

Proposition 142 – HCR 2044 – AGAINST ARGUMENTS

MEAN-SPIRITED AND MISGUIDED, ATTACKS TRUTH AND FAIRNESS

This blanket ban on every conceivable type of human difference is corrosive and harmful. We urge Arizonans to vote NO.

Our Republican-run legislature referred Prop XXX to the ballot because it couldn't pass muster as a bill. It would amend the Arizona Constitution, which means its wording should be careful and precise — it definitely is not. Embedding racism in our state's foundational document will have serious, wide-ranging consequences, causing grave injustices that would be difficult to reverse.

Some politicians would have us believe human differences should be hidden, not welcomed or celebrated. Those who put this ill-intended prohibition on our ballots ignore that it would block teachers from discussing truthful history and accurate science. They refuse to acknowledge that race and ethnicity data is essential to meaningful research or medical results. They especially hope we ignore the provision that would let them ban any "related practice or concept," giving them a free pass to create catch-all discrimination and injustice.

By joining together across races, backgrounds, abilities and genders, Americans have historically defeated the powerful few who tried to exclude Black children from schools, women from voting booths, working people from unions, disabled people from the workplace, and gay people from public life. Now it's our turn to take on those who seek to take us backward. To realize the American dream, we can make this a place of liberty and justice for all – no exceptions.

There is no way to spin this outright rejection of human difference as somehow beneficial to Arizona or the people who live here. We must welcome the diversity that makes our nation great, the equity that gives all a shot at the American dream, and the inclusion that assures everyone a seat at the table.

Melinda Iyer, Co-Director, Civic Engagement Beyond Voting, Phoenix and Catherine Sigmon, Co-Director, Civic Engagement Beyond Voting, Tempe
Sponsored by Civic Engagement Beyond Voting

The Arizona Constitution in Article 2, Section 36(A), reads, "This state shall not grant preferential treatment to or discriminate against any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education or public contracting."

Prop XXX, the Preferential Treatment Discrimination Act, which claims to ban preferential treatment and discrimination, is therefore, unnecessary. You should vote "No" on this ground alone.

Prop XXX's lengthy, gobbledygook wording adds nothing to the Constitution's clear prohibition. To the contrary, it would result in confusion, disputes, and significant public and private costs.

The real aim of Prop XXX is not to prohibit preferential treatment, since the Constitution already

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prohibits it, but to pile onto attacks on DEI policies. So, let's consider what "DEI" stands for: Diversity, Equity, and Inclusion.

"Diversity" refers to the presence and participation of individuals with varying backgrounds and perspectives, including those who have been historically underrepresented, in any given setting. Diversity does not mean nor imply racial or other quotas. Organizations that embrace diversity lead in innovation, performance, recruitment, retention, and student, worker, and customer satisfaction. Think about how you go about making an important decision. Don't you try to gather as much information and perspectives as are available? That's diversity.

"Equity" means "Basic Fairness." Doesn't everyone want to be treated fairly?

"Inclusion" refers to a school or workplace setting where everyone feels valued, respected, and integrated into the organization's culture and operations. Thinking about any public setting, don't you want to feel valued, respected, and included in any activities or decisions that are being made?

When you consider what DEI stands for, there's no reason to fear it and certainly no reason for the Arizona Constitution to prohibit it. Vote "No" on Prop XXX.

Marie Sansone, Williams

Vote NO on HCR 2044

The League of Women Voters of Arizona opposes discrimination and supports equal opportunity for all people. We believe public institutions should foster environments that are inclusive, accessible, and welcoming to all members of our communities.

The constitutional measure is unnecessary: Arizona law already prohibits discrimination and preferential treatment based on race, sex, color, ethnicity, and national origin. HCR 2044 goes far beyond those protections by restricting public schools, colleges, universities, and local governments from educational programs, training, outreach activities, and discussions related to race, ethnicity, diversity, inclusion, and equal opportunity.

The measure contains expansive and ambiguous language that could discourage institutions from offering lawful programs focused on student success, community engagement, cultural understanding, mentoring, or educational access. Faced with uncertainty and potential legal challenges, schools and public institutions may choose to eliminate programs and activities that serve our students and communities.

