects of us all and only then will we really deserve the title of most livable city, which we have already claimed. So as a person of faith, as a servant of the church, as a resident of Scottsdale, I urge you to consider this and positively affect many people in our Scottsdale city.

[Time: 00:15:44]

Mayor Lane: Thank you, Bishop. And next would be David Friend.

David Friend: This is nerve wracking! Thank you, Mayor Lane, and thank you for city councilmembers, a privilege to come here and share on what's on my heart and how I feel about this particular situation. My name, as you already heard is David Friend and I am the lead pastor at North Scottsdale Christian Church. I have been pastor of that church since it started. It started in the airpark and been going on now for 16 years. This coming Sunday it will be 16 years. I lived in Scottsdale for approximately 25 years and lived in Arizona for 64 years. So I'm really an old guy, to say the least.

I would like to make a few statements. I believe that Arizonans and Arizona in particular values diversity, and that there's not a current problem of rampant discrimination that demands overreaching government mandates, such as an expansion, an ordinance, that would put undue pressure on the community. I ask you not to move forward with this ordinance. These ordinances are solutions in search of a problem. They create a whole new layer of government regulation while putting people of faith on notice that their free exercise of religion is dependent upon the government's approval. It was an ordinance like this that led five pastors in the city of Houston to have their sermons subpoenaed. A massive government outreach like this is just unacceptable and I'm concerned that an ordinance like the one you may consider would make my church and others like it throughout the city a risk for the same injustice.

I certainly understand that the backers of this ordinance may be well intentioned and that they want the best for our city. Yet this ordinance I don't believe is the answer. Not only because we don't have a prevalent problem of discrimination in our town but because this ordinance could create one. One against our city's robust wonderful living environment and diverse faith community. This ordinance can have a very negative impact, I believe, on business in our city. Fountain Hills and Glendale has rejected this type of ordinance. So I want to thank you again for your time and thank you for the opportunity to speak these few words to you. And I respectfully request that you oppose

this ordinance. Thank you.

[Time: 00:18:49]

Mayor Lane: Please, no -- please. No applause. Thank you. Thank you, Pastor. Next would be Brian Leonard.

Brian Leonard: My name is Brian Leonard. I'm the senior pastor of Scottsdale Christian Church here on south side of town. Scottsdale Christian Church has been in this community for over 50 years. I have been here for five years as the senior pastor.

I come today to express my concern about the council in their study of this ordinance. The primary concern I have is the impact it could have on churches and religious organizations in the city. Scottsdale is a diverse community. We come from a lot of different backgrounds and heritages and celebrate a lot of different religions. We live together well. We are a respectful community. We understand we may not agree on every issue but we know we can still live and work together peacefully.

Ordinances like this can upset that balance. There are people of faith who risk being fined or potentially prosecuted their religious beliefs. And why is that? I mean, what problem are we trying to solve here? Is there actually one here in this town? We don't see a problem of discrimination that demands a city mandate which would restrict the first amendment rights of some of our citizens. So I urge you to stop and consider the ramifications of going through with this ordinance. At a minimum we should have more input from the citizens of this city, than the special interest groups from outside of our community. Thank you and I appreciate all that you do.

[Time: 00:20:45]

NON DISCRIMINATION

Mayor Lane: Thank you, Reverend. That completes the cards for public testimony and I thank everyone for their input on that. With that, I will go ahead and turn it over to Sharon Cini for presentation.

Diversity Liaison Sharon Cini: Good evening, mayor and city council. My name is Sharon Cini, and I'm the city's diversity liaison with the city manager's office. Thank you for this opportunity to talk to you tonight about what the city might do to address some gaps in the protection of citizens and visitors to Scottsdale. Tonight's item is presenting discussing and asking for possible direction and I will be focusing on the city's current policy and possible options to prohibit discrimination based on sexual orientation, gender identity and gender expression. Discrimination that we will discuss specifically impacts lesbian, gay, bisexual and transgender persons, which is often referred to as the LGBT community. On the screen, there are six key questions and I have designed tonight's presentation to cover these questions. I have eight more slides to cover and then I will turn it over to you for your discussion and answer any questions you may have at that time.

So what do we mean when we talk about discrimination? As you can see on the screen, discrimination can be treating someone differently or depriving them of a benefit solely based on membership in a defined or protected class or group of people. Discrimination can be the result of an intent to discriminate or a policy that appears neutral but has a negative impact on a protected class. Discrimination is currently prohibited at the federal and the state level. On the basis of race, color, religion, sex, national origin, age and disability, but not on the basis of sexual orientation, gender identity or gender expression.

Because it's not covered on the federal level, states and cities have begun to include these as protected classes in their own nondiscrimination laws. Nondiscrimination laws help assure citizens that they will have equal rights to access housing and public service and be provided fair treatment in public and private employment.

[Time: 00:23:24]

So what is the key issue tonight? So the key issue is this. Should it be illegal in Scottsdale to discriminate on the basis of sexual orientation, gender identity or gender expression? And what does the city of Scottsdale want to do to address that issue? That is the core of what this agenda item is about tonight.

