OFFICE OF EQUITY & INCLUSION (OEI) TIMELINE

ONE ALBUQUERQUE equity & inclusion

OUR MISSION

To inspire and equip city government to make Albuquerque a national role model of racial equity and social justice.

OUR VISION

People in Albuquerque of all backgrounds are our greatest asset and have what they need to thrive.

OUR CORE VALUES

- We all do better when we all do better.
- Strategies should be based on the lived experiences of those being served least well by existing structures, systems, and institutions.
- We use an intersectionality lens.

2018

Mayor Keller established the **Office of Equity and Inclusion (OEI)** and the Office of Civil Rights.

Office of Immigrant and Refugee Affairs and Office of Native American Affairs established.

OEI launched **Implicit Bias, Language Access, Anti-Racism and Advancing Racial Equity** in Local Government trainings with national and local partners.

The Office of Equity and Inclusion worked to pass policies that promote equity and inclusion:

a. **O-18-45**: Acknowledging and affirming tribal sovereignty and formalizing a government-to-government relationship between the City of Albuquerque and adjacent tribes to promote the health, safety and general welfare of the citizenry through creation of the Commission on American Indian and Alaska Native Affairs (CAIANA). The City celebrated Indigenous People's Day in place of Columbus Day.

b. **R-18-7**: Strengthening the City's Immigrant-Friendly City Status and banning the City from inquiring about immigration status, disclosing information including place of birth or national origin, or using City resources to enforce or assist in enforcement of federal immigration law – and delegating to OEI the responsibility for monitoring compliance with the resolution.

The City celebrated **Indigenous People's Day** as an official city holiday in place of Columbus Day.

2019

The Office of Equity & Inclusion was awarded a **$1.3 million grant** from the W.K. Kellogg Foundation to support our work as an office to change the culture of city government, use data and increase workforce diversity.

The City of Albuquerque amended O-18-45 to increase the size of the Commission on American Indian and Alaska Native Affairs from five to nine members, including representatives of Sandia Pueblo, Isleta Pueblo, Santa Ana Pueblo, Laguna Pueblo, the To'hajiilee Chapter of the Navajo Nation, and the All Pueblo Council of Governors.

The Office of Immigrant and Refugee Affairs assisted the faith-based community and non-profits with receiving nearly **5,000 asylum seekers** from the southern border over a four-month period.

The Office of Equity and Inclusion helped to design and implement the City's **first Transit Free Fares pilot program** for youth, collecting demographic data on users and route utilization data.

The Office of Equity and Inclusion supported the 2020 Census Complete Count campaign by engaging community partner organizations to conduct direct outreach in multiple languages to communities with historically low census counts.

The City of Albuquerque entered into a Memorandum of Understanding with the National Indian Youth Council to place Native American job seekers into paid internships with the City to gain valuable work experience. MOU between the COA and NIYC.

OEI led the process that resulted in the City of Albuquerque entering into a Memorandum of Understanding with the Navajo Nation Human Rights Commission for the purpose of strengthening communication and coordinating services.

The Office of Equity and Inclusion helped to plan the **city's first Youth Job Fair**, greatly expanding the outreach to populations that were under-represented in the city's youth summer workforce.

The Office of Equity and Inclusion changed the W-9 form so that the city could collect the demographic data of vendors who do business with the City in order to better implement the City's Minority Business Enterprise ordinance.

The City of Albuquerque hosted the Government Alliance on Race & Equity (GARE) National Conference.

The Office of Native American Affairs and the Navajo Nation Human Rights Commission held a series of Hate Crime seminars in Albuquerque at City Hall and the Albuquerque Indian Center.

The Office of Equity and Inclusion organized an LGBTIQ Pride House space at the Albuquerque Convention Center for senior citizens competing in the National Senior Games in Albuquerque.

2020

The Office of Equity & Inclusion launched the **Culture Change Initiative** - an equity and inclusion training program for city employees. The focus in 2020 was on training the Mayor's Office, City Council and the Planning, Environmental Health and Human Resource Departments.

OEI Race and Equity Data Insights Analyst provided detailed data to drive planning and decision-making for allocation of emergency food, wi-fi access, rental assistance resources and for targeted outreach for COVID-19 testing to the most vulnerable during the worldwide pandemic.

The City of Albuquerque allocated **$250,000 in CARES Act funding** for Domestic Violence organizations and **$6.5 million in direct financial relief** for households that did not qualify for federal stimulus funds.

The Office of Equity and Inclusion worked to pass policies that promote equity and inclusion:

a. **R-20-75**: Strengthens and Re-Affirms the City's Commitment to Racial Equity and Social Justice, mandates equity training for City leadership; mandates equity liaisons and equity assessments by departments, and makes OEI responsible for monitoring compliance with the policy.

b. **R-20-85**: Adds a racial equity criterion to the City's Capital Improvement Program Planning Process, and prioritizes areas that have been historically under-invested.

c. **O-47**: Amending the Human Rights Ordinance to Prohibit Discrimination Based on Racial and Cultural Attributes Associated with Hair Types, Styles and Headdresses, known as the Crown Act Amendment.