The measure leaves the door open for future censorship well beyond the provisions voters are being asked to approve today. HCR 2044 grants future Legislatures the authority to prohibit additional concepts and activities without returning to voters for approval. This invites continuing political battles over curriculum, educational programs, research, training, and community engagement activities. Public schools, colleges, and universities should be preparing students to think critically, solve complex problems, and succeed in a diverse and competitive workforce—not navigating legislative efforts to restrict learning, inquiry, and the free exchange of ideas.

The League supports equal treatment under the law and opposes discrimination in all forms. We also believe Arizona's schools, colleges, and public institutions should retain the ability to

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provide educational opportunities, outreach, and support programs that serve the diverse communities of our state.

Protect equal opportunity. Preserve local decision-making and educational freedom.

Vote NO on HCR 2044.

Pinny Sheoran, Board Officer, Secretary / State Advocacy Chair, League of Women Voters of Arizona, Scottsdale

Sponsored by League of Women Voters of Arizona

The simple truth: Prop XXX would increase discrimination.

Businesses big and small have recognized in recent years that a lack of diversity means fewer customers. A diverse team has the skills to develop products and services far better for diverse customers. Prop XXX would ban efforts even to consider that.

It is also true for medical and health research to find cures for all the people, not just the wealthy few. Unfortunately Prop XXX would eliminate the dollars that fund this research.

In the first 200 years of our nation's history, we were pretty horribly racist and biased against women and any minority group. Fortunately now, almost all of us agree that slavery is bad and all people should have equal rights.

We might have come a long way, but we've still got a long way to go. With an effort informed by real life, we can be better, and we can achieve more.

This bad Prop XXX would stop all efforts to recognize the value that women and minorities bring to: public universities, community colleges, state employee positions, contractors, and public schools – charter and district. It would create DEI thought-police that have to review all their curriculum, their grants, their books, and look over the teacher's shoulders.

Please vote, "NO!" on Prop XXX.

In Part C,1(a) this proposition would make it unconstitutional to make good-faith EFFORTS TO TRY TO DIVERSIFY THE FACULTY in any way, EVEN BY ADVERTISING TO RECRUIT diverse people to apply for the jobs. Our Arizona Constitution has already been amended to ban Affirmative Action, so hiring quotas and student selection quotas are already banned.

Please vote, "NO" on this proposition. Say NO to more discrimination and prejudice.

-- State Senator Mitzi Epstein and State Senator Lauren Kubly

Mitzi Epstein, State Senator, Arizona Senate, Tempe and Lauren Kubly, State Senator, Arizona Senate, Tempe

Sponsored by Denise "Mitzi" Epstein

This proposition would insert systemic racism into the state Constitution by blocking teachers from discussing truthful history and accurate science in school.

Enslavement, U.S. scientific achievements, the reasons behind wars, and the treatment of Indigenous peoples are all part of our history and should be taught, discussed, and included in textbooks. This measure also restricts training on how to support LGBTQ+ staff and students.

A blanket ban on learning about human differences is corrosive, harmful, and unnecessary.

Vote NO on Prop XXX.

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Gayle Shanks and Bob Sommer
Changing Hands Bookstore Co-Founders

Gayle Shanks, Tempe and Clive Sommer, Tempe
Sponsored by Gayle Shanks

My name is Courtney Banks with Our Voice, Our Vote Arizona, and I am speaking in opposition to Prop XXX, also known as HCR 2044.

Diversity, Equity, and Inclusion (DEI) reflects Arizona. From Indigenous communities to women to veterans to Black and Brown communities, DEI is woven into the fabric of our state. This proposal to dismantle DEI programs runs counter to our values, our communities' best interests, and the long-term growth of future leaders and innovation.

Since Arizona's founding, people have come here in search of opportunity. That pursuit remains at the heart of who we are today. DEI expands opportunity by ensuring voices too often overlooked, underrepresented, or undervalued are included in decision-making and community life. Removing these efforts would move Arizona backward rather than forward.

Supporters claim Prop XXX is about fairness, but DEI programs are not preferential treatment. They are tools designed to ensure equal access to opportunity. This measure rolls back civil rights progress and weakens efforts to address systemic challenges. It would limit pathways that help communities build equitable futures.