What has the city done to address discrimination? In 2007, the Scottsdale city council voted to extend employment protections in city employment to include sexual orientation and gender identity. After that, the city manager included sexual orientation and gender identity in the city's antidiscrimination and non-harassment policy that employees must follow. At the time, the council discussed but did not proceed with options to extend nondiscrimination provisions to contractors, doing business with the city of Scottsdale, or to extend nondiscrimination provisions to do business and organizations within Scottsdale.

The prior slide talked about regulatory actions. What the city has done to discourage discrimination, however, this slide covers education and awareness actions taken to encourage acceptance. Last year, the city hosted a civil dialogue series at the Civic Center Library on understanding the LGBT experience. A number of you were there to listen to community members and city employees. They talked about their experience as well as made suggestions for changes. Over the summer, the city manager and the police chief appointed LGBT liaisons to provide contact and resource person for LGBT citizens who might need assistance in Scottsdale. I would like to introduce David Simmons, Sergeant Carrie Candler and Detective Nicole Engstrom. And last but not least, the city council unanimously supported signing the Unity Pledge last August. Other companies who also signed that Pledge were Scottsdale Lincoln Health Network and the Mayo Clinic and the CDB and the Scottsdale Chamber of Commerce which represents about 15,000 employees. These are all actions that the city has taken to increase community awareness on this issue.

What else could be done? In addition to the Unity Pledge, you can consider adopting a nondiscrimination ordinance. Discuss the human relations commission, a group of a dozen citizens

you appointed to advise you and make recommendations on ways to discourage prejudice and discrimination has unanimously recommended that the city council adopt an ordinance prohibiting discrimination. Considering adoption of an LGBT inclusive nondiscrimination ordinance would provide a clear policy statement by prohibiting discrimination and making it illegal for anyone to be denied employment, fired, denied service, or housing because of who they are attracted to or how they expressed themselves or their gender identity.

[Time: 00:27:05]

You may be wondering, is this a big problem? How often does this occur? The answer, we don't know, because it's not currently illegal. We don't ever keep track of how many people follow the law, only how many people get caught violating the law.

The impact of the nondiscrimination laws. Now, let's talk about how a discrimination law might impact local businesses and employers. Business and employers are accustomed to following nondiscrimination laws. They already have an understanding of expectations to comply with the law, including consequences of noncompliance, such as fines. A local LGBT inclusive nondiscrimination law can provide the mechanism for responding to and resolving complaints of discrimination. On the other hand, the benefits of an LGBT nondiscrimination law are consistent with priorities already identified by the city council, the priorities such as attracting and entertaining top talent, recruiting and retaining businesses and skilled employees, promoting Scottsdale as an inclusive tourist destination which is consistent with Scottsdale's destination market strategy, all while providing protection to those who live and work in and visit Scottsdale.

So in Arizona, four other cities have adopted LGBT inclusive nondiscrimination ordinances. Last fall, following a passage of a nondiscrimination ordinance by the Tempe city council, nearly 70% of Tempe voters passed a measure to include these protections in their city charter. Phoenix and Tempe reported that they typically receive two to three complaints per year and no enforcement actions have been needed to be taken. All have been dismissed or mediated. Outside of Arizona, 225 cities or counties have adopted LGBT inclusive nondiscrimination laws and this includes communities that Scottsdale competes with to attract skilled employees, businesses, corporate headquarters, conferences and conventions and tourists.

That concludes my presentation and I'm available for questions, requests for additional information, to make your decision or direction to move forward. Some of the options are included on the screen which could be take no further action, public outreach or see the adoption of a nondiscrimination ordinance. Thank you.

[Time: 00:29:45]

Mayor Lane: Thank you, Ms. Cini. Brent, are you just here for moral support?

Strategic Initiatives Director Brent Stockwell: I'm just here for moral support.

Mayor Lane: Okay. That's fine. You look real good there. Well, okay. Thank you again, Sharon. We very much appreciate that outline for us. And I know we'll have some ongoing conversations, but we'll start with Councilwoman Korte.

[Time: 00:30:10]

Councilmember Korte: Thank you, mayor. I would like to take this opportunity to address what appears to me to be the four main concerns to a nondiscrimination ordinance for Scottsdale. One, a negative impact on business; two, legally vague terms that opens a business to frivolous lawsuits; three, negative impact on churches and religious organizations; and four, that this is a solution looking for a problem.

So first, I would like to talk about impact on business. The council has received over 60 letters in support of a nondiscrimination ordinance from the Scottsdale Chamber of Commerce, the Scottsdale Convention Visitor Bureau, Arizona Technology Council, numerous resorts and hotels, small business owners and residents. And we know that businesses are well ahead of government in recognizing that it must respect and embrace inclusivity and many already adhere to a self-imposed policy that welcomes all types of customers and employees. And it's simply just good for business.

Let's talk about the economic impact. Research has shown that a sustainability factor for cities across the country comes from an open diverse tolerant social environment that is appealing to a diverse range of creative and talented people. And that creative and talented people of all kinds use LGBT inclusiveness of a city as a proxy so to speak, to see how well they will fit in there. Cities perceived to be LGBT inclusive have higher measures of economic growth and research has shown that. Competition to attract new businesses to our community is fierce. As we have seen from a list of cities that have already adopted an inclusive ordinance, businesses look to those ordinances to make those decisions, and they increasingly use a Litmus test looking for those communities with fully inclusive policies. Additionally, businesses are using the same Litmus test in their decisions to move out of communities.

