CITY COUNCIL REPORT

Meeting Date: March 31, 2015
Charter Provision: ***Provide for the orderly government and administration of the affairs of the City***
Objective: ***Determine Policies***

STUDY ITEM

Non-Discrimination Work Study Session. Presentation, discussion and possible direction to staff regarding the city's current policies and possible future actions pertaining to discrimination on the basis of sexual orientation, gender identity or gender expression.

BACKGROUND

In August 2014, the City Council unanimously adopted Resolution No. 9867 authorizing and directing Mayor W.J. "Jim" Lane to sign the Unity Pledge. The Unity Pledge is a unified effort to advance equality in the workplace, in housing and hospitality for lesbian, gay, bisexual, and transgender citizens. The Unity Pledge states: "It's time for LGBT inclusive non-discrimination policies in the workplace, housing, and public accommodations including restaurants and hotels."

Following approval of the Unity Pledge, city staff reviewed current nondiscrimination policies and ordinances specifically to protect LGBT citizens and visitors. Currently, there are no civil rights protections that specifically include sexual orientation, gender identity or gender expression in the areas of private employment, public housing and public accommodations in Scottsdale. The lack of protection allows for a higher possibility of discrimination and impacts Scottsdale's competitive position as it relates to tourism, the hospitality industry, and economic development.

ANALYSIS & ASSESSMENT

Different types of anti-discrimination laws can be found at all levels of government. These laws vary from jurisdiction to jurisdiction, sometimes significantly. Laws traditionally prohibit discrimination based on a person's race, color, religion, sex, national origin, age or disability. In general, discrimination is to directly or indirectly deprive someone of a benefit or to otherwise treat the person differently based on membership in a protected class.

Neither federal law nor state law currently specifically protect persons from discrimination based on their sexual orientation, gender identity or gender expression. Although some courts in limited circumstances have extended existing protections to such persons, other courts have declined to do so. Certain federal agencies have also taken the position that in some circumstances, discrimination based on sexual orientation or gender identity may constitute sex discrimination. In addition,

federal contractors are prohibited from discriminating based on sexual orientation or gender identity. Both federal and state law include certain exemptions, such as for religious organizations.

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, gender identity or gender expression.

Other than as noted above, there are not currently any Scottsdale-specific ordinances that cover discrimination against LGBT persons in these areas:

- private employment,
- public housing,
- public accommodations or
- city services, including contracting

This means that LGBT persons can be denied employment, fired from their job, denied service, or denied housing in Scottsdale. There are no records on how often such discrimination occurs, as it is currently not illegal. As LGBT citizens and visitors recognize that it is currently not illegal to be discriminated against in Scottsdale, this could impact their choice to choose Scottsdale for their homes, businesses and vacations, choosing instead other communities that have protections.

Other cities, including Phoenix, Tucson, Flagstaff and Tempe have passed LGBT inclusive non-discrimination ordinances, as have 225 cities or counties nationwide including Austin, Texas; Palm Springs, California; San Diego, California; Myrtle Beach, South Carolina; Orlando, Florida; and Palm Beach, Florida. Some states have statewide prohibitions; others do not, as in Arizona. In states where discrimination is not prohibited by statute, individual cities have adopted local non-discrimination ordinances.

Scottsdale has taken a number of steps to increase awareness and understanding of these issues, including hosting a Civil Dialogue on LGBT issues at Civic Center Library in April 2014, and appointing LGBT liaisons for the city in general, and the police department specifically. The Council adoption of the Unity Pledge was also a step taken by the city. Each of these steps help encourage non-discrimination, but stop short of making discrimination on the basis of sexual orientation, gender identity or gender expression illegal in Scottsdale.

The Scottsdale Human Relations Commission unanimously recommended in June 2014 that the Scottsdale City Council adopt an ordinance prohibiting discrimination within the city on the basis of sexual orientation and gender identity in the areas of private employment, housing and public accommodations. The Commission also made similar recommendations in 2007, but the City Council choose not to take further action at that time.

Adopting a non-discrimination ordinance in Scottsdale would have the impact of sending the message to LGBT persons that they are welcome in Scottsdale and would be treated fairly. It would provide protections to residents and visitors, and would aid in the attraction and retention of businesses and employees. In addition, it would assist in the promotion of Scottsdale as an inclusive tourist destination.

A non-discrimination ordinance would expand non-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.

OPTIONS

The City Council may want to provide direction to staff regarding the city's current policies and possible future actions pertaining to discrimination on the basis of sexual orientation, gender identity or gender expression. Possible direction could include the following:

A. Take no further action
B. Begin public outreach process
C. Schedule adoption of a non-discrimination ordinance

Based on the direction provided by the City Council, staff could develop a draft ordinance, make it available for review and comment, and schedule it for adoption at a future City Council meeting.

RESPONSIBLE DEPARTMENT(S)

City Manager

STAFF CONTACT(S)

Sharon Cini, diversity liaison, SCini@ScottsdaleAZ.gov, 480-312-2727

Brent Stockwell, strategic initiatives director, BStockwell@ScottsdaleAZ.gov, 480-312-7288

APPROVED BY

Sharon Cini

3/17/15

Sharon Cini, diversity liaison
480-312-2727, scini@ScottsdaleAZ.gov

Date

3/17/15

Fritz Behring, city manager
480-312-2811, fbehring@ScottsdaleAZ.gov

Date

ATTACHMENTS

The PowerPoint presentation will be provided as part of the supplemental packet.

City Manager's Office of Diversity

3939 N. Drinkwater Blvd
Scottsdale, AZ 85251

PHONE 480-312-2727
FAX 480-312-9055
WEB www.ScottsdaleAZ.gov

Date: March 23, 2015
To: Honorable Mayor and Members of the City Council
From: Sharon Cini, diversity liaison
Subject: March 31, 2015 Work Study Session – Non-discrimination

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In addition to the PowerPoint presentation, here are some attachments to the City Council Report.

Attachments:

A. Comparisons of other city LGBT non-discrimination ordinances (1 page)

B. Other city experiences with non-discrimination ordinances (1 page)

C. City of Tempe letter (1 page)

These are some letters received by the diversity office from organizations:

D. Scottsdale Chamber of Commerce letter (3 pages)

E. Scottsdale Convention and Visitors Bureau letter (1 page)

F. Arizona Technology Council letter (1 page)

G. Human Rights Campaign – Municipal Equality Index, Scottsdale scorecard and criteria (10 pages)*

* This material is from the MEI; the full document is online at www.hrc.org

Arizona LGBT Non-Discrimination Ordinance Comparisons

Here is a brief overview of the major differences and similarities between the ordinances.

1. SCOPE OF PROHIBITED DISCRIMINATION

   All of the ordinances prohibit discrimination in employment, public accommodations and housing except Flagstaff's, which only covers employment and public accommodations.

2. PROTECTED CLASSES

   a. All ordinances cover race, color, religion, sex, national origin, disability, sexual orientation, and gender identity. Phoenix and Flagstaff also prohibit discrimination based on "gender expression."
   b. Phoenix – Also prohibits discrimination based on marital status. With respect to housing only, Phoenix prohibits discrimination based on familial status (defined as being pregnant or living with a child who is under 18 and for whom you have custody or are in the process of obtaining custody). With respect to employment only, discrimination based on genetic information is prohibited.
   c. Tucson – also covers ancestry, marital status and familial status for employment, public accommodations and housing
   d. Flagstaff – also bars discrimination based on military Veteran's status for employment and public accommodations
   e. Tempe – also prohibits discrimination based on Veteran's status and familial status for employment, public accommodations and housing

3. EMPLOYER COVERAGE

   a. Phoenix – Applies to employers with one or more employees
   b. Tucson – applies to employers with at least one but no more than 100 employees, except sexual orientation, gender identity, marital status and gender identity provisions apply to all employers
   c. Flagstaff – applies to employers with 15 or more employees
   d. Tempe – applies to employers with one or more employees

4. CONTRACTORS

   a. Phoenix – construction contractors who anticipate establishing a business relationship with the City for contracts of $10,000 or more must adhere to a policy of nondiscrimination for race, color, religion, sex, national origin, age and disability. Contractors with more than 35 employees also must not discriminate based on sexual orientation or gender identity.

