



City of Albuquerque

Office of Equity & Inclusion

Timothy M. Keller, Mayor

HUMAN RIGHTS BOARD MEETING

Thursday, November 20, 2025

Members Present

- Chair Anami Dass
- Vice-Chair Kate Boulton
- Jack Champagne
- Larry Hinojos Jr.
- Mark Lamb
- Leticia Galvez-Trujillo

City Staff Present

- Carla Martinez - ACAO
- Dr Nina Cooper – OEI Deputy Director
- Gabriela Marques – OCR¹ Manager
- Ian Alden - City Attorney

Members Not Present

- Kimberly Andujo

Members of the Public

- Cassandra Porter

MINUTES

I. Call to order & Introductions

- (1) The Human Rights Board² meeting of November 20, 2025 was called to order by Chair Dass at 5:06 pm. Each member of the board and OEI Staff introduced themselves.

II. Review & approval of HRB Agenda November 20, 2025

- (1) Chair Dass moved to approve the agenda. Vice Chair Bolton seconded. Motion approved 6-0-1.

III. Review & approval of HRB minutes – October 16, 2025

- (1) Vice Chair Bolton moved to approve the previous meeting minutes. Member Champagne seconded. Member Galvez-Trujillo abstained as she did not get a chance to review it. Motion approved 5-1-1.

IV. Public Comment.

- (1) No Public Comment was given.

¹ OCR: Office of Civil Rights & Consumer Protection

² HRB; Human Rights Board

² OEI: Office of Equity & Inclusion

V. Director's Report – Office of Civil Rights

- (1) The OCR manager reported on community outreach efforts to promote OCR Services and engage in community discussions, including:
 - (A) Attended the bi-monthly Albuquerque Housing Collation meeting
 - (B) Scheduled an upcoming presentation at the Raindrop Foundation
 - (C) OCR became a member agency of the International Association of Official Human Rights Agencies
 - (D) ORC manager was appointed to serve on the NM Supreme Court Commission on Equity and Justice for 2026.
- (2) OCR sent communication to the 104 unanswered inquiries that were in the IQ Connect system between 2024-2025, informing that OCR is staffed and can take inquiries.

VI. Discussions & Proposals

(1) Proposal HRB Annual Resolution No. 2025-99

- (A) Chair Dass proposed removing goal 3 of the HRB 2026 Goal Setting document because the Department of Commerce will not renew funding for the NM MBDA. However, the City of Albuquerque Economic Development Department continues to support minority-owned businesses.
 1. Vice Chair Bolton seconded.
 2. Motion approved 6-0-1.
- (B) Vice Chair Bolton moved to add: *'The board will investigate the implementation the City's camping ban over the course of 2025, codified sections 9-25-1 through 9-25-7, as well as any implementing rules of policies of these ordinances. In particular, the Board will assess the health, social, and economic impacts of these laws and policies for people experiencing homelessness in Albuquerque, including implications for the City's effectuation of the Human Rights Ordinance.'*
 1. Chair Dass seconded. Motion approved 6-0-1.
- (C) Member Lamb moved to adopt the following Board Goal for 2026:
"The Board will;
 - (1) Investigate themes of discrimination faced by claimants pertaining to access to housing;*
 - (2) Research potential recommendations to protect consumers from housing discrimination; and*
 - (3) Propose a recommendation to the city council with the goal of protecting consumers from housing discrimination."*
 1. Chair Dass seconded. Motion approved 6-0-1.
- (D) The Board discussed holding a meeting on Wednesday, December 10th, which is Human Rights Day. It was noted that the meeting will serve as an opportunity to plan activities and goal-setting for 2026. The time discussed was 12 pm to 2 pm, OEI will provide lunch. Most Members are able to

attend. If there are changes to the HRB Annual Report, to email civilrights@cabq.gov

(2) 2026 Board Leadership Elections

- (A) Vice Chair Bolton announced she is relocating out of Albuquerque and will resign from her position on the Human Rights Board before her term ends.
- (B) Chair Dass asked if anyone was interested in serving as an officer for 2026, but received no responses. The vote for officer positions has been postponed to the next meeting on December 10th.

VII. Announcements

- (1) Next Human Rights Board meeting will take place on Wednesday, December 10th, at the OEI Conference Room at City Hall at the 4th Floor, Suite 4072, at 12pm.