Talent attraction. Today's millennials and those are the young adults, about 20 to 33, I think, and moving. They are our business leaders of tomorrow and millennials are most racially diverse generation in the United States history. Based on Pew research, 43% of members are members of our diverse emerging communities. Diverse demographics affect attitudes as well. In 2014, 68% of millennials favored marriage equality. Millennials are most inclusive generation compared to their predecessors. And even if they do not identify as lesbian, gay, bisexuals or transgender, millennials say they likely would not like to live in a place that discriminates against their LGBT friends or coworkers or family members.

Businesses are responding to this next generation of business community leaders. For example, Intel will invest \$300 million in diversity over the next five years. When announcing this investment, C.E.O. Brian Krzanich said this is not just good business, this is the right thing to do. As cultural opinions have shifted, the business community is increasingly aware of how their state's image and quality and ability to attract and retain top talent is affected by discriminatory laws and reputations. And we

have seen that from our SB-1070 several years ago and Indiana and Arkansas are experiencing it right now.

To the second point that legally vague terms can open a business to frivolous lawsuits. Cities with Tempe and Tucson with ordinances in place for several years have not experienced negative reactions from the businesses or experienced frivolous lawsuits. Experience with other state and local laws which protect LGBT has shown that that LGBT people filed discrimination claims at the same rate that people in other protected classes. There's no difference.

[Time: 00:34:51]

To the third item the negativism pact on churches. We are all God's children. There has been concern raised of what some fear is a conflict between religious freedoms and these religious freedoms are protected by the United States Constitution first amendment. Religious organizations can choose to hire members of their own faith and exclude applicants based on virtually any reason. Those rights are not affected by a nondiscrimination ordinance. Religious organizations are exempted. In the state of Arizona in 1999, passed the religious freedom restoration act. Under this law, the religious exemptions are so broad that religious organizations are usually totally exempt and this draft ordinance exempts religious organizations. Freedom of religion is one of our most fundamental rights as Americans and that's why it is protected in the state and federal constitutions. But that freedom doesn't give any of us the right to harm others.

And the fourth issue, a solution looking for a problem. Discrimination does exist. A recent survey in 2013, again by the Pew Research Center, that found that 21% of LGBT respondents have been treated unfairly by an employer in hiring, pay, or promotions. Another survey in 2008, found that 37% of gay men and lesbians had experienced workplace harassment. 12% had lost their jobs. And I would like to share a personal story. My partner back in 2005 was fired from her job after 19 years because of her sexual orientation. And you know that's not right.

So to conclude, all people should be treated fairly and equally. We are all God's children. It is wrong that a hard working employee can be fired, a person denied an apartment, and/or refused service simply for being gay. This is not fair. It is not just. Nor is it honorable. Enacting an LGBT inclusive ordinance in the city of Scottsdale is the right thing to do. It is good for business and good for the business of Scottsdale. Doing so will show everyone who works, lives and plays in Scottsdale that we are open for business to everyone. We have a history in Scottsdale for inclusiveness and this is simply an update to our current nondiscrimination ordinance. It's time we walk or talk as being the most livable city.

I would like to make a motion and I know there will be a lot of discussion but I would like to direct staff to initiate a public outreach as soon as possible, a public outreach process, with the intent to bring the results and an ordinance back to council for future action.

[Time: 00:38:29]

Vice Mayor Milhaven: Second.

Mayor Lane: A motion made and seconded but now, remember, even though this is a consensus kind of arrangement, because we do not take action votes, but nevertheless, I will honor and respect the fact that we have a second and I will follow the same protocol if the second would like to speak toward it.

Vice Mayor Milhaven: Sure.

Mayor Lane: But this is guidance and certainly just recommended.

Vice Mayor Milhaven: Yes, direction to staff to bring the work back so we can take action at a future time. For me, this may be good for business, but that's beside the point. Right, the declaration of independence says all men are created equal and we needed legislation to articulate that to say that includes men of color, that it means women, that it means older people, and that people with disabilities need to have accommodations. And so perhaps in the founding fathers were to go back and say it a different way, it should be that all men and women, all people should be judged based on our abilities, our ability to pay our bills, to pay our rent and to do our job and not have to articulate who is included, not included, protected or not protected because all human beings are protected and judged by the same standards. So for me, a nondiscrimination ordinance is simply an affirmation of what our founding fathers said when they founded this country, our basic core values as a nation.

As a Catholic, I certainly respect the separation of church and state, and I could not have been prouder when my pope said, who am I to judge? And so since we have already adopted the nondiscrimination ordinance, I would like to see us take that step, celebrate and formalize our commitment to the things we stand for and the things we believe. Thank you.

[Time: 00:40:25]

Mayor Lane: I'm sorry. Just one clarification. Did you say we already have adopted the nondiscrimination ordinance? Well, thank you both for that and that explanation.

One thing I want to make sure is on the table, because these proceedings are meant to be positive and they are meant to be positive for the city of Scottsdale. Everyone that sits at this table is looking out for the benefit of the city of Scottsdale and all of its residents. I don't think there's a single person that runs for office that doesn't think that way. And if there's a disagreement on an ordinance or not an ordinance or the direction we take tonight, it should not be a reflection on what internally I think everyone here in this room and at this table feels about how we treat other people. I don't think that's what is at stake. I think it's a matter of how we go about it and that's what the discussion is about. I think it's an important point to make because there's one thing that we are all aware of, irrespective of initial motivations. Sometimes things can be abused in different forms it goes both directions. As I told Angela a number of different times, there are knuckle heads in every world, but the fact remains, we are looking out to make sure that we are good citizens and we have good behavior. We are also a community that is way out in front of a lot of things and primarily from the

standpoint of action, not necessarily just word, not just by demonstrating something, by some ordinance or otherwise, it's a matter of how we operate with one another.

