



City of Albuquerque  
**Human Rights Board**

**Agenda Packet**  
May 16, 2024

Contents

Agenda – May 16<sup>th</sup>, 2024 Meeting  
(Draft) Minutes - April 18, 2024 Meeting  
(Draft) - Notice of Public Hearing

Additional Materials

O-24-5 – Amendments to the Human Rights Ordinance  
EC-24-133 - Letter of Introduction  
Human Rights Board Information

Thursday, May 16, 2024  
5:00 – 6:30 PM MST  
Contact: Lisa Y. Schatz-Vance, 505-768-4500

Plaza Del Sol  
Lower Level Hearing Room  
600 2<sup>nd</sup> Street NW  
Albuquerque, New Mexico 87102

Zoom Meeting Information  
Meeting ID: 876 4565 1515  
Passcode: 998578

**Accommodations:** If you have a disability and need accommodation in order to participate in this public meeting, please contact Lisa Y. Schatz-Vance at 505-768-4524 or [lschatzvance@cabq.gov](mailto:lschatzvance@cabq.gov). Please request any accommodation necessary at least 72 hours prior to the meeting. Best efforts will be made to provide the requester with their auxiliary aid of choice. If doing so is not possible due to time constraints or other logistical concerns, the city will work directly with the requester to provide an alternate method of accommodation.



## City of Albuquerque Human Rights Board Agenda

(Items listed on the agenda may be discussed and acted on out of sequential order)

1. Call to Order/Introductions
2. Approvals
  - a. Agenda
  - b. Meeting Minutes – April 18, 2024
  - c. Notice of Public Hearing
3. Public Comment<sup>1</sup>
4. Director's Report
  - a. Office of Civil Rights
  - b. Office of Equity and Inclusion
  - c. Office of Policy
5. Discussions & Proposals
  - a. Elections: Subcommittee Chairs
    - i. Accessibility & Accountability
    - ii. Advocacy & Representation
    - iii. Integration & Sustainability
    - iv. Research, Investigation & Policy
  - b. Discussion: Student Protests
  - c. Discussion: The 50<sup>th</sup> Anniversary of the Human Rights Board
    - i. Human Rights Week
    - ii. Human Rights Awards
    - iii. Legacy Project
  - d. Resolutions Updates
6. Announcements
7. Adjourn

Please click the link below to join:

[Zoom Meeting Information](#)

Meeting ID: 876 4565 1515

Passcode: 998578

Next Meeting: Thursday, June 20, 2024

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<sup>1</sup> Please sign up for public comments with the Office of Civil Rights, Lisa Y. Schatz Vance 505-768-4500.



City of Albuquerque - Office of Civil Rights  
1 Civic Plaza, Albuquerque, NM 87102  
Phone- 505-768-4595, TTY 711  
[civilrights@cabq.gov](mailto:civilrights@cabq.gov)

## City of Albuquerque Human Rights Board (HRB) Minutes

**Date:** Thursday, April 18, 2024  
**Time:** 5:00 p.m.  
**Location:** Zoom & Legal West Conference Room 1

### Board Members Present:

Anami Dass, Chair  
Sean “Jack” Champagne, Vice Chair  
Larry Hinojos Jr.  
Kimberly Andujo  
Leticia Galvez-Trujillo

### City Staff Present:

Lisa Schatz-Vance, Board Attorney  
Mari Kempton, Parliamentary Council  
Nichole Rogers, City Councilor  
Jennifer Lucero, Minute Taker

### Board Members Not Present:

Samia Assed

### Members of the Public:

## I. Call to Order & Introductions

- a. The meeting was called to order at 5:11 p.m. by Chair Dass.
- b. All who were present introduced themselves.

## II. Approvals

### a. Approval of April 18, 2024 Agenda

- i. Vice Chair Champagne moved to approve the agenda. The motion was seconded by Member Hinojos Jr. The motion was approved by unanimous vote. The agenda has been approved.

### b. Approval of March 21, 2024 Meeting Minutes

- i. Member Hinojos Jr. moved to approve the minutes. The motion was seconded by Member Andujo. The motion was approved by unanimous vote. The minutes have been approved.

### c. Proposal Resolution 2024-03: Location Change

- i. Chair Dass moved to approve Resolution 2024-03. The motion was seconded by Vice Chair Champagne. The motion was approved by unanimous vote. The motion has been approved.