      Suppliers of goods and services to the City and lessees of City real property for six months or more must adhere to a policy of nondiscrimination re. race, color, religion, sex, national origin, age and disability. Suppliers and lessees with more than 35 employees also must not discriminate based on sexual orientation or gender identity.

   b. Tucson – all contractors with the City will not discriminate based on race, color, religion, ancestry, sex, age, disability, national origin, sexual orientation, gender identity, familial status, and/or marital status.
   c. Flagstaff's and Tempe's ordinances do not cover contractors.

OTHER CITY EXPERIENCES: NON-DISCRIMINATION ORDINANCES

We have contacted other cities in Arizona who have LGBT non-discrimination ordinances to determine their experience with their ordinances. Below is a summary of Phoenix and Tempe responses:

- In November, nearly 70 percent of Tempe voters confirmed their council's LGBT non-discrimination ordinance by approving a ballot initiative that included these protections in their city charter.
- Tempe and Phoenix have reported no negative reactions from businesses or residents. To date, there have been no lawsuits.
- Neither Phoenix nor Tempe has taken any enforcement actions against any businesses or individuals based on their LGBT non-discrimination ordinance.
- To give you a sense of the complaint volume, both Phoenix and Tempe report receiving about 2-3 complaints per year. All have been screened are ruled out or handled through mediation. There is currently one case that the Phoenix is reviewing, but the outcome has not been determined yet.
- A letter was received from the City of Tempe (attachment C) which further outlines their experience.
- When we receive information from the other cities (Flagstaff and Tucson), we will forward it.

City of Tempe
31E. Fifth Street
Tempe, AZ 85281
480-350-2905
http://www.tempe.gov/diversity

Tempe

Diversity Office
Economic Development Office

March 12, 2015

Angela Hughey
ONE Community
angela@ONEcommunity.co

Dear Angela,

It is with great pleasure that we write this letter to share with you some of Tempe's recent successes as a result of our commitment to creating an inclusive and welcoming community. As you know, we started this journey many years ago when we began offering domestic partner benefits in 1999. Over the past 15 years we have continued to seek new opportunities that further connect us with ALL segments of our community, visitors and businesses. Most recently, our City Council unanimously approved an Anti-Discrimination Ordinance that prohibits discrimination in Tempe in places of public accommodation, facilities, services, commodities, housing and employment. We are very proud that the added protections in this ordinance are now extended to include gender identity, sexual orientation, U.S. military veteran status, familial status and people with disabilities. Tempe then took it a step further by placing a Charter amendment on the city ballot for voter approval. Impressively, our community approved this ballot initiative by nearly 70 percent of the vote, making the City of Tempe the first Arizona city to cement these broad civil rights protections in this manner.

While the reasons for creating these initiatives have always been at the core of Tempe's values for many years, we are now experiencing additional benefits – ***business and economic growth***. Companies looking to relocate or expand are specifically asking for our city's diversity initiatives that exemplify actionable inclusionary practices. They want to ensure that their employees will be welcomed and comfortable in their workplace community. While the City of Tempe was focused on "doing the right thing" in terms of inclusion, the business case clearly shows collateral benefits for any municipality interested in attracting businesses.

The City of Tempe is proud to announce and welcome Northern Trust, State Farm, GoDaddy, and Shutterfly as new business partners in Tempe. These businesses have specifically stated that one of the important reasons they selected Tempe was for our progressive inclusionary practices and policies such as the Ordinance and Charter amendment.

Finally, we would like to thank you and One Community for your support. Your involvement has been critical in achieving our goals. The City of Tempe is proud to say we are "Open for Business to Everyone!"

We hope you will use this letter when working with other cities as a testimonial to the business case for diversity and inclusion. Please feel free to pass our contact information on to interested cities that can help our state move forward socially and economically.

Sincerely,

Rosa Inchausti
Diversity Director
480-350-8999

Donna Kennedy
Economic Development Director
480-858-2395

SCOTTSDALE
area chamber of commerce

March 17, 2015

The Honorable Jim Lane and Members of the Scottsdale City Council
City Hall
3939 North Drinkwater Boulevard
Scottsdale, Arizona 85251

Dear Mayor Lane and Members of the Scottsdale City Council:

On behalf of the Board of Directors and the membership of the Scottsdale Area Chamber of Commerce, I would like to thank the City Council for agreeing unanimously to support signing the Unity Pledge and now write to urge support for opening up community dialogue on an anti-discrimination ordinance under consideration for direction at the March 31 Work Study session. It is our fervent hope that the staff begins community outreach and dialogue on this important issue with a goal of bringing the issue forward ultimately to the Council for adoption.

At our June 2014 Board of Directors meeting, the Chamber Board was presented with the Unity Pledge for endorsement as well as a recommendation to engage in discussions at the City level on an ordinance update that would include language specifically in reference to the LGBT community. Both signing the Unity Pledge and active engagement in the process of supporting an ordinance were approved unanimously by our Board. Since that time, the Chamber has worked as a supportive member of a group of concerned citizens who believe that the time has come in Scottsdale for an ordinance of this kind to be considered and ultimately adopted.

This is a business issue, and the business community as represented by the Scottsdale Area Chamber of Commerce is asking you to a) begin public outreach with an eye toward bringing an ordinance before the City Council in a timely manner and b) adoption of that ordinance once it has worked its way through the public outreach process.

In the process of my discussions with members of the City Council, I have been asked the following questions:

Why does the Scottsdale business community not only welcome but also advocate for additional regulatory accountability by City government?

7501 E. McCormick Pkwy., #202N Scottsdale, AZ 85258 tel: 480.355.2700 fax: 480.355.2710 Web: www.scottsdalechamber.co

There is an assumption among many that business strongly dislikes regulation and in many cases that is true. What is also true is that business welcomes regulation that clarifies appropriate limitations on the way it functions, especially when such regulation effectively matches with the values of the business. Such was the case when key civil rights legislation emerged, and such is the case with an LGBT ordinance. The business community is well ahead of government in recognizing that it must respect and embrace inclusiveness in all of its positive forms. The vast majority of businesses in Scottsdale already adhere to a self-imposed code of behavior that welcomes all types of customers and employees. They do not discriminate against members of the LGBT community and never will - because it is not good business to do so and because to do so would be wrong.

Is an LGBT anti-discrimination ordinance merely a solution in search of a problem?
The answer to this question is complex and unmeasurable in that no such protections currently exist and in their absence no mechanism exists to address them. Still, my profound belief is that Scottsdale is indeed a welcoming and positive environment for any resident or visitor, and that the traditional western ethic of "live and let live" has governed attitudes here since the city's inception.

The more important question centers on whether the absence of such an ordinance would be a problem for Scottsdale. If the 7-0 vote on the Unity Pledge was not a hollow gesture, then every member of the City Council will welcome community dialogue. A fully inclusive ordinance is, in fact, a solution to avoid a problem on many levels. It is not simply an affirmative statement regarding the way people treat each other in the context of doing business in Scottsdale; it is also a statement to those outside our city and within it that we as a community value our diversity.

What are the potential impacts of such an ordinance?
Since the business community generally functions well within the guidelines implied by the adoption of such an ordinance, it is likely that, as has been the case in other communities where the ordinance has gone into effect, there would be minimal opportunities to apply its provisions. In general, business has long embraced such diversity as making good business sense, so the need for enforcement would be rare.