You know, I'm just going to give you a little bit of background from where I come on this subject, because I too am a Roman Catholic and I'm proud of our pope, but I think it's a basic premise of what our theology is all about and most Christian theologies, I believe, are on the same track. I mean, there are people that do different things, even within their religion but nevertheless, I think that's a basic premise. So casting no dispersions on one religion versus another in their concern and protection for all people, all people.

You know, about a little less than a year ago now, I met with Jason Wong who happens to be a member on our Human Relations Commission and Angela Hughey of One Community. And it was a very, very interesting meeting for me. I knew, you know, what the situation would be and I have known Jason for a long time. It happened to be the first time I met Ms. Hughey and I got to say that what was presented to me at the time is something I was very excited about. I'm interested in this world of great divisions, but even with self-segregation and dividing of our humanity and what the consequence of that sometimes had, her message to me was one I could embrace and did embrace right away. Unqualified.

I may have misunderstood her a little bit because I talked to her since, and I said, you know, I didn't realize where you were going with this and nevertheless anybody who knows me, knows I have an aversion of bringing the heavy arm of the law and government down on people no matter how it might be interpreted eventually. So that's basically behind me. She said we want to be one community not only in the name and I don't know whether that name means one community for the LGBT community or not, but I prefer to think of us as one community and keeping us inclusive and not divided. And so to the point of the Pledge, which she presented that day, again, I thought this is an excellent way to bring people together.

[Time: 00:44:46]

I mean, I suppose as mayor of the city of Scottsdale, you have to feel that your community is an enlightened community all the way around anyway, but take it, I believe it. I believe we have got a great community. And we also have -- now, I know that there's sometimes held some disdain that anybody thinks about the economics of things. But plain and simply, the marketplace is a big driver, even on people, treating people well. I mean customer service people if they have a lousy attitude towards customers, that doesn't work very well for their pocketbook and their business. And frankly, we're a community that entertains 9 million people a year through tourism and we are building a very, very substantial economic engine with a diverse group of businesses as well as a diverse population. And to my estimation, have been welcomed wholeheartedly and almost every day I run into somebody that says, you know what they are telling us back in Philly, I will just use this example, is that Scottsdale -- I'm not sure they say Scottsdale but that this is a terrible place. And this is for a variety of reasons. I'm not necessarily talking about the LGBT community. It's a terrible place and we really were hesitant whether we want to come here and those very same people come here and recognize that we're very hospitable and welcoming and inclusive community. That's part of the western

tradition. That's something that may be foreign in other parts of the country. I think there are tremendous strides even improving that image. Basically, that's what we are about.

So One Community had the campaign for the Unity Pledge. I was all on board, and I'm still a major advocate of it. The response was outstanding which is exactly what I expected. The city as was indicated in the presentation, years ago changed its own policies to make sure that the city had the policy. Now what we saw is 150 businesses and I'm not sure it was only 150 because somebody stopped somewhere, but nevertheless, they say they want to have the same policies. And they want to be the same way and they want to be inclusive. So it was sending a message of inclusion and who really truly, who can defeat that? Voluntarily and truly just from the basis of a social contract of sorts. In the marketplace as well, I suppose, and as has already been indicated, the council at that time voted unanimously and enthusiastically to adopt that Pledge.

[Time: 00:47:50]

But what we found in more recent times now and frankly not too long after that Pledge was signed and was promoted and we have got stickers in some businesses windows that are proud of the fact that they are on board with that, that there's continuing concerns and that something needed to be stiffened up and maybe there was a fear of really distrust in the community. And distrust maybe in the citizens. So they needed to promote something further than that, and that's, of course, what we are here to talk about. But also to the point of continuing fear of disclosure, it used to be called coming out or otherwise, but somehow in the back of their mind that they wouldn't be accepted. So I don't know how that still works in today's world. But there was also the big issue that city of Scottsdale is heavily dependent upon the goodwill of people, and we certainly do know that. We know that's important for our business.

You know, maybe I shouldn't say, it but I have got to say, it's another aspect of just the economic consequences of not treating people right. Now, is that what should guide us? Maybe that's not the leading factor. For a lot of us it's not. It's a feeling personally of how you should treat people. But one of the things that was said repeatedly and Councilwoman Korte mentioned it as well, is that there is a tag that we may even be putting on ourselves and I hope as a consequence of whatever becomes of this conversation today, that Scottsdale isn't further deemed by our own local LGBT community, that we somehow are not inclusive and we are not good for that community. I hope that doesn't come to be, but that there is an outside perception, or wrong impression, wrong perception of Scottsdale somehow being hostile to the LGBT community.