### d. Publishing reformatted versions of:

Chair Dass moved to approve publishing reformatted versions of the February 21, 2024 meeting minutes, Resolution No. 2024-01, and Resolution No. 2024-02. The motion was seconded by Vice Chair Champagne.

- i. The motion to correct grammatical errors and rescan the document for ADA compliance for the February 21, 2024 Human Rights Board meeting minutes was approved by unanimous vote.
- ii. The motion to reformat Resolution No. 2024-01 was approved by unanimous vote.
- iii. The motion to reformat Resolution No. 2024-02 was approved by unanimous vote.

### **III. Public Comment**

- a. No public comment was made.

### **IV. Director's Reports**

#### **a. Office of Civil Rights:**

- i. Board Attorney Lisa Schatz-Vance is currently serving in an interim role for the Office of Civil Rights while staffing is in transition. OCR has received 40 contacts. Currently one case is awaiting mediation. OCR has received a request to join the Equal Employment Opportunity Commission (EEOC) New Mexico Human Rights Bureau with Department of Workforce Solutions to provide a presentation. OCR has also received an invitation from the Albuquerque Housing Authority to partner with them to do a presentation regarding housing.

#### **b. Office of Equity & Inclusion:**

- i. There was no report provided or anyone from OEI to provide information to the Board.

### **V. Resolutions & Projects Reports**

#### **a. R-24-1: Homeless Rights**

- i. Member Trujillo suggests the public meeting be held at Arroyo Del Oso Center. Member Andujo suggests having more than one public meeting.
- ii. Chair Dass moved to approve having the public hearing at International District Library. The motion was seconded by Vice Chair Champagne. The motion was approved by unanimous vote.
- iii. Chair Dass moved to approve having the public hearing on June 22, 2024 and June 29, 2024 as a backup. The motion was seconded by Member Andujo. The motion was approved by unanimous vote.
- iv. Chair Dass moved to approve the public hearing be held after 1:00 p.m. for a duration of 90 minutes with members of the public have a four-minute time limit to speak. The motion was seconded by Member Andujo. The motion was approved by unanimous vote.

#### **b. R-24-2: Cease-fire in Gaza**

- i. Chair Dass moved to table R-24-2 until next meeting that Member Assed is in attendance. The motion was seconded by Member Trujillo. The motion was approved by unanimous vote.

### **VI. Discussions & Proposals**

DRAFT MEETING MINUTES – NOT REVIEWED/APPROVED

- a. Chair Dass moved to table the subcommittee chair elections until all board members are present. Vice Chair Champagne seconded the motion. The motion was approved by unanimous vote.

**VII. Announcements**

- a. Appointment from Mayor’s office for seventh board member will be discussed for approval at May 6, 2024 City Council meeting.
- b. Member Trujillo announced she will not be able to attend the May and June HRB meetings due to travel.
- c. Chair Dass announced the next meeting will be held at the Lower-Level Hearing Room at Plaza Del Sol.

**VIII. Adjournment**

- a. Meeting adjourned by Chair Dass at 6:19 p.m.

*Next regularly scheduled Human Rights Board Meeting will be Thursday, May 16, 2024.*

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Anami Dass, Chair

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Date



human rights board

## Notice of Public Hearing

# On Anti-homeless Sentiment & Discrimination based on Housing Status.

**Saturday, June 22, 2024**

**1:00 - 2:30 PM MST**

**International District Public Library**

**7601 Central Ave NE**

**Albuquerque, NM 87108**

The Albuquerque Human Rights Board, pursuant to Section 5 (E) of the Albuquerque Human Rights Ordinance, will hold a public hearing in the community room of the International District Public Library, located at 7601 Central Ave NE, Albuquerque, NM 87108, from 1:00 PM to 2:30 PM on Saturday, June 22, 2024. The Board will hear public testimony on experience(s) of intergroup hostility and tension between people experiencing homelessness and people without such experience as stated in Section 5 (A) HRB Resolution No. 2024-01.

The Board solicits testimony, commentaries, and evidence from all interested individuals or organizations having experience or knowledge concerning anti-homeless sentiment(s) in the city and/or incidents of discrimination based on housing status.