That said, the message sent by Scottsdale embracing this ordinance would have substantial benefits to the city. Increasingly, businesses seeking relocation to communities apply "litmus tests" to those moves, among which for many would be the tangible and enforceable application of fully inclusive policies. Such thinking is particularly prevalent among the types of businesses Scottsdale has been and seeks to continue to attract. For many of those businesses, the affirmative statement of an anti-discrimination ordinance would be a factor in future decisions, and a decision not to have such an ordinance could have deleterious consequences in business attraction and retention efforts.

Scottsdale is a remarkable community in which to live, learn, work and play, and such an ordinance would only enhance the perception of this great place for those who might consider Scottsdale as a new home.

For the tourism community, the LGBT visitor has long been a sought-after demographic for many reasons. With higher than average per capita incomes and a stronger proclivity for travel, hoteliers and CVBs around the country design specific marketing efforts to attract that demographic. In general, LGBT travelers are also acutely aware of the perceptions about places they visit as relates to perceived friendliness, and they will avoid visiting places where they may not feel welcome.

We have all seen the impacts felt by the state and our own city as a result of negative publicity surrounding legislative decisions, whatever their intent. Arizona is emerging from a reputation of being perceived as unfriendly, unwelcoming, and intolerant. Those of us who live here see our state differently, and most Arizonans, in my experience, categorically reject those unflattering characterizations. Yet, no one can deny that there were significant economic impacts to those perceptions that were very real. We do not need to send another message that could be perceived, especially when it is so unnecessary to do so.

Scottsdale is a remarkable and enviable community and deserves that reputation. On a personal note, I have chosen to live and work in a wonderful community where I still could be fired for who I am. I have chosen to live and work in a community where a business would not be breaking the law for refusing to serve me because of my sexual orientation. I am proud to work for an organization that values my contributions and which embraces the person to whom I go home at night. I am a very lucky man. It is time that everyone in Scottsdale receives the same consideration to which you are entitled every day.

Thank you for your consideration and for the process you are about to undertake. Our request is a simple one. The Chamber asks you to direct staff to begin public outreach with the intention of agendizing an anti-discrimination ordinance for the city of Scottsdale because it is the right thing to do.

Sincerely,

Rick Kidder
President & CEO

Scottsdale
Convention & Visitors Bureau®

March 16, 2015

Dear Honorable Scottsdale Mayor Lane & Members of the Scottsdale City Council:

As you know, the Scottsdale Convention & Visitors Bureau promotes Scottsdale as a world-class vacation and meetings destination. However, no world-class destination can truly claim such a reputation without genuinely welcoming people from around the world. This can only be done if we are open for business to everyone and provide basic protections for anyone who might choose to live, visit or play in our community.

Protecting our citizens and visitors from discrimination is not only the right thing to do, but also is as essential as providing clean streets and safe neighborhoods.

With your leadership, the City has developed a five-year tourism strategic plan that will help build on our foundation to create amenities and services that meet the needs of our current and future visitors. Just as these enhancements are needed to maintain our cachet, so too is ensuring a warm and welcoming environment.

The tourism industry fully supports the City's efforts to champion diversity, inclusion and equality. We are committed to these principles to improve our economy, our reputation and our community. As we know from our state's history, perception alone can have a long-lasting impact on the tourism industry in Scottsdale – affecting where people choose to vacation and where companies choose to meet.

By opening our doors and welcoming the world to visit, we have an opportunity to create an even more desirable destination that will help us sustain our tourism industry and signal brightly for all to see that Scottsdale is a place they want to be.

Thank you for your leadership and creating a legacy in Scottsdale of which we all can be proud.

Best regards,

Rachel Sacco
President & CEO
Scottsdale Convention & Visitors Bureau

Michael Surguine
Chairman of the Board
Scottsdale Convention & Visitors Bureau

ARIZONA TECHNOLOGY COUNCIL
a place to connect and grow

Tuesday, January 6, 2015

Dear Members of the Scottsdale City Council,

The Arizona Technology Council is Arizona's largest trade association supporting science and technology companies. I'm writing today on behalf of our more than 750 member companies to urge your support of the proposed non-discrimination ordinance.

With your leadership and support, Scottsdale has made great strides in creating a world-class business climate. You earlier endorsed the unity pledge, and added sexual orientation and gender identity to the equal employment opportunity list in the city's code. We congratulate you on helping create an atmosphere for economic progress.

As business leaders, we are committed to continuing to improve Arizona's economy and its reputation on the world's stage. Both are essential to ensuring a thriving future. This ordinance goes a long way to affirming both.

Creating more equal and inclusive workplaces is paramount to the success of businesses and to the economic vitality of our cities and states. Innovation is more important now than ever before and Arizona's businesses should not be limited in their quest for the best and brightest employees. That's why working to pass LGBT non-discrimination measures is a top priority for the Arizona Technology Council.

A recent survey showed that more than 70 percent of Arizonans believe there is equality in places of employment 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.

Corporate America, including 91 percent of the Fortune 500 and a large number of technology companies, has long recognized the imperative of inclusion of lesbian, gay, bisexual and transgender (LGBT) individuals by prohibiting discrimination on the basis of sexual orientation. These leading companies recognize equality is not just the right thing to do, it is sound business practice that results in improved productivity, top talent acquisition and overall employee well-being.

As we have experienced in our own organizations, we believe this LGBT-inclusive ordinance will significantly impact your ability in a positive way. You will not just attract top talent to move to or stay in Scottsdale but also vastly improve the city's efforts in recruiting businesses to relocate here.

It is our belief that Arizona has long been a destination for those with an entrepreneurial spirit seeking opportunity. Our state 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.

By demonstrating your leadership through passing this ordinance, you will send a strong message that Scottsdale is Open for Business to Everyone. Your legacy will be a significant positive economic impact on Scottsdale and Arizona.

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

Sincerely,
ARIZONA TECHNOLOGY COUNCIL



Steven G. Zylstra
President + CEO

HUMAN RIGHTS CAMPAIGN FOUNDATION

SCOTTSDALE, ARIZONA 1/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0 0	0 0	0 0	3 3
Housing	0 0	0 0	0 0	3 3
Public Accommodations	0 0	0 0	0 0	3 3

SCORE **0** out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Domestic Partner Registry		0	0	12

SCORE **12** out of 12

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5 5	5 5
Domestic Partner Health Benefits	4	4
Transgender-Inclusive Healthcare Benefits	0	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0 0	2 2
City Contractor Equal Benefits Ordinance	0	3
SCORE	**18** out of 29	
BONUS Grossing Up of Employee Benefits	+0	+2
BONUS Inclusive Workplace	+2	+2

PTS FOR SEXUAL ORIENTATION — **PTS FOR GENDER IDENTITY** **BONUS PTS for criteria not accessible to all cities at this time.**

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI.
All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email **mei@hrc.org**.

SCOTTSDALE, ARIZONA 2/2

2014 MUNICIPAL EQUALITY INDEX SCORECARD

HUMAN RIGHTS CAMPAIGN FOUNDATION

IV. Municipal Services

	STATE	COUNTY	CITY	AVAILABLE
This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.				
Human Rights Commission			4	4
LGBT Liaison to City Executive			5	5
Enumerated Anti-Bullying Policies	0 0	0 0	0 0	3 3
SCORE			**9** out of 15	
BONUS NDO enforcement by Commission/Executive			+0	+3
BONUS City provides services to/supports LGBT youth			+0	+2
BONUS City provides services to/supports LGBT homeless			+0	+2
BONUS City provides services to/supports LGBT elderly			+0	+2
BONUS City provides services to/supports people living with HIV/AIDS			+0	+2

V. Law Enforcement

	CITY	AVAILABLE
Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.		
LGBT Police Liaison or Task Force	8	8
Reported 2012 Hate Crimes Statistics to the FBI	10	10
SCORE	**18** out of 18	

VI. Relationship with the LGBT Community

	CITY	AVAILABLE
This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.		
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative/Policy Efforts	1	3
SCORE	**6** out of 8	
BONUS Openly LGBT elected or appointed municipal leaders	+0	+3
BONUS City tests limits of restrictive state law	+0	+2