So we'll be looking and we are talking about some of the things we just talked about as far as it's been presented not only by Ms. Cini, but also by the councilwoman here, but also -- well, frankly, we'll have to be looking at both sides of it. But we talk about the evidence of the problem and the fact that maybe we don't know, but now we are making an assumption that there is a problem and maybe by anecdotal issues, maybe there is some measure of a problem. But even by some of those, it's difficult to determine what the circumstances were. When you think about the fact that Phoenix and Tempe have had such a limited number and they have been dismissed and otherwise. It has to be pretty low and I would say, we are on a higher order, maybe that's a braggart point, but I think we are

on a higher order than Phoenix or Tempe in this regard.

But evidence of the problem, one of the things I asked during the interviews with some of the members of our community and of the LGBT community was whether they thought there was a problem. The answer I got back was no, but that it was a matter of how do we present ourselves? How do we otherwise represent to the rest of the country and maybe even the world that we are this way. My response was have them come here and talk to us. Come here, check it out, talk to the people who are here and we like to think that we have good representatives that would speak on our behalf. Hopefully that's not an unlikable or unlikely situation.

[Time: 00:52:03]

We talked a little bit about the bad perception that the state has had and how it prospectively negatively would impact Scottsdale's economic development. Scottsdale is a successful city and the reason it's a successful city is because we are not overly onerous either in taxes or in regulations and we live well together. I think that's the direction I would like to see us go. Council's adoption of a resolution in support to the Unity Pledge was a clear indication of working together to overcome biases. It's a clear statement. Appealing to people's better nature in a free and voluntary way is something that binds us together and doesn't divide us and doesn't take us apart and doesn't create environments of litigiousness or frankly, sometimes not relevant wounding for one reason or other, confusion. Treats all people equally and mutually respectful of all members of community. I think that is something that is hugely valuable and it doesn't run the risk of creating a negative pushback.

Somebody mentioned earlier that there are examples of what's going on around the country. I don't want to see it happen here and I know that the state has done some things and, frankly, we actually eliminated some things too on that. They did not go through. One of the reasons is we are learning even more and more to live with each other. I think the Unity Pledge has and will provide a unifying social contract with the LGBT community. Social and market pressure is a united enforcer for us all. We are increasingly exposed to individuals. We are and can increasingly expose individuals and businesses to the Unity Pledge in an effort to continue to expand on that principle and that demonstration. So we would like to promote more enlistment in the Pledge. We are in the process of doing exactly that. We would like to develop a pride in that participation and in Scottsdale. I think that says more about a community than one that's put under the hammer of the law. And I would really hope that our local Scottsdale LGBT community would, as full and equal Scottsdalians, will become Scottsdale's defenders who may label us otherwise because I don't think we are there.

I would like to say all you need to do is look around, what the business is and the LGBT community is representative of businesses and our government leadership, and in our business associations, all manner of things and our arts and culture. Without really any issue that has been seen, and I realize that it's not illegal, so therefore we don't track it. But this is only come to bear because of some of the uproar within our greater community of the country.

There may be additional conversations but I would like to direct staff to promote the Unity Pledge and monitor the success of that continued effort and evaluate its ability to respond to the LGBT

community's concerns and their issues. That's a motion in the same vein as the recommendation. I recommend we staff to promote the Unity Pledge and monitor the success of that continued effort and evaluate its ability to respond to the LGBT's concerns and issues.

[Time: 00:56:24]

Councilwoman Klapp: I second that.

Mayor Lane: Tell me.

Councilwoman Klapp: I fully agree that we need to have the public outreach process. I'm agreeing to that but I think it should be related to the Pledge. The Pledge -- I tend to agree with the mayor. The Pledge was a moment to celebrate at this council that seven people came together and agreed and it was an inclusive gesture on our part. More than a gesture but it was an action on our part to include the entire council in the hopes that the business community would get behind it. But we didn't take it far enough. So my feeling is, and I think you are alluding to this is, that the Unity Pledge needs to be put out there in such a fashion that we can get businesses to sign on to it. There have been 150 businesses sign on. I think there should be an effort to get as many as possible signed on by proactively placing it on the city website, so that businesses can go in and sign on. By the council encouraging businesses to look at the Pledge and to sign it, so that they can take positive action.

The problem I have with the concept of a public outreach process that leads to an ordinance is that we are not looking at what we can do to get businesses to voluntarily be inclusive. And it also then would consider and respect all sides of this issue. We have people here tonight who are adamantly pro and adamantly against the concept of an ordinance, and we as a council, I believe, have to listen to them all. I don't believe we should be setting in motion a public process for an ordinance because it disregards those people who don't believe we need it, including some of us on the council. So if we can take the positive move that we made on the Unity Pledge and move it into the public process so that the public can get involved in that Pledge and sign onto that pledge. Then those people that are working within employers who believe that they are in jeopardy can see that their companies are buying into this.

When we developed an ordinance, what it does is it's just we are forcing, we are using a hammer to force people to not discriminate whereas with the Unity Pledge, we are actually celebrating that people will not discriminate because they believe it's wrong. It's not because they have been forced to and that's where I'm having some problem with the concept of an ordinance. So my hope would be, in being lengthy on my second is that we begin a public outreach process but use the Unity Pledge as part of that process to get the business community and the hotel community and others to agree that it is wrong to discriminate, that we are all God's children, and that we do not believe in discrimination.

