

1 SENATE JOINT MEMORIAL 5

2 **52ND LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2016**

3 INTRODUCED BY

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9  
10 A JOINT MEMORIAL

11 ENCOURAGING EVERY AGENCY AND ENTITY THAT RECEIVES STATE FUNDING  
12 TO ADOPT A POLICY TO ADDRESS INSTITUTIONAL RACISM.

13  
14 WHEREAS, it is the policy of the state to promote racial  
15 and social equity, as reflected in state and federal  
16 constitutional provisions, the Civil Rights Act of 1964, New  
17 Mexico's Human Rights Act, the international convention on the  
18 elimination of all forms of racial discrimination and the  
19 United States report to the committee on the elimination of  
20 racial discrimination at the United Nations, all of which have  
21 made efforts to eliminate racial discrimination and other forms  
22 of intolerance; and

23 WHEREAS, increasing racial equity creates educational  
24 opportunities and employment and investment and other economic  
25 opportunities for New Mexico and its residents by cultivating

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1 the human potential and capital of the state; and

2 WHEREAS, creating greater racial and ethnic diversity and  
3 equity throughout state government will improve decision-making  
4 and problem-solving; and

5 WHEREAS, to ameliorate the pervasive effects of racism, it  
6 is not only individual acts of racial prejudice, discrimination  
7 and bias, whether conscious or unconscious, that must be  
8 remedied but also institutional racism, which includes those  
9 acts that result in differential access to the goods, services  
10 and opportunities of society due to the existence of  
11 institutional programs, policies and practices that  
12 intentionally or unintentionally place certain racial and  
13 ethnic groups at a disadvantage in relation to other groups;  
14 and

15 WHEREAS, as shown by empirical data, institutional racism  
16 results in racial and social disparities with respect to  
17 health, education, criminal justice, the environment,  
18 employment, housing, the economy and other key indicators of  
19 well-being in New Mexico; and

20 WHEREAS, every state-funded agency and entity should  
21 review its policies and practices to ensure that it does not  
22 contribute to institutional racism; and

23 WHEREAS, to improve fairness and extend opportunity in  
24 state government and in the delivery of state services, every  
25 state-funded agency and entity should develop no-cost practices

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1 and guidelines, such as promoting fairness and inclusion in  
2 seeking input, assessing applicant pools or making fiscal or  
3 other asset allocations by checking for inequitable effects  
4 before making final decisions; providing services in a  
5 culturally and linguistically appropriate manner; being  
6 respectful in the treatment of individuals or groups that  
7 traditionally have been burdened by discrimination; and  
8 recognizing that the core principles of democracy are given  
9 expression by having people with different worldviews,  
10 opinions, experiences, family stories and community histories  
11 involved in the work of government; and

12 WHEREAS, the state of New Mexico affirms its commitment to  
13 principles of equity and freedom for all people, regardless of  
14 race or ethnicity;

15 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE  
16 STATE OF NEW MEXICO that every state-funded agency and entity  
17 be requested to adopt a policy to address institutional racism  
18 no later than January 1, 2017; and

19 BE IT FURTHER RESOLVED that a copy of this memorial be  
20 transmitted to the office of the governor.