



City of Albuquerque  
**Human Rights Board**

**Agenda Packet**  
June 20, 2024

Contents

Agenda – June 20, 2024 Meeting  
(Draft) Minutes - May 16th, 2024 Meeting  
(Proposal) Resolution 2024-04: Hate Crimes Ordinance Amendments

Thursday, June 20, 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 – *June 20, 2024*
  - b. [Draft Meeting Minutes – May 16, 2024](#)
3. Public Comment<sup>1</sup>
4. Presentations
  - a. [Together for Brothers](#)
5. Director's Reports
  - a. Office of Civil Rights
  - b. Office of Equity and Inclusion
6. Discussions & Proposals
  - a. Subcommittee Reports
    - i. Accessibility & Accountability – *Andujo*
    - ii. Advocacy & Representation – *Hinojos Jr. & Galvez Trujillo*
    - iii. Research, Investigation & Policy – *Boulton & Dass*
  - b. [Proposal: Resolution 2024-04: Hate Crimes](#)
    - i. Discussion with guests *Aja Brooks, Niki Tapia-Brito, & Kim Brawley from the US Attorney's Office – District of NM*
  - c. Discussion: [Public Hearing on Anti-Homeless Sentiment](#)
    - i. Report due July 22<sup>nd</sup>, 2024
  - d. Discussion: The 50<sup>th</sup> Anniversary of the Human Rights Board
    - i. 1990-2012 Albuquerque Human Rights Awards
7. Announcements
  - a. 6/22 – [HRB Public Hearing on Anti-Homeless Sentiment](#) – 1:00 PM
  - b. 6/25 – [EEOC, NM Human Rights Bureau, and OCR Panel Discussion](#) – 12:00 PM
8. Adjourn

Please click the link below to join:

[Zoom Meeting Information](#)

Meeting ID: 876 4565 1515

Passcode: 998578

Next Meeting: [Thursday, July 18, 2024](#) - 5 PM MST

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

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

Date: Thursday, May 16, 2024  
Time: 5:00 p.m.  
Location: Zoom & Lower-Level Hearing Room, Plaza Del Sol Building

Council Members Present:

Anami Dass, Chair  
Larry Hinojos Jr.  
Kimberly Andujo  
Leticia Galvez-Trujillo  
Kate Boulton

City Staff Present:

Lisa Schatz-Vance, Board Attorney  
Mari Kempton, Parliamentary Counsel  
Annette Saiz, Minute Taker

Council Members Not Present:

Jack Champagne, Vice Chair  
Samia Assed

Members of the Public:

Gabrielle Keigher, BBBS CNM

- I. Call to Order/Introductions
  - a. The meeting was called to order at 5:12 p.m. by Chair Dass.
  - b. All who were present introduced themselves.
  
- II. Approvals
  - a. Agenda
    - i. Chair Dass moved to remove Item 5c. and place on next month's meeting and otherwise approve the agenda. The motion was seconded by Member Andujo. The motion was approved by unanimous vote.
  
  - b. Meeting Meetings – April 18, 2024
    - i. Member Galvez-Trujillo has a revision to April 18, 2024 minutes under 7b of announcements. She is available to attend the May HRB meeting and will not be able to attend the June meeting due to being out of the country.
    - ii. Member Hinojos moved to approve the April 18, 2024 minutes as edited. The motion was seconded by Chair Dass. The motion was approved by unanimous vote.
  
  - c. Notice of Public Hearing
    - i. The Board discussed that the online posting of the Notice of Public Hearing On Anti-Homeless Sentiment & Discrimination based on Housing Status contain hyperlinks to HRB Resolution 2024-01 and Human Rights Ordinance and getting them translated. A request was submitted to Office of Equity and Inclusion (OEI). The Board would like translations in the following languages: Spanish, Vietnamese.

