

FORM P-1

PROGRAM OVERVIEW

Business Unit / Program: 60100 Commission on the Status of Women (CSW)

Description Instructions: Describe the program purpose with a high-level overview of the program goals. Include primary activities performed, services provided, beneficiaries and current service levels. (Max 8000 Characters)

Program Description:

Governor Michelle Lujan Grisham's first budget proposal in 2019 for fiscal year 2020 created funding and began the work of re-creating a functioning New Mexico Commission on the Status of Women. This allowed a special appropriation for operational funds to get the Commission started and serve the women of this state once again.

Membership on the Commission on the Status of Women includes, "Fifteen members, including one member of the Human Rights Commission, appointed by the governor. A majority of the members must be women, and no more than eight members may belong to any one political party. Terms are staggered for three years. The governor designates the chair and vice-chair. The Commission names the director."

Section 28-3-1, NMSA 1978. The Commissioners represent all seven regions in New Mexico, and are designated as Democrats, Republicans, and Independents. The women on the Commission are leaders within their own communities and have worked in both their professional and personal lives to forward the interests of the women of New Mexico. Their work on the Commission is simply an extension of deeply held values to contribute to supporting our state.

The Commission on the Status of Women currently is a policy and advocacy organization that works to stimulate and encourage, throughout the state, the study and review of the status of women in New Mexico and may act as a clearinghouse for all activities involving the status of women. The commission will report on recommend methods of overcoming discrimination against women in public and private employment. Additionally, the Commission will promote methods for enabling women to develop their skills, continue their education and be retrained. The commission will cooperate with and assist public and private entities dealing with women, as well as conduct periodic conferences throughout the state to apprise women of their rights and opportunities and to learn from them of their needs and problems. Finally, we will promote recognition of women's accomplishments and contributions to New Mexico.

Issue/Accomplishment Instructions: Include current year accomplishments, major issues and challenges. Overall program performance, funding levels, future projections and FTE. (Max 8000 Characters)

Public Engagement and Regional Events – FY27

In FY27, the New Mexico Commission on the Status of Women (CSW) will prioritize Economic Security, one of its three strategic focus areas alongside Health and Safety. The Commission plans to hold eight public engagement events across New Mexico's seven designated regions, significantly increasing its regional outreach from FY26.

The CSW will collaborate with local and statewide partners in communities including Farmington, Hobbs, Santa Rosa, Taos, Santa Fe, Las Cruces, Socorro, and Albuquerque. Six events will focus on childcare access, available resources, and pathways to becoming a childcare provider. Two additional events will recognize and honor women in New Mexico.

These events will provide opportunities to connect women and families with resources, strengthen partnerships, and hear directly from community members about their experiences, needs, and priorities.

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Tabling and Community Outreach – FY27

The CSW plans to participate in at least one community outreach or tabling event each month, for a minimum of twelve events during FY27. Outreach will focus on childcare access, pathways to becoming a childcare provider, and other economic security issues affecting women and families.

Annual Women’s Economic Summit – FY27

On September 26, 2026, the CSW will host its annual Women’s Economic Summit: Policy to Practice at Isleta Resort & Casino in Albuquerque. The free, full-day event is expected to bring together more than 200 policymakers, advocates, service providers, community leaders, and women from across New Mexico. The Summit will focus on how public policy can strengthen the economic security of women and families. Programming will include data and research, panel discussions on Paid Family and Medical Leave and childcare access, and a Policy Speaker Series addressing issues such as Baby Bonds, menstrual equity, affordable housing, guaranteed basic income, and economic opportunities for women.

The Summit will also provide legislators and other policymakers with an opportunity to hear directly from constituents, community members, and frontline organizations about the challenges and opportunities affecting women and families throughout the state.

Public Meetings – FY27

The Commission will hold regular public meetings in compliance with the New Mexico Open Meetings Act. Meetings will provide oversight of the Commission’s budget, audit, programming, legislative activities, and annual reporting while creating opportunities for public engagement and educational presentations related to the Commission’s focus areas.

Legislative Session Engagement – FY27

During the FY27 legislative session, the CSW will host its annual Women’s Day of Action at the Roundhouse. The event will focus on women in business and advancing women’s economic security through legislative advocacy.

The Commission will engage in policy discussions and support legislation aligned with its strategic focus areas of Health, Safety, and Economic Security. Through legislative engagement, the CSW will continue to elevate the voices and experiences of women and promote policies that improve access, opportunity, and long-term economic stability.

New Mexico Family Essentials Initiative – FY27

In FY27, the CSW will launch the New Mexico Family Essentials Initiative, focused on improving access to menstrual products and diapers for women and families experiencing economic hardship, including those living at or below the poverty line and receiving WIC or SNAP benefits.