You know, I as an employer don't believe in it, and I don't know of any employers that I have worked with over the course of the last 40 years that believe in it either. So let's celebrate that fact by taking a Unity Pledge to the community, having them be involved. We don't have to do things the way

Phoenix did them or Tempe did them or some other community did them. Let's do them in a way that's positive and inclusive, and not divisive, because my fear is that if we move through public process with the course of action to be an ordinance, we are actually dividing the people in the city rather than bringing them together to support the concept of not discriminating and to support the LGBT community. That's what we all want to do, and we want them to work with us in this process to make it happen.

[Time: 01:00:28]

Mayor Lane: I will accept that addition to the second. Yes, councilwoman.

Councilwoman Littlefield: Ditto to that. I was not on the council when the Unity Pledge was accepted. For those of you who don't know what it is or have never heard of it, for individuals it begins, "I believe that diversity is our strength, and that all Arizonans deserve fair and equal treatment." If I had been on the council, I would have approved this and voted for it. For businesses, it says, "I believe that diversity is our strength and that all Arizonans deserve fair and equal treatment. If Arizona wants to be competitive on a national and international level, we must support all of our diverse communities. It is time for LGBT inclusive nondiscrimination practices in the workplace, and housing and in public accommodations, including restaurants and hotels."

That's the Pledge. That's it. No onerous ordinances. No threats. Just inclusiveness and cooperation and bringing people together because as Council woman Klapp said, it's the right thing to do. Make Scottsdale stronger by helping and doing this kind of thing. I would support that. And I would also make a second second. Whatever that is, a third.

There were some things in the suggested ordinance and I did read that many, many times that bothered me. I would rather give the Pledge a chance to work. I think that Councilwoman Klapp is correct. It has not been advertised properly. It has not been distributed. I think there are probably a lot of businesses in our community that don't even know it exists. And we need to make some really strong efforts to bring this out, that this is something that is available and that we do support and that we do want.

I don't think any of us up here want discrimination. None of us want people hurt or damaged or put upon in any unnecessary and illegal way. That's not what we stand for in Scottsdale. So I would support this. I give it a chance. I would actively make it strong and put it out there for people to know. Maybe we could put it in the water bill. I mean, you never know. All different kinds of things that we could support this. If it's not enough, if there are problems, then we can come back and say, okay, now we need to do -- let's find out, first of all, what the problems are.

You know, I have received so many emails on this issue, more on this issue than any other issue since I have been on the council, which granted hasn't been long. But there were a lot of emails on this. And very, very few have said anything about problems that exist currently in Scottsdale that need to be directed. They have said that they support it or they don't support it, for whatever reasons but they haven't addressed an issue that would be corrected by the ordinance. There's only one man I

have talked to who has told me an issue. And that was he could get fired if people knew he was gay. I don't agree with that and I don't think it should happen, but the Unity Pledge, is, I believe, the place that we ought to start at this point and move forward. If it's not enough, if it's not strong enough, if there are problems then we need to address those once we find out what they are. The mere fact that Phoenix and Tucson have had almost no response to this is an indication, to me at least at this point in time, that there really isn't a large problem here. I'm open to it.

I have to admit this is not an area that I'm comfortable with dealing with because it deals with people and emotions and I don't like dealing with that. I would rather deal with zoning issues or something like that. But it's something that we do need to address in Scottsdale. And we need to keep an eye on it. And make sure that we are not doing not enough. At the same time, an ordinance is a law and it's a threat and I don't really feel that unity and equality can be brought about peacefully with threats. Thank you.

[Time: 01:05:27]

Mayor Lane: Thank you, councilwoman. Councilman Smith.

Councilman Smith: Thank you, mayor. Like Councilwoman Littlefield, I wasn't on the council when you all passed the Unity Pledge back in August but I commend you for doing so and I commend the community for embracing that. I think that Pledge being a statement of inclusivity and more particularly because it was a voluntary statement is a tremendous statement on behalf of our city, as I think you said, mayor.

To go further than the Unity Pledge, though, has certainly fleshed out some deep differences of opinion in our community and I think it is because when we start talking about an ordinance, the very word "ordinance" is a bit innocuous and non-threatening but in reality, as Councilwoman Littlefield said, it's a law. We are talking about passing a law; with, in fact, civil penalties for breach of the law. And I will share with you as a general rule, I do not favor more laws and regulations in the community.

Regulations or laws can have an intimidating effect on the business behavior. Just the fear of being found guilty of some infraction or even expecting to have to defend your actions through an unfamiliar judicial process can have consequences beyond the intended scope of the law or the regulation. And local regulations, local laws, in particular, can often lead to inefficiencies in the marketplace because sometimes the rules will be applicable to one business or one community but not another. So it may put us at odds or a disadvantage, even in the business community. But most importantly, I think it's inappropriate to use our regulatory powers here in the city to create laws that are in anticipation of some unlawful behavior, simply because we are hoping to prevent such behaviors.

And equally, I will share with you, I think it's inappropriate use of our regulatory powers to create laws for what I would call public relations or marketing advantages. I don't think we need to create a law to send a message to the world that we are an inclusive community. That message can far more effectively, in my opinion, be sent with a voluntary statement from the community in the form of the Unity Pledge or whatever form it takes. Laws are not how you advertise your community's

inclusiveness. That's my first concern. I just don't favor more laws and regulations.

