

Office of Diversity and Inclusion

Impact Focus Areas



Since 1998, Scottsdale's Office of Diversity and Inclusion has focused on creating a culture that celebrates diversity while promoting an inclusive environment. Today, Scottsdale continues these efforts while expanding our priorities to include equity and belonging.

The Office of Diversity and Inclusion is furthering our work to embed a sustainable culture of Equity, Diversity, Inclusion, and Belonging (EDIB) through training and respectful dialogue, civil rights policies, valuing all people and cultures, and a commitment to ensuring Scottsdale is an inclusive employer and community. These goals are achieved through the overarching impact focus areas outlined below.

Organizational Culture



Embed EDIB into Scottsdale's organizational culture by aligning it with core City values that support the mission and vision and emphasizing EDIB in policies and the General and Strategic Plans.

Employee Engagement



Support employee engagement by implementing and expanding opportunities that foster EDIB in the workplace.

Community Partnerships



Establish new and retain existing mutually beneficial partnerships to address the needs of our community and to promote EDIB in Scottsdale.

Communication Strategy



Communicate and demonstrate Scottsdale's commitment to and progress towards EDIB to our employees, residents, employers and visitors.

Metrics and Accountability



Establish EDIB metrics for programs, services and organizational priorities. Enforce the Anti-discrimination Ordinance in the organization and community.