



City of Albuquerque - Office of Civil Rights
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City of Albuquerque Human Rights Board Minutes

Date/Time: Thursday, March 17, 2022 starting at 5:00 pm (MST)
Location: Zoom
Contact: Crystal Velarde, 505-768-4544

Board Members Present:

Beckham Rivera
Leticia Trujillo
Uche Ohiri
Larry Hinojos Jr.
Beverly McMillan

City Staff Present

Torri Jacobus, Managing Attorney, Office of Civil Rights
Michelle Melendez, Director of Equity & Inclusion Office
Lucia Moran, Assistant City Attorney, Office of Civil Rights
Crystal Velarde, Program Coordinator Office of Civil Rights
Alan Heinz, Assistant City Attorney
Jordan Velasquez, Law Clerk

Board Members Not Present

Samia Assed

I. Call to Order

- a. The meeting was called to order by Chair Rivera at 5:06 pm.

II. Introductions

- a. Board members introduced themselves to the public.

III. Approval of Agenda

- a. Chair Rivera called for approval of the agenda. The agenda was approved as presented.

IV. Approval of Minutes from January 20, 2022

- a. Vice-Chair Trujillo moved to approve the January 20, 2022 minutes, and Member McMillan seconded the motion. The Board unanimously approved the motion.

V. Public Comment

- a. There was no public comment.

VI. Director's Report

a. Office of Civil Rights (OCR)

- i. A report was sent out prior to the meeting for the members to review. It included statistics for the period of January 15, 2022 to March 10, 2022, as well as events planned by the office.
- ii. OCR has handled 52 new matters since the last meeting. The types of discrimination are as follows:
 1. Public accommodation – 6 matters
 2. Employment – 6 matters
 3. Housing – 28 matters
 4. Other – 12 matters
- iii. OCR provided updates on 2 closed matters.

iv. Outreach included:

1. Ongoing - Attending bi-monthly Albuquerque Affordable Housing Coalition meetings to provide input on discriminatory housing practices.
2. Ongoing – Chair of the New Mexico Supreme Court Commission on Equity and Justice.
3. Ongoing – Member of the Committee on Diversity in the Legal Profession.
4. Ongoing – Assisting the COA Policy team with Cannabis Equity
5. Ongoing – Member of the International Municipal Attorneys Association DEI Committee.
6. OCR is working with the State Bar to conduct a few presentations in the spring and at the Annual Meeting in October. Topics are still being developed. Tentative topics are Voter Suppression, Critical Consciousness (as it relates to civil rights and social justice work), and Disability 101.
7. Working with the Supreme Court to include equity/social justice content for judicial training.
8. 1/27/2022 – Ms. Jacobus interviewed by KRQE re: race discrimination.
9. 2/1/2022 – Presented at the APS Title IX Anniversary celebration.
10. 2/9/2022 – 2/14/2022 – Attended the American Bar Association Midyear Virtual training.
11. 2/10/2022 - Presentation to Harvard Graduate Students - SES 5393: Local Government Solutions to America's Affordable Rental Housing Challenge (w/ Myra Segal).
12. 2/16/2022 – Attended Fair Housing for Our Future Conference.
13. 2/18/2022 - 3-hour CLE with NM Black Lawyers Association.
 - a. Topics are Critical Race Theory, Perspectives in Practice: Black Women Attorneys in the Southwest, and Perspectives in Practice: Black Male Attorneys in the Southwest.
14. 2/18/2022 – Race Based Hair Discrimination training with Aja Brooks to the Stanford Online High School students.
15. 2/23/2022 – Civil Rights Discussion with Rotary Club.
16. 2/24/2022 - Panelist following screening of “Becoming a Black Lawyer” hosted by the UNM-SOL BLSA.
17. 2/25/2022 – OCR staff assisted the Consumer Protection team with the Eviction Prevention Pro Bono Legal Clinic.
18. 2/25/2022 –Fair Housing Training to staff at the Barrett House.
19. 2/28/2022 - Participated in Mentoring Monday as a mentor; Ms. Jacobus was a recipient of the Albuquerque Business First 2022 Women of Influence.
20. 3/1/2022 – Panel on Renting to Refugees. Hosted by OEI. Ms. Jacobus spoke regarding fair housing issues.
21. 3/4/2022 – Attended the National Conference of Bar Examiners (NCBE) Diversity and Inclusion Committee meeting.

v. Upcoming

1. 3/20/2022 – Presentation on Affirmative Action to Racial Justice Task Force at First Congregational United Church of Christ.
2. 3/28/2022 – Service Animal and Community Training (Jordan Vargas will be the lead presenter. Ms. Jacobus will co-present).
3. 3/29/2022 – Appearance Based Discrimination Training for the ABA o Ms. Jacobus will serve on as panel moderator.
4. 4/9/2022 – Attending IPV Prevention Collective Community Convening.
5. 4/18/2022 – Fair Housing CLE and Community Training co-sponsored with NM Black Lawyers Association (Presenter is Brian Eagan from the Albuquerque Housing Authority).
6. 4/22/2022 – Disability and Criminal Justice CLE with Julie Ballinger (hosted by the SBNM).

a. **Office of Equity & Inclusion (OEI)**

i. OEI updates:

1. Race and Equity Data Analyst has accepted a new job.
2. Public Information Officer has moved to another department. OEI will be replacing them later this month.
3. The office has moved to the 4th floor of City Hall.
4. OEI held a staff retreat.
5. OEI continues to share COVID updates and assisted the City in providing at home COVID tests.
 - I. 55,000 tests have been distributed to lower income families who speak languages other than English.
6. The Office of Immigration and Refugee Affairs:
 - I. Is assisting with hotel vouchers. These vouchers are being provided to asylum seekers who are released by ICE.
 - II. Hosted Renting to Refugees.
7. The Office of Native American Affairs is working with tribes throughout New Mexico and Secretary Haaland regarding the Four H Park burial site.
8. The Office of African American Affairs has been renamed the Office of Black Community Engagement.

ii. Trainings

1. OEI completed trainings for 450 city employees last year according to their annual report. These trainings included:
 - I. Equity & Inclusion
 - II. Language Access
 - III. Implicit Bias
 - IV. Safe Zone training

iii. Events

1. Webinars included: What is Critical Race Theory, Spectrum of Blackness and the Tri-Cultural Myth in New Mexico

VII. Discussion and Vote Regarding Outreach Subcommittee

- a. Chair Rivera moved to create an outreach subcommittee, Member McMillan seconded the motion. Other Board members unanimously approved the motion. The outreach subcommittee will include Chair Rivera, Member Ohiri and Member McMillan.

VIII. Announcements

- a. Reminder board member zoom links, agendas, prior minutes, and Ms. Jacobus's report can all be found on the calendar invite for the Board.
- b. Member McMillan will be sharing a flyer regarding Laundry Love.

IX. Adjournment

- a. Chair Rivera moved to adjourned the meeting, and Vice-Chair Trujillo seconded the motion. The meeting was adjourned at 5:52 pm.



Beckham Rivera, Chair

October 27, 2022

Date