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FISCAL IMPACT REPORT

SPONSOR Lopez/Roybal ORIGINAL DATE 1/30/18
Caballero/J. Martinez LAST UPDATED _____ HB _____

SHORT TITLE Address Institutional Racism SJM 11

ANALYST Daly

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY18	FY19	FY20	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total		NFI				

(Parenthesis () Indicate Expenditure Decreases)

SOURCES OF INFORMATION

LFC Files

Responses Received From

Administrative Office of the Courts (AOC)
 Higher Education Department (HED)
 New Mexico Attorney General (NMAG)

SUMMARY

Synopsis of Bill

Senate Joint Memorial 11 requests every state-funded agency and entity adopt a policy to address institutional racism no later than July 1, 2019.

FISCAL IMPLICATIONS

The resolution expressly proposes the development of no-cost practices and guidelines; LFC staff anticipates no fiscal impact to the State.

SIGNIFICANT ISSUES

SJM 11 defines “institutional racism” to include 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.

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AOC provides this description of the process involved in adopting policies to address institutional racism:

In adopting policies to address institutional racism, agencies will need to learn whether racism exists within the organization's leadership; operating policies and procedures; intake and service deliveries to ethnically and culturally diverse populations; and in its approaches to recruitment, retention, and treatment of ethnically and culturally-diverse staff. It is also critical that the organization's leadership, board members, staff, volunteers, funders, and community allies recognize the ways in which racism perpetuates an imbalance of power and resources to ethnically and culturally diverse people.

The outcomes of the assessment can give agencies the data and information needed to develop policies, procedures and practices that support hiring, promote and provide services in a culturally-sensitive manner to ethnically and culturally-diverse people. Agencies will need to consider removing language and cultural barriers to make services accessible to all.

HED reports that according to the State Personnel Office, currently there are no statewide policies specific to institutional racism. Each agency has the authority to establish their own governing policies.

MD/al