VIII. Adjournment.

- (1) Meeting adjourned at 6pm by Chair Dass, seconded by Vice-Chair Bolton.

Approved: _____

Date: _____

**CITY OF ALBUQUERQUE
HUMAN RIGHTS BOARD
RESOLUTION No. 2025–99**

**NOTICE REQUIREMENTS FOR MEETINGS OF THE BOARD and APPROVING THE
2025 HUMAN RIGHTS BOARD REPORT**

WHEREAS, § 10-15-1(B) (NMSA 1978) of the Open Meetings Act states that “[A]ll meetings of a quorum of members of any board, commission, administrative adjudicatory body or other policymaking body of any state agency, any agency or authority of any county, municipality, district or any political subdivision, held for the purpose of formulating public policy, including the development of personnel policy, rules, regulations or ordinances, discussing public business or for the purpose of taking any action within the authority of or the delegated authority of any board, commission or other policymaking body are declared to be public meetings open to the public at all times except as may be otherwise provided in the Constitution of New Mexico, or the provisions of the Open Meetings Act;” and

WHEREAS, any meetings subject to the Open Meetings Act at which the discussion or adoption of any proposed resolution, rule, regulation or formal action occurs shall be held only after reasonable notice to the public; and

WHEREAS, §10-15-1(D) of the Open Meetings Act requires the Board to determine annually what constitutes reasonable notice of its public meetings; and

WHEREAS, § 2-6-1-4(B) (ROA 1994) of the City of Albuquerque Public Boards, Commissions and Committees Ordinance requires that every public board, commission or committee created by the City of Albuquerque must determine what is reasonable notice to the public of its meetings; provided that in no event shall notice be less than the notice required for Albuquerque City Council meetings; and

WHEREAS, § 11-3-5(I) of the City of Albuquerque Human Rights Ordinances requires that the Albuquerque Human Rights Board “submit annually a written report of its activities and an evaluation of the effectiveness of this article to the City Council and Mayor with recommendations for changes.”

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF ALBUQUERQUE
HUMAN RIGHTS BOARD:**

SECTION 1. REGULAR MEETINGS

Unless otherwise specified, all regular meetings of the Board shall be held in the Lower-Level Hearing Room of the Plaza Del Sol Building at 600 2nd Street NW, Albuquerque, NM 87102 starting at 5:00 PM Mountain Standard Time on the following dates:

(A) Thursday, January 15, 2026

(B) Thursday, February 19, 2026

(C) Thursday, March 19, 2026

(D) Thursday, April 16, 2026

- (E) Thursday, May 21, 2026
- (F) Thursday, June 18, 2026
- (G) Thursday, July 16, 2026
- (H) Thursday, August 20, 2026
- (I) Thursday, September 17, 2026
- (J) Thursday, October 15, 2026
- (K) Thursday, November 19, 2026

SECTION 2. SPECIAL MEETINGS.

Special meetings of the Board may be called by the Chairperson of the Board or by a majority of the Board members upon seventy-two (72) hours advance notice. The agenda for a special meeting will be available to the public at least seventy-two (72) hours prior to a special meeting.

SECTION 3. EMERGENCY MEETINGS

Emergency meetings of the Board will be called only under unforeseen circumstances that demand immediate action by the Board to protect the health, safety and property of citizens or to protect the public body from substantial financial loss, pursuant to the Open Meetings Act, NMSA 1978, Section 10-15-1 (F). The Board will avoid holding emergency meetings whenever possible. Emergency meetings may be called by the Chairperson or a majority of the Board members upon twenty-four (24) hours' notice, unless threat of personal injury or property damage requires less notice. Public notice for an emergency meeting shall include an agenda for the emergency meeting.

SECTION 4. PUBLIC NOTICE.

