

HOUSE JOINT MEMORIAL 14

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

INTRODUCED BY

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A JOINT MEMORIAL

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

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

WHEREAS, increasing racial equity creates educational
opportunities and employment and investment and other economic
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.

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