

1 SENATE BILL 340

2 **54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2019**

3 INTRODUCED BY

4 Linda M. Lopez

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10 AN ACT

11 RELATING TO HUMAN RIGHTS; REQUIRING STATE AGENCIES TO DEVELOP  
12 AND IMPLEMENT POLICIES TO DECREASE INSTITUTIONAL RACISM;  
13 PROVIDING CRITERIA BY WHICH STATE AGENCIES SHALL IMPLEMENT SUCH  
14 POLICIES.

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16 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

17 SECTION 1. [NEW MATERIAL] DEVELOPMENT OF POLICIES TO  
18 DECREASE INSTITUTIONAL RACISM--DEFINITION.--

19 A. Each state agency and any entity receiving state  
20 funding shall develop and implement policies to decrease  
21 institutional racism and provide effective, equitable and fair  
22 service to the state's diverse communities. No later than July  
23 31 of each year, state agencies shall report to the legislature  
24 their findings, action plans, policies and practices for  
25 addressing institutional racism.

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1           B. In fulfilling the requirements of Subsection A  
2 of this section, state agencies shall:

3                   (1) assess their anti-institutional racism  
4 policies in hiring, promotion, retention, pay equity, community  
5 engagement and workplace participation;

6                   (2) create a data infrastructure that allows  
7 for tracking progress toward ending institutional racism;

8                   (3) institute a statewide evaluation of race  
9 and gender gaps in hiring, promotion, retention and pay and  
10 institute an action plan for rectifying inequities in hiring,  
11 promotion, retention and pay;

12                   (4) include a statement of preferred criteria  
13 on all job advertisements and annual reviews;

14                   (5) include criteria for promotion and  
15 appointments that value a demonstrated commitment to ending  
16 institutional racism and advocating for equity and inclusion,  
17 as well as working with broadly diverse communities;

18                   (6) appoint an equity liaison on all job  
19 searches;

20                   (7) for the public education department,  
21 advance critical, intersectional ethnic studies in P-20  
22 education for teachers, staff, students and families; and

23                   (8) provide and document annual anti-  
24 institutional racism training for all employees.

25           C. For the purposes of this section, "institutional

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

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