

1 SENATE JOINT MEMORIAL 4

2 **55TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2021**

3 INTRODUCED BY

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10 A JOINT MEMORIAL

11 REQUESTING THE NEW MEXICO LEGISLATIVE COUNCIL TO DIRECT THE
12 LEGISLATIVE ENTITIES TO DEVELOP AND IMPLEMENT POLICIES TO
13 IDENTIFY, ASSESS AND DECREASE INSTITUTIONAL RACISM.

14
15 WHEREAS, institutional racism is the collective failure of
16 an organization to provide an appropriate and professional
17 service to people because of their color, culture or ethnic
18 origin; and

19 WHEREAS, institutional racism can be seen or detected in
20 processes, attitudes and behavior that amount to discrimination
21 through prejudice, ignorance, thoughtlessness and racist
22 stereotyping that disadvantage minority ethnic people; and

23 WHEREAS, institutional racism means actions that result in
24 differential access to the goods, services and opportunities of
25 society due to the existence of institutional programs,

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1 policies and practices that intentionally or unintentionally
2 place certain racial and ethnic groups at a disadvantage in
3 relation to other groups; and

4 WHEREAS, the United States census bureau's American
5 community survey reports in its demographic and housing
6 estimates for 2019 that the population of New Mexico is forty-
7 nine and three-tenths percent Hispanic, thirty-six and eight-
8 tenths percent White not Hispanic, eight and seven-tenths
9 percent American Indian and Alaska Native, one and nine-tenths
10 percent Black and one and six-tenths percent Asian; and

11 WHEREAS, New Mexico is a majority-minority state; and

12 WHEREAS, it is an overarching legislative goal to minimize
13 and effectively end discrimination; and

14 WHEREAS, achieving such a goal requires the development
15 and quantification of data that portrays an accurate
16 representation of every facet of the legislative employment
17 structure, including the hiring, retention and promotion
18 policies and realities;

19 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
20 STATE OF NEW MEXICO that the New Mexico legislative council
21 direct the legislative building services, the legislative
22 council service, the legislative finance committee, the
23 legislative education study committee, the office of the chief
24 clerk of the senate, the office of the chief clerk of the house
25 of representatives, the office of the speaker of the house of

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1 representatives, the office of the president pro tempore of the
2 senate and each of the four leadership offices to conduct an
3 evaluation of race as self-identified by applicants, candidates
4 and employees as related to hiring, promotion, retention and
5 pay; and

6 BE IT FURTHER RESOLVED that the New Mexico legislative
7 council direct the legislative entities to develop policies to
8 identify, assess, reduce and prevent inequities due to
9 institutional racism in hiring, promotion and pay for those
10 legislative entities; and

11 BE IT FURTHER RESOLVED that the New Mexico legislative
12 council direct the legislative entities to conduct an analysis
13 of legislative employment datasets of race as self-identified
14 by employees to track progress toward ending institutional
15 racism; and

16 BE IT FURTHER RESOLVED that the New Mexico legislative
17 council direct the legislative entities to develop and provide
18 anti-institutional racism training for all employees; and

19 BE IT FURTHER RESOLVED that on or before December 31 of
20 each year, each legislative entity submit a plan to the
21 appropriate oversight body committee dealing with that
22 legislative entity to address institutional racism; and

23 BE IT FURTHER RESOLVED that in fulfilling that
24 requirement, each legislative entity shall:

25 A. assess its anti-institutional racism policies in

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1 hiring, promotion, retention, pay equity, community engagement
2 and workplace participation;

3 B. create steps in its hiring and promotion
4 processes that incorporate the values of diversity, equity and
5 inclusion; and

6 C. include a prominent statement on all job
7 advertisements and annual reviews that clearly articulates the
8 state's commitment to reducing and preventing institutional
9 racism and states that all employees are required to
10 participate in anti-institutional racism training; and

11 BE IT FURTHER RESOLVED that the legislative entities
12 provide aggregate demographic statistics for all employees,
13 including race for those employees who self-identify; and

14 BE IT FURTHER RESOLVED that copies of this memorial be
15 transmitted to the co-chairs of the New Mexico legislative
16 council and the chairs and directors of the legislative council
17 service, the legislative education study committee and the
18 legislative finance committee and the chief clerks of the
19 senate and house of representatives.

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