The Office of Black Community Engagement (OBCE) was established to help improve two-way communication between the African American community and City departments. OBCE is committed to influencing policy, unifying and amplifying the diversity of Black voices within the community.

The City of Albuquerque recognized **Juneteenth as an Official City Holiday.**

Office of Equity and Inclusion launched a **$4 million federal grant program** to provide culturally-relevant and linguistically appropriate COVID-19 health literacy to vulnerable populations through 15 community-based organizations and clinics who employ Community Health Workers.

300 Afghan refugees resettled in Albuquerque, as part of Operation Allies, a U.S. military operation to airlift at-risk Afghan civilians during the final days of the 2001-2021 War in Afghanistan. OEI assisted community partners to connect the refugees with resources, including access to housing, immigration legal services and health care. OEI partnered with the Afghan Society of New Mexico and the Islamic Center of New Mexico to sympathize with Afghans who had to flee Afghanistan.

The Office of Black Community Engagement launched a four-month-long series of weekend Community Block Parties - **21 events** in all areas of the City, connecting residents in those neighborhoods with more than **80 community partners and City Departments**, including access to Emergency Rental Assistance, COVID-19 vaccines, testing kits and more.

2021

The Office of Equity and Inclusion launched a 10-month training/capacity-building program for **17 city department Equity Liaisons**, as part of initial efforts to implement R-20-75.

The City distributed **$60 Million in COVID-related Emergency Rental Assistance funds**, using maps provided by the Office of Equity and Inclusion to target the assistance to neighborhoods with the highest need. The Office of Immigrant and Refugee Affairs ensured that the outreach materials were available in multiple languages.

Office of Black Community Engagement participated in the State's Redistricting process by working with Black Voters Collaborative to submit, for the first time, a map developed by the Black community.

OEI began implementing a **Racial Equity criterion** within the Capital Improvement Program by working with Department of Municipal Development to apply the Social Vulnerability Index (SVI) score to assess each project's impact on racial equity.

The Office of Black Community Engagement brought Juneteenth back to Civic Plaza. The three-day festival attracted **more than 4,000 people and generated thousands in revenue for Black-owned businsses!**

Office of Immigrant and Refugee Affairs held biweekly COVID response meetings with immigrant and refugee-serving organizations on topics of vaccine hesitancy, mental health, rental assistance, homeownership, and immigration legal services.

The Office of Equity and Inclusion worked with Santa Fe Dreamers to provide resources for immigrants applying for DACA status or permanent residency status.

The Office of Black Community Engagement received a grant from the New Mexico State Legislature to administer the It Takes A Village mentorship program. **10 organizations** were selected to implement the program by providing mentorship to Black youth.

The Office of Equity and Inclusion **awarded 28 Mini Grants of $5000 each** to local community organizations for support equity initiatives, using funds from a grant from the W.K. Kellogg Foundation.

The Office of Equity and Inclusion worked to pass policies that promote equity and inclusion:

a. **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.

b. **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.

c. **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.

2022

Office of Immigrant and Refugee Affairs held a **Rent-to-a-Refugee Campaign** to help landlords understand the supports in place for refugees needing to find permanent housing in Albuquerque. Additional outreach was done to Realtors/property managers, and rental property owners to encourage them to rent to refugees.

The Office of Immigrant and Refugee Affairs resumed assisting the faith community with **receiving hundreds of asylum seekers** who cross the southern border to seek asylum in the U.S.

Office of Native American Affairs conducted meaningful tribal consultation with respect to the burial site at 4-H Park where students of the former Albuquerque Indian School are buried.

Office of Native American Affairs collaborated with many community-based organizations, the State Indian Affairs Department and FBI to raise awareness of the epidemic of Missing and Murdered Indigenous Women and Relatives (MMIWR).

Office of Equity and Inclusion trained more than **400 city employees** in the principles of anti-racism and how to advance equity in local government, as well as implicit bias and language access.

Office of Black Community Engagement formed a Strategy Team to work on a plan to begin to close the racial wealth gap for the Black community.

Office of Equity and Inclusion published the **Housing Equity Needs Assessment Report** that showed the disparities in homeownership for Black and Native residents compared to White homeowners.

Office of Immigrant and Refugee Affairs published the **Language Access Quarterly Reports.**

Office of Black Community Engagement published a **First Year Reflections Report.**

Office of Equity and Inclusion published, a **2021 Culture Change Report, Workforce Diversity Report and Eviction Prevention Report.**

2023

OEI received Living Cities **grant for $550,000** to support a homeownership project and workforce project that help to close the racial wealth gap.

Office of Black Community Engagement (OBCE) selected for the **Opportunity Accelerator (OA)**, a cohort of national organizations promoting economic mobility, reducing racial disparities, and improving the lives of residents.

OEI was awarded an Aligning Systems for **Health Grant of $200,000.**

Albuquerque became the first city in the nation to take action through Executive Order to advance the **Justice 40 Initiative** creating a City of Albuquerque Justice 40 Oversight Coordinating Committee. This committee's purpose is to ensure that 40% of overall benefits to J40 qualifying federal investments flow to disadvantaged communities.

CIRA Office of Immigrant and Refugee Affairs received a **$100,000 grant** from Lutheran Family Services to support asylum seekers coming from the southern border and passing through Albuquerque.