Members of the public are invited to make public comment not exceeding 4 minutes during the hearing. Full transcription of the hearing shall be included in the report published to the city's website by July 22, 2024. The board will also accept written statements or audio recordings of statement via email to [civilrights@CABQ.gov](mailto:civilrights@CABQ.gov). Please include "HRB Hearing Statement" in the subject of your submission email. Written statements exceeding 2000 characters will not be read. Audio recordings exceeding 4 minutes will not be considered and must be sent as an MP3 file. Emailed statements will be accepted From May 16, 2024 until June 28, 2024. Written or recorded statements may be given anonymously upon request.

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1           1. In § 11-3-3 replace the definition “PHYSICALLY HANDICAPPED” with  
2           “PHYSICAL OR MENTAL DISABILITY” as follows:  
3           **PHYSICAL OR MENTAL DISABILITY.** A physical or mental impairment that  
4           substantially limits one or more of a person's major life activities. A person is  
5           also considered to have a mental or physical disability if the person has a  
6           record of a physical or mental disability or is regarded as having a physical or  
7           mental disability.

8           2. Add the following definitions to § 11-3-3 in appropriate alphabetical  
9           order:

10          **SEX.** A person's categorization as male, female or intersex based on biology,  
11          physiology and physical characteristics.

12          **GENDER.** An individual or societal expectation or perception of a person as  
13          masculine or feminine based on appearance, behavior or physical  
14          characteristics.

15          **GENDER IDENTITY.** A person's self-perception, based on the person's  
16          appearance, behavior or physical characteristics, that the person exhibits  
17          more masculinity or femininity or the absence of masculinity or femininity  
18          whether or not it matches the person's gender or sex assigned at birth.

19          **SEXUAL ORIENTATION.** A person's physical, romantic or emotional attraction  
20          to persons of the same or a different gender or the absence of any such  
21          attraction.

22          **PREGNANCY.** The condition of being pregnant, including the state of carrying  
23          a developing embryo or fetus within the body, beginning from conception  
24          through childbirth.

25          **CHILDBIRTH OR CONDITION RELATED TO CHILDBIRTH OR PREGNANCY.**  
26          The act or process of giving birth to a child, including labor and delivery. Any  
27          medical condition or complication that arises during pregnancy, childbirth, or  
28          the postpartum period, or is exacerbated by pregnancy or childbirth.

29          **PUBLIC CONTRACTOR.** A person, company, or organization who receives  
30          public funds as a result of contracting with a governmental entity.

31          **SECTION 2.** Amend § 11-3-2, § 11-3-5, § 11-3-7, and § 11-3-12 as follows:

32          **§ 11-3-2 DECLARATION OF POLICY.**



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1 Pursuant to Article VIII of The Albuquerque City Charter, in order to assure  
2 the public safety, public health and general welfare, to:

- 3 (A) Preserve, protect, and promote human rights and human dignity;
- 4 (B) Promote and encourage the recognition and exercise of human  
5 responsibility;

6 (C) Protect and promote equality of access to public goods and services;  
7 and

8 (D) Prohibit discrimination on the basis of race, color, religion, sex,  
9 national origin or ancestry, age, physical or mental disability, pregnancy,  
10 childbirth or condition related to childbirth or pregnancy, sexual orientation,  
11 gender, or gender identity, or source of income, including, but not limited to  
12 the following area:

- 13 (1) In places of public accommodations;
- 14 (2) In housing accommodations; and
- 15 (3) In commercial space.

16 § 11-3-5 POWERS AND DUTIES.

17 The Board shall:

18 (A) Set such rules and regulations as are necessary for the operation of the  
19 Board.

20 (B) Conduct public hearings upon the request of the City Council or Mayor  
21 upon such matters as the City Council or Mayor may from time to time direct.