Public Notice for all meetings described in this resolution, public notice requirements are met if:

- (A) The notice contains the date, time and place of the meeting is posted for public viewing in the following location(s): in the 1st floor lobby of the Albuquerque Government Center at 1 Civic Plaza NW, Albuquerque, NM 87102, unless posting such notice is made impossible due to ongoing public health restrictions or other legal limitations. An electronic copy of the notice will be posted on the City website at <https://www.cabq.gov/civilrights/events> and this website address may change from time to time as needed by the City or the Board.
- (B) The agenda for a special and regularly scheduled meeting shall be available to the public at least 72 hours (3 days) prior to such a meeting. An English language agenda will be available to the public at www.cabq.gov/office-of-equity-and-inclusion/civilrights/human-rights-board/
- (C) Members of the Public or Members of the Board may request an agenda in any other language by contacting the Office of Civil Rights & Consumer Protection using the information found at www.cabq.gov/office-of-equity-and-inclusion/civilrights/
- (D) Notice shall include the following text:

1 “NOTICE TO PERSONS WITH DISABILITIES: If you have a disability and need
2 an accommodation in order to participate in this public meeting, please contact
3 the Office of Civil Rights at 505-768-4595 or civilrights@cabq.gov. Please
4 request any accommodation(s) necessary at least 72 hours prior to the
5 meeting. Further advance notice is preferred if possible, and you may request
6 accommodation(s) up to 10 days before the meeting. Best efforts will be made
7 to provide the requester with their auxiliary aid of choice. If doing so is not
8 possible due to time constraints or other logistical concerns, the city will work
9 directly with the requester to provide an alternate method of accommodation.”

10 **SECTION 5. CANCELLATIONS**

11 (A) Notice of Cancellations of meetings of the Board and notice of different meeting
12 times and/or dates and/or locations, may be announced at prior meetings of the
13 Board. Sudden cancellations of meetings may occur if a quorum of Board
14 members cannot attend a previously scheduled meeting time. Irregular meeting
15 dates and times may be needed if a regularly scheduled meeting date is a
16 federal, state or city holiday and City offices are closed that day. Different
17 meeting dates and/or times and/or locations may be needed for a regularly
18 scheduled meeting date if there is inclement weather, or if the meeting location
19 is not available for use, failure to adhere to OMA requirements for publishing
20 agendas within seventy-two hours, or for other reasons.

21 **SECTION 6. COMMITTEES**

22 (A) If any committees are formed that are delegated the authority to make
23 decisions on behalf of, formulate recommendations that are binding in any legal
24 or practical way on, or otherwise establish policy for the public body, shall be
25 equal to that specified in Section 4 of this resolution.

26 (B) Subcommittees are not required to adhere to the public notice requirements in
27 Section 4 of this resolution unless the subcommittee is authorized by the Board
28 to:

- 29 1. Make any judgement or decide any investigative outcome on behalf of
30 Human Rights Board; and
- 31 2. Formulate any legally-binding recommendations; and
- 32 3. Otherwise establish policy for the board autonomously.

33 **SECTION 7. CLOSED MEETINGS.**

34 The Board may close an otherwise Open Meeting of the Board to the public only if the
35 subject matter of such discussion or action is exempted from the open public meeting
36 requirement under Section 10-15- 1(H) (NMSA 1978) of the Open Meetings Act.

37 (A) If any open meeting is closed, the closure shall be approved by a majority vote
38 of a quorum of the Board taken during the open meeting. The specific provision
39 of law authorizing the closed meeting and the subject(s) to be discussed shall
40 be stated with reasonable specificity in the motion to close the meeting to public

1 observation and the vote of each individual member on the motion to close the
2 meeting shall be recorded in the minutes in a roll call vote. Only those subjects
3 specified in the motion to close the meeting may be discussed by the Board in
4 the closed meeting.

5 (B) If a closed meeting is conducted when the Board is not in an open meeting, the
6 closed meeting shall not be held until a written public notice of the meeting of
7 the Board, appropriate under the circumstances, stating the specific provision
8 of law authorizing the closed meeting and the subjects to be discussed with
9 reasonable specificity, is given to Board members and to the public.

10 (C) Following completion of any closed meeting, the minutes of the open meeting
11 that was closed, or the minutes of the next open meeting of the Board if the
12 closed meeting was separately scheduled, shall state whether the matters
13 discussed in the closed meeting were limited only to those specified in the
14 motion to close the meeting or the public notice of a closed meeting.

15 (D) Except as provided in Section 10-15-1(H) (NMSA 1978) of the Open Meetings
16 Act, any action taken as a result of discussions in a closed meeting shall be
17 made by a public vote of the Board in an open meeting.

