

Proposition 142 – HCR 2044 – FOR ARGUMENTS

Most Arizonans believe that all people should be treated equally. No matter who is in power in Washington D.C., Arizona's schools, universities, and state agencies should never treat a student, staffer, or candidate differently under the guise of racial quotas or "diversity, equity, and inclusion" (DEI). This measure ensures that state taxpayer resources are never used to force students or state employees to endorse race-based discrimination or spend time and tuition dollars supporting programming that divides Arizonans by race.

We've seen the pendulum swing back and forth too many times in Washington D.C. This measure will establish permanent protections in Arizona's own state constitution by closing an existing loophole that has allowed race-based preferential treatment in hiring, education and state contracting if the federal government calls for it.

There is simply no justification in the 21st century for creating different rules for Arizonans based upon race, no matter what labels are used. We should celebrate the rich history and heritage of Arizonans from all backgrounds and walks of life, not squander taxpayer dollars in support of racialized policies and programming that pits Arizonans against each other.

Vote Yes on Prop XXX.

Victor Riches, President & CEO, The Goldwater Institute, Phoenix
Sponsored by The Goldwater Institute

Vote YES on Prop XXX to dismantle DEI and support fairness and opportunity for all.

Diversity, Equity, and Inclusion (DEI) policies have failed Arizonans. Rather than supporting academic freedom, opportunity and debate, they have led to divisive discriminatory practices and preferential treatment of individuals based on characteristics such as race and sex.

Unfortunately, examples of DEI in Arizona's public institutions are well documented. Recent reporting highlighted discriminatory practices at publicly funded Arizona State University. The university is now the subject of an active U.S. Department of Justice investigation and an Arizona Supreme Court case.

Prop XXX is a necessary measure to uphold fairness and opportunity in Arizona state government, schools, and universities. If approved by voters, this reform would protect freedom of speech by ensuring those employers uphold an equal opportunity system rather than giving preferential treatment based on sex or skin color. Further, it would prohibit the employers from requiring DEI loyalty oaths as a condition of employment.

In Arizona, we ought to evaluate individuals based on their skills, their character, and their hard work.

Voting YES on Prop XXX will help dismantle DEI schemes and support fairness and opportunity for all.

Nathan Duell, Arizona State Director, Heritage Action for America, Glendale

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Arizona Women of Action believes every Arizona family and child deserves real opportunity based on merit, hard work, and character — never race.

A loophole in our state constitution has let federal mandates create race-based preferences in hiring, university admissions, and government contracting. These discriminatory practices divide our state, undermine excellence, and direct precious taxpayer dollars on quotas and DEI programs.

This measure closes the loophole. It makes equal treatment under the law the unconditional rule for all Arizonans with no federal overrides.

As economist Thomas Sowell has noted, “The question is not what anyone deserves, but what can be done to help people develop their own potential.” Merit is the foundation of a fair and thriving society. When we reward ability and effort our schools produce better graduates, our workplaces hire the best talent, and every family has a genuine shot at success.

Protect merit and fairness for our children. Vote YES on Prop XXX!

Kimberly Miller, President, Arizona Women of Action, Phoenix

Sponsored by Arizona Women of Action

Vote YES on Proposition XXX to protect merit and character over discrimination.

America was founded on the principle that all people are created equal. From the Declaration of Independence to the Civil Rights Movement, our nation has fought to ensure every person stands equal before the law regardless of race. This measure does not introduce a new ideology. It enforces the same ideals we have always aspired to.

Arizona's diverse history and heritage deserve celebration, but that celebration should never require creating different rules for different races. Recognizing our state's rich cultural contributions does not mean abandoning merit, qualifications, and character as the basis for opportunity in education, employment, and contracting.

Right now, Arizona's constitution permits race-based preferences whenever the federal government mandates them. That loophole has allowed DEI programs and racial quotas to operate in our public institutions, discriminating against qualified candidates and undermining the principles of equal treatment. These policies judge Arizonans by skin color instead of by their character and performance.

Proposition XXX closes this loophole permanently. It removes the threat that partisan political maneuvering in Washington can impose unfair racial preferences on Arizona. It guarantees that every Arizonan will be judged as an individual based on merit, not as a member of a racial category.

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Arizonans overwhelmingly support fairness and equality of treatment for all citizens. This measure delivers exactly that. Vote YES on Proposition XXX.

Jerry Pittman, Prescott

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Vote YES on Proposition XXX.

Growing up, I learned the lesson Dr. Martin Luther King Jr. taught our nation: we should judge people by the content of their character, not the color of their skin. Every year in school, we heard his message of unity and merit. That principle guided our country to real progress, allowing Americans of every background to achieve great things based on their effort and qualifications.

DEI programs reverse that progress. They pressure students and state employees to participate in race-based frameworks, using taxpayer dollars to treat Arizonans differently based on skin color instead of merit.

This does not help anyone succeed. Placing someone in a position because of their race, not their readiness, sets them up to struggle. Real achievement requires real preparation. Anything worth having is worth the effort.

This measure protects students and employees from compelled participation in these programs. It ensures Arizona's schools hire teachers based on qualification and merit. It guarantees state agencies award contracts based on performance. Most importantly, it treats every Arizonan as an individual, judged on character and ability.

Arizona should celebrate our diverse heritage without creating different rules for different races. Merit matters. Character matters. Vote YES on Proposition XXX.

Shaulon McDaniel, Coolidge

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Vote YES on Prop XXX. Arizona's constitution currently contains a loophole: race-based preferential treatment in state hiring, university admissions, and contracting is prohibited except when the federal government calls for it. That carve-out has allowed racial quotas and DEI programs to take root in Arizona's public institutions whenever Washington mandates them, regardless of what Arizonans themselves want.

This measure closes that loophole for good. It constitutionally prohibits Arizona's schools, universities, and state agencies from treating any student, employee, or contractor differently because of race with no exceptions, and no dependence on which administration occupies the White House. State agencies will award contracts based on performance, not racial classification. Schools will hire based on merit and qualifications. Students won't be required to fund or participate in racialized programming with their tuition dollars.

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This isn't a new ideology. It is the same principle America has affirmed since the Declaration of Independence and the Civil Rights Movement: that every person should be judged by their character, not their race. The measure targets the underlying practice of race-based preference, not any specific program name, so it can't be sidestepped by simply rebranding.

Equal treatment under the law is not a partisan position; it's one of the few principles nearly all Arizonans already share and a cornerstone of American doctrine. This measure simply makes that consensus permanent and immune to reversal by whichever administration happens to hold power in Washington next.

Vote YES. Make equal treatment Arizona's permanent, unconditional rule.

Scot Mussi, President, AZ Free Enterprise Club, Tempe
Sponsored by AZ Free Enterprise Club

Vote YES on Proposition XXX to end taxpayer-funded mandates that divide Arizonans.

Across Arizona's public universities, school districts, and state agencies, taxpayer dollars fund administrative offices that pressure employees and students to endorse specific race-based frameworks. Participation in these programs has become a condition of employment, promotion, or even graduation. This is not about banning conversation or diversity. It is about stopping government from compelling Arizonans to affirm ideological positions on race and identity or face professional consequences.

This measure protects students and employees from compelled participation in racialized programming. It ensures that state hiring, university admissions, and government contracting decisions are based on qualifications and performance, not racial classification. No matter what these programs are called, the rule is the same: Arizona cannot treat people differently based on race.

Arizona families are tired of watching tuition dollars and tax revenue poured into bureaucracies that sort people by identity group rather than judge them as individuals. This measure returns that decision to voters, not unelected administrators.

Vote YES on Proposition XXX.

Dennis Liles, Mesa
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