

---

**From:** Stockwell, Brent  
**Sent:** Tuesday, April 20, 2021 12:16 PM  
**To:** City Council  
**Cc:** Thompson, Jim; Scott, Sherry; Lane, Benjamin; Doyle, Judy; Walker, Sharron; Olcavage, Joseph; Cini, Sharon; Corsette, Kelly; Hylan, William  
**Subject:** Question on Arizona cities that have passed an anti discrimination ordinance  
**Attachments:** Major Diff\_Simi Between 6AZ Muni on NDO.pdf

Honorable Mayor and Members of the City Council,

A member of the City Council asked a question regarding whether Phoenix and Tucson and other larger Arizona cities had passed an anti-discrimination ordinance.

The following response was given, and a resource that staff had prepared is attached. A prior version had been provided to the Human Relations Commission.

Yes, Phoenix and Tucson both have anti-discrimination ordinances. Here is a comparison for your review of all of the cities who have an adopted ordinance. See attached.

- Phoenix enacted both a civil and criminal ordinance in 1992 and updated in 2013 to add gay, lesbian, bisexual and transgender residents.
- Tucson enacted a civil ordinance in 1999
- Flagstaff enacted a civil ordinance in 2013
- Tempe enacted a civil ordinance in 2014
- Sedona enacted a civil ordinance in 2015
- Winslow enacted a civil ordinance in 2018
- Mesa enacted a civil ordinance in 2021

We wanted to provide to all of you since it had been requested by a member.

Many thanks. Sincerely,  
Brent Stockwell, ICMA-CM  
Assistant City Manager  
480-312-7288

## MAJOR DIFFERENCES AND SIMILARITIES BETWEEN SIX (6) ARIZONA MUNICIPALITY NON-DISCRIMINATION ORDINANCES

	PHOENIX	TEMPE	SEDONA	FLAGSTAFF	TUCSON	WINSLOW
<b>Scope of prohibited discrimination:</b>						
Employment ( E )	Y	Y	Y	Y	Y	Y
Public Accommodations (PA)	Y	Y	Y	Y	Y	Y
Housing (H)	Y	Y	Y		Y	Y
<b>Protected Classes:</b>						
<b>Standard</b>						
Race	Y	Y	Y	Y	Y	Y
Color	Y	Y	Y	Y	Y	Y
Religion	Y	Y	Y	Y	Y	Y
Sex	Y	Y	Y	Y	Y	Y
National Origin	Y	Y	Y	Y	Y	Y
Disability	Y	Y	Y	Y	Y	Y
<b>Non-Standard</b>						
Sexual Orientation	Y	Y	Y	Y	Y	Y
Gender Identity	Y	Y	Y	Y	Y	Y
Gender Expression	Y			Y		Y
Marital Status	Y		Y		Y	
Familial Status	Y (H)		Y		Y	Y
Ancestry			Y		Y	
Military Veterans Status		Y	Y	Y (E & PA)		
Genetic Information	Y (E)					
<b>Employer Coverage:</b>						
1 or more (all classes)	Y	Y	Y			Y
1 - 100 (standard)					Y	
Over 100 (all classes)					Y	
15 or more				Y		
<b>Contractors:</b>						
All contractors (all classes)			Y		Y	Y
W/ Contracts of \$10K+ (Standard)	Y					
35 EE + (all classes)	Y					
<b>Suppliers &amp; Lessees of City Property</b>						
contracts of 6 mos or more (standard)	Y					
35 EE + (all classes)	Y					

All ordinances exclude religious organizations with respect to the prohibitions concerning marital status, gender identity, or sexual orientation. It also excludes from coverage bona fide membership in clubs and social clubs.

---

**From:** Stockwell, Brent  
**Sent:** Tuesday, April 20, 2021 11:18 AM  
**To:** City Council  
**Cc:** Thompson, Jim; Scott, Sherry; Lane, Benjamin; Doyle, Judy; Walker, Sharron; Olcavage, Joseph; Cini, Sharon; Corsette, Kelly; Hylan, William  
**Subject:** Anti-Discrimination Ordinance information and responses  
**Attachments:** ADO FAQs Final.pdf

Honorable Mayor and Members of the City Council,

A member of the City Council asked that the responses provided on Friday be sent again, along with a resource document prepared by staff which includes responses to questions we have been asked.

Since this has been provided to one member, we are providing to all.

Many thanks. Sincerely,  
Brent Stockwell, ICMA-CM  
Assistant City Manager  
480-312-7288

---

**From:** Stockwell, Brent <[BStockwell@scottsdaleaz.gov](mailto:BStockwell@scottsdaleaz.gov)>  
**Sent:** Friday, April 16, 2021 4:16 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Cc:** Thompson, Jim <[JThompson@Scottsdaleaz.gov](mailto:JThompson@Scottsdaleaz.gov)>; Scott, Sherry <[SScott@scottsdaleaz.gov](mailto:SScott@scottsdaleaz.gov)>; Lane, Benjamin <[BLane@Scottsdaleaz.gov](mailto:BLane@Scottsdaleaz.gov)>; Doyle, Judy <[JDoyle@scottsdaleaz.gov](mailto:JDoyle@scottsdaleaz.gov)>; Walker, Sharron <[SWalker@scottsdaleaz.gov](mailto:SWalker@scottsdaleaz.gov)>; Olcavage, Joseph <[jolcavage@Scottsdaleaz.Gov](mailto:jolcavage@Scottsdaleaz.Gov)>; Hylan, William <[WHylan@Scottsdaleaz.gov](mailto:WHylan@Scottsdaleaz.gov)>; Cini, Sharon <[SCini@Scottsdaleaz.gov](mailto:SCini@Scottsdaleaz.gov)>; Corsette, Kelly <[KCorsette@scottsdaleaz.gov](mailto:KCorsette@scottsdaleaz.gov)>; Slater, Stanna Michelle <[SSlater@Scottsdaleaz.gov](mailto:SSlater@Scottsdaleaz.gov)>; Smetana, Rachel <[RSmetana@scottsdaleaz.gov](mailto:RSmetana@scottsdaleaz.gov)>; Kuester, Kelli <[KKuester@Scottsdaleaz.gov](mailto:KKuester@Scottsdaleaz.gov)>  
**Subject:** Response to inaccurate information regarding the Anti-Discrimination Ordinance

Honorable Mayor and City Council,

It is our understanding that a communication has gone out that contains inaccurate information about Scottsdale's Anti-Discrimination Ordinance (Ordinance No. 4497). We hope that this information is helpful to you as you receive public comment based on this communication.

Overall, the aim of the Anti-Discrimination Ordinance is to help create the reasonable expectation of a safe environment in which all people in Scottsdale receive equal treatment rather than discrimination based on others' perceptions of, or level of comfort with, their membership in a protected class. This is consistent with Scottsdale's status as a Golden Rule City – that all people will treat others as they themselves would like to be treated, with kindness, empathy, respect and civility. That being said, we've provided responses to the comments below:

Comment: Your Scottsdale City Council will consider a new ordinance to add sexual orientation and gender identity to the protected classes in the city's nondiscrimination laws. These "nondiscrimination laws" are meant to be a shield to protect people from unjust discrimination. However, the proposed Scottsdale ordinance would be used as a sword against individuals and organizations who have a historic understanding of marriage and gender.

*Response: Scottsdale is creating a new anti-discrimination ordinance that prohibits discrimination in public accommodations, employment and housing on the basis of race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability, it is not adding to an existing anti-discrimination ordinance. There is nothing in the ordinance permitting discrimination on the basis of religious beliefs regarding marriage and gender, in fact, religion is a protected class throughout the ordinance, and Sec. 15-11 states that the ordinance will be interpreted consistent with the First Amendment, including freedom of religion. In addition, Ordinance No. 4497 provides the opportunity in 15-19(D) for anyone accused of discrimination to provide a written response, which provides a shield as well for those accused based on free exercise of their religious beliefs.*

Comment: Fitness centers, water parks, public swimming pools, and similar facilities would have to allow all men identifying as women access to women's showers, locker rooms, and bathrooms. Women's domestic violence shelters would be forced to allow a man identifying as a woman to share living quarters, showers, and bathrooms with vulnerable and abused women.

*Response: The ordinance does not address the issue of restrooms and locker rooms. Nothing in the ordinance would prohibit a business from posting such facilities for men only, or for women only, or having gender neutral facilities. Nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. People in Scottsdale currently must choose which restroom or similar facility to use and one would assume they choose the facility associated with the gender with which they identify. Nothing in the ordinance would change that. That being said, if a business or employer took it upon themselves to post discriminatory signage or attempt to harm or harass people or invade their privacy to make determinations about who was sufficiently male or female to use a given restroom or facility, it is possible that they would run afoul of existing laws, or the ordinance. Nothing in the ordinance would force women's domestic violence shelters, or anyone else, to require people to share living quarters, showers, and bathrooms.*

Comment: Sex-specific jobs like an employee at a women's shelter could not be denied to a man identifying as a woman.

*Response: Under current federal civil rights law, it is generally unlawful to designate a job as sex-specific. In addition, discrimination on the basis of gender identity in employment is already unlawful under federal law for employers with 15 or more employees. In the rare case that a job can be lawfully designated as sex-specific, an employer could not discriminate solely on the basis of their perception of a person's gender identity. In addition, as stated in Sec. 15-16(B), nothing shall be interpreted to require a less qualified person to be preferred over a better qualified person because of their membership in a protected class. So this hypothetical has to presume that a) this is a rare case where a job is lawfully designated as sex-specific, and b) the individual is better qualified than others being considered, so the employer would solely be discriminating based on their perception of a person's gender identity.*

Comment: Faith-based adoption agencies would be forced, against their beliefs, to choose between placing children in same-sex households or closing down their adoption services.

*Response: There is nothing in the ordinance that would apply to adoption placement.*

Comment: Wedding vendors like cake bakers and florists would be forced to choose between their livelihood and their faith. A religious bookstore would not be free to require all employees to adhere to their religious beliefs.

*Response: Non-Religious businesses that are open to the public should be open to everyone on the same terms. If a business chooses to provide goods and services to the public, they should be sold to everyone equally. However, as noted previously, Sec. 15-11 states the ordinance will be interpreted consistent with the First Amendment, including freedom of religion. The ordinance will also be interpreted consistent with the Arizona Constitution and Arizona's Religious Freedom Restoration Act, which provides religious freedom protections.*

Many thanks. Sincerely,  
Brent Stockwell, ICMA-CM  
Assistant City Manager  
480-312-7288

# Scottsdale's Anti-Discrimination Ordinance

## QUESTIONS AND ANSWERS

***Q: Why is Scottsdale adding sexual orientation and gender identity to its non-discrimination laws?***

A: Scottsdale is creating a new anti-discrimination ordinance that prohibits discrimination in public accommodations, employment and housing on the basis of race, color, religion, sex, national origin, age, sexual orientation, gender identify or disability, it is not adding to an existing anti-discrimination ordinance.

***Q: Is there data that shows how many people have been discriminated against in Scottsdale?***

A: There are no official records that capture the count or frequency of discrimination, as it is currently not illegal in Scottsdale.

However, the city has regularly received reports of discrimination, harassment, or retaliation on the basis of sexual orientation or gender identity (there are others based on race/ethnicity, as well), including:

- December 2018 – assault and harassment based on sexual orientation at a bar in Scottsdale
- March 2019 –reports or discriminatory comments on the basis of sex, sexual orientation and race/ethnicity at a Scottsdale event
- Fall 2019 – report of discrimination on the basis of gender identity at a school in Scottsdale
- February 2020 – report of harassment at a bar in Scottsdale based on a perception of sexual orientation
- August 2020 – report of harassment on the basis of sexual orientation at a restaurant in Scottsdale

***Q: Why is age defined as only those over age 40?***

A: This is consistent with state and federal age discrimination laws which cover those aged 40 and over.

***Q: I run a family-owned business – can I still hire a family member or friend of the family?***

A: Yes. A family-owned business may hire a family member or a friend of the family – provided there is no competitive hiring process, i.e. the job opening is not advertised to the public.

***Q: I'm concerned with how this ordinance will infringe on my religious rights. I have personal religious beliefs when it comes to who I want to hire, provide services to, or lease to. How will this impact me as a business owner?***

A: The ordinance will be interpreted in a manner consistent with free exercise of religion, as well as other First Amendment freedoms. Religion is also a protected class throughout – so a person cannot be discriminated against based on their religion. Similar to a family-owned business, an individual may hire someone of their own religion, or limit real estate transactions to persons of their religion, provided there is no competitive process, i.e. the job opening is not advertised to the public, or the real estate listing is not advertised to the public.

***Q: How are religious organizations impacted by the ordinance?***

A: The ordinance will be interpreted in a manner consistent with free exercise of religion, as well as other First Amendment freedoms. Religion is also a protected class throughout – so a person cannot be discriminated against based on their religion. In addition, it would not be considered discrimination for religious organizations to give preference in hiring someone of their religion to perform religious work, or to limit real estate transactions to persons of their religion. Religious organizations, when providing services to the public, may not discriminate on the basis of a protected class. The ordinance will also be interpreted consistent with the Arizona Constitution and Arizona's Religious Freedom Restoration Act, which provides religious freedom protections.

***Q: Are there any issues pertaining to restrooms/locker rooms if this ordinance is enacted?***

A: The ordinance does not address the issue of restrooms and locker rooms. Nothing in the ordinance would prohibit a business from posting such facilities for men only, or for women only, or having gender neutral facilities. Nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. People in Scottsdale currently must choose which restroom or similar facility to use and one would assume they choose the facility associated with the gender with which they identify. Nothing in the ordinance would change that. That being said, if a business or employer took it upon themselves to post discriminatory signage or attempt to harm or harass people or invade their privacy to make determinations about who was sufficiently male or female to use a given restroom or facility, it is possible that they would run afoul of existing laws, or the ordinance.

***Q: Will the ordinance regulate or impact athletic programs, e.g. men competing on women's sports teams or in leagues?***

A: There is nothing in the draft ordinance that would prohibit gender-specific teams in sports leagues.

***Q: Will this ordinance be applicable to school facilities and programs?***

A: No. State law prohibits cities from regulating public and charter schools. Private schools would only be subject to the ordinance's provisions regarding employment and public accommodation.

***Q: I rent a room in my home – can I still choose who I want to live with?***

A: Yes. The ordinance does not apply to the selection of persons to reside within a dwelling or portion of a dwelling occupied by the person making the selection.

***Q: Are private social clubs covered by the ordinance?***

A: No. Membership decisions of private social clubs are outside the scope of this ordinance. Under existing federal law and case law, discrimination based on sex is permitted to some extent, such as allowing private social clubs to limit their membership to men or women. From a housing standpoint, private social clubs can limit their lodgings to their members.

***Q: What about sex-specific jobs?***

A: Under current federal civil rights law, it is generally unlawful to designate a job as sex-specific. In addition, discrimination based on gender identity in employment is already unlawful under federal law for employers with 15 or more employees. In the rare case that a job can be lawfully designated as sex-specific, an employer could not discriminate solely on the basis of their perception of a person's gender identity. In addition, as stated in Sec. 15-16(B), nothing shall be interpreted to require a less qualified person to be preferred over a better qualified person because of their membership in a protected class.

***Q: Are adoption agencies impacted by the ordinance?***

A: No. There is nothing in the ordinance that would apply to adoption placement.

***Q: Are businesses open to the public required to serve all customers?***

Response: Non-Religious businesses that are open to the public should be open to everyone on the same terms. If a business chooses to provide goods and services to the public, they should be sold to everyone equally.

---

**From:** Corsette, Kelly  
**Sent:** Tuesday, April 13, 2021 11:42 AM  
**To:** City Council  
**Cc:** Thompson, Jim; Stockwell, Brent; Murphy, Bill; Scott, Sherry; Lane, Benjamin; Doyle, Judy; Walker, Sharron; Cini, Sharon; Smetana, Rachel  
**Subject:** Anti-Discrimination Ordinance - Human Relations Commission recommendation

Honorable Mayor and City Council members,

At last night's Human Relations Commission meeting, the commission voted unanimously to forward this recommendation to the City Council:

Adopt the proposed Anti-Discrimination Ordinance which includes race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability as protected classes.

Please note that this is Option A in this item on the April 20, 2021 meeting.

The key change from the HRC's previous recommendation was removing "military veteran status" from those protected by the draft ordinance. This change is supported by the Veterans Advisory Commission's vote last week; you recall that commission also recommended the ADO move forward without including veterans or others in uniform among the protected classes.

Please let me know if you have any questions.

Thank you,  
Kelly

**Kelly Corsette | Communications & Public Affairs Director**

City of Scottsdale | Office of Communication  
[480-312-2336](tel:480-312-2336) | [kcorsette@ScottsdaleAZ.gov](mailto:kcorsette@ScottsdaleAZ.gov)

---

**From:** Corsette, Kelly  
**Sent:** Friday, April 9, 2021 3:39 PM  
**To:** City Council  
**Cc:** Lane, Benjamin; Scott, Sherry; Doyle, Judy; Walker, Sharron; Thompson, Jim  
**Subject:** Update: Veterans Advisory Commission ADO recommendation

Honorable Mayor and City Council members,

At their Wednesday, April 7, meeting, the Veterans Advisory Commission voted 6-1 to rescind their prior recommendation regarding the Anti-Discrimination Ordinance - the commission no longer recommends that the list of those protected under the proposed anti-discrimination ordinance be expanded to include veterans and others related to veterans.

A key point of fact in rescinding their previous recommendation was that we are not aware of any cases of discrimination against veterans or others in uniform in Scottsdale, and the veterans groups that commissioners had discussed this matter with did not think it was necessary at this time.

As you recall the Veterans Advisory Commission at their March 3 meeting voted to recommend to the City Council that veterans, active duty service members, members of the National Guard and reserves, and family of those groups be protected in the proposed Anti-Discrimination Ordinance, and at the March 23 Work Study Session the City Council asked that this be included in the final ordinance.

The Agenda item for the April 20 City Council meeting includes an Option A (without veterans/military) and Option B (with veterans/military) to make it easy for you to consider both options.

The Human Relations Commission meets at 5 p.m. Monday, April 12, to consider their final recommendation to the City Council. I will forward that recommendation upon conclusion of their meeting.

Please let me know if you have any questions.

**Kelly Corsette | Communications & Public Affairs Director**

City of Scottsdale | Office of Communication and Citizen Service

[480-312-2336](tel:480-312-2336) | [kcorsette@ScottsdaleAZ.gov](mailto:kcorsette@ScottsdaleAZ.gov)

# CITY COUNCIL REPORT



Meeting Date: **April 20, 2021**  
 Charter Provision: ***Provide for the orderly government and administration of the affairs of the City***  
 Objective: ***Determine Policies***

## ACTION

**Anti-Discrimination Ordinance.** Adopt Ordinance No. 4497 amending Scottsdale Revised Code Chapter 14, Human Resources Management, and Chapter 15, Human Rights as either:

- A. Prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability
- B. Prohibiting discrimination based on the above, and adding U.S. military service

## BACKGROUND

At the March 23 Work Study Session, staff was asked to address a number of items in the final ordinance, including adding language covering veterans, active duty service members, National Guard and Reserves, and spouses of active-duty service members and veterans in the ordinance brought forward for approval.

Staff has prepared two versions of the anti-discrimination ordinance for consideration, one including actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability as protected classes (Option A), and one adding U.S. military status as a protected class (Option B). U.S. military service is defined in Option B with this summary of much more detailed definitions found in federal law: "U.S. military status means veteran status, active duty status, current service in the National Guard or Reserves."

Regarding the issue of spouse or domestic partner coverage, federal civil rights laws are interpreted that discrimination also applies to anybody who is subject to unequal treatment because of association with a member of a protected class. Staff has revised the discrimination definition to state: "Discrimination also includes unfavorable different or separate treatment of a person based on the person's association with someone of a [protected class]."

Staff researched definitions for military and veteran status based on other city ordinances, state and federal law. For reference, four of the Arizona cities with anti- or non-discrimination ordinances (Tempe, Sedona, Flagstaff and Mesa) have Military Veterans Status included, while three (Phoenix, Tucson and Winslow) do not. At this time, no other Arizona city covers active duty service members, National Guard or Reserves.

In addition, staff addressed the other items addressed at the Work Study Session including:

- Section 15-11 continues to include First Amendment protections: "Notwithstanding any other provision herein, nothing in this chapter is intended to alter or abridge other rights, protections, or privileges secured under state or federal law. This chapter shall be construed and applied in a manner consistent with First Amendment jurisprudence regarding freedom of speech, freedom of association and exercise of religion.

## City Council Report | ANTI-DISCRIMINATION ORDINANCE

---

- Section 15-17(A) was changed to the relevant Internal Revenue Code section: "This article shall not apply to any establishment operated by a bona fide private membership club that is exempt from taxation under section 501(c)(7) of the Internal Revenue Code not conducted for the purpose of evading this article, when the accommodations, advantages, facilities and services are restricted to members of such club and their guests."
- Section 15-18(B)(1) was edited to remove the provision that stated, "Each day that a violation continues is deemed to be a separate violation."
- Section 15-23(b)(3) was changed to the following: "This article does not apply to the selection of a person to reside within a dwelling or portion of a dwelling occupied by the person making the selection."
- Overall, the Ordinance was reviewed and edited for clarity, consistency and coverage.

The City Council Report provided at the Work Study Session contains additional information not duplicated here for brevity. It remains available online at: <http://www.scottsdaleaz.gov/Asset84632.aspx>

### Community Involvement

A news release has been prepared and shared through the city's electronic newsletters, and a web page created to explain the proposed ordinance with a method was provided for the community to provide their comments. Comments received since the Work Study Session will be forwarded to the City Clerk for inclusion with this item.

Both the Veterans Advisory Commission and Human Relations Commissions will be asked for their final recommendation at their meetings on April 7 and 12. Their recommendations will be forwarded to the City Council following their meetings.

### STAFF CONTACTS

---

Sharon Cini, Diversity & Inclusion Program Manager, [SCini@ScottsdaleAZ.gov](mailto:SCini@ScottsdaleAZ.gov), 480-312-2727;  
Kelly Corsette, Communications and Public Affairs Director, [KCorsette@ScottsdaleAZ.gov](mailto:KCorsette@ScottsdaleAZ.gov), 480-312-2336;  
Bill Hulen, Sr. Asst. City Attorney, [WHulen@ScottsdaleAZ.gov](mailto:WHulen@ScottsdaleAZ.gov), 480-312-2472;  
Brent Stockwell, Assistant City Manager, [BStockwell@ScottsdaleAZ.gov](mailto:BStockwell@ScottsdaleAZ.gov), 480-312-7288

### APPROVED BY

---

*FOR*  
  
\_\_\_\_\_  
Jim Thompson, City Manager  
480-312-2800, [JThompson@ScottsdaleAZ.gov](mailto:JThompson@ScottsdaleAZ.gov)

*APR 6, 2021*  
\_\_\_\_\_  
Date

### ATTACHMENTS

---

1. Staff Memo regarding Veteran and U.S. Military Service Definitions
2. Option A - Ordinance No. 4497 prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability
3. Option B – Ordinance No. 4497 Prohibiting discrimination based on the above, and adding U.S. military service



## CITY MANAGER'S OFFICE

Brent Stockwell, Assistant City Manager

3939 N. Drinkwater Blvd.

Scottsdale, AZ 85251

PHONE 480-312-7288

WEB [www.ScottsdaleAZ.gov](http://www.ScottsdaleAZ.gov)

**Date:** April 5, 2021  
**To:** Mayor and City Council; Human Relations Commission; Veterans Advisory Commission  
**From:** Brent Stockwell, Assistant City Manager for Sharon Cini, Diversity and Inclusion Program Manager; Kelly Corsette, Communications and Public Affairs Director; and Bill Hylen, Sr. Assistant City Attorney  
**Subject:** U.S. veterans and military service language

---

At the March 23 Work Study Session, staff was asked to include language covering veterans, active duty service members, National Guard and Reserves, and spouses of active-duty service members and veterans in the ordinance brought forward for approval. Both the Veterans Advisory Commission and Human Relations Commissions will be asked for their final recommendation at their meetings on April 7 and 12.

Staff has prepared two versions of the anti-discrimination ordinance for consideration, one including actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability as protected classes (Option A), and one adding U.S. military status as a protected class (Option B); this definition is a summary of detailed definitions found in federal law: U.S. military status means veteran status, active duty status, current service in the National Guard or Reserves.

Regarding the issue of spouse or domestic partner coverage, federal civil rights laws are interpreted that discrimination also applies to anybody who is subject to unequal treatment because of association with a member of a protected class (Association Discrimination). Staff has revised the discrimination definition to state: "Discrimination also includes unfavorable different or separate treatment of a person based on the person's association with someone of a [protected class]." Because this is included, it is no longer necessary to include the word "spouse" in the definition of "U.S. military status."

Staff has continued to research coverage of and definitions for military and veteran status based on other city ordinances, state and federal law. For reference, four of the Arizona cities with anti- or non-discrimination ordinances (Tempe, Sedona, Flagstaff and Mesa) have Military Veterans Status included, while three (Phoenix, Tucson and Winslow) do not. At this time, no other Arizona city covers active duty status, National Guard or Reserves. There are no common or standard definitions, although Mesa has used the federal definition for veteran from U.S. Code Title 38, and Sedona used the state definition for veteran from Arizona Revised Statutes 41-601. We thought that this additional information might be helpful as you deliberate on the final ordinance form.

### ***City Definitions***

Flagstaff includes “veteran’s status” as a protected class with this definition:

Veteran’s Status means an individual who served in the armed forces of the United States, including the Army, Navy, Air Force, Marine Corps, and Coast Guard, and who was separated from the armed forces under honorable conditions.

Mesa includes “Veteran status” as a protected class with this definition (see referenced federal definitions below):

Veteran's status has the same meaning as set forth under federal law at 38 U.S.C. § 101(2).

Sedona includes “Veteran status” as a protected class with this definition:

“Veteran” means a person who was enlisted, drafted, inducted, or commissioned and who was accepted for and assigned to active duty in the armed forces of the United States.

Tempe protects “United States military veteran status” however it is undefined.

### ***State Definitions***

The State Legislature in Chapter 4, Article 7 regarding the Department of Veterans’ Services (A.R.S. 41-601) has this definition of veteran, which is similar to how Veteran Status is defined in Sedona:

"Veteran" means a citizen of the United States who was enlisted, drafted, inducted or commissioned and who was accepted for and assigned to active duty in the armed forces of the United States.

### ***Federal Definitions***

There are extensive definitions of related terms in U.S. Code (U.S.C.) Title 10 relating to the Armed Forces as well as U.S.C. Title 38 relating to Veterans’ Benefits. Veteran is defined in Title 38 as follows, and is the same definition referenced in the Mesa Non-Discrimination Ordinance:

The term “veteran” means a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable.

The U.S. Congress has defined veteran and military service in different ways in different laws, however the main law providing protections from discrimination in employment by virtually all employers, regardless of size, the Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. sec. 4303, defines “uniformed services” as:

The term 'uniformed services' means the Armed Forces, the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the commissioned corps of the Public Health Service, and any other category of persons designated by the President in time of war or national emergency.

In addition to USERRA, the Servicemembers Civil Relief Act, Title 50 U.S.C. Sections 3901-4043, is a federal law that provides housing and financial affairs protection for military members as they enter active duty and 50 U.S.C. sec. 3911 defines military service:

The term "military service" means—

- (A) in the case of a servicemember who is a member of the Army, Navy, Air Force, Marine Corps, or Coast Guard—
  - (i) active duty, as defined in section 101(d)(1) of title 10, and
  - (ii) in the case of a member of the National Guard, includes service under a call to active service authorized by the President or the Secretary of Defense for a period of more than 30 consecutive days under section 502(f) of title 32 for purposes of responding to a national emergency declared by the President and supported by Federal funds;
- (B) in the case of a servicemember who is a commissioned officer of the Public Health Service or the National Oceanic and Atmospheric Administration, active service; and
- (C) any period during which a servicemember is absent from duty on account of sickness, wounds, leave, or other lawful cause.

In addition, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Title 38, U.S.C., Section 4212, protects employment discrimination by requiring companies with federal contracts over \$100,000 to take active action to hire and qualified veterans. The VERVRAA defines covered veteran as:

The term "covered veteran" means any of the following veterans:

- (i) Disabled veterans.
- (ii) Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized.
- (iii) Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order No. 12985 (61 Fed. Reg. 1209).
- (iv) Recently separated veterans.

ORDINANCE NO. 4497

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SCOTTSDALE, ARIZONA AMENDING SCOTTSDALE REVISED CODE CHAPTER 14, HUMAN RESOURCES MANAGEMENT, BY AMENDING SECTION 14-1.1, CHAPTER 15, HUMAN RIGHTS, ARTICLES I AND II BY ADDING SECTIONS 15-1 THROUGH 15-12, AMENDING SECTIONS 15-16 THROUGH 15-20 AND ADDING ARTICLE III, SECTIONS 15-21 THROUGH 15-32.

WHEREAS, the City of Scottsdale ("City") is committed to anti-discrimination and fair treatment of residents, visitors, and employees; and

WHEREAS, the City Council ("Council") supports and values diversity and inclusiveness; and

WHEREAS, the City of Scottsdale is comprised of diverse and varied groups, communities, and individuals; and

WHEREAS, the City wishes to provide a clear and comprehensive mandate for the prevention of discrimination in employment, housing, places of public accommodation, and City services, programs and activities.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Scottsdale as follows:

Section 1. Scottsdale Revised Code, Chapter 14, Human Resources Management, is amended by amending Section 14-1.1 to read as follows, with new language shown in shaded format and deleted language shown in strikeout format:

*Gender identity* means an individual's gender-related identity, regardless of whether the identity is or is perceived to be different than the identity traditionally associated with the sex assignment to the individual at birth ~~various attributes as they are understood to be either masculine and/or feminine and shall be interpreted to include pre- and post-operative transgender individuals.~~

Section 2. Scottsdale Revised Code, Chapter 15, Human Rights, is amended by adding Sections 15-1 through 15-8, amending Sections 15-17 through 15-20, and adding Article III, Sections 15-21 through 15-32 to read as follows, with new language shown in shaded format and deleted language shown in strikethrough format:

**ARTICLE I. -IN-GENERAL - ANTI-DISCRIMINATION IN CITY SERVICES, PROGRAMS AND ACTIVITIES AND CONTRACTING**

**Sec. 15-1. -Reserved. - Generally.**

This article is hereby adopted as the non-discrimination and anti-harassment policy of the city.

**Sec. 15-2. -Reserved. - Establishment of Anti-discrimination and Anti-harassment Policy.**

It is the policy of the city to not discriminate and provide equal opportunity to all persons regardless of actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability in the access, provision and treatment of city services, programs and activities. It is the policy of the city that all persons be treated with respect and dignity as specified in sections 15-4 through 15-7. Each person has the right to receive service from the city in a manner that promotes equality under the law and prohibits unlawful discrimination, including harassment and retaliation.

**Sec. 15-3. -Reserved. - Individuals and Conduct Covered.**

These policies apply to all elected and appointed officials, employees, and volunteers while acting within the scope of their city duties and all contractors, vendors and consultants of the city. City contracts and agreements will include language regarding compliance with this policy. Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

**Sec. 15-4. -Reserved. - Discrimination.**

Discrimination based on any protected characteristic is strictly prohibited. Under this policy, "discrimination" means engaging in or making directly or indirectly, any act, policy or practice that unfavorably subjects any person to different or separate treatment on the basis of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity. Discrimination also includes unfavorable different or separate treatment of a person based on the person's association with someone of a certain race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status.

**Sec. 15-5. -Reserved. - Harassment.**

Harassment based on any protected characteristic is strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity. Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the employer's premises or circulated or posted in the workplace by e-mail, phone (including voice messages), text messages, social networking sites or other means.

**Sec. 15-6. -Reserved. - Retaliation.**

Retaliation against any person who reports discrimination or harassment or participates in an investigation of such reports is strictly prohibited. Under this policy "retaliation" means any act, policy or practice that unfavorably subjects any person to different or separate treatment because the person has opposed or reported any practice prohibited under this article. The city strongly encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of

the city to promptly and thoroughly investigate such reports. Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action as set forth in section 15-9. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

**Sec. 15-7. –Reserved. – Prohibited Practices.**

The following shall constitute a violation of this chapter:

- A. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant to discriminate against any person, including to restrict or refuse access because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity.
- B. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity to refuse to hire, or employ, or bar, or discharge from employment any person, or to discriminate against such person in compensation, conditions, or privileges of employment. Each city vendor, contractor or consultant shall provide a copy of its antidiscrimination policy to the city's purchasing director to confirm compliance with this chapter or attest in writing to compliance with this chapter.
- C. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, to coerce, intimidate, threaten, or interfere with any person in the exercise and enjoyment of, or on account of, any aid or encouragement of any right granted or protected under this chapter.
- D. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, to discriminate against, harass, threaten, harm, damage, or otherwise penalize another person for opposing an unlawful practice, for filing a complaint, for assisting or participating in any manner in the investigation or in mediation of disputes.

**Sec. 15-8. –Reserved. – Reporting an Incident of Harassment, Discrimination or Retaliation; Investigation.**

The city encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Employees or volunteers who believe that they have been the victim of such conduct should discuss their concerns with the director of human resources or designee. In addition, the city encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. The city recognizes, however, that an individual may prefer to pursue the matter through complaint procedures. Complaints that state a violation of this article will be investigated promptly. A complaint that an employee or volunteer has violated this article may be made to the director of human resources. A complaint that an elected or appointed official has violated this article may be made to the city attorney or designee. A complaint that a contractor, vendor or consultant has violated this article may be made to the purchasing director or if the complaint is against a Scottsdale-based contractor, vendor or consultant, it may be filed under section 15-19. Complaints shall be made by the person whose rights under this article were allegedly violated. The investigation may include individual interviews

with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. The city will maintain confidentiality throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action, and to the extent allowed by law.

**Sec. 15-9. –Reserved. – Disciplinary Action.**

Misconduct constituting discrimination, harassment or retaliation will be dealt with appropriately. Responsive action may include, for example, training, referral to counseling or disciplinary action such as a warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay, or termination, as the city believes appropriate under the circumstances. Any discipline of employees will follow the applicable procedures outlined in the Human Resources Ordinance. For elected and appointed officials, a finding that a violation of this policy has occurred will be considered in the same manner as a violation of the Code of Ethical Behavior. Any disciplinary action taken against a contractor, vendor or consultant shall follow the Procurement Code. If a contractor, vendor or consultant does not agree with the resolution of a complaint, the party may appeal as provided in the Procurement Code.

**Sec. 15-10. –Reserved. – Policy Education and Training.**

The city will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately. Any person who has questions or concerns about these policies should contact the applicable person identified in section 15-8.

**Sec. 15-11. –Reserved. – Exclusions.**

Notwithstanding any other provision herein, nothing in this chapter is intended to alter or abridge other rights, protections, or privileges secured under state or federal law. This chapter shall be construed and applied in a manner consistent with First Amendment jurisprudence regarding freedom of speech, freedom of association and exercise of religion.

**Sec. 15-12. –Reserved. – No Separate Cause of Action.**

Nothing in this chapter creates a separate cause of action or imposes legal liability against the City of Scottsdale or any other individual or business entity in regard to violation of this article.

**ARTICLE II. –FAIR HOUSING - ANTI-DISCRIMINATION IN EMPLOYMENT AND PUBLIC ACCOMMODATIONS**

**Sec. 15-14. –Reserved. - Policy Declaration.**

It is the policy of the City of Scottsdale to prohibit discrimination due to actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity in employment and places of public accommodation.

**Sec. 15-15. –Reserved. - Definitions Applicable to the Chapter.**

In this chapter, unless the context otherwise requires:

A. Age means at least forty (40) years of age.

B. *Contractor* means any person who has a contract with the City of Scottsdale.

C. *Disability* means:

1. A physical or mental impairment that substantially limits one or more of the major life activities of such individual;
2. A record of such an impairment; or
3. Being regarded as having such an impairment.

Disability does not include the current illegal use of or addiction to a controlled substance (as defined in the Controlled Substances Act, 21 U.S.C. § 801 et seq.) or the current use of alcohol that prevents an individual from performing the duties of the job in question or whose employment, by reason of such current alcohol use, would constitute a direct threat to the property or the safety of others.

Discrimination on the basis of disability shall be interpreted in a manner consistent with the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq.

D. *Discriminate* or *discrimination* means to engage in or make, directly or indirectly, any act, policy or practice that unfavorably subjects any person to different or separate treatment on the basis of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity. *Discriminate* or *discrimination* also includes unfavorable different or separate treatment of a person based on the person's association with someone of a certain race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity.

E. *Discriminate because of sex* includes discrimination based on actual or perceived gender, pregnancy, child birth or related medical conditions.

F. *Discrimination complaint administrator* means the person designated by the city manager to investigate a complaint under this article.

G. *Dwelling* means:

1. Any building, structure or part of a building or structure that is occupied as, or designed or intended for occupancy as, a residence by one or more families;
2. Any vacant land that is offered for sale or lease for the construction or location of a building, structure or part of building or structure described by subsection (1) of this definition.

H. *Employee* means an individual employed for pay to perform services for an employer and whose job-related activities are controlled and directed by the employer for whom services are being performed.

I. *Employer* means any person employing one or more employees in the City of Scottsdale in each of twenty (20) or more calendar weeks in the current or preceding calendar year, and includes any agent of such person.

- J. *Employment agency* means any person regularly undertaking, with or without compensation, to procure, recruit, refer or place employees with an employer.
- K. *Familial status* means a person is:
1. Pregnant;
  2. A parent or other person having legal custody or who is in the process of securing legal custody of one or more individuals who are younger than 18 years and who are domiciled with such person;
  3. The designee of such parent or other person having legal custody as described in subsection (2) with the written permission of the parent or other person.
- L. *Gender identity* means an individual's actual or perceived gender-related identity, regardless of whether the identity is or is perceived to be different than the identity traditionally associated with the sex assigned to the individual at birth.
- M. *Labor organization* means any organization, labor union or craft union conducting a hiring hall which engages in the hiring of employees, or any voluntary unincorporated association designed to further the cause of the rights of union labor, which is constituted for the purpose in whole or in part of collective bargaining or dealing with employers concerning grievances, terms or conditions of employment or apprenticeships or applications for apprenticeships, or for other mutual aid or protection in connection with employment, including apprentice jobs or application for apprenticeship.
- N. *Person* means one or more individuals, partnerships, associations or corporations, legal representatives, trustees, receivers, or other organized groups of persons.
- O. *Place of public accommodation* means facilities, establishments, accommodations, services or commodities offered to or enjoyed by the general public, including but not limited to public places where food or beverages are sold, public places operated for temporary lodging or for the benefit, use or accommodation of those seeking health or recreation and all establishments offering services, facilities, or goods to members of the general public or supported by government funds. Any dwelling, private club or place which is in its nature distinctly private is not a place of public accommodation.
- P. *Religion* means all aspects of religious observance and practice, as well as belief. Discrimination on the basis of religion does not include a situation where an employer demonstrates that the employer is unable to reasonably accommodate an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business.
- Q. *Religious organization* means a religious corporation, association or society or a school, college, university, or other educational institution or institution of learning if the institution is in whole or substantial part controlled, managed, owned, or supported by a religious corporation, association or society, or the curriculum of the institution is directed toward the propagation of a religion.
- R. *Sexual orientation* means an individual's actual or perceived heterosexuality, homosexuality, or bisexuality.

**Section 15-16. –Generally. - Prohibited Acts.**

~~This article is hereby adopted as the fair housing policy of the housing authority of the city.~~

~~It is a violation of this article:~~

- A. For any owner, operator, lessee, manager, agent or employee of any place of public accommodation to discriminate against any person, or directly or indirectly display, circulate, publicize or mail any advertisement, notice or communication which states or implies that any facility or service will be refused or restricted because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity, or that any person, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity, would be unwelcome, objectionable, unacceptable or undesirable.
- B. For an employer, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity to refuse to hire or employ any person or to bar or discharge from employment such person, or to discriminate against such person in compensation or in terms, conditions or privileges of employment. Nothing in this subsection shall be interpreted to require that a less qualified person be preferred over a better qualified person because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity.
- C. For a labor organization, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity to exclude, expel, limit or restrict from its membership any person, or to provide only inferior or segregated membership opportunities, or to discriminate in any manner against any of its members or against any employer or any person employed by an employer.
- D. For any employer or employment agency to print or circulate, or cause to be printed or circulated, any publication, or to use any form of application for employment, or to make any inquiry in connection with prospective employment, which expresses, directly or indirectly, any limitation, specification or discrimination as to race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity, or expresses any intent to make any such limitation, specification or discrimination.
- E. For any employer, labor organization or employment agency to discharge, expel or otherwise discriminate against any person because such person has opposed in a lawful manner any practices prohibited under this article, or because he or she has filed a complaint, testified or assisted in any proceeding under this article.
- F. For any person to cause or attempt to cause an employer to discriminate against an individual in violation of this article.
- G. For any person to aid, abet, incite, compel or coerce the doing of any of the acts prohibited under this article or to attempt to do so.
- H. For any person to discriminate in places of public accommodation or employment against any person, because that person has made a complaint, testified, assisted or participated in any manner in an investigation, proceeding or hearing under this article.