18 **Section 8. ANNUAL REPORT.**

19 The Board hereby approves "OC-2025-99" (**Attachment A**) which includes the
20 "Albuquerque Human Rights Board 2025 Report" for publication on the Board's
21 webpage and distribution to City Council and the Mayor.

22 **Section 9. STANDARDS**

23 HRB STANDARDS APPLY (ref. [HRB R-2025-01](#))
24

25 **CITY OF ALBUQUERQUE**
26 **HUMAN RIGHTS BOARD**
27
28



Anami Dass
Chair of the Board

Office of Civil Rights
505-768-4595
civilrights@cabq.gov

HRB 2025 ANNUAL REPORT & RECOMMENDATIONS

December 10, 2025

FILE NO: HRB OC-2025-99

FROM: Albuquerque Human Rights Board

SUBJECT: Albuquerque Human Rights Board – 51st Annual Report (2025)

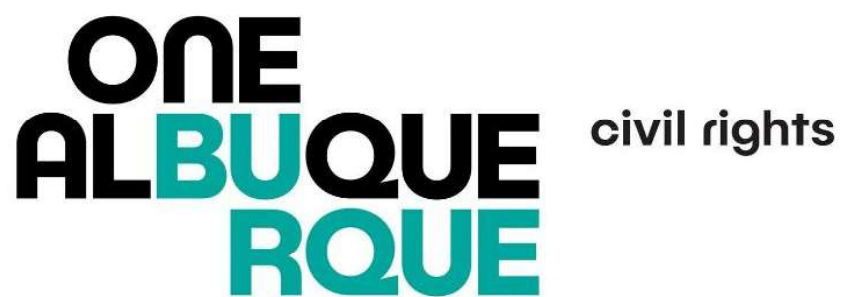
Distribution:

Honorable Mayor
Council President
Councilors

Executive Summary

The Albuquerque Human Rights Board was commissioned through the Albuquerque Human Rights Ordinance (HRO) which went into effect on January 1, 1974. The attached annual report is a requirement listed in the Human Rights Ordinance (§11-3-5(I) of the City of Albuquerque Code of Ordinances.)

Chair Anami Dass



HUMAN RIGHTS BOARD 2025 ANNUAL REPORT

Board Members

- Chair Anami Dass | [Appointed 2023](#)
- Vice Chair Kathryn Boulton | [Appointed 2024](#)
 - *Research, Investigation, & Policy Subcommittee Chair*
- Member Jack Champagne | [Appointed 2023](#)
 - *Integration & Sustainability Subcommittee Chair*
- Member Larry Hinojos, Jr. | [Appointed 2021](#) | [Re-Appointed 2023](#)
 - *Advocacy & Representation Subcommittee Chair*
- Member Leticia Galvez Trujillo | [Appointed 2022](#) | [Re-Appointed 2024](#)
- Member Kimberly Andujo | [Appointed 2023](#)
- Member Mark Lamb | [Appointed 2025](#)

Staff

- Gabriela Marques - Manager - Office of Civil Rights & Consumer Protection
- Sonya Lara - Director - Office of Equity & Inclusion
- Dr. Nina Cooper - Community Empowerment Officer - Office of Equity & Inclusion
- Vanessa Arballo - BankOn Burque Program Manager
- Charles L Davis - Managing City Attorney
- Ian M Alden - Acting Managing City Attorney – Municipal Affairs
- Leigh E Brunner - Assistant City Attorney – Municipal Affairs

Legal References

City Charter

- Human Rights Article | [Article VIII](#) (*City Charter*)

Code of Ordinances

- [§11-3](#) Human Rights Ordinance
- [§2-6](#) Public Boards, Commissions, and Committees Ordinance
- [§13-18](#) Closed Captioning Ordinance - [Administrative Instruction 8-25](#) Enforcement

Code of Resolutions

- [§3-1-11](#) Immigrants & Their Families.¹
- [§4-1-2](#) Programs & Plans - Affirmative Action Plan²
- [§4-1-3](#) Programs & Plans – Minority Business Enterprise Program

¹ 3-1-11-4 states, “The City shall not discriminate on the basis of a person's national origin and will treat all persons with respect and dignity, regardless of immigration status. The Human Rights Commission shall oversee the implementation of this policy.” The term “Commission” refers to the Board.

