



Minutes of the City of Albuquerque Human Rights Board
Regular Meeting
Tuesday, June 26, 2018
Office of Equity and Inclusion
2nd Floor, Suite 201, City Hall
One Civic Plaza NW, Albuquerque, NM 87103

Board Members Present Enrique Aguilar, Vice Chair
Michael Jefferson
Douglas Alsup
Joan Marie Yazzie-Gallegos
Samia Assed

STAFF PRESENT

Nick Bullock, Board and Assistant City Attorney
Michelle Melendez, Director, Office of Equity and Inclusion
Brittany Ortiz, Deputy Director, Office of Equity and Inclusion
Torri Jacobus, Assistant City Attorney, Office of Civil Rights
Shannon Triplett, Legal Secretary, Office of Equity and Inclusion

1. Call to Order

Vice Chair Enrique Aguilar called the meeting to order at 4:07 p.m. (MST).

2. Vice Chair Aguilar moved to approve the agenda, Member Assed seconded the motion. The motion was approved.
3. Vice Chair Aguilar moved to approve the minutes of the last meeting held on Tuesday, August 15, 2017, Member Yazzie-Gallegos seconded. Member Jefferson asked a question about the minutes and the Brother's Keeper Initiative, he wanted to know if the issue had been resolved. Member Yazzie-Gallegos offered that she had not heard anything further. Director Michelle Melendez offered to provide the board with info on the Initiative. Approval of the minutes passed unanimously.
4. Swearing in of New Members, Member Jefferson and Member Assed. Vice-Chair Aguilar asked for clarification as to whether he needed to be sworn in again, due to him being reappointed. Nick Bullock offered that he did not.

5. Introductions & overview of Office of Equity and Inclusion and Civil Rights Division, Director Melendez offered the mission statement for the new office is to make Albuquerque a role model city of embracing our diversity as our greatest asset. Director Melendez explained the org chart and explained that Torri Jacobus was a in a new position and would serve as Civil Rights and Human Rights Officer. Director Melendez then explained Tyson Hummell's position with ADR offered that Shannon Triplett is the legal secretary that helps out both offices. Director Melendez's staff includes Brittany Ortiz, Deputy Director of Equity and Inclusion and Mariela Ruiz with the Office of Immigrant and Refugee Affairs and Dawn Begay, the Tribal liaison. Director Melendez explained that the office utilizes interns both paid and unpaid.

Director Melendez offered that her guiding principal is to engage the people who are most impacted by inequity. Director Melendez thanked the volunteers and audience members. Director Melendez explained that she has already met so many different groups in her new position that aligned with addressing areas of inequity. Director Melendez said that their first initiative was to look at the City and see who we are hiring and who are we contracting with and where are we building and investing tax payer dollars. Director Melendez offered that Ms. Ortiz is the data person who was tasked with ~~complying~~ compiling the statistic of this administration versus the previous administration and who was appointed to leadership positions. Ms. Ortiz has been working with HR to prepare a work force diversity report. Director Melendez offered that The City was not as representative of the population as it should be. Mary Scott, HR Director, has been applying new hiring techniques such as "ban the box" and looking at who was getting promotions and who has access to further trainings. Director Melendez offered that this will be made public with dashboards on the website.

Director Melendez informed the board that she will be sending email notifications through Ms. Triplett about the reports. Director Melendez asked that everyone look at their packets and spoke about the procurement process within the City and how the City asked for info on businesses on their stats as who they hire based on race and gender. Director Melendez informed the group that currently only 2% of business are minority owned. Ms. Ortiz is working with the procurement office to come up with initiative to hire small businesses and have more minority participation. Member Assed asked for clarification on the word "minority" and whether there might be a better word that can be used. Director Melendez answered and agreed and explained that they are using words offered by the Minority Business Enterprise and that the federal government classifies businesses as this. Director Melendez then stated that the Mayor will be taking the lead on making announcements on how the City is going to change how it does business by gathering info from community groups. Director Melendez stated there will be a lot of changes in the procurement process.

