



City of Albuquerque

Office of Equity & Inclusion

Timothy M. Keller, Mayor

Sonya Lara Department Director

HUMAN RIGHTS BOARD MEETING

Thursday, September 18, 2025

Members Present

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

Members Not Present

- Kimberly Andujo

City Staff Present

- Sonya Lara – OEI Director
- Gabriela Marques – OCR¹ Manager
- Leigh Brunner – Board Attorney

Members of the Public –

- Kelly(ABQTRU)

MINUTES

I. Call to order & Introductions

- a. The Human Rights Board² meeting of September 18, 2025 was called to order by Chair Dass at 5:04 pm.
- b. Each member of the board and the OEI³ Staff introduced themselves.

II. Review & approval of HRB Agenda September 18, 2025

- a. Chair Dass moved to approve the agenda. Member Champagne seconded. Motion approved 6-0-1.

III. Review & approval of HRB minutes – May 15, 2025

- a. Chair Dass moved to approve the minutes. Member Champagne seconded. Motion approved 6-0-1.

IV. Public Comment.

- a. No Public Comment was given

V. Director's Report - OCR

¹ OCR: Office of Civil Rights& Consumer Protections

² HRB; Human Rights Board

³ OEI: Office of Equity & Inclusion

- a. Gabriela Marques introduced herself and explained that the OCR is working on hiring another staff member for the office.
- b. Director Lara talked about Gabriela and how she has already met with the software company to manage intake calls/complaints from constituents for the Office of Civil Rights and is working to stand up the office.

VI. Discussion & Proposals

- a. Proposal HRB-2025-02: Discrimination Complaint Submission Process
Questions were raised about how to categorize language-based discrimination complaints. If someone is discriminated against because of their language fluency, should there be a separate checkbox option for this, or does it fall under the existing protected class of "national origin or ancestry"? It was approved to remove section 2 and 3 and to renumber of the proposed HRB-2025-02. Motion by Chair Dass and seconded by member Champagne. Motion approved 6-0-1.
- b. Discussion about the matter of the complaint packet and its connection to language access, national origin or ancestry and refer it to the Research and Investigation Subcommittee to further review. Chair Dass moved to approve the agenda. Member Trujillo seconded. Motion approved 6-0-1.
- c. Approved resolution amending online complaint submission form. Chair Dass moved to approve the agenda. Member Champagne seconded. Motion approved 6-0-1.

VII. Discussions & Proposals

- a. Member Trujillo presented the current housing crisis affecting transitional youth in the community. She explained that funding for Job Corps ending and currently is available through September 30, and while Youth Development Inc.'s Rapid Rehousing program will close in November 2026. Additionally, the New Day Housing program currently has a lengthy waiting list, and Casa Hermosa offers only limited beds for transitional housing for youth. Member Trujillo reported that since August 2025, she has already identified 200 youth in her casework as abandoned, unaccompanied, or homeless. She emphasized that with many federal programs facing cuts, there is an urgent need to identify additional resources to support youth, particularly safe housing, shelter and transportation options. Member Trujillo stressed that this is a crisis situation and noted that youth should not be placed with the general population at the West Side Emergency Shelter due to safety concerns.
- b. Chair Dass asked Legal to clarify what authority the board has to engage in fundraising efforts to support community challenges. The board also discussed the topic of accountability and the board's role in encouraging the Mayor and City Council to address these issues with impacted individuals at the center of future policy decisions. Encouraged the Advocacy & Representation subcommittee to continue the discussion further and share it at the next board meeting.

VIII. Announcements

- a. Next Human Rights Board will take place Thursday, October 16, 2025, in the Plaza del Sol Hearing Room and on Zoom at 5pm.

IX. Adjournment.

- a. Meeting adjourned at 5:58pm by Chair Dass, seconded by Member Champagne.

Approved: _____

Date: _____