² The affirmative action plan for the City of Albuquerque was presented to the HRB in 1976, and approved by the Board in 1979

Glossary

- **HRB**: CABQ Human Rights Board
- **HRO**: CABQ Human Rights Ordinance (§11-3 of the Albuquerque Code of Ordinances)
- **OCR**: CABQ Office of Civil Rights
- **OEI**: CABQ Office of Equity & Inclusion

Subcommittees

- **Accessibility & Accountability**; tasked with holding the Human Rights Board accountable to the community.
- **Advocacy & Representation**; tasked with engaging with the people of Albuquerque to discover areas of concern for the Human Rights Board.
- **Integration & Sustainability**; tasked with supporting community partners in need of support in the area of human rights, civil rights, or equity & inclusion.
- **Research, Investigation & Policy**; tasked with researching and investigating existing or proposed public policies relating to human rights concerns.

Albuquerque Human Rights Ordinance (§11-3)

The city of Albuquerque established the Albuquerque Human Rights Board in the Human Rights Ordinance (*Ord. 1973-106*). Section 5 of the HRO assigns the following powers and duties to the Board;

- A. Set such rules and regulations as are necessary for the operation of the Board;
- B. Conduct public hearings upon the request of the City Council or Mayor;
- C. Receive complaints alleging an unlawful discriminatory practice as defined in this article;
- D. Not receive any complaints that have already been filed with another agency;
- E. Use its best efforts to:
 - Promote mutual trust, understanding and respect among the citizens of the Albuquerque community and between the citizens and their governmental agencies.
 - Endeavor that all citizens may enjoy their rights and pursue their opportunities on an equal basis without unlawful discrimination.
 - Conduct programs of research and investigation into the existence, cause, prevention, and remedy of inter-group tensions and hostility, and prejudice and discrimination within the community and to inform and educate the citizens as to the results of such research and investigation.
 - Conduct programs of information and education within the community so as to advise citizens of their existing rights and opportunities and the means by which they may lawfully be attained.
 - Work in close cooperation with all agencies within the community whose aims or activities are consistent with the purpose of the HRO.
 - Provide review of all existing and proposed ordinances and policies which relate to the objectives of Article VIII of the Albuquerque City Charter;
- F. Work with governmental agencies and community organizations to carry out the purpose of Article VIII of the City Charter;
- G. Make recommendations to the City Council based upon its findings concerning problems occasioned by prejudice and discrimination in all fields of human relations and recommend corrective action to aid in carrying out the purpose of Article VIII of the City Charter;
- H. Submit an annual written report of its activities and an evaluation of the effectiveness of the HRO to the City Council and Mayor with recommendations for changes;
- I. Review and make recommendations to the Mayor, City Council, or Chief Administrative Officer regarding the City Affirmative Action Plan and Programs; city department, division, agency, and program affirmative action plans; and affirmative action guidelines for City contracts; and
- J. Conduct investigations, monitor, and make recommendations to the Mayor, City Council or Chief Administrative Officer about the city's implementation of such plans or guidelines. Recommend any remedial action necessary for compliance with approved plans or guidelines to the Chief Administrative Officer.

[THE LETTER FROM THE BOARD CHAIR WILL BE ADDED FOLLOWING THE APPROVAL
OF THE ANNUAL REPORT]

Albuquerque Human Rights Board 2025 Members

- **Anami Dass** is a harm reductionist and community advocate in Albuquerque. Her in-depth research practices and evidence-based approach to public matters has been present in her work with both national and local organizations like the Transgender Law Center and the NM Harm Reduction Collaborative. Her focus areas involve worldwide health and human rights concerns, and most of her time is spent advocating for the rights of people experiencing homelessness, incarceration, and societal exclusion.
 - Appointed: 2023
 - End of Current Term: 2025
- **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, focusing on addressing barriers to harm reduction and promoting evidence-based overdose prevention strategies. Kate has worked for the Center for HIV Law and Policy. Boulton 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.
 - Appointed 2024
 - End of Current Term: 2026³
- **Jack Champagne** is a father, jurist, and educator with a long history of working for civil rights. His work with the NM Black Leadership Council as well as the Southern Poverty Law Center has equipped him with the passion to work in this field.
 - Appointed: 2023
 - End of Current Term: 2025
- **Leticia G. Trujillo** is an Outreach Worker at Albuquerque Public Schools, focusing on the McKinney-Vento Program for homeless, unaccompanied, and abandoned youth. Proficient in Spanish, she engages with monolingual Spanish-speaking communities. In previous roles with APS, she led the development of online professional development, creating the Teaching English Language Learners ("TELL") courses. As a Bilingual Technology Integration Specialist, she collaborated with Apple to enhance accessibility of digital resources for Bilingual communities worldwide. Currently, Mrs. Trujillo serves as President of MANA National Executive Committee and Chairwoman on MANA National Board of Directors. Recognized