**Sec. 15-17. - Establishment of nondiscrimination policy. - Exemptions.**

~~In the selection of residents there shall be no discrimination against families because of race, color, creed, sex, religion, national origin, or ancestry. No person shall automatically be excluded from participation in or be denied the benefits of any project operated by the housing authority of the city because of membership in a class such as unmarried mothers, recipients of public assistance.~~

- A. This article shall not apply to any establishment operated by a bona fide private membership club that is exempt from taxation under section 501(c)(7) of the Internal Revenue Code not conducted for the purpose of evading this article, when the accommodations, advantages, facilities and services are restricted to members of such club and their guests.
- B. This article shall not apply to the United States government, any of its departments or agencies, or any corporation wholly owned by it; a federally recognized American Indian tribe, or the State of Arizona or any of its departments, agencies, or political subdivisions.
- C. This chapter shall not apply to any person who violates any policy or regulation of any place of public accommodation that applies to all persons, regardless of race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity. Any such person may be excluded without penalty under this article from any such place of public accommodation, and nothing in this article shall be considered to limit such right of exclusion.
- D. This article shall not be applicable to a religious organization while employing an individual of a particular religion to perform work connected with the performance by the corporation, association or society.
- E. This article does not apply to employment by the City of Scottsdale. Discrimination against city employees is prohibited by Scottsdale Revised Code §14-2.
- F. Notwithstanding any other provision in this article, it shall not be a violation of this article:
  - 1. For an employer, labor organization, or employment agency to prohibit the illegal use of drugs and the use of alcohol at the workplace by all employees;
  - 2. For an employer, labor organization, or employment agency to require that employees not be under the influence of alcohol or engage in the use of potentially impairing drugs while at work;
  - 3. For an employer, labor organization, or employment agency to require that employees comply with the requirements established under the Drug-Free Workplace Act of 1988 (41 U.S.C. § 701 et seq.) or the drug testing provisions of state law (A.R.S. § 23-493 et seq.);
  - 4. For an employer, labor organization, or employment agency to hold an employee who engages in the use of potentially impairing drugs or who is an alcoholic to the same standards for employment, job performance and behavior to which such entity holds other employees;

5. For a place of public accommodation to afford beneficial pricing or policies to senior citizens, students, veterans or individuals with disabilities;
6. For an employer to establish a legitimate dress code that is applied uniformly to all employees within certain job categories and is reasonably related to the employer's business needs.

**Sec. 15-18. -Compliance with state and federal laws. - Violation; Procedure; Penalties.**

- (a) It is the intention of the housing authority of the city to comply with any state fair housing laws that now or are hereafter adopted.
- (b) The Civil Rights Act of 1968, Title VIII, Fair Housing (42 U.S.C. §§ 3601—3619) prohibits discrimination in the sale or rental of residential property involving all buildings containing five (5) or more units; buildings with two (2), three (3) or four (4) units if the owner does not live in the building; one-family houses sold or rented by those who own more than three (3) single-family houses, and all one-family houses which are sold or rented with the services of a real estate broker, agent or salesman. The law also prohibits discrimination by mortgage lending institutions and by real estate boards in their membership policies and in participation in multiple listing services and makes "blockbusting" illegal. "Blockbusting" is defined as meaning "... to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry into the neighborhood of persons of a particular race, religion, or national origin."
- (c) The Civil Rights Act of 1964, Title VI, nondiscrimination in federally assisted programs, provides that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.
- (d) Executive Order 11063 equal opportunity in housing, requires all federal departments and agencies to take all action necessary and appropriate to prevent discrimination because of race, color, creed, or national origin in sales or rental of residential property and related facilities owned or operated by the federal government or provided with federal financial assistance. The order also prohibits discrimination in lending practices, insofar as such practices relate to loans insured or guaranteed by the federal government.
- (e) The United States Supreme Court has determined that Federal Statute of 1866 U.S. Code Section 1982 prohibits any racial discrimination in any kind of housing regardless of whether the housing is covered under any other law.
- (f) The housing authority of the city shall not, on account of creed or sex, discriminate in the sale, leasing, rental, or other disposition of housing or related facilities (including land) included in any project or in the use or occupancy thereof, nor deny to any family the opportunity to lease or rent any dwelling in any such housing suitable to its needs.

A. It is a civil violation for any person to violate any of the provisions of this chapter. Complaints of violations of this chapter shall proceed as prescribed in section 15-19.

B. The following penalties shall be imposed by the Scottsdale City Court for civil violations under this chapter:

1. A person found responsible for a civil violation shall be fined no less than five hundred dollars (\$500.00) per violation but no more than twenty-five hundred dollars (\$2,500.00) per violation.
2. Failure of a person to comply with any order contained in a judgment for a civil infraction may result in an additional fine as established by the Scottsdale City Court.

**Sec. 15-19. -~~Display of the fair housing poster.~~ - Complaint Procedures.**

~~The fair housing poster will be displayed so as to be clearly visible to applicants and residents. The poster lists the types of discrimination to be guarded against, the buyers' or renters' right to file complaints if discrimination exists, and the address of the HUD area office to receive them.~~

- A. Any person claiming to be aggrieved by an alleged violation of this article or article III (hereinafter the "complainant") may file with the city clerk a verified charge, in writing, within ninety (90) calendar days after the alleged violation occurred. The charge shall set forth the facts upon which it is based, shall identify the person charged (hereinafter the "respondent"), and shall be signed by the complainant.
- B. Within forty-five (45) days following receipt of the charge from the complainant, the discrimination complaint administrator, in consultation with the city attorney or designee, shall conduct an initial screening of the charge to determine whether the city has jurisdiction over the charge, whether the charge was timely filed, and whether the allegations, if true, would constitute a violation.
- C. If the charge is within the jurisdiction of a federal or state agency, the discrimination complaint administrator shall refer the complainant to the appropriate public agency. The complainant shall be responsible for filing the charge within the time frames set out in federal or state law and the city shall take no further action regarding the charge.
- D. If the criteria in subsection (B) are met, the discrimination complaint administrator shall furnish the respondent with a copy of the charge via first class United States mail. The respondent shall file, not later than twenty (20) days following the date the charge is mailed to the respondent, a written verified answer to the charge.
- E. If the discrimination complaint administrator determines that the city does not have jurisdiction, the charge is untimely, or the allegations would be insufficient to show a violation, the discrimination complaint administrator shall dismiss the charge as not warranting further action or investigation by the city. The decision to dismiss a charge is final. The discrimination complaint administrator shall provide the complainant, the respondent, and the city attorney with written findings concerning the determination to dismiss the charge.
- F. If the discrimination complaint administrator makes an initial determination that the city has jurisdiction over the charge, the charge was timely filed and the allegations, if true, would constitute a violation, the discrimination complaint administrator may offer mediation services to the complainant and respondent in an attempt to resolve the matter.

- G. Any failure by the charging party to timely respond or take action as requested by the city may be considered withdrawal of the complaint.
- H. If mediation is not successful in resolving the charge or if mediation does not occur, the discrimination complaint administrator shall determine whether the facts support a finding that a violation has occurred. If the discrimination complaint administrator determines that a violation did not occur, the discrimination complaint administrator shall issue a determination that the charge is unfounded and the matter will be considered closed. If the discrimination complaint administrator determines that there is cause to believe that a violation did occur, the discrimination complaint administrator shall refer the matter to the city attorney or designee for a determination as to whether to proceed with prosecution. The city attorney or designee may file civil complaints in city court to enforce this chapter.

**Sec. 15-20. - Enforcement of fair housing laws. - No Private Right of Action; Effect of Federal and State Laws.**

Families experiencing discrimination covered by fair housing laws may file a complaint with the city. The complainant may state the complaint in a letter or use a HUD complaint form (HUD 0903). Complaints must be sent to HUD within one hundred eighty (180) days of the alleged discriminatory act. The executive director or the housing authority shall assist families desiring assistance in filing a complaint, when necessary.

This chapter does not create a private cause of action, nor does it create any right or remedy that is the same or substantially equivalent to the remedies provided under federal or state law. Nothing in this chapter shall supersede federal or Arizona law.

**Sec. 15-21. - Severability.**

If any section, sentence, paragraph, term, definition or provision of this chapter is for any reason determined to be illegal, invalid, superseded by other authority or unconstitutional by any court of competent jurisdiction or by any state or federal regulatory authority having jurisdiction thereof, such portion shall be deemed a separate, distinct, and independent provision and such determination shall have no effect on the validity of any other section, sentence, paragraph, term, definition or provision of this chapter, all of which will remain in full force and effect.

**ARTICLE III. FAIR HOUSING**

**Sec. 15-22. - Prohibited Actions.**

It is a violation of this article for any person:

- (1) To discriminate against any person in the sale, lease, rental or any other condition involving housing because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.
- (2) To refuse to sell or rent a dwelling after the making of a bona fide offer, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.

- (3) To discriminate in the terms, conditions, or privileges of sale or rental of a dwelling because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.
- (4) To print, publish, or advertise sale or rental of a dwelling which indicates preference, limitations, or discrimination because of race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.
- (5) To represent to any person that a dwelling is not available for inspection, sale, or rental, when such dwelling is, in fact, available because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.
- (6) To induce, or attempt to induce, for profit, any person to sell or rent a house by representation regarding the entry or prospective entry into the neighborhood of a person or persons of a particular actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or familial status.

**Sec. 15-1823. - Compliance with State and Federal Laws.; Exemptions.**

- (a) Nothing in this article is intended to or shall be construed as diminishing protections afforded by applicable federal or state housing laws.
- (b) Nothing in this article is intended to or shall be construed as diminishing exemptions provided by applicable federal or state housing laws, including the following.

1. Nothing in this article regarding discrimination based on familial status applies to housing:

- a. Provided under any state or federal program that is specifically designed and operated to assist elderly persons;
- b. Intended for and solely occupied by persons 62 years of age or older; or
- c. Intended and operated for occupancy by persons 55 years of age or older.

2. This article does not prohibit a religious organization from limiting the sale, rental or occupancy of dwellings that it owns or operates for other than a commercial purpose to persons of the same religion or from giving preference to such persons.

3. This article does not apply to the selection of a person to reside within a dwelling or portion of a dwelling occupied by the person making the selection.

4. This article does not prohibit a private club that is not in fact open to the public, which incident to its primary purpose, provides lodging that it owns or operates for other than a commercial purpose, from limiting the rental or

occupancy of such lodgings to its members or giving preference to its members.

**Sec. 15-24. - Enforcement of Fair Housing Provisions.**

The complaint procedures in section 15-19 apply to any claimed violation of this article. Such complaint procedures are in addition to and are not intended to supplant any complaint procedures or remedies available under applicable federal or state housing laws.

PASSED AND ADOPTED by the City Council of the City of Scottsdale this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

CITY OF SCOTTSDALE, an Arizona  
municipal corporation

ATTEST:

\_\_\_\_\_  
David D. Ortega, Mayor

\_\_\_\_\_  
Ben Lane, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Sherry R. Scott, City Attorney  
By: William Hylan  
Senior Assistant City Attorney

ORDINANCE NO. 4497

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SCOTTSDALE, ARIZONA AMENDING SCOTTSDALE REVISED CODE CHAPTER 14, HUMAN RESOURCES MANAGEMENT, BY AMENDING SECTION 14-1.1, CHAPTER 15, HUMAN RIGHTS, ARTICLES I AND II BY ADDING SECTIONS 15-1 THROUGH 15-12, AMENDING SECTIONS 15-16 THROUGH 15-20 AND ADDING ARTICLE III, SECTIONS 15-21 THROUGH 15-32.

WHEREAS, the City of Scottsdale ("City") is committed to anti-discrimination and fair treatment of residents, visitors, and employees; and

WHEREAS, the City Council ("Council") supports and values diversity and inclusiveness; and

WHEREAS, the City of Scottsdale is comprised of diverse and varied groups, communities, and individuals; and

WHEREAS, the City wishes to provide a clear and comprehensive mandate for the prevention of discrimination in employment, housing, places of public accommodation, and City services, programs and activities.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Scottsdale as follows:

Section 1. Scottsdale Revised Code, Chapter 14, Human Resources Management, is amended by amending Section 14-1.1 to read as follows, with new language shown in shaded format and deleted language shown in strikeout format:

*Gender identity* means an individual's gender-related identity, regardless of whether the identity is or is perceived to be different than the identity traditionally associated with the sex assignment to the individual at birth ~~various attributes as they are understood to be either masculine and/or feminine and shall be interpreted to include pre and post-operative transgender individuals.~~

Section 2. Scottsdale Revised Code, Chapter 14, Human Resources Management, is amended by amending the first sentence of Section 14-2 to read as follows, with new language showing in shaded format and deleted language shown in strikeout format:

It is the policy of the city to provide employment opportunities to all persons based solely on ability, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity, ~~or disability or U.S. military status.~~

Section 3. Scottsdale Revised Code, Chapter 14, Human Resources Management, is amended by amending subsection 14-72(15) to read as follows, with new language shown in shaded format and deleted language shown in strikeout format:

(15) The employee has discriminated against an individual or individuals based upon race, color, religion, sex, gender identity, sexual orientation, national origin, age, ~~or a~~ disability or U.S. military status.

Section 4. Scottsdale Revised Code, Chapter 15, Human Rights, is amended by adding Sections 15-1 through 15-8, amending Sections 15-17 through 15-20, and adding Article III, Sections 15-21 through 15-32 to read as follows, with new language shown in shaded format and deleted language shown in strikethrough format:

**ARTICLE I. ~~IN GENERAL~~ ~~ANTI-DISCRIMINATION IN CITY SERVICES, PROGRAMS AND ACTIVITIES AND CONTRACTING~~**

**Sec. 15-1. ~~Reserved.~~ ~~Generally.~~**

This article is hereby adopted as the non-discrimination and anti-harassment policy of the city.

**Sec. 15-2. ~~Reserved.~~ ~~Establishment of Anti-discrimination and Anti-harassment Policy.~~**

It is the policy of the city to not discriminate and provide equal opportunity to all persons regardless of actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability or U.S. military status in the access, provision and treatment of city services, programs and activities. It is the policy of the city that all persons be treated with respect and dignity as specified in sections 15-4 through 15-7. Each person has the right to receive service from the city in a manner that promotes equality under the law and prohibits unlawful discrimination, including harassment and retaliation.

**Sec. 15-3. ~~Reserved.~~ ~~Individuals and Conduct Covered.~~**

These policies apply to all elected and appointed officials, employees, and volunteers while acting within the scope of their city duties and all contractors, vendors and consultants of the city. City contracts and agreements will include language regarding compliance with this policy. Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

**Sec. 15-4. ~~Reserved.~~ ~~Discrimination.~~**

Discrimination based on any protected characteristic is strictly prohibited. Under this policy, "discrimination" means engaging in or making directly or indirectly, any act, policy or practice that unfavorably subjects any person to different or separate treatment on the basis of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status. Discrimination also includes unfavorable different or separate treatment of a person based on the person's association with someone of a certain race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status.

**Sec. 15-5. -Reserved. - Harassment.**

Harassment based on any protected characteristic is strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status. Harassing conduct includes epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts, denigrating jokes, and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the employer's premises or circulated or posted in the workplace by e-mail, phone (including voice messages), text messages, social networking sites or other means.

**Sec. 15-6. -Reserved. - Retaliation.**

Retaliation against any person who reports discrimination or harassment or participates in an investigation of such reports is strictly prohibited. Under this policy "retaliation" means any act, policy or practice that unfavorably subjects any person to different or separate treatment because the person has opposed or reported any practice prohibited under this article. The city strongly encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of the city to promptly and thoroughly investigate such reports. Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action as set forth in section 15-9. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

**Sec. 15-7. -Reserved. - Prohibited Practices.**

The following shall constitute a violation of this chapter:

- A. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant to discriminate against any person, including to restrict or refuse access because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status.
- B. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status to refuse to hire, or employ, or bar, or discharge from employment any person, or to discriminate against such person in compensation, conditions, or privileges of employment. Each city vendor, contractor or consultant shall provide a copy of its antidiscrimination policy to the city's purchasing director to confirm compliance with this chapter or attest in writing to compliance with this chapter.
- C. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, to coerce, intimidate, threaten, or interfere with any person in the exercise and enjoyment of, or on account of, any aid or encouragement of any right granted or protected under this chapter.
- D. For any elected or appointed official, employee, volunteer, contractor, vendor or consultant, to discriminate against, harass, threaten, harm, damage, or otherwise penalize

another person for opposing an unlawful practice, for filing a complaint, for assisting or participating in any manner in the investigation or in mediation of disputes.

**Sec. 15-8. —Reserved. — Reporting an Incident of Harassment, Discrimination or Retaliation; Investigation.**

The city encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Employees or volunteers who believe that they have been the victim of such conduct should discuss their concerns with the director of human resources or designee. In addition, the city encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. The city recognizes, however, that an individual may prefer to pursue the matter through complaint procedures. Complaints that state a violation of this article will be investigated promptly. A complaint that an employee or volunteer has violated this article may be made to the director of human resources. A complaint that an elected or appointed official has violated this article may be made to the city attorney or designee. A complaint that a contractor, vendor or consultant has violated this article may be made to the purchasing director or if the complaint is against a Scottsdale-based contractor, vendor or consultant, it may be filed under section 15-19. Complaints shall be made by the person whose rights under this article were allegedly violated. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. The city will maintain confidentiality throughout the investigatory process to the extent consistent with adequate investigation and appropriate corrective action, and to the extent allowed by law.

**Sec. 15-9. —Reserved. — Disciplinary Action.**

Misconduct constituting discrimination, harassment or retaliation will be dealt with appropriately. Responsive action may include, for example, training, referral to counseling or disciplinary action such as a warning, reprimand, withholding of a promotion or pay increase, reassignment, temporary suspension without pay, or termination, as the city believes appropriate under the circumstances. Any discipline of employees will follow the applicable procedures outlined in the Human Resources Ordinance. For elected and appointed officials, a finding that a violation of this policy has occurred will be considered in the same manner as a violation of the Code of Ethical Behavior. Any disciplinary action taken against a contractor, vendor or consultant shall follow the Procurement Code. If a contractor, vendor or consultant does not agree with the resolution of a complaint, the party may appeal as provided in the Procurement Code.

**Sec. 15-10. —Reserved. — Policy Education and Training.**

The city will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately. Any person who has questions or concerns about these policies should contact the applicable person identified in section 15-8.

**Sec. 15-11. —Reserved. — Exclusions.**

Notwithstanding any other provision herein, nothing in this chapter is intended to alter or abridge other rights, protections, or privileges secured under state or federal law. This chapter shall be construed and applied in a manner consistent with First Amendment jurisprudence regarding freedom of speech, freedom of association and exercise of religion.

**Sec. 15-12. –Reserved. – No Separate Cause of Action.**

Nothing in this chapter creates a separate cause of action or imposes legal liability against the City of Scottsdale or any other individual or business entity in regard to violation of this article.

**ARTICLE II. – FAIR HOUSING - ANTI-DISCRIMINATION IN EMPLOYMENT AND PUBLIC ACCOMMODATIONS**

**Sec. 15-14. –Reserved. - Policy Declaration.**

It is the policy of the City of Scottsdale to prohibit discrimination due to actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status in employment and places of public accommodation.

**Sec. 15-15. –Reserved. - Definitions Applicable to the Chapter.**

In this chapter, unless the context otherwise requires:

- A. *Age* means at least forty (40) years of age.
- B. *Contractor* means any person who has a contract with the City of Scottsdale.
- C. *Disability* means:
  - 1. A physical or mental impairment that substantially limits one or more of the major life activities of such individual;
  - 2. A record of such an impairment; or
  - 3. Being regarded as having such an impairment.

Disability does not include the current illegal use of or addiction to a controlled substance (as defined in the Controlled Substances Act, 21 U.S.C. § 801 et seq.) or the current use of alcohol that prevents an individual from performing the duties of the job in question or whose employment, by reason of such current alcohol use, would constitute a direct threat to the property or the safety of others.

Discrimination on the basis of disability shall be interpreted in a manner consistent with the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq.

- D. *Discriminate or discrimination* means to engage in or make, directly or indirectly, any act, policy or practice that unfavorably subjects any person to different or separate treatment on the basis of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status. *Discriminate or discrimination* also includes unfavorable different or separate treatment of a person based on the person's association with someone of a certain race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status.
- E. *Discriminate because of sex* includes discrimination based on actual or perceived gender, pregnancy, child birth or related medical conditions.

F. *Discrimination complaint administrator* means the person designated by the city manager to investigate a complaint under this article.

G. *Dwelling* means:

1. Any building, structure or part of a building or structure that is occupied as, or designed or intended for occupancy as, a residence by one or more families;
2. Any vacant land that is offered for sale or lease for the construction or location of a building, structure or part of building or structure described by subsection (1) of this definition.

H. *Employee* means an individual employed for pay to perform services for an employer and whose job-related activities are controlled and directed by the employer for whom services are being performed.

I. *Employer* means any person employing one or more employees in the City of Scottsdale in each of twenty (20) or more calendar weeks in the current or preceding calendar year, and includes any agent of such person.

J. *Employment agency* means any person regularly undertaking, with or without compensation, to procure, recruit, refer or place employees with an employer.

K. *Familial status* means a person is:

1. Pregnant;
2. A parent or other person having legal custody or who is in the process of securing legal custody of one or more individuals who are younger than 18 years and who are domiciled with such person;
3. The designee of such parent or other person having legal custody as described in subsection (2) with the written permission of the parent or other person.

L. *Gender identity* means an individual's actual or perceived gender-related identity, regardless of whether the identity is or is perceived to be different than the identity traditionally associated with the sex assigned to the individual at birth.

M. *Labor organization* means any organization, labor union or craft union conducting a hiring hall which engages in the hiring of employees, or any voluntary unincorporated association designed to further the cause of the rights of union labor, which is constituted for the purpose in whole or in part of collective bargaining or dealing with employers concerning grievances, terms or conditions of employment or apprenticeships or applications for apprenticeships, or for other mutual aid or protection in connection with employment, including apprentice jobs or application for apprenticeship.

N. *Person* means one or more individuals, partnerships, associations or corporations, legal representatives, trustees, receivers, or other organized groups of persons.

O. *Place of public accommodation* means facilities, establishments, accommodations, services or commodities offered to or enjoyed by the general public, including but not limited to public

places where food or beverages are sold, public places operated for temporary lodging or for the benefit, use or accommodation of those seeking health or recreation and all establishments offering services, facilities, or goods to members of the general public or supported by government funds. Any dwelling, private club or place which is in its nature distinctly private is not a place of public accommodation.

P. *Religion* means all aspects of religious observance and practice, as well as belief. Discrimination on the basis of religion does not include a situation where an employer demonstrates that the employer is unable to reasonably accommodate an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business.

Q. *Religious organization* means a religious corporation, association or society or a school, college, university, or other educational institution or institution of learning if the institution is in whole or substantial part controlled, managed, owned, or supported by a religious corporation, association or society, or the curriculum of the institution is directed toward the propagation of a religion.

R. *Sexual orientation* means an individual's actual or perceived heterosexuality, homosexuality, or bisexuality.

S. *U.S. military status* means veteran status, active duty status, current service in the National Guard or Reserves.

**Section 15-16. –Generally. - Prohibited Acts.**

This article is hereby adopted as the fair housing policy of the housing authority of the city.

It is a violation of this article:

A. For any owner, operator, lessee, manager, agent or employee of any place of public accommodation to discriminate against any person, or directly or indirectly display, circulate, publicize or mail any advertisement, notice or communication which states or implies that any facility or service will be refused or restricted because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status, or that any person, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status, would be unwelcome, objectionable, unacceptable or undesirable.

B. For an employer, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status to refuse to hire or employ any person or to bar or discharge from employment such person, or to discriminate against such person in compensation or in terms, conditions or privileges of employment. Nothing in this subsection shall be interpreted to require that a less qualified person be preferred over a better qualified person because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status.

C. For a labor organization, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status to

- exclude, expel, limit or restrict from its membership any person, or to provide only inferior or segregated membership opportunities, or to discriminate in any manner against any of its members or against any employer or any person employed by an employer.
- D. For any employer or employment agency to print or circulate, or cause to be printed or circulated, any publication, or to use any form of application for employment, or to make any inquiry in connection with prospective employment, which expresses, directly or indirectly, any limitation, specification or discrimination as to race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status, or expresses any intent to make any such limitation, specification or discrimination.
  - E. For any employer, labor organization or employment agency to discharge, expel or otherwise discriminate against any person because such person has opposed in a lawful manner any practices prohibited under this article, or because he or she has filed a complaint, testified or assisted in any proceeding under this article.
  - F. For any person to cause or attempt to cause an employer to discriminate against an individual in violation of this article.
  - G. For any person to aid, abet, incite, compel or coerce the doing of any of the acts prohibited under this article or to attempt to do so.
  - H. For any person to discriminate in places of public accommodation or employment against any person, because that person has made a complaint, testified, assisted or participated in any manner in an investigation, proceeding or hearing under this article.

**Sec. 15-17. –Establishment of nondiscrimination policy- Exemptions.**

In the selection of residents there shall be no discrimination against families because of race, color, creed, sex, religion, national origin, or ancestry. No person shall automatically be excluded from participation in or be denied the benefits of any project operated by the housing authority of the city because of membership in a class such as unmarried mothers, recipients of public assistance.

- A. This article shall not apply to any establishment operated by a bona fide private membership club that is exempt from taxation under section 501(c)(7) of the Internal Revenue Code not conducted for the purpose of evading this article, when the accommodations, advantages, facilities and services are restricted to members of such club and their guests.
- B. This article shall not apply to the United States government, any of its departments or agencies, or any corporation wholly owned by it; a federally recognized American Indian tribe; or the State of Arizona or any of its departments, agencies, or political subdivisions.
- C. This chapter shall not apply to any person who violates any policy or regulation of any place of public accommodation that applies to all persons, regardless of race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity or U.S. military status. Any such person may be excluded without penalty under this article from any such place of public accommodation, and nothing in this article shall be considered to limit such right of exclusion.

- D. This article shall not be applicable to a religious organization while employing an individual of a particular religion to perform work connected with the performance by the corporation, association or society.
- E. This article does not apply to employment by the City of Scottsdale. Discrimination against city employees is prohibited by Scottsdale Revised Code §14-2.
- F. Notwithstanding any other provision in this article, it shall not be a violation of this article:
  - 1. For an employer, labor organization, or employment agency to prohibit the illegal use of drugs and the use of alcohol at the workplace by all employees;
  - 2. For an employer, labor organization, or employment agency to require that employees not be under the influence of alcohol or engage in the use of potentially impairing drugs while at work;
  - 3. For an employer, labor organization, or employment agency to require that employees comply with the requirements established under the Drug-Free Workplace Act of 1988 (41 U.S.C. § 701 et seq.) or the drug testing provisions of state law (A.R.S. § 23-493 et seq.);
  - 4. For an employer, labor organization, or employment agency to hold an employee who engages in the use of potentially impairing drugs or who is an alcoholic to the same standards for employment, job performance and behavior to which such entity holds other employees;
  - 5. For a place of public accommodation to afford beneficial pricing or policies to senior citizens, students, veterans and members of the U.S. military service, or individuals with disabilities;
  - 6. For an employer to establish a legitimate dress code that is applied uniformly to all employees within certain job categories and is reasonably related to the employer's business needs.

**Sec. 15-18. ~~Compliance with state and federal laws.~~ Violation; Procedure; Penalties.**

- (a) ~~It is the intention of the housing authority of the city to comply with any state fair housing laws that now or are hereafter adopted.~~
- (b) ~~The Civil Rights Act of 1968, Title VIII, Fair Housing (42 U.S.C. §§ 3601—3619) prohibits discrimination in the sale or rental of residential property involving all buildings containing five (5) or more units; buildings with two (2), three (3) or four (4) units if the owner does not live in the building; one-family houses sold or rented by those who own more than three (3) single-family houses, and all one-family houses which are sold or rented with the services of a real estate broker, agent or salesman. The law also prohibits discrimination by mortgage-lending institutions and by real estate boards in their membership policies and in participation in multiple-listing services and makes "blockbusting" illegal. "Blockbusting" is defined as meaning " . . . to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry into the neighborhood of persons of a particular race, religion, or national origin."~~

- ~~(c) The Civil Rights Act of 1964, Title VI, nondiscrimination in federally assisted programs, provides that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.~~
- ~~(d) Executive Order 11063 equal opportunity in housing, requires all federal departments and agencies to take all action necessary and appropriate to prevent discrimination because of race, color, creed, or national origin in sales or rental of residential property and related facilities owned or operated by the federal government or provided with federal financial assistance. The order also prohibits discrimination in lending practices, insofar as such practices relate to loans insured or guaranteed by the federal government.~~
- ~~(e) The United States Supreme Court has determined that Federal Statute of 1866 U.S. Code Section 1982 prohibits any racial discrimination in any kind of housing regardless of whether the housing is covered under any other law.~~
- ~~(f) The housing authority of the city shall not, on account of creed or sex, discriminate in the sale, leasing, rental, or other disposition of housing or related facilities (including land) included in any project or in the use or occupancy thereof, nor deny to any family the opportunity to lease or rent any dwelling in any such housing suitable to its needs.~~

A. It is a civil violation for any person to violate any of the provisions of this chapter. Complaints of violations of this chapter shall proceed as prescribed in section 15-19.

B. The following penalties shall be imposed by the Scottsdale City Court for civil violations under this chapter:

1. A person found responsible for a civil violation shall be fined no less than five hundred dollars (\$500.00) per violation but no more than twenty-five hundred dollars (\$2,500.00) per violation.
2. Failure of a person to comply with any order contained in a judgment for a civil infraction may result in an additional fine as established by the Scottsdale City Court.

**Sec. 15-19. - Display of the fair housing poster. - Complaint Procedures.**

The fair housing poster will be displayed so as to be clearly visible to applicants and residents. The poster lists the types of discrimination to be guarded against, the buyers' or renters' right to file complaints if discrimination exists, and the address of the HUD area office to receive them.

A. Any person claiming to be aggrieved by an alleged violation of this article or article III (hereinafter the "complainant") may file with the city clerk a verified charge, in writing, within ninety (90) calendar days after the alleged violation occurred. The charge shall set forth the facts upon which it is based, shall identify the person charged (hereinafter the "respondent"), and shall be signed by the complainant.

B. Within forty-five (45) days following receipt of the charge from the complainant, the discrimination complaint administrator, in consultation with the city attorney or designee,

- shall conduct an initial screening of the charge to determine whether the city has jurisdiction over the charge, whether the charge was timely filed, and whether the allegations, if true, would constitute a violation.
- C. If the charge is within the jurisdiction of a federal or state agency, the discrimination complaint administrator shall refer the complainant to the appropriate public agency. The complainant shall be responsible for filing the charge within the time frames set out in federal or state law and the city shall take no further action regarding the charge.
  - D. If the criteria in subsection (B) are met, the discrimination complaint administrator shall furnish the respondent with a copy of the charge via first class United States mail. The respondent shall file, not later than twenty (20) days following the date the charge is mailed to the respondent, a written verified answer to the charge.
  - E. If the discrimination complaint administrator determines that the city does not have jurisdiction, the charge is untimely, or the allegations would be insufficient to show a violation, the discrimination complaint administrator shall dismiss the charge as not warranting further action or investigation by the city. The decision to dismiss a charge is final. The discrimination complaint administrator shall provide the complainant, the respondent, and the city attorney with written findings concerning the determination to dismiss the charge.
  - F. If the discrimination complaint administrator makes an initial determination that the city has jurisdiction over the charge, the charge was timely filed and the allegations, if true, would constitute a violation, the discrimination complaint administrator may offer mediation services to the complainant and respondent in an attempt to resolve the matter.
  - G. Any failure by the charging party to timely respond or take action as requested by the city may be considered withdrawal of the complaint.
  - H. If mediation is not successful in resolving the charge or if mediation does not occur, the discrimination complaint administrator shall determine whether the facts support a finding that a violation has occurred. If the discrimination complaint administrator determines that a violation did not occur, the discrimination complaint administrator shall issue a determination that the charge is unfounded and the matter will be considered closed. If the discrimination complaint administrator determines that there is cause to believe that a violation did occur, the discrimination complaint administrator shall refer the matter to the city attorney or designee for a determination as to whether to proceed with prosecution. The city attorney or designee may file civil complaints in city court to enforce this chapter.

**~~Sec. 15-20. – Enforcement of fair housing laws. - No Private Right of Action; Effect of Federal and State Laws.~~**

~~Families experiencing discrimination covered by fair housing laws may file a complaint with the city. The complainant may state the complaint in a letter or use a HUD complaint form (HUD 0903). Complaints must be sent to HUD within one hundred eighty (180) days of the alleged discriminatory act. The executive director or the housing authority shall assist families desiring assistance in filing a complaint, when necessary.~~

This chapter does not create a private cause of action, nor does it create any right or remedy that is the same or substantially equivalent to the remedies provided under federal or state law. Nothing in this chapter shall supersede federal or Arizona law.

**Sec. 15-21. - Severability.**

If any section, sentence, paragraph, term, definition or provision of this chapter is for any reason determined to be illegal, invalid, superseded by other authority or unconstitutional by any court of competent jurisdiction or by any state or federal regulatory authority having jurisdiction thereof, such portion shall be deemed a separate, distinct, and independent provision and such determination shall have no effect on the validity of any other section, sentence, paragraph, term, definition or provision of this chapter, all of which will remain in full force and effect.

**ARTICLE III. FAIR HOUSING**

**Sec. 15-22. - Prohibited Actions.**

It is a violation of this article for any person:

- (1) To discriminate against any person in the sale, lease, rental or any other condition involving housing because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.
- (2) To refuse to sell or rent a dwelling after the making of a bona fide offer, because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.
- (3) To discriminate in the terms, conditions, or privileges of sale or rental of a dwelling because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.
- (4) To print, publish, or advertise sale or rental of a dwelling which indicates preference, limitations, or discrimination because of race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.
- (5) To represent to any person that a dwelling is not available for inspection, sale, or rental, when such dwelling is, in fact, available because of actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.
- (6) To induce, or attempt to induce, for profit, any person to sell or rent a house by representation regarding the entry or prospective entry into the neighborhood of a person or persons of a particular actual or perceived race, color, religion, sex, age, disability, national origin, sexual orientation, gender identity, U.S. military status or familial status.

**Sec. 15-4823. - Compliance with State and Federal Laws.; Exemptions.**

- (a) Nothing in this article is intended to or shall be construed as diminishing protections afforded by applicable federal or state housing laws.

(b) Nothing in this article is intended to or shall be construed as diminishing exemptions provided by applicable federal or state housing laws, including the following.

1. Nothing in this article regarding discrimination based on familial status applies to housing:

- a. Provided under any state or federal program that is specifically designed and operated to assist elderly persons;
- b. Intended for and solely occupied by persons 62 years of age or older; or
- c. Intended and operated for occupancy by persons 55 years of age or older.

2. This article does not prohibit a religious organization from limiting the sale, rental or occupancy of dwellings that it owns or operates for other than a commercial purpose to persons of the same religion or from giving preference to such persons.

3. This article does not apply to the selection of a person to reside within a dwelling or portion of a dwelling occupied by the person making the selection.

4. This article does not prohibit a private club that is not in fact open to the public, which incident to its primary purpose, provides lodging that it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or giving preference to its members.

**Sec. 15-24. - Enforcement of Fair Housing Provisions.**

The complaint procedures in section 15-19 apply to any claimed violation of this article. Such complaint procedures are in addition to and are not intended to supplant any complaint procedures or remedies available under applicable federal or state housing laws.

PASSED AND ADOPTED by the City Council of the City of Scottsdale this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

CITY OF SCOTTSDALE, an Arizona  
municipal corporation

ATTEST:

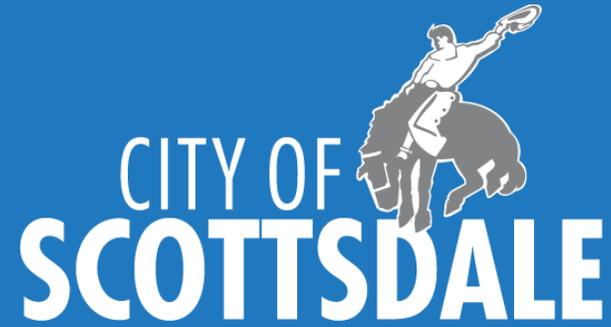
\_\_\_\_\_  
David D. Ortega, Mayor

\_\_\_\_\_  
Ben Lane, City Clerk

Ordinance No. 4497

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Sherry R. Scott, City Attorney  
By: William Hylan  
Senior Assistant City Attorney



# Proposed Anti-Discrimination Ordinance

City Council meeting

April 20, 2021

# Tonight's agenda item

Motion: Adopt Ordinance No. 4497 amending Scottsdale Revised Code Chapter 14, Human Resources Management, and Chapter 15, Human Rights, AND

- A. Prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability, OR
- B. Prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, or U.S. military service.

# An overview of the Anti-Discrimination Ordinance:

The ordinance represents a public commitment to the concept of fairness and equity in our community and action for compliance.

The ordinance proposed here would:

- ✓ Require local businesses and employers to comply with the law
- ✓ Provide a mechanism for responding to complaints
- ✓ Subject violators to civil prosecution

# Updated ordinance covers two separate areas:

## CITY GOVERNMENT

- Employees and volunteers
- Contractors, vendors, consultants
- Elected and appointed officials

## COMMUNITY

- Businesses who serve the public
- Employers
- Housing

# The question of veterans/U.S. military service as a protected class

- Similar ordinances in Arizona (Mesa, Tempe, Flagstaff, Sedona) include “Veteran Status” as a protected class (definitions vary)
- Scottsdale’s Veterans Advisory Commission initially recommended similar protection in this draft ordinance, but revisited the topic April 7
- On April 7, the VAC voted 6-1 to rescind its earlier recommendation
- **The commission no longer recommends that the list of those protected under the proposed anti-discrimination ordinance be expanded to include veterans and others related to veterans (Option A).**

# The Human Relations Commission recommendation:

- Based upon the VAC's initial recommendation to include "Veteran Status" as a protected class, the Human Relations Commission voted March 8 to recommend that veterans be protected in the draft ordinance
- After the VAC's vote to rescind that recommendation, the HRC voted April 12 to remove veterans as a protected class and return to their original recommendation:
- **Adopt the proposed Anti-Discrimination Ordinance which includes race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability as protected classes (Option A).**

# Ordinance options:

## Option A

Covers race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability as protected classes

## Option B

Covers all Option A classes and adds U.S. military status

(Includes veteran status, active duty status, current service in the National Guard or Reserves)

# Other clarifications

- First Amendment and other state and federal rights, protections or privileges are not impacted by this ordinance (Sec. 15-11)
- The relevant Internal Revenue Code section has been referenced regarding bona fide private membership clubs (Sec. 15-17(A))
- The provision that made each day a violation continues a separate violation has been removed (Sec. 15-18(B)(1))
- Housing exception clarified regarding to selection of a person to reside within a home occupied by the person making the selection (15-23(b)(3))
- “Discrimination also includes unfavorable different or separate treatment of a person based on the person’s association with someone of a [protected class].” (Sec. 15-4 and 15-16(D))
- Overall review and edits for clarity, consistency and coverage

## Next steps:

- If Ordinance No. 4497 is adopted tonight, staff will reach out to the business community, and will also reach out to city employees, volunteers, appointed officials, and contractors, vendors and consultants to educate and inform about the ordinance prior to the effective date

# Tonight's agenda item

Motion: Adopt Ordinance No. 4497 amending Scottsdale Revised Code Chapter 14, Human Resources Management, and Chapter 15, Human Rights, AND

- A. Prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, or disability, OR
- B. Prohibiting discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, or U.S. military service.

**From:** [lawangler@cox.net](mailto:lawangler@cox.net) <[lawangler@cox.net](mailto:lawangler@cox.net)>  
**Sent:** Tuesday, March 09, 2021 5:37 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Subject:** Duplicate Ordinances

We don't need duplicate ordinances when the Federal and State laws cover discrimination as an example. Certainly, you can indicate that the Council supports Federal and State anti-discrimination regulations. In the meantime, stay focused on issues specific to Scottsdale. Scottsdale with its approval of multiple housing complexes that pack people into small accommodations is changing the very character of Scottsdale.

Lawrence Wangler



Scottsdale 85266

---

**From:** Rose Cudzewicz <[rose008@aol.com](mailto:rose008@aol.com)>  
**Sent:** Tuesday, March 09, 2021 3:19 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>  
**Subject:** LGBTQRST Law

**I am opposed to a law that includes provisions where**, citizens might eventually be accused of violating the ordinance, and fined up to \$2,500 for activities such as the following:

- Excluding biological men from a women's domestic violence shelter.
- Operating a women's sports league that does not permit biological males as athletes.
- Protecting the safety and privacy of women and girls in facilities like locker rooms, bathrooms, and showers.
- Making private decisions regarding transgender issues in businesses, housing, and facilities.

Please give the ramifications of this type of law on the health and safety of girls and women.

Rosemary Cudzewicz  
Scottsdale, AZ

---

**From:** Carolyn Kinville <[sickn1746@gmail.com](mailto:sickn1746@gmail.com)>  
**Sent:** Friday, March 05, 2021 6:57 PM  
**To:** Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
**Subject:** ordinance to promote equality and prohibit discrimination.

What took so long ?

Carolyn Kinville

---

**From:** Dan Schwartzstein <[dan.schwartzstein@gmail.com](mailto:dan.schwartzstein@gmail.com)>  
**Sent:** Tuesday, March 09, 2021 8:35 AM  
**To:** Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
**Subject:** Support an Anti-Discrimination Ordinance in Scottsdale!

Scottsdale needs to support all citizens, regardless of race, color, creed, and sexual orientation, especially if we want to keep our vibrant tourism industry. The country is exceedingly accepting of all types of people, and very aware of which places are "with the times". Our citizens and visitors have a right to be accepted and not discriminated against. Please support an anti-discrimination ordinance in our city!

Dan Schwartzstein  
Scottsdale citizen

---

**From:** Cara Davidson <[cara.davidson@gmail.com](mailto:cara.davidson@gmail.com)>  
**Sent:** Wednesday, March 10, 2021 10:55 AM  
**To:** Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
**Subject:** Please Pass the Non-Discrimination Ordinance

Hi,

I am THRILLED that there is an ordinance to promote equality and prohibit discrimination under consideration. This has my full support and the support of my family! Please pass this ordinance to make Scottsdale an even more wonderful place to live and raise a family.

Thank you,  
Cara Davidson



---

-----Original Message-----

From: Jordan Kirk <[jordan@portraitsthrujordan.com](mailto:jordan@portraitsthrujordan.com)>  
Sent: Thursday, March 11, 2021 11:04 AM  
To: Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
Subject: MUST PASS NON-DISCRIMINATION ORDINANCE!

Dear City Council,

I have been a North Scottsdale resident for over 20 years. I URGE you to do the right thing for our city. Pass the non-discrimination ordinance. This ordinance reflects who we are in Scottsdale and is good for business, our families and our community. We cannot be backward here in Scottsdale.

Thank you,

Jordan Kirk  
85260

---

**From:** Suzanne Cecil <[skeller928@gmail.com](mailto:skeller928@gmail.com)>  
**Sent:** Thursday, March 11, 2021 11:36 AM  
**To:** Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
**Subject:** Anti-discrimination Ordinance

Good morning,

I am writing to encourage the Scottsdale City Council to adopt an Anti-Discrimination Ordinance as soon as possible. It's quite surprising that our city doesn't have one already, but it is beyond time to take action.