My second concern is that even when I do favor laws, I resist creating regulations or laws that defy objective measurement. For most of our laws here, compliance can be objectively measured, meaning the rules regarding parking. We know what the rule is, three hours and no longer. Driving speeds, 45 miles per hour and no faster. Driving under the influence, we have tests for that. But a nondiscrimination ordinance or law would attempt to analyze a very complex business decision and then try to identify whether the intangible behavior of discrimination was involved in that decision. And then if it was, the judicial process begins. Like many others have said, I think the laws and the regulations should be designed to prevent, observe, measurable behaviors. I don't think we have seen evidence that we have observed the measurable behaviors that need addressing with the law.

So to the extent that we are talking about public outreach, if that's the next step -- well, let me just take them as you said. First of all to take no further action, I don't think that's the right approach and I don't think anyone up here wants to adopt the approach of saying, you know, we are happy with where we are and we will leave it as it is we will go no further. Like some of the others have said, I would like to hear more about the Unity Pledge and whether it's been successful in urging voluntary community-wide support for equality in the workplace and in housing and in hospitality. But this has only been in effect for about six months and I think it would be worthwhile to see some report on the efforts and the successes to date. What has this achieved? What are the specific recommendations of how we could make it even more successful? If that's the result of an outreach, a public outreach, then I guess I would vote for public outreach. I have to tell you if I elect Option B up there, begin public outreach process, nothing in the presentation said what that would be. So I don't know what public outreach process would be.

[Time: 01:11:07]

Mayor Lane: Councilman, the motion that's on the table is outreach and to continue on the Pledge. We don't have to follow those three options as they are indicated there.

Councilman Smith: Thank you. And I do know that. I just wanted to make clear that I certainly wouldn't be in favor of an ambiguous begin public outreach and I do agree with others who said that it should not be a public outreach toward eventually defining some ordinance. As you suggest, mayor, my comfort level is a great deal higher if we have some kind of public outreach or some type of staff presentation that talks about where are we on the Unity Pledge, how can we move that even to greater acceptance in the community.

And, of course, regarding number three, the adoption of a nondiscrimination ordinance or law, we're not here tonight to do that, as you pointed out, mayor. And even if we were, we don't know what law we would be adopting. So my direction is problem similar to the motion that the mayor made and was seconded and thirded and maybe this is a fourth. I don't know. I would be comfortable certainly in any initiative from staff that provides an update on the Unity Pledge, where we are on it, the community-wide acceptance and support for, it how we can enhance it, make it even more articulate and a louder voice for our community that this is what we stand for without, as some people

said, the heavy hammer of the law. Thank you, mayor.

[Time: 01:13:00]

Mayor Lane: Thank you, Councilman Smith. Councilman Phillips.

Councilman Phillips: Thank you, mayor. Last again. I got all the emails on both sides weighed all the options and you can ask my wife, I tossed and turned at night. She said, why don't you go to sleep. And I said you know this is really bothering me and I understand both sides of the issue and what to do about it.

I'm sorry I have come to the conclusion, and not to go against Mr. Smith, but of these three, I would have taken A which is no further action because I believe Scottsdale is already all inclusive and I don't think we need a law to prove it. However, after listening to the mayor, I thought that was a good suggestion. And Councilwoman Klapp was very eloquent in hers and kind of clarified what the mayor was talking about and that's been seconded, thirded and fourthed.

If you know me, I have said in the past these are work studies and I don't appreciate people making motions and seconding because we are not supposed to be doing that. This is supposed to be a discussion only. It's supposed to be direction to staff and I feel like when we make a motion, someone is seconds and goes for it. Now, staff gets a direction to do just one thing and then they are ignoring the rest of the suggestions. I would rather staff take everybody's ideas and put them together, and represent them back at a council meeting. I think that's the purpose of a work study, but that aside, I would take no further action but I'm not against promoting the Unity Pledge. I think that was a good idea too. I feel like we already are, but maybe we are not, maybe we need to do more. I haven't had a problem. I'm a business owner too. So, you know, staff wants to do all they can, that's great but I don't think we need an ordinance. Thank you.

[Time: 01:14:59]

Mayor Lane: Thank you, Councilman. Yes, Councilwoman.

Councilwoman Littlefield: I would just like to add something I maybe wasn't too clear on. I would like to see something come back to the council from staff on what the results of the Unity Pledge has been to date, as far as we can determine and any suggestions that would be made to us on how to continuously advertise it, market it, make it known, expand it and anything that we could do to enhance that Unity Pledge at this point. Thank you.

[Time: 01:15:36]

Mayor Lane: Thank you, Councilwoman. Yes, Councilwoman Milhaven.

Vice Mayor Milhaven: Thank you, mayor. I would like to understand why the two motions couldn't be blended. We've got folks saying we think -- I hear the majority saying they don't think we need an

ordinance. But I'm also hearing to say we should do public outreach and so if one motion was to do public outreach to discuss the potential of having an ordinance and the second was to continue to promote the Unity Pledge, I'm wondering in the two motions might not be blended.

Mayor Lane: If I were to, I guess I would ask what sort of the consensus of council people have meant by following my lead. But if they follow my lead, I'm really looking for continuing emphasis on a one Scottsdale approach with the Unity Pledge, excuse me, and enhancing, as actually Councilwoman Klapp described even a little bit further detail, enhancing what we can do to make sure that that is a message that's clear and strong to our community as to what we stand for.