The initiative will examine existing laws, programs, and resources to identify gaps and opportunities for expanded access. Research will include the cost of providing these essential items, potential state and federal funding sources, and practical solutions for improving access across New Mexico.

Survey and Community Feedback – FY27

The CSW will continue to collect community-informed data through surveys distributed at regional events, the Women’s Summit, legislative activities, community partnerships, and through the Commission’s website. This information will help identify emerging needs and inform the Commission’s policy recommendations, programming, and strategic planning in the areas of Health, Safety, and Economic Security.

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Coalitions and Partnerships – FY27

The CSW will continue to build and strengthen partnerships with state agencies, nonprofit organizations, community groups, and other stakeholders throughout New Mexico. These collaborations will support programming, resource-sharing, community engagement, and legislative efforts related to the health, safety, and economic security of women and families.

Data Access and Resources – FY27

The CSW will continue to provide accessible data and resources related to the status of women in New Mexico. In partnership with the University of New Mexico's Bureau of Business and Economic Research, the Commission maintains a publicly available data tool that allows policymakers, researchers, and community members to explore indicators related to women's health, safety, and economic security. The Commission's website will also continue to provide information and searchable resources to help connect New Mexicans with available services and support.

Public Outreach and Communications – FY27

The CSW will continue to engage the public through its website, social media platforms, newsletters, blogs, webinars, and educational materials. These communication efforts will share information about Commission activities, resources, policy issues, and programs while helping connect women and families with available support.

Financial Accountability – FY27

The CSW remains committed to transparency, responsible financial management, and accountability. The Commission will continue to meet all applicable financial reporting and audit requirements while maintaining strong oversight of public funds and Commission operations. The CSW's goal for FY27 is to receive another clean audit opinion, continuing its record of clean audits since the Commission was reestablished.

Program Change Instructions: Describe policy of programmatic changes to be implemented in the next fiscal year. (Max 5000 Characters)

Strategic Planning – FY28

In FY28, the New Mexico Commission on the Status of Women will begin a strategic planning process to guide the Commission's work for the next five years. The current five-year strategic plan concludes at the end of FY27, creating an opportunity to evaluate the Commission's progress, conduct a landscape analysis, and develop a deeper understanding of the Commission's unique role in serving women and girls across New Mexico. The planning process will begin in July 2027 and will help establish clear priorities, goals, and direction for the future.

New Mexico Family Essentials Initiative – FY28

In FY28, the CSW will build on the research completed during FY27 as part of the New Mexico Family Essentials Initiative. The Commission will focus on sharing findings and information related to access to essential items such as menstrual products and diapers. This work will include identifying opportunities to activate existing funding, support implementation of existing laws and programs, and connect women and families with available resources.

Staff Expansion – FY28

As the Commission continues to grow, CSW will expand its staff in FY28 by adding a full-time accounting and finance position. Currently, many financial and administrative responsibilities including budget development, audit coordination, procurement, contracts, and financial oversight, fall to the Executive Director.

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Adding a dedicated accounting and finance professional would strengthen the Commission's financial capacity and allow the Executive Director to focus more fully on program development, statewide outreach, partnerships, and strategic initiatives. This additional capacity would support the Commission's continued growth and make it possible to expand programming and services for women and families across New Mexico.

Overview Instructions: Explain how numbers in the budget request were derived, the primary programmatic and /or policy focus of the request, and the rationale of funding priorities. Describe how requested funding levels tie to program or agency goals and performance (service levels and/or widget counts, efficiency, etc.) (Max 5000 Characters)

Overview of Request

The FY28 budget is made up of the following expense categories.

- 200 Personnel (3 FTE) \$403.4 (Salary and Benefits+ insurance increase)
- 300 Contract services \$127.0
- 400 Other \$122.5
- Total Budget for FY28 \$652.9

200 Personnel:

The budget includes salary and benefits for three FTE's including a new financial accounting FTE. The increase for insurance costs is also included.

Category	Personnel	
200	Executive Director	\$149.0
200	Benefits - ED	\$43.0
200	Program Manager	\$73.0
200	Benefits - PM	\$10.0
200	Financial Accounting	\$86.0
200	Benefits- FA	\$13.0
200	10% increase in Insurance Costs	\$30.0
	Total Personnel	\$403.4

300 Contract Services:

Because the CSW will operate with only three direct employees, specialized technical and professional services will continue to be necessary to support the Commission's work. Contract and Professional Fee funding will provide for essential services, including website maintenance, communications, database management, marketing, strategic planning, and auditing. The estimated costs for these services are outlined below.

