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HOUSE BILL 15

54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SPECIAL SESSION, 2020

INTRODUCED BY

Patricia Roybal Caballero and Javier Martínez
and Linda M. Lopez

AN ACT

RELATING TO HUMAN RIGHTS; REQUIRING STATE AGENCIES TO DEVELOP
AND IMPLEMENT POLICIES TO ADDRESS, REDUCE AND PREVENT
INSTITUTIONAL RACISM; PROVIDING CRITERIA BY WHICH STATE
AGENCIES SHALL IMPLEMENT SUCH POLICIES; PROVIDING DUTIES FOR
THE STATE PERSONNEL OFFICE.

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

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

A. The state personnel office, in consultation with
the governor's advisory council for racial justice, shall
develop policies and plans to address, reduce and prevent
institutional racism and provide effective, equitable and fair
service to the state's diverse communities. No later than July
31 of each year, state agencies shall report to the legislature

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1 their findings, action plans, policies and practices for
2 addressing institutional racism.

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

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

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

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

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

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

20 (6) provide and document annual anti-
21 institutional racism training for all employees.

22 C. For the purposes of this section, "institutional
23 racism" means actions that result in differential access to the
24 goods, services and opportunities of society due to the
25 existence of institutional programs, policies and practices

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1 that intentionally or unintentionally place certain racial and
2 ethnic groups at a disadvantage in relation to other groups.

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