As a Scottsdale resident, I want to know that our citywide policies reflect our world-class hospitality. We should want all visitors to feel welcome and safe within our community.

Thank you for your attention to this matter.  
Suzanne Cecil  


**From:** Donna Garcia <dmgrvrgrl@gmail.com>  
**Sent:** Friday, March 12, 2021 9:08 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** Urgent for your consideration

Dear City Council,

I understand it is still legal in our city to discriminate against LGBTQ+ in private employment, public accommodations and city services.

City Council is considering a nondiscrimination ordinance which would promote equality and prohibit discrimination. I am urging you to pass it.

Sincerely,

Donna Garcia, citizen of Scottsdale

---

-----Original Message-----

**From:** Martha S. O'Connor <msogha@gmail.com>  
**Sent:** Saturday, March 13, 2021 2:31 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** Please Pass the Scottsdale Non-Discrimination Ordinance

Current city ordinances provide some civil rights protections, but do not protect individuals from discrimination in private employment, public accommodations or city services. This local ordinance would add to existing federal and state protections, including specifically prohibiting discrimination based on sexual orientation or gender identity and extending anti-discrimination protections to people working for employers that employ fewer than 15 people. Please Pass the Scottsdale Non-Discrimination Ordinance,

Martha S. O'Connor, PhD.OT  
Scottsdale AZ 85258

---

**From:** Martha S. O'Connor <msogha@gmail.com>  
**Sent:** Sunday, March 14, 2021 2:29 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** Please Pass the Non-Discrimination Ordinance

Scottsdale needs to join six other Arizona cities with inclusive non-discrimination ordinances including Winslow, Flagstaff, Sedona, Phoenix, Tempe and Tucson. Arizona has no statewide law barring discrimination against LGBTQ+ people in employment, housing or public accommodations. Discrimination is always wrong.

Respectfully,

Martha S. O'Connor, PhD.OT

---

-----Original Message-----

From: Joy Leveen <joyleveen@gmail.com>  
Sent: Saturday, March 13, 2021 6:50 PM  
To: Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
Subject: Anti-Discrimination Ordinance

Yes! Please!

Thank you for bringing this forward and please adopt this ordinance!

Let Scottsdale be a light to others and to other cities.

Our LGBTQ+ brothers and sisters deserve to be treated with dignity and respect and this ordinance is another step in acknowledging and celebrating their humanity.

Thank you, Mayor and Council Members!

Joy Leveen

---

**From:** [johnthompsonaz@cox.net](mailto:johnthompsonaz@cox.net) <[johnthompsonaz@cox.net](mailto:johnthompsonaz@cox.net)>  
**Sent:** Sunday, March 14, 2021 12:39 PM  
**To:** Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>  
**Subject:** LGBTQ PROTECTIONS

Mayor Ortega,

We strongly support City Protection for the LGBTQ community, especially in employment and housing. We need to continue attracting a diverse community to work and live in Scottsdale. Making them feel safe and supported. Mesa beat us to this and it had not been seriously discussed since Jan Dolan was our City Manager. Mayor Lane would not discuss this issue, say it was unnecessary. We hope you will be supportive of this measure.

John Thompson



*Sent from my LG Mobile*

---

From: Diane Piantek <[dpiantek@yahoo.com](mailto:dpiantek@yahoo.com)>  
Sent: Sunday, March 14, 2021 9:56 AM  
To: City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
Subject: Non discrimination law

Do not pass this ordinance on April 20, 2021.

Diane Piantek  
Scottsdale, Arizona

---

**From:** Jeffrie Story <[jeffriestory@me.com](mailto:jeffriestory@me.com)>  
**Sent:** Monday, March 15, 2021 12:52 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Subject:** Support for anti-discrimination ordinance

City Council,

My purpose in this email is to voice strong and unequivocal **support** for Scottsdale's proposed anti-discrimination ordinance. It's the right thing to do, with NO qualifications or exceptions.

Any exception, by definition, would preclude equality. It would be saying, "Yes, Scottsdale is an anti-discrimination city *except* where it's not." And if I were a corporation deciding on having an event in that Scottsdale, I would immediately cross it off my list.

This ordinance answers the question, "Who are we and what do we stand for?" Equality? Or discrimination? Or equality only where the nearly-all-white citizens will allow it?

Thank you for allowing me to voice my deep belief,

Jeffrie Story

  
Scottsdale, AZ 85258  
602 478 8497  
[jeffriestory@me.com](mailto:jeffriestory@me.com)

---

**From:** Denny Brown <[dennydowntownbrown@gmail.com](mailto:dennydowntownbrown@gmail.com)>  
**Sent:** Monday, March 15, 2021 12:57 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Subject:** Anti-Discrimination

Hi Council,

I hope we can finally pass this. Our fragile economy needs this and it's the right thing to do.

Denny Brown 480.209.4216

---

**From:** Susan Leeper <[leeper.susan@gmail.com](mailto:leeper.susan@gmail.com)>  
**Sent:** Monday, March 15, 2021 11:14 AM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; [d.ortega@scottsdaleaz.gov](mailto:d.ortega@scottsdaleaz.gov)  
**Subject:** NO on SOGI

I am totally against your latest attempt to hoodwink Scottsdale citizens with your SOGI law.

As Scottsdale residents, we have the right to full transparency. I would like the statistics on how many people have been discriminated here on this basis. No problem, I'll wait.

**Prohibit discrimination based on actual or perceived race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability and veteran status.  
Extend protections to employees of businesses of any size.**

Susan Leeper  
Resident since 1992

---

**From:** [peter.taylor.az@gmail.com](mailto:peter.taylor.az@gmail.com) <[peter.taylor.az@gmail.com](mailto:peter.taylor.az@gmail.com)>  
**Sent:** Wednesday, March 17, 2021 2:46 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Cc:** Thanes Vanig <[thanesvanig@aznohiv.org](mailto:thanesvanig@aznohiv.org)>  
**Subject:** LGBTQ+ Anti-Discrimination Ordinance is Long Overdue

As a same-sex couple living in Scottsdale for 10 years, and plan to for the rest of our lives, we implore you to recognize the clear and present discrimination against us and enact anti-discrimination ordinances.

I attended the City Council Meeting where the Council discussed the issue and was disgusted with many of the Council Members denial of the existence of discrimination as an argument against the need for legislative action. The inane argument came after one of the Council Members shared their personal experience of clear employment discrimination of her life partner. Of course, the narrow-minded councilmen had not experienced discrimination as a heterosexual. Do the Council Members with such an argument believe their fellow councilwoman was lying? How can you believe discrimination stops at the Scottsdale border?

As a gay Scottsdale resident, I have experienced life-threatening discrimination. When stopped at a light on Hayden with the top down, the driver behind me noticed the rainbow bumper sticker. He hanged out his window yelling at me that he knew what the sticker meant calling me a faggot and proclaiming he had a gun in his glove box then reached for it. Fortunately, the light turned green and I was able to turn and getaway. I called the Scottsdale police to report it. There was no interest or sense of concern.

I have since removed the rainbow symbol and will never feel comfortable making the innocuous expression again. Based on my experience at the prior hearing, I can imagine there are Council Members that prefer to not see rainbow symbols and prefer 10% of the population stay in the closet.

A close friend of mine was physically attacked when leaving the Scottsdale gay bar.

Putting your head in the sand, denying any need for such an ordinance, makes Scottsdale look backward and ignorant. If compassion for people different from you is absent, perhaps the financial incentive of loss of tourism dollars appeals to you.

Peter Taylor  
Spectrum Medical

---

**From:** Natalie.ChrismanLazarr@aps.com <Natalie.ChrismanLazarr@aps.com>  
**Sent:** Wednesday, March 17, 2021 5:42 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** Anti-Discrimination Ordinance

As a Scottsdale Resident and active community member, I wholeheartedly support the aims and approach outlined in the proposed Anti-Discrimination Ordinance currently under consideration by City Council. It has been a long time coming and I appreciate the leadership that all parties have shown (both past and present) in bringing this important milestone for our community of inclusion to fruition.

Natalie Chrisman Lazarr, PE  
Principal Engineer in Corporate Environmental

Tel 602 250 3608 Cell 602 316 1324  
[natalie.chrisman@aps.com](mailto:natalie.chrisman@aps.com) [aps.com](http://aps.com)

---

**From:** Julie Cieniawski <juliecieniawski@gmail.com>  
**Sent:** Tuesday, March 16, 2021 12:11 AM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** Anti Discrimination

An updated and inclusive anti discrimination ordinance in the city of Scottsdale is the right thing to do right now.

As taken from the City of Scottsdale Website:

“Scottsdale currently has two ordinances that provide civil rights protections. Scottsdale Revised Code Section 14-2 provides employment opportunities to all persons based solely on ability, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity or disability. S.R.C. Section 15-17 relates to fair housing and is intended to mirror federal protections and does not cover sexual orientation or gender identity. Other than as noted above, there are not currently any Scottsdale-specific ordinances that cover discrimination in these areas: ♣ private employment, ♣ public accommodations or ♣ city services, including contracting An anti-discrimination ordinance would expand anti-discrimination laws to include local businesses and employers and require their compliance with the law. It would also provide a mechanism for responding to complaints of discrimination. Finally, if discrimination occurs, violators would be subject to civil prosecution.”

Most importantly, if Scottsdale really is the Golden Rule City, wouldn't it be best to include all residents in that rule?

Thank you for the work that you do to pull our city into a better tomorrow.  
Sincerely,  
Julie Cieniawski

---

**From:** Nadia Mustafa <mustafa.nadia@gmail.com>  
**Sent:** Tuesday, March 16, 2021 2:18 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** nondiscrimination ordinance

I applaud the city for again considering an NDO for the LGBTQ community. It is unacceptable that we don't already have those protections in place. Let's follow the great examples set by our neighboring municipalities and live our Golden Rule values by making it official that we will not tolerate discrimination. Not only is it the no-brainer right thing to do, but it also will attract tourism and investment. Scottsdale for all!

Thank you,  
Nadia Mustafa  
Scottsdale resident

---

**From:** Rhonda Bannard <rbannard@cox.net>  
**Sent:** Tuesday, March 16, 2021 9:40 PM  
**To:** Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
**Subject:** nondiscrimination ordinance

As a long time Arizonan, I urge the leadership of Scottsdale to support the nondiscrimination ordinance in support of all of our citizens, no matter who they love or how they identify.

Thank you.

Rhonda Bannard  
@rhondabannard

---

**From:** Susan Leeper <[leeper.susan@gmail.com](mailto:leeper.susan@gmail.com)>  
**Sent:** Thursday, March 18, 2021 6:53 AM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>  
**Subject:** Fwd: 4 Highlights From Senate Hearing on Liberals' Equality Act

There was a hearing on Capitol Hill recently about the so-called Equality Act (a blatant perversion of the word) Here are some things to think about before passing your SOGI law. I strongly urge you to vote NO on this.

"Opponents argued that the bill's title is misleading and in fact the legislation would harm the equality that women spent decades fighting for.

The [Equality Act](#) is "misnamed because although this act supports the prevention of discrimination, it actually causes it by undermining hard-fought protections for women," Sen. Cindy Hyde-Smith, R-Miss., said.

By expanding the definition of sex under federal law to include gender identity and sexual orientation, the Equality Act stands to eliminate women-only spaces such as locker rooms, restrooms, sororities, and sports teams, Hyde-Smith said. ....

“Biological sex matters in law, medicine, and for many of us, in the practice of our faith,” Hasson said. “The Equality Act goes where no federal law has gone before.” ...

The bill [threatens religious](#) organizations by removing protection provided by the Religious Freedom Restoration Act of 1993, a federal law also known as RFRA, Hasson warned in her opening statement. ...

If passed, the Equality Act would prohibit discrimination on the basis of sexual orientation and gender identity within “places of public accommodation,” which, in a break with legal tradition, would include churches, mosques, temples, and other places of worship. "

<https://www.dailysignal.com/2021/03/17/4-highlights-from-senate-hearing-on-liberals-equality-act/>

---

From: Eric Kurland <erickurland23@gmail.com>  
Sent: Saturday, March 20, 2021 11:29 AM  
To: Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
Subject: Anti-Discrimination Ordinance

Good morning,

I would like to be as clear and concise as possible; no member of my family should be allowed to be discriminated against. Period. Full stop.

Forget all the bogus arguments that will come across your path and focus on that. There is never a wrong time to do the right thing and that time happens to be now. Please pass this long overdue ordinance and turn the page.

I am happy to discuss this further if you'd like.

Best,  
Eric Kurland

  
Sincerely,

Eric Kurland

---

**From:** mike norton <[xway.mike.norton@gmail.com](mailto:xway.mike.norton@gmail.com)>  
**Sent:** Monday, March 22, 2021 7:01 AM  
**To:** Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>; City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; Thompson, Jim <[JThompson@Scottsdaleaz.gov](mailto:JThompson@Scottsdaleaz.gov)>  
**Subject:** Support for Scottsdale's Proposed Anti-Discrimination Ordinance

Mayor Ortega, City Council, City Mgr. Thompson:

I urge this City not only to approve our proposed LGBTQ rights proposal but to do so unanimously. As religious leaders throughout the Valley have just done, we should present to the nation and the world a unified and unbroken statement that Scottsdale finds no place for hatred or discrimination, but instead wholeheartedly embraces all inherent human rights.

--

**CEO**

**The Athena Foundation Scottsdale, a visionary think tank supporting the development of public policy for our Community**

A 501(c)(3) organization

March 20<sup>th</sup>, 2021

An Open Letter to Arizona Residents.

As citizens and leaders in the community, we write in support of non-discrimination ordinances that protect all people, including LGBTQ people, from discrimination in employment, housing and public accommodations, while also protecting important religious rights.

No one should be denied these protections for being LGBTQ, and likewise religious persons and institutions should be protected in practicing their faith.

We are deeply concerned that the ongoing conflicts between religious liberty and LGBTQ rights are poisoning our civil discourse, eroding the free exercise of religion and preventing diverse people of good will from living together in respect and peace.

We hope that every level of government will apply these common values and core principles in a balanced approach with all stakeholders engaging in respectful dialogue. LGBTQ rights and religious freedom do not have to be in conflict. Instead, we can come together to protect all people and unify our community on what has for too long been a divisive issue.

We respectfully urge all Arizona residents to join in support of public policy that provides protections for LGBTQ persons as well as people and institutions of faith.

Sincerely,

United States Senator, Kyrsten Sinema  
The Church of Jesus Christ of Latter-day Saints, Elder Dale Wills  
Robert T. Hoshibata, Resident Bishop, District Southwest Conference, United Methodist Church  
The Right Rev. Jennifer A. Reddick, VI Bishop of the Episcopal Diocese of Arizona  
The Rev. Deborah K. Hutshner, Bishop, Grand Canyon Synod, ELCA  
Rev. Dr. William Lyons, Conference Minister, Southwest Conference, LEC  
Rabbi Robert L. Avnick, O.D., Past-president, Board of Rabbis of Greater Phoenix  
Angela Hughes, President, ONE Community  
Michael Gove, Executive Director, Equality Arizona

**From:** Dana Close <[danaclosec3@gmail.com](mailto:danaclosec3@gmail.com)>  
**Sent:** Tuesday, March 23, 2021 1:24 PM  
**To:** Feedback <[FEEDBACK@SCOTTSDALEAZ.GOV](mailto:FEEDBACK@SCOTTSDALEAZ.GOV)>  
**Subject:** Anti-Discrimination Ordinance

Hello,

I am writing to offer my support in passing an Anti-Discrimination Ordinance in Scottsdale. We are long past time with this and we need to get this done. We must not lag other cities with respect to our inclusiveness. It is the right thing to do, and the time is now.

Thank you,  
Dana Close

---

**From:** Dana Close <[danaclosec3@gmail.com](mailto:danaclosec3@gmail.com)>  
**Sent:** Tuesday, March 23, 2021 1:36 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>  
**Subject:** Anti-Discrimination Ordinance

I am writing as a private citizen in support of the Anti-Discrimination Ordinance. It is time to pass this. We are lagging behind other cities and it is critical that we are an inclusive city in which to live and visit. It is critical to our tourism industry. The major corporations who call Scottsdale home expect this and so do their employees. Let's get with it. It is time....long past time, actually. But, better late than never. It is the right thing to do.

Respectfully,  
Dana Close

---

-----Original Message-----

**From:** Marna McLendon <[marnamc@cox.net](mailto:marnamc@cox.net)>  
**Sent:** Friday, March 26, 2021 12:55 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Subject:** Anti-discrimination Bill

Hello Council Members

I wish to voice my support for the anti-discrimination statute you are currently considering. It is time - and it is the right thing to do. It is a clear and important statement as to our community's values.

When I lived in Howard County, Maryland, I was a Republican office holder for eight years - State's Attorney for Howard County. I find that in general, I'm a fiscal conservative but social liberal - and I'm sure there are others like me out there! I also worked for Howard County in our Office of Law for six years and one of my roles was to serve as the legal advisor to the Howard County Human Rights Commission. Back in the 80s we had already included sexual orientation into our anti-discrimination ordinance and that was something I am proud of.

Stay safe and well and thank you for your service.

Marna McLendon

[REDACTED]

Scottsdale, AZ 85255

(480) 513-2817

---

From: Patty Beckman <[pattybeckman4susd@gmail.com](mailto:pattybeckman4susd@gmail.com)>  
Sent: Monday, March 29, 2021 9:48 AM  
To: City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>; [dortega@scotstdaleaz.gov](mailto:dortega@scotstdaleaz.gov)  
Subject: Anti-Discrimination Ordinance

Good Morning Mayor Ortega and Council Members,

I would like to thank all of you for your leadership, especially during these challenging times. I am e-mailing to give my full support to The City of Scottsdale adopting an anti-discrimination ordinance. Our children are watching and as a board member for SUSD, I would be proud to see The City set a fine example with this adoption. Again, thank you so much for your service. With appreciation,  
Patty Beckman

---

**From:** Bob Hoshibata <[bishop@dscumc.org](mailto:bishop@dscumc.org)>  
**Sent:** Tuesday, March 30, 2021 10:38:46 PM  
**To:** Mayor David D. Ortega <[DOrtega@Scottsdaleaz.gov](mailto:DOrtega@Scottsdaleaz.gov)>  
**Subject:** Anti-Discrimination Ordinance

Dear Honorable Mayor Ortega,

I greet you in the name of Christ, who taught us to love all!

I am writing to you to commend you and encourage you as you work to finally pass the Anti-Discrimination Ordinance, declaring that Scottsdale is a city where all persons who come in peace are welcome. It will be a major accomplishment to bring this ordinance into reality. I have been a resident of Scottsdale for 9 years because of my ministry with The United Methodist Church. I have joined the pastors and congregants of United Methodist Churches in Scottsdale in advocating for such an ordinance. I had the pleasure of addressing the Scottsdale City Council several years ago and have been watching and praying for the day when we can celebrate the passage of this ordinance.

Under your leadership, there is a new opportunity to do what is just and right, and I appreciate that you are willing to engage in conversation and collaboration to make the ordinance a reality. I am sure that you are sometimes criticized for this commitment to inclusivity and justice; and I imagine that some religious leaders may be critical of your efforts. As a United Methodist, I stand firmly for the inclusion of all, and equal treatment of all persons. I also prayerfully hope that Scottsdale will join the other cities in proclaiming that discrimination against our LGBTQIA siblings is non-Christian, and unjust.

I will hold you and the city council in prayer, and look forward to the passage of the ordinance.

Most sincerely yours,

Bob

Robert T. Hoshibata,  
Resident Bishop  
The Desert Southwest Conference  
The United Methodist Church

---

From: Marcia Meyer <marciameyer@ajmrm.com>  
Sent: Thursday, April 1, 2021 7:11 PM  
To: Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
Subject: Scottsdale Anti-Discrimination Ordinance

Dear City Council,

As a person who moved to Arizona 35 years ago in order to re-locate in Scottsdale and who has since persuaded 11 members of our family to also move to Scottsdale, a business operator located in Scottsdale, a mother of two children who have gone to Scottsdale schools, and a grandmother of three who have benefitted from schools in Scottsdale and who also live in Scottsdale, I respectfully ask for your endorsement of the Anti-Discrimination Ordinance. Our grandchildren are half Asian and half Caucasian; they are leaders in their schools. I want them to continue to live in an environment that does not allow any form of discrimination for WHO the person is. Scottsdale stands for acceptance and a welcoming of all; this ordinance will reinforce that standard and basic values.

Thank you for your service to our community.  
Kind regards,  
Marcia Meyer

---

From: Bastien Andruet <bastien@azcapitolconsulting.com>  
Sent: Friday, April 02, 2021 2:37 PM  
To: Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Littlefield, Kathy <KLittlefield@Scottsdaleaz.gov>; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>  
Cc: Jake Hinman <jake@azcapitolconsulting.com>; Courtney LeVinus <courtney@azcapitolconsulting.com>; City Council <CityCouncil@scottsdaleaz.gov>; City Manager Mailbox <citymanager@Scottsdaleaz.gov>; Stockwell, Brent <BStockwell@scottsdaleaz.gov>  
Subject: Anti-Discrimination Ordinance

Good afternoon Mayor Ortega and members of City Council,

Please find attached a letter from the Arizona Multihousing Association (AMA) regarding the AMA's opposition to the proposed addition of veteran's status to the city's proposed anti-discrimination ordinance. As a point of clarification, the AMA does not condone housing discrimination in any form. Should you have any further questions on the matter, or any others pertaining to rental housing, please do not hesitate to reach out.

Regards,

Bastien Y. Andruet  
Capitol Consulting, LLC  
P.O. Box 13116  
Phoenix, AZ 85002-3116

Office: (602) 712-1121  
Cell: (480) 299-5915  
bastien@azcapitolconsulting.com  
www.azcapitolconsulting.com

<<Letter attached>>

---



## Capitol Consulting, LLC

April 2, 2021

Honorable David Ortega and Members of the Council  
City of Scottsdale  
3939 N Drinkwater Blvd.  
Scottsdale, AZ 85251

### **RE: Proposed Anti-Discrimination Ordinance Update**

Dear Mayor Ortega and Members of the City Council:

I write you today on behalf of the Arizona Multihousing Association (AMA) regarding the proposed Anti-Discrimination Ordinance (ADO) and its last-minute inclusion of “veterans’ status” during council’s Work Study session on March 23<sup>rd</sup>. The AMA, which represents owners, operators, developers and over 310,000 rental units across the state of Arizona, is specifically concerned with council’s vote to direct staff to include the Veteran’s Advisory Council’s (VAC) definition of veteran. We strongly urge the Council to reconsider this expansion of the ADO to include veteran’s status, especially with the alteration of the ordinance’s definition of veteran.

To be very clear, the AMA does not support nor condone housing discrimination in any form especially for those who have bravely served our country. The AMA, and its many members, proudly support veterans through various housing and employment opportunities, and the AMA throughout the year provides routine educational courses for property owners and managers across the state on federal and state Fair Housing laws.

However, we do believe that when it comes to the question of creating a new legally protected class for veterans, that the city is creating a solution in search of a problem. At this time, we are not aware of a single case or an alleged case of housing discrimination due to a person’s “veteran’s status,” and we strongly believe that by creating this new class, the city is giving the illusion that such discrimination exists within the city. This existence of discrimination related to veterans, or rather lack thereof, seemed to even be affirmed by staff during the work session on March 23.

We respectfully request and you adopt the anti-discrimination ordinance as originally drafted without the “veterans’ status” protected class.

If we may be of any further assistance on this matter, or any other related to rental housing please do not hesitate to reach out at any time at [bastien@azcapitolconsulting.com](mailto:bastien@azcapitolconsulting.com).

With respect and gratitude for your consideration,

Bastien Y. Andruet  
Capitol Consulting, LLC

Cc: Courtney Gilstrap LeVinus  
Jake Hinman

From: Ryan Nicholas <rnicholas30@gmail.com>  
Sent: Saturday, April 03, 2021 4:47 PM  
To: City Council <CityCouncil@scottsdaleaz.gov>  
Subject: Anti Discrimination

Dear Council,

As a 20 year resident of Scottsdale (and the only city in AZ where I have considered living), I urge you to stop this pandering to leftists who seek to destroy our cities and our nation.

Anti-discrimination" and "Equity" are new buzz words from the Left to actually discriminate against whites, Christians and increase safety risks to women and children.

The problem with these policies is that they discriminate against the judeo-christian ethics and values that have made Scottsdale a great place to raise a family.

Passing this legislation will lead to many things:

1. FUTURE LAWSUITS THAT CAN BE AVOIDED.
2. Discrimination against the majority of Scottsdale a residents!
3. When a male pervert assaults a young female in a bathroom, you will be culpable for enabling such a crime.

What is with "actual or Perceived" race, gender, sexual orientation? This only perpetuates lies.

This country and our city is under attack to redefine us and disconnect us from our heritage. I urge you to end this bogus attack on our great city!

I and everyone I know will be watching how each of you vote on this issue.

Best,  
Ryan Nicholas

---

From: slkearney9@yahoo.com <slkearney9@yahoo.com>  
Sent: Monday, April 5, 2021 2:31 PM  
To: Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
Subject: Community Celebrating Diversity (CCD) Supports Scottsdale Anti-Discrimination Ordinance

Good Afternoon Mayor Ortega and Scottsdale City Council,

Please see attached for letter supporting Scottsdale Anti-Discrimination Ordinance on behalf of Community Celebrating Diversity (CCD).

With Regards,  
-Sarah Kearney  
President  
Community Celebrating Diversity  
602-369-2918

<<Letter attached>>



**Board of Directors**

President  
Sarah Kearney  
Experience Scottsdale

Vice President  
Ryan Freeburg  
City of Scottsdale Fire Dept.

Treasurer  
Joe Rusin  
Health World Education

Secretary  
Chris Haines  
Scottsdale Community College

Past President  
Kevin Richardson  
Wells Fargo Bank

Jeffrey Harris  
Titus, Brueckner & Levine, PLC

Marion Kelly  
Mayo Clinic

Dr. Scott Menzel  
Scottsdale Unified School District

Michelle Pabis  
HonorHealth

Melody Rodriguez  
APS

Peter Rusin  
Health World Education

Suzee Smith-Everhard  
Cox Communications

Brent Stockwell  
City of Scottsdale

David Wilson  
Nationwide Insurance

**Member Emeritus & CCD Founders**

Art DeCabooter  
Donald Logan  
Cindy Slick  
Sandra Rembrandt

April 5, 2021

Dear Mayor Ortega and Scottsdale City Council Members:

Community Celebrating Diversity (CCD) encourages the Scottsdale City Council to approve the anti-discrimination ordinance as proposed by the Human Relations Commission.

CCD's mission is to enhance the perception and understanding of diversity, provide opportunities for citizens to recognize our similarities and to acknowledge our differences, and seek respect for the values of others and the oneness of humanity. Our mission and values directly align with the initiatives and protections as outlined in the anti-discrimination ordinance.

We support the passing of the anti-discrimination ordinance for a multitude of reasons including that it commits to the principles of non-discrimination that are rooted in core American values of fairness, equality, and opportunity for all. It also reflects Scottsdale's tradition of being a welcoming and forward-thinking community. We are home to world-class dining, shopping and entertainment experiences. These establishments should be safe havens for all who come to enjoy them.

As a Golden Rule City, it is imperative to have an anti-discrimination ordinance in place to confirm that Scottsdale provides basic protections for anyone who chooses to live, work and play in our community.

When CCD was founded 27 years ago, it took a leadership position and played an active role in spearheading the efforts to aggressively promote diversity in Scottsdale. We have since celebrated the life and legacy of Dr. Martin Luther King Jr. annually, and this is the opportunity for Scottsdale City Council to leave their own lasting legacy as our community continues to strive towards equality for all.

"The time is always right to do what is right." – Dr. Martin Luther King Jr.

Respectfully,

Sarah Kearney  
President  
Community Celebrating Diversity



---

From: Mark Stanton <mstanton@scottsdalechamber.com>  
Sent: Monday, April 05, 2021 3:10 PM  
To: Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; City Council <CityCouncil@scottsdaleaz.gov>  
Cc: mstanton <mstanton@scottsdalechamber.com>  
Subject: Chamber Support for Anti-Discrimination Ordinance

April 5, 2021

Dear Mayor Ortega and Scottsdale City Council Members:

The Scottsdale Area Chamber of Commerce Board of Directors voted unanimously to support Scottsdale City Council's approval of an anti-discrimination ordinance, as recommended by the Human Relations Commission.

Passage of an anti-discrimination ordinance will be an important step in communicating that Scottsdale is a welcoming, safe, and respectful community for all individuals, regardless of race, color, age, sex, gender identity, sexual orientation, religion, physical ability, national origin, or veteran status.

Scottsdale has a thriving and diverse business community. This anti-discrimination ordinance will help encourage further economic growth while protecting the rights of residents and visitors, including LGBTQ+ residents and visitors.

Scottsdale is a city with unlimited potential for economic growth. It is time to move forward and adopt the anti-discrimination ordinance that will provide important protections for everyone who lives works and visits Scottsdale.

The Scottsdale Area Chamber of Commerce encourages your support and adoption of this anti-discrimination ordinance to help guide our city to an even brighter future and increased prosperity for all.

Thank you for your consideration and action on this important issue.

Respectfully,  
Mark Stanton  
President & CEO  
Scottsdale Area Chamber of Commerce

---

From: Donna V <760donna@gmail.com>  
Sent: Monday, April 5, 2021 2:50 PM  
To: Feedback <FEEDBACK@SCOTTSDALEAZ.GOV>  
Subject: IMPORTANT, Ordinance to Promote Equality

Dear city officials,

I am wondering why the city is considering a new ordinance to promote equality and prohibit discrimination?

Are there incidences of people being discriminated against due to their sexual orientation gender identity? If so, are they documented and where can the public see that information? What measurement constitutes a problem that requires an ordinance to be enacted? How many citizen's of Scottsdale identify as gender fluid? And what percent of the community is that?

What will the impact be on small and large businesses, government and schools? What are the costs involved? Will there be any negative impact to enacting this ordinance? YES, there will be.

Once this is passed you have opened to city and all businesses up to lawsuits. You will be having to accommodate gender fluid people by providing them with services you provide for the rest of the community.

If you don't, you are then discriminating.

What happens to the men's and women's restrooms? Are we all to use the restroom together now? Are you ok with that? Are the citizens of Scottsdale ok with that? What about the healthclub? Am I to shower with men who identity as women? The answer is YES. Do you think I should be ok with that?

Where is my protection? You are OK with telling me I can no longer be safe in a women's locker room, or women's restroom in order to "promote equality"?

How will a health club accommodate "equality"?

And what about the men who pretend to have a gender dystophoroa and are just sexual predators? They have free reign to enter previously restricted Men's and Women's only facilities.

What about the public schools? Are boys allowed to use the girls room? Girls in the boys room? Pass this ordinance and public schools will never be the same. You'll have to teach children about gender identity and guess what, it never stops.

If you impose new ordinances and do not think about the long term actions that will follow you will be making 99.9 percent of the public alter there lives for .01 percent. You will subject businesses to lawsuits that will put them out of business. Compliance will be another level of government that imposes unnecessary costs and burdens.

If the city of Scottsdale caves to the social justice advocates and the PC police move in you will destroy Scottsdale as you know it.

I lived it in San Diego. A resident of 41 years and drip by drip, small change by small change, all disguised as "helping promote diversity". I was forced out of my community because social justice warriors turned it in to a haven for sexual predators, homeless, and open drug abuse. Public restrooms are not safe anywhere in CA.

Your ordinance protects the sexual predictor not the child.

If you don't think that will happen in Scottsdale you need to WAKE UP!

Do not pass this ordinance without fulling understanding it's impact to the citizens of Scottsdale's normal everyday lives.

You have no right to take away the public's expectation of safety and privacy in a locker room or rest room in order to protect a very small amount of citizens. Children and families of Scottsdale deserve better. Don't Get WOKE!

If you can prove to the citizens of Scottsdale this is a discrimination problem then you shouldn't pass this ordinance. It's full of hidden agendas. If you don't believe me, do your homework. This is a made up problem by social justice warriors who want all of us to accommodate their choices. I respect all individuals for who they are and I want the same respect. If you want to help people, then help them but do not take away something as sacred as privacy and safety from me in order to help them. That's discriminating against me. Or are you planning to build new gender fluid restrooms all over Scottsdale?? How much does that cost?

Do you still think this is about discrimination in the workplace??? If you don't have a problem why create one?????

Concerned resident,  
Donna Vela

---

From: president@usateaparty.com <president@usateaparty.com>  
Sent: Tuesday, April 06, 2021 9:10 AM  
To: City Council <CityCouncil@scottsdaleaz.gov>  
Cc: president@usateaparty.com  
Subject: "Scottsdale Anti-Discrimination Ordinance" & the "woke" agenda  
Importance: High

Years ago I was elected by my peers specifically to be Tea Party President for Scottsdale. In time I wanted a bigger role in the county which turned into candidates asking me to help across the state and as successes mounted statewide I have been reaching onto other states. I do have to say, taking my eye off of Scottsdale looks like it will potentially be creating safety and economic problems for the municipality I live in. I've gotten word of your ordinance. Jim Lane may have been a bit too friendly to developers at times but he always protected the Judeo Christian values and the safety of Scottsdale residents. Is this "Scottsdale Anti-Discrimination Ordinance" really a discrimination ordinance against the safety of women and children, against the Christian values we all owe to our freedom and prosperity?

Cancel culture (of the greatest nation in the history of the world) and the "woke" agenda are being performed by those duped by propaganda and globalists to destroy the foundational roots of freedom and prosperity in this country. We were a nation defined by an ideology against hypocrisy, which protects our freedom against tyranny. We were a nation defined by loving your neighbor as yourself, which had us looking out for one another developing ourselves to be of value to one another in products and services with our currency only being a medium for that exchange. We were the land of opportunity with a culture of pursuing self reliance which strengthened freedom. Our U.S. Constitution was the supreme law of the land, we had individual rights and pursued equal justice under the law, and celebrated standing up to immoral laws defined by an ideology proven over thousands of years to be good for relationships and free societies. We were proud of our history and the strides we had made towards strengthening liberty here with each generation.

Today I observe the “woke” agenda demonizing our nation, our national anthem, our history, as if to erase it entirely with the tearing down of our statues. Today I observe every position of the “woke” agenda and it is to chip away and destroy the Christian values which align with natural order of things (nature’s God) and protected our freedom, which provided us the pursuit of delivering better products and services to each other to enrich our experience in this life in our love for one another. I observe the “woke” agenda regularly attacking traditional family values so important as a foundation for our children. I see the “woke agenda sexualizing our kids in their innocence and pushing gender confusion, as a distraction to the real goal of collapsing our republic. I see the “woke” agenda demanding entitlements not opportunity.

You lie to yourselves that you are tolerant as every day you crush an ideology that teaches truth, love and tolerance while you elevate an ideology that teaches lying, to enslave and crush anybody not in the same ideology. The old morality was to be against hypocrisy and love your neighbor as yourself. The new morality the Left is redefining is to use the schools and media to establish a culture where is you are against big government you are moral. Do you have any idea how dangerous that is? In China you can’t speak truth and expect not to be thrown in a gulag, sometimes killed and having your organs harvested for those in power.

The Left elevate ideologies of entitled and selfish over the ideology selflessness. Freedom is established and preserved by the selfless and destroyed by the selfish. Democrats live off of the labor of others (always have) while destroying the incentive for others to labor at all (higher taxes, higher regulations, lawsuits, higher start up costs, higher start up labor costs, higher energy costs, less reliable energy, shutdowns for pandemics, anything to destroy self reliance) which destroys a prosperous society and the currency it prints to cover its lies in policy.

Now you want businesses to put XY chromosomes in XX bathrooms and locker rooms?! When something bad happens to a woman because of those circumstances will you, who appear ready to put those policies in place, be personally responsible and liable or will it just result in higher taxes from the city being sued? Does that not help the globalists collapse our currency? Does it not help harm prosperity for our society (prosperity you should be protecting in our city, not destroying)? When you have tourists, women and children, do you think putting them in harm’s way will help draw success to the city?

We were once united in freedom; now the “woke” agenda will take “free” stuff at (odds with freedom) over freedom, as their opportunities to be self reliant are intentionally crushed through Democrat policies. It’s remarkable to me that creating fraternal groups against one another which the political Left does, that the lessons of the French Revolution are lost entirely. It’s remarkable that “woke” people believe Republicans (who are protecting their freedom) are Nazis, while they support the very things that led to Nazi Germany, including a collapsing currency in national debt, one sided propaganda on the mainstream news, taking over the schools, weakening local law enforcement for a federal or global force to eventually roll in to “solve” the problem intentionally created by enabling lawlessness, pursue the God given right of taking away your ability for self defense (while that lawlessness is enabled), drugs being legalized to create an apathetic population not willing to fight and protect their liberty, the government dominated the churches...all of these mirror Germany in the late 1930s.

Our City Councils have lost their way. Perhaps it’s time to personally sue you for putting women (XX chromosome) in harm’s way in their bathrooms and locker rooms, for robbing women that have trained to be in women’s sports for scholarships to lose them now. Perhaps it’s time for you to lose your job in

leadership like so many have lost under the political party positions you drive. You're going too far!! I don't pick this fight. You pick it with every person informed enough to know you are harming the safety, freedom and prosperity of our society and our children. How dare you do that, especially when we are paying you!!

The real Nazis are Left policies and the real racists are the ones (Soros, Biden, Pelosi, Schiff, Schumer) that intentionally dupe other races/sexuality/gender to separate and not identify as Americans with equal individual rights. The way Soros, Biden, Pelosi, Schiff, and Schumer exploit ignorance for their larger goal to destroy our republic for a global communist government is the true racists are in the same party that has always pursued living off of the labor of others, the only party with slaves leading into the Civil War, the Democrat Party.

The keys to leadership are honesty creates trust, knowledge earns respect and hard work endears loyalty, in that order. When people know more than you, when you put women and children in harm's way, and silence free speech on our personal time in a free society, then you are a poor leader and it's time to start looking new leadership. The harm you do is worthy of lawsuits and should you pursue the course you intend to, expect them because they will most likely be coming.

Here is Representative Lauren Boebert on the topic of HR5 (very much what is before Scottsdale City Council today) <https://www.facebook.com/95475020353/posts/10167182220595354/?vh=e&extid=0>

Thank you for your consideration of this email,

Dan Farley  
President, USA Tea Party  
480-951-5959 C | 866-280-6855 F  
President@USATeaParty.com

---

From: Josh Ursu <joshursu@yahoo.com>  
Sent: Tuesday, April 06, 2021 4:40 PM  
To: City Council <CityCouncil@scottsdaleaz.gov>  
Subject: Ordinance to promote equality

As a Scottsdale resident and business owner since 1998, I am appalled and horrified by the so-called ordinance to promote equality, prohibit discrimination. This ordinance will codify anti-scientific ideology and penalize those who disagree.

The new ordinance mentions "Sex assignment at birth" as if that can be changed.  
Sec 15-5 is extraordinary in its powers to punish those of us who believe in 2 genders.  
Sec 15-8 will make Scottsdale feel like we're living in a communist-era city where neighbors spy on each other.  
And then penalize victims for acting like there are only 2 genders.

Is Scottsdale really going to take people's livelihoods away for acting and believing in traditional scientific facts?

Sure hope not.

Thanks,  
Josh Ursu  
Scottsdale, AZ

---

**From:** [president@usateaparty.com](mailto:president@usateaparty.com) <[president@usateaparty.com](mailto:president@usateaparty.com)>  
**Sent:** Tuesday, April 06, 2021 6:00 PM  
**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>  
**Cc:** [rebecca@scottsdalerealtors.org](mailto:rebecca@scottsdalerealtors.org); [becca@imbeccablerealestate.com](mailto:becca@imbeccablerealestate.com);  
[joyce@livebetterinScottsdale.com](mailto:joyce@livebetterinScottsdale.com); [suzanne@scottsdalerealtors.org](mailto:suzanne@scottsdalerealtors.org)  
**Subject:** "Scottsdale Anti-Discrimination Ordinance" & the Scottsdale Area Association of Realtors  
**Importance:** High

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

Whoever on Scottsdale City Council is pressuring Scottsdale Area Association of Realtors to rubber stamp your "Scottsdale Anti-Discrimination Ordinance" which actually enables discrimination against women and children, creates more liability and expense for private business and harms property rights, needs to STOP!!! The Scottsdale Area Association of Realtors is supposed to serve its members, property owner rights and the prosperity of our community not be used a tool for a "woke" agenda by Scottsdale City Council. Those days are OVER!!!

The Scottsdale Area Association of Realtors isn't even doing a good job of representing Realtors against the monopolistic actions of Zillow. They've done a miserable job ensuring healthcare is affordable with free market competition and today even independent contractor rights are at risk from the federal government, yet they remain silent in the face of that. They aren't doing the job they should be doing and you're pressuring them to harm the interest of small business owners, property ownership, women and children? Whoever it is and whoever is working with you on SAAR should be ashamed of yourselves! We the People, and more Realtors, are waking up every day!! Guess what. We aren't clamoring to raise taxes, lose election integrity, open borders, defund police, take away our right for self defense, put men in our women's bathrooms, locker rooms and women's sports. We are clamoring for you to serve your constituents by keeping our neighborhoods safe with law and order, by creating an environment where we can be prosperous, self reliant and free, where we can attend our churches without concern they will be the target of lawsuits from ordinances passed by sheeple that buy into propaganda "woke" agenda fed to them by globalists on dishonest mainstream media. Cancel culture of the greatest nation in the history of the world (which is the protector of the freedom of mankind) is stupidity, plain and simple.

Additionally, we don't want our neighborhoods overbuilt. Stick to what your constituents actually want you to do and you'll be fine. If you get into a "woke" agenda, you can expect a political uprising, and for good reason.

The Scottsdale Artea Association of Realtors belongs to REALTORS, and our Government Affairs Committee spoke today. ACCEPT IT!!!

