

Dear Chair Flores and members of the Senate Committee on Government Affairs,

As a recently appointed member of the North Las Vegas City Council I wish to express my opposition to SB184.

Promoting diversity and inclusion is an important goal for our city; however, conducting an annual diversity study for our city employees could potentially cause more division than unity. This could inadvertently reinforce stereotypes and perpetuate the idea of separate and distinct groups within the city. This could create a sense of "us vs. them" mentality among different groups and potentially exacerbate existing divisions.

I feel proud and honored to serve in a council that represents the diversity of our citizens.

The addition of two more council seats is not necessary or practical. Since it would lead to increased operating costs, such as additional salaries and benefits for the new council members, as well as expenses related to office space, equipment, and supplies. These costs will be significant, which will be counterproductive to what our city is currently trying to accomplish.

Lastly, placing residency restrictions on certain positions will restrict job opportunities to individuals, it will also limit the overall quality of the applicant pool. This will result in qualified candidates excluded from consideration. This may also be seen as discriminatory since these restrictions may disproportionately affect individuals who are unable to move due to financial or other constraints. This can result in some groups being unfairly excluded from job opportunities. These restrictions on certain positions can also hinder diversity and inclusion efforts. Individuals from diverse backgrounds, including those from other states may be deterred from applying for jobs due to residency restrictions, leading to a less diverse and less culturally enriched workforce.

We take pride in our efforts to create an inclusive environment and have flexible hiring practices that promote diversity and allow individuals to thrive in their careers. I am an example of that effort as a member of a minority group, a mother and a female.

I urge the committee to vote no on SB184.

Thank you for your time,,

Ruth Garcia Anderson
North Las Vegas city council member