## Draft Minutes

- ii. Chair Dass moved to approve the Notice of Public Hearing. The motion was seconded by Member Andujo. The motion was approved by unanimous vote.
- III. Public Comment
- a. No public comment.
- IV. Director's Reports
- a. Office of Civil Rights (OCR)- Board Attorney Lisa Schatz-Vance shared the following:
    - i. OCR will be housed with OEI.
    - ii. The position that is equivalent to a Director of the OCR is expected to be posted any day.
    - iii. OEI's new director will be Sonya Lara who will start in June.
    - iv. OCR staff has been in transition for a period of months and Lisa Schatz-Vance, as general counsel, has been trying to keep basic operations of OCR functioning.
    - v. OCR has received approximately 42 inquiries since January this year through April. Of those, there are three current complaints and one waiting to see if the tenant will be filing a complaint.
    - vi. At the last board meeting, it was reported that OCR received requests for education training.
    - vii. A mediation that was scheduled for May 14<sup>th</sup> has been postponed due to complainant retaining counsel. Mediation is expected to be rescheduled in June.
  - b. Office of Equity & Inclusion (OEI)
    - i. There was no report provided and no one from OEI was in attendance.
  - c. Office of Policy
    - i. There was no report provided and no one from Policy was in attendance.
- V. Discussions & Proposals
- a. Elections: Subcommittee Chairs
    - The Board discussed overseeing these subcommittees temporarily and having the elections when there is a full Board. Each subcommittee will consist of a single chair and volunteer on month to month basis.
    - Chair Dass moved to approve the initial slate of all the subcommittees. The motion was seconded by Member Boulton. The motion was approved by unanimous vote.
    - After the initial election for interim subcommittee assignments, Member Andujo requested that she instead move to another subcommittee. Chair Dass motioned to approve the updated slate for the Subcommittees. Member Galvez Trujillo seconded the motion. The motion was approved by unanimous vote.
  - i. Accessibility & Accountability (*Active*)
    - Member Andujo, Volunteer Chair
  - ii. Advocacy & Representation (*Active*)
    - Member Hinojos (Volunteer Chair)
    - Member Galvez-Trujillo
  - iii. Integration & Sustainability (*Postponed on operating until next month*)
  - iv. Research, Investigation & Policy (*Active*)
    - Member Boulton, Volunteer Chair
    - Member Dass

*Draft Minutes*

- b. Discussion: Student Protests
  - i. Chair Dass spoke briefly about the anti-war protests on UNM’s campus that took place between April and May. She commended the students for holding the longest running protest on UNM’s campus for the university’s 135 year history. The encampment was ordered to vacate the duckpond after 24 days of occupying the duck pond.
- c. Resolutions Updates

Chair Dass reported the following:

  - i. Resolution 23-1: Completed now that Ordinance 24-5 was adopted by City Council on May 6<sup>th</sup>
  - ii. Resolution 24-1: The Public Hearing mentioned in Section 5 will take place on June 22nd at the International District Library at 1:00 p.m. The public hearing report will be due July 22. Report can be finalized at the HRB July meeting.
  - iii. Resolution 24-2 has been completed and may be discussed at the next meeting so as not to pre-maturely announce the outcome.

VI. Announcements

- a. Member Galvez-Trujillo will be out of the country the week of June 17 and will not be able to attend HRB meeting in June and the Public Hearing on June 22.
- b. Member Galvez-Trujillo announced that high school graduations are next week and students will be out for summer. If there are any community resources like extracurricular activities/camps or anything that students can participate in or other types of resources, please share the information.
- c. Chair Dass announced the next HRB meeting will be June 20<sup>th</sup> in the Lower-Level Hearing Room at Plaza Del Sol, downtown Albuquerque at 5:00 p.m. and via zoom. Two days later there is a hearing on Anti-homeless Sentiment & Discrimination based on Housing Status at 1:00 p.m.at the International District Public Library.

VII. Adjourn

- a. Chair Dass motioned meeting be adjourned. Member Galvez-Trujillo seconded the motion. The motion was approved by unanimous vote.
- b. Meeting adjourned by Chair Dass at 5:51 p.m.