TOTAL SCORE 63 + TOTAL BONUS 2 = Final Score 65

CANNOT EXCEED 100

SCORES

STATE	CITY	I. Non-Discrimination	II. Relationship Recognition	III. Municipality as Employer	IV. Services and Programs	V. Law Enforcement	VI. Relationship with LGBT Community	REGULAR POINTS	BONUS POINTS	FINAL SCORE
ARIZONA	Chandler	○	●	◕	◕	●	◕	65	7	72
	Gilbert	◔	●	◔	◔	●	○	43	0	43
	Glendale	○	●	◔	○	◕	○	34	2	36
	Mesa	○	●	◔	◕	◕	◕	54	5	59
	Peoria	○	●	◔	◔	◕	○	33	0	33
	Phoenix	●	●	◕	◕	●	●	90	14	100
	Scottsdale	○	●	◕	◕	●	◕	63	2	65
	Tempe	●	●	◕	●	●	●	93	18	100
	Tucson	●	●	◕	◕	●	●	90	16	100

○ NO CREDIT ◔ PARTIAL MINORITY CREDIT ◑ HALF CREDIT ◕ PARTIAL MAJORITY CREDIT ● FULL CREDIT

SCORING CRITERIA

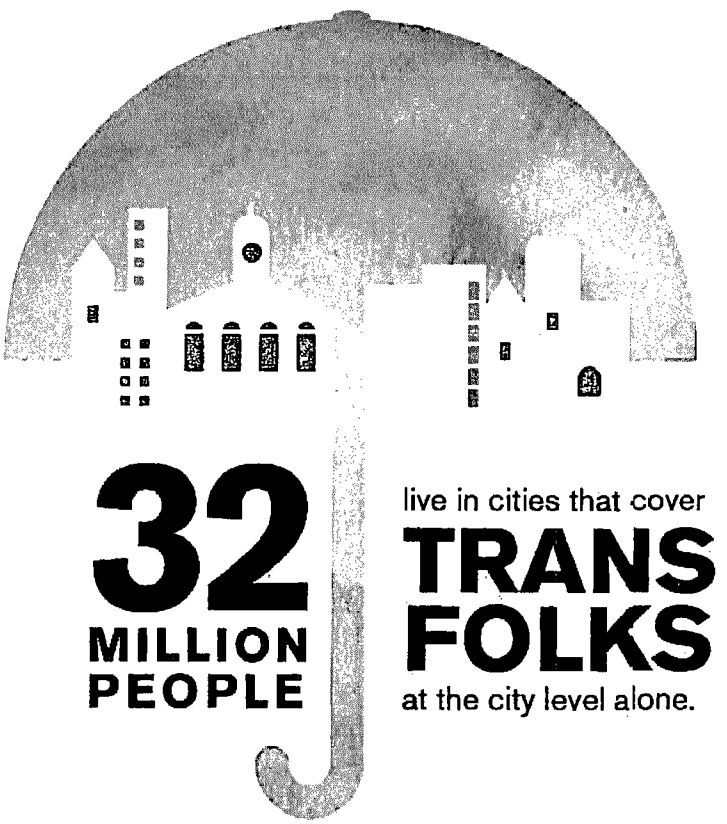
I. Non-Discrimination Laws

It should not be legal to deny someone the right to work, rent a home, or be served in a place of public accommodation because of their sexual orientation or gender identity.

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited within the city in areas of employment, housing, and public accommodations. In each category, cities receive three points for prohibiting discrimination on the basis of sexual orientation and three points for prohibiting discrimination on the basis of gender identity. All non-discrimination laws ought to be fully inclusive of lesbian, gay, bisexual and transgender people. Sexual orientation-only protections are not sufficient.

THESE POINTS CAN COME FROM STATE LAW, COUNTY LAW, OR CITY LAW

If the state or county has a comprehensive and inclusive non-discrimination law that applies within the city limits, a city may conclude it is an inefficient use of resources to pass a local non-discrimination ordinance. So long as the protections of a state or county law apply within the city limits, the city will be marked as having such protections. If there is no state or county law, but the city has passed an ordinance of its own volition, the city will receive credit for those non-discrimination protections. However, the maximum points in this section are capped at 18; therefore, where laws exist at both the city and the state (or county) level, the city will not receive double (or triple) points.



II. Relationship Recognition

Marriage equality, civil unions, and comprehensive domestic partnerships are matters of state policy.

Cities and counties only have the power to create domestic partner registries or very limited domestic partnerships. These do not come with all the same benefits as state-level relationship recognition but they do offer some benefits, privileges, and protections to LGBT people seeking to have their relationships legally recognized.

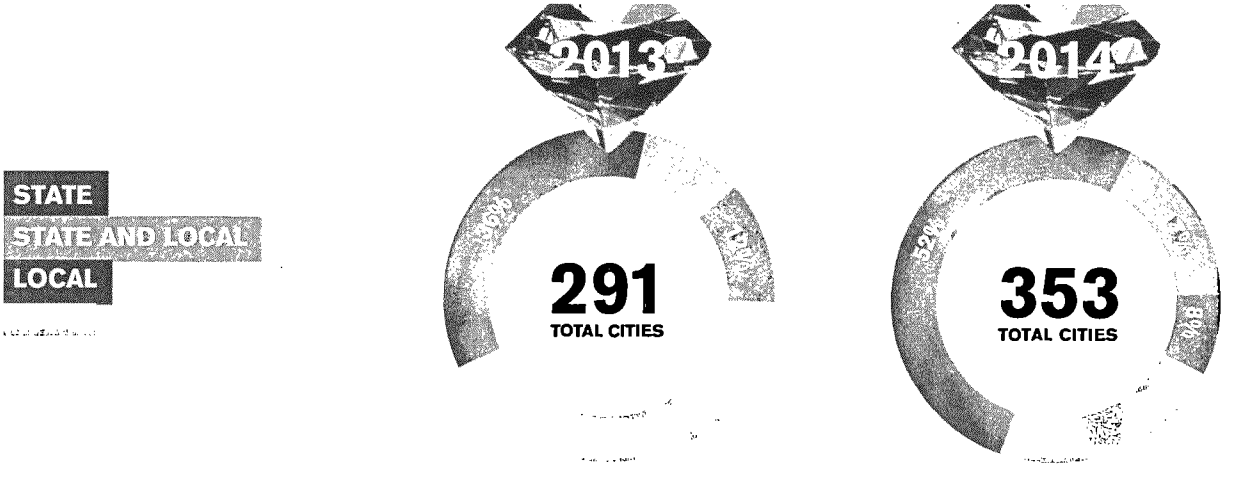
Because the MEI is an evaluation of municipalities, not states, and marriage is a state-level policy, this section is weighted so that an equal number of points are awarded for marriage and municipal domestic partner registries.

This is a practical matter based on the scope of municipal power and is not a moral or legal valuation of municipal domestic partner rights being equivalent to marriage equality.

Further, a city may have little incentive to create a domestic partner registry where the state recognizes same-sex relationships in a more comprehensive way. Therefore, a city will receive full credit on the basis of city, county, or state-level relationship recognition, if applicable. However, cities may not earn double points in this section for having domestic partner registries and statewide recognition.

Given the rapidly changing status of marriage equality across the country, we will be making a few changes to next year's scorecard. Relationship recognition categories will be removed while the existing non-discrimination and transgender-inclusive health care benefits categories will be weighted more heavily. **An updated scorecard will be available at www.hrc.org/mei in Spring 2015.**

Given the rapidly changing status of marriage equality across the country, the 2015 MEI scorecard will be revised to reflect the reality of the new legal landscape.



III. Municipality as Employer

This section is the most heavily weighted because almost every municipality has immediate control over its employment policies. Respect for LGBT employees is clearly demonstrated by the inclusiveness of these employment policies.