Thank you for your consideration of this email,

*Dan Farley*  
President, USA Tea Party

480-951-5959 C | 866-280-6855 F  
[President@USATeaParty.com](mailto:President@USATeaParty.com)

**From:** Rebecca Grossman <[rebecca@scottsdalerealtors.org](mailto:rebecca@scottsdalerealtors.org)>

**Sent:** Wednesday, April 07, 2021 1:51 PM

**To:** City Council <[CityCouncil@scottsdaleaz.gov](mailto:CityCouncil@scottsdaleaz.gov)>

**Cc:** Louis McCall <[louis@louismccall.com](mailto:louis@louismccall.com)>; Suzanne Brown <[suzanne@scottsdalerealtors.org](mailto:suzanne@scottsdalerealtors.org)>; Becca Linnig <[Becca@imbeccablerealestate.com](mailto:Becca@imbeccablerealestate.com)>; Joyce Tawes <[jtawes@cox.net](mailto:jtawes@cox.net)>

**Subject:** RE: "Scottsdale Anti-Discrimination Ordinance" & the Scottsdale Area Association of Realtors

I wanted to reach out to the city council members to make sure that you are aware that this member does not speak for our organization and has not been a part of any discussions regarding the anti-discrimination ordinance. We have never been pressured by anyone in regards to the ordinance. Please feel free to reach out to me if you have any questions. Rebecca

**Rebecca Grossman, RCE, GREEN**

*Chief Executive Officer*

Scottsdale Area Association of REALTORS®

8600 E. Anderson Dr., Suite 200. | Scottsdale, AZ 85255

Ph: 480 945 2651 | F: 480 422 7945 | [www.scottsdalerealtors.org](http://www.scottsdalerealtors.org)

---

---

**From:** Stockwell, Brent  
**Sent:** Thursday, April 15, 2021 8:16 AM  
**To:** Kathryn Desmarais  
**Cc:** City Council; Thompson, Jim; Lane, Benjamin; Scott, Sherry; Doyle, Judy; Walker, Sharron; Cini, Sharon; Hylan, William; Corsette, Kelly; Smetana, Rachel  
**Subject:** Anti-Discrimination Ordinance - RE: Please call me at 480-244-9021

Ms. DesMarais,

Thank you. I am in a meeting this morning, but will call you after it ends.

I see you are emailing from a state agency. State agencies are not impacted by the Scottsdale Anti-Discrimination Ordinance, as cities are prohibited from regulating the state or other political subdivisions of the state. If your agency would like to state an official position regarding the ordinance because of the impact on doctors and medical assistants, they may do so by communicating with the Scottsdale Mayor and City Council at [CityCouncil@ScottsdaleAZ.gov](mailto:CityCouncil@ScottsdaleAZ.gov). I have included the staff that are typically included on any communication that I send to the Mayor and City Council regarding this matter.

Likewise, if you would like to share any personal opinions about the ordinance, you may also do that by emailing [CityCouncil@ScottsdaleAZ.gov](mailto:CityCouncil@ScottsdaleAZ.gov). I've copied them on this email to make that easier. If you go to ScottsdaleAZ.gov and search "Council Agenda" you can access the April 20, 2021 City Council Agenda and follow the written comment or spoken comment instructions as you prefer.

Again, I will contact you following the conclusion of my meeting as requested to hear your concerns and any questions you may have.

Many thanks. Sincerely,  
Brent Stockwell, ICMA-CM  
Assistant City Manager  
480-312-7288

---

**From:** Kathryn Desmarais <kathryn.desmarais@azmd.gov>  
**Sent:** Thursday, April 15, 2021 7:40 AM  
**To:** Stockwell, Brent <BStockwell@scottsdaleaz.gov>  
**Subject:** Re: Please call me at 480-244-9021

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

The Anti-discrimination Ordinance

Kathryn L. DesMarais  
Senior Compliance Officer  
Compliance Department  
Arizona Medical Board  
Arizona Regulatory Board of Physician Assistants  
480-551-2716(Direct)  
480-551-2702 (Fax)  
[Kathryn.Desmarais@azmd.gov](mailto:Kathryn.Desmarais@azmd.gov)

**1740 W. Adams St, Suite 4000  
Phoenix, AZ 85007**

Confidentiality and Non-Disclosure Notice: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and delete and/or destroy all copies of the original message.

On Thu, Apr 15, 2021 at 7:19 AM Stockwell, Brent <[BStockwell@scottsdaleaz.gov](mailto:BStockwell@scottsdaleaz.gov)> wrote:

Hello,

Opposed to what? Can you provide more information? Thank you.

Many thanks. Sincerely,  
Brent Stockwell, ICMA-CM  
Assistant City Manager  
480-312-7288

---

**From:** Kathryn Desmarais <[kathryn.desmarais@azmd.gov](mailto:kathryn.desmarais@azmd.gov)>  
**Sent:** Thursday, April 15, 2021 7:05:39 AM  
**To:** Stockwell, Brent <[BStockwell@scottsdaleaz.gov](mailto:BStockwell@scottsdaleaz.gov)>  
**Subject:** Please call me at 480-244-9021

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

I am opposed to this We have a group of people that would like to meet with about this.  
We are also considering calling the news media about this.

Sincerely,

Kathryn L. DesMarais  
Senior Compliance Officer  
Compliance Department  
Arizona Medical Board  
Arizona Regulatory Board of Physician Assistants  
480-551-2716(Direct)  
480-551-2702 (Fax)  
[Kathryn.Desmarais@azmd.gov](mailto:Kathryn.Desmarais@azmd.gov)

**1740 W. Adams St, Suite 4000  
Phoenix, AZ 85007**

**Cordova, Rommel**

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
 <notifications@cognitofrms.com>  
**Sent:** Friday, April 16, 2021 12:16 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Patricia Badenoch

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Oppose

#### Comment

COMMENT

The language on this ordinance is much too aggressive. Much too intrusive regarding the biological gender rights of the individual. This extreme directive to address a minority issue at the expense of majority rights to privacy is just plain patently wrong. This issue is a personal choice that the city should stay out of! Thank You. Patricia G. Badenoch

#### Name

FULL NAME

Patricia Badenoch

IP ADDRESS 24.56.27.44

## Contact Information

EMAIL guardbadenoch@cox.net

PREFERRED PHONE (489) 949-9549

ADDRESS 5027 N. 71 Place

CITY Scottsdale

## Cordova, Rommel

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Saturday, April 17, 2021 10:26 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Layne J Mortensen

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness,

equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a

strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Thank you -  
Layne Mortensen

## **Name**

**FULL NAME** Layne J Mortensen

**NAME OF GROUP OR ORGANIZATION** One Community

**IP ADDRESS** 24.16.9.110

## **Contact Information**

**EMAIL** laynem24@hotmail.com

**CITY** Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Saturday, April 17, 2021 11:28 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Vanessa Erickson

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,

As a resident of Arizona and frequent patron of Scottsdale businesses, I am proud of the many benefits living in this City has to offer. I'm proud of the city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if the City Council updated its current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is Open for Business to Everyone.

With your leadership and support, Scottsdale has

made great strides in creating a world class place to live that is the envy of many. As someone who is invested in Scottsdale's future, I am committed to continuing to elevate our AZ reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,  
Vanessa Erickson

## Name

FULL NAME

Vanessa Erickson

IP ADDRESS

174.238.142.66

## Contact Information

EMAIL

vanessaverickson@gmail.com

CITY

Phoenix

**Cordova, Rommel**

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Monday, April 19, 2021 8:10 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Edgar R. Olivo  
**Attachments:** Scottsdale - Public Commnet.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,

As a resident of Scottsdale and member of the LGBT community, I am proud of the many benefits living in our City has to offer. I'm proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is Open for Business to Everyone.

With your leadership and support, Scottsdale has made great strides in creating a world class place to live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,

Edgar R. Olivo  
Paul A. Taliercio, Husband

## Attachments

FILE UPLOAD

Scottsdale - Public Commnet.pdf

Name

**FULL NAME** Edgar R. Olivo

**NAME OF GROUP OR ORGANIZATION** Compass CBS Foundation

**IP ADDRESS** 98.165.227.9

## **Contact Information**

**EMAIL** edgar@compasscbs.com

**PREFERRED PHONE** (480) 628-7459

**ADDRESS** 9040 E. La Paloma Ct

**CITY** Scottsdale

Dear Members of the Scottsdale City Council,

As a resident of Scottsdale and member of the LGBT community, I am proud of the many benefits living in our City has to offer. I'm proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is Open for Business to Everyone.

With your leadership and support, Scottsdale has made great strides in creating a world class place to live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,

Edgar R. Olivo

Paul A. Taliercio, Husband

## Cordova, Rommel

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 12:12 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - John Graham

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,  
As a member of the business community of Scottsdale for more than 40 years, I am proud of all the City has to offer. I'm proud of this city's natural beauty, arts and culture, vibrant business climate, our sense of community. But what would make me even more proud, is if Scottsdale City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. As a builder and a parent of an LGBT daughter, I want my clients, Arizonans and the entire nation to know that Scottsdale is Open for Business to Everyone.

With your leadership and support, Scottsdale has made great strides in creating a world class place to

live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am

committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still

be denied housing, and you can still be refused service just for being a member of the LGBT community.

This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who

works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as

this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all

Arizonans, our local businesses, and our economy. Please contact me if you have any questions.

Respectfully,

John W. Graham Chairman and CEO

Sunbelt Holdings

6720 North Scottsdale Road, Suite 250 Scottsdale, AZ 85253

Email: [jgraham@sunbeltholdings.com](mailto:jgraham@sunbeltholdings.com)

Reception: (480) 905-0770

Desk: (480) 609-2303

Sandy Johnson: (480) 609-2310

## **Name**

**FULL NAME** John Graham

**NAME OF GROUP OR ORGANIZATION** Sunbelt Holdings

**IP ADDRESS** 24.56.34.72

## **Contact Information**

**EMAIL** jgraham@sunbeltholdings.com

**PREFERRED PHONE** (602) 574-5603

**ADDRESS** 6720 North Scottsdale Road, Suite 250

**CITY** Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Monday, April 19, 2021 12:41 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Carmen Jandacek  
**Attachments:** Jandacek Letter to SCC.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

This is so important to be an open and welcoming city. Our future success depends on us being open to business to everyone!

#### Attachments

FILE UPLOAD

Jandacek Letter to SCC.pdf

#### Name

FULL NAME

Carmen Jandacek

IP ADDRESS 98.179.81.150

## Contact Information

EMAIL carmen.jandacek@gmail.com

PREFERRED PHONE (602) 317-7208

ADDRESS 7002 N Via De Manana

CITY Scottsdale

April 19, 2021

Dear Members of the Scottsdale City Council,

As a resident of Scottsdale, I am proud of the many benefits living in our City has to offer. I'm proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is *Open for Business to Everyone*.

With your leadership and support, Scottsdale has made great strides in creating a world class place to live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,

Carmen L. Jandacek  
Scottsdale Resident

## Cordova, Rommel

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 1:01 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Erin Boyd

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

I'm a resident of Scottsdale and a proud supporter of LGBTQ rights. I strongly support the Anti-Discrimination Ordinance to make Scottsdale a place that is welcome for all.

Freedom of speech, freedom of expression, and freedom of religion are cornerstones of our country's Constitution, and that is never up for debate. That is why I am grateful for the diligent work of Mayor Ortega, council members and staff to ensure an ordinance that is fair to all people.

Some say equal treatment is a solution looking for a problem. That's clearly not the case. A report by Security.org, which analyzed FBI crime data

compiled from 2013 through 2019 published a report, entitled "The Rise of Anti-LGBT Hate Crimes by State," that showed that Arizona ranks the 5th highest for reported incidence of hate crimes against LGBTQ people.

Furthermore, today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

I am a business leader who is attracting people from outside of the state to visit and live in Arizona, and I want to attract the very best talent as a vibrant and inclusive place to live. Without a statewide inclusion policy, we are not positioned to attract and retain top talent.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

---

## Name

FULL NAME Erin Boyd

IP ADDRESS 174.73.153.164

---

## Contact Information

EMAIL erinmcclureboyd@gmail.com

PREFERRED PHONE (210) 643-7999

CITY Scottsdale

---

**Cordova, Rommel**

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Monday, April 19, 2021 1:19 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Patricia Shelton

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

As a 20-year Scottsdale resident, I support the non-discrimination ordinance because it is necessary to ensure equality and because it is better for the city to be a place where people will come since all are welcome.

#### Name

FULL NAME

Patricia Shelton

IP ADDRESS

98.165.226.50

#### Contact Information

**EMAIL** patshelton2@cox.net

**PREFERRED PHONE** (480) 241-4916

**ADDRESS** 9060 E La Posada Ct

**CITY** Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 2:03 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Michael Husar

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Oppose

#### Comment

COMMENT

All,  
This is a slippery slope to start down. It is set up to protect 5-7% of the people in our community but has no protections for the remaining people. Please modify the bill to protect ALL citizens not just a specific minority.

#### Name

FULL NAME

Michael Husar

IP ADDRESS

72.223.43.37

## Contact Information

EMAIL

mahusar@aol.com

CITY

Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 2:05 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Robert T Hoshibata  
**Attachments:** Scottsdale Non-Discrimination Ordinance.docx

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

April 19, 2021

Dear Honorable Mayor and Members of the Scottsdale City Council, Scottsdale has been my home for the past 8 ½ years. I serve as the United Methodist Resident Bishop for the Desert Southwest Conference, home for United Methodists of the states of Arizona and southern Nevada. I speak as leader of the faith community who believes that God creates us equally, and that faith urges us to support the passage of the Non-Discrimination Ordinance by the City Council.

This is an important moment for the future of the

city of Scottsdale. We are now at a time when we can declare to present and future generations of residents and visitors to Scottsdale that we are a city that invites and welcomes all persons who come in peace to live here; to work here; to visit here. We have the opportunity to proclaim this message that we stand by our civic, moral, and religious convictions that all persons are created equally and deserve to be treated with respect and dignity, and that we who provide employment, who offer housing, and open our businesses will honor that conviction.

It is time that we confront the promulgation of discriminatory behavior that mars the landscape of too many places. Hate has become acceptable behavior in many places. The Non-Discrimination Ordinance is a public declaration that Scottsdale is a city where all of us can live, work and play in safety. This is an important message and now is the time to make that message clear to all. In the past, Scottsdale has been a place of wealth and prosperity. Yet, despite that prosperity, individuals and groups have experienced discrimination and acts of hate. Today, Scottsdale is a city in transition, pulled between what it was in the past, and what it wants to be for the future. Now is the opportunity for the passing of the Non-Discrimination Ordinance to be a critical component of who we are. It will be a strong message, but it needs to be codified in an ordinance that demonstrates our firm commitment to practice the ideal of welcome for all who come in peace. Now is the time. You have the opportunity. I offer my heartfelt encouragement and will hold you in prayer as you discern what is right and just for this moment. Please vote to adopt the Non-Discrimination Ordinance.

Most sincerely,  
Bishop Bob  
Robert T. Hoshibata  
Resident Bishop  
The Desert Southwest Conference,  
The United Methodist Church

## Attachments

FILE UPLOAD

Scottsdale Non-Discrimination Ordinance.docx

Name

**FULL NAME** Robert T Hoshibata

**NAME OF GROUP OR ORGANIZATION** Desert Southwest Conference United Methodist Church

**IP ADDRESS** 68.99.193.179

## **Contact Information**

**EMAIL** bishop@dscumc.org

**PREFERRED PHONE** (602) 396-8433

**ADDRESS** PO Box 32830

**CITY** Phoenix



April 19, 2021

Dear Honorable Mayor and Members of the Scottsdale City Council,

Scottsdale has been my home for the past 8 ½ years. I serve as the United Methodist Resident Bishop for the Desert Southwest Conference, home for United Methodists of the states of Arizona and southern Nevada. I speak as leader of the faith community who believes that God creates us equally, and that faith urges us to support the passage of the Non-Discrimination Ordinance by the City Council.

This is an important moment for the future of the city of Scottsdale. We are now at a time when we can declare to present and future generations of residents and visitors to Scottsdale that we are a city that invites and welcomes all persons who come in peace to live here; to work here; to visit here. We have the opportunity to proclaim this message that we stand by our civic, moral, and religious convictions that all persons are created equally and deserve to be treated with respect and dignity, and that we who provide employment, who offer housing, and open our businesses will honor that conviction.

It is time that we confront the promulgation of discriminatory behavior that mars the landscape of too many places. Hate has become acceptable behavior in many places. The Non-Discrimination Ordinance is a public declaration that Scottsdale is a city where all of us can live, work and play in safety. This is an important message and now is the time to make that message clear to all. In the past, Scottsdale has been a place of wealth and prosperity. Yet, despite that prosperity, individuals and groups have experienced discrimination and acts of hate. Today, Scottsdale is a city in transition, pulled between what it was in the past, and what it wants to be for the future. Now is the opportunity for the passing of the Non-Discrimination Ordinance to be a critical component of who we are. It will be a strong message, but it needs to be codified in an ordinance that demonstrates our firm commitment to practice the ideal of welcome for all who come in peace.

Now is the time. You have the opportunity. I offer my heartfelt encouragement and will hold you in prayer as you discern what is right and just for this moment. Please vote to adopt the Non-Discrimination Ordinance.

Most sincerely,

Bishop Bob

Robert T. Hoshibata  
Resident Bishop  
The Desert Southwest Conference,  
The United Methodist Church

## Cordova, Rommel

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 2:30 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Diane L Kent

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,

As a resident of Scottsdale, I am proud of the many benefits living in our City has to offer. I'm proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is Open for Business to Everyone.

With your leadership and support, Scottsdale has made great strides in creating a world class place

to live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,

Diane Kent

## Name

FULL NAME

Diane L Kent

IP ADDRESS

68.109.141.178

## Contact Information

**EMAIL**

**jdkent@aol.com**

**PREFERRED PHONE**

**(602) 996-8568**

**ADDRESS**

**23733 North Scottsdale Road Unit 1021**

**CITY**

**Scottsdale**

## Cordova, Rommel

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 3:53 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Joshua Dogin

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

I fully support the Scottsdale Anti-Discrimination ordinance. I am writing to hopefully gain your support as well. Part of the US constitution's 14th amendment reads: "No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws." LGBTQ Americans deserve equality just as every American does. There are, however, those who feel that members of the LGBTQ community do not deserve equal protection in our States, just as in the past Women, African Americans, and other people of color were

discriminated against. ALL Arizonans deserve equality and fairness in our State, so I hope that you support this Ordinance. Sincerely, Joshua Dogin

## **Name**

FULL NAME Joshua Dogin

IP ADDRESS 192.55.55.57

## **Contact Information**

EMAIL joshdog1@msn.com

PREFERRED PHONE (505) 980-4937

ADDRESS 437 E. Tonto Pl.

CITY chandler

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 4:39 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Margaret Gallagher

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

It is important that Scottsdale make a public statement about the character of this community....and that statement must emphasize that we welcome everyone. The fact that Scottsdale is home to more than one extreme right wing organization may give people the erroneous impression that we are hostile to the LGBTQ community. This Anti-Discrimination Ordinance would make clear that we welcome and support our LGBTQ neighbors.

#### Name

FULL NAME

Margaret Gallagher

IP ADDRESS 68.2.125.63

## Contact Information

EMAIL mgallagher13@cox.net

PREFERRED PHONE (480) 584-4836

ADDRESS 10350 N 101 PI

CITY Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 4:49 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Amy Bonnett

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

As a Scottsdale family, we are proud to call Scottsdale our home. We are proud of the culture, beauty, business, and our sense of community. What would make us more proud is our city passing the non-discrimination ordinance to be fair and just to everyone. Please vote in favor to ensure all people are treated fairly.

#### Name

FULL NAME

Amy Bonnett

IP ADDRESS

98.179.80.93

## Contact Information

EMAIL

amyhelenephxaz@gmail.com

CITY

Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 5:10 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Kathleen

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Oppose

#### Comment

COMMENT

As an educator and a lifelong Catholic I find the use of religion when used for discrimination abhorrent. Any discrimination shown towards the LGBTQ community is discrimination against us all. Shame on people who use religion as a banner for actions of hate that try to make other people become a marginalized population. No discrimination against the LGBTQ community in any way, shape or form.

#### Name

FULL NAME

Kathleen

NAME OF GROUP OR ORGANIZATION Erickson

IP ADDRESS 68.109.162.78

## Contact Information

EMAIL katheric85@comcast.net

PREFERRED PHONE (520) 850-4257

ADDRESS 2126 East Juanita St

CITY Tucson

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 7:11 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Karina Sandweg  
**Attachments:** Karina Sandweg\_Scottsdale Resident Letter\_Non-Discrimination Ordinance.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

As a property taxes payer, it is important to me that the City of Scottsdale join the future and pass the anti-discrimination ordinance. Rate payers come in all groups, types, and we all want our beautiful City of Scottsdale to allow everyone their right to life, happiness, and participation. Please pass the anti-discrimination ordinance.

#### Attachments

FILE UPLOAD

Karina Sandweg\_Scottsdale Resident Letter\_Non-Discrimination Ordinance.pdf

## **Name**

FULL NAME Karina Sandweg

NAME OF GROUP OR ORGANIZATION Self

IP ADDRESS 121.75.105.106

## **Contact Information**

EMAIL ksandweg@yahoo.com

CITY Scottsdale

April 19<sup>th</sup>, 2021

Dear Members of the Scottsdale City Council,

As a resident of Scottsdale, I am proud of the many benefits living in our City has to offer. I am proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully inclusive and include sexual orientation and gender identity. I want Arizonans and the nation to know that Scottsdale is **Open for Business to Everyone.**

With your leadership and support, Scottsdale has made great strides in creating a world class place to live that is the envy of many. As a resident, property tax payer, and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations for all in our state. Unfortunately, this is not the case. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBT community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues, it is important that Scottsdale celebrates, respects, and protects everyone who works, lives, and plays in our great City. It is the right thing to do, and it is imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

**I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.**

Warm regards,

A handwritten signature in black ink, appearing to read 'Karina Sandweg', is written over a light gray, textured rectangular background.

Karina  
Karina Sandweg, M.S., CCC-SLP  
[ksandwegslp@gmail.com](mailto:ksandwegslp@gmail.com)

6808 E. Willetta St.  
Scottsdale, AZ 85257

**Smetana, Rachel**

---

**From:** Gary Zarchy <gzarchy@aol.com>  
**Sent:** Monday, April 19, 2021 8:51 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Gary Zarchy

**Smetana, Rachel**

---

**From:** Deb STERLING <DSTER0527@msn.com>  
**Sent:** Monday, April 19, 2021 8:50 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Debbie

**Smetana, Rachel**

---

**From:** ROBERT COLOSI <rcolosi@cox.net>  
**Sent:** Monday, April 19, 2021 8:49 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 8:45 AM  
**To:** Smetana, Rachel  
**Subject:** FW: OPPOSE the proposed non-discrimination ordinance!!

-----Original Message-----

**From:** Egger Rebecca <rebecca@regger2.com>  
**Sent:** Friday, April 16, 2021 5:56 PM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Cc:** Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Kathy@kathylittlefield.com; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>  
**Subject:** OPPOSE the proposed non-discrimination ordinance!!

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

We need your help on this issue!  
Rebecca Egger  
PO Box 28428, Scottsdale, AZ 85255

**Smetana, Rachel**

---

**From:** The Movement Phoenix <the.movement.phoenix@gmail.com>  
**Sent:** Monday, April 19, 2021 8:41 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

## Smetana, Rachel

---

**From:** lisa lunning <lisalunning@gmail.com>  
**Sent:** Monday, April 19, 2021 8:36 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Lisa Lunning

Sent from my Huawei Mobile

## Smetana, Rachel

---

**From:** Susanne Leckband <susanne.leckband@cox.net>  
**Sent:** Monday, April 19, 2021 8:23 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Get [BlueMail for Android](#)

**Smetana, Rachel**

---

**From:** Ron Cammel <roncammel@yahoo.com>  
**Sent:** Monday, April 19, 2021 8:23 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people.

Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment.

The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. It is not enough for some companies to have employment protections.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Ron Cammel

## Smetana, Rachel

---

**From:** Guevara, Noel <nguevara@dbacks.com>  
**Sent:** Monday, April 19, 2021 8:21 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Noel Guevara  
Arizona Diamondbacks  
Community Affairs

Manager, Special Events & Community Programs

Pronouns: she/her/hers

The information contained in this e-mail message is confidential information, intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copy of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by telephone (602-462-6500) or reply by e-mail and delete or discard this message. Although this e-mail and any attachments are believed to be free of any virus or other defect that might affect any computer system into which it is received and opened, it is the responsibility of the recipient to ensure that it is virus free and no responsibility is accepted by the Arizona Diamondbacks and its affiliates for any loss or damage arising in any way from its use. Thank you

---

This email has been scanned for email related threats and delivered safely by Mimecast.  
For more information please visit <http://www.mimecast.com>

---

## Smetana, Rachel

---

**From:** Liv Dream <liv\_dream@yahoo.com>  
**Sent:** Monday, April 19, 2021 8:20 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Thanks very much,  
Becky Goudy, MAPC  
Becky@artplayhealing.com  
(602)317-8215

## Smetana, Rachel

---

**From:** larryazproperties@gmail.com  
**Sent:** Monday, April 19, 2021 8:05 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPhone

**Smetana, Rachel**

---

**From:** G Roseberry <m\_mantei31@yahoo.com>  
**Sent:** Monday, April 19, 2021 7:59 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

Garrett Roseberry  
Tempe, AZ

## Smetana, Rachel

---

**From:** Bettina Nava <bettina@ohstrategic.com>  
**Sent:** Monday, April 19, 2021 7:58 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Richard Hendel <rhendelpx@aol.com>  
**Sent:** Monday, April 19, 2021 7:54 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

## Smetana, Rachel

---

**From:** Harold Gordon <haroldwgordon@gmail.com>  
**Sent:** Sunday, April 18, 2021 7:46 PM  
**To:** City Council  
**Subject:** Stop the Insanity

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

Please stop the insanity with trying to punish people who have biblical beliefs regarding transgender and sexual orientation. Please don't push your far right agenda on the rest of the population of Scottsdale.

Men who claim to be women should not be in womens restrooms and shelters.

Stop thinking about punishing your constituents who think differently than you, why don't you let them vote on this instead of a select food decide this.

Regards,

Harold

**Smetana, Rachel**

---

**From:** Lee Ann Witt <leeann@scottsdaleleadership.org>  
**Sent:** Sunday, April 18, 2021 7:11 PM  
**To:** City Council  
**Subject:** Scottsdale Leadership supports Anti-Discrimination Ordinance  
**Attachments:** SL Statement on ADO draft revision 1.pdf

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

Dear Mayor Ortega and Scottsdale City Council Members,

Scottsdale Leadership supports the Anti-Discrimination Ordinance as supported by the attachment to this email.

Thank you for your leadership and consideration of this ordinance we all work together to move Scottsdale forward.



**Lee Ann Witt | Executive Director**  
Scottsdale Leadership, Inc.  
Phone: (480) 627-6717  
[leeann@scottsdaleleadership.org](mailto:leeann@scottsdaleleadership.org)  
[www.ScottsdaleLeadership.org](http://www.ScottsdaleLeadership.org)



  
*Scottsdale Leadership's  
35th Anniversary  
Celebration*

APRIL 22, 2021 - 4:30PM  
JW CASPER'S CAMELBACK INN

*Purchase in person or virtual tickets today!*

## Smetana, Rachel

---

**From:** Josh S. <torilove73@gmail.com>  
**Sent:** Sunday, April 18, 2021 5:04 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Josh Steinmetz, LMSW

**Smetana, Rachel**

---

**From:** Becky Evans <BeckyEvansPuraVida@hotmail.com>  
**Sent:** Sunday, April 18, 2021 4:42 PM  
**To:** City Council  
**Subject:** Bathroom Issue

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

As a Scottsdale resident and property owner I ask that all people are treated equally and without discrimination in all matters regarding the city.

Thank you,

Rebecca Evans

**Smetana, Rachel**

---

**From:** R. Roberson <ramonaeroberson@gmail.com>  
**Sent:** Sunday, April 18, 2021 12:55 PM  
**To:** Mayor David D. Ortega; City Council  
**Subject:** Anti-Discrimination ordinance

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

Dear Elected Officials...

You can NOT be seriously thinking of passing an ordinance like this and expose our young girls and women to such an intrusion into their privacy and safety!? This totally flies in the face of all previous women's rights bills! Pass this and you end every safety net abused women now have! Please think of your wives and daughters.....Say NO. Don't undo womens' rights won in the past 50 years!!!

--

**Ramona Roberson**

**Smetana, Rachel**

---

**From:** jfaramelli@cox.net  
**Sent:** Sunday, April 18, 2021 12:13 PM  
**To:** dortega@Scottsdale.Gov  
**Cc:** City Council  
**Subject:** Anti-discrimination ordinance

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

The City of Scottsdale should adopt the anti-discrimination ordinance. This ordinance will help our hospitality industry, housing, employment and provide for the gaps in federal and state laws. My understanding is that all the affected parties including the liaison for the LGBTQ have reviewed this ordinance and are in support of this ordinance. As a community we must be more tolerant of different life styles. Let not allow prejudices of the past interfere with our judgement in 2021.

The key point is that this ordinance also includes veterans rights, and identifies US Veterans as a protective class. The City Council for a very long time has been trying to establish these veterans rights, without any success.

So please approve this ordinance and show the world we are truly a first class city.

John Faramelli  
[jfaramelli@cox.net](mailto:jfaramelli@cox.net)  
602-206-9391

**Smetana, Rachel**

---

**From:** M CN <mary\_catton\_newman@hotmail.com>  
**Sent:** Sunday, April 18, 2021 7:58 AM  
**To:** City Council  
**Subject:** Please approve non-discrimination ordinance

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

Dear City Council,

Thank you for the time that you put into making Scottsdale a 'most livable city'. I ask that you please make this a statement true for all residents, employees who work here, and tourists who spend their money here. Please do what is morally and fiscally right and vote to approve a non-discrimination ordinance. This will send a message that we are a safe community that reflects the LOVE statue that we proudly display.

(The 'bathroom' issue that is sometimes brought up is a ridiculous attempt to sideline non-discrimination ordinances and the rights of transgender persons. I am a biological woman who has absolutely no fear of a transgender woman using the same public restroom facilities as me.)

Thank you for your time. I look forward to hearing that Scottsdale is now on par with the great cities of Phoenix, Tucson, Tempe, Mesa Flagstaff, Sedona and Winslow in this regards.

Sincerely,

Mary Catton Newman

## Smetana, Rachel

---

**From:** Rachel OPP <rachel.citizen@gmail.com>  
**Sent:** Saturday, April 17, 2021 9:39 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I think a few others are signing on to the form letter contained below so I'm going to add a personal touch to this and tell you about my perspective first. I am a transgender woman 56 years of age. I came here (Papago Park area) from California in 2013. I've been living as a transgender woman since 2006. I came to this area for the SF Giants, Toby Meltzer MD, and a friend who lives in Phoenix. I will probably end up in Sun City, however, would feel much more welcome when visiting Scottsdale if they had an ordinance like this one in place. With an ordinance like this in place I would be much more inclined to visit and engage the economy of Scottsdale so it truly would benefit the community albeit in some small way. Many families of transgender individuals become fragmented due to coming out transgender so a welcoming community can be a godsend at times for such people as I am speaking from experience. Please consider these things when deciding on the ordinance. Thank you for your time. Be safe and courteous and have a wonderful day.

Rachel

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their

privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

## Smetana, Rachel

---

**From:** Doug MacKenzie <DOUG\_AZ99@yahoo.com>  
**Sent:** Saturday, April 17, 2021 6:30 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

## Smetana, Rachel

---

**From:** Dennis Gilman <dennisgilman59@gmail.com>  
**Sent:** Saturday, April 17, 2021 6:13 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Dennis Gilman

7325 E Virginia,  
Scottsdale (homeowner and resident for over 25 years)

## Smetana, Rachel

---

**From:** NELDA MAJORS <nmajors370@aol.com>  
**Sent:** Saturday, April 17, 2021 6:03 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Nelda Majors and Karen Bailey

Sent from my iPhone

## Smetana, Rachel

---

**From:** Edmund Zito <egzito@aol.com>  
**Sent:** Saturday, April 17, 2021 3:22 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Ed Zito  
6166 North Scottsdale Rd.

C-1006  
Scottsdale, AZ 85253

Sent from my iPhone

## Smetana, Rachel

---

**From:** Jerod Herrera <jherrera540@yahoo.com>  
**Sent:** Saturday, April 17, 2021 12:17 PM  
**To:** City Council  
**Subject:** Christians: VOTE NO ON ANTI-TRANS

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

Hello,

Have you ever met trans people? Have you ever had a trans friend? No, probably not. Well guess what, they're human who make less mistakes than their cis counter parts. DO NOT PASS ANY BILL AGAINST TRANS PEOPLE Thank you so much

**Smetana, Rachel**

---

**From:** Jain Borries <jainborries@hotmail.com>  
**Sent:** Saturday, April 17, 2021 8:33 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Jain  
(Sent from my iPhone)

## Smetana, Rachel

---

**From:** Randy / Richard Bell / Baker <rb2phxaz@yahoo.com>  
**Sent:** Saturday, April 17, 2021 8:02 AM  
**To:** City Council  
**Subject:** NDO

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

I am hoping as we continue in the year 2021, that you will please support this LGBTQ proposal. Having lived here since 1994 and a gay man with a husband and partner of 41years, this would be a welcomed move

Sincerely,  
Richard K. Baker

## Smetana, Rachel

---

**From:** Erik Filsinger <erikfilsinger@aol.com>  
**Sent:** Saturday, April 17, 2021 7:35 AM  
**To:** Mayor David D. Ortega; City Council; Stockwell, Brent  
**Subject:** April 20, 2021 Agenda Item 16.Anti-DiscriminationOrdinanceRequest:Adopt Ordinance No. 4497

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

Mayor Ortega, Vice Mayor Janik, City Council Members, and Assistant Manager Stockwell,

I oppose Agenda Item 16.Anti-Discrimination Ordinance Request:Adopt Ordinance No. 4497 and encourage City Council to reject it.

My opposition is grounded on three elements:

1. Cultural/Political grounds – The proposed amendment furthers a progressive agenda of changing our cultural values. Inclusivity and Diversity are the mantra of the Virtue Signaling Woke but in themselves are merely adjectives that can be good or bad depending on the context and have no inherent value.
2. Not necessary and potentially harmful – The proposed amendment does not need to be part of City level law. Federal and state laws are sufficient. However, with the added level of legality far reaching consequences can restrict the free choices of good people. The amendment would give another justification for lawsuits of questionable merit.
3. Gender Identity is based on a falsehood – Law and social constructs are different and separate things. Laws should be based on reality. There are only two sexes – male and female – and the social construct of self-identification mocks science and reality. It holds the falsehood derived from Marxism that individuals are a product of learning and not of biology. Scottsdale should not encourage a blurring of biological reality.

Sincerely,  
Erik Filsinger  
(address on record)

## Smetana, Rachel

---

**From:** Steven Fontaine <steven.fontaine@icloud.com>  
**Sent:** Friday, April 16, 2021 10:24 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPad

**Smetana, Rachel**

---

**From:** Brad Duell <bduell@kyote.pro>  
**Sent:** Friday, April 16, 2021 9:36 PM  
**To:** City Council  
**Subject:** Do not allow discrimination against LGBTQ+

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

Council members,

Please offer fair housing and employment protections for our LGBTQ+ community members and do not give in to these “bathrooms won’t be safe” scaremongers.

Thank you.

--  
Bradly C. Duell  
[KyoteProductions.com](http://www.kyote.com), LLC  
<http://www.kyote.pro>  
[bduell@kyote.pro](mailto:bduell@kyote.pro)  
Software Developer / Consultant  
V: 480.648.5864

## Smetana, Rachel

---

**From:** James =. <jameskimes@aol.com>  
**Sent:** Friday, April 16, 2021 8:19 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Justice, fair play, treating people right and using political power to better society are not partisan principles. They are the cornerstone of our deepest traditions of our faith, our values and our sense of morality.

Sincerely, James Kimes  
Prescott Valley

## Smetana, Rachel

---

**From:** Amy Herring <amy.herring@hotmail.com>  
**Sent:** Friday, April 16, 2021 8:17 PM  
**To:** City Council; Mayor David D. Ortega  
**Subject:** anti discrimination

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

Dear Mayor and Council members,

My name is Amy Herring and I live at 7620 E 4<sup>th</sup> Street, I am also a City of Scottsdale Employee, actually a second generation employee. I truly live work and play all in my little bubble in Old Town Scottsdale. I have a great pride in our city, there is no place I would rather call home or work!

Scottsdale needs to be a community that is welcoming to everyone. We need to be an inclusive City, that will stand up for and protect the most vulnerable amongst us no matter their race, gender identity or whom they choose to love. I urge you to support the anti discrimination ordinance, it is right for Scottsdale, our businesses, our schools and our tourism.

The voices of fear and hate are often loud, please know that while they are loud I believe they are not the majority in our city.

Thank you for your time and for all you do to advocate for our community,

Amy Herring

**Smetana, Rachel**

---

**From:** Missy Foegal <missyfoegal@gmail.com>  
**Sent:** Friday, April 16, 2021 6:48 PM  
**To:** City Council  
**Cc:** Mayor David D. Ortega  
**Subject:** Anti-Discrimination Ordinance

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

Hello!

As a resident of Scottsdale since 2003, a parent of 4, and a long-time childcare provider, it is very important to me that my children, and all children, live in a safe city. That includes being safe from discrimination and antiquated beliefs that a small percentage of the population hold. Everyone deserves to live free from any and all forms of discrimination, including protections that focus of LGBTQ+ freedoms. Every person in Scottsdale deserves to be treated as a human being, regardless of gender, sexual identity, race, religion, or political affiliation.

Thank you,  
Melissa Foegal

## Smetana, Rachel

---

**From:** Susan Hughes <drsusanh.md@gmail.com>  
**Sent:** Friday, April 16, 2021 6:46 PM  
**To:** City Council  
**Cc:** Mayor David D. Ortega  
**Subject:** Protect our LGBTQ community members

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

I am supporting the anti discrimination ordinance that Scottsdale is considering. One in Ten citizens identify as LGBTQ and it's important that their rights are protected. Please vote to protect the basic rights of all of our citizens. Thank you.

Susan Hughes M.D.  
Certified Life Coach  
Bounce Highest LLC  
#1 Best Selling Author  
International Speaker  
John Maxwell certified coach and speaker  
Robbins-Madanes certified coach  
360-448-8770

## Smetana, Rachel

---

**From:** Noelle Smetana <nosmetana@gmail.com>  
**Sent:** Friday, April 16, 2021 6:41 PM  
**To:** City Council  
**Subject:** Non-discrimination

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

Please support the non-discrimination bill to help our LGBTQ community. I am not afraid of trans women using the bathroom. That's one of those non-problems homophobic people try to throw up to make discrimination okay.

## Smetana, Rachel

---

**From:** Egger Rebecca <rebecca@regger2.com>  
**Sent:** Friday, April 16, 2021 6:05 PM  
**To:** Mayor David D. Ortega  
**Cc:** City Council  
**Subject:** OPPOSE the proposed non-discrimination ordinance!

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

We need action now...  
Rebecca Egger  
PO Box 28428, Scottsdale, AZ 85255

## Smetana, Rachel

---

**From:** Jodi Selko <jselko@cox.net>  
**Sent:** Friday, April 16, 2021 5:57 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Jodi Selko

## Smetana, Rachel

---

**From:** Bryce Cook <brycecook@cox.net>  
**Sent:** Friday, April 16, 2021 5:32 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Bryce R. Cook

## Smetana, Rachel

---

**From:** Ragan Grossman <ragan\_york@yahoo.com>  
**Sent:** Friday, April 16, 2021 4:54 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Ragan Grossman

PS I was on the Scottsdale Human Relations Commission from 2014-2017. Our commission worked hard on this ordinance almost 7years ago. It's hard to believe it is still being debated today. To continue to be a great place to live, we as a city must make progress towards support and respect for ALL of our residents. This is a no-brainer.

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Dorothy Wellington <d\_wellington05@yahoo.com>  
**Sent:** Friday, April 16, 2021 4:32 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

**⚠ External Email: Please use caution if opening links or attachments!**  
Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona.

We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today.

It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Dorothy Wellington

**Smetana, Rachel**

---

**From:** Natalie.ChrismanLazarr@aps.com  
**Sent:** Friday, April 16, 2021 3:58 PM  
**To:** City Council  
**Subject:** Support of the Anti -Discrimination Ordinance

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

I just want to reiterate my support of the Anti-Discrimination Ordinance and the work that City staff and the Human Relations Commission have put into progressing this overdue change in the way we support **all** members of our community. Inclusivity is a very important value to me and one I will fight to support for the future of our City.

As a Scottsdale Resident and active community member, I wholeheartedly support the aims and approach outlined in the proposed Anti-Discrimination Ordinance currently under consideration by City Council. It has been a long time coming and I appreciate the leadership that all parties have shown (both past and present) in bringing this important milestone for our community of inclusion to fruition.



**Natalie Chrisman Lazarr, PE**

Principal Engineer in Corporate Environmental | Water Resource Management  
400 North 5th Street, Phoenix, AZ 85004-3902, M.S. 9303

**Tel** 602 250 3608 **Cell** 602 316 1324

[natalie.chrisman@aps.com](mailto:natalie.chrisman@aps.com) [aps.com](http://aps.com)

--- NOTICE ---

This message is for the designated recipient only and may contain confidential, privileged or proprietary information. If you have received it in error, please notify the sender immediately and delete the original and any copy or printout. Unintended recipients are prohibited from making any other use of this e-mail. Although we have taken reasonable precautions to ensure no viruses are present in this e-mail, we accept no liability for any loss or damage arising from the use of this e-mail or attachments, or for any delay or errors or omissions in the contents which result from e-mail transmission.

## Smetana, Rachel

---

**From:** Jerome Roth <jerome\_roth@hotmail.com>  
**Sent:** Friday, April 16, 2021 3:28 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Friday, April 16, 2021 2:55 PM  
**To:** Smetana, Rachel  
**Subject:** FW: Thank you for supporting the upcoming LBGTQ ordinance

-----Original Message-----

From: Nancy Stephens <prof\_nancy@cox.net>  
Sent: Friday, April 16, 2021 1:22 PM  
To: Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
Subject: Thank you for supporting the upcoming LBGTQ ordinance

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

Dear Mayor Ortega,

I know you support the LBGTQ ordinance and I want to say thank you.

I have lived in Scottsdale for over 20 years and it's so nice to see this ordinance passed. It makes me feel much better and more part of our city.