*Next regularly scheduled Human Rights Board Meeting will be Thursday, June 20, 2024.*

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Anami Dass, Chair

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Date

1 CITY OF ALBUQUERQUE  
2 HUMAN RIGHTS BOARD  
3 PROPOSAL RESOLUTION No. 2024-04

4 --  
5 To recommend amendments to the Albuquerque Hate Crimes Ordinance (City Code of  
6 Ordinances §12-2-27)  
7 --

8 WHEREAS, the City of Albuquerque (“City”) Human Rights Board (“Board”), the  
9 governing body of the Office of Civil Rights, is committed to preserving, protecting, and  
10 promoting human rights and human dignity by utilizing the powers granted in the City Human  
11 Rights Ordinance (“HRO”); and

12 WHEREAS, the City of Albuquerque Human Rights Board is tasked by §11-3-5 (F) of the  
13 HRO to review passed legislation and make recommendations in the areas of Human Rights; and

14 WHEREAS, the State of New Mexico’s Hate Crimes Act defines crimes motivated by hate  
15 as being “the commission of a crime with the intent to commit the crime because of the actual or  
16 perceived race, religion, color, national origin, ancestry, age, handicapped [SIC] status, gender,  
17 sexual orientation or gender identity of the victim, whether or not the offender’s belief or  
18 perception was correct”; and

19 WHEREAS, the Board finds that the purpose of the Hate Crimes Ordinance is to establish  
20 the potential factors present in during a hate motivated crime that are fundamentally opposed to the  
21 principals of human dignity, peaceful coexistence, and equity; and

22 WHEREAS, the Board recognizes that people experiencing homelessness, veterans, senior  
23 citizens & youth, and gender diverse people are disproportionately victims of hate motivated  
24 vandalism, theft, harassment, assault, and murder; and

25 WHEREAS, the City of Albuquerque is home to a diverse population who deserve to live  
26 without fear of hate motivated crimes;

27 NOW THEREFORE BE IT RESOLVED BY THE CITY OF ALBUQUERQUE HUMAN  
28 RIGHTS BOARD, the governing body of the Office of Civil Rights, that:

29 **Section 1.** The Board recommends that the City’s Hate Crimes Ordinance be amended as  
30 follows: “§ 12-2-27 HATE CRIMES.

31 (A) *Short title.* This section may be cited as the “Hate Crime Ordinance.”

32 (B) *Finding.* The Council deems it necessary and proper to create a specific offense and  
33 penalty for prohibited conduct involving actions that cause damage to persons or properties

1 and that are motivated by animus toward a certain person because of ~~his or her~~ THE  
2 PERSON'S actual or perceived AGE, ANCESTRY, COLOR, DISABILITY, GENDER,  
3 GENDER IDENTITY, HOUSING STATUS, NATIONAL ORIGIN, race, religion,  
4 SEX, ~~color, national origin, ancestry, gender,~~ sexual orientation, or VETERAN  
5 STATUS ~~disability.~~

6 (C) ~~**Hate crime.** A hate crime consists of intentionally injuring a person or intentionally~~  
7 ~~damaging his property because of the actual or perceived race, religion, color, national~~  
8 ~~origin, ancestry, gender, sexual orientation, or disability of that person, whether or not the~~  
9 ~~offender's belief or perception was correct. As used in this section, "disability" means a~~  
10 ~~physical, developmental, or mental impairment that substantially limits one or more of a~~  
11 ~~person's functions, including caring for oneself, performing manual tasks, walking, seeing,~~  
12 ~~hearing, speaking, breathing, or learning.~~ DEFINITIONS. FOR THE PURPOSE OF THIS  
13 SECTION;