CITY PROHIBITS DISCRIMINATION IN CITY EMPLOYMENT

Cities can adopt internal hiring policies that prohibit employment discrimination (including hiring, promotions, termination, and compensation) on the basis of sexual orientation (5 points) and gender identity or expression (5 points). It is a fundamental principle of fairness that an employee should be judged on his or her ability to perform the responsibilities of a position, and not by who he or she is or who he or she loves. A state-level non-discrimination law or a local non-discrimination ordinance alone is not sufficient to earn these points. Personnel policies must reflect sexual orientation and gender identity in order for the city to receive credit.

CITY OFFERS DOMESTIC PARTNER BENEFITS, LEGAL DEPENDENT BENEFITS, AND EQUIVALENT FAMILY LEAVE

Employees are extended certain benefits which are sometimes tied to marital status; this means employees in same-sex relationships are often not afforded equivalent employee benefits. Cities may rectify this by offering medical benefits to a domestic partner or to a same-sex spouse if in a marriage equality state (4 points), by recognizing that the legal dependent of an employee's same-sex partner or spouse is also a dependent of the employee and extending equivalent benefits (2 points); and ensuring that family leave policies recognize the true scope of an employee's family (2 points). If a city offers benefits to same-sex spouses but the city is not in a marriage equality state, partial credit will be granted. Full credit is not appropriate because leaving the state to be married to qualify for these benefits is a significant burden for same-sex couples to be forced to undertake.

TRANSGENDER-INCLUSIVE HEALTH CARE BENEFITS

Cities, like other employers, provide health benefits to their employees, but some employees routinely have critical and medically necessary treatment excluded from the health care options they are offered. Transgender employees are routinely denied health care coverage for gender-affirming care such as hormone replacement therapy, gender confirmation surgery, and other medically necessary care. Municipalities must provide at least one health insurance plan (4 points) that provides coverage for transgender health care needs (gender confirmation surgeries, hormone replacement therapy, and other gender-affirming care). The policy must explicitly include gender-affirming care; a lack of exclusion is not sufficient for an award of points because this care is routinely presumed to be not covered.

READ MORE ABOUT THESE BENEFITS ON PG 28-32

CITY REQUIRES ITS CONTRACTORS TO HAVE INCLUSIVE NON-DISCRIMINATION POLICIES

Cities who take fair workplaces seriously also require city contractors to have inclusive non-discrimination policies. An equal opportunity ordinance, as these are sometimes known, requires city contractors to adopt non-discrimination policies that prohibit adverse employment actions on the basis of sexual orientation (2 points) and gender identity or expression (2 points).

CITY REQUIRES ITS CONTRACTORS TO OFFER EQUAL BENEFITS

An equal benefits ordinance requires a municipality's contractors to offer equal health insurance and other benefits to their employees (3 points). This ensures that employees with same-sex spouses and employees with domestic partners receive the same compensation (salary and benefits) as do their heterosexual counterparts; it also ensures that the city does not unwittingly engage in or encourage discrimination by awarding bids to contractors who treat employees differently based on their sexual orientation. Cities may receive partial credit if they have no such ordinance but instead give preference to city contractors who offer equal benefits.

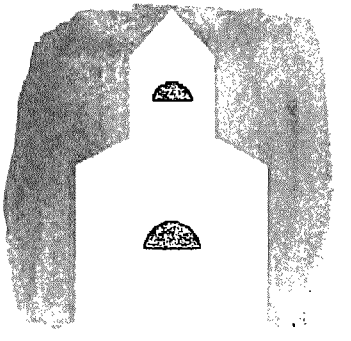
BONUS POINTS: GROSSING UP OF EMPLOYEE BENEFITS

Under federal law, until recently, the contribution made by an employer to an employee's same-sex spouse or partner's benefits was considered taxable income to the employee, whereas such a contribution made by the employer to an employee's opposite-sex spouse's benefits was not taxable income. The discrepancy in tax treatment created a tax penalty for employees who received domestic partner benefits; grossing up policies address this penalty by offsetting it (2 points). While this federal law has been overturned with regard to legally married same-sex couples, it is still in place for couples in a civil union or domestic partnership and some states continue to have similar state tax policies. Because the need for this type of program is no longer universal, these points are bonus points.

BONUS POINTS: MUNICIPALITY IS AN INCLUSIVE WORKPLACE

This section measures whether the city is a welcoming workplace for LGBT employees as measured by the following: the city actively recruits LGBT employees, or conducts LGBT inclusive diversity training, or it has an LGBT employee affinity group (a total of 2 bonus points are awarded if any of these exist).

It is a fundamental principle of fairness that an employee should be judged on his or her ability to perform the responsibilities of a position, and not by who he or she is or who he or she loves.



IV. Services and Programs

Census data shows that LGBT people live in virtually every city in the country, but not every city recognizes that their LGBT constituents can have different needs. This section assesses the efforts of the city to include LGBT constituents in city services and programs.

Human Rights Commissions do important work to identify and eliminate discrimination; even in jurisdictions where LGBT equality isn't explicitly a part of the commission's charter, these commissions investigate complaints, educate the city, and sometimes enforce non-discrimination laws. Human Rights Commissions serve as important bridges between constituents and their city.

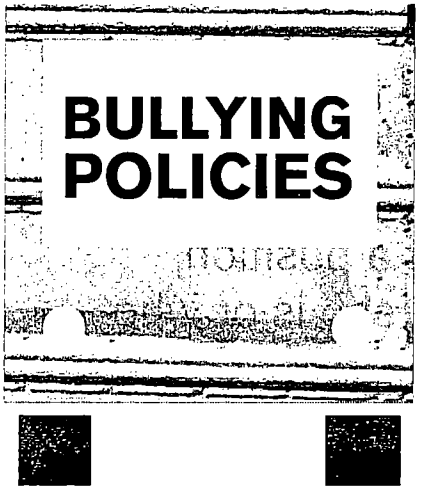
A Human Rights Commission will be worth four standard points if its purpose is largely or entirely educational. These commissions may hold community discussions, screen movies, present panels, take public comment, advise the city on matters of diversity and inclusion, develop policies and strategies for making the city more inclusive, and undertake other similar types of endeavors. Where, in addition to the functions listed above, a Human Rights Commission has the authority to conciliate, issue a right to sue letter, or otherwise enforce non-discrimination protections, that commission will earn three bonus points in addition to the four standard points awarded above.

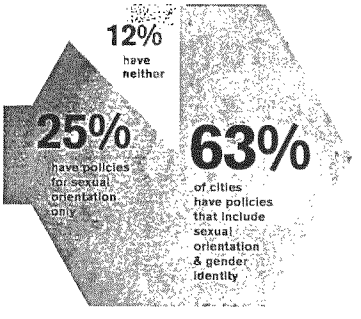
Similarly, an LGBT liaison to the Mayor's office (5 points) is responsible for looking at city policies and services through an LGBT lens and speaking up when a policy or service might exclude LGBT people. This position is also known to be a friendly ear to constituents who want to bring LGBT-related issues to the city government but are fearful they might be dismissed or misunderstood.

Anti-bullying policies in schools are also included in the MEI; a state, county, or city may prohibit bullying on the basis of sexual orientation (3 points) and gender identity or expression (3 points). Credit will also be given if all school districts within city limits have such policies.

While in some cases cities do not directly control school districts, it is nevertheless appropriate to hold the city accountable for leading a conversation on something as fundamental as ensuring children have a safe place to learn.

The MEI also evaluates city services that address segments of the LGBT population who are particularly vulnerable and may have specific and acute needs. While all people age, battle illness, struggle to fit in, and work hard to improve their lot in life, these struggles can be different and particularly difficult for LGBT people. Cities can address these challenges by offering services - or supporting a third party provider of these services - to LGBT youth, LGBT elderly, LGBT homeless people, or people who are HIV positive or living with AIDS (2 bonus points for each service the city provides).