³ Vice Chair Boulton will be resigning from the Board on December 31, 2025. More Details in the Letter from the Chair on Page 5 of this report.

with the 2023 "Walking the Talk" Leadership Achievement Award. Passionate about empowering youth, Leticia advocates for education, community service, and leadership. Leticia served as the Chair of the HRB in 2023.

- Appointed: 2021, 2024
- End of Current Term: 2026
- **Larry Hinojos, Jr.** is a long-time serving community organizer who grew up in the South Broadway Community. He spent his 15-year career working in the sexual and domestic violence field, working to end gender-based violence. Mr. Hinojos has worked with a number of organizations across the state of New Mexico, including Albuquerque RCCNM, Taos CAV, and Santa Fe IMPACT, and currently works around opioid misuse.
 - Appointed: 2021, 2024
 - End of Current Term: 2026
- **Kimberly Andujo** has earned 2 associates and a bachelor's degree all the while working full time, raising 2 children, and serving her community. She has volunteered with AmeriCorps Vista through the Mayor's office and has served on the City's Transit Board. Andujo is committed to advocating for improvements for the people living in the International District of Albuquerque, where she is a beloved community leader.
 - Appointed: 2023
 - End of Current Term: 2025
- **Mark Lamb** is a nurse practitioner certified in Emergency Medicine and Family Practice with a Masters in Public Health. His diverse work experience includes working internationally during complex humanitarian emergencies and in emergency departments in remote and urban settings, including for Indian Health settings and the University of New Mexico Hospital. Lamb has extensive volunteer experience across multiple civic sectors, was an AmeriCorps volunteer after Hurricane Katrina in New Orleans, a Population Health Fellow with the Centers for Disease Control and Prevention, and currently serves on the Community Policing Council for the Foothills Command.
 - Appointed: 2025
 - End of Current Term: 2027

2025 Board Activity

Meetings

- January 16- [Regular Meeting](#)
- February 20 - [Regular Meeting](#)
- ~~March 8—Board Retreat~~ Cancelled due to OMA requirements.
- March 20 - [Regular Meeting](#)
- ~~April 17—Regular Meeting~~ Cancelled due to OMA requirements.
- ~~April 24—Special Meeting~~ Cancelled due to lack of quorum
- May 15 - [Regular Meeting](#)
- ~~June 26—Regular Meeting~~ Cancelled due to OMA requirements.
- ~~July 17—Regular Meeting~~ Cancelled due to OMA requirements
- ~~August 21—Regular Meeting~~ Cancelled due to lack of quorum
- September 18- [Regular Meeting](#)
- October 16 - [Regular Meeting](#)
- November 20 - [Regular Meeting](#)
- December 10 - Human Rights Day Meeting

Human Rights Board 2025 Documents

| Approval Date | Type | Code | Title |
|---------------|-------------------|-------------------------------|---------------------------------|
| 02/20/2025 | Resolution | HRB R-2025-01 | HRB Standards |
| 02/20/2025 | Resolution | HRB R-2025-06 | Metro Security Division Inquiry |
| 09/18/2025 | Resolution | HRB R-2025-02 | OCR Grievance Procedure |
| 12/10/2025 | Annual Resolution | HRB R-2025-99 | Annual Schedule & Report |

HRB Resolution No. 2025-01: Establishing Uniform Standards For Resolutions Adopted By The Albuquerque Human Rights Board.

- This internal resolution established standard clauses for Board documents including a uniform severability clause and publication standards.