At its core, DEI ensures people have a seat at the table and a voice in shaping schools, workplaces, and communities. These efforts strengthen education, workforce development, and public institutions. Arizona's history includes early efforts to expand voting rights, create safe spaces for students, and support people with disabilities, all rooted in inclusion.

Dismantling DEI risks narrowing talent pipelines, limiting innovation, and reducing access to opportunity. It could shrink job growth, silence diverse leadership, and weaken Arizona's competitiveness. At a time when we should be expanding opportunity, this measure moves us backward. Arizona should strengthen pathways to opportunity, not dismantle them.

We must protect inclusion. Arizona remains innovative, competitive, and committed to opportunity for every community across our state now and in the future.

Courtney Banks, Phoenix
Sponsored by Our Voice, Our Vote

The ACLU of Arizona is a non-profit, non-partisan organization committed to protecting the rights and liberties of all Arizonans. We urge a NO vote on Proposition XX because it violates the First Amendment, attacks academic freedom, and seeks to dismantle decades of progress that has created a more just and equitable society for all Arizonans. Diversity, equity and inclusion (DEI) provides everyone, no matter their background, fair access to opportunity.

The movement for equity and inclusion is not new – it describes more than 200+ years of action that has benefited all Americans by delivering opportunities for all. For every community not fully included at our nation's founding, it is a core American value to demand fairness so that our individual merits speak for themselves.

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HCR2044 violates the First Amendment by prohibiting certain ideas, viewpoints, and beliefs from being discussed in colleges and in government workplaces. Ideas are not illegal, and there is no “government-approved” speech exception to the First Amendment. “[T]he First Amendment means that government has no power to restrict expression because of its message, its ideas, its subject matter, or its content.” The “government may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable.” HCR2044 punishes students and teachers for their beliefs, while prohibiting ideas disfavored by some politicians from being debated and discussed in a college setting or within the workplace.

Attacks on DEI are attacks on our shared culture and values. DEI bans have been used to censor information about veterans, erase the history of marginalized groups, purge academic faculty, and censor academic discussion based on the viewpoints of the speaker. HCR2044 violates the First Amendment and the values that make Arizona a welcoming and equal place for all. The ACLU of Arizona urges a NO vote.

Darrell Hill, Director of Policy, ACLU of Arizona, Phoenix
Sponsored by ACLU of Arizona

Mi Familia Vota Recommends Voting NO on HCR 2044. This radical measure seeks to dismantle decades of civil rights progress in Arizona. By placing a blanket ban on public institutions considering race or ethnicity in any capacity—including education, employment, public contracting, training, and programming—it effectively outlaws diversity, equity, and inclusion efforts needed to level the playing field for disadvantaged communities.

The severe impacts of HCR 2044 include:

- Entrenching Inequality: It stops schools, universities, and state agencies from confronting systemic racism or actively promoting equal opportunities for historically marginalized communities.
- Aggressive Surveillance: It creates an invasive "DEI police" tasked with examining every single public grant, curriculum, and program for compliance. At the federal level, similarly aggressive surveillance has had destructive and inefficient results, leading to waste of taxpayer funds and chaos for government workers and stakeholders.
- Economic and Educational Harm: This overbroad enforcement directly jeopardizes public sector jobs, vital research grants, and community-focused programs.

As a society, we have long agreed that discrimination is wrong and that everyone deserves a fair shot in life. HCR 2044 erases the tools we need to address systemic disparities, making our public institutions less fair and less inclusive. Do not allow politicians to roll back basic civil rights protections. Vote no on HCR 2044.

Monica Sandschafer, Arizona State Director, Mi Familia Vota, Phoenix
Sponsored by Mi Familia Vota

We believe every Arizonan deserves to be treated fairly. Chispa Arizona puts this belief into action by empowering Latinx communities to influence policy, protect natural resources, and combat climate change.

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Proposition XXX amends the Arizona Constitution in a way that will undermine the very programs that help ensure all communities have a fair opportunity to thrive by banning all public institutions from considering race or ethnicity in any way in education, employment, contracting, training, and programming.