V. Law Enforcement

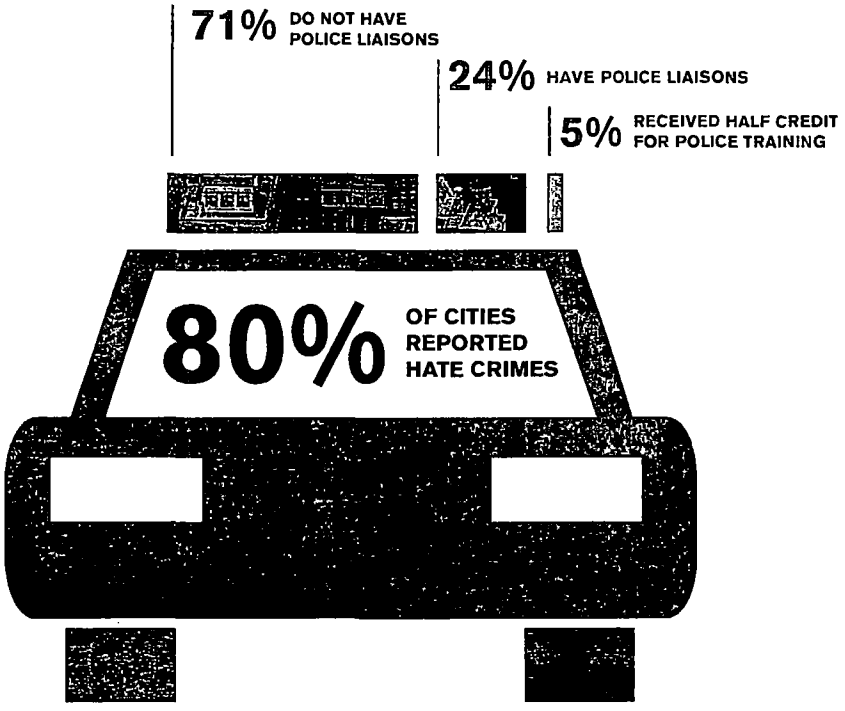
The relationship between law enforcement and the LGBT community is often fraught with suspicion, misunderstanding, and fear.

LGBT people are vulnerable to violence arising from bigotry and ignorance, and this danger is only exacerbated when police are perceived to be part of the problem.

However, a police force can ensure safety for all by treating LGBT people with understanding and respect, remaining mindful of the LGBT community's unique law enforcement concerns and engaging the community in a positive way.

An LGBT police liaison (8 points) can serve as an important bridge between the community and law enforcement. The liaison is an advocate for fair and respectful enforcement of the law as well as an officer that the community can rely upon to appropriately respond to sensitive issues.

Respectful and fair enforcement includes responsible reporting of hate crimes, including for hate crimes based on sexual orientation and gender identity, to the FBI (10 points). Such reporting demonstrates law enforcement's attention to these crimes and ensures that the larger law enforcement community is able to accurately gauge the scope and responses to them.



VI. Relationship with the LGBT Community

Leadership is an aspect of policy that is not fully captured by executive orders or the passage of legislation into law.

When a city leader marches in a Pride parade, a city joins a pro-equality amicus brief, a city council dedicates a park to an LGBT civil rights leader, or a city paints its crosswalks in rainbow colors, it sends a message to LGBT people that they are a valued part of the community.

At first glance, these actions may seem to be more symbol than substance; however, as HRC reported in its ground breaking youth report in 2012, four in ten LGBT youth surveyed said the community in which they live is not accepting of LGBT people, and 60% of the youth surveyed said they heard negative messages about being LGBT from elected leaders.

Further, LGBT youth are twice as likely as their peers to say they will need to move from their hometown in order to feel accepted. When elected leaders speak out on matters of equality, their constituents do hear - and it informs their constituents' perception of safety, inclusion, and belonging. This category, therefore, measures the commitment of the city to include the LGBT community and to advocate for full equality.

The first category rates city leadership (on a scale of 0 to 5 points) on its public statements on matters of equality, particularly where the city leadership pushes for equality in the face of substantial adversity.

For example, a city would be awarded points if the city council passed a resolution in support of marriage equality - while this is not something the city can legislate, it is a powerful statement of the city's principles nonetheless.

The level of support for pro-equality legislation is also reflected in this section. The second category rates the persistence of the city leadership in pursuing legislation or policies that further equality (on a scale of 0 to 3 points).

Note that even small or unsuccessful efforts are recognized in this category, and that these efforts may be heavily weighted if the city's political environment is not conducive to passing pro-equality legislation.

Finally, this section also includes two opportunities to earn bonus points: first, for openly LGBT people holding elected or appointed office in the municipality (3 bonus points); and second, for cities who do all they can in the face of state law that restricts their ability to pass LGBT-inclusive laws or policies (2 bonus points).

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Non-Discrimination Work Study Session

March 31, 2015

Tonight's Item

Presentation, discussion and possible direction to staff regarding the city's current policies and possible future actions pertaining to discrimination on the basis of sexual orientation, gender identity or gender expression.

Tonight's presentation

- What is the issue?
- What is considered discrimination?
- Isn't it already illegal to discriminate?
- What has Scottsdale already done to address this issue?
- What are the options and next steps?
- What is the impact on citizens, businesses and city?

What is discrimination?

In general, discrimination is:
to deprive someone of a benefit
or treat a person differently
based on membership in a protected class.

What is covered and not covered?

Federal and state law prohibit discrimination based on race, color, religion, sex, national origin, age, or disability.

Federal and state law do not prohibit discrimination based on sexual orientation, gender identity, or gender expression.

What areas are typically covered by non-discrimination laws?

- Private employment
- Public housing
- Public accommodations
- Government services and contracts

What is the key issue?

Should it be illegal to discriminate against LGBT individuals in Scottsdale on the basis of **sexual orientation, gender identity or gender expression**?

What has the city already done to address discrimination?

In 2007:

- The City Council extended employment protections in city employment to sexual orientation and gender identity
- Sexual orientation and gender identity included in anti-discrimination and non-harassment policy

What has the city already done to increase awareness?

In 2014:

- Human Relations Commission hosted Civil Dialogue on Understanding the LGBT Experience in April
- City Manager and Police Chief appointed LGBT liaisons in July
- City Council approved signing the Unity Pledge in August

What else could be done?

The Unity Pledge states: "It's time for LGBT inclusive non-discrimination policies in the workplace, housing, and public accommodations including restaurants and hotels."

Scottsdale Human Relations Commission unanimously recommended in June 2014 that the City Council adopt an ordinance prohibiting discrimination on the basis of sexual orientation, gender identity, and gender expression.

Why is this needed?

In Scottsdale, it is **not illegal** to discriminate based on sexual orientation, gender identity, or gender expression.

This means that lesbian, gay, bisexual and transgender (LGBT) individuals can be:

- Denied employment
- Fired from their job
- Denied service
- Denied housing

How often does this occur?

We don't know, since it's not currently illegal.

What are the impacts of non-discrimination laws?

- Covers local businesses and employers
- Requires owners, employees, contractors to comply
- Provides a mechanism for responding to complaints
- Violators could be subject to a fine

What are the benefits of non-discrimination laws?

- Everyone is welcome and treated fairly
- Provides protections to residents and visitors
- Helps attract and retain businesses and employees
- Promotes Scottsdale as inclusive tourist destination

What other communities have a LGBT inclusive non-discrimination ordinance?

