



Timothy M. Keller, Mayor

Sonya Lara, OEI Director

HUMAN RIGHTS BOARD MEETING

Thursday, October 16, 2025

Members Present

Chair Anami Dass
Vice-Chair Kate Boulton
Jack Champagne
Mark Lamb

Members Not Present

Larry Hinojos Jr.
Leticia Galvez-Trujillo
Kimberly Andujo

Members of the Public

Cassandra Porter (UVNR)

City Staff Present

Dr Nina Cooper – OEI Deputy Director
Gabriela Marques – OCR³ Manager
Ian Alden - Board Attorney

MINUTES

1) Call to order & Introductions

- a) The HRB⁴ meeting of October 16, 2025 was called to order by Vice Chair Bolton at 5:13 pm. Seconded by Chair Dass.

2) Review & approval of HRB Agenda October 16, 2025

- a) Vice-Chair Bolton moved to approve the agenda. Chair Dass seconded. Motion approved 4-0-3.

3) Review & approval of HRB minutes – September 18, 2025

- a) Chair Dass moved to approve the amended minutes posted on the website. Vice Chair Bolton seconded. Motion approved 4-0-3.

4) Public Comment.

- a) No Public Comment was given.

³ OCR: Office of Civil Rights & Consumer Protection

⁴ HRB; Human Rights Board

5) Attorney Report

- a) Mr. Alden clarified questions from the September meeting. He shared that the current ordinance does not include language discrimination. He recommended expanding the ordinance to explicitly include language discrimination protections. While the Board could potentially hear complaints under the current framework under national origin or ancestry and interpret protections broadly, Mr. Alden advised that an amendment to the Human Rights Ordinance (HRO) would provide a more certain legal footing and formally expand the Board's jurisdiction. The Board has the authority to recommend such an expansion to the HRO.
- b) Concerning fundraising and financial limitations, Mr. Alden explained that the Human Rights Board, while sometimes perceived as similar to a nonprofit organization, is not a distinct legal entity. The Board's functions are clearly defined by ordinance, and city boards are generally not authorized to engage in fundraising activities. Any necessary expenses should be addressed through conversations with the appropriate city departments, including the Office of Equity and Inclusion (OEI). The Board cannot maintain its own bank account as it lacks separate legal entity status, and accepting or donating funds would violate anti-donation clauses. These activities fall outside the scope of the Human Rights Board's authorized functions.

6) Director's Monthly Report - OCR

- a) Gabriela Marques requested one-on-one meetings with board members to learn about their work.
- b) The online complaint form has been updated and a definitions list was added to the website for clarity.
- c) The OCR/OEI will be using social media to promote Human Rights Day on December 10th and to recruit new board members.
- d) The City requests switching from Zoom meetings to Zoom Webinar, all in-person, or Zoom with YouTube streaming to reduce public interruptions while maintaining public comment opportunities. The board needs to decide on this technology change by December 2025.
- e) The Quarter 1 fiscal year 2026 report was shared with the board.

7) OEI Quarterly Report – Dr Cooper, Deputy Director

- a) Acknowledged the Constituent Services Coordinator who supported the Office of Civil Rights for many months.
- b) Launch of the new Office of Asian Pacific Islander Native Hawaiian Affairs event on October 18th
- c) OBCE (Office of Black Community Engagement) is progressing with the Ujima Collective training program for entrepreneurs.
- d) OFE (Office of Financial Empowerment), the Financial Summit is scheduled for December 11th at 4pm at the Albuquerque Museum.
- e) OIRA (Office of Immigrant and Refugee Affairs) has a new podcast launched:

"Voices Across Borders"

- f) There were multiple celebrations held for Indigenous Peoples' Day throughout the City, and they are continuing through the month.

8) Discussion & Proposals

- a) Additional Matters
 - i) Discussed whether amending the HRO is something the board wants to pursue. It was indicated that time is needed to review the ordinance, agreeing that language-based discrimination should be addressed. The board agreed to conduct a systematic analysis of the gaps in the Human Rights Ordinance and present its recommendations.
 - ii) The board consulted on how to proceed with the technology for the future meetings. Vice-Chair Bolton moved to approve using Zoom Webinar with an in-person option, with posting the recording on the GovTV post-meeting. Chair Dass seconds. Motion approved 4-0-3.
- b) Planning for 2026
 - i) The Board discussed holding a retreat on Wednesday, December 10th, which is Human Rights Day. It was noted that the retreat space will serve as an opportunity to plan activities and goal-setting for 2026. The time discussed was 12pm to 2pm, OEI will provide lunch, and the location is to be confirmed in a City building.
 - ii) Elections for Chair and Vice Chair positions will take place at the November board meeting. The elected officers will begin their terms in January 2026.

9) Announcements

- a) Next Human Rights Board will take place Thursday, November 20, 2025, in the Plaza del Sol Hearing Room and on Zoom at 5pm.

10) Adjournment.

- a) Meeting adjourned at 6:13pm by Chair Dass, seconded by Vice-Chair Bolton.

Approved: _____

Date: _____