- 14 1. AGE MEANS THE CLASSIFICATION OF SOMEONE AS BEING AN  
15 INFANT, A CHILD, A YOUTH, AN ADULT, OR A SENIOR.
- 16 2. DISABILITY MEANS A PHYSICAL OR MENTAL IMPAIRMENT THAT  
17 SUBSTANTIALLY LIMITS ONE OR MORE OF A PERSON'S MAJOR LIFE  
18 ACTIVITIES. A PERSON IS ALSO CONSIDERED TO HAVE A MENTAL OR  
19 PHYSICAL DISABILITY IF THE PERSON HAS A RECORD OF PHYSICAL  
20 OR MENTAL DISABILITY OR IS REGARDED AS HAVING A PHYSICAL  
21 OR MENTAL DISABILITY.
- 22 3. GENDER MEANS AN INDIVIDUAL OR SOCIETAL EXPECTATION OR  
23 PERCEPTION OF A PERSON THAT AS MASCULINE OR FEMINE  
24 BASED ON APPEARANCE BEHAVIOR OR PHYSICAL  
25 CHARACTERISTICS.
- 26 4. GENDER IDENTITY A PERSON'S SELF-PERCEPTION, BASED ON THE  
27 PERSON'S APPEARANCE, BEHAVIOR, OR PHYSICAL  
28 CHARACTERISTICS, THAT THE PERSON EXHIBITS MORE  
29 MASCULINITY OR FEMININITY OR THE ABSENCE OF MASCULINITY  
30 OR FEMINE WHETHER OR NOT IT MATCHES A PERSON'S GENDER  
31 OR SEX ASSIGNED AT BIRTH.

- 1           5. **HATE CRIME** MEANS THE ACT OF INTENTIONALLY INJURING A  
2           PERSON OR INTENTIONALLY DAMAGING THEIR PROPERTY BECAUSE  
3           OF THE ACTUAL OR PERCEIVED AGE, ANCESTRY, COLOR, DISABILITY,  
4           GENDER, GENDER IDENTITY, HOUSING STATUS, NATIONAL ORIGIN,  
5           RACE, RELIGION, SEX, SEXUAL ORIENTATION, OR VETERAN STATUS  
6           OF THAT PERSON.
- 7           6. **HOUSING STATUS** MEANS THE CONDITION OF A PERSON AS BEING  
8           HOUSED, INSECURELY HOUSED, UNSHELTERED, OR UNHOUSED.
- 9           7. **RACE** INCLUDES, BUT IS NOT LIMITED TO, TRAITS HISTORICALLY  
10           AND COMMONLY ASSOCIATED WITH RACE OR ETHNICITY,  
11           INCLUDING HAIR TYPES, TEXTURE, VOLUME, LENGTH, STYLES, OR  
12           CULTURAL HEADDRESSES.
- 13           8. **SEX** MEANS A PERSON'S CHARACTERIZATION IS MALE, FEMALE, OR  
14           INTERSEX BASED ON BIOLOGY, PHYSIOLOGY, AND PHYSICAL  
15           CHARACTERISTICS.
- 16           9. **SEXUAL ORIENTATION** MEANS A PERSON'S PHYSICAL, ROMANTIC,  
17           OR EMOTIONAL ATTRACTION TO A PERSONS OF THE SAME OR A  
18           DIFFERENT GENDER OR THE ABSENCE OF SUCH ATTRACTION; and
- 19           10. **VETERAN STATUS** APPLIES TO ALL CURRENT, ACTIVE DUTY,  
20           RESERVE, AND FORMER MEMBERS OF ANY OF THE US ARMED  
21           FORCES IRRESPECTIVE OF THEIR TIME, DURATION, RANK, BRANCH,  
22           OR TYPE OF DISCHARGE.

23           (D) *Violation.* It shall be unlawful to commit a hate crime as defined in this section.”

24           **Section 2.** A representative of the Board or appropriate staff of the Office of Civil Rights  
25 shall deliver and present this resolution to any of the following city personnel with the intention  
26 of the amendments being adopted by the City: City Councilor(s), the (Associate) Chief  
27 Administrative Officer, the (Deputy) Director of the Office of Equity & Inclusion, a representative  
28 of the Mayor's Office, or other appropriate personnel with the City of Albuquerque or City  
29 Council.



1           **Section 3.** This resolution is to be signed and published on the webpage for the Board under  
2 the section titled “Recent Resolutions” within 10 calendar days of the resolution being adopted by  
3 the Board.

4           (A) The Board will include an agenda item for updates relating to the progress of the  
5           recommendations in this amendment in all agendas for regular meetings until such  
6           updates are no longer relevant to the Board or the adoption of the aforementioned  
7           amendments.

8           (B) At which time, the Resolution shall be removed from the “Recent Documents” section  
9           of the website and placed alongside the minutes of the meeting where this resolution  
10          was adopted.