



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

Date/Time: Tuesday, November 16, 2021 starting at 5:00 pm (MST)
Location: Zoom
Contact: Crystal Velarde, 505-768-4544

Board Members Present:

Adrien Lawyer
Beckham Rivera
Leticia Trujillo
Larry Hinojos Jr.

City Staff Present

Alexander Vang, Board Attorney
Paul Haidle, Deputy Director of Policy
Lucia Moran, Assistant City Attorney, 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

Board Members Not Present

Uche Ohiri
Samia Assed

Members of the Public

Carolyna Montoya

I. Call to Order

- a. The meeting was called to order by Chair Lawyer at 5:07 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 October 19, 2021

- a. Chair Lawyer called for approval of the October 19, 2021 minutes. The minutes were approved as presented.

V. Public Comment

- a. There was no public comment.

VI. Investigation Review & Determination in Matter Number 21-004

- a. Vice-Chair Rivera moved to go into closed session to discuss matter 21-004. Member Trujillo seconded the motion. The motion was unanimously approved.
- b. Chair Lawyer moved to find probable cause in matter number 21-004. Vice-Chair Rivera seconded the motion and it was unanimously approved.

VII. 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 October 15, 2021 to November 15, 2021, as well as events planned by the office.

- ii. OCR has handled 21 new matters since our last meeting. The types of discrimination are as follows:
 - 1. Public accommodation – 4 matters
 - 2. Employment – 6 matters
 - 3. Housing – 7 matters
 - 4. Other – 4 matters
 - iii. OCR provided updates on 2 pending complaints, 1 possible new complaint and 1 closed matter.
 - 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
 - v. Other updates
 - 1. The new Coordinator of Domestic Violence & Gender Based Violence Prevention Hallie McCormick & Assistant City Attorney Lucia Moran started with OCR on 11/8/21.
 - 2. Beverly McMillan will be sent to City Council for appointment on December 6, 2021.
 - 3. Mayor’s office will review applicants received for re-appointment/new appointment later this month with the plan to send to Council for introduction on Dec. 6, 2021 and confirmation on December 20, 2021.
- a. **Office of Equity & Inclusion (OEI)**
- i. OEI updates:
 - 1. Drew Ayotte, Marketing & Communication Coordinator has started with the City. He will be assisting OEI, OCR and the Office of Policy.
 - 2. OEI has also hired a marketing firm and are in the process of drafting a contract.
 - 3. Grants for OEI
 - I. Equity in Albuquerque is a mini grant through OEI. The deadline to apply was November 15th. These applications are now under review and OEI is hoping to write the checks in December.
 - II. It Takes a Village grant is accepting application until Nov. 29th. This grant is a mentorship for young people of color.
 - 4. Every year the City receives a score from the Municipal Equity Index. This score shows how well our city meets the needs of LGBTQ employees. It also scores the city’s policies that protect and promote the rights of LGBTQ community. The city’s score did go down a little from last year. OEI is working on increasing that score for next year.
 - ii. Trainings
 - 1. Politics of Identity, Focusing on the Native American Community, will be held on November 17, 2021.
 - 2. On December 3rd & 4th, there is an Anti-Racism training by the Racial Equity Institute.
 - iii. Events


1. OEI continues to host weekly block parties. These block parties assist with eviction prevention and continue through February.
2. Indigenous Life Celebration was a youth planned event with APS Indian Ed. There were over 400 participants.
3. The Migrant & Refugee Volunteer Drive will be held the weekend of Nov. 20th. This drive is to assist a bunch of faith-based organizations and community-based organizations recruit volunteers. The mayor also plans on attending this event.

VIII. Board Business

- a. Resolution for 2022
 - i. Vice Chair Rivera moved to adopt the Human Rights Board Resolution (Notice Requirements for Meetings of the Board) whereby the Board meets on odd months on the 3rd Thursday from 5-6:30 pm. Motion was seconded by Member Trujillo. The motion was approved by a unanimous vote.
- b. Vote on Board Chair for 2022
 - i. Chair Lawyer moved to have Vice-Chair Rivera as Chair. Member Trujillo seconded the motion. The motion was approved by a unanimous vote.
- c. Vote on Vice-Chair for 2022
 - i. Vice-Chair Rivera moved to have Member Trujillo as Vice-Chair. Member Hinojos seconded the motion. The motion was approved by a unanimous vote.

IX. Adjournment

- a. Chair Lawyer adjourned the meeting at 5:56 pm.



Beckham Rivera, Chair

20 January 2022

Date