This matters to environmental justice efforts because communities of color and low-income neighborhoods bear the greatest burden of polluted air, contaminated water, extreme heat, and hazardous industrial development. Addressing these inequities requires honest conversations about race and ethnicity. It requires engaging the most impacted communities, and doing targeted outreach—not pretending these disparities do not exist.

Prop XXX could chill efforts by our public colleges and universities to train future leaders, conduct research, and engage communities in environmental justice and other pressing public challenges. It also invites years of costly litigation over what public institutions may teach, discuss, or fund.

Arizona’s Constitution should continue to protect equal opportunity—not be used to silence discussions about the real-world impacts of pollution, discrimination, and unequal access to healthy communities.

Environmental justice means ensuring that every family—regardless of race, ethnicity, income or ZIP code—has clean air to breathe, safe water to drink, and a healthy place to live. PROP XXX moves Arizona in the opposite direction by making it harder to identify and address inequities that continue to affect residents across our state.

Protect equal opportunity. Protect honest dialogue. Protect healthier communities for everyone. Vote NO on PROP XXX.

Jodi Liggett, Advisor, Chispa AZ, Tempe

Every person deserves a fair shot, whether that’s in our schools, workplaces, and communities.

Prop XXX is a sweeping, unnecessary measure that would roll back efforts to ensure fairness, opportunity, and belonging across Arizona. It will create confusion and fear in public education, employment, contracting, training, grants, curriculum, and community programs.

Arizona should be focused on preparing students for the future, attracting good jobs, and building communities where everyone can thrive. Instead, this measure would make it harder for schools, cities, and public institutions to address barriers that still hold too many people back.

As Mayor, I’ve seen that Tempe’s success is rooted in inclusion. We are stronger when people of every background have the opportunity to contribute, lead, and succeed.

This measure is not about fairness. It is about using state power to stop local communities from

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doing the work of expanding opportunity.

Vote NO on Prop XXX.

Corey Woods, Mayor, City of Tempe, Tempe
Sponsored by Will of the People

HCR 2044 – Anti DEI measure. This is our MAGA legislature preening themselves to, well to themselves, by eliminating any semblance of DEI within our government. Instead of looking for and finding ways to promote our state as a welcoming and diverse community, we allow our legislature to get down in the weeds and direct what can be taught in our schools and push us into a two-page, four-sided ballot. Vote No on Proposition HCR 2044.

Timothy Everhard, Director, Arizonans for Freedom, Peoria

Ignoring a problem doesn't solve it. For generations, discriminatory policies in housing, education, and hiring created gaps in wealth and opportunity that still shape Arizona communities today. Prop XXX would make it illegal for public institutions to even acknowledge these realities, let alone address them.

Consider what that means in the classroom. Schools would be forbidden from teaching normal elementary school history including the Civil War, Women's Suffrage, and the Civil Rights Movement, foundational chapters of American history. Arizona parents send their kids to school to learn the truth about our country, hard parts included, because that's how we raise informed, capable citizens. A law that makes honest history a liability doesn't protect our children, it leaves them unprepared.

By blinding our institutions to inequality, Prop XXX doesn't create a level playing field; it freezes an uneven one in place and calls it fair. Arizonans who believe in honest education, equal opportunity, and the full promise of our state should vote NO on Prop XXX.

*Casey Clowes is a Salt River Project (SRP) Board member. The views expressed are solely her individual views and opinions, and are not made on behalf of the SRP Board of Directors or Salt River Project Agricultural Improvement and Power District.

Casey Clowes, Board Member, At-Large, SRP, Tempe

Vote NO on Prop XXX

Prop XXX is a sweeping constitutional amendment that would ban public schools, universities, and government agencies from considering race or ethnicity in a wide range of decisions and programs. While supporters claim it promotes fairness, the reality is that it would dismantle efforts designed to ensure all Arizonans have equal access to opportunity.

This measure goes far beyond banning discrimination, which is already illegal. Instead, it prohibits institutions from taking meaningful steps to address barriers that have historically

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prevented some communities from fully participating in education, employment, and public life. It would create confusion and fear among educators, public employees, and agency leaders who could face scrutiny simply for developing programs that promote inclusion, recruit diverse applicants, or help underserved communities access resources.