HRB Resolution No. 2025-06: Recommending Enhanced Reporting Practices Relating To Certain Activities Of The Metro Security Division Of The General Services Department

- Recommending public reporting by the General Services Department's Metro Security Division (MSD) relating to the use of force, policies & procedures, and the number of 911 calls diverted to MSD.

- Requesting the publication of any documents related to MSD including the founding ordinance/resolution, an organizational chart, and training policies.
- **Conclusion:** The Division provided most of these documents to the Boards' chair through the City Clerks office in response to [NextRequest 25-1172](#). The Clerk's office did not publish the request despite the Chair's request for publication. The Boards' chair has made these documents available through [this link](#) to a google drive folder.

HRB Resolution No. 2025-02: Requesting updates to the Office of Civil Rights Discrimination Grievance Submission Form to comply with CABQ Ordinance No. 2024-010.

- Requesting updated phrasing on certain questions found on [this online form](#).
- Requesting additional options to be included to certain questions found on [this online form](#).
- **Conclusion:** The Office of Civil Rights & Consumer Protection has updated the form and added a [definitions page](#) for clarity.

HRB Successes 2025

1. The Board onboarded a new member, Mark Lamb.
2. The Board made recommendations relating to the Office of Civil Rights Online Complaint Submission Form through HRB R-2025-02; These recommendations were made by the office. The Office of Civil Rights now has an updated complaint submission form to properly enforce the Human Rights Ordinance as amended in 2024.

HRB Challenges 2025

- (1) Difficulties⁴ filling the Human Rights Officer equivalent position of the Office of Civil Rights resulted in;
 - inconsistent data collection and unclear administrative practices relating to the fulfillment of CABQ Ord. No. 2024-010, which significantly expanded the scope of the Human Rights Ordinance; and
 - Miscommunications relating to technical administrative responsibilities for hosting meetings and providing public notice as required; and
 - Increased workload on administrative staff members who were assigned the responsibilities of the Human Rights Officer equivalent position of the Office of Civil Rights.
- (2) The Board was under-utilized as a resource of both the administration & council considering the powers and duties described in the following sections of the Human Rights Ordinance: §11-3-5 (B, F, G, I, J)
- (3) Numerous and frequent changes in federal policies have significantly hindered the Board's efforts to;
 - "Promote mutual trust, understanding and respect among the citizens of the Albuquerque community and between the citizens and their governmental agencies.
 - Endeavor that all citizens may enjoy their rights and pursue their opportunities on an equal basis without unlawful discrimination; and
 - Conduct programs of research and investigation into the existence, cause, prevention, and remedy of inter-group tensions and hostility, and prejudice and discrimination within the community and to inform and educate the citizens as to the results of such research and investigation." (11-3-5 (E))

⁴ These challenges are being resolved by the Director position within the Office of Civil Rights & Consumer Protections at this time. This challenge impacted the Board's work from 2024 through April 2025.

HRB 2026 Goal Setting

1. The Board will make efforts to reconnect with outside boards and agencies that have been collaborative partners in previous years, including but not limited to:
 - a. Office of Civil Rights & Consumer Protections
 - b. Office of Equity & Inclusion
 - c. Americans with Disabilities Act Advisory Committee (§[2-6-5-5 \(I\)](#))
 - d. Navajo Nation Human Rights Commission ([MOU](#))
2. The Board will make efforts to ensure the proper enforcement & oversight of the Albuquerque Closed Captioning Ordinance. ([AI NO: 8-25](#))
3. The board will investigate the implementation the City's camping ban over the course of 2025, codified sections §[9-25-1](#) through §[9-25-7](#), as well as any implementing rules of policies of these ordinances. In particular, the Board will assess the health, social, and economic impacts of these laws and policies for people experiencing homelessness in Albuquerque, including implications for the City's effectuation of the Human Rights Ordinance. (§[11-3-5 \(F\)](#))
4. The Board will:
 - a. Investigate themes of discrimination faced by claimants pertaining to access to housing; (§[11-3-5 \(C - 2\)](#))
 - b. Research potential recommendations to protect consumers from housing discrimination; (§[11-3-5 \(H\)](#)) and
 - c. Propose a recommendation to the city council with the goal of protecting consumers from housing discrimination. (§[11-3-5 \(F\)](#))

City of Albuquerque
Office of Civil Rights
Human Rights Board

www.cabq.gov/civilrights/human-rights-board/