

1 SENATE JOINT MEMORIAL 15

2 **52ND LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2015**

3 INTRODUCED BY

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10 A JOINT MEMORIAL

11 ENCOURAGING EVERY AGENCY AND ENTITY THAT RECEIVES STATE FUNDING  
12 TO ADOPT A POLICY TO ADDRESS INSTITUTIONAL RACISM.

13  
14 WHEREAS, it is the policy of the state to promote racial  
15 and social equity, as reflected in state and federal  
16 constitutional provisions, the Civil Rights Act of 1964, New  
17 Mexico's Human Rights Act, the international convention on the  
18 elimination of all forms of racial discrimination and the  
19 United States report of the committee on the elimination of  
20 racial discrimination at the United Nations, all of which have  
21 made efforts to eliminate racial discrimination and other forms  
22 of intolerance; and

23 WHEREAS, increasing racial equity creates educational  
24 opportunities and employment and investment and other economic  
25 opportunities for New Mexico and its residents by cultivating

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1 the human potential and capital of the state; and

2 WHEREAS, creating greater racial and ethnic diversity and  
3 equity throughout state government will improve decision-making  
4 and problem-solving; and

5 WHEREAS, to ameliorate the pervasive effects of racism,  
6 one must remedy not only individual acts of racial prejudice,  
7 discrimination and bias, whether conscious or unconscious, but  
8 also those acts that result in differential access to the  
9 goods, services and opportunities of society due to the  
10 existence of institutional programs, policies and practices  
11 that intentionally or unintentionally place certain racial and  
12 ethnic groups at a disadvantage in relation to other groups,  
13 which is institutional racism; and

14 WHEREAS, as shown by empirical data, institutional racism  
15 results in racial and social disparities with respect to  
16 health, education, criminal justice, the environment,  
17 employment, housing, the economy and other key indicators of  
18 well-being in New Mexico; and

19 WHEREAS, every state-funded agency and entity should  
20 review its policies and practices to ensure that it does not  
21 contribute to institutional racism; and

22 WHEREAS, to improve fairness and extend opportunity in  
23 state government and in the delivery of state services, every  
24 state-funded agency and entity should develop no-cost practices  
25 and guidelines, such as promoting fairness and inclusion in

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1 seeking input, assessing applicant pools or making fiscal or  
2 other asset allocations by checking for inequitable effects  
3 before making final decisions; providing services in a  
4 culturally and linguistically appropriate manner; being  
5 respectful in the treatment of individuals or groups that  
6 traditionally have been burdened by discrimination; and  
7 recognizing that the core principles of democracy are given  
8 expression by having people with different world views,  
9 opinions, experiences, family stories and community histories  
10 involved in the work of government; and

11 WHEREAS, the state of New Mexico affirms its commitment to  
12 principles of equity and freedom for all people, regardless of  
13 race or ethnicity;

14 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE  
15 STATE OF NEW MEXICO that every state-funded agency and entity  
16 be requested to adopt a policy to address institutional racism  
17 no later than January 1, 2016; and

18 BE IT FURTHER RESOLVED that a copy of this memorial be  
19 transmitted to the office of the governor.