I voted for you and I'm so glad I did. Keep up your good work!

Nancy Stephens  
9449 N 80th Place  
Scottsdale 85258-1709

## Smetana, Rachel

---

**From:** Lauren <fieman05@yahoo.com>  
**Sent:** Friday, April 16, 2021 2:46 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPhone

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Friday, April 16, 2021 2:44 PM  
**To:** Smetana, Rachel  
**Subject:** FW: Anti discrimination bill

-----Original Message-----

**From:** Linda D. Hrebec <lhrebec@hotmail.com>  
**Sent:** Friday, April 16, 2021 12:38 PM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Anti discrimination bill

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

I strongly oppose this bill!  
Please take action and let the City of Scottsdale stand strong against this terrible law.  
Pete and Linda Hrebec  
7579 E Whisper Rock Trail  
Scottsdale, AZ  
85266  
lhrebec@hotmail.com

Sent from my iPhone  
Linda Hrebec

**Smetana, Rachel**

---

**From:** Morales, Isol  
**Sent:** Friday, April 16, 2021 2:43 PM  
**To:** Smetana, Rachel  
**Subject:** FW: ORDINANCE VOTE ON TUES APRIL 20

**From:** RAMON CAPUL <g.r.capul@cox.net>  
**Sent:** Friday, April 16, 2021 12:29 PM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** ORDINANCE VOTE ON TUES APRIL 20

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

DEAR MAYOR ORTEGA HAVE WE AS A SOCIETY GONE SO FAR AWAY FROM COMMON BASIC DECENCY AS TO EVEN HAVE THIS SO CALLED ORDINANCE EVEN BROUGHT UP FOR A VOTE. I AM 4 MONTHS SHY OF REACHING 90 YEARS OLD. I HAVE WITNESSED THE GREAT DEPRESSION, THE SECOND WORLD WAR, THE RETURNING VETERANS AND GREAT ECONOMIC BOOM, THE COUNTRY WAS IN A EUPHORIC STATE. LOOK WHAT IS HAPPENING NOW, THE BASIC FAMILY STRUCTURE HAS BROKEN DOWN, WHEN THAT HAPPENS SOCIETY AS A WHOLE BREAKS DOWN. DRUGS, PEOPLE LIVING TOGETHER WITHOUT COMMITMENT TO EACH OTHER. LOOK AT THE QUALITY OF ENTERTAINMENT WE HAVE. MOVIES THAT PROJECT VIOLENCE, MOUTHING TERRIBLE LANGUAGE. ALL OUR POLITICAL LEADERS FROM WASHINGTON DOWN TO A SMALL TOWN HAVE ALL TAKEN THE LINE OF LEAST RESISTANCE. I PRAY THAT THE CITY COUNCIL DOES WHAT IS RIGHT FOR ALL OUR CITIZENS AND GET BACK TO USING PLAIN COMMON SENSE IN OUR DECISION MAKING PROCESSES. YOURS VERY TRULY, RAMON CAPUL

## Smetana, Rachel

---

**From:** Rolando Acevedo <eltlloc@cox.net>  
**Sent:** Friday, April 16, 2021 2:41 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPad

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Friday, April 16, 2021 2:40 PM  
**To:** Smetana, Rachel  
**Subject:** FW: Next Tuesday's Anti-Discrimination Ordinance Vote

**From:** rickandlisa@cox.net <rickandlisa@cox.net>  
**Sent:** Friday, April 16, 2021 11:35 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Next Tuesday's Anti-Discrimination Ordinance Vote

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

Mayor David Ortega,

Vice Mayor Betty Janik,

My wife and I are extremely concerned about the upcoming vote on Scottsdale's anti-discrimination ordinance.

We find the notion that one is "assigned" their sex at birth, or that one's gender is chosen versus the result of biology, scientifically absurd and very troubling. As Christians, by the Lord's example, we're expected to respect people whose beliefs are different than ours. As a son and a daughter, by our parent's examples, we were expected to do the same. As citizens, we expect that our government will permit us the freedom to do so, or not, as we and our neighbors so choose.

So, it comes down to this, the anti-discrimination vote next Tuesday will assuredly discriminate against someone. You're simply going to decide who that will be. As our elected representatives, we hope that your vote will allow for *everybody's* freedom of choice, not just those who choose a gender for themselves or their children.

Sincerely,

Rick and Lisa Andersen

11472 E Helm Dr, Scottsdale, AZ 85255

**Smetana, Rachel**

---

**From:** Penny Allee Taylor <palleetaylor@vsuw.org>  
**Sent:** Friday, April 16, 2021 2:05 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

On behalf of Valley of the Sun United Way, I am writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects, and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

Most sincerely,

Penny

*Penny Allee Taylor*  
*Chief Public Policy Officer*

**VALLEY OF THE SUN UNITED WAY**  
3200 East Camelback Road, Suite 375  
Phoenix, AZ 85018-2328  
602-688-3674 mobile  
[vsuw.org](http://vsuw.org)





## Smetana, Rachel

---

**From:** jdkent <jdkent@aol.com>  
**Sent:** Friday, April 16, 2021 1:51 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

**⚠ External Email: Please use caution if opening links or attachments!**  
Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Diane Kent

Scottsdale, AZ

Sent from my Galaxy

## Smetana, Rachel

---

**From:** Mark Beehler <mmbeehler@gmail.com>  
**Sent:** Friday, April 16, 2021 1:31 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPhone

## Smetana, Rachel

---

**From:** Danielle Bowen-Weiszmann <danielletbowen@gmail.com>  
**Sent:** Friday, April 16, 2021 12:58 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Danielle Bowen-Weiszmann

## **Smetana, Rachel**

---

**From:** 1gshrader1@gmail.com  
**Sent:** Friday, April 16, 2021 12:57 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Greg Shrader

Sent from my iPhone

## Smetana, Rachel

---

**From:** joni mitchell <joninjen@yahoo.com>  
**Sent:** Friday, April 16, 2021 12:51 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Jenifer Crabtree

Sent from my iPhone

## Smetana, Rachel

---

**From:** Brendan N. Mahoney, Esq. <legal@hbiin.com>  
**Sent:** Friday, April 16, 2021 12:49 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Best regards,

Brendan N. Mahoney, Esq.  
General Counsel  
legal@hbiin.com

HBI International  
BBK Tobacco & Foods, LLP  
3401 West Papago Street  
Phoenix, Arizona 85009  
voice: 602-374-7482

This message contains confidential information and is intended solely for the named recipient. It may also be privileged or otherwise protected by work product immunity or other legal rules. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. The sender does not accept liability for any virus, errors or omissions in the contents of this message. Nothing in this e-mail should be construed as legal advice. Any views or opinions presented in this e-mail are solely those of the author and do not necessarily represent those of the Company.

**Smetana, Rachel**

---

**From:** Celeste Acuna <celesteo1969@yahoo.com>  
**Sent:** Friday, April 16, 2021 12:43 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Celeste Acuna, MSN, RN

## Smetana, Rachel

---

**From:** Gail Griffin <ggriffin20@cox.net>  
**Sent:** Friday, April 16, 2021 12:42 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

**Smetana, Rachel**

---

**From:** Linda D. Hrebec <lhrebec@hotmail.com>  
**Sent:** Friday, April 16, 2021 12:41 PM  
**To:** City Council  
**Subject:** Anti Discrimination Ordinance

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

We oppose this ordinance!  
Please vote no on this terrible bill.  
Stand strong for the City of Scottsdale!  
Pete and Linda Hrebec  
7579 E Whisper Rock Trl  
Scottsdale, AZ  
85266  
lhrebec@hotmail.com

Sent from my iPhone  
Linda Hrebec

**Smetana, Rachel**

---

**From:** Holly OpusFI <holly@opusfi.com>  
**Sent:** Friday, April 16, 2021 12:41 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

**⚠ External Email: Please use caution if opening links or attachments!**  
Honorable Mayor and Council,

I am a resident and small business owner in Scottsdale, Arizona. I am writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

~Holly

Owner/Loan Originator  
Pronouns: She/Her/Hers  
520-409-4687  
[www.opusfi.com](http://www.opusfi.com)  
NMLS 1869602



*We are proud to donate \$250 to the local non-profit/charity of our client's choice when we close their refinance or home-purchase loan.  
Reach out for more info - or to find out how much you could save monthly with a quick-closing refinance!*

***Apply Online!***

**Smetana, Rachel**

---

**From:** Sharon Williams <swilliams@gbllaw.com>  
**Sent:** Friday, April 16, 2021 12:39 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

**Smetana, Rachel**

---

**From:** Timm Dirks - Magician <themagic1@gmail.com>  
**Sent:** Friday, April 16, 2021 12:38 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely, Timm Dirks

## Smetana, Rachel

---

**From:** Felicia Minor <felicia.minor@ymail.com>  
**Sent:** Friday, April 16, 2021 12:34 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Marion McGuire <marionm@remax.net>  
**Sent:** Friday, April 16, 2021 12:28 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Marion McGuire

**Smetana, Rachel**

---

**From:** rickandlisa@cox.net  
**Sent:** Friday, April 16, 2021 11:30 AM  
**To:** City Council  
**Subject:** Next Tuesday's Anti-Discrimination Ordinance Vote

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

Council Member Solange Whitehead,

Council Member Linda Milhaven,

Council Member Kathy Littlefield,

Council Member Tom Durham,

My wife and I are extremely concerned about the upcoming vote on Scottsdale's anti-discrimination ordinance.

We find the notion that one is "assigned" their sex at birth, or that one's gender is chosen versus the result of biology, scientifically absurd and very troubling. As Christians, by the Lord's example, we're expected to respect people whose beliefs are different than ours. As a son and a daughter, by our parent's examples, we were expected to do the same. As citizens, we expect that our government will permit us the freedom to do so, or not, as we and our neighbors so choose.

So, it comes down to this, the anti-discrimination vote next Tuesday will assuredly discriminate against someone. You're simply going to decide who that will be. As our elected representatives, we hope that your vote will allow for *everybody's* freedom of choice, not just those who choose a gender for themselves or their children.

Sincerely,

Rick and Lisa Andersen

11472 E Helm Dr, Scottsdale, AZ 85255

**Smetana, Rachel**

---

**From:** Brehan King <brehanking@yahoo.com>  
**Sent:** Friday, April 16, 2021 9:49 AM  
**To:** City Council  
**Subject:** Non-discrimination ordinance

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

Dear City Council Members,

I am writing in support of the Scottsdale non-discrimination ordinance for LGBTQ individuals. We must protect the rights of all individuals, particularly groups that regularly face discrimination, in our diverse and forward-thinking city. As a Scottsdale citizen, I just wanted to voice my full support for the ordinance being considered.

Thank you for your work on behalf of our great city!

Sincerely,  
Brehan King  
734-657-1985  
12048 N 135th Way  
Scottsdale AZ

## Smetana, Rachel

---

**From:** Bradley Adame <badame@asu.edu>  
**Sent:** Friday, April 16, 2021 9:33 AM  
**To:** Mayor David D. Ortega; City Council  
**Subject:** Anti-Discrimination Ordinance - Human Relations Commission recommendation

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

Honorable Mayor and Council Members -

I am writing to indicate my strong and unequivocal support for the proposed Anti-Discrimination ordinance. Affirming and supporting the rights of all Scottsdale residents is both consistent with Scottsdale's values and is the only ethical and honorable course of action.

I understand that opposing voices are concerned about safety issues that may arise if this ordinance passes. Please note that no instances of protections offered to individual classes has resulted in someone being abused or assaulted in a restroom. These arguments and claims are based on fear and atavistic mindsets.

I am a resident of South Scottsdale (Hy-View neighborhood), and a father of two children under two years of age. I will be proud to be able to tell my children that they are being raised in a city that privileges, recognizes, and protects humanity's beautiful diversity. Please ensure that you all are on the correct side of history and adopt the proposed Anti-discrimination Ordinance.

Best,  
Bradley

Bradley Adame, Ph.D.  
Associate Professor  
Honors Faculty  
Hugh Downs School of Human Communication  
Arizona State University  
480.727.6563 (o)  
[badame@asu.edu](mailto:badame@asu.edu)

**Smetana, Rachel**

---

**From:** Bob Andringa <bobandringa@mac.com>  
**Sent:** Thursday, April 15, 2021 7:59 PM  
**To:** City Council  
**Subject:** Vote on protected classes

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

Council members,

While many in the country are moving quickly to amend their nondiscrimination laws at the behest of the LGBTQ lobby, I believe cities and the national government are moving too fast.

The implications of this for women, for education, for religious persons, and even for businesses are only somewhat understood, leaving too much unknown. There are test cases pending around the country that may clarify the Constitutional questions. There are also practical questions of implementation and enforcement that need further reflection.

Therefore, I urge a no vote on next week's consideration of this proposal. More listening and public education may allow eventual resolution in ways that are less divisive than now surprising most of us.

With appreciation for your service,

*Bob Andringa*

Robert C. Andringa, Ph.D.

7325 E Princess Blvd, Apt 3106  
Scottsdale, AZ 85255  
[bobandringa@mac.com](mailto:bobandringa@mac.com)  
623-692-7611

## Smetana, Rachel

---

**From:** Neni Manahane <bjmanahane@gmail.com>  
**Sent:** Thursday, April 15, 2021 7:22 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Bianca Manahane

**Smetana, Rachel**

---

**From:** Brent Wise <bwise36@yahoo.com>  
**Sent:** Thursday, April 15, 2021 6:46 PM  
**To:** City Council  
**Subject:** PLEASE NO VOTE Anti-Discrimination ordinance

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

Sent from Yahoo Mail for iPhone

## Smetana, Rachel

---

**From:** Charnelsa Manahane <cmanahane@gmail.com>  
**Sent:** Thursday, April 15, 2021 3:38 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Charnels Manahane

## Smetana, Rachel

---

**From:** Tremayne Manahane <tdmanahane@gmail.com>  
**Sent:** Thursday, April 15, 2021 3:23 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Tremayne Manahane

## Smetana, Rachel

---

**From:** bobverstege (null) <bobverstege@aol.com>  
**Sent:** Thursday, April 15, 2021 3:10 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Bob Verstege

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Harleigh McBurney <harleighmcburney14@gmail.com>  
**Sent:** Thursday, April 15, 2021 7:43 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Harleigh McBurney

**Smetana, Rachel**

---

**From:** Danielle Neel <dneel82@gmail.com>  
**Sent:** Thursday, April 15, 2021 6:55 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects, and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing, and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Danielle Neel

**Smetana, Rachel**

---

**From:** nancy harper <nancyharper@hotmail.com>  
**Sent:** Thursday, April 15, 2021 6:34 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Nancy Harper

Sent from my T-Mobile 4G LTE Device

**Smetana, Rachel**

---

**From:** Steve Smith <dallas2phoenix@gmail.com>  
**Sent:** Wednesday, April 14, 2021 9:48 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely, Steven W. Smith

--  
*Steve Smith*

## Smetana, Rachel

---

**From:** Dorothy Hunter <dottiehunter@me.com>  
**Sent:** Wednesday, April 14, 2021 8:41 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Dorothy Hunter

North Scottsdale

## Smetana, Rachel

---

**From:** Philip Shook <huisbaas@yahoo.com>  
**Sent:** Wednesday, April 14, 2021 7:52 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPad

## Smetana, Rachel

---

**From:** Michael Chang <Michael.Chang@asu.edu>  
**Sent:** Wednesday, April 14, 2021 7:39 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Michael Chang

**Smetana, Rachel**

---

**From:** Anne Lackey <lackeyanne@gmail.com>  
**Sent:** Wednesday, April 14, 2021 5:49 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

## Smetana, Rachel

---

**From:** Jennifer Jones <azjenjones@yahoo.com>  
**Sent:** Wednesday, April 14, 2021 5:32 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from

discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity.

All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Jennifer Jones

Sent from Yahoo Mail on Android

**Smetana, Rachel**

---

**From:** Brian Childs <bc@brianchilds.com>  
**Sent:** Wednesday, April 14, 2021 5:25 PM  
**To:** City Council  
**Cc:** Elton Gilbert  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

Brian Childs  
7332 E. Marlette Ave,  
Scottsdale, AZ

**Smetana, Rachel**

---

**From:** Patricia Battson <iopsychdoc1@gmail.com>  
**Sent:** Wednesday, April 14, 2021 5:17 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Elizabeth Vasko

## Smetana, Rachel

---

**From:** Patricia Battson <iopsychdoc1@gmail.com>  
**Sent:** Wednesday, April 14, 2021 5:17 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Dr. Patricia Battson

## Smetana, Rachel

---

**From:** Phillip K <phillipkinseyaz@gmail.com>  
**Sent:** Wednesday, April 14, 2021 5:15 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Phillip Kinsey

Sent from my iPhone

**Smetana, Rachel**

---

**From:** John Paul Parks <arizcalflaw@msn.com>  
**Sent:** Wednesday, April 14, 2021 4:57 PM  
**To:** City Council  
**Subject:** Antidiscrimination Ordinance

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

Mr. Mayor and Members of the Council:

I am a resident of the City of Scottsdale.

I strongly encourage each of you to vote in favor of the proposed ordinance that would add sexual orientation and gender identity to the city's antidiscrimination ordinance. The city needs to move past this issue so that it can continue to attract high quality businesses and business and professional people.

Thank you.

John Paul Parks  
9751 E. Wood Drive  
Scottsdale AZ 85260  
Telephone: (480) 570-3967

**Smetana, Rachel**

---

**From:** Erica Dunlap <lilreble2008@yahoo.com>  
**Sent:** Wednesday, April 14, 2021 4:53 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Erica

## Smetana, Rachel

---

**From:** Miriam Weisman <miriam.weisman@aol.com>  
**Sent:** Wednesday, April 14, 2021 4:30 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Miriam Weisman

**Smetana, Rachel**

---

**From:** johngibbs92 <johngibbs92@cox.net>  
**Sent:** Wednesday, April 14, 2021 4:28 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

John Hills

Sent from my Verizon, Samsung Galaxy smartphone

## Smetana, Rachel

---

**From:** johngibbs92 <johngibbs92@cox.net>  
**Sent:** Wednesday, April 14, 2021 4:27 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

ZHonorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my Verizon, Samsung Galaxy smartphone

## Smetana, Rachel

---

**From:** Schultz, Erin <erin.schultz@fourpeaks.com>  
**Sent:** Wednesday, April 14, 2021 4:21 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Thanks & Cheers!

Erin Schultz  
480-720-4639

Anheuser-Busch InBev Email Disclaimer: <http://www.ab-inbev.com/email-disclaimer.html>



**Smetana, Rachel**

---

**From:** Mary Kautz <kautzhouse4@gmail.com>  
**Sent:** Monday, April 19, 2021 3:43 PM  
**To:** City Council  
**Subject:** Anti-discrimination Ordinance

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

I urge you to vote no on this ordinance. It's bad for everyone.

Mary Kautz  
Scottsdale, AZ

----

*Mary*

*"For I know the plans I have for you, declares the LORD, plans to help you and not hurt you; to give you a hope and a future." Jer29:11*

**Smetana, Rachel**

---

**From:** Jason Wong, ACEL <jason@aceleaders.org>  
**Sent:** Monday, April 19, 2021 3:39 PM  
**To:** City Council  
**Subject:** In support of the Scottsdale Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the

opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

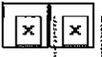
Sincerely,

**Jason C. Wong**

Asian Corporate & Entrepreneur Leaders

P.O. Box 25527, Tempe, Arizona 85285-5527

480-907-4471 | [Jason@ACELeaders.org](mailto:Jason@ACELeaders.org) | <https://aceleaders.org>



*"A world where everyone has the skills and opportunity to lead"*

## Smetana, Rachel

---

**From:** Josh Dogin <joshdog1@msn.com>  
**Sent:** Monday, April 19, 2021 3:33 PM  
**To:** City Council  
**Subject:** support of non discrimination ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the

opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Joshua Dogin

**Smetana, Rachel**

---

**From:** jodi petz <jodipetz@hotmail.com>  
**Sent:** Monday, April 19, 2021 2:54 PM  
**To:** City Council  
**Subject:** VOTE NO ON THE "SMOKE AND MIRRORS" NONDISCRIMINATION LAW!!!! NO TO  
ENDANGERING OUR YOUNG WOMEN+GIRLS

**⚠ External Email: Please use caution if opening links or attachments!**  
DO NOT GIVE INTO A "SMOKE AND MIRRORS" POLICY THAT ENDANGERS BUSINESSES AND WOMEN!

DO YOU NOT SEE THE DANGER IN ALLOWING A "MEN/WOMEN/NOT SURE WHAT I'AM TODAY", INTO PLACES  
WOMEN AND GIRLS MUST FREQUENT? IF THIS IS NOT THE INTENT GET IT OUT OF THE VERBAGE!!!!

PROTECT OUR GIRLS AND YOUNG WOMEN FROM PREDATORS WHO WILL TAKE ADVANTAGE OF THIS LAW. IF  
SOMETHING WAS TO HAPPEN TO MY YOUNG DAUGHTERS AS A RESULT OF THIS LAW, YOU WILL BE HEARING  
FROM ME AND MY ATTORNEY.

**Smetana, Rachel**

---

**From:** jdkent@aol.com  
**Sent:** Monday, April 19, 2021 2:36 PM  
**To:** City Council  
**Subject:** Support for NDO

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the

opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Respectfully,

Diane Kent  
23733 N Scottsdale Rd - Unit 1021  
Scottsdale, AZ 85255

## Smetana, Rachel

---

**From:** James Lagnese <jlagnese@mac.com>  
**Sent:** Monday, April 19, 2021 2:24 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

| Jim Lagnese MIS  
| Arizona State University  
| University Technology Office Engagement and Consulting Services –  
| Campus Endpoint Solutions jlagnese@asu.edu Systems Support Analyst  
| (IT) Sr Team Lead School of Life Sciences  
| 480-965-7863  
| LSE B72

Please submit support tickets. If you are in need of assistance please contact the ASU Service Desk at 1-855-278-5080 or submit a Service Request using this link à Submit Request <<https://asu.service-now.com/sp>> Internal Security Review @ <https://tools.clas.asu.edu/#!/teamwork/review>

## Smetana, Rachel

---

**From:** Vanessa Guevara <nessguevara19@gmail.com>  
**Sent:** Monday, April 19, 2021 2:11 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council, I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are. Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace. It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%. Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale. Sincerely,

**Smetana, Rachel**

---

**From:** info@cogsaz.net  
**Sent:** Monday, April 19, 2021 2:04 PM  
**To:** City Council  
**Subject:** Monday 19 April Re: Ordinance 4497 April 20, 2021 agenda item #16

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



COGS FULLY SUPPORTS the Anti-Discrimination Ordinance 4497. For the COGS Board of Directors, Sonnie Kirtley 602 717 3886

**Smetana, Rachel**

---

**From:** ralefkowitz@q.com  
**Sent:** Monday, April 19, 2021 1:29 PM  
**To:** City Council  
**Subject:** Please approve non-discrimination ordinance

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

Dear City Council,

Thank you for the time that you put into making Scottsdale a 'most livable city'. As a 30 year resident of Scottsdale, I ask that you please make this a statement true for all residents, employees who work here, and tourists who spend their money here. Please do what is morally and fiscally right and vote to approve a non-discrimination ordinance. This will send a message that we are a safe community that reflects the LOVE statue that we proudly display. (The 'bathroom' issue that is sometimes brought up is a ridiculous attempt to sideline non-discrimination ordinances and the rights of transgender persons. I am a biological woman who has absolutely no fear of a transgender woman using the same public restroom facilities as me.)

Thank you for your time. I look forward to hearing that Scottsdale is now on par with the great cities of Phoenix, Tucson, Tempe, Mesa Flagstaff, Sedona and Winslow in this regards.

Sincerely,

*Ruth Anne*

Ruth Anne Lefkowitz

**Smetana, Rachel**

---

**From:** Diane Spence <azspence5@gmail.com>  
**Sent:** Monday, April 19, 2021 12:58 PM  
**To:** City Council  
**Subject:** Reject Ordinance 4497

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

I'm asking you to please reject ordinance 4497. This is not the solution. This ordinance will sacrifice the privacy and safety of women and girls.

Diane

"You're happiest while you're making the greatest contribution."

Robert F. Kennedy

## Smetana, Rachel

---

**From:** Viviana Penaloza <viviana.penaloza@yahoo.com>  
**Sent:** Monday, April 19, 2021 12:34 PM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Viviana

## Smetana, Rachel

---

**From:** Kelly Aanenson <kellyaanenson@gmail.com>  
**Sent:** Monday, April 19, 2021 12:14 PM  
**To:** City Council  
**Subject:** Please approve non-discrimination ordinance

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

Dear City Council,

As a Scottsdale resident and property owner I ask that all people are treated equally and without discrimination in all matters regarding the city. I am a biological woman who has absolutely no fear of sharing public restroom facilities with transgender women.

Thank you for all the effort and time you put into making Scottsdale a 'most livable city'. I ask that you please make this a statement true for all residents, employees who work here, and tourists who spend their money here. Please do what is morally and fiscally right and vote to approve a non-discrimination ordinance. This will send a message that we are a safe community that reflects the LOVE statue that we proudly display.

I look forward to hearing that Scottsdale is now on par with the great cities of Phoenix, Tucson, Tempe, Mesa Flagstaff, Sedona and Winslow in this regard.

Sincerely,

Kelly Aanenson

**Smetana, Rachel**

---

**From:** Mary Wilber <doolingwilber@yahoo.com>  
**Sent:** Monday, April 19, 2021 11:48 AM  
**To:** City Council  
**Subject:** Non-discrimination ordinance

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

Mayor Ortega and Council Members,

I hope you will vote tomorrow to amend the Non-Discrimination Ordinance to include members of the LGBT community. This is an issue that is long overdue. When it was originally proposed several years ago, I spoke in favor of the change. Now is the time to ensure that Scottsdale is right on time and not behind the times.

Thank you.

Mary Wilber

Sent from [Mail](#) for Windows 10

## Smetana, Rachel

---

**From:** Martha Iskyan <tans444@aol.com>  
**Sent:** Monday, April 19, 2021 11:44 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Martha Iskyan, Ph.D.

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Laura Jochai <laurajochai@gmail.com>  
**Sent:** Monday, April 19, 2021 10:58 AM  
**To:** City Council  
**Subject:** Please approve non-discrimination ordinance

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

Dear City Council,

As a Scottsdale resident and property owner I ask that all people are treated equally and without discrimination in all matters regarding the city.

Thank you for all the effort and time you put into making Scottsdale a 'most livable city'. I ask that you please make this a statement true for all residents, employees who work here, and tourists who spend their money here. Please do what is morally and fiscally right and vote to approve a non-discrimination ordinance. This will send a message that we are a safe community that reflects the LOVE statue that we proudly display.

I am a biological woman who has absolutely no fear of a transgender woman using the same public restroom facilities as me.)

Thank you for your time. I look forward to hearing that Scottsdale is now on par with the great cities of Phoenix, Tucson, Tempe, Mesa Flagstaff, Sedona and Winslow in this regard.

Sincerely,

Laura Merrill Jochai

## Smetana, Rachel

---

**From:** jrosenthal@jrtax.com  
**Sent:** Monday, April 19, 2021 10:27 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Sent from my iPad

## Smetana, Rachel

---

**From:** JOANIE FLATT <flattjl@aol.com>  
**Sent:** Monday, April 19, 2021 10:25 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Joanie Flatt

8266 East Sunnyside Drive  
Scottsdale  
Sent from my iPad

**Smetana, Rachel**

---

**From:** Michelle Rose <geekymichelle@gmail.com>  
**Sent:** Monday, April 19, 2021 10:10 AM  
**To:** City Council  
**Subject:** VOTE YES on ORD. 4497, SCOTTSDALE NON-DISCRIMINATION ORDINANCE

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

Greetings Scottsdale City Council,

As your neighbor who shops, dines, attends conferences, and visits friends in Scottsdale, I strongly urge you to **VOTE IN FAVOR** of Scottsdale Ordinance No. 4497, the Non-Discrimination Ordinance. Since the founding of our nation, Americans have struggled against discrimination and for equality for all, regardless of who they are, what they look like, or who they decide to love.

The seminal Civil Rights Act of 1964 banned discrimination on the basis of race, color, religion, sex and national origin; enforced the desegregation of schools and the right to vote; and required equal access to public places and employment. I firmly believe the same protections that we have worked for so hard to administer must be extended to all Americans, especially those who have endured discrimination, hate crimes, and profiling.

I urge you to advocate for an Arizona in which there is no bias. We should not need to do this. Sadly, people continue to be judged and treated differently because of who they are, where they are from, what they look like, and who they love. Therefore, I will continue to work in support of laws and proposals such as the Scottsdale Ordinance No. 4497 which will bring our nation one step closer to ending all forms of discrimination. To quote Dr. Martin Luther King, Jr. "Injustice anywhere is a threat to justice everywhere."

Thank you in advance for your attention to my strong concerns. Please contact me soon to let me know what more I can do to promote equal rights for all Arizonans.

Sincerely,

Michelle L. Rose  
1139 E. Watson Dr.  
Tempe, AZ 85283

## Smetana, Rachel

---

**From:** Rebekah Cross <rebekah.cross@yahoo.com>  
**Sent:** Monday, April 19, 2021 10:09 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Rebekah Cross

Sent from my iPhone

## Smetana, Rachel

---

**From:** Manthey, Sara <[smanthey@dbacks.com](mailto:smanthey@dbacks.com)>  
**Sent:** Monday, April 19, 2021 9:59 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Thank you!

Sara Manthey

The information contained in this e-mail message is confidential information, intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copy of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by telephone (602-462-6500) or reply by e-mail and delete or discard this message. Although this e-mail and any attachments are believed to be free of any virus or other defect that might affect any computer system into which it is received and opened, it is the responsibility of the recipient to ensure that it is virus free and no responsibility is accepted by the Arizona Diamondbacks and its affiliates for any loss or damage arising in any way from its use. Thank you

---

This email has been scanned for email related threats and delivered safely by Mimecast.  
For more information please visit <http://www.mimecast.com>

---

## Smetana, Rachel

---

**From:** Debora Wells-Guevara <dawguevara@yahoo.com>  
**Sent:** Monday, April 19, 2021 9:48 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Debora Wells-Guevara

Sent from my iPhone

**Smetana, Rachel**

---

**From:** Adisa Podrug <Adisa.Podrug@asu.edu>  
**Sent:** Monday, April 19, 2021 9:43 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

Kind regards,

**Adisa Podrug**

First Year Recruitment Coordinator  
Admission Services  
Arizona State University

Mail Code: 0112

p: [602-496-0642](tel:602-496-0642)

email: [adisa\\_podrug@asu.edu](mailto:adisa_podrug@asu.edu)

**ASU #1 in the U.S. for Innovation**

—U.S. News & World Report

## Smetana, Rachel

---

**From:** Keith Moynehan <pausingnomad@gmail.com>  
**Sent:** Monday, April 19, 2021 9:28 AM  
**To:** Mayor David D. Ortega  
**Cc:** City Council  
**Subject:** NDO

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

Good morning,  
Just a quick note to encourage you to pass the non discrimination ordinance. It's long overdue! Thank you.

Keith Moynehan  
10788 E Palomino Rd  
Scottsdale

## Smetana, Rachel

---

**From:** Hooman Anvar <hanvar@yahoo.com>  
**Sent:** Monday, April 19, 2021 9:22 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,  
Hooman Anvar

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 9:16 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Anti Discrimination Bill

---

**From:** Jeff Kazeil <jeffkazeil@gmail.com>  
**Sent:** Monday, April 19, 2021 7:11 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Anti Discrimination Bill

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

Mr. Mayor,

Please vote NO today on this bill. Do not let Scottsdale become a liberal thinking, anything goes city. We must stand for something or we stand for nothing.

Thank you,

Jeff Kazeil

--

Jeff Kazeil  
Kazeil Luxury Real Estate  
Scottsdale Arizona  
480.388.1696

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 9:09 AM  
**To:** Smetana, Rachel  
**Subject:** FW: OPPOSE the proposed non-discrimination ordinance.....

**From:** Brian Bolton <bjblimey@gmail.com>  
**Sent:** Sunday, April 18, 2021 11:17 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Cc:** Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Littlefield, Kathy <KLittlefield@Scottsdaleaz.gov>; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>  
**Subject:** OPPOSE the proposed non-discrimination ordinance.....

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

Good morning. I am writing in connection with the proposed Scottsdale 'Gender Identity' ordinance

I believe that such an ordinance would undermine constitutional freedoms of speech and religion; threaten women's and girl's privacy rights; and limit religious organizations that serve our communities.

Respectfully, I urge you to OPPOSE this proposed legislation.

Thank you for your consideration.

Brian J. Bolton.

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 9:09 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Non-Discrimination Ordinance

**From:** Paul Ganther <pganther62@gmail.com>  
**Sent:** Sunday, April 18, 2021 6:52 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Littlefield, Kathy <KLittlefield@Scottsdaleaz.gov>; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>  
**Subject:** Non-Discrimination Ordinance

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

Dear all,

I am amazed and disgusted I am writing this email. Across the years I have supported and voted for those who I thought truly cared about Scottsdale (Durham, Janik, Whitehead, Littlefield) and her citizens. We made a choice in voting for these individuals as we were told they would fight for what most all Scottsdale residents hold dear; the very reason we call Scottsdale home. Seeing no other choice, I recently gave our new Mayor Ortega a chance with my vote. Have I (and we) been duped? Why must I write this letter asking each and everyone of you vote against a crazy **non-discrimination ordinance**?

An overwhelmingly majority of Scottsdale's citizens want our City Council and Mayor to fight against excessive development, and fight for maintaining the Old West charm, keeping taxes in check, and a common sense approach to spending. More important are the reasons we call Scottsdale home including the infrastructure and budgets to prevent crime and those in support of traditional family values.

I am pro-choice, I believe a business or organization should be free to operate as they choose (within reason). Forcing an organization, business, or local government to operate in a manner without consideration for common sense, how it may affect the majority, bucking the principles from which it originated, or potentially placing individuals in harm's way is ludicrous and unacceptable. Scottsdale's citizens do NOT want nor require this crazy ordinance, maybe in Portland, Oregon, LA, or NYC, but NOT Scottsdale, Arizona. If I wanted crazy I would have moved to LA, Portland, NYC, or DC or any other city with sky-high crime, overinflated budgets, and a complete disconnect from common sense. What is next? Defending the police????

In speaking with neighbors, it is clearly obvious no one wants this. I do not want this! How about we ask Scottsdale residents how they feel and **not** just respond to those who scream the loudest? **Finally, I would like to know who presented and who supports this measure?**

Respectfully,

Paul Ganther

24582 N.120th Place

Scottsdale AZ 85255

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 9:07 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Let's make the ordinance MORE inclusive  
**Attachments:** Draft Anti-discrimination ordinance - GE NOTES rev 11 04 2021.docx

**From:** George Ertel <ertel6@cox.net>  
**Sent:** Saturday, April 17, 2021 4:43 PM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Let's make the ordinance MORE inclusive

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

Mayor Ortega:

As one of your planning commissioners, I've become more alert to what's going on in the City. While I was aware of – and discussed with her – Virginia Korte's push for an anti-discrimination ordinance some years ago, I see that now the Council is going to act on it. From what I hear, it will pass.

I hope you will make some changes to it before you do.

The ordinance should be *more* inclusive. As it's drafted, only some identities would be protected. I spoke with a retired attorney, and he said there's always another group that thinks it should be included. Well, yeah – why should only some identities be given protection for their rights? Who's to say some identities don't get protection?

I've read the Veterans Commission has advocated for vets to be included (although that's not yet shown up in the published draft I've seen). Although veterans are popular today, I recall a time when we were not, so yes, let's include veteran identity to the ordinance.

But as I read through the list, there are other identities absent: those identified by ethnicity, those identified by criminal histories (or at least non-violent criminal histories), those identified by political affiliations, and those identified by their employment. And as for age discrimination being banned only for those older than 40 – why have any floor at all for age discrimination?

Another huge hole is those identified by religion. While there are exemptions for religious organizations, there is currently no protection for persons who identify by those religions – people whose identities are shaped significantly by the beliefs and practices of their religion. A just community accommodates the rights and privileges of all the various and disparate identities of its residents.

A robust and inclusive ban on discrimination should extend to all aspects of public life. Anyone active in commerce should not have to keep their faith-driven practices in their closet at home (or in church!) Faith practitioners are entitled to the right to the free exercise of their religion. There is a compelling community interest in maintaining the free exercise of religion – not just talking about it, but exercising it.

The Scottsdale anti-discrimination ordinance should be completely anti-discriminatory. It should not be picking new winners and losers. Or, in the case of those identified by criminal records or ethnicities, re-confirming losers.

A couple of other issues: One, the "discrimination complaint administrator" should be appointed in the light of day and must operate with transparency. Processes should be in place to avoid predisposition towards one side or the other. There might also be administrators with a bias for some types of cases but with a bias against others, so formal and public review is appropriate. There needs to be a process for appealing a denial to proceed.

The second: There are two provisions that would penalize people for encouraging discrimination by business operators and for interfering with investigations/processes. Seems like these interfere with free speech, at least as I understand *Brandenburg v. Ohio*. While I am certainly not in favor of advocating discrimination, neither am I in favor of making unpopular opinions – or public criticism of government adjudicators – illegal. Denial of free speech is a worse look for Scottsdale than tolerating a few dissenters.

My notes on the draft as revised by the Human Relations Commission are attached. I truly hope you will consider what I have to say and make changes to the proposed ordinance. I realize it's late in the process and would further delay the passage. One might say, oh, we can always amend it later. But how long will that take – if ever? Why not do it right the first time?

Regards  
George

---

George E. Ertel                      480.250.5847                      Scottsdale, Arizona  
*"As iron sharpens iron, so one man sharpens another."*



4/15/21



Dear Mayor Ortega

Please vote NO on the anti-Discrimination ordinance. The unfortunate reality is that women's and girls' safety and privacy would be threatened, religious organizations such as adoption agencies would be severely compromised or forced to shut down and freedoms of speech would be severely hampered.

For example, fitness centers, swimming pools, etc would have to allow men who identify as a woman access to bathrooms and showers! How safe would one's wife, daughter, granddaughter feel showering next to a male?! Target has already implemented this policy in their store restrooms and there have been over a dozen cases of sexual abuse! I implore you to protect women & girls! Vote NO! Thank you! Sincerely, Lin Ann



- Eugene, Oregon: Convicted Sex Offender Accused of Looking Up Girls' Skirts in Target
- Bedford Police Dept: Man Arrested for Recording Juvenile Girls in Target Store
- CBS-DFW: Shopper Upset Man Allowed To Use Women's Dressing Room
- NY Daily News: Seattle man undresses in women's locker room to test new transgender bathroom rule
- Life Site News: Sexual predator jailed after claiming to be 'transgender' to assault women in shelter
- The Mercury News: Sex offender wearing fake breasts, wig arrested for loitering in womens' restroom
- Fox25Boston: Police searching for man caught peeping in Revere Target
- NY Times: Transgender Woman is charged with voyeurism at Target in Idaho



## Smetana, Rachel

---

**From:** bosbyc@aol.com  
**Sent:** Tuesday, April 20, 2021 7:51 AM  
**To:** City Council; Mayor David D. Ortega; bosbyc@aol.com  
**Subject:** Fwd: VOTE "NO" Nondiscrimination Ordinance

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

Please VOTE "NO" Nondiscrimination Ordinance.

-----Original Message-----

**From:** bosbyc@aol.com  
**To:** TCaputi@Scottsdaleaz.gov <TCaputi@Scottsdaleaz.gov>  
**Sent:** Tue, Apr 20, 2021 7:42 am  
**Subject:** Re: VOTE "NO" Nondiscrimination Ordinance

Ms. Tammy Caputi:

I've read the Ordinance.

This Ordinance DOES NOT protect people from discrimination and it DOES ENDANGER WOMEN. As per kidslivesafe.com, there are 503 sex offenders in the 85258 zip code area alone. A biological man who feels like a woman can enter a woman's bathroom, shower, locker room, this is ENDANGERING females. This is WRONG. How compassionate of you to say any predator who tries to enter a women's restroom or facility to do harm would be subject to arrest and prosecution-that's after someone has been traumatized, injured or worse!

If you want to address transgender discrimination, then propose separate facilities, bathrooms, shower, locker rooms, etc. for transgenders.

I certainly didn't appreciate your statement-Religious freedom should be used as a shield, not a sword.

I will thank you to VOTE "NO" on this Nondiscrimination Ordinance.

-----Original Message-----

**From:** Caputi, Tammy <TCaputi@Scottsdaleaz.gov>  
**To:** bosbyc@aol.com <bosbyc@aol.com>  
**Sent:** Mon, Apr 19, 2021 9:09 pm  
**Subject:** RE: VOTE "NO" Nondiscrimination Ordinance

Thanks for writing- Please read our Ordinance, which is posted on the city website.

This Ordinance is simply about protecting people from discrimination; it does nothing to endanger anyone.

Nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy.

Any predator who tries to enter a women's restroom or facility to do harm would be subject to arrest and prosecution just as they are today.

Religious freedom should be used as a shield, not a sword.

**Tammy Caputi**

Councilwoman, City of Scottsdale

3939 N. Drinkwater Blvd., Scottsdale, AZ 85251

[tcaputi@scottsdaleaz.gov](mailto:tcaputi@scottsdaleaz.gov)

(480) 312-7402

**From:** bosbyc@aol.com <bosbyc@aol.com>  
**Sent:** Monday, April 19, 2021 8:57 PM  
**To:** City Council <CityCouncil@scottsdaleaz.gov>  
**Subject:** VOTE "NO" Nondiscrimination Ordinance

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

Please vote NO to the proposed Nondiscrimination Ordinance. Our children, young ladies and women have a right to privacy and to be safe. Your constituents are counting on you to vote "NO."

Lynne White

412-716-5753

[bosbyc@aol.com](mailto:bosbyc@aol.com)

**Smetana, Rachel**

---

**From:** Caroline Crafts <sweet.caroline.coulson@gmail.com>  
**Sent:** Tuesday, April 20, 2021 7:43 AM  
**Cc:** City Council  
**Subject:** Re: Please pass the NDO

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

Hi Elected Officials,

My name is Caroline Coulson. I attend Desert Canyon Middle School and am in the seventh grade. My hope is that you vote tonight in support of anti-discrimination ordinance.

