

ALBUQUERQUE'S OFFICE OF EQUITY AND INCLUSION

Charting Five Years of Progress

“Over the last five years, our Office of Equity and Inclusion has played a vital role in driving positive change that promotes investments in Albuquerque’s underserved communities. OEI has become a manifestation of our value that city government should work for everyone.”



-Mayor Tim Keller

Evolution of Albuquerque's Inclusivity Initiatives

Five years ago, Mayor Tim Keller's visionary leadership led to the creation of Albuquerque's Office of Equity & Inclusion (OEI). Starting as a small team, OEI has grown into a dedicated unit, which includes the Office of Immigrant and Refugee Affairs, the Office of Native American Affairs, and the Office of Black Community Engagement, all highlighting the city's commitment to inclusivity.



A Journey Addressing Albuquerque's Equity Issues

In this half-decade, OEI has taken the lead in addressing Albuquerque's most pressing challenges, such as responding to the needs of asylum seekers, navigating the complexities of the COVID-19 pandemic's disproportionate impact on communities of color, addressing the reckoning prompted by George Floyd's tragic death, managing controversies surrounding city monuments, and facilitating dialogues about the sacred burial grounds of the Albuquerque Indian School.

OEI's Culture Change Initiative has also increased equity awareness among city employees through workshops, training, toolkits, and influenced data-driven decision-making within city government.



Empowering diversity and justice, the Office of Equity and Inclusion spearheads Albuquerque's endeavor to champion the dismantling of inequities through an intersectional approach. Our mission encompasses civil rights, systemic change, community support, indigenous collaboration, and fostering a diverse city workforce. In Albuquerque, diversity signifies our dedication to equity, justice, and inclusive belonging.

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Trailblazing the Pursuit of Equity

OEI's achievements have earned Albuquerque recognition as the 'Most Culturally Diverse City,' attracting attention from other cities seeking guidance on addressing inequities. OEI is now focusing on tackling the racial wealth gap, securing a \$550,000 grant to provide homeownership opportunities for Albuquerque's Black and Indigenous communities. Furthermore, OEI aims to leverage federal commitments to equity through the City's Justice40 initiative by becoming the first city in the nation to take action through an Executive Order to promote the Justice 40 Initiative. This led to the creation of the City of Albuquerque Justice 40 Oversight Coordinating Committee, dedicated to ensuring that 40% of the overall benefits from qualifying federal investments reach disadvantaged communities.



Milestones:

- The Office of Black Community Engagement (OBCE) successfully partnered with community leaders to revitalize Juneteenth at Civic Plaza, drawing 4,000+ attendees, benefiting Black-owned businesses.
- The Office of Native American Affairs collaborated extensively with community-based organizations, the State Indian Affairs Department, APD, tribal law enforcement and the FBI to address the critical issue of Missing and Murdered Indigenous Women and Relatives (MMIWR).
- The Office of Immigrant and Refugee Affairs conducted a Rent-to-a-Refugee Campaign aimed at educating landlords about the available supports for refugees seeking permanent housing in Albuquerque reaching out to property owners and managers along with realtors, to encourage renting to refugees.
- The OBCE achieved a significant milestone by being chosen for the Opportunity Accelerator (OA), which brings to bear a distinguished cohort of national organizations dedicated to advancing economic mobility, reducing racial disparities, and enhancing the well-being of residents.

Advocating for Policy Change:

- R-21-205: Recognizes the burial site at 4-H Park as a sacred site, where it is believed that students and others associated with the old Albuquerque Indian School and hospital are buried.
- R-21-229: Condemns Anti-Asian hate speech, racist acts against Asian and Pacific Islanders and hate crimes, worsened by rhetoric spread during the COVID-19 pandemic.
- R-21-231: Requiring all City Departments to provide language access for all programs and services for non-English-speaking residents and people with vision, hearing and communication disabilities.