225 cities or counties nationwide including:

- Phoenix, Tempe, Tucson and Flagstaff
- Austin, Texas
- Palm Springs, California
- San Diego, California
- Myrtle Beach, South Carolina
- Orlando, Florida
- Palm Beach, Florida

Tonight's Item

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Possible direction to staff:

A. Take no further action
B. Begin public outreach process
C. Schedule adoption of a non-discrimination ordinance

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Wyant, Erica

From: BNeeleyAZ@gmail.com
Sent: Monday, March 23, 2015 2:07 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 1

Meeting Date: 03/31/15
Item Number: 1

Contact Information (if blank, user did not provide):
Name: Brion Neeley
Address: 4525 N 66th St #122
C/S/Z: Scottsdale, AZ 85251
Phone: 4805885667

Comment for 03/31/15 Item 1:

As a Scottsdale resident, I'd like to encourage the Scottsdale City Council to consider the passage of a non-discrimination ordinance prohibiting discrimination within the City on the basis of sexual orientation and gender identity in the areas of private employment, housing and public accommodations.

Wyant, Erica

From: ginny12056@outlook.com
Sent: Tuesday, March 24, 2015 8:30 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 1

Meeting Date: 03/31/15
Item Number: 1

Contact Information (if blank, user did not provide):
Name: Ginny Dickey
Address: 13227 N. Mimosa Dr. #112
C/S/Z: Fountain Hills, Arizona 85268
Phone:

Comment for 03/31/15 Item 1:

As a recently retired Councilwoman, I ask you to please add sexual orientation and gender identity to your anti-discrimination law. You have already welcomed all with the UNITY Pledge and will set a fine example for Fountain Hills and other municipalities, and a message to our legislators, as well, not to fear this generous and fair action.

Wyant, Erica

From: Weilandmd@gmail.com
Sent: Sunday, March 29, 2015 1:08 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item # 1 - Non-Discrimination

Meeting Date: 03/31/15
Item Number: # 1 - Non-Discrimination

Contact Information (if blank, user did not provide):
Name: Dennis Weiland
Address: 11779 N. 114th Way
C/S/Z: Scottsdale, AZ 85259
Phone:

Comment for 03/31/15 Item # 1 - Non-Discrimination:

This issue in not sexual orientation, it is the unfettered ability of a business to do business. There is already more than enough government interference. Please vote no on the ordinance to show that the council is pro-business.

Wyant, Erica

From: travisbrown@ccv.church
Sent: Monday, March 30, 2015 9:11 AM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 'Non Discrimination' Ordinance

Meeting Date: 03/31/15
Item Number: 'Non Discrimination' Ordinance

Contact Information (if blank, user did not provide):
Name: Travis Brown
Address: 19030 N. Pima Rd
C/S/Z: Scottsdale, AZ 85255
Phone: 480-502-9800

Comment for 03/31/15 Item 'Non Discrimination' Ordinance:

As a leader here in the Scottsdale community of a church with close to 25,000 members spread all across this valley, I am writing to you in regards to the 'Non Discrimination' Ordinance that the city is considering.

It would be a benefit for every single citizen in the Scottsdale community for this process to slow down. Before passing a serious regulation like this, the city should take time to study the issue and hear from the public.

Arizonans value diversity. There is not a current problem of rampant discrimination that demands overreaching government mandates. Such an expansive ordinance should have input from the community. We know that this ordinance can have a negative impact on churches and religious organizations, potentially forcing us leaders to check our religious freedoms at the door. It can also potentially have negative impact on businesses, and we all know that is the last thing we need here in Arizona, especially here in Scottsdale. This ordinance with vague terms can open a business up to frivolous lawsuits and should be vetted properly.

Please consider this as you approach this issue. Thanks for your consideration.

Travis Brown
Scottsdale Campus Pastor

Christ's Church of the Valley
19030 N. Pima Rd, Scottsdale AZ 85255

(623) 376-2444 (phone)
(623) 376-0444 (fax)
www.ccvonline.com
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Wyant, Erica

From: sharrison15@cox.net
Sent: Monday, March 30, 2015 1:01 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Regarding "non-discrimination" ordinance

Meeting Date: 03/31/15
Item Number: Regarding "non-discrimination" ordinance

Contact Information (if blank, user did not provide):
Name: Steve Harrison
Address: 7001 N. Scottsdale Rd.
C/S/Z: Scottsdale, AZ 85253
Phone:

Comment for 03/31/15 Item Regarding "non-discrimination" ordinance:

Dear Scottsdale City Council,

I will not be able to make the meeting on Tuesday but would ask you to consider the following as it pertains to Scottsdale City Council consideration of the "non-discrimination" ordinance. As a business owner in Scottsdale I am very concerned about the following:

1) This ordinance can have a negative impact on businesses. The last thing that is needed in Arizona, and particularly in Scottsdale, is more regulation on businesses.

2)An ordinance with legally vague terms can open a business up to frivolous lawsuits and should be vetted properly.

3) Arizonans value diversity. There is not a current problem of rampant discrimination that demands overreaching government mandates. Such an expansive ordinance should have input from the community.

4) This ordinance can have a negative impact on churches and religious organizations, potentially forcing their leaders to check their religious freedoms at the door.

PLEASE slow down the process. Before passing a serious regulation like this, the city should take time to study the issue and hear from the public. The City of Glendale has slowed down/stalled the process and The Town of Fountain Hills completely removed the ordinance from their agenda.

Given the above points I believe this proposal is a very bad idea.

Thank you,
Steve

Wyant, Erica

From: g.r.capul@cox.net
Sent: Monday, March 30, 2015 4:14 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 033115

Meeting Date: 03/31/15
Item Number: 033115

Contact Information (if blank, user did not provide):
Name: ramon capul
Address: 33540 north 74th street
C/S/Z: scottsdale, az 85266
Phone:

Comment for 03/31/15 Item 033115:

members of the city council please think over carefully all the implications involved. there is absolutely no need for ordinances that curtail religous freedoms to all.

Wyant, Erica

From: HJKirk@juno.com
Sent: Monday, March 30, 2015 5:09 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-Discrimination Work Study Session

Meeting Date: 03/31/15
Item Number: Non-Discrimination Work Study Session

Contact Information (if blank, user did not provide):
Name: Heather Kirk
Address: 7950 E. Starlight Way, 108
C/S/Z: Scottsdale, AZ 85250
Phone: 480-946-2149

Comment for 03/31/15 Item Non-Discrimination Work Study Session:

There are always fine balances to be found in creating fair laws that do not deny the rights of anyone under our nations Constitution and each individual's various protections. As laws reach into private employment, including employment by religious organizations, people's free speech rights and the right to practice their religion freely, it becomes more complex. While many, many church denominations are individually addressing the issues of attitudes towards and the employment of LGTB rights, not all have decided the same thing. Yet, it is their right under the fundamental founding of this country and the freedom to practice their religion as they sincerely believe it to be taught.
For this reason, if there is not a clause in this Non-Discrimination Policy that allows for such individual Freedom of Religion rights and exempts churches, there will be a backlash, Including one that could take the case all the way to the Supreme Court. While that may actually be the intention of some in the LGTB community, it may not turn out as planned - as we have seen in similar cases – and it may delay the enactment of the law based on overarching and/or unclear legislation.
It is certainly not the role of the City Of Scottsdale to create a law vague enough and against such fundamental right as to set up a several year or even decade long law suit in which such a law cannot be enacted - because of the missing aspect of exempting religious organizations and the right of individuals based on their religious beliefs. My request is that
1) you exempt religious organizations and individual business owners based on sincerely held religious beliefs, and 2) open up this issue for public discussion. Thank you.

Wyant, Erica

From: LEBRY1@COX.NET
Sent: Monday, March 30, 2015 5:27 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-Discriminatio n Wor k Stud y Session .

Meeting Date: 03/31/15
Item Number: Non-Discriminatio n Wor k Stud y Session .

Contact Information (if blank, user did not provide):
Name: LARRY BRYSON
Address: 8711 E. PINNACLE PEAK RD
C/S/Z: Scottsdale, AZ 85255
Phone:

Comment for 03/31/15 Item Non-Discriminatio n Wor k Stud y Session .:

Please leave the businesses alone to work and create a better place to live by being productive and pay taxes and collect taxes for the city at no cost to you. The number of business people that are not aware of the benefits of serving all the people are very small. Don't screw it up for all the rest. You know activists and some LBGT's will take advantage of more laws ...probably more than business owners will use the discrimination.