22 (C) Receive complaints alleging an unlawful discriminatory practice as  
23 defined in this article. The staff director (as described in § 11-3-9(A)) of the  
24 Human Rights Board shall advise the complainant of the resources available  
25 to the complainant for resolution of his or her problem including but not  
26 limited to the State Human Rights Commission, the Federal Equal Employment  
27 Opportunity Commission, the Albuquerque Municipal Courts and such other  
28 agencies and entities as may be available. In addition, the staff director shall  
29 be responsible for:

- 30 (1) Following the progress of the individual complaints to ensure that  
31 the agency to whom the complainant was referred acts on the referral;
- 32 (2) Observing complaints for trends that may indicate a need for  
33 changes in policies, ordinances or other practices; and

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1           **(3) Making recommendations to the Human Rights Board that it**  
2 **consider holding public hearings under this article.**

3           **(D) Not receive a complaint, where a similar complaint, based on the same**  
4 **facts, has been filed by the complainant with another agency.**

5           **(E) Use its best efforts to:**

6           **(1) Promote mutual trust, understanding and respect among the citizens**  
7 **of the Albuquerque community and between the citizens and their**  
8 **governmental agencies.**

9           **(2) Endeavor that all citizens may enjoy their rights and pursue their**  
10 **opportunities on an equal basis without discrimination as to race, color,**  
11 **religion, sex, national origin or ancestry, age, physical or mental disability,**  
12 **pregnancy, childbirth or condition related to childbirth or pregnancy, sexual**  
13 **orientation, gender, or gender identity.**

14 **§ 11-3-7 UNLAWFUL DISCRIMINATORY PRACTICE. It is unlawful**  
15 **discriminatory practice and a violation of this article for:**

16           **(A) An employer, unless based on a bona fide occupational qualification, to**  
17 **refuse to hire, to discharge, to promote or demote or to discriminate in**  
18 **compensation or terms and conditions of employment, against any person**  
19 **otherwise qualified, because of race, color, religion, sex, national origin or**  
20 **ancestry, age, race related hairstyle, the use of a cultural headdress, physical**  
21 **or mental disability, pregnancy, childbirth or condition related to childbirth or**  
22 **pregnancy, sexual orientation, gender, or gender identity.**

23           **(B) A labor organization to exclude an individual or to expel or otherwise**  
24 **discriminate against any of its members or against any employer or employee**  
25 **because of race, color, religion, sex, national origin or ancestry, age, race**  
26 **related hairstyle, the use of a cultural headdress, physical or mental disability,**  
27 **pregnancy, childbirth or condition related to childbirth or pregnancy, sexual**  
28 **orientation, gender, or gender identity.**

29           **(C) Any employer, labor organization, or any other person to refuse to**  
30 **admit or employ any individual in any program established to provide an**  
31 **apprenticeship or other training or retraining because of race, color, religion,**  
32 **sex, national origin or ancestry, age, race related hairstyle, the use of a**  
33 **cultural headdress, physical or mental disability, pregnancy, childbirth or**

1 condition related to childbirth or pregnancy, sexual orientation, gender, or  
2 gender identity.

3 (D) Any employer, labor organization, or any other person to print or  
4 circulate or cause to be printed or circulated any statement, advertisement, or  
5 publication or to use any form of application for employment or membership,  
6 or to make any inquiry regarding prospective employment or membership  
7 which expresses, directly or indirectly, any limitation, specification, or  
8 discrimination as to race, color, religion, sex, national origin or ancestry, age,  
9 race related hairstyle, the use of a cultural headdress, physical or mental  
10 disability, pregnancy, childbirth or condition related to childbirth or  
11 pregnancy, sexual orientation, gender, or gender identity unless based on a  
12 bona fide occupational qualification.

13 (E) An employment agency to refuse to list and properly classify for  
14 employment or to refer an individual for employment in a known available job  
15 for which the individual is otherwise qualified because of race, religion, color,  
16 national origin, ancestry, age, sex, race related hairstyle, the use of a cultural  
17 headdress, or any physical or mental disability, pregnancy, childbirth or  
18 condition related to childbirth or pregnancy, sexual orientation, gender, or  
19 gender identity unless based on a bona fide occupational qualification; or to  
20 comply with a request from an employer for referral of applicants for  
21 employment if the request indicates either directly or indirectly that the  
22 employer discriminates in employment on the basis of race, religion, color,  
23 national origin, ancestry, sex, race related hairstyle, the use of a cultural  
24 headdress, or physical or mental disability, pregnancy, childbirth or condition  
25 related to childbirth or pregnancy, sexual orientation, gender, or gender  
26 identity unless based on a bona fide occupational qualification.