Since my time in Mrs. Ellis kindergarten class at Redfield, adults, coaches and teachers have always told me to be kind to one another and treat people equally. I try to make the world a better place by being nice to everyone I meet.

It seems silly that we don't have this ordinance in place already. I know discrimination is wrong. When I grow up and start working, I hope no employer would ever be so unkind to judge people based on their race, color, religion, sex, age, disability, national origin, sexual orientation or gender identity. Everyone deserves an equal chance. I hope you too know that discrimination is wrong and that you prove it by supporting this important ordinance for our city and community. This is important and a good thing to do.

Thanks for reading my opinion.

Sincerely,  
Caroline Coulson  
DCMS  
85259

On Mon, Apr 19, 2021 at 4:21 PM Kate Gibson <[gibson.kate.one@gmail.com](mailto:gibson.kate.one@gmail.com)> wrote:  
Honorable Mayor and Council,

I am writing to express my full support of the proposed Non-Discrimination Ordinance (NDO) to be heard by City Council on April 20, 2021. Please do not be dissuaded by the opposition's unfounded stance on the topic. As a family member and supporter of the LGBT community myself, I am shocked that we have not done this yet. As a resident, I expect my leaders to demonstrate care for one another, kindness and govern with principles based on equality. I was disappointed previously and hope this Honorable Council will lead with inclusion and decency.

The City of Scottsdale is a world-renowned destination city. Let's work together to truly make it inclusive for ALL of us; citizens, visitors and business owners alike. It is now time to be on the right side of history. I ask each member of the Scottsdale City Council to vote in favor of this ordinance as it is much needed and long overdue. Our children are watching, observing and deserve a future that truly embraces kindness and equality. It's time to do the right thing. Thank you for your service and commitment to our community.

Sincerely,  
Kate Gibson

**Smetana, Rachel**

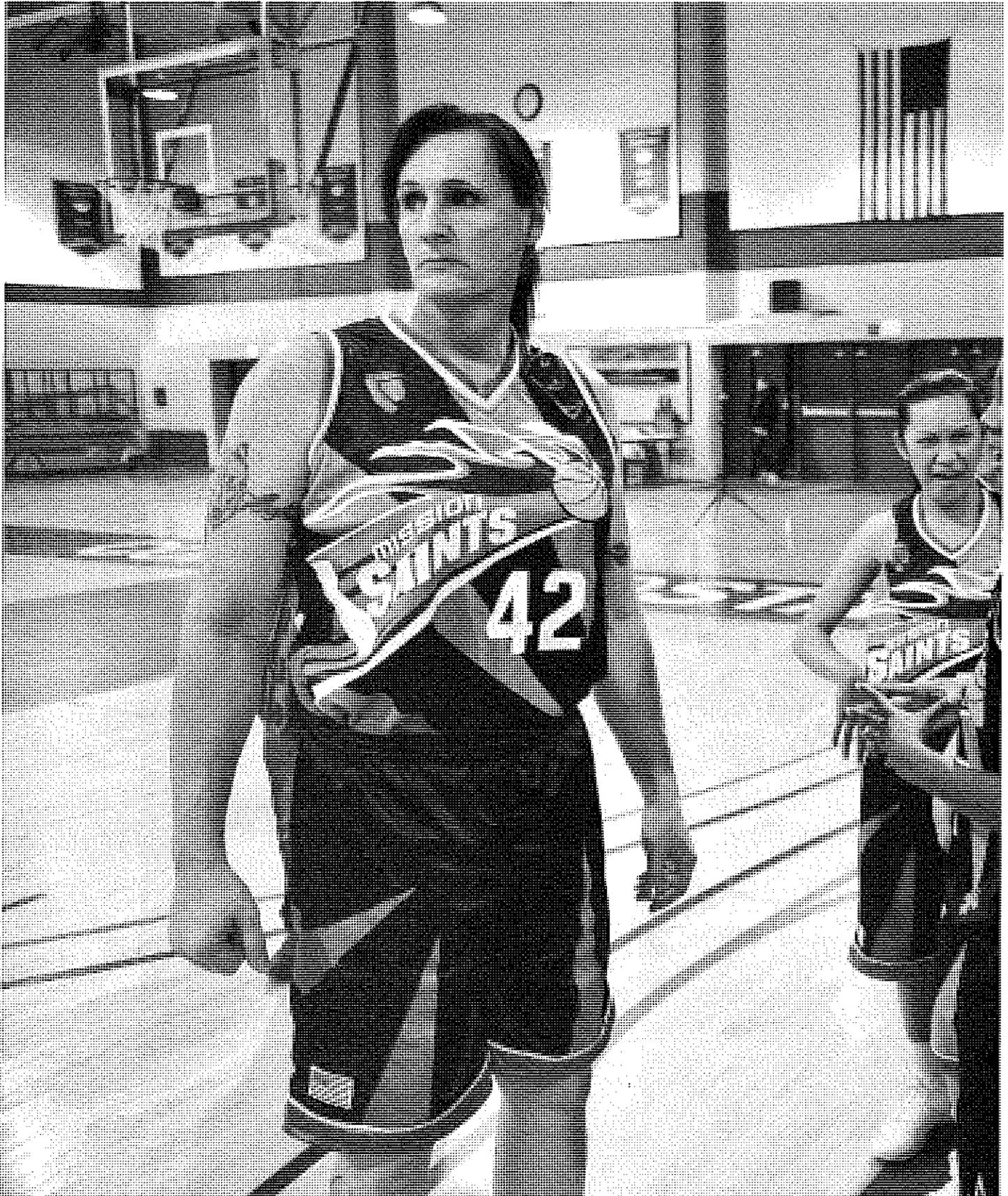
---

**From:** skalt@espstore.com  
**Sent:** Tuesday, April 20, 2021 6:46 AM  
**To:** City Council  
**Cc:** Mayor David D. Ortega  
**Subject:** RE: WOMEN's RIGHTS -- not transgenders

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

By the way – this happened, and it's wrong. 6'8" 220 pounds ex-navy soldier. 50 years old. Joined a girls college basketball team. Can shower with them. Imagine the opposing team without a giant dude on their team. This MAN pictured here is NOT a woman and does NOT belong in women's sports. Your silly proposed ordinance is paving the way for more of this garbage. STOP IT.





**From:** skalt@espstore.com <skalt@espstore.com>

**Sent:** Tuesday, April 20, 2021 6:43 AM

**To:** 'citycouncil@scottsdaleaz.gov' <citycouncil@scottsdaleaz.gov>

Cc: 'dortega@scottsdaleaz.gov' <dortega@scottsdaleaz.gov>

Subject: WOMEN's RIGHTS -- not transgenders

Good morning,

Please do NOT pass a bill that allows men / transgenders into ladies' rooms, locker rooms, or onto women's or girls' athletic teams.

The liberalism in this country is continuously crossing a line, and those of you who think this is a good idea are not moral, nor are you in favor of protecting young girls and their privacy.

I include an image of a 6' 8" 220-pound ex-navy soldier who has joined a girls college basketball team. He's 50 years old. Anyone who thinks this is right or okay is not decent or civil.

A transgender is NOT a woman. They may grow their hair, wear lipstick, wear ladies clothes and look silly. They may take hormones so they have less facial hair. But they are NOT women. They have never had a period, they cannot give birth, they have a penis, and can impregnate a girl.

BRUCE JENNER is still a man. He dresses like a lady, he changed his name, wears make-up and ladies clothes. **He is still attracted to and dates women.** He is A MAN. He has a penis and uses it for its intended purpose. Should he join a girls sporting team and be allowed into the locker rooms and showers with young girls when he is attracted to them? Should he be allowed to see young female athletes naked, changing clothes, showering? In the ladies room at Target? Should any transgender man with a penis, still likely attracted to women, be allowed to shower with your daughter, sister, or wife?

The politically correct pansying society embraces an illness and glorifies it as normal. STOP IT.

If you want to make sure they are hired for a job if they are the BEST candidate for a job, so be it. If you want to make sure they can marry, call it a civil union. HOLY MATRIMONY is marriage. Read the Bible. Marriage is between a man and a woman; a transvestite is NOT a woman. They may lead their lives as they wish, but do not push the immoral ways onto society.

Please think of every transgender man, pretending to be a woman, to be exactly like Bruce Jenner. STILL A MAN, with lipstick, wanting to see, date, touch, sleep with women. He is a MAN.

Do not pamper the less than 1% of society and force immoral and indecent regulations on 99%+ of MEN and WOMEN.

Thank you.

SK  
Mountain View Road

**Smetana, Rachel**

---

**From:** azsonnie@gmail.com  
**Sent:** Tuesday, April 20, 2021 5:57 AM  
**To:** City Council  
**Subject:** Public input Agenda #16 for 20 April 2021 city council hearing today

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

From the desk of Dr. Sonnie Kirtley, Science

8507 East Highland Avenue

Scottsdale, AZ 85251-1822

Text 602 717 3886

To: Honorable Scottsdale City Council Members

Re: Agenda Item #16 April 20, 2021 hearing

This letter is in VERY STRONG SUPPORT of the proposed Anti-Discrimination Ordinance 4497.

Scottsdale cannot and should never support any form of discrimination in the designated protected groups and their associates.

We are supposed to be a welcoming tourist destination and a learned community.

Let's show that to everyone by passing this ordinance with a council vote of 7-0.

Respectfully,

*s/ Sonnie Kirtley*

Sonnie Kirtley

Scottsdale resident 53 years and want to remain proud of that fact

## Smetana, Rachel

---

**From:** Lara Palles <lara.palles@gmail.com>  
**Sent:** Monday, April 19, 2021 11:50 PM  
**To:** City Council  
**Subject:** Support for the anti-discrimination ordinance

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

Dear City Council Members:

I know there are at least three of you who will be doing the right thing tomorrow and voting in favor of the anti-discrimination ordinance.

I almost didn't write this email because I felt that it's such common sense to pass this ordinance, how could anyone NOT vote for it?

Please make a statement that Scottsdale is a welcoming city that won't tolerate discrimination. Please do not be fooled by individuals who masquerade their intolerance as fear. Be the city you say you are and please vote unanimously to welcome everyone by making it illegal to discriminate against anyone.

With hope and faith,

Lara Palles  
Resident of Scottsdale  
480-231-7409

## Smetana, Rachel

---

**From:** Susan@susanwheeler.com  
**Sent:** Monday, April 19, 2021 11:28 PM  
**To:** City Council  
**Cc:** Lane, Benjamin  
**Subject:** Anti-discrimination Ordance  
**Attachments:** Dear Mayor Ortega and City Council Members.docx

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

Dear Mayor and City Council Members,

Please enter my letter into the record for the Anti-discrimination Ordinance

Thank you,

Susan Wheeler

[susan@susanwheeler.com](mailto:susan@susanwheeler.com)

602 390 5717

## Smetana, Rachel

---

**From:** Jill L. Lassen <jl.lassen@gmail.com>  
**Sent:** Monday, April 19, 2021 9:32 PM  
**To:** City Council; Mayor David D. Ortega; Feedback  
**Subject:** Please Pass the Non-Discrimination Ordinance!

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

Dear Council,

In 2021, this should not even be a question but I urge you to please pass third ordinance to protect vulnerable people in the LGBTQ community and others. I am a parent of a child in SUSD and I try to model acceptance of all people for who they are and want him to do the same with the rest of his classmates. Please protect this community, set the right example, and pass this ordinance so that we can truly be Open For Business for Everyone.

Thank you,  
Jill Lassen  
480-215-5654

--

Jill L. Lassen  
MCCFA Administrative Coordinator

-----  
p: (480)215-5654  
e: [jl.lassen@gmail.com](mailto:jl.lassen@gmail.com)  
w: [MCCFA.org](http://MCCFA.org)

Sent on iPhone 8, apologies for short terse and poor grammar or spelling.

**Smetana, Rachel**

---

**From:** Chris Bass <cjbass3333@yahoo.com>  
**Sent:** Monday, April 19, 2021 9:07 PM  
**To:** City Council  
**Subject:** Nondiscriminatory ordinance vote April 20

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

Please vote NO to the proposed Nondiscrimination Ordinance. Our children, young ladies and women have a right to privacy and to be safe. Your constituents are counting on you to vote "NO."

Chris Bass

Sent from Yahoo Mail on Android

**Smetana, Rachel**

---

**From:** bosbyc@aol.com  
**Sent:** Monday, April 19, 2021 8:57 PM  
**To:** City Council  
**Subject:** VOTE "NO" Nondiscrimination Ordinance

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

Please vote NO to the proposed Nondiscrimination Ordinance. Our children, young ladies and women have a right to privacy and to be safe. Your constituents are counting on you to vote "NO."

Lynne White  
412-716-5753  
bosbyc@aol.com

**Smetana, Rachel**

---

**From:** Lisa Cvach <lcvach@cox.net>  
**Sent:** Monday, April 19, 2021 8:43 PM  
**To:** City Council  
**Subject:** No on 4497

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

This is an ill advised ordinance that with harm businesses, faith based charities and will be unsafe for women and girls.  
Please vote no.

Sent from my iPhone

**Smetana, Rachel**

---

**From:** info@cogsaz.net  
**Sent:** Monday, April 19, 2021 7:39 PM  
**To:** City Council  
**Subject:** 7:30 pm Monday evening 19 April COGS rescinds the letter of support for the Anti-Discrimination Ordinance

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

Please rescind the previous message of "official support" for the Anti-Discrimination Ordinance from the COGS Board. We no longer have a majority of the Board supporting inclusion of their names. Those in support will send personal letters to the council prior to the Tuesday, 20 April hearing of Agenda #16.

Thank you,  
Sonnie Kirtley 602 717 3886

**Smetana, Rachel**

---

**From:** Leslie Duffy <lesliemduffy@gmail.com>  
**Sent:** Monday, April 19, 2021 6:20 PM  
**To:** Mayor David D. Ortega; City Council  
**Subject:** Ordinance 4497

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

Hello Mayor Ortega and City Council Members,

I am writing to request that you REJECT ordinance 4497 that will Eliminate basics rights of religious freedoms. This bill will do more harm than good to our community women and girls. I have a daughter and I strongly oppose this bill.

Thank you,

**Leslie M. Duffy**  
480-203-6003  
Lesliemduffy@gmail.com

Sent from my iPad

**Smetana, Rachel**

---

**From:** Neville Moses <nmoses@yahoo.com>  
**Sent:** Monday, April 19, 2021 5:22 PM  
**To:** City Council  
**Subject:** Vote NO on Anti-Discrimination ordinance

**⚠ External Email: Please use caution if opening links or attachments!**  
Good Day City Council!

Having lived in the Valley of the Sun since 2007, my family and I have been part of the Scottsdale landscape living, working and running multiple businesses - we call it home. We also did business with the City of Scottsdale and were grateful for the opportunity to serve our men in uniform through our business for a number of years.

I read an ordinance that is in front of you and was very concerned about the ramifications of the ill-advised 'so-called' Anti-Discrimination ordinance that the City of Scottsdale council will vote on this Tuesday, April 20th. Having followed the law of the City of Scottsdale, I know that our current protections are more than adequate for enforcing non-discrimination for those who need this protection. This law will seriously threaten the safety and privacy of women and girls, impact freedom of speech and violate the rights of religious organizations that are doing wonderful work among those who need it the most.

I urge you to vote NO!

Thank you for your consideration.

Kind regards.

N Moses  
[nmoses@yahoo.com](mailto:nmoses@yahoo.com)

**Smetana, Rachel**

---

**From:** Kate Gibson <gibson.kate.one@gmail.com>  
**Sent:** Monday, April 19, 2021 4:21 PM  
**To:** City Council  
**Cc:** Caroline Crafts; Thomas Coulson  
**Subject:** Please pass the NDO

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

Honorable Mayor and Council,

I am writing to express my full support of the proposed Non-Discrimination Ordinance (NDO) to be heard by City Council on April 20, 2021. Please do not be dissuaded by the oppositions unfounded stance on the topic. As a family member and supporter of the LGBT community myself, I am shocked that we have not done this yet. As a resident, I expect my leaders to demonstrate care for one another, kindness and govern with principles based on equality. I was disappointed previously and hope this Honorable Council will lead with inclusion and decency.

The City of Scottsdale is a world-renowned destination city. Let's work together to truly make it inclusive for ALL of us; citizens, visitors and business owners alike. It is now time to be on the right side of history. I ask each member of the Scottsdale City Council to vote in favor of this ordinance as it is much needed and long overdue. Our children are watching, observing and deserve a future that truly embraces kindness and equality. It's time to do the right thing. Thank you for your service and commitment to our community.

Sincerely,  
Kate Gibson

**Smetana, Rachel**

---

**From:** Brian Taylor <briantaylor301@hotmail.com>  
**Sent:** Monday, April 19, 2021 4:10 PM  
**To:** Mayor David D. Ortega  
**Cc:** City Council  
**Subject:** YOUR VOTES

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

Good afternoon Mayor David Ortega,

I am sending this email to ask you and the city council to OPPOSE the proposed nondiscrimination ordinance when the vote comes up tomorrow. Thank you kindly.

## Smetana, Rachel

---

**From:** Julie Rees <Julie@triadvocates.com>  
**Sent:** Monday, April 19, 2021 3:48 PM  
**To:** City Council  
**Cc:** Stockwell, Brent; Lundahl, Brad; Jarryd Davis; Mike Gardner  
**Subject:** Support for Item #16 Anti-Discrimination Ordinance  
**Attachments:** City of Scottsdale Anti-Discrimination Ordinance Letter of Support\_.pdf

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

Honorable Mayor and City Council Members,

On behalf of Zillow, it is my pleasure to submit the attached letter of support for Item #16 Anti-Discrimination Ordinance on your 4/20 Council Agenda. We appreciate the tremendous work that you and your staff have done to bring this forward.

Best,  
Julie  
Julie Rees

 TRIAD VOCATES  
MULTIPLIPLY CONNECTIONS

602.625.0400  
40 N. Central, Suite 1980  
Phoenix, AZ 85004  
[www.triadvocates.com](http://www.triadvocates.com)

7955 E. CHAPARRAL RD., SCOTTSDALE, AZ 85250



Mayor David Ortega  
3939 N. Drinkwater Blvd.  
Scottsdale City Hall  
Scottsdale, AZ 85251

April 19, 2021

Dear Mayor Ortega and Scottsdale City Council Members,

Recently I read a report from District 23 of the Republican Party of Arizona which relates to the pending bill of "nondiscrimination laws" which will be voted on by the Scottsdale City Council on Tuesday, April 20<sup>th</sup>. This letter takes into consideration certain items of that bill which I am opposed to. I am focusing mainly on two aspects of this bill itself.

The following are some of my thoughts which I hope you will consider in your discussion before voting on this bill. This bill, as it stands now, will not help but will hinder the assimilation and progress of our community. It will put a lot of roadblocks to the unification of our city. The thoughts brought out in this bill will confuse and change the whole course of everyone's lives. Carefully intertwined in the words are things that will tear apart everything in our society that we hold dear in our lives. It will change the world as we know it. We will view individuals – our neighbors and perhaps friends - in a different light. Think carefully before making your decision. It will make a huge change in the lives of everyone in Scottsdale – and, in my opinion, not for the better. We will be going down the road of no return. While giving certain rights to some citizens, it will be taking away the rights of many more.

According to the above report, this new law enables men who identify as women to be able to use women's facilities, such as those at the pools. This latest bill adheres to the fact that it would be discriminating against males, who claim they are females, not to be able to use these facilities. In my opinion, the ones who are really being discriminated against are young females of perhaps 6 to 16 whose rights of privacy are being violated (and perhaps you could go to ages 64 or 65!). This, to me, is far more discriminating than just accommodating a male – young or old – to be able to use a different changing room. This is a definite discrimination against females whose rights are being violated. To have a nude male where there is no obvious sex transformation (but one who just claims he is a female), is a rather unsettling thing for a young female child who has had no experience with this kind of thing. It also opens up the opportunity for sexual abuse to young children, and where the male is seeking to have contact – take advantage of - a young female.

On another note, with regard to Christian bookstores (as mentioned in the bill) .....my church, First Church of Christ, Scientist, Scottsdale, maintains a Reading Room (which also functions as a religious bookstore) at 4301 Winfield Scott Plaza in Scottsdale. It was first located on Fifth

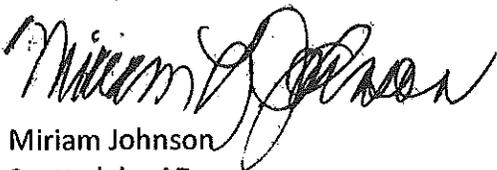


Avenue and has been a member of this community for over 70 years. As I understand it, according to the new laws, if we needed an employee, we might be forced to hire somebody who does not aspire to the high standards of Christianity as espoused by our church. As well, our by-laws indicate that the Reading Room librarian must be a member of our church. This imposition altogether goes against our by-laws and everything we stand for. In so many words, this is a violation of our freedom of religion – as well as our freedom of speech. What happened to the Declaration of Independence and the Constitution where the rights of the individual are clearly spelled out? Is not this cause for concern – not only as to where our country is headed – but as to where our values and rights are. You might think we are living in a socialist or Marxist country where the decisions are made by the government, not by the people. Our church cannot be a part of this – and will not stand for this forced standard of law. Our rights as citizens of this country – as well as of this community – must be honored and upheld. We have a right to maintain the standards and values of our religion. There is no other way in a free country.

I am definitely not opposed to non discrimination – but it has to be done in the right way. It cannot take away the rights of the innocent. The point could be brought up that a lot of the violence we see in our society today might be due to the fact that there is so much mental turmoil and dissatisfaction with who and what each one is as an individual.. We want to change everything in our lives - our identity and selfhood must be completely overhauled. But perhaps we're looking in the wrong place. It is just a thought that if the human condition were more peaceful and content with who we are as individuals within our own selves, the unhappiness and dissatisfaction in general that seems to pervade our country would not be taken out as frustration in society - as in so many gun shootings, riots and unrest. The hopelessness would ultimately disappear. We have to find peace and satisfaction within ourselves – a hard task, but certainly attainable if pursued in the right way. We must strive diligently to keep our country with its ultimate goal of freedom, respectability and honor. Be careful what you vote for – or you may see it coming back to haunt you, and it has been discovered that we have lost our freedoms which we so diligently sought - and fought for - years ago.

Thank you for your attention to these considerations.

Sincerely,

A handwritten signature in black ink, appearing to read "Miriam Johnson". The signature is fluid and cursive, with the first name "Miriam" being more prominent and the last name "Johnson" following in a similar style.

Miriam Johnson  
Scottsdale, AZ



## Feedback

---

**From:** JOHN AINLAY <jrainlay@aol.com>  
**Sent:** Monday, April 19, 2021 6:10 PM  
**To:** Feedback  
**Subject:** Scottsdale Non-Discrimination Ordinance - Support

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

Honorable Mayor Dave Ortega and Other Members of Scottsdale City Council,

I am writing in strong support of the proposed Scottsdale Non-Discrimination Ordinance (NDO).

Like many people who live in this state, I am not a native Arizonan. I was born and raised in rural northern Indiana, schooled in St Louis, MO and employed in Chicago, IL for thirty-five years until my retirement in 2013. But as a 21-year resident of Scottsdale, I have come to love this community and feel that it truly is my home. I am emotionally, intellectually, socially and financially invested here and I know I will spend the rest of my days in this city. Consequently, I want Scottsdale to be the best it can be, now and in the future.

Toward this end, I believe it is imperative that the proposed NDO be passed without amendment. Protecting the rights of all our citizens by rejecting irrational discrimination and ensuring equal access to employment, housing, services and opportunity is not only the right thing to do morally, it is also the right thing to do to help the city attract and retain the best new businesses and talent.

I therefore urge you to pass Scottsdale's proposed non-discrimination ordinance so that the benefits of living here are available to everyone and conditions exist for our city to continue its growth, prosperity and leadership for the benefit of all its citizens.

Respectfully,

John R Ainlay

11367 E Desert Vista Road

Scottsdale, AZ 85255

480-473-7439

## Feedback

---

**From:** Allison Barkley <abarkleyaz@gmail.com>  
**Sent:** Wednesday, April 14, 2021 9:03 PM  
**To:** Feedback  
**Subject:** Ordinance 4497

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

Dear City Council members and Mayor Ortega, As a Christian, I am urging you to vote NO on Ordinance 4497.

Thank you,  
Allison Barkley

## Feedback

---

**From:** Denny Brown <dennydowntownbrown@gmail.com>  
**Sent:** Monday, April 19, 2021 2:12 PM  
**To:** Feedback  
**Subject:** Non-discrimination

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

Hi Crew,

It's time to pass this, its the right thing to do. For our image as a city, for those folks effected and for the economy.

Denny Brown 480.209.4216

---

**From:** Susan@susanwheeler.com  
**Sent:** Tuesday, April 20, 2021 8:01 AM  
**To:** City Council  
**Cc:** Lane, Benjamin  
**Subject:** FW: April 15 Action Alert - City of Scottsdale

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

Dear Mayor and City Council  
This is a follow up to my email to you last night,  
This is where I got my information from about the bill today,  
Susan Wheeler

## District 23 Republican Committee

*The Republican Party of Scottsdale,  
Fountain Hills, and Rio Verde*

**FOR TRUTH AND FREEDOM - AMERICA FIRST!**

**[www.ld23gop.org](http://www.ld23gop.org)**



April 15 Action Alert  
City of Scottsdale

---

## A Message from Center for Arizona Policy:

### Oppose the Scottsdale Ordinance - Speak Up for Women's and Girls' Privacy

Next Tuesday, April 20, your Scottsdale City Council will consider a new ordinance to add sexual orientation and gender identity to the protected classes in the city's nondiscrimination laws. These "nondiscrimination laws" are meant to be a shield to protect people from unjust discrimination. However, the proposed Scottsdale ordinance would be used as a sword against individuals and organizations who have a historic understanding of marriage and gender.

The Scottsdale proposal would mean the following:

- Fitness centers, water parks, public swimming pools, and similar facilities would have to allow all men identifying as women access to women's showers, locker rooms, and bathrooms.
- Women's domestic violence shelters would be forced to allow a man identifying as a woman to share living quarters, showers, and bathrooms with vulnerable and abused women.
- Sex-specific jobs like an employee at a women's shelter could not be denied to a man identifying as a woman.
- Faith-based adoption agencies would be forced, against their beliefs, to choose between placing children in same-sex households or closing down their adoption services.
- Wedding vendors like cake bakers and florists would be forced to choose between their livelihood and their faith.
- A religious bookstore would not be free to require all employees to adhere to their religious beliefs.

The Scottsdale ordinance undermines constitutional freedoms of speech and religion, threatens women's and girls' privacy, and limits religious organizations that serve communities.

#### Action Needed:

1. [Click here](#) to contact Mayor David Ortega and the Scottsdale City Council today. Ask them to oppose the proposed nondiscrimination ordinance!
2. Forward this email to a friend and invite them to also contact their lawmakers.
3. Pray! Pray Scottsdale will not pass this legislation.

**Support CAP**

---

*Paid for and authorized by District 23 Republican Committee.*

District 23 Republican Committee | [www.Id23gop.org](http://www.Id23gop.org)

District 23 Republican Committee | 8776 East Shea Blvd, Suite 106-341, Scottsdale, AZ 85260

[Unsubscribe guardbadenoch@cox.net](mailto:unsubscribe_guardbadenoch@cox.net)

[Update Profile](#) | [Customer Contact Data Notice](#)

Sent by [news@ld23gop.org](mailto:news@ld23gop.org)

---

**From:** Susan@susanwheeler.com  
**Sent:** Monday, April 19, 2021 11:28 PM  
**To:** City Council  
**Cc:** Lane, Benjamin  
**Subject:** Anti-discrimination Ordinance  
**Attachments:** Dear Mayor Ortega and City Council Members.docx

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

Dear Mayor and City Council Members,  
Please enter my letter into the record for the Anti-discrimination Ordinance

Thank you,  
Susan Wheeler  
[susan@susanwheeler.com](mailto:susan@susanwheeler.com)  
602 390 5717

Dear Mayor Ortega and City Council Members,

Tomorrow you are going to be considering the Anti-Discrimination Ordinance and I would like to put in the record my objections to the Ordinance.

First I don't think anyone or any group should be able to put a Business "Out of Business" due to Religious Beliefs. Small Businesses have very small margins to be successful. This Ordinance is about Anti-discrimination, Aren't you setting up Christians to be discriminated against because they believe a marriage is between a man and a woman and it would be against their beliefs To service a marriage between two men or two women? The solution is simple, go to another business that has no problems servicing you or even start your own business to service these marriages.

We live in a Country where Freedom is for everyone, two men or two women can feel free to get married and a florist needs to be free to say no, I can't service your wedding. Every Citizen of America needs to have the same freedoms. Christians need to be free to live with their beliefs.

I would also like to write about Christian Book Stores. I am the Librarian at the Christian Science Reading Room, Which would be considered a Christian Book Store. We only sell Books and literature published by The First Church of Christ, Scientist in Boston, Mass. Also known as "The Mother Church".

I understand, in this Ordinance, that Christian Book Stores cannot make an employee embrace the beliefs of the Church and cannot not hire a person for that reason. This puts the Ordinance in direct conflict with our Church. According to the Manual of The Mother Church, you have to be a member of The Mother Church and of the Branch Church.

In order to join The Mother Church you have to embrace the Tenants of the Church and be a practicing Christian Scientist. In order to join our Branch Church you have "to be free from the use of drugs, alcohol, tobacco, and all other material remedies".

Our Church and Reading Room has been part of the City for over 70 years. Mrs. McCormick called one of our members and suggested that we should put on Reading Room on the new road Scottsdale is planning. We were the first Business on 5<sup>th</sup> Avenue. The Member was

Dorothy Patterson, she was a Christian Science Practitioner, she owned “the Ride and Rock Ranch, she was the first Woman to join the Scottsdale Chamber of Commerce, and it has been said that She and her horse lead the Prada del Sol a few times.

Our Church is located at 6427 E Indian School Road, Our first services were held at Mrs. Wagner’s Tea Room on Main Street, later we moved to Ms. Bettina Rubicon’s business building on Indian School. We build our in the early 1960’s. T.S. Montgomery was the architect. The beauty and functionality of the building design was acknowledged in 2014 when church officers were presented the Scottsdale Environmental Design Award.

Our Reading Room is located at 4301 N Winfield Scott Plaza. The statute, across from the Little Red School House, of Helen sitting on Maud, the mule, with Winfield Scott standing next to them was arranged by Lois Fitch, she raised the money and hired Artist George Ann Tognoni, They were both Christian Scientist.

Winfield Scott, the founder of Scottsdale, was a Chaplain. This leads to the upholding the Historic history of Downtown Scottsdale, which should also be applied to all of Scottsdale.

“Chaplain Scott was noted as a large hearted, fare minded citizen and neighbor. He was sound and outspoken on all of the vital issues that were important. (Chap Xii P.171 Richard E Lynch Winfield Scott – a Biography of Scottsdale Founder)

I’m asking you to value some of the original Principles for which this town was founded

Please vote No, you won’t be voting against people or lifestyles, but you will be voting to support our Town.

Susan Wheeler

[susan@susanwheeler.com](mailto:susan@susanwheeler.com)

see bio on next page

bio of Susan Wheeler

Moved into Scottsdale in 1980

We had horses on our 2.5 acre property,

Moved to my home have lived here since 1988

\*Dawn Brokaw and I worked with city and got the Cactus Acres Plan adopted in 1990.

I have served on the following:

\*Parks Commission for 3 years, 1 year Chairman

\*Started Scottsdale Equestrian Association

\*Served on West World Task Force

\*Served on the McDowell Mountain Task Force

\*Served on Save our McDowells

\*Served on the McDowell Sonoran Preserve Task Force  
(people on the committee only wanted to put ½ of the State land in the Preserve, I convinced them to put it all in Preserve)

\*Served on every Trail Committee

\*Served on 4 or 5 General Plan Committees

\*Tops which led to the Downtown Task Force, chaired the Transportation Committee.

\*Spoke at most CC meetings For Ranch Use Permits

## Feedback

---

**From:** Ryan Johnson <phxryan67@hotmail.com>  
**Sent:** Friday, April 16, 2021 4:31 PM  
**To:** Feedback  
**Subject:** Strongly support anti-discrimination ordinance

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

Dear Mayor and Council,

The City of Scottsdale is long-overdue for an anti-discrimination ordinance. I fully support the recommendation of the City's Human Rights Commission and could not agree more with the Mayor's comment equality is a critical community value for Scottsdale -- a city that I have lived in for more than 20 years. This will send a strong positive message to our business community and to our tourism sector. Should it fail to pass, I fear that it could be a serious detriment to these sectors--and to our economy.

I see that Scottsdale would be joining other Arizona cities such as Flagstaff, Phoenix, Sedona, Tempe, Tucson, Winslow in this regard. That's great; as I said above, this is overdue. My strong preference would be to put Scottsdale back into a leadership position on issues such as this.

Respectfully, Ryan Johnson, Sorrel Lane, Scottsdale 85259

## Feedback

---

**From:** Marta Kos <marta2004k@yahoo.com>  
**Sent:** Wednesday, April 14, 2021 3:22 PM  
**To:** Feedback  
**Subject:** MANDATING BELIEFS/ SILENCING SPEECH

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

Dear Scottsdale City Council,

Please vote NO on [Ordinance 4497](#). Those who believe there are 2 genders should not be punished nor suffer from Loss of jobs or city contracts for affirming traditional genders.

Thank you,

A Patriot

## Feedback

---

**From:** Jill L. Lassen <jl.lassen@gmail.com>  
**Sent:** Monday, April 19, 2021 9:32 PM  
**To:** City Council; Mayor David D. Ortega; Feedback  
**Subject:** Please Pass the Non-Discrimination Ordinance!

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

Dear Council,

In 2021, this should not even be a question but I urge you to please pass third ordinance to protect vulnerable people in the LGBTQ community and others. I am a parent of a child in SUSD and I try to model acceptance of all people for who they are and want him to do the same with the rest of his classmates. Please protect this community, set the right example, and pass this ordinance so that we can truly be Open For Business for Everyone.

Thank you,  
Jill Lassen  
480-215-5654

--

Jill L. Lassen  
MCCFA Administrative Coordinator

-----

p: (480)215-5654

e: [jl.lassen@gmail.com](mailto:jl.lassen@gmail.com)

w: MCCFA.org

Sent on iPhone 8, apologies for short terse and poor grammar or spelling.

## Feedback

---

**From:** Leslie Offidani <olesliek@gmail.com>  
**Sent:** Wednesday, April 14, 2021 4:55 PM  
**To:** Feedback  
**Subject:** Ordin 4497

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

Please vote no on ordinance 4497. The government is playing big-brother far too much. It is easy to be heavy-handed when you can, especially when spending other-people's money. Please vote no on ordinance 4497.

Leslie Offidani  
(602) 663-8050

## Feedback

---

**From:** Raquelle <rpantano@cox.net>  
**Sent:** Sunday, April 18, 2021 11:38 AM  
**To:** Feedback  
**Subject:** No Vote Ordinance 4497

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

Mayor Ortega and City Council,

Very simply, I affirm traditional genders. The fact that I have to spend time to communicate this to you should let you know that I feel very deeply about this and -never- thought I'd have to write each of you. Changing our ordinances and laws to fit the surgical procedures that people choose means that each person is free to use science how they wish, however, changing laws and ordinances based on medical procedures is a slippery slope.

Vote No on Ordinance 4497

Sincerely,  
Raquelle Pantano

Raquelle Pantano  
10240 E. Penstamin Dr.  
Scottsdale, AZ 85255

**From:** [Sandy Adler](#)  
**To:** [Feedback](#)  
**Subject:** Support Nondiscrimination Laws  
**Date:** Wednesday, April 14, 2021 3:13:14 PM

---

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

To Mayor Ortega and the City Council,  
Please proceed with the proposed nondiscrimination laws...I am proud that I live in a city that supports diversity and inclusion.

Thank you,  
Sandy Adler

--

Sandy Adler ABR, CRS, Realtor  
THE ADLERS  
Arizona Best Real Estate  
Direct: 480-250-5400  
FAX: 480-483-7439  
[www.bestarizonahomes.com](http://www.bestarizonahomes.com)

"The highest compliment you can give me is to introduce me to your friends, family and colleagues who need professional real estate help."

## Cordova, Rommel

---

**From:** Lane, Benjamin  
**Sent:** Tuesday, April 20, 2021 1:20 PM  
**To:** Mayor David D. Ortega; Janik, Betty; Caputi, Tammy; Durham, Thomas; Littlefield, Kathy; Milhaven, Linda; Whitehead, Solange  
**Cc:** Thompson, Jim; Scott, Sherry; Walker, Sharron; Doyle, Judy; Stockwell, Brent; Murphy, Bill; Cini, Sharon  
**Subject:** FW: Scottsdale Anti-Discrimination Ordinance  
**Attachments:** Councilmember Caputi - Scottsdale Anti-Disrimination Ordinance Letter of Support.docx

Honorable Mayor and Members of the City Council,

Councilwoman Caputi asked that the attached letter be shared with the Mayor and other Councilmembers.

Thank you,  
Ben



Ben Lane | City Clerk  
**City of Scottsdale**  
3939 N. Drinkwater Blvd. | Scottsdale, AZ 85251  
480-312-2411 | [scottsdaleaz.gov](http://scottsdaleaz.gov)

---

**From:** Caputi, Tammy <TCaputi@Scottsdaleaz.gov>  
**Sent:** Tuesday, April 20, 2021 1:10 PM  
**To:** Lane, Benjamin <BLane@Scottsdaleaz.gov>  
**Subject:** FW: Scottsdale Anti-Discrimination Ordinance

Ben:  
Please share with Council? Thank you!

**Tammy Caputi**  
Councilwoman, City of Scottsdale  
3939 N. Drinkwater Blvd., Scottsdale, AZ 85251  
[tcaputi@scottsdaleaz.gov](mailto:tcaputi@scottsdaleaz.gov)  
(480) 312-7402

---

**From:** Wymer, Nathan P <WYMERN@nationwide.com>  
**Sent:** Tuesday, April 20, 2021 12:07 PM  
**To:** Caputi, Tammy <TCaputi@Scottsdaleaz.gov>  
**Cc:** Ryan Smith <[rsmithaz@gmail.com](mailto:rsmithaz@gmail.com)>  
**Subject:** Scottsdale Anti-Discrimination Ordinance

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

Councilmember Caputi, please find a letter of support for the proposed Anti-Discrimination ordinance as we appreciate your on-going leadership on this issue. Thank you.

Nathan



**Nationwide®**  
is on your side



**Nathan P. Wymer**

Associate Vice President  
Proud Nationwide Member  
Office of the Chief Legal Officer | Government Relations  
W 614.249.7041  
C 614.264.2644  
[wymern@nationwide.com](mailto:wymern@nationwide.com)



April 20, 2021

The Honorable Tammy Caputi  
Scottsdale City Council  
3939 N. Drinkwater Blvd  
Scottsdale, AZ 85251

Dear Councilmember Caputi,

Nationwide values the history the company has had in the City of Scottsdale for over 35 years. Our associates live, work and entertain their families throughout the city every day. As one of the city's largest employers, we feel it is important to be vocal whenever there is a public policy discussion that may impact our associates.

Nationwide fully supports the proposed Scottsdale Anti-Discrimination Ordinance and urges the City Council to vote yes when presented with the opportunity to do so. The City of Scottsdale has always been a community that welcomes all individuals, and this ordinance is an essential step in reiterating this also includes the LGBTQ+ community.

While many companies and organizations have taken first steps in this past year to address issues of racism and social justice, Nationwide has been focused on diversity, equity and inclusion for many years. More than 15 years ago, the company had the courage to create an Office of Diversity and Inclusion and a Chief Diversity Officer role to demonstrate the organizations unwavering commitment to address diversity, equity and inclusion for all, not only in words, but actions.

Many companies and communities talk about diversity, but equity and inclusion are equally important. no inclusion. Nationwide and the City of Scottsdale is doing it the right way and helping make a difference in the lives of its employees and in the community.

Nationwide chose Scottsdale as a headquarter location because our associates love the city they work in and the unlimited potential it provides to their families. Passage of the Anti-Discrimination Ordinance signals that Scottsdale truly is a Golden Rule City and shares the values Nationwide has supported since its founding.

I want to thank you for your consideration in support of the proposed Scottsdale Anti-Discrimination Ordinance.

Sincerely,



**Nationwide**  
is on your side

A handwritten signature in black ink, appearing to read 'Angela B'. The letters are fluid and cursive, with a long horizontal stroke extending from the end of the 'B'.

Angela Bretz  
Nationwide Chief Diversity, Equity and Inclusion Officer

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Monday, April 19, 2021 4:41 PM  
**To:** Smetana, Rachel  
**Subject:** FW: HonorHealth Letter of Support for Anti-Discrimination Ordinance  
**Attachments:** HonorHealth\_ADO support letter\_Apr 2021.pdf

**From:** Michelle Pabis <mpabis@honorhealth.com>  
**Sent:** Monday, April 19, 2021 4:30 PM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Littlefield, Kathy <KLittlefield@Scottsdaleaz.gov>; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>  
**Cc:** Thompson, Jim <JThompson@Scottsdaleaz.gov>; Cini, Sharon <SCini@Scottsdaleaz.gov>  
**Subject:** HonorHealth Letter of Support for Anti-Discrimination Ordinance

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

Dear Honorable Mayor and City Councilmembers,

Please find attached letter of support from HonorHealth for the proposed Anti-Discrimination Ordinance on the April 20 council meeting agenda. Thank you for your consideration and leadership on this issue.

Michelle Pabis  
Vice President, Government & Community Affairs  
HonorHealth  
(480) 276-7519  
[mpabis@honorhealth.com](mailto:mpabis@honorhealth.com)

April 19, 2021

The Honorable Mayor and City Council  
Scottsdale City Council  
3939 N. Drinkwater Blvd.  
Scottsdale, AZ 85251

Dear Mayor and Councilmembers,

HonorHealth is committed to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age, race, sex, sexual orientation, gender identity or expression, color, religion, national origin, disability, military status (including veterans), genetic information, or any other status protected by applicable federal, state or local law. We are committed to these principles because they improve our workforce, our patient experience and ultimately our community.