Director Melendez spoke about the Capital improvement program and how language in the ordinance calls for preference to be given for projects in areas that are under resourced. Director Melendez then explained that they had been tasked with figuring out the areas that are being unserved and that Ms. Ortiz had created the heat map. The heat map showed that the areas in red have higher poverty and unemployment and lower rates of education, so these are places where public dollars will go a long way. Ms. Ortiz has been sitting on a review

committee to see if these principals are being applied. Director Melendez offered that it is not perfect but that they are doing as much as they can as fast as they can.

Director Melendez explained that the next biggest function of the office is evaluating equity and inclusion and that the objective is to provide accessible and easy to read data analysis to inform decision making. Director Melendez informed that they called 46 different city offices and did a survey to see how many transfers it would take to get to a Spanish speaker and the results were that there were some that had Spanish options immediately but that the majority of sites did not have a Spanish speaker available. Some had access to a language line. Director Melendez said that they were going to take this info to each department director. Director Melendez then offered that they had a small amount of money from a grant to help translate and interpret key documents and use that as the standard for what we should be doing and that you can contract with these agencies and get many more languages available. This service would be provided telephonically. Director Melendez offered that the City website currently uses Google translate but that is not ideal so they have looked at other websites that took the time to translate key documents and information.

Director Melendez then explained the racial equity tool and that several Cities had adopted this template from GARE (Government Alliance on Racial Equity). The tool is a set of questions that each department will ask it's self about what the program is, what the policy is and who will be impacted by this and have the ones who have been most impacted been engaged at all, and have you asked those people who will be more burdened and who benefits. This will help the City be more cognitive and think about what it needs to do to change those inequities. The City had training on this tool and had 45 attendees and the next step is to use this tool and think through an equity lens. The City will start with the more public facing departments and then work to include all. Director Melendez stated that she would share the tool with the Human Rights Board.

Director Melendez offered that she had headlines that she likes to use to show examples to communicate the vision of equity and the types of work that they would like to highlight. H.E.E. The City wanted to make youth bus passes and this office helped distribute the bus passes into the communities through their networks and through partner agencies. This should help with getting to school and jobs and to get around town. Director Melendez then offered that the City is replacing all of street lamps with LED's. She explained that the contractor would get paid by volume and that the places with a lot of lights were the heights and places of high income and freeways. Sarita Nair, CAO, asked that the contactors focus in areas of high need such as the international district and replace those first. There has been a need for safety with these lights and being replaced. The new lights will have sensors so people won't have to notify the City when the lamp goes out.

Director Melendez explained that the office had a press conference last week and that 150 people showed up and most were community organizations that share an interest in equity. At the press conference we released the Policy Link Equity Profile of Albuquerque that is located on the City website and it is 119 pages but it paints a picture of the equity challenges in Albuquerque. Director Melendez offered that the report really quantifies how much the City has to gain by closing the equity gap. This would be the key to stimulating the local

economy. The report shows that people of color with bachelors still make less and so much more.

Director Melendez explained Racial Equity Here, which is a network with over 358 partners that are committed to doing something about racial equity. The City along with 50 other organizations has all joined the racial equity network to learn and act on it.

Director Melendez informed the group that the Office has been tasked with making sure the City complies with The Immigrant friendly cities resolution that was passed in April. The office has been promoting different events such as screening the RBG movie and the youth bus passes and a Native American Resource summit and a Native American hate crimes seminar. The office will train the trainers of businesses on how to handle an ICE audit. The office is also responding to a survey from the Human Rights Campaign about how we handle discrimination to the LGBTQ and what is our relationship with them. The City had a score of 74 in 2017 and we would like to increase that score.

Director Melendez asked for questions and Vice-Chair Aguilar asked if this was the director's report or just an overview. Director Melendez answered that they would now go over the rundown of the kinds of calls that the office receives. Director Melendez explained that some calls require research while some are referred out. Vice-Chair Aguilar asked if all the calls were closed and Director Melendez confirmed that they were.