27 (F) Any person who provides any public accommodation to make a  
28 distinction, directly or indirectly, in offering or refusing to offer its services,  
29 facilities, accommodations or goods to any individual because of race, color,  
30 religion, sex, race related hairstyle, the use of a cultural headdress, national  
31 origin or ancestry, physical or mental disability, pregnancy, childbirth or  
32 condition related to childbirth or pregnancy, sexual orientation, gender, or  
33 gender identity.

1 (G) Any person to:

2 (1) Refuse to sell, rent, assign, lease or sublease, or offer for sale, rental,  
3 lease or sublease, or assignment, any housing accommodation, commercial  
4 space or real property to any individual, or discriminate against any person in  
5 the terms, conditions, or privileges of the sale, rental, lease or sublease, or  
6 assignment of any housing accommodation, commercial space, or real  
7 property, or to refuse to negotiate for the sale, rental, lease, assignment or  
8 sublease of any housing accommodation, commercial space or real property,  
9 or in the provision of facilities or services in connection therewith, because of  
10 race, color, religion, sex, race related hairstyle, the use of a cultural  
11 headdress, national origin or ancestry, source of income or the requirements  
12 of any program providing the source of income, physical or mental disability,  
13 pregnancy, childbirth or condition related to childbirth or pregnancy, sexual  
14 orientation, gender, or gender identity.

15 (2) Print, circulate, display or mail, or cause to be printed, circulated,  
16 displayed or mailed, any statement, advertisement, publication or sign or use  
17 any form of application for the purchase, rental, lease, assignment or sublease  
18 of any housing accommodation, commercial space or real property, or to  
19 make any record or inquiry regarding the prospective purchase, rental, lease,  
20 assignment or sublease of any housing accommodation, commercial space or  
21 real property which expresses any preference, limitation or discrimination as  
22 to race, color, religion, sex, race related hairstyle, the use of a cultural  
23 headdress, national origin or ancestry, source of income, physical or mental  
24 disability, pregnancy, childbirth or condition related to childbirth or  
25 pregnancy, sexual orientation, gender, or gender identity.

26 (3) Represent to any person, because of race, color, religion, sex, race  
27 related hairstyle, the use of a cultural headdress, national origin or ancestry,  
28 source of income or because of the requirements of any program providing  
29 the source of income, physical or mental disability, pregnancy, childbirth or  
30 condition related to childbirth or pregnancy, sexual orientation, gender, or  
31 gender identity, that any dwelling is not available for inspection, sale, or rental  
32 when the dwelling is available.

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1 (4) In determining whether the prospective tenant meets minimum income  
2 requirements, exclude from the calculation any lawful and verifiable source of  
3 income received by the applicant; or

4 (5) Impose additional requirements on a tenant or a prospective tenant  
5 whose rent is to be subsidized by a third party not imposed on other tenants,  
6 such as, but not limited to, additional security deposits or requirements to  
7 maintain renter's insurance; provided that nothing in this section shall be  
8 construed as a prohibition against a property owner or manager conducting  
9 an income or credit inquiry on a prospective tenant or from performing other  
10 vetting techniques, such as a background or rental history checks, provided  
11 these techniques are used for all tenants, regardless of their source of  
12 income.

13 (a) Nothing in this legislation shall be construed as requiring a landlord  
14 to show preferential treatment to a prospective tenant who has a non-  
15 traditional source of income.

16 (b) Nothing in this legislation shall be construed as requiring a landlord  
17 to set a rent rate at or under Fair Market Rent as defined by the U.S.  
18 Department of Urban Housing and Development.

19 (c) Nothing in this legislation shall be construed to mean a landlord  
20 cannot change the terms of a lease after the agreed-upon lease expires.

21 (d) Nothing in this legislation shall be construed to prevent a landlord  
22 from evicting a tenant for any lawful reason.

23 (6) In determining whether the prospective tenant meets minimum income  
24 requirements, include in the calculation of rent any amounts that will be paid,  
25 credited, or attributed by the tenant or on the tenant's behalf from federal,  
26 state, or local housing assistance payment programs. In other words, the  
27 calculation of minimum income requirements shall be based on the portion of  
28 rent that a tenant is personally responsible for paying, not the portion of rent  
29 that will be paid by a housing assistance payment program.

