



**Minutes of the City of Albuquerque Human Rights Board**  
**Regular Meeting**  
**Tuesday, August 15, 2017**  
**Office of Diversity and Human Rights**  
**2<sup>nd</sup> Floor, Suite 201, City Hall**  
**One Civic Plaza NW, Albuquerque, NM 87103**

1. Call to Order

Vice Chair Dusadee Sarangarm called the meeting to order at 4:11 p.m. (MST) on Tuesday, August 15, 2017 in City Hall, Office of Diversity and Human Rights.

Board Members Present:

Dusadee Sarangarm  
Tina Tomlin  
Douglas Alsup  
Joan Marie Yazzie-Gallegos

Board Members Absent:

Enrique Aguilar

**STAFF PRESENT**

Nick Bullock, Board and Assistant City Attorney  
Gabriel Campos, Director, Office of Diversity and Human Rights  
Ms. Annabelle J. Romero, Deputy Director, Office of Diversity and Human Rights  
Shannon Triplett, Office of Diversity and Human Rights

**PUBLIC PRESENT:** none

2. New business was moved ahead to swear-in two new board members, Joan Marie Yazzie-Gallegos and Douglas Alsup. Introductions were made by all of the board members.
3. Chair Sarangarm motioned to approve the agenda, Tina Tomlin seconded the motion.
4. Chair Sarangarm motioned to approve the minutes and provided a few minutes to review the minutes of the last meeting held on Tuesday, August 16, 2016, Tina Tomlin seconded. Approval of the minutes passed unanimously.

5. Director's Report -- Mr. Gabe Campos, presented a compilation of two quarters summarizing reports on cases handled by the Office of Diversity and Human Rights (ODHR), a list of projects/collaboration and training/events. He presented that over the past year the number of cases included 60 ADA, 32 Employment, 45 Housing and other which is expansive that includes U-visa, pay equity and things that may not fit in the other categories. They are broken out into what we did with these cases. 84 were referrals where we give information, brief is when we do a little more work than simply referring out, extended is when we visit a site or facility and look into the matter and takes a lot more time and investigation is when there is a formal request that comes to us. He added that our system is set up to be as informal as possible because once it becomes formal it moves in a very precise way.

Mr. Campos talked about Pay Equity where every city contractor must provide data to the city that calculates a deviation that is calculated through an excel process. Since July 1<sup>st</sup> every contractor is required to provide the data. The deviation amount moved from 10 to 7 percent deviation where competitive bids can receive preference. Some things that have come out of this are that because of the required data companies can see how they are employing and can make a better assessment of the company makeup. Conversely, some companies do not continue business with the city because they do not want the information to be made public.

Other things ODHR does is work with UNM on inter-professional education where they get medical, pharmacy and nursing student out into the public. One of the initiatives is getting them to senior centers to do basic assessments. Another area would be for them to visit food pantries where there might be a population that might not normally see a medical professional and could benefit from that. Long term in two years the City is hosting the Senior Olympics so we need to start building capacities with partners like that.

Annabelle Romero then talked about some of the issues that have come up regarding the City's ART project since it began including buses being diverted and not notifying the public, obstructions and barriers that are not clearly marked especially for blind or people with low vision. The ODHR has received one complaint where a blind individual has stumbled on concrete rubble or fallen off the curb because there is lots of debris or construction going on. Other issues include complaints of little or no handicap parking not necessarily related to the ART project.

Mr. Campos then talked about the ART platform site visit. Transit invited individuals from the community to look at one of the sites in Nob Hill and in particular to review the HAWK system. Everything is supposed to be designed to ADA standards. Transit has someone that coordinates ADA issues so ODHR coordinates with them. ODHR also works with the new City's new ADA Council on these issues. They are concerned with ART as well as service animal issues specifically Service Area Rest Areas (SARAs) which Aviation is installing behind security as well as the grassy areas pre-security.

Douglas Alsup talked about a couple of intakes he worked on during his internship with ODHR including an ADA accommodation at the Bio Park and Zoo (Park). The individual requested that they be allowed to use their bike while visiting the Park. ODHR found information on the types of accommodation that can be made in that regard and how certain modes and safety considerations should be considered in relation to other Park guests.