As the largest employer in Scottsdale, HonorHealth urges you to pass an anti-discrimination ordinance that protects and promotes a diverse and inclusive Scottsdale. As we compete against other cities for a 21<sup>st</sup> century workforce, it is important that Scottsdale be recognized as a champion for inclusion and equality for all.

HonorHealth is committed to the health and economic well-being of our community. As our leaders in Scottsdale, I know you are dedicated to the same. Please support and adopt the anti-discrimination ordinance as recommended by the Human Relations Commission.

Sincerely,



Todd LaPorte  
CEO

**Smetana, Rachel**

---

**From:** Ackerman, Wendy M. <Ackerman.Wendy@mayo.edu> on behalf of Gray, Richard J., M.D. <gray.richard@mayo.edu>  
**Sent:** Tuesday, April 20, 2021 11:10 AM  
**To:** Mayor David D. Ortega; City Council  
**Cc:** Menkosky, Paula E.; McVeigh, James T. (Jim)  
**Subject:** In Support of Scottsdale's Proposed Anti-Discrimination Ordinance

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

*Mayo Clinic joins other civic and business leaders in support of the City of Scottsdale's anti-discrimination ordinance.*

*Scottsdale has a well-deserved reputation as a welcoming and inclusive city. Each year thousands of patients from every state and more than 70 countries travel here to seek answers from our experts at Mayo Clinic. We feel it's crucial that our patients feel welcome no matter their background or identity.*

*Mayo Clinic also competes with universities and medical centers around the world to recruit and retain the brightest physicians, scientists, allied health professionals and students. These talented people come from every background and walk of life and contribute much to our vibrant community. A stated policy of anti-discrimination assures them that this is a welcoming place to live and raise families.*

*We are proud of our 30-plus year association with the City of Scottsdale and, in the spirit of equity and inclusion, encourage the City Council to support this ordinance.*

*With Gratitude,*

**Richard J. Gray, M.D.**  
*Chief Executive Officer, Mayo Clinic in Arizona*

**Paula E. Menkosky**  
*Chief Administrative Officer, Mayo Clinic in Arizona*

## Corsette, Kelly

---

**Subject:** FW: Center for Arizona Policy - Scottsdale Anti-Discrimination Ordinance  
**Attachments:** Scottsdale Anti-Discrimination Ordinance.Center for Arizona Policy.pdf

**From:** Cathi\_Herrod <cathi\_herrod@azpolicy.org>

**Sent:** Tuesday, April 20, 2021 10:55 AM

**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; Janik, Betty <BJanik@Scottsdaleaz.gov>; Caputi, Tammy <TCaputi@Scottsdaleaz.gov>; Durham, Thomas <TDurham@Scottsdaleaz.gov>; Littlefield, Kathy <KLittlefield@Scottsdaleaz.gov>; Milhaven, Linda <LMilhaven@scottsdaleaz.gov>; Whitehead, Solange <SWhitehead@Scottsdaleaz.gov>

**Subject:** Center for Arizona Policy - Scottsdale Anti-Discrimination Ordinance

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

Please find the enclosed letter regarding tonight's consideration of Anti-Discrimination Ordinance, No. 4497.

Cathi Herrod  
President



602-424-2525 | Fax: 602-424-2530

[www.azpolicy.org](http://www.azpolicy.org) | [Subscribe to Engage Arizona](#)

---

TO: Mayor and Council, City of Scottsdale  
Mayor David Ortega, Vice Mayor Betty Janik, Councilwoman Tammy Caputi,  
Councilmember Tom Durham, Councilwoman Kathy Littlefield, Councilmember Linda Milhaven,  
Councilwoman Solange Whitehead

FROM: Cathi Herrod, Esq.

DATE: April 20, 2021 via email

RE: Anti-Discrimination Ordinance, No. 4497

On behalf of many Scottsdale residents, we request that you delay the April 20 vote in order to hear from more citizens and consider amendments. Not all interested parties have been afforded the opportunity to participate in the ordinance's drafting.

I have received some responses the city has provided to residents about issues raised by the ordinance. I have included those responses below.

These laws do not solve problems, they create them. SOGI laws undermine constitutional freedoms of speech and religion, threaten women's and girls' equality and privacy, and limit religious organizations that serve communities.

Nondiscrimination laws are intended to be a *shield* to protect people from unjust discrimination. Laws adding the so-called classes of sexual orientation and gender identity (SOGI) are used as a *sword* against individuals and organizations that have a historic understanding of marriage, sexuality, and gender.

*City's response: Scottsdale is creating a new anti-discrimination ordinance that prohibits discrimination in public accommodations, employment and housing on the basis of race, color, religion, sex, national origin, age, sexual orientation, gender identify or disability, it is not adding to an existing anti-discrimination ordinance. There is nothing in the ordinance permitting discrimination on the basis of religious beliefs regarding marriage and gender, in fact, religion is a protected class throughout the ordinance, and Sec. 15-11 states that the ordinance will be interpreted consistent with the First Amendment, including freedom of religion. In addition, Ordinance No. 4497 provides the opportunity in 15-19(D) for anyone accused of discrimination to provide a written response, which provides a shield as well for those accused based on free exercise of their religious beliefs.*

If that is the case, then the city should clarify the Sec. 15-11 language to state that those holding that view will be protected under the ordinance also.

Our further concerns are as follows:

1. Single-sex facilities would be required to allow men identifying as women access. The concern goes far beyond whether or not a sexual predator would have access. A key problem is the lack of regard for the privacy of girls and women.
  - a. Public swimming pools' changing facilities for females would be open to men identifying as women thereby exposing young girls. The same goes for water parks, fitness centers, and retail establishments. It would impose a severe financial burden on such places to convert all of their changing rooms, restrooms, and similar spaces into lockable single-user rooms.
  - b. Businesses not wishing to expose female employees or clients to men identifying as women in female facilities would be required to change restrooms and fitting rooms to single, one- person only facilities at great expenses—especially for small businesses owners.

---

*City's response: The ordinance does not address the issue of restrooms and locker rooms. Nothing in the ordinance would prohibit a business from posting such facilities for men only, or for women only, or having gender neutral facilities. Nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. People in Scottsdale currently must choose which restroom or similar facility to use and one would assume they choose the facility associated with the gender with which they identify. Nothing in the ordinance would change that. That being said, if a business or employer took it upon themselves to post discriminatory signage or attempt to harm or harass people or invade their privacy to make determinations about who was sufficiently male or female to use a given restroom or facility, it is possible that they would run afoul of existing laws, or the ordinance. Nothing in the ordinance would force women's domestic violence shelters, or anyone else, to require people to share living quarters, showers, and bathrooms.*

While you may state that you are not changing public restrooms' designations, you are changing who may be able to use these types of facilities. The ordinance would allow a male who identifies as a woman to use the female facilities. I encourage the city to be accurate in the impact of adding gender identity as a protected class in the ordinance.

2. Single-sex sports teams would have to allow males identifying as females to compete as women in girls' leagues. This not only deprives women of fairness on the playing field, but it could also result in them losing championships, spots on the podium, and could even jeopardize their physical safety in contact sports.
3. Domestic violence shelters would be required to allow men identifying as women to share sleeping quarters and shower facilities with women, many of whom are fleeing abusive situations or even sex trafficking. For instance, a similar ordinance in Anchorage, Alaska resulted in this situation.
4. Similar ordinances in other jurisdictions have been used to force faith-based adoption agencies that contract with the government to place children, to choose between following government edicts on child placement or following their beliefs. By June, the U.S. Supreme Court will issue its ruling on the constitutionality of a similar ordinance from Pennsylvania challenged in the *Fulton* case.

*City's response: There is nothing in the ordinance that would apply to adoption placement.*

Please refer to the basis for which the city makes this claim.

5. Section 15-11 states that the chapter will be "construed and applied in a manner consistent with First Amendment jurisprudence regarding freedom of speech, freedom of association, and exercise of religion. The ordinance however does limit activities of a religious organization for commercial purposes. The City should provide examples as to how that exclusion would apply.

For example, does this mean the following activities of a religious organization would be protected under the First Amendment?

- a. Many faith-based entities operate coffee shops, restaurants, food banks, and shelters, and there is uncertainty as to what extent these activities would be considered "commercial purposes" under the ordinance.
- b. A thrift store run by a faith-based group could be subjected to the ordinance because the thrift store functions commercially.

- c. Faith-based social help organizations may exist for the religious purpose of feeding, clothing, housing, and aiding families, but may not be closely associated with a religious corporation, association or school, perhaps expressly so that all will know they are welcome for services.
  - d. A religious entity could be required to hire people who do not follow the teachings of the organization or to require a religious entity to utilize their property in a way that does not honor their beliefs.
6. Wedding vendors like cake bakers and florists would be forced to choose between their livelihood and their faith.

*City's response: Non-Religious businesses that are open to the public should be open to everyone on the same terms. If a business chooses to provide goods and services to the public, they should be sold to everyone equally. However, as noted previously, Sec. 15-11 states the ordinance will be interpreted consistent with the First Amendment, including freedom of religion. The ordinance will also be interpreted consistent with the Arizona Constitution and Arizona's Religious Freedom Restoration Act, which provides religious freedom protections.*

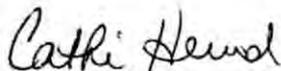
The Arizona Supreme Court ruled in favor of artists in the *Brush and Nib* case in a pre-enforcement challenge to the City of Phoenix non-discrimination ordinance. Does the city interpret that holding as allowing vendors serving weddings to follow their religious beliefs that marriage is only the union of one man and one woman? That the wedding vendors have a constitutional right to not participate in events that violate their beliefs? Would the city readily dismiss a complaint that a cake baker, florist, or custom wedding invitation artist declined to participate in an event that was two men or two women marrying due to the vendor's religious beliefs?

I respectfully request the city postpone the vote and amend the ordinance to address the above concerns by clarifying the language in Section 15-11 and, at a minimum, include the following amendments:

1. Clarify that a religious organization may require that all applicants and employees affirm and conform in belief and conduct to the religious tenets and practices of the organization.
2. State that the ordinance does not compel any individual or business to create messages or participate in events that violate their ethical, moral, or religious beliefs.

Thank you for your consideration of these very serious concerns.

Sincerely,



Cathi Herrod, Esq.  
President

**Smetana, Rachel**

---

**From:** Morales, Isol  
**Sent:** Tuesday, April 20, 2021 11:27 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Body Dysmorphia

**From:** Albert Monillas <capemay@gmail.com>  
**Sent:** Tuesday, April 20, 2021 11:25 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Body Dysmorphia

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

If a guy pretends to be a woman, we are now required to accept him as such.

## Smetana, Rachel

---

**From:** Dr Amy Czyz <dramyczyz@gmail.com>  
**Sent:** Tuesday, April 20, 2021 11:06 AM  
**To:** City Council  
**Cc:** dramyczyz@gmail.com  
**Subject:** Support Scottsdale Non-Discrimination Ordinance

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

Dear Council Members,

I am a Scottsdale resident raising three wonderful daughters in our nation's "Most Livable City," a city we adore, a city that is supposed to be welcome to all. Not just livable for cis gender straight residents, but all of our LGBTQ friends and family members too. I'm also a business owner in Scottsdale with family, friends, clients and customers in the LGBTQ community. All of us deserve to live, work and play in our city with the assurance we are protected against discrimination by a non-discrimination ordinance. The LGBTQ community has been excluded from these non-discrimination protections and it's important as a community to repair that exclusion. It is the right thing to do when we recognize a group as been left out of these non-discrimination protections. I have members in my own family who are living here in Scottsdale as members of the LGBTQ community. They deserve the same protections against discrimination as everyone else. When friends and family learn that LGBTQ people are currently EXCLUDED from non-discrimination here, they are horrified that this right to discriminate against LGBTQ still exists as a loop hole, that some people do not want to close this gap and repair that loop hole in order to retain the right to discriminate against someone based on gender identity or sexual orientation. I want my children to grow up here knowing they can't be fired for being gay to transgender, or refused service here for simply being who they are, I don't want them to live in fear of retaliation or humiliation. The truth is, excluding people from non-discrimination protections causes significant fear, pain and harm. It causes LGBTQ people to live in fear of losing housing, jobs, care or the right to walk down the street without being harmed or harassed simply for being part of the LGBTQ community. Scottsdale is a safe and wonderful place to live and should be so for LGBTQ members of our community too.

As my own company grows, non-discrimination will be a determining factor as to where I will invest in workers and the growth of my company. As we attract talented workers and business opportunities, we will want our LGBTQ members and allies to feel welcome and protected in Scottsdale. Excluding the LGBTQ community from non-discrimination hurts my family on a personal level, leaves people vulnerable, and sends the wrong message. Ensuring future employees, their friends, kids, family members and visitors are included in non-discrimination protections allows them to visit restaurants, doctor's offices, stores and other businesses without fear, intimidation, humiliation and pain that discrimination causes. A growing company diverse in its LGBTQ support and representation will not want to continue in a city unprotecting, and therefore unwelcoming, of its family, friends and clients. Scottsdale has a choice to make, to be exclusive of the LGBTQ community in its non-discrimination ordinance or to be inclusive. I trust the Council will make the right choice for our City and be inclusive and welcoming to all persons, and repair the exclusions of the past to look forward to an even brighter future for our city.

Freedom of religion and expression is a fundamental right we respect, it is a pillar of our democracy. But no one's religious beliefs gives them the right to harm another person physically, psychologically, or intentionally. Religion is a tool of love, not a tool of hate or discrimination and should not be used to exclude or marginalize any of us. Religion is meant to protect, not to injure. Abusing these beautiful beliefs of loving our neighbors as ourselves and treating others as we wish to be treated should never be weaponized against anyone who may be different or have different beliefs-when we allow good religious beliefs and practice to be twisted into something that hurts other people and excludes them, then we all lose the very freedom to practice and exercise our own beliefs as we cherish in our Constitution.

Discrimination is wrong. It is hurtful, it is harmful to individuals, families, businesses and communities. There is no justification for allowing discrimination and leaving a group of people out of non-discrimination protections intentionally. That is a relic of painful past for so many of our friends and family members in the LGBTQ community and it's right for us to recognize that excluding and ostracizing people from society, excluding them from non-discrimination protection, invites discrimination and causes fear, pain and humiliation that has no place in here in our City.

True teachers, leaders and religious texts instruct us to support and help one another, this includes protecting each other from discrimination and harm, not to cause it or condone it. No religion can or should instruct or authorize discrimination from its members- that is against religious principles including the very foundation of the Christian principles many hold dear as members inside and outside of the LGBTQ community. Opposing the equal and fair treatment of all people in our city is not an exercise of religious freedom, it is an exercise of something else not founded in any religious teaching I've ever heard of. Making sure we all treat each other as we wish to be treated is an exercise of the same religious freedom principles we all value and uphold whether we practice religion or not. Non-discrimination is consistent with respecting religious freedom to treat all our neighbors as we wish to be treated and to not judge others. Expanding non-discrimination to include the LGBTQ community is a recognition of the same teachings many religious people uphold dearly- a recognition we are all created equal in the eyes of God and all people deserve grace, dignity and respect. We have no religious right to approve or disapprove of another person, their choices, or lifestyle. People may have different beliefs and disagree, but judgment upon another is not founded in religion- judgment and then trying to exclude others or force beliefs upon another is the opposite of what the commandments say- so continuing to exclude the LGBTQ community from non-discrimination is not a free exercise of religion. It's an exercise of judgment and imposition that hurts the people in the LGBTQ community and is not rooted in religious belief, practice of free exercise of religion, as no religion calls upon its members to discriminate against anybody. Rather, religion calls us to include everyone as deserving of love, respect and dignity, and that's what a non-discrimination ordinance inclusive of the LGBTQ community does. Let's not confuse religious freedom with discrimination directed to any group, because no religion calls upon us to harm and discriminate against our fellow citizens. Hurting a group of people through exclusion and leaving them vulnerable to discrimination offends the very religious principles of love, dignity and respect all of us deserve, according to those teachings.

I am not asking the Council to treat my friends and family members in the LGBTQ community specially, only to include them in a non-discrimination ordinance because it is the right, reasonable and kind thing to do. As a Scottsdale small business owner, I take pride in serving our community. Even if I may disagree with the beliefs of some of my customers, it is my duty and honor to be part of the community. In conducting business, I am happy that non-discrimination ordinances exist to protect both residents and business owners so that we all understand the rules- that no one should be discriminated against or left out of non-discrimination protections. Condoning exclusion of the LGBTQ community will have repercussions and consequences financially and injure our City's reputation as not being very likable, livable or welcoming to everyone.

Having a business open to the public is based on a trust with all members of the public that no citizen is excluded from that business. As taxpayers, we help businesses and they serve our communities with goods and services that everyone should have equal access to, regardless of what they believe. This goes both ways. NO business should be permitted to exclude someone from participation because they hold religious beliefs, and no business serving the public should require participation in those religious beliefs as a business open to the public. Expressing your beliefs does NOT mean requiring others to follow them and abandon their own deeply held religious beliefs to accommodate yours. Everyone's equal rights to their beliefs must be respected on all sides. If a business does not wish to operate publicly, they have the option to do that and serve only their religious community. If someone wants to only interact with people who share their religious principles, they can do that- just not in the public space where they want the financial benefits of everyone's public support but then decide not to serve everyone. As a resident and customer, I only want to support businesses that are open to everyone- and I equally have the right to expect that all public businesses are open to everyone if our tax dollars are in any way benefitting those public businesses. I want all businesses to thrive, even those operated by people with beliefs different than my own. As long as we are all required not to discriminate against each other, it's a safe place to work, live, and support business in our community. All our residents, their families and visitors

deserve protection against discrimination and the City Council passing a non-discrimination ordinance reinforces the strength, resilience and incredible offerings Scottsdale provides, attracting people from all over the world to come here and be welcomed by our community. The costs of discrimination in the workplace and in tourism are substantial and do not reflect our values as a community and our “most livable city” status. Not having a non-discrimination protection ordinance jeopardizes that status, attractiveness and support our City and its residents thrive upon. Our residents and businesses deserve a Scottsdale open to everyone, including the LGBTQ community.

Forcing or expecting some public patrons to adhere to someone else’s religious beliefs and abandon their own in order to conduct public business is a misuse of the public trust. Non-discrimination is further expression of the public trust that all members of our community are valued. Opposing this non-discrimination ordinance means you want to the City Council to permit exclusion and discrimination against the LGBTQ community, who is only asking for the same protections other groups have in our city. The LGBTQ community should not have been previously excluded, and it’s important to recognize that exclusion invites discrimination, hostility, pain, and humiliation. Many in our community are shocked to learn the LGBTQ community is not protected from discrimination here and wonder what is taking our City so long to fix this embarrassing exclusion. 3,000 businesses have signed the Unity Pledge. 94% of Fortune 500 companies have non-discrimination policies that include gender identity and/or sexual orientation. We want these businesses to flock to Scottsdale and their employees, families and friends and visitors to know they are welcome in our City and discrimination against them is not acceptable here- because we value everyone in this town. Not just cis-gender and heterosexual people only. Equal protection must be inclusive of the LGBTQ community or we are restricting the same freedom and liberty, as well as exercise of religion we cherish.

My deeply held religious belief is that we are all created equal and in the image and likeness of God. I wasn’t taught never to judge a book by its cover and that it is the person on the inside that counts- and matters. There is no asterisk that the LGBTQ community is excluded from this creation, and I was educated by the Catholic Church School system from 1st grade through Catholic High School and 3 Years in a Catholic University. Not once was I taught that an LGBTQ person was not created by God as they are. Not once was I taught that I could or should judge them or their lifestyle. Not once was I taught that supporting discrimination against them, or discriminating against them was somehow an expression of religion. Religion does not mean that you are given authority to approve or disapprove of anybody else- that’s not a religious right, privilege or exercise of some freedom. Rather, it is a perversion of religion.

I deeply believe that God created LGBTQ people and throughout nature there is a blend of male and female and intimacy expression in many species and it is not my place or right to judge, let alone discriminate or mistreat anyone in the name of any religion. Religion is not bigotry- so it should not be misused to inflict harm nor shape policies that cause it. Religion cannot excuse discrimination, let alone be a sword of it. Good hearted religious people deserve to express their beliefs- I support that fully! However beliefs are not an authority to approve or condone the beliefs, choices or lifestyles of someone else who may not share your beliefs. Personal beliefs are personal- they cannot interfere or restrict others not sharing those beliefs in the public space. There is absolutely no legitimate reason to exclude the LGBTQ community from non-discrimination. Excluding them in the first place is a painful error that must be remedied. They are people deserving these protections the same as any other person, and the exist as people deserving the same rights and protections as anyone and everyone else in our city.

Owning a business in a city that does not permit discrimination, that includes gender identity and sexual orientation, identifying as LGBTQ, is really important to me. I want to attract business opportunities and workers that share these values that we are open for business to all people, and that everyone in Scottsdale deserves to be treated equally, with dignity and respect. Full stop. No discrimination should be tolerated and no vulnerable group excluded. I’ve been a business owner for over 20 years and have started a new company based on inclusion and equality. As my company grows I want it to attract customers and workers that know they are safe in our city and will be included non-discrimination ordinances so they can live, work, go to places like doctors offices ad restaurants and know they are valued in Scottsdale equally as any other worker, client or customer. I want my new company to thrive right here in Scottsdale. I’m excited to build a business here, and I want to be able to proudly call Scottsdale home as my business grows. The people helping my company grow are also members of the LGBTQ community. I want them to come and live, work and play here too. Scottsdale has so much to offer, and I want the assurance that the people I care about, friends,

family current and future workers, will not be subject to discrimination simply because the Council would fail to include them in a non-protection ordinance.

As residents of Scottsdale, it's important that we all stand up for one another and our businesses, and we continue our great reputation as a livable city that is welcoming, friendly, and open for business to everyone.

Voting against this ordinance would paint Scottsdale as not open for business, and that hurts not only my friends and family, but my business too. It appears to me that opponents of this ordinance want it both ways, they want the Council to not include our friends and family in non-discrimination protections, but they don't want to tell anyone they treat people this way so that residents and visitors could avoid that embarrassment and pain. If businesses want public support, they must support everyone in the public domain. The way to protect everyone, even those who may not approve of LGBTQ people's existence personally, is to cover all of us under a non-discrimination ordinance. That way we all expect to be treated equally, and we all will be treated equally, and everyone's personal beliefs can be kept personal, as they should be. If someone's personal beliefs require them not to do business in a public domain, they are free to exercise their beliefs in a private domain. Nothing is stopping them from doing just that.

If you want public support, then support the public. That's a pretty fair principle.

It's actually a good thing to be kind, welcoming and accommodating to everyone as a business. It's a great thing for all Scottsdale businesses to be known as a place and community that welcomes all for business. It will help us thrive as businesses at a time we need that public support, tourism, and growth. That practice, even when it may be personally tough, to act with kindness in the face of judgment or difference, is what makes a city livable for everyone. A non-discrimination ordinance that is inclusive tells the world that Scottsdale is kind, welcoming, and able to put differences aside and act with dignity and respect for all people- even if we personally disagree with one another.

This non-discrimination ordinance reaffirms Scottsdale as the "most livable city" for everyone, not just some people. It demonstrates to my children and family members in the LGBTQ community that they are welcome to work, walk, shop, play and celebrate our wonderful city without fear of discrimination or humiliation simply for being who they are. It teaches our residents, who sadly for some who disagree and may need the reminder, that all of us are human beings deserving of respect, dignity, opportunity, and liberty in this country, state, and wonderful city we call home.

At a time when so many places are becoming hostile towards our LGBTQ youth, and LGBTQ community members, it's vitally important that Scottsdale includes the LGBTQ community, gender identity and sexual orientation as deserving to be treated with the same liberty, dignity, respect that every person whether living or visiting here deserves. and that's what excluding people from non-discrimination protection does. We're not looking for "special" treatment, just equal treatment.

I applaud the Council for supporting all of our city's residents and visitors-including our kids, family members, friends and co-workers in the LGBTQ community, and trust that the Council will pass this inclusive non-discrimination ordinance as a reflection of who we are and what we're about as truly the nation's "most livable city."

Sincerely,

Dr. Amy Czyz

**Smetana, Rachel**

---

**From:** Cheryl Salata <salatac@cox.net>  
**Sent:** Tuesday, April 20, 2021 10:59 AM  
**To:** City Council  
**Subject:** Non Discrimination

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

As a Scottsdale resident, I am in total support of this nondiscrimination bill.

Sent from my iPad

**Smetana, Rachel**

---

**From:** Lauren Antioco <lauren.antioco@gmail.com>  
**Sent:** Tuesday, April 20, 2021 10:52 AM  
**To:** City Council  
**Subject:** I support Scottsdale ordinance

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

I support the anti discrimination ordinance and transgender rights. Please vote yes to protect transgender youth.

Thanks  
Lauren Antioco

## Smetana, Rachel

---

**From:** Marilyn Cagan <MCagan@susd.org>  
**Sent:** Tuesday, April 20, 2021 10:49 AM  
**To:** City Council  
**Subject:** Ordinance re: allowing men identifying as women

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

Mayor Ortega and City Council Members:

I don't even know how such an ordinance would be coming to a vote.

Do you not have any daughters??????

A man could say he identifies as a women to get to (I'm being kind)other women.

They should not be in a position to take advantage of women, since they are not changing their anatomy.

Please do not have me regret voting for you in this past election!!!!!!

I have no issues with if they want to go to a bar or restaurant, etc. dressed as women, but allowed into women's shelters.

Please use your brains!!!!!!!

Marilyn Cagan  
007mcagan@gmail.com  
480-688-3816

## Smetana, Rachel

---

**From:** Shannon Mullarkey <shanmullarkey@gmail.com>  
**Sent:** Tuesday, April 20, 2021 10:44 AM  
**To:** City Council  
**Subject:** Strong Support for the Proposed Non-Discrimination Ordinance

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Sincerely,

Shannon Mullarkey, resident of 85255

**Smetana, Rachel**

---

**From:** eileen goldman <eyeleen45@gmail.com>  
**Sent:** Tuesday, April 20, 2021 10:43 AM  
**To:** City Council  
**Subject:** non discrimination policy

**⚠ External Email: Please use caution if opening links or attachments!**  
I approve of the policy being considered today to PROTECT transgender people. There should be NO "bathroom bill". People who are transgender do not choose to be so.

Eileen Goldman, M.D.  
Scottsdale, Az. 85259

Sent from Mail for Windows 10

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Tuesday, April 20, 2021 10:16 AM  
**To:** Smetana, Rachel  
**Subject:** FW: AZ Policy

-----Original Message-----

**From:** linda taylor <lindataylor301@hotmail.com>  
**Sent:** Tuesday, April 20, 2021 9:56 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** AZ Policy

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

I urge a big NO on this Anti-discrimination ordinance

**Smetana, Rachel**

---

**From:** Morales, Isol  
**Sent:** Tuesday, April 20, 2021 10:15 AM  
**To:** Smetana, Rachel  
**Subject:** FW: 4/20: Urge All To Vote NO on the the anti-discrimination bill before you!

-----Original Message-----

**From:** Albert Monillas <capemay@gmail.com>  
**Sent:** Tuesday, April 20, 2021 9:31 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>; citycouncil@scottsdale.gov  
**Subject:** 4/20: Urge All To Vote NO on the the anti-discrimination bill before you!

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

I urge you to vote on the bill that would allow men who identify as women to enter women's lavatories, women shelters, etc in Scottsdale. I understand you are voting on this on Tuesday (4/20). Please do not allow this in Scottsdale.

## Smetana, Rachel

---

**From:** Morales, Isol  
**Sent:** Tuesday, April 20, 2021 10:15 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Anti discrimination bill

-----Original Message-----

**From:** Reading Teacher <mardieonillas@yahoo.com>  
**Sent:** Tuesday, April 20, 2021 9:23 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Anti discrimination bill

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

Kindly vote NO on this bill. It puts women and girls at risk.  
Thank you.  
Mary Monillas

**Smetana, Rachel**

---

**From:** Albert Monillas <capemay@gmail.com>  
**Sent:** Tuesday, April 20, 2021 9:38 AM  
**To:** City Council  
**Subject:** Re: 4/20: Urge All To Vote NO on the the anti-discrimination bill before you!

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

>  
> I urge you to vote NO on the bill that would allow men who identify as women to enter women's lavatories, women shelters, etc in Scottsdale. I understand you are voting on this on Tuesday (4/20). Please do not allow this in Scottsdale.

**Smetana, Rachel**

---

**From:** Susan@susanwheeler.com  
**Sent:** Tuesday, April 20, 2021 8:01 AM  
**To:** City Council  
**Cc:** Lane, Benjamin  
**Subject:** FW: April 15 Action Alert - City of Scottsdale

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

Dear Mayor and City Council

This is a follow up to my email to you last night,

This is where I got my information from about the bill today,

Susan Wheeler

## **District 23 Republican Committee**

***The Republican Party of Scottsdale,  
Fountain Hills, and Rio Verde***

**FOR TRUTH AND FREEDOM - AMERICA FIRST!**



**April 15 Action Alert  
City of Scottsdale**

## A Message from Center for Arizona Policy:

### Oppose the Scottsdale Ordinance - Speak Up for Women's and Girls' Privacy

Next Tuesday, April 20, your Scottsdale City Council will consider a new ordinance to add sexual orientation and gender identity to the protected classes in the city's nondiscrimination laws. These "nondiscrimination laws" are meant to be a shield to protect people from unjust discrimination. However, the proposed Scottsdale ordinance would be used as a sword against individuals and organizations who have a historic understanding of marriage and gender.

The Scottsdale proposal would mean the following:

- Fitness centers, water parks, public swimming pools, and similar facilities would have to allow all men identifying as women access to women's showers, locker rooms, and bathrooms.
- Women's domestic violence shelters would be forced to allow a man identifying as a woman to share living quarters, showers, and bathrooms with vulnerable and abused women.
- Sex-specific jobs like an employee at a women's shelter could not be denied to a man identifying as a woman.
- Faith-based adoption agencies would be forced, against their beliefs, to choose between placing children in same-sex households or closing down their adoption services.
- Wedding vendors like cake bakers and florists would be forced to choose between their livelihood and their faith.
- A religious bookstore would not be free to require all employees to adhere to their religious beliefs.

The Scottsdale ordinance undermines constitutional freedoms of speech and religion, threatens women's and girls' privacy, and limits religious organizations that serve communities.

#### Action Needed:

1. [Click here](#) to contact Mayor David Ortega and the Scottsdale City Council today. Ask them to oppose the proposed nondiscrimination ordinance!
2. Forward this email to a friend and invite them to also contact their lawmakers.
3. Pray! Pray Scottsdale will not pass this legislation.

**Support CAP**

---

*Paid for and authorized by District 23 Republican Committee.*

District 23 Republican Committee |    

District 23 Republican Committee | 8776 East Shea Blvd, Suite 106-341, Scottsdale, AZ 85260

[Unsubscribe guardbadenoch@cox.net](mailto:guardbadenoch@cox.net)

[Update Profile](#) | [Customer Contact Data Notice](#)

Sent by news@ld23gop.org

**Smetana, Rachel**

---

**From:** Morales, Isol  
**Sent:** Tuesday, April 20, 2021 9:05 AM  
**To:** Smetana, Rachel  
**Subject:** FW: Nondiscrimination Ordinance

**From:** Kevin Fickert <kevin.fickert@gmail.com>  
**Sent:** Tuesday, April 20, 2021 6:15 AM  
**To:** Mayor David D. Ortega <DOrtega@Scottsdaleaz.gov>  
**Subject:** Nondiscrimination Ordinance

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

Mr. Ortega,

I am a husband, father and grandfather and I understand there is a new city ordinance that will be considered today that will allow men who identify as women to use public women's restrooms, bathrooms, showers, etc. Although I agree with nondiscrimination this ordinance takes the subject way too far and imposes a higher level of discrimination as it puts the majority of Scottsdale against a very small minority. I strongly oppose allowing men to use women's bathrooms and so should you! I propose an amendment removing this section of the ordinance as it raises serious concerns for women's safety and privacy. Please oppose this ordinance.

Concerned citizen,  
Kevin Fickert

**Smetana, Rachel**

---

**From:** Ruth Vela <ruth.vela@nextiva.com>  
**Sent:** Tuesday, April 20, 2021 8:55 AM  
**To:** City Council  
**Subject:** Support to the non-discrimination ordinance to be discuss in today's meeting  
**Attachments:** Scottsdale Letter in Support of NDO.docx

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

Written comment supporting the non-discrimination ordinance.

Ruth Vela | Director, Global Technology Experience | +1 (480) 360-3127



The Official Communications Partner of the Pac-12

CONFIDENTIALITY NOTICE: The Information contained in this email, including any attachment(s), is confidential information that may be privileged and exempt from disclosure under applicable law, and is intended only for the exclusive use by the person(s) mentioned above as recipient(s). If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein is strictly prohibited and may be unlawful. If you received this transmission in error, please immediately contact the sender and destroy the material in its entirety, whether in electronic or hard copy format.

© Nextiva | 8800 East Chaparral Road | Scottsdale, AZ 85250

**Smetana, Rachel**

---

**From:** Leslie Saftig <lsaftig@gmail.com>  
**Sent:** Tuesday, April 20, 2021 8:54 AM  
**To:** City Council  
**Subject:** Vote No on 'Non-Discrimination' ordinance

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

I'm a Scottsdale resident and am asking you to vote NO on the proposed 'non-discrimination' ordinance.

There are many reasons for this, the main one being that it will change the legal dynamics and put a costly, discriminatory and unfair burden on women and girls' privacy rights, and on citizens' constitutionally protected religious rights of conscience.

It will wrongly elevate a certain group's legal rights above those of others in our community.

It will unfairly put the burden of proof on those wishing to live according to their strongly held religious beliefs and conscience. This itself is discrimination.

This issue has been grossly mis-characterized in our society to wrongly use government to coerce behavior that directly violates protected Constitutional rights.

It is wrong to trample (and obliterate) expressly protected Constitutional rights in favor of others that aren't.

Please vote No on this ordinance.

Leslie Saftig  
9624 E Turquoise Ave

## Smetana, Rachel

---

**From:** Lauren Witte <laurenw@axosoft.com>  
**Sent:** Tuesday, April 20, 2021 8:54 AM  
**To:** City Council  
**Subject:** I support a Scottsdale that is open for business to everyone

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

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Thank you,  
Lauren Witte Girard | Senior Marketing Manager  
[GitKraken](#) | [Axosoft](#)  
13835 N Northsight Blvd #205, Scottsdale, AZ 85260

**Cordova, Rommel**

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
 <notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 7:28 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Mead Summer

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Council members:

Thirty-two years ago, I was a reporter for the Scottsdale Daily Progress newspaper assigned to cover Scottsdale Planning and Zoning issues. As a 23-year-old recent college graduate, I didn't tell anyone at the newspaper or anyone at Scottsdale City Hall that I was gay, because I feared that if the truth were known, I might lose my job. Then, as now, members of the LGBT community had no state-level protection from job- or housing-related discrimination.

At the time, no cities in Arizona had taken steps toward protecting members of the LGBT

community from discrimination. As you likely know, cities such as Phoenix, Tempe, Tucson, and recently Mesa -- which has never been known as a particularly progressive city -- have extended their non-discrimination policies to cover the LGBT community. The fact that Mesa has adopted such an ordinance before Scottsdale is indicative of the fact that Scottsdale is well behind the curve; today, you have the opportunity to change that.

For the past 12 years, I have been a Realtor working in the Scottsdale area. As a member of the National Association of Realtors (NAR), I subscribe to the NAR Code of Ethics, which states that a Realtor will provide an equal level of service to all clients regardless of their race, age, sex, national origin, sexual orientation, or gender identity. NAR also moved in 2021 to extend this policy to cover not only the work we do as Realtors, but how we treat members of minority populations whether or not it is during the course of our work.

As president of the Phoenix chapter of the LGBTQ+ Real Estate Alliance, it is important to me that I can tell my fellow Alliance members as well as our LGBT clients that Scottsdale is among the cities that does not tolerate discrimination against members of our community. Up until now, I have not been able to do that; in fact, in 2020 I had lesbian clients who moved here from Atlanta and originally intended to buy in Scottsdale. After learning that Scottsdale did not have a non-discrimination ordinance in place, they eliminated Scottsdale from their search and wound up buying in downtown Phoenix.

Research shows that LGBT homebuyers have above-average incomes; Scottsdale should welcome members of the community. Passing this measure would be a start to sending the right message. Conversely, failure to pass the non-discrimination ordinance would send the message that Scottsdale chooses to hold onto bigotry that is outdated in today's society.

Sincerely,  
Mead Summer  
Realtor & Associate Broker  
West USA Realty  
Scottsdale, AZ

President, Phoenix Chapter of the LGBTQ+ Real Estate Alliance

## Name

FULL NAME Mead Summer

NAME OF GROUP OR ORGANIZATION Phoenix Chapter of the LGBTQ+ Real Estate Alliance

IP ADDRESS 70.172.62.67

## Contact Information

EMAIL mead@superiorazhomes.com

PREFERRED PHONE (480) 747-7255

ADDRESS 2725 E. Mine Creek Road #1109

CITY Phoenix

**Cordova, Rommel**

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Monday, April 19, 2021 8:05 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Cristiane Johnson

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness,

equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a

strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

## **Name**

FULL NAME Cristiane Johnson

IP ADDRESS 72.195.220.53

## **Contact Information**

EMAIL [cris.lin@yahoo.com](mailto:cris.lin@yahoo.com)

CITY Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 8:29 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Kimber Lanning  
**Attachments:** Scottsdale Letter of Support for NDO.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

#### Attachments

FILE UPLOAD

Scottsdale Letter of Support for NDO.pdf

#### Name

FULL NAME Kimber Lanning

NAME OF GROUP OR ORGANIZATION Local First Arizona

IP ADDRESS 72.223.17.61

## Contact Information

EMAIL kimber@localfirstaz.com

PREFERRED PHONE (602) 312-4203

ADDRESS 2823 E Earll Dr

CITY Phoenix



---

THINK LOCAL. BUY LOCAL. BE LOCAL. 407 E. ROOSEVELT STREET • PHOENIX, AZ • 85004

---

April 19, 2021

Dear Honorable Mayor and Members of the Scottsdale City Council,

Local First Arizona is the largest locally owned business coalition in the United States with over 3,400 small business members.

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the



---

THINK LOCAL. BUY LOCAL. BE LOCAL. 407 E. ROOSEVELT STREET • PHOENIX, AZ • 85004

---

opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

Please contact me if you have any questions.

Thank you for your leadership,

A handwritten signature in black ink that reads "Kimber Lanning". The signature is written in a cursive, flowing style.

Kimber Lanning  
CEO

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 8:41 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Delia Hogan

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,

I am a Phoenix native and have called Scottsdale home for over 5 years now. As a resident of Scottsdale, I am proud of the many benefits living in our city has to offer. I'm proud of our city's natural beauty, our arts and culture, our vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive in order to protect all in Scottsdale from discrimination, including LGBTQ people, thus protecting sexual orientation and gender identity.

Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity.

All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona and it sends the wrong message about who Scottsdale is as a community.

We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction. In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

With your leadership and support, Scottsdale has made great strides in creating a world class place to live that is the envy of many. As a resident and someone who is invested in Scottsdale's future, I am committed to continuing to elevate our reputation so that we can continue to grow and thrive for generations to come. This ordinance goes a long way to achieving that goal.

Scottsdale is an all-star city full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great City. Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

Respectfully,

Delia Hogan

## Name

FULL NAME Delia Hogan

IP ADDRESS 68.110.80.118

## Contact Information

EMAIL dhogan.d@gmail.com

PREFERRED PHONE (480) 205-7164

ADDRESS 6233 E Beck Ln, Scottsdale, AZ, 85254, USA

CITY Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Monday, April 19, 2021 8:52 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - GREG KAMMERER

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Honorable Mayor and Council,  
I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale. Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American

values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families.

Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale.

That's not only wrong, but it's also bad for the economic sustainability of Arizona.

We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue.

A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over

300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents. If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone.

## **Name**

FULL NAME

GREG KAMMERER

IP ADDRESS

67.1.17.45

## **Contact Information**

EMAIL

GREGKAMM@YAHOO.COM

ADDRESS

3540 S Desert Echo Rd

CITY

Tucson

**Cordova, Rommel**

---

**From:** notifications@cognitofirms.com on behalf of City of Scottsdale  
<notifications@cognitofirms.com>  
**Sent:** Monday, April 19, 2021 11:12 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - David L Taylor

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

## City of Scottsdale

### City Council Written Public Comment Form 04-20-2021 Meeting

#### Entry Details

##### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Oppose

##### Comment

COMMENT

My wife and I are 30 year Scottsdale residents. We strongly disagree with subsection (a) of item number 16 on the agenda. In particular, we disagree with the terms "sexual orientation" and "gender identity" as considerations for the protected classes in the city's nondiscrimination laws. While on the surface they appear harmless and "good", in reality they could very easily be abused by perverts. Any boy or man could "identify" as a woman to gain access to women's showers, locker rooms and bathrooms. Women's domestic violence shelters would be forced to allow a pervert identifying as a woman to share living quarters, showers, etc. with vulnerable women. Sex specific jobs like an employee at a women's shelter could

not be denied to a man that identified as a woman. There are many other negative potentials to this horrible part of the ordinance. This country was built on Judeo-Christian ethics. We want it to stay that way. Please do not pass this ordinance! Thank you. David and Lois Taylor

## **Name**

FULL NAME David L Taylor

IP ADDRESS 24.251.178.128

## **Contact Information**

EMAIL dtaylor@jiffyjax.com

PREFERRED PHONE (480) 622-3441

ADDRESS 11039 E Mission Ln

CITY SCOTTSDALE

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 4:25 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - The Women's Collective  
**Attachments:** Anti-Discrimination Ordinance.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Attached is a letter of support from The Women's Collective regarding agenda item #16 - The Anti-Discrimination Ordinance. Thank you.

#### Attachments

FILE UPLOAD

Anti-Discrimination Ordinance.pdf

#### Name

FULL NAME

The Women's Collective

NAME OF GROUP OR ORGANIZATION The Women's Collective

IP ADDRESS 71.223.254.97

## Contact Information

EMAIL info@the-wc.org

ADDRESS PO Box 513

CITY Scottsdale, AZ 85252



April 20, 2021

Mayor Ortega and Scottsdale City Council Members:

The Women's Collective Board of Directors voted unanimously to support Scottsdale City Council's approval of an anti-discrimination ordinance, as recommended by the Human Relations Commission.