Wyant, Erica

From: dmattson45@cox.net
Sent: Monday, March 30, 2015 6:09 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-discrimination Ordinance

Meeting Date: 03/31/15
Item Number: Non-discrimination Ordinance

Contact Information (if blank, user did not provide):
Name: dan mattson
Address: 6302 East Sage Drive
C/S/Z: Scottsdale, AZ 85253
Phone: 4802428926

Comment for 03/31/15 Item Non-discrimination Ordinance:

Was disturbed and dismayed at finding out that the city council is suddenly thinking of passing an ordinance similar to the horrible one in Houston that targeted people of faith.

As I understand it, this will be coming up TOMORROW. Why the rush to get this through? To me, that smacks of an under-the-table, underhanded deal, which I haven't associated with Scottsdale before. Having lived here for a long time, I certainly haven't noticed that there is a problem of rampant discrimination that demands overreaching government mandates.
Quite the opposite is true.

Please reconsider and be like Glendale and Fountain Hills who were considering similar horrible legislation and decided to slow down the process. Thank you so much for all you do to serve and help our community!

Wyant, Erica

From: johnbheil@cox.net
Sent: Tuesday, March 31, 2015 10:43 AM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-Discrimination Ordinance

Meeting Date: 03/31/15
Item Number: Non-Discrimination Ordinance

Contact Information (if blank, user did not provide):
Name: John Heil
Address: 7153 N. 78th Street
C/S/Z: Scottsdale, AZ 85258
Phone: 4804431942

Comment for 03/31/15 Item Non-Discrimination Ordinance:

I am requesting that you slow down the consideration for this particular ordinance. I read in the AZ Republic last week where a floral shop declined to provide service to a gay couple and was fined $1,000 for refusing service. Is this what we want for our businesses in Scottsdale whose religious rights may be violated.

Wyant, Erica

From: naterhoton@gmail.com
Sent: Tuesday, March 31, 2015 1:03 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 1

Meeting Date: 03/31/15
Item Number: 1

Contact Information (if blank, user did not provide):
Name: Nathaniel Rhoton
Address: 5825 N 12TH ST, Unit 17
C/S/Z: PHOENIX, Arizona 85014
Phone: 6029082711

Comment for 03/31/15 Item 1:

I urge the council to adopt this ordinance as a way of showing that Scottsdale is open for business to everyone and that no public entity can be allowed to discriminate against citizens or visitors alike, including in public accommodations.

Wyant, Erica

From: lcooney12@gmail.com
Sent: Tuesday, March 31, 2015 2:30 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-Discrimination Ordinance

Meeting Date: 03/31/15
Item Number: Non-Discrimination Ordinance

Contact Information (if blank, user did not provide):
Name: Lauren Cooney
Address: 10888 N. 70th St., 219
C/S/Z: Scottsdale, Arizona 85254
Phone:

Comment for 03/31/15 Item Non-Discrimination Ordinance:

Please slow down the process of the Non-Discriminatory Ordinance Before passing serious regulation like this, the city should take time to study the issue and hear from the public. Arizonans value diversity. There is not a current problem of rampant discrimination that demands overreaching government mandates. Such an expansive ordinance should have input from the community. This ordinance can have a negative impact on churches and religious organizations, potentially forcing their leaders to check their religious freedoms at the door. This ordinance can have a negative impact on businesses. The last thing that is needed in Arizona, and particularly in Scottsdale, is more regulation on businesses. An ordinance with legally vague terms can open a business up to frivolous lawsuits and should be vetted properly.

Wyant, Erica

From: m_gulick@msn.com
Sent: Tuesday, March 31, 2015 4:14 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item 1

Meeting Date: 03/31/15
Item Number: 1

Contact Information (if blank, user did not provide):
Name: Melinda Gulick
Address: 30487 North 77th Place
C/S/Z: Scottsdale, AZ 85266
Phone: 602-478-9409

Comment for 03/31/15 Item 1:

Mayor Lane and Members of the Scottsdale City Council -

Many thanks for holding a work study session this evening to discuss public outreach for a Non-Discrimination Ordinance in Scottsdale. As someone who grew up in the area and works for a locally owned business attracting customers from around the world, I hope that you will support public outreach on the potential ordinance - and that eventually you will consider it on a future City Council Agenda.

As a long time member of the board of the Scottsdale Area Chamber of Commerce, I believe the adoption of such an ordinance would enhance our city's reputation and be accretive to attracting new businesses to our wonderful community. A goal all of us share.

Scottsdale is a welcoming community today - as it always has been - please codify practices already in place in businesses large and small in Scottsdale.

Thank you - Melinda Gulick

Wyant, Erica

From: ajcolaric@aol.com
Sent: Tuesday, March 31, 2015 5:47 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non-Discrimination

Meeting Date: 03/31/15
Item Number: Non-Discrimination

Contact Information (if blank, user did not provide):
Name: Anna Colaric
Address: 4121 N 66th Street
C/S/Z: Scottsdale, AZ 85251
Phone:

Comment for 03/31/15 Item Non-Discrimination:

Please pull in the reigns on this! Why add more laws that are not necessary? In our city, I've never seen or heard of one case of discrimination. It is really annoying to find out about this at the last minute. Wouldn't it be more representative of what our residents want, if you let us know about this in time to take part in the discussion? Why not mail an addenda of upcoming topics with our water bills? Before burdening businesses with another unnecessary regulation, take some time and hear from all sides. Maybe restrict the input to people who actually live in Scottsdale, instead of having our time to give input overridden by bus loads of outsiders trying to stir up trouble in our peaceful neighborhoods. Thank you.

Wyant, Erica

From: wcolaric@aol.com
Sent: Tuesday, March 31, 2015 5:55 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Non Discrimination

Meeting Date: 03/31/15
Item Number: Non Discrimination

Contact Information (if blank, user did not provide):
Name: Wayne Colaric
Address: 4121 N 66th Street
C/S/Z: Scottsdale, AZ 85251
Phone:

Comment for 03/31/15 Item Non Discrimination:

Please delay action on this proposed change. The last thing Scottsdale needs is to get dragged into discussion over problems that do not exist.
Please find a method of notifying citizens of items that will be discussed, so we can all contribute to the conversation. I'm a tax accountant and this is my busy time of year. There is no way I could have attended the meeting, but it would have been nice to have a chance to have my input heard. Scottsdale has a lot of senior citizens who should be included in everything that affects our city....lets find a way to get the word out. If anyone is being discriminated against, it's seniors! Our senior neighbors haven't heard anything about this new proposal, which isn't right!

Wyant, Erica

From: Amin.vijan@gmail.com
Sent: Tuesday, March 31, 2015 7:39 PM
To: Agenda Item Comment
Subject: Agenda Item Comment for 03/31/15 - Item Discrimination meeting

Meeting Date: 03/31/15
Item Number: Discrimination meeting

Contact Information (if blank, user did not provide):
Name: Amin Vijan
Address: 6010 E Sonoran Trail
C/S/Z: Scottsdale , Az 85266
Phone:

Comment for 03/31/15 Item Discrimination meeting:

Please slow down the process. Before passing serious regulation like this, the city should take time to study the issue and hear from the public.

- Arizonans value diversity. There is not a current problem of rampant discrimination that demands overreaching government mandates. Such an expansive ordinance should have input from the community.
- This ordinance can have a negative impact on churches and religious organizations, potentially forcing their leaders to check their religious freedoms at the door.
- This ordinance can have a negative impact on businesses. The last thing that is needed in Arizona, and particularly in Scottsdale, is more regulation on businesses.
- An ordinance with legally vague terms can open a business up to frivolous lawsuits and should be vetted properly.