Member Jefferson asked how 3 people closed so many people and Director Melendez offered that most calls are referrals. Director Melendez explained that Ms. Triplett handles when 311 calls come in. Director Melendez noted that she had found that the office in the 70's and 80's had 12 investigators and took cases and made enforcement type actions. Member Jefferson offered that he found it hard to believe that the Office closed so many cases in one year. Torri explained that most of the calls were just looking for information. Member Yazzie-Gallegos asked for more of a breakdown of the calls to help implement a process for how the City will handle the calls. Member Jefferson offered that a lot of this can be answered on the website and Member Assed offered that not everyone can read. Member Assed wondered if there was a Spanish speaker if it would make a difference. Director Melendez offered that she is a Spanish speaker and that we have another Spanish speaker that we work with.

Vice-Chair Aguilar asked if there were any other cases to speak about. Michele said there was not.

6. Human Rights Ordinance Overview Implementation- Director Melendez offered that she wanted to talk about the ordinance because so many people were new that it would be good to read through the it and get feedback from the board. Vice-Chair Aguilar asked if everyone wanted to take it home and read it. The group agreed that they did. Director Melendez offered that the board is able to hold hearings and make recommendations to the Mayor and City Council. Member Yazzie-Gallegos asked what the possibility for growth with the office. Director Melendez offered that the Org chart showed how big the office would be but added that they are able to work with partner organizations.

6. _____
7. _____

Formatted: Font: (Default) Times New Roman

Formatted: Normal, No bullets or numbering

7. Nick Bullock moved to swear in the new board members at the next regularly scheduled meeting. Vice Chair Aguilar seconded the motion. The motion was approved.
8. Director's Report- Was included in discussion during the overview of the office.
9. Public Comment –
 - a. Dr. Rosemary Blanchard, Chair of Albuquerque Chapter of United Nations, expressed pleasure at being able to attend the meeting and shared that the Albuquerque Human Rights Ordinance is strong but that many in government do not know of it. Dr. Blanchard offered that she brought a copy of specific language of the powers and responsibilities of the Human Rights board and what it shall do. She felt that it was exciting that the board shall remedy forms of discrimination in the community and felt that it was a power and duty of the board, through the staff. Dr. Blanchard shared her background in Minnesota and past speaking engagements. Dr. Blanchard offered that she was hopeful that the board will be able to take care of business here.
 - b. Mr. Terry ~~Shea~~ Sloan, of The UN thanked the board for being able to be there and spoke about his work with the tribes and how he promoted indigenous issues. He also spoke about his work with Human Rights and youth programs in Albuquerque and renewable energies.
 - c. Dr. Sarita Cargas stated that she wanted to see more of a relationship between academia and the government and how she teaches students Human Rights issues. She asked how she and her students can help. Vice-Chair Aguilar offered that her students can attend the meetings.
10. New Business/Announcements- Member Assed thanked Director Melendez for her work. Member Yazzie-Gallegos offered that she is excited to work with the new administration. Doug was also very excited to work with the board and asked for suggestions on how to help. Director Melendez offered that when she sat with Chair Dusadee Sarangarm that they spoke about how the board can look at cases. Member Jefferson offered that he felt the African American and other unrepresented communities were not represented by the Office. Member Jefferson. The board and Director Melendez discussed how to appropriately represent all segments of the population of the City of Albuquerque within the Office of Equity and Inclusion and within the work that the Office is addressing.
11. Adjournment -- There being no further business to be brought before the Board, Vice Chair Aguilar adjourned the meeting. The next Regular Meeting of the Board is scheduled for Tuesday, August 21, 2018 at 4:00 p.m. The meeting adjourned at 5:56 p.m.

Formatted: Font: (Default) Times New Roman

Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.75"

READ AND APPROVED:

Signed copy available on request

Dusadee Sarangarm
Chairperson of the Board

Formatted: Font: Times New Roman, 14 pt, Bold, Italic