Passage of an anti-discrimination ordinance will be an important step in communicating that Scottsdale is a welcoming, safe, and respectful community for all individuals, regardless of race, color, age, sex, gender identity, sexual orientation, religion, physical ability, national origin, or veteran status.

The mission of The Women's Collective is to inspire and activate female leaders. Approving the anti-discrimination ordinance is important not just for women striving for equality in leadership roles but for everyone in Scottsdale.

The Women's Collective encourages your support and adoption of this anti-discrimination ordinance to help guide our city to an even brighter future and increased prosperity for all.

Thank you for your consideration and action on this important issue.

Respectfully,

The Women's Collective Executive Board

Jenna Kohl  
Jona Davis  
Susan Ciardullo  
Lina Kalvyté  
Kira Peters

## Cordova, Rommel

---

**From:** notifications@cognitofirms.com on behalf of City of Scottsdale  
<notifications@cognitofirms.com>  
**Sent:** Tuesday, April 20, 2021 9:11 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Melanie Burm

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Scottsdale is one of the most uniquely extraordinary places in the US. It boasts unparalleled beauty, a thriving economy (that is already rebounding from the global pandemic), a welcoming ecosystem to newcomers and visitors, and a sense of deep pride from those who work and live in the area.

I support the City's Anti-Discrimination Ordinance for the following reasons:

\*Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-

discrimination are rooted in core American values of fairness, equality, and opportunity.

\*America is stronger because of our commitments to equality and religious freedom. These principles have guided how businesses operate for over half a century when the court first observed that religion is not an excuse for discrimination.

\* If we want to a Scottsdale that grows by attracting the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to EVERYONE.

Thank you for your consideration - I urge you to positively pass the Non-Discrimination Ordinance when you meet today.

Thank you.

## **Name**

FULL NAME

Melanie Burm

IP ADDRESS

72.210.62.193

## **Contact Information**

EMAIL

melanie@theburms.com

CITY

Phoenix

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 9:19 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Nicole Small

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

As a resident of Scottsdale for 26 years, I am proud of the many benefits living in our city has to offer -- our city's natural beauty, arts and culture, vibrant business climate, and our sense of community. But what would make me even more proud, is if my City Council updated our current Non-Discrimination ordinance (NDO) to be fully-inclusive and include sexual orientation and gender identity.

I want Arizonans and the nation to know that Scottsdale is open for business to everyone.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment, housing, and public accommodations

for all in our state. Unfortunately, this is not the reality. Today, across Arizona, you can still be fired for who you are and who you may love, you can still be denied housing, and you can still be refused service just for being a member of the LGBTQ community. This is a wrong and outdated policy, which is why we need to update our current non-discrimination laws.

Scottsdale is full of innovation and culture that attracts visitors from around the world. To ensure this continues it is important that Scottsdale celebrates, respects, and protects everyone who works, lives in plays in our great city. It's the right thing to do, and it's imperative to attract and retain top talent and new business.

Arizona has a proud history of valuing liberty, freedom, and hard work. Non-discrimination laws such as this one put those values and history into practice.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our economy.

## **Name**

FULL NAME

Nicole Small

IP ADDRESS

174.17.176.192

## **Contact Information**

EMAIL

tnicolesmall@gmail.com

CITY

Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 9:57 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Nicole Acevedo

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Honorable Mayor and Council,

I'm writing in strong support of the proposed non-discrimination ordinance that would protect all in Scottsdale from discrimination, including LGBTQ people. Ensuring a Scottsdale that celebrates, respects and protects all people is not only the right thing to do, but it's also good for the business of Scottsdale.

Simply put, protecting people from discrimination is about treating others as we want to be treated. This ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness,

equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

Unfortunately, without this ordinance, people and families can be denied housing or refused service at a business simply for being gay or transgender in Scottsdale. That's not only wrong, but it's also bad for the economic sustainability of Arizona. We can't afford to have barriers in place when it comes to attracting and retaining the top talent and business we need to succeed. Our regional competitors already have these protections in place, giving them a distinct advantage in recruitment and attraction.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Scottsdale to have a non-discrimination ordinance to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about this ordinance changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a

strong economy, and is a vibrant place to live, then we must also be open for business to everyone. Thank you to the Mayor and Council for studying this issue carefully and working with a broad array of stakeholders across our City to draft an ordinance that is fair for all of us in Scottsdale.

## **Name**

**FULL NAME** Nicole Acevedo

**NAME OF GROUP OR ORGANIZATION** Nextiva

**IP ADDRESS** 68.228.242.158

## **Contact Information**

**EMAIL** nicole.acevedo@nextiva.com

**PREFERRED PHONE** (602) 962-6456

**CITY** Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 11:05 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Chris Camacho

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

As President and CEO of Greater Phoenix Economic Council, I fully support the proposed non-discrimination ordinance which ensures the equal treatment of all our citizens, and protects their fundamental human rights. The proposed ordinance addresses discriminatory practices that impede the social and economic progress of the City of Scottsdale and will lead to a vibrant, more inclusive and thriving community moving forward.

#### Name

FULL NAME

Chris Camacho

**NAME OF GROUP OR ORGANIZATION** Greater Phoenix Economic Council

**IP ADDRESS** 66.210.3.42

## **Contact Information**

**EMAIL** ccamacho@gpec.org

**PREFERRED PHONE** (602) 881-5446

**CITY** Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 11:09 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Nadia Mustafa

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Please pass this!

#### Name

FULL NAME

Nadia Mustafa

IP ADDRESS

68.109.139.212

#### Contact Information

EMAIL

mustafa.nadia@gmail.com

ADDRESS

26347 N 89TH ST

CITY

SCOTTSDALE

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 11:27 AM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Jill Lassen

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Please pass this ordinance to keep all our citizens safe and to value and celebrate them.

#### Name

FULL NAME

Jill Lassen

NAME OF GROUP OR ORGANIZATION Self

IP ADDRESS

172.58.16.61

#### Contact Information

EMAIL

jl.lassen@gmail.com

CITY

Scottsdale

## Cordova, Rommel

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Tuesday, April 20, 2021 12:17 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Marla Riney

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Thank you for supporting all residents of your community and beyond. Love is love.

#### Name

FULL NAME

Marla Riney

IP ADDRESS

72.223.43.190

#### Contact Information

EMAIL

marla330@yahoo.com

**PREFERRED PHONE**

**(602) 577-3761**

**ADDRESS**

**28649 N 63rd Pl**

**CITY**

**Cave Creek**

## Cordova, Rommel

---

**From:** notifications@cognitoforms.com on behalf of City of Scottsdale  
<notifications@cognitoforms.com>  
**Sent:** Tuesday, April 20, 2021 12:27 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Daniel Marchant

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Dear Members of the Scottsdale City Council,

As a high school student, I have seen firsthand what a community of inclusion is like. Regardless of what we look like, what we believe in, who we love, or who we choose to be, there is a community of love, support, and acceptance at Desert Mountain High School. This is what we should strive for our city to become: a community where all people are treated equally.

But that is not what we have in Scottsdale. For too long we have failed to take any action to support LGBTQ+ individuals. Because of this inaction, we risk losing valuable members of our communities to

other nearby cities which have acted, like Phoenix, Tempe, and Mesa. In Scottsdale, we should not be waiting for others to make the first move, whether it is the federal government, the state, or the county. We need to set the standard for equality in our own city. LGBTQ+ should not have to live in fear of being fired, or of being denied housing or evicted, or of being kicked out of a business, just because of who they love. Who someone loves does should not determine where you can live, where you work, or what you can buy.

In high school, bullying is a problem that every student will come across at least once in their life, no matter what measures are taken by the school. DMHS does not have a bullying problem- which I am very thankful for. However, there are still incidents, specifically targeting LGBTQ+ individuals, in which bullying still happens. Some students make fake social media accounts and comment obscenities and slurs on LGBTQ+ students' social media posts. Others will spread rumors and try to belittle those who are openly LGBTQ+. This type of behavior is not exclusive to my high school, it exists everywhere in the world. Unfortunately, we do have some bullies that never grew up among us in our Scottsdale community. These bullies believe that who you love or what gender you choose to identify as mean that someone does not deserve the same equal rights as everyone else. We cannot listen to the bullies here in Scottsdale. Some will try to tell us that LGBTQ+ individuals will deny them of their own religious freedoms protected by the First Amendment (false, see Arizona's Religious Freedom Restoration Act). Some will try to tell us that LGBTQ+ individuals cannot contribute the same as the other members of the community (we know that LGBTQ+ people work just like everyone else, raise families like everyone else, and enjoy the same small things in life, just like everyone else). Some may even express their bigotry outright, by saying that LGBTQ+ people are somehow inferior to everyone else. We cannot cave to these anti-LGBTQ+ residents, no matter how they attempt to mask their prejudice. LGBTQ+ people only want to love who they choose to love, nothing else. This does not affect anyone else's freedoms, plain and simple.

I have friends and family who identify as members

of the LGBTQ+ community. I remember when one of my closest friends told me they were attracted to people of the same sex. They were nervous, shaking, and even though they knew that I was an ally, they were still scared to tell me. LGBTQ+ people often feel as they cannot live as themselves because society and government discriminate against them, simply because of who they choose to love. Love is not something that is bounded by biology or gender. Love is a deep connection with another person. Scottsdale has a very famous sculpture in Old Town I am sure we are all familiar with, "LOVE". We, as citizens, need to take action to make this sculpture the culture of Scottsdale.

The problem is not simply that there we need to create a Non-Discrimination Ordinance protecting members of the LGBTQ+ community, but that there is a lack of protection in the first place. The City of Scottsdale is sending a clear message to residents who identify as LGBTQ+ that they are not welcome here, because we refuse to take any action to protect them. LGBTQ+ people contribute to society like every other person: they are hardworking in their jobs, raise families as close knit as heterosexual couples, and want the best for our community just like every last one of us. It is time that we pass a Non-Discrimination Ordinance, so that every citizen of Scottsdale has the same opportunity to life, liberty, and the pursuit of happiness that is the fundamental building block of the United States Constitution.

Thank you for your time,  
Daniel Marchant

## **Name**

FULL NAME	Daniel Marchant
IP ADDRESS	204.228.23.203

## **Contact Information**

EMAIL	dmarchant35@aol.com
PREFERRED PHONE	(480) 467-8498

**ADDRESS**

12703 E Altadena Dr

**CITY**

Scottsdale

**Cordova, Rommel**

---

**From:** notifications@cognitofirms.com on behalf of City of Scottsdale  
<notifications@cognitofirms.com>  
**Sent:** Tuesday, April 20, 2021 12:30 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Angela Hughey  
**Attachments:** An Open Letter from Arizona Businesses4.20.21.pdf; An Open Letter to Arizona Residents 4.20.21.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Honorable Mayor and Council please see the attached business and faith letters from more than 225 leaders in support of LGBTQ inclusive ordinances.

Over 150 business leaders including the Arizona Community Foundation, Arizona Coyotes, Arizona Craft Brewers Guild, Arizona Diamondbacks, Arizona Lodging and Tourism Association, Arizona Technology Council, Chicanos Por La Causa, Greater Phoenix Economic Council, Greater Phoenix Leadership, Local First Arizona, Marriott Business Council, Sunbelt Holdings and Blue

Cross Blue Shield of Arizona have signed onto the attached business letter supporting equal treatment for LGBTQ people, and seventy-five faith leaders have signed onto the attached open faith letter in support of equal treatment for LGBTQ people, including leaders from the Church of Jesus Christ of Latter-day Saints, Episcopal, Lutheran, Methodist, United Church of Christ and Jewish faiths.

Thank you.  
~Angela Hughey

## Attachments

### FILE UPLOAD

An Open Letter from Arizona  
Businesses4.20.21.pdf  
An Open Letter to Arizona Residents 4.20.21.pdf

## Name

### FULL NAME

Angela Hughey

NAME OF GROUP OR ORGANIZATION ONE Community

### IP ADDRESS

98.165.201.82

## Contact Information

### EMAIL

angela@onecommunity.co

### PREFERRED PHONE

(602) 284-1418

### ADDRESS

PO Box 17836

### CITY

Phoenix



### **An Open Letter from the Arizona Business Community**

As citizens and leaders in the business community, we write in support of non-discrimination ordinances that protect all people, including LGBTQ people, from discrimination in employment, housing and public accommodations.

When it comes to attracting and retaining top talent, businesses like ours need all of the available tools in the toolbox. In Arizona, we're fortunate to have a lot of those tools: a great business environment, affordability, beautiful climate, and more. However, the crucial missing piece is equal treatment for all residents.

Arizona's current non-discrimination law protects employees based on race, age, gender, religion, national origin and disability, but that protection does not extend to sexual orientation or gender identity. That means, in Arizona, it is not illegal to fire someone, deny housing or refuse service based on who they are or who they love.

We represent a wide range of industries, but what we have in common with each other and with so many industries nationwide, is that we all need talent to succeed and we all want Arizona to succeed.

In very practical terms, by denying legal protections to those in the LGBTQ community, we risk losing talent and business to nearby states – Nevada, California, Colorado, and New Mexico – that offer the guarantee of equal protection under the law. Our lack of equal treatment for all people is not only wrong, but it is also bad for economic sustainability and growth. It puts us at risk of reputational damage from discriminatory measures like SB1062 that threatened the loss of large national events like the Super Bowl. Arizona can no longer afford to have unnecessary barriers in place that put us at a distinct disadvantage.

We believe that the majority of people are good and don't discriminate, but when discrimination does occur, it's important for people to have legal recourse. It's just not enough for businesses to have inclusive policies. People should be protected both in and out of the workplace, and our state's stance on equal protections sends an important message to current and prospective talent about our values and culture.

Simply put, protecting people from discrimination is about treating others as we want to be treated. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. All hard-working people, including those who are LGBTQ, want to do their jobs and provide for their families. Nobody should have to live in fear that they can be legally fired, evicted from their homes, or kicked out of a store just for being who they are.

In fact, 94% of Fortune 500 companies have non-discrimination policies that include sexual orientation and gender identity. If we wish to continue to attract and retain these companies, now is the time for Arizona to have a non-discrimination law to match. It is not enough for these companies to have employment protections – they want their employees protected both in and out of the workplace.

It's reassuring to know that non-discrimination ordinances aren't a partisan issue. A 2018 poll by OH Predictive Insights showed that likely voters favored non-discrimination protections in employment, housing and public services at over 70%, and self-identified likely conservative voters favored those protections at over 50%.

Most importantly, all of us care about safety and privacy. Contrary to false arguments by the opposition, nothing about LGBTQ inclusive ordinances changes the fact that it is illegal to enter a restroom or facility to harm or harass people or invade their privacy. Any predator who tries to enter a women's facility would be subject to arrest and prosecution just as they are today. It's important to know that more than 300 cities across the U.S. have already implemented these types of ordinances with no increase in public safety incidents.

If we want to live in a place that remains competitive, attracts the very best talent, has a strong economy, and is a vibrant place to live, then we must also be open for business to everyone. We respectfully urge all Arizona residents to join in support of public policy that provides equal protections for LGBTQ people.

Sincerely,

*Steve Seleznow, President & CEO, Arizona Community Foundation*

*Xavier Gutierrez, President & CEO, Arizona Coyotes*

*Derrick Hall, CEO, Arizona Diamondbacks*

*Bobby Dulle, General Manager, Phoenix Rising*

*John Graham President & CEO Sunbelt Holdings*

*Lyndsey Frye President, Arizona Kachinas Hockey Association*

*Kimberly Sabow, President & CEO, Arizona Lodging and Tourism*

*Neil Giuliano, President & CEO, Greater Phoenix Leadership*

*Chris Camacho, President & CEO, Greater Phoenix Economic Council*

*Devney Preuss, President & CEO, Downtown Phoenix Inc.*

*Steven Zylstra, President & CEO, Arizona Technology Council*  
*Michael Stavros, Partner, M Culinary Concepts*  
*Sheila Kloefkorn President & CEO, KEO Marketing*  
*Kimber Lanning, Founder, Local First Arizona*  
*Pam Kehaly, President & CEO, Blue Cross Blue Shield of Arizona*  
*Matt Owens, Managing Partner, OH Partners*  
*David Adame, President & CEO, Chicanos Por La Causa*  
*Jason Wong, Chairman, Asian Corporate & Entrepreneur Leaders*  
*Diana Yazzie Devine, President & CEO, Native American Connections*  
*Rachel Sacco, President & CEO, Experience Scottsdale*  
*Robin Reed, President & CEO, Black Chamber of Arizona*  
*Monica Villalobos, President & CEO, Arizona Hispanic Chamber of Commerce*  
*Robert Heidt, President & CEO, Glendale Chamber of Commerce*  
*Isabel Georgelos, Interim President/CEO, Tucson Hispanic Chamber of Commerce*  
*Dr. Yvette Jackson, Executive Director, Devereux Arizona*  
*Adam Goodman, President & CEO, Goodman's Interiors*  
*Gonzalo de la Melana Jr., Founder + CEO, Emerging Airport Ventures*  
*Dana Marie Kennedy, State Director, AARP Arizona*  
*Jenny Poon, Founder, Co+Hoots*  
*Rob Fullmer, Executive Director, Arizona Craft Brewers Guild*  
*Tammy McLeod, President & CEO, Flinn Foundation*  
*Ed Zito, Managing Partner, Black Point Ventures, LLC*  
*Michael Mooney, Interim President & CEO, Visit Phoenix*  
*Ricardo Carlo, President, Associated Minority Contractors of Arizona*  
*Kari Archer, Chair, Marriott Business Council*  
*Angela Hughey, co-founder & President, ONE Community*  
*Michael Soto, Executive Director, Equality Arizona*  
*James Christensen, President & CEO, Gateway Bank*  
*Doug Bruhnke, CEO & Founder, Global Chamber*  
*Catherine Scrivano, President, CASCO Financial Group*  
*Howard Fleischmann, CEO, Community Tire Pros & Auto Repair*  
*Dennis Kavanaugh, President, Dennis Kavanaugh PC*  
*Alec Melger, US Operations Specialist Design Pickle*  
*Christopher Meyer, General Manager, Four Peaks Brewing Co.*  
*Lavanya Sunder, General Manager, Culdesac*  
*Marc Garcia, President & CEO, Visit Mesa*  
*Jacob Schmitt, President & CEO, Arizona's Children Association*  
*Elena Joy Thurston, Executive Director, Pride and Joy Foundation*

*Dr. Gerd Wuestemann, President & CEO, Scottsdale Center for the Arts*  
*Jason Rose, President , Rose+Moser+Allyn Public Relations*  
*Chuck Warshaver, President, Gellert Health*  
*Scott Wallace, Owner, Republic West Remodeling*  
*Benjamin Groff, Vice President, Groff-Swint Media*  
*Cicely Rocha Miller, Event Designer, Life Design Events*  
*Michelle Kauk, Founder & President, Mode Public Affairs*  
*Kim Larkin Founder & President, MXD Arts*  
*Wes Gullet, CEO, OH Strategic Communications*  
*Susanne Slake, CEO, Slake Consulting*  
*Mary Kelly CEO, StraTech Education Group*  
*Dr. Joel P. Martin, President Triad West, Inc. Consulting*  
*Kristine Mill, Owner, Wok This Way Food Truck with a Cause*  
*Jennifer, Duff President, Jef International Inc*  
*Eileen Rogers, President, Sregor, LLC*  
*Mark Hayduke Grenard, CEO, Mark's Bookmark Bookseller*  
*Cindy Dach, CEO, MADE Art Boutique*  
*Donald Nottingham, Owner, Design One International*  
*Dr. Sophia, Murphy, Owner, Health Synergy LLC*  
*Barb Harris, Partner, TeamWorks PR*  
*Michael Marquess, CEO, Mother Road Brewing Company*  
*Anthony Macleod CEO, Ally Pediatric Therapy*  
*Susan Baier, Owner, Audience Audit*  
*Nate Rhoton, Executive Director, one-n-ten*  
*Bill Gemmill, VP of Operations, OUTvoices Phoenix, Aequalitas Media*  
*Katee Van Horn, Founder & President, VH Included Consulting*  
*Dr. Shanon Steinhauser, Owner, Phoenix Eyecare*  
*Eileen Rogers, President, One Creative View, LLC*  
*Tami Staas, President, Arizona Trans Youth and Parent Organization*  
*Edgar R. Olivo, President & CEO, Compass CBS Foundation*  
*Paul A. Taliercio, Director & Curator, The Sapien Museum of Anthropology and Natural History*  
*Kenneth Richard Barrett, Owner, Phoenix General Store*  
*Diana Wilson, Chief Executive Advisor, Aspen Behavioral Consulting*  
*Nicole Bennett Owner, Perry Consulting*  
*Tony Felice, Founder, The Felice Agency*  
*Robert & Cindy Leger, Owners, Ocotillo Music*  
*Kira Geddes, Owner, Casa Kira*  
*Athena Gibbons, Chief Operating Officers, A & P Global Goods*

*Mike Fornelli, Executive Director, Phoenix Pride*  
*Scott Wallace, Owner, Thingz Contemporary Living*  
*Chuck Peterson, Executive Director, Southwest Center*  
*Shannon McBride, Executive Director, 19North*  
*Jimmy Thomason, Executive Director, Aunt Rita's Foundation*  
*Jill Roberts, Owner, Draftwood Design*  
*Daniel Davidson and Korina Callahan, Co-Owners, Kaibab Behavioral Services*  
*Darby Vance, Founder & Content Creator, Full Swing Video*  
*Heather Torriente, Owner, Tantrum Salon*  
*Pamela Slim, Co-Founder, K'é Main Street Learning Lab*  
*Cindy Dach, CEO, Changing Hands Bookstore and First Draft Book Bar*  
*Kristen Garcia-Hernandez, Chief Executive Officer, Girl Scouts of Southern Arizona*  
*Diane Serpa, Owner, Grey Cat Dot Design*  
*Lynn Davis, Executive Director, Sonoran Glass School*  
*Jessica Belokas, Clinical Director Arizona, Autism Spectrum Therapies*  
*Brendan Mahoney, General Counsel, HBI International*  
*Scott Wallace, Owner, Habitat Renovations*  
*Butch Leiber, Owner, Draw a Door Business Coaching*  
*Rachel Boyer, Owner, Frame Photography by Rachel Boyer*  
*Amy Ettinger, Vice President & Executive Director, Scottsdale International Film Festival*  
*Scott Wallace, Owner, Boulevard Urban Living*  
*Jude Nau, Managing Partner, Best Western Plus Sundial*  
*Rich Newman, General Manager, Gainey Suites Hotel*  
*Matthew Clyde, President + Founder, Ideas Collide*  
*Doug Bruhnke, Founder & CEO, Global Chamber*  
*Doug, Arvanites, Principal, Viewpoint Merchant Consulting*  
*Jeff Griffin, President, JP Griffin Group*  
*Michelle Keoghan, Co-Owner, Remedy Salon and Spa*  
*May Levine, Managing Partner, Sel Restaurant Group LLC*  
*Scott Wallace, Owner, Fig & Birch Interiors*  
*Kate Green, Ph.D., Executive Director, Museum of Contemporary Art Tucson*  
*Maria DeNicola, Owner, Senza Pelo Med Spa*  
*Katharine Halpin, Founder & CEO, The Halpin Companies, Inc.*  
*Kurt Hanke, Founder, Handyman Xtreme*  
*Amy Powell, Licensed Agent, HealthMarkets Insurance Agency*  
*Judy Zimet, Esq., Real Estate Attorney & Associate Broker, Berkshire Hathaway HomeServices AZ*  
*Kay Massaro, President, Scottsdale Bedrooms*  
*Marilyn Rodriguez, Partner, Creosote Partners*

*Aime Boekhout, Director of Operations, Wallbeds N More Scottsdale*  
*Christy Moore, Founder & Owner, Social Spin, Inc.*  
*Jill Roberts, Owner, Twigs & Twine*  
*Francine Kades, Owner, The Balloon People*  
*John & Nicole Salisbury, Owner, Modern Yoga*  
*Emiel Martin Brott, Executive Director, The Drawing Studio*  
*Kerwin Brown, Executive Director, UPI Loan Fund*  
*Heather Boysel, Managing Member, Gammage & Burnham*  
*Frankie Jo Rios, President & CEO, East Valley Hispanic Chamber of Commerce*  
*Leah Fregulia, Head of School & CEO, Arizona School for the Arts*  
*Linda Whittley, Owner, Papa Ed's Ice Cream*  
*Arjelia Gomez, President & CEO, Open Hearts Family Wellness*  
*Lauren Henschen, CEO, Phoenix Center for the Arts*  
*Jack Aronauer, President, The Palazzo Senior Living*  
*Shaun McFarland, Clinic Manager, Amistad Clinic*  
*Denise Gredler, President & CEO, Best Companies AZ*  
*Tammy Medigovich, Designated Broker & Owner, Bella Casa Realty*  
*Chad Wolver, Founder, Azul Analysis*  
*William Babin, Producer, Big Zephyr Music*  
*Paula, Leeper, Owner, Ancient Healing Arts LLC*  
*Glenn Kasprzyk, President, Coalition for the Enhancement of Prehospital Care*  
*Laurie Battaglia, CEO, Aligned at Work*  
*Beth, Morrison, CEO, Our Family Services*  
*Cara McGuire, Partner, McGuire Real Estate Partners*  
*Mark Mettes, President & CEO, Herberger Theater Center*  
*Shannon Scutari, President, Scutari & Co., LLC*  
*Thomas Durisek, Owner, Open Wide Dental*  
*Erin Westgate, Owner, Songbird Coffee House*  
*John Phebus, Owner, The Law Offices of John Phebus, PLC*



## **An Open Letter to Arizona Residents**

As citizens and leaders in the community, we write in support of non-discrimination ordinances that protect all people, including LGBTQ people, from discrimination in employment, housing and public accommodations, while also protecting important religious rights.

No one should be denied these protections for being LGBTQ, and likewise religious persons and institutions should be protected in practicing their faith.

We are deeply concerned that the ongoing conflicts between religious liberty and LGBTQ rights are poisoning our civil discourse, eroding the free exercise of religion and preventing diverse people of good will from living together in respect and peace.

We hope that every level of government will apply these common values and core principles in a balanced approach with all stakeholders engaging in respectful dialogue. LGBTQ rights and religious freedom do not have to be in conflict. Instead, we can come together to protect all people and unify our community on what has for too long been a divisive issue.

We respectfully urge all Arizona residents to join in support of public policy that provides protections for LGBTQ persons as well as people and institutions of faith.

*Sincerely,*

*The Church of Jesus Christ of Latter-day Saints, Elder Dale Willis*

*The Right Rev. Jennifer A. Reddall, VI Bishop of the Episcopal Diocese of Arizona*

*Robert T. Hoshibata, Resident Bishop The Desert Southwest Conference, United Methodist Church*

*The Rev. Deborah K. Hutterer, Bishop, Grand Canyon Synod, ELCA*

*Rev. Dr. William Lyons, Conference Minister Southwest Conference UCC*

*Rabbi Robert L. Kravitz, D.D. Past-president, Board of Rabbis of Greater Phoenix*

*Rev. Dr. Eric O. Ledermann, pastor, University Presbyterian Church in Tempe*

*Paul Rockower, Executive Director, Jewish Community Relations Council of Greater Phoenix*

*Bishop Christopher Carpenter, Presiding Bishop, Reformed Catholic Church*

*Rabbi Dr. Shmuly Yanklowitz, Arizona Jews for Justice*

*Marty Haberer, CEO, Jewish Federation of Greater Phoenix*

*Rich Kasper, CEO, Jewish Community Foundation*

*Brad Munroe, Pastor to the Presbytery, Grand Canyon and de Cristo presbyteries*

*Imam Mufti Didmar, United Islamic Center of Arizona*

*The Very Rev. Troy D. Mendez, Dean, Trinity Episcopal Cathedral*

*Rev Jay Hartley, Regional Minister and President, Christian Church (Disciples of Christ) in Arizona*

*Fr. John Caleb Collins, Vicar at St. John's Episcopal Church & St. Stephen's Episcopal Church*

*Rev. Rock R. Fremont Jr., Moderator, Southwest Conference UCC*

*Rabbi Bonnie Sharfman, VP Board of Rabbis of Greater Phoenix*

*Rev. Dr. Mike Kerr-Osman, Pastor, The Bridge United Methodist Church*

*Vance Hicks Marshall and Nancy Hicks Marshall, co-Clerks, Phoenix Quaker Meeting (Society of Friends)*

*Rev. Christine Dance, Senior Minister, Unitarian Universalist Congregation of Phoenix*

*Rev. Reginald Walton, Phillips Memorial CME Church, Phoenix*

*Rabbi John A. Linder, Temple Solel, Paradise Valley*

*Rev. Rick Sherrill, Pastor, Prince of Peace Evangelical Lutheran Church*

*Rev. Gerald P. Richard II, Esq., Pastor Prince Chapel AME Church*

*Rev. Bob Howard, Pastor, Community Christian Church (Disciples of Christ), Tempe, AZ*

*Rev. Khalif A. Smith Sr., Senior Pastor, First United Methodist Church of Mesa*

*Father Gerardo+ Brambila, Vicar, St. Mark's Episcopal church*

*Rev. Erin Tamayo, Presbytery of the Grand Canyon*

*The Rev. Canon Jana Sundin, Canon for Children and Youth, Episcopal Diocese of Arizona*

*Rev. Melissa Rynders, Pastor, Sanctuary UMC, Marana*

*Rev. Carol Reynolds, Pastor, Scottsdale Congregational United Church of Christ*

*Bishop Mark Elliott Newman, Presiding Bishop, Catholic Apostolic Church of Antioch*

*Rev. Michael Lonergan, Pastor, Church of the Painted Hills, UCC*

*The Rev. Canon Holly A. Herring, Trinity Episcopal Cathedral*

*Rev. Adero C E Allison, PhD - Casa de Cristo Church and Apostolic Center*

*Rev. Dr. M. Larkin Rossitter, Pastor, United Churches Fellowship UCC*

*Rev. Patrick Stout, Pastor, Community Church of Hope*

*Rev. Frank Bergen, Episcopal Church of St. Matthew*

*Pastor Gina Pollard, City Square United Methodist Church*

*Bryce Cook, Founding member of "All Are Alike Unto God - Arizona"*

*Rev Derrick Elliott, Pastor, Desert Heritage Church UCC-DOC*

*Gary N. McCluskey, Pastor, University Lutheran Church, Campus Pastor, Lutheran Campus Ministry, ASU*

*Rev. Terry Immel, Disciples of Christ*

*Rev. Mary Bullis, United Methodist Church*

*Billie K. Fidlin, Desert Southwest Conference UMC*

*Rev. Sandy Johnson, Santa Cruz Valley United Methodist Church*

*The Rev. Julie O'Brien, Rector All Saints of the Desert Episcopal Church*

*The Rev. Cliff Blinman, St. Philip's in the Hills Episcopal Church, Tucson*

*Pastor Jayne Hubbard Black Mountain United Church of Christ*

*Rev. Joel Bullock, Pastor of Congregational Care, Dayspring United Methodist Church*

*Reverend Pastor Kimberly Scott, Cross Roads United Methodist Church*

*Rev Al Gephart, Pastor Emeritus, University Presbyterian Church*

*Pastor Don Benton, Desert Foothills United Methodist Church*

*Rev Elaine Groppenbacher, Guardian Angels Catholic Community ECC*

*Rev. Stephen S. Talmage, Love of Christ Lutheran Church*

*Michael Patzloff Lead Pastor - Faith United Methodist Church*

*Rabbi Jeremy Schneider, Temple Kol Ami-Scottsdale and Executive Officer Board of Rabbis*

*Rev. David W. Ragan, United Church of Christ, Beatitudes Campus*

*Rev. Carol Rose, Co-Pastor Shalom Mennonite Fellowship*

*The Rev. Bart Smith, Moderator, Synod of the Southwest Presbyterian Church (USA)*

*Edward Walsh, Associate Pastor, Guardian Angels Community, Ecumenical Catholic Communion*

*Reverend Peggy Roberts, Chaplain, Beatitudes Campus, Presbytery of Grand Canyon*

*The Rev. Hunter Ruffin, Rector, Church of the Epiphany-Tempe*

*Rev. Jeff Procter-Murphy, Dayspring United Methodist Church*

*Pastor Tina Schlabach, Shalom Mennonite Fellowship*

*Rev. Abigail Conley, Chalice Christian Church (Disciples of Christ)*

*Rev. Charlotte Strayhorne, Casa de Cristo Church*

*Rabbi Dean Shapiro, Temple Emanuel*

*The Rev Dr Gil Stafford, Wisdom's Way Interfaith School*

*Br. Lee Hughes, O.P., St. Mary's Episcopal Church*

*Rev. Sarah Stadler, Grace Lutheran Church*

*Rev. Kurt J. Fangmeier, Living Christ Lutheran Church*

*The Rev. Steve Keplinger, Grace St. Paul's Episcopal Church*

*Rev. Ailsa R. Guardiola Gonzalez, First Christian Church (Disciples of Christ)*

*The Rev. Prior Chad-Joseph Sundin, OSBCn, Vicar-Chaplain, St. Augustine's Episcopal Parish and Episcopal Campus Ministries at ASU*

*Rev. Matthew Funke Crary, Borderlands Unitarian Universalist*

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 1:16 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Harris Mustafa

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Support anti discrimination

#### Name

FULL NAME

Harris Mustafa

IP ADDRESS

193.36.225.162

#### Contact Information

EMAIL

pakmaninusa@hotmail.com

**PREFERRED PHONE**

**(614) 284-4496**

**ADDRESS**

**19077 N 95th PI**

**CITY**

**Scottsdale**

**Cordova, Rommel**

---

**From:** notifications@cognitofrms.com on behalf of City of Scottsdale  
<notifications@cognitofrms.com>  
**Sent:** Tuesday, April 20, 2021 1:28 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Ashley Van Bodegon

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

I work in the behavioral health field in Scottsdale Arizona. I am in support of protecting people from discrimination in employment, housing, and places of public accommodation based on race, skin color, ethnicity, national origin, age, disability, religion, sex, sexual orientation, gender, gender identity, veteran's status, marital status, or familial status. We all make this community unique and great!

#### Name

FULL NAME

Ashley Van Bodegon

IP ADDRESS 72.223.17.119

## Contact Information

EMAIL ashleyvanbodegon@gmail.com

PREFERRED PHONE (623) 414-6716

ADDRESS 1630 N 17th Ave Unit #1

CITY phoenix

**Cordova, Rommel**

---

**From:** notifications@cognitofirms.com on behalf of City of Scottsdale  
<notifications@cognitofirms.com>  
**Sent:** Tuesday, April 20, 2021 1:33 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Isaac Akapnitis

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

I am writing today in support of the proposed inclusive anti-discrimination ordinance. In short, this ordinance is about equal treatment, not special treatment. The principles of non-discrimination are rooted in core American values of fairness, equality, and opportunity. If the "Golden Rule" is about treating others how we want to be treated, the "Platinum" rule is to treat others how THEY want to be treated. And I think we can all agree that we and others just want to be treated with respect, care, and dignity. This ordinance is about just that - All Arizonans, including LGBTQ Arizonans, want to be able to feel respected, cared for, and treated with dignity while living, working, engaging in recreation, and taking care of basic needs, all

without the fear of mistreatment or discrimination. This ordinance will help ensure that when residents of Scottsdale, tourists, visitors, potential new business owners, etc. move about within Scottsdale, they will know they are safe, protected, and treated fairly here.

It's important to know that over 300 cities across the U.S. have already implemented these types of ordinances, and we don't want Scottsdale to be left behind. Despite myths created by those who oppose this ordinance and equality for all, we also know that these ordinances have been implemented with no increase in public safety incidents. Instead, what we see is that without these measures, great harm can come to those who are LGBTQ. We've already seen the consequences of this: A report by Security.org, which analyzed FBI crime data compiled from 2013 through 2019 published a report, entitled "The Rise of Anti-LGBT Hate Crimes by State," that showed that Arizona ranks the 5th highest for reported incidence of hate crimes against LGBTQ people. Additionally, people might not report their negative and harmful experiences with discrimination if they don't feel their city will care for them or believe them. And those who wish to do harm to LGBTQ people may feel empowered to do so if they believe they will face no consequences.

I can also tell you, as a licensed mental health professional, that the strain of experiencing or fearing discrimination, or hearing about negative stories from others can also have significant negative impact on mental health. This fear of being targeted based on identity means that people have to be in a constant state of hypervigilance and always on their guard. This chronic stress leads to an increase in cortisol and stress levels can wreak havoc on your mind and body. This increases risk for depression, anxiety, sleep problems, heart problems, and other negative mental health or physical health outcomes. I think we also agree that in addition to people feeling safe and respected while in Scottsdale, that we also want them to be happy and healthy.

In all, we just want Scottsdale to be a safe and welcoming place for all who live, work, play, here and come to visit.

I strongly urge you to pass Scottsdale's non-discrimination ordinance and continue your support for all Arizonans, our local businesses, and our

economy.  
Thank you.

## **Name**

FULL NAME	Isaac Akapnitis
IP ADDRESS	67.234.224.23

## **Contact Information**

EMAIL	isaac.akap@gmail.com
CITY	Phoenix

**Cordova, Rommel**

---

**From:** notifications@cognitofirms.com on behalf of City of Scottsdale  
<notifications@cognitofirms.com>  
**Sent:** Tuesday, April 20, 2021 1:54 PM  
**To:** Jagger, Carolyn; Butteweg, Cathie; Cordova, Rommel; Kiva Presentation; Lane, Benjamin  
**Subject:** City Council Written Public Comment Form - Michael Soto  
**Attachments:** Equality Arizona works for the real lived equality of every LGBTQ Arizonan.pdf

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

# City of Scottsdale

## City Council Written Public Comment Form 04-20-2021 Meeting

### Entry Details

#### Agenda Item

WHAT WOULD YOU LIKE TO COMMENT ON?

An item on the agenda

WHICH AGENDA ITEM ARE YOU COMMENTING ON?

16. Anti-Discrimination Ordinance - Regular Agenda

FOR THE AGENDA ITEM, DO YOU:

Support

#### Comment

COMMENT

Equality Arizona is the statewide LGBTQ civil and human rights organization. We advocate for the real lived equality of LGBTQ Arizonans, so that we have the same opportunities, liberty, and obligation to our great state, that heterosexual and cisgender Arizonans have granted to them. Today I write in support of non-discrimination ordinances that protect all people, including LGBTQ people, from discrimination in employment, housing and public accommodations.

The great promise of our nation is life, liberty, and the pursuit of happiness for all. Unfortunately, for LGBTQ people, that promise is unfulfilled. Non-

discrimination ordinances, like the one you are considering tonight, are a vital step in ensuring that LGBTQ Arizonans have access to the promise of America and access to the basic dignity that every human being deserves.

Both federal and Arizona non-discrimination laws protect citizens based on race, age, gender, religion, national origin and disability, but that protection does not extend to sexual orientation or gender identity. That means, in Arizona, it is not illegal to fire someone, deny housing or refuse service based on who they are or who they love. If LGBTQ people are unable to work, reside, and engage in public life – how can we fully participate in a civil society and pursue the American dream? The answer is that we cannot.

Equality Arizona represents hundreds of thousands of Arizona residents who believe that LGBTQ people must be protected from discrimination in employment, housing, and public accommodation. A new poll release by the non-partisan Public Religion Research Institute just last month shows a drastic increase in support, across party lines, for laws that protect LGBTQ people from discrimination. The study found that more than 3 in 4 Americans favor laws that protect LGBTQ Americans from non-discrimination in work, housing, and public accommodation.

As our state legislature and state legislative bodies across the country attempt to legalize discrimination, largely against LGBTQ children, the City of Scottsdale has an opportunity to stand on the right side of history, to stand up for equality and liberty for all. We ask you to pass the non-discrimination ordinance today to ensure that Scottsdale is a city where everyone can live and thrive.

Thank you for your leadership,

Michael Soto, Executive Director

## **Attachments**

FILE UPLOAD

Equality Arizona works for the real lived equality of every LGBTQ Arizonan.pdf

## **Name**

FULL NAME Michael Soto  
NAME OF GROUP OR ORGANIZATION Equality Arizona  
IP ADDRESS 184.103.149.25

## **Contact Information**

EMAIL michael@equalityarizona.org  
PREFERRED PHONE (602) 672-2926  
ADDRESS 1821 W Hazelwood Street  
CITY Phoenix



## Dear City of Scottsdale Mayor and City Council Members

Equality Arizona is the statewide LGBTQ civil and human rights organization. We advocate for the real lived equality of LGBTQ Arizonans, so that we have the same opportunities, liberty, and obligation to our great state, that heterosexual and cisgender Arizonans have granted to them. Today I write in support of non-discrimination ordinances that protect all people, including LGBTQ people, from discrimination in employment, housing and public accommodations.

The great promise of our nation is life, liberty, and the pursuit of happiness for all. Unfortunately, for LGBTQ people, that promise is unfulfilled. Non-discrimination ordinances, like the one you are considering tonight, are a vital step in ensuring that LGBTQ Arizonans have access to the promise of America and access to the basic dignity that every human being deserves.

Both federal and Arizona non-discrimination laws protect citizens based on race, age, gender, religion, national origin and disability, but that protection does not extend to sexual orientation or gender identity. That means, in Arizona, it is not illegal to fire someone, deny housing or refuse service based on who they are or who they love. If LGBTQ people are unable to work, reside, and engage in public life - how can we fully participate in a civil society and pursue the American dream? The answer is that we cannot.

Equality Arizona represents hundreds of thousands of Arizona residents who believe that LGBTQ people must be protected from discrimination in employment, housing, and public accommodation. A new poll release by the non-partisan Public Religion Research Institute just last month shows a drastic increase in support, across party lines, for laws that protect LGBTQ people from discrimination. The study found that more than 3 in 4 Americans favor laws that protect LGBTQ Americans from non-discrimination in work, housing, and public accommodation.

As our state legislature and state legislative bodies across the country attempt to legalize discrimination, largely against LGBTQ children, the City of Scottsdale has an opportunity to stand on the right side of history, to stand up for equality and liberty for all. We ask you to pass the non-discrimination ordinance today to ensure that Scottsdale is a city where everyone can live and thrive.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Soto".

**Michael Soto, Executive Director**

Equality Arizona works for the real lived equality of every LGBTQ Arizonan

**[equalityarizona.org](http://equalityarizona.org)**