



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

Date/Time: Tuesday, October 19, 2021 starting at 5:00 pm (MST)
Location: Zoom
Contact: Crystal Velarde, 505-768-4544

Board Members Present:

Adrien Lawyer
Beckham Rivera
Leticia Trujillo
Samia Assed
Larry Hinojos Jr.
Uche Ohiri

City Staff Present

Alexander Vang, Board Attorney
Torri Jacobus, Managing Assistant City Attorney for Office of Civil Rights
Michelle Melendez, Director of Equity & Inclusion Office
Crystal Velarde, Program Coordinator Office of Civil Rights
Jordan Vargas, ADA Title II Coordinator
Jordan Velasquez, Office of Civil Rights Law Clerk
Jeannette Chavez, Risk Manager

I. Call to Order

- a. The meeting was called to order by Chair Lawyer at 5:04 pm.

II. Introductions

- a. Board members introduced themselves to the public.

III. Approval of Agenda

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

IV. Approval of Minutes from August 17, 2021 & September 7, 2021

- a. Chair Lawyer called for approval of the August 17, 2021 minutes. The minutes were approved as presented.
- b. Chair Lawyer called for approval of the September 7, 2021 minutes. The minutes were approved as presented.

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 August 12, 2021 to October 14, 2021, as well as events planned by the office.
- ii. OCR has handled 68 new matters since our last meeting. The types of discrimination are as follows:

1. Public accommodation – 13 matters
 2. Employment – 11 matters
 3. Housing – 32 matters
 4. Other – 12 matters
- iii. OCR provided updates on 3 pending complaints and 3 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. 8/8/21-8/10/21 Participated in the Divided Community Project Academy
 6. 8/19/21 Race Discrimination on the Basis of Hair (CROWN Act) discussion with the NMLGBTQ Bar Association
 7. 8/31/21 Attended the Second Judicial District Pro Bono Committee meeting.
 8. 9/8/21 Presented to the NM Supreme Court on Equity and Justice
 9. 9/8/21 Took part in a conversation with advocates from the disability community who would like to work with OEI in including persons with disabilities in the equity lens
 10. 9/8/21 Attended the Albuquerque Affordable Housing Coalition meeting
 11. 9/15/21 Attended the International Municipal Lawyers Association DEI Meeting
 12. 9/15/21 Presented on local resources at the Hate Crimes 101 Session sponsored by OEI.
 13. 9/17/21 Attended the Committee on Diversity in the Legal Profession meeting.
 14. 10/04/21 Attended the Civil Legal Services Housing Group
 15. 10/05/21 Presented at the University of Arkansas on Race Based Hair Discrimination
 16. 10/8/21 Presented at State Bar Annual Meeting on Equity and Justice with Justice Bacon
 17. 10/12/21 Presentation at the University of Arkansas on Equity and Justice
 - a. This was a planned co-presentation. Due to my unavailability, Justice Bacon presented our material solo.

- v. Upcoming outreach:
 1. 10/21/21 – Presenting at the State Bar ADR Committee meeting on Civil Rights work (and the connection to ensuring inclusion of stakeholder voices)
 2. 10/26/21 – Presenting at the University of Arkansas on The Importance of Diversity in Government
- vi. Other updates
 1. Albuquerque Business First highlighted my work with OCR in early October.
 2. City Council will issue a proclamation for Domestic Violence Awareness month at the Oct. 18th City Council meeting.
 3. The new Domestic Violence Coordinator will be starting next week. One of her first tasks will be to determine if the City wants to do a board or commission, and if it will be City run, community run or a combination of both.
 4. The new OCR Assistant City Attorney will be starting in November.
 5. Ms. Jacobus was recognized at the State Bar Annual meeting for her Pro Bono work. She also presented with Justice Bacon on equity and justice and their presentation was well received.
 6. Ms. Jacobus was also recognized by DVRC for her work on the Domestic Violence Task Force.
- vii. Request for a special meeting regarding matter 21-004.
 1. Ms. Jacobus requested the Board hold a special meeting to discuss matter 21-004, or place it on their next regular agenda. The Board agreed to hear the investigation at the November meeting.
- a. **Office of Equity & Inclusion (OEI)**
 - i. OEI updates:
 1. Dawn Begay the Triable Liaison was invited to give a talk to tribes in Alaska on working with City government.
 2. African American Affairs has held several meet and greets with leaders in the black community. These events are very well attended. A server released by the African American Affairs has received 468 responses. Nichole Rogers has also been working with other community members to host a series of block parties. These block parties will be held over the next 3 months every Saturday except during holidays.
 3. Immigrant Refugee Affairs (IRA) is providing technical assistance to all city departments with language access. The Mayor signed an executive order requiring all city departments adopt and fund a language access plan. IRA is also working with Afghans who are settling here or passing through.

4. Andrea Calderon, OEI's Race and Equity Data Analyst was chosen for an international data development program. The program will be over a six-month period. She will be working with Harvard school nine other individuals throughout the world.
 5. OEI will have a new public information officer starting in November. They will be working on a marketing campaign. This can be used as an opportunity for the Board to bring awareness to themselves.
- ii. Trainings
 1. OEI teamed up with the Transgender Resource Center to provide Transgender 101 training to 49 Family & Community Service.
 2. OEI staff attended a training on how to make their trainings more accessible to individuals with disabilities. OEI is hoping to train other City departments on the same thing.
 - iii. City updates
 1. City Council has adopted a strong resolution honoring the burial site at 4H Park as a sacred site. City Council also committed to working with Native American community stakeholders on recommendations.
 - iv. Events
 1. OEI held a very well attended Indigenous Peoples Day event.
 2. November is Native American Heritage month.

VII. New Board Business

- a. The Board discussed how they as members could invite more people from the community to present at Board meetings. The Board can carve out twenty minutes for two to three community members to present what they do.
- b. The Board would also like to plan events in the future. Ms. Melendez can assist with funds for food but needs help creating invitations organizing & getting the word out.
- c. OCR & OEI could mention the Board during presentations just to bring awareness to the Board and what the Board does.

VIII. Brainstorm on Equity & Inclusion Campaign with OEI

- a. The Board can do head shots and short bios just to let the community know who is on the Board. A member can be featured each week to expand the social media posts and awareness.

IX. Board Updates/Announcements

- a. The Board discussed the importance of attendance. The Resolution will be discussed at the next meeting. This will include dates and time of next year's meeting.

X. Adjournment

- a. Chair Lawyer adjourned the meeting at 6:15 pm.

Adrien Lawyer, Chair

Date