	Contract & Professional Fees	
300	Marketing / Communications & social media / Website Maintenance	\$50.0
300	Annual Audit	\$17.0
300	Strategic Planning	\$25.0
300	NM Family Essentials Initiative contractor	\$10.0
300	Transition training Contractor	\$25.0
300	Total Contract & Professional Fees	\$127.0

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400 Other:

The final area of the CSW budget covers the administrative and operational costs necessary to support and maintain our programs and services. These expenses ensure that the Commission has the resources needed to effectively plan, coordinate, and deliver programming, support statewide outreach and community engagement, and meet the administrative requirements associated with our work. The costs are outlined below.

	Travel & Meetings-Commission members and staff	
400	Board Per Diem and Milage	\$20.0
400	Employee travel, meals, lodging	\$10.0
	Office Expenses	
400	Office Rent	\$18.0
400	General Office Supplies	\$4.0
400	DOIT Telecommunications	\$4.1
400	Annual Report and other printing	\$1.0
	CSW Events	
400	Regional Events (8 events)	\$27.0
400	Women's summit	\$30.0
400	Legislative Session- Women's Day of Action	\$2.5
400	Period Pride	\$2.5
400	Collaborations with Partner Organizations	\$3.4
	Total Other Costs	\$122.5
	FY28 CSW Total Budget	\$652.9

Base Justification Instructions: Provide detail on and justification for specific base budget changes increases, decreases, or transfers between and with categories, technical changes, etc. Also include a brief description of funding projections for OSF, federal funds, etc. (Max 5000 Characters)

Base Budget Justification:

CSW FY27 & FY28 Budget comparison				
Category	Personnel	FY27	FY28	% increase
200	Salary and Benefits (with new FTE & Insurance Increase)	\$287.8	\$403.4	42.2%
	Total Personnel	\$287.8	\$403.4	40.2%

Category	Contract & Professional Fees	FY27	FY28	% increase
300	Marketing / Communications & social media / Website Maintenance	\$40.0	\$50.0	25%
300	Annual Audit	\$16.1	\$17.0	5.3%
300	Professional Services- Strategic plan/Family Essentials/ED Transition	\$10	\$60.0	500%
300	Consultant - Finance and Accounting	\$26.6	\$0	(100%)
	Total Contract & Professional Fees	\$92.7	\$127.0	37.0%

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Category	Travel & Meetings-Commission members and staff	FY27	FY28	% increase
400	Board Per Diem and Milage	\$16.5	\$20.0	53.8%
400	Employee travel, meals, lodging	\$13.0	\$10.0	(23%)
Category	Office Expenses	FY27	FY28	% increase
400	Office Rent	\$18.0	\$18.0	0%
400	General Office Supplies	\$21.0	\$7.4	(65%)
400	DoIT	\$7.1	\$4.1	(42%)
400	Annual Report and other printing	\$1.0	\$1.0	0%
400	All Events	\$34.4	\$52.0	51%
	Total Other Costs	\$111.0	\$122.5	10.4%
	FY27 & FY28 Budget comparison totals	\$491.5	\$652.9	32.8%

Budget Considerations – FY28

The requested budget increase is primarily driven by the Commission’s growing operational and planning needs. Funding is requested to support a new full-time accounting and finance position, the development of a new five-year strategic plan, and preparation for an upcoming Executive Director transition. Additional funding is also needed to support increased in-person meetings and participation for the Commission’s membership of up to 15 commissioners, strengthening collaboration, oversight, and planning for the future.

COMMISSION ON THE STATUS OF WOMEN (60100)									
FY28 RECURRING GENERAL FUND: AGENCY APPROPRIATION REQUEST									
CHANGES BY PROGRAM AND CATEGORY									

Commission on the Status of Women (P691)	Salaries and Benefits (200's)	Contractual Services (300's)	Other (400's)	Other Financing Uses (500's)	TOTAL
FY27 Operating Budget: General Fund	\$287.8	\$92.7	\$111.0	\$0.0	\$491.5
Increases (Decreases)					
Insurance Premium Increase	\$10.0				\$10.0
Requesting 1 new FTE in FY28	\$105.6				\$105.6
Requesting 2 new contracts for FY28 for Strategic Planning Support		\$34.3			\$34.3
increased costs for additional events			\$11.5		\$11.5
					\$0.0
					\$0.0
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FY28 Request: General Fund	\$403.4	\$127.0	\$122.5	\$0.0	\$652.9
\$ increase over FY27	\$115.6	\$34.3	\$11.5	\$0.0	\$161.4
% increase over FY27	40.2%	37.0%	10.4%	#DIV/0!	32.8%