30 (H) Any person to whom application is made for financial assistance for the  
31 acquisition, construction, rehabilitation, repair or maintenance of any housing  
32 accommodation, commercial space or real property, to:

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1 (1) Consider race, color, religion, sex, race related hairstyle, the use of a  
2 cultural headdress, national origin or ancestry, physical or mental disability,  
3 pregnancy, childbirth or condition related to childbirth or pregnancy, sexual  
4 orientation, gender, or gender identity in the granting, withholding, extending,  
5 modifying or renewing, or in the fixing of the rates, terms, conditions or  
6 provisions of any financial assistance, or in the extension of services in  
7 connection with the request for financial assistance; and

8 (2) Use any form of application for financial assistance or to make any  
9 record or inquiry in connection with applications for financial assistance  
10 which expresses, directly or indirectly, any limitation, specification or  
11 discrimination as to race, color, religion, sex, race related hairstyle, the use of  
12 a cultural headdress, national origin or ancestry, physical or mental disability,  
13 pregnancy, childbirth or condition related to childbirth or pregnancy, sexual  
14 orientation, gender, or gender identity.

15 (I) Any person or employer to:

16 (1) Aid, abet, incite, compel or coerce the doing of any unlawful  
17 discriminatory practice or to attempt to do so.

18 (2) Engage in any form of threats, reprisals or discrimination against  
19 any person who has opposed unlawful discriminatory practices or has filed a  
20 complaint, testified or participated in any proceeding under this article.

21 (3) Willfully obstruct or prevent any person from complying with the  
22 provisions of this article or to resist, prevent, impede or interface with the  
23 Board or any of its members, staff or representatives in the performance of  
24 their duties under this article.

25 (J) A governmental entity or a public contractor to refuse or otherwise limit  
26 or put conditions on services to a person because of race, age, religion, color,  
27 national origin, ancestry, sex, sexual orientation, gender, gender identity,  
28 pregnancy, childbirth or condition related to pregnancy or childbirth, physical  
29 or mental disability.

30 § 11-3-12 EXEMPTIONS.

31 Nothing in this article shall:

32 (A) Bar any religious or denominational institution or organization which is  
33 operated or supervised or controlled by or is operated in connection with a

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1 religious or denominational organization from limiting admission to or giving  
2 preference to persons of the same religion or denomination, or from making  
3 selections of buyers, leasees or tenants as are calculated by the organization  
4 or denomination to promote the religious or denominational principles for  
5 which it is established or maintained unless membership in the religious or  
6 denominational organization is restricted on account of race, color, sex,  
7 national origin, ancestry, age, physical or mental disability, pregnancy,  
8 childbirth or condition related to childbirth or pregnancy, sexual orientation,  
9 gender, or gender identity.

10 SECTION 3. EXEMPTIONS.

11 Add a new subsection (F) to § 11-3-12 as follows:

12 (F) Be construed to require a governmental entity or a public contractor to  
13 provide services or programs beyond services or programs to the specific  
14 populations that the governmental entity or public contractor is tasked with  
15 serving.

16 SECTION 4. SEVERABILITY CLAUSE. If any section, paragraph, sentence,  
17 clause, word or phrase of this ordinance is for any reason held to be invalid or  
18 unenforceable by any court of competent jurisdiction, such decision shall not  
19 affect the validity of the remaining provisions of this ordinance. The Council  
20 hereby declares that it would have passed this ordinance and each section,  
21 paragraph, sentence, clause, word or phrase thereof irrespective of any  
22 provision being declared unconstitutional or otherwise invalid.

23 SECTION 5. COMPILATION. Sections 1 through 3 of this ordinance shall be  
24 incorporated in and made part of the Revised Ordinances of Albuquerque,  
25 New Mexico, 1994.

26 SECTION 6. EFFECTIVE DATE. This ordinance shall take effect five days  
27 after publication by title and general summary.

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## CITY OF ALBUQUERQUE

### Office of the Mayor

One Civic Plaza NW, Albuquerque, NM 87103

Timothy M. Keller, Mayor

#### INTER-OFFICE MEMORANDUM

April 8, 2024

**TO:** Dan Lewis, President, City Council

**FROM:** Timothy M. Keller, Mayor



**SUBJECT:** Mayor's appointment of Ms. Kate Boulton to the Human Rights Board

I am submitting for your advice and consent the following name for appointment to the Human Rights Board in accordance with the City of Albuquerque Ordinance 11-3-4-1 through 11-3-6.