Prop XXX also risks creating a costly enforcement bureaucracy that invites investigations into grants, training programs, curricula, hiring practices, and community outreach efforts. Rather than focusing on delivering services and solving problems, public institutions could be forced to spend time and resources defending themselves against politically motivated complaints and legal challenges.

Arizona succeeds when everyone has a fair chance to contribute and thrive. Schools should prepare students to work in a diverse society. Universities should be able to recruit talented students from every background. Public agencies should be able to identify disparities and ensure taxpayer-funded programs reach the communities they are intended to serve.

As a country, we decided long ago that discrimination is wrong and that equal opportunity matters. Prop XXX moves Arizona backward by stripping away tools that help create fairness and inclusion. It makes it harder, not easier, to build institutions that reflect and serve all Arizonans.

We should be expanding opportunity, not restricting it. We should be solving problems, not policing inclusion.

Joel Edman, Phoenix
Sponsored by Will of the People

Vote NO on Prop XXX and protect academic freedom

Every student deserves a fair opportunity to learn, succeed, and feel like they belong in Arizona's public schools.

Prop XXX is a sweeping and harmful measure that would make it harder for schools, colleges, and public institutions to address inequality, support students from different backgrounds, and ensure fair access to opportunity.

As Arizona's former Superintendent of Public Instruction and an educator for students with disabilities, I have seen how important it is for schools to meet the needs of every student, including students with disabilities, multilingual learners, rural students, students of color, and students who have historically been left behind.

This measure would create confusion and fear across public education, employment, training, grants, curriculum, and programming. It could punish institutions for trying to ensure fairness, just so every student gets the education they need to succeed.

Arizona should be focused on helping every student reach their full potential, not creating new political mandates that make schools less welcoming and less effective.

Vote NO on Prop XXX.

**Kathy Hoffman, Former Arizona Superintendent of Public Instruction (2019-2023),
Phoenix**

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Sponsored by Will of The People

Arizona women know that equal opportunity requires more than empty promises. Proposition XXX would make it harder for our schools, colleges, and public institutions to recognize and address the real barriers that women and girls continue to face.

The Arizona Center for Women's Advancement (ACWA) works to ignite meaningful change in the public and private sector by providing information, education, and advocacy regarding the status of Arizona women and girls. At ACWA, we know all too well that women in Arizona still earn less than men, are more likely to live in poverty as they age, shoulder most unpaid caregiving responsibilities, and continue to experience disparities in maternal health, workplace leadership, and access to opportunity. Women of color face even wider gaps in income, health outcomes, and educational attainment.

Rather than helping solve these challenges, Proposition XXX would prohibit public colleges and universities from supporting many programs supporting populations that have faced historic discrimination, restrict training and programming related to gender identity and sexual orientation, and discourage institutions from acknowledging how prejudice affects people's lives. It goes far beyond banning discrimination; it limits the tools educators and public institutions can use to ensure everyone has a fair chance to succeed.

Women's progress has never happened by pretending inequality doesn't exist. It has come from identifying barriers, collecting data, educating future leaders, and creating opportunities for those who have historically been left behind.

The Arizona Center for Women's Advancement believes every woman deserves the opportunity to thrive—regardless of her race, ethnicity, income, or background. This measure moves Arizona in the wrong direction by discouraging honest conversations and effective solutions to persistent inequality.

Vote NO on Proposition XXX. Protect equal opportunity for all Arizona women and girls.

Jodi Liggett, Founder, Arizona Center for Women's Advancement, Tempe

As a mother, immigrant, and former Osborn School District board member, I believe every child and every family deserves dignity, opportunity, and a fair chance to succeed.

Prop XXX moves Arizona in the wrong direction.

This sweeping measure would make it harder for schools, colleges, public agencies, and community programs to address barriers that still exist in education, employment, contracting, training, grants, curriculum, and public services. It would create fear and confusion for institutions that are simply trying to ensure everyone has a fair shot.

I believe so strongly that public institutions must be able to recognize the needs of the communities they serve and work to expand opportunity.

Arizona's future depends on whether every child can learn, belong, and thrive. We should be opening doors, not tying the hands of educators and public servants who are trying to make our state more fair and inclusive.

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Vote NO on Prop XXX.

Hon. Ylenia Aguilar, Former Osborn Unified School Board Member, Phoenix
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