SENATE JOINT MEMORIAL 4

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

INTRODUCED BY

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A JOINT MEMORIAL

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

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

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

WHEREAS, institutional racism means actions that result in
differential access to the goods, services and opportunities of
society due to the existence of institutional programs,
policies and practices that intentionally or unintentionally
place certain racial and ethnic groups at a disadvantage in
relation to other groups; and

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
STATE OF NEW MEXICO that the New Mexico legislative council
direct the legislative building services, the legislative
council service, the legislative finance committee, the
legislative education study committee, the office of the chief
clerk of the senate, the office of the chief clerk of the house
of representatives, the office of the speaker of the house of
represents, the office of the president pro tempore of the Senate and each of the four leadership offices to conduct an evaluation of race as self-identified by applicants, candidates and employees as related to hiring, promotion, retention and pay; and

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

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

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

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

A. assess its anti-institutional racism policies in
hiring, promotion, retention, pay equity, community engagement
and workplace participation;

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

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

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

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

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