#### APPOINTEE NAME

Ms. Kate Boulton  
Albuquerque, NM 87110

#### TERM

December 31, 2026

Kate Boulton, JD, MPH, is a health and human rights lawyer with nearly 15 years of experience in public interest roles. Currently, she is Senior Legal Technical Advisor to the Vital Strategies Overdose Prevention Program, where she acts as a thought leader on drug policy and public health. Working in this role since 2018, she focuses on addressing legal and policy barriers to harm reduction and promoting evidence-based overdose prevention strategies, including in the state of New Mexico.

Prior to joining Vital Strategies, Kate worked as a Staff Attorney at the Center for HIV Law and Policy, where she advanced the organization's anti-criminalization portfolio through management of the Positive Justice Project. Before she became an attorney, Kate served with the federal U.S. Centers for Disease Control and Prevention from 2007-2012. Throughout her career, Kate has maintained a consistent commitment to the health and rights of marginalized communities.

Kate earned her JD from Harvard Law School and her Master of Public Health from the University of Michigan.

In her free time, Kate serves on several boards, including the 505 Masters Water Polo Club and Provide, Inc., and is a member of the National Lawyers Guild.

A resident of Council District 7, Ms. Kate Boulton will fill a vacancy and serve as an At Large representative on the Board; their first term will expire December 31, 2026.



**The remaining members are:**

<b>Representing</b>	<b>Name</b>	<b>Term</b>
1 At Large	Ms. Anami Dass	12/31/2025
2 At Large	Mrs. Kimberly D. Andujo	12/31/2025
3 At Large	Mr. Sean Campagne	12/31/2025
4 At Large	Mrs. Samia Assed	12/31/2024
5 At Large	Mrs. Leticia Galvez Trujillo	12/31/2023
6 At Large	Mr. Larry P Hinojos Jr	12/31/2022
7 At Large	Vacant	

Human Rights Board

appointment of Ms. Kate Boulton.

Page 3

A handwritten signature in blue ink that reads "Samantha Sengel". The signature is written in a cursive style and is positioned above a horizontal line.

Samantha Sengel, Chief Administrative Officer

4 / 8 / 24

Date



## Albuquerque Human Rights Board Information

The Albuquerque Human Rights Board (“HRB”) is the governing body of the Office of Civil Rights (“OCR”), a division of the Office of Policy for the City of Albuquerque (“CABQ”). The Albuquerque Human Rights Ordinance (“HRO”) as amended in 2024 states in § 11-3-5 that,

**“Pursuant to Article VIII of The Albuquerque City Charter, in order to assure 1 the public safety, public health and general welfare, to:**

- (A) Preserve, protect, and promote human rights and human dignity;
- (B) Promote and encourage the recognition and exercise of human responsibility;
- (C) Protect and promote equality of access to public goods and services; and
- (D) Prohibit discrimination on the basis of race, color, religion, sex, national origin or ancestry, age, physical or mental disability, pregnancy, childbirth or condition related to childbirth or pregnancy, sexual orientation, gender, or gender identity, or source of income, including, but not limited to the following area:
  - (1) In places of public accommodations;
  - (2) In housing accommodations; and
  - (3) In commercial space.”

### **Board Members**

- **Anami Dass (Chair)**
- **Jack Champagne (Vice Chair)**
- Samia Assed
- Larry Hinojos Jr.
- Kimberly Andujo
- Leticia Trujillo-Galvez
- Kate Boulton

### **Committees of the Board**

- Executive Committee (“EC”)
  - o A permanent committee made up of the Chair and Vice Chair
  - o Tasked with managing the administrative responsibilities and logistics of the Board.
- Accessibility & Accountability (“AA”)
  - o tasked with holding the Human Rights Board Accountable to the community.
- Advocacy & Representation (“AR”)
  - o tasked with engaging with the people of Albuquerque to discover areas of concern for the Human Rights Board.
- Integration & Sustainability (“IS”)
  - o tasked with supporting community partners in need of support in the area of human rights, civil rights, or equity & inclusion.
- Research, Investigation & Policy (“RIP”)
  - o tasked with researching and investigating existing or proposed public policies in search of remedies for concerns relating to human rights.