Vice Mayor Milhaven: So might that include feedback to say the community wants an ordinance?

Mayor Lane: I would say right now, what the intention is with this, that I have been talking about, and I think was followed through with the four others and that is to look at what the results are on the Pledge. If it comes back and there's something else that needs to be determined and we need to discuss it, that would be something to be determined at that time but not set in motion the idea of an ordinance at this time.

Vice Mayor Milhaven: So you are saying I don't want to hear any more about an ordinance?

Mayor Lane: I think that's really what we did say, yeah, unless somehow or other, it proves to be that there's no other way to do it. But that is not something we are in the process of trying to evaluate.

Vice Mayor Milhaven: You know, I just have to make an additional comment. It is interesting everybody here says we don't have any discrimination, which would suggest that everybody will unanimously accept the Unity Pledge. So it's not about regulating ourselves. I really think that it's a matter of making a statement that says make no mistake about it, Scottsdale values human rights and we celebrate each other as equals. And, you know, it's interesting we're going to do public outreach but we are not going to give the public the opportunity to comment on the option of doing an ordinance. I think it's contradictory in my mind.

Mayor Lane: I'm not sure where the public outreach came at least from the initial first and second. It was more to talk about what's happening with an outreach on the Pledge, to get that further distributed.

Vice Mayor Milhaven: And I guess I was going back to the original motion which was to do outreach for discussion around a potential ordinance and now that's not the direction of this second.

[Time: 01:18:37]

Councilwoman Klapp: I would clarify that the public outreach that I was anticipating would be centered around the Pledge, not around discussion of an ordinance. So the Pledge would be the center point of any public discussion. The Pledge would be promoted in the community through

public outreach. It can be through any means that the staff wants to bring forward to us and tell us what is the best way. The ways I would probably do it would be to post it on the website, to send out a letter that may be potentially signed by the mayor and the council to the local businesses. We have a large database of businesses and we could tell them that we have a Unity Pledge, here it is, we would like for you to sign on to it. We could do it in variety of ways to reach out to businesses and include the public that is not part of that business in that process as well. I think the Pledge should be the center point of what we are working on because it is a positive statement. It is a voluntary statement and we will see what the result of that is. And my personal opinion is that you get more results from that action in a more long-term positive way than imposing the law upon the citizens of Scottsdale.

[Time: 01:19:52]

Mayor Lane: Thank you, Councilwoman. Councilwoman Korte.

Councilmember Korte: Thank you. Well, I have to say that this is a first to spend staff time and public outreach on a proclamation. That's not holding a lot of water for me. Individuals have justified their positions by saying that there are no objective measurements. It's a heavy hammer. Well, you know, we have laws that protect private property rights and they don't seem to be a heavy hammer. We have laws and the U.S. Constitution that protects discrimination against racial discrimination or gender discrimination, and I'm looking at this potential ordinance as simply leveling the playing field. It's just putting the LGBT community on the same level as race or gender or age or religion or other discriminations. And for us to move forward and spend staff time and public outreach on a proclamation, I think is a waste of time. I would ask that we consider a motion that included the possibility of an ordinance to be brought forward.

[Time: 01:21:29]

Mayor Lane: Thank you, Councilwoman. Councilman Smith.

Councilman Smith: Thank you, Mr. Mayor. I think, just to clarify my position, the reason I was taking issue with item B on the list of begin a public outreach process, is because I don't think we need a public outreach. And now we are debating what will the public outreach be. What I would like and to maybe restate what I was stating before, I would like for staff to come back to us and report definitively on where we are, where we have come, what we have progressed, done, with the Unity Pledge. And then to the point that Councilwoman Klapp mentioned, I would like to hear what could we do more? I don't envision some -- you know, bring everybody together in the Kiva and have a lot of public discussion. We can certainly do that I suppose if somebody thinks that will be helpful, but to blend the two together, I wasn't looking for the public to give us guidance. We have, I think, guidance on the Unity Pledge and I would like to see how we can move that forward as a statement of voluntary support.

[Time: 01:22:47]

Mayor Lane: I think maybe if I were to say the use of term public outreach, as we normally use that

term, is to go out and to get a sense about a zoning issue or an ordinance or a text amendment or something like that. We do outreach on those things. In this case, we are talking about an existing situation. What we are really doing and if we were to use the term public outreach, it is actually to go to the public with the Pledge and to promote it further, not to necessarily do anything other than that. So it may be just how we are seeing that term.

I don't think there's any further comments and I would just ask, I think we have a consensus on the idea of continuing with the Pledge and working that hard and bringing the community together under that. And enhance it to whatever we can, but to make sure that the message is out, is that Scottsdale is an inclusive community. Irrespective of whether or not it has an ordinance, we have pledged individually and freely. I think it is a very strong statement. So I would hope that all of our community would get behind that and represent Scottsdale in a positive way.

But in any case, are there any questions, Sharon? I mean, of what the guidance is here? Okay. Okay. All right.

ADJOURNMENT

[Time: 01:24:20]

Mayor Lane: Then unless there's -- I think we are -- I will accept a motion to adjourn.

Councilwoman Klapp: So moved.

Mayor Lane: Second?

Councilmember: Second.

Mayor Lane: We are adjourned. Thank you very much. Thank you, everyone, for participating.