Another complaint was by a woman in a wheelchair that tried to shop at The Fetish Gallery in Old Town and was turned away by the owner because her wheelchair would not fit between the jewelry cases. Old Town by nature of its numerous historical buildings has ADA issues. The complaint was made to the Mayor's office and brought to ODHR to look into the matter. ODHR staff visited the shop and spoke with the owner who explained that because the patron's wheelchair was wider that it would not fit between the numerous cases. Unfortunately the aisles were not per ADA requirement but the owner was willing to make the correction and said he was in the process of changing out the cases. When ODHR returned for a second visit it was determined that the shop owner had made the necessary changes for the accommodation.

The La Placita Restaurant is a historical building in Old Town. The complaint was made by the brother of a woman whose wheelchair wheels caught on the bottom section of the ramp entering the restaurant. ODHR visited the restaurant and spoke with the day manager who allowed us to see the ramp. Unfortunately the ramp was makeshift and very steep. The city's Planning Department visited the site and spoke with a manager. They determined that the business cannot be considered to be accessible but the owner has made attempts to accommodate others by putting down temporary ramps which are not code compliant. Those temporary ramps are just heavy duty material placed in doorways and are easily removed. However, the scope of the Existing Building Code applies only to "the repair, alteration, change of occupancy, addition and relocation of existing buildings." Planning deemed that if at some point the owner decides to remodel or add to the building, the city would use the historic building section of the Existing Building Code to help determine how much the structure could be brought into compliance.

Another consideration that Mr. Campos stated is that ODHR/City and other Government entities are required to look at ADA under Title II so we are required to do things differently than under Title III. Government entities have no real authority to make businesses do anything. In this case we were unclear if La Placita was owned by the city so we had to investigate to see if the city owned the building. It turned out it is not owned by the city.

Race Equity Here -- Mr. Campos talked about the Cities of Albuquerque, Louisville, Grand Rapids, Austin and Philadelphia is a part of Bloomberg Foundation program called Race Equity Here. Their focus is on race but for us we look at race, gender and disability. Bloomberg is putting a lot of money on this through living cities and looking at trying to reshape government. He presented the cities draft plan that includes a steering committee consisting of city department heads. There are three pilot departments to start but ultimately would see all 18-21 departments participate. The goal is to collect data through dashboards which will set a foundation to see what it looks like now and where/how we might do better to ensure that everyone has equal access to the city's employment, programs and services. Mr. Campos talked about training that he already does at new employee orientation and supervisory training that includes discussion on bias towards race and gender equality. Community Engagement is an effort with the Office of Neighborhood Coordination and Planning. It is already built into the Planning Department's requirements to go out into the community to work with them. As part of the Race Equity effort a Community Engagement

Toolbox is in the works to ensure that information gets out to everyone in the community, for example like the ART project or a new commercial property that is being proposed.

Ms. Tomlin asked about the My Brother's Keeper and why it was restricted to only men. Mr. Campos explained that it is an Obama initiative and he saw it as mostly black men being incarcerated. Ms. Yazzie-Gallegos added that she personally feels Hispanic, Native women feel like there is a glass ceiling they will never be able to overcome. She feels that these women have numerous other challenges culturally and for that reason should be included in those types of initiatives. Mr. Campos referenced Pay Equity and men and women are getting paid differently for the same job but yet women typically are the care givers for the family/children we are doubly impacting a population. So if the city is not hiring men and women equally, what could be different? Dr. Sarangarm offered that as part of the My Brother's Keeper initiative for the City of Albuquerque could we include transgender, LGBT, Hispanic/native/women populations.

Mr. Campos continued to explain with regard to Race Equity Here, the City of Albuquerque's Human Resources has the data needed. Boston has a great dashboard on how departments are hiring, advancement for populations and other things. Unfortunately Boston was criticized for it because it exposed how poorly they were doing. So obviously that is something we may be faced with. Ultimately the idea is for all city departments to have dashboards and how to identify data in relation to how they are doing with regard to equally serving the community.

6. Public Comment -- The Board did not receive notification of public comment.
7. No New Business/Announcements
8. Adjournment -- There being no further business to be brought before the Board, Chair Sarangarm adjourned the meeting. The next Regular Meeting of the Board is scheduled for Tuesday, November 21, 2017 at 4:00 p.m. The meeting adjourned at \_\_\_\_ p.m.

SUBMITTED:

*Signed Copy Available on Request*

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Mr. Gabriel Campos  
Secretary to the Board

READ AND APPROVED:

*Signed Copy Available on Request*

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Dusadee Sarangarm  
Chairperson of the Board