

HOUSE BILL 15

**54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SPECIAL SESSION,
2020**

INTRODUCED BY

Patricia Roybal Caballero and Javier Martínez and
Antoinette Sedillo-Lopez

This document incorporates amendments that have been adopted during the current legislative session. The document is a tool to show the amendments in context and is not to be used for the purpose of amendments.

AN ACT

RELATING TO HUMAN RIGHTS; REQUIRING STATE AGENCIES TO DEVELOP AND IMPLEMENT POLICIES TO ADDRESS, REDUCE AND PREVENT INSTITUTIONAL RACISM; PROVIDING CRITERIA BY WHICH STATE AGENCIES SHALL IMPLEMENT SUCH POLICIES; PROVIDING DUTIES FOR THE STATE PERSONNEL OFFICE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. [NEW MATERIAL] DEVELOPMENT OF POLICIES TO DECREASE INSTITUTIONAL RACISM--DEFINITION.--

A. The state personnel office, in consultation with

.218017.1AIC June 20, 2020 (1:48pm)

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the governor's advisory council for racial justice, shall develop policies and plans to address, reduce and prevent institutional racism and provide effective, equitable and fair service to the state's diverse communities. No later than July 31 of each year, state agencies shall report to the legislature their findings, action plans, policies and practices for addressing institutional racism.

B. In fulfilling the requirements of Subsection A of this section, state agencies shall:

(1) assess their anti-institutional racism policies in hiring, promotion, retention, pay equity, community engagement and workplace participation;

(2) create a data infrastructure that allows for tracking progress toward ending institutional racism;

(3) institute a statewide evaluation of race and gender gaps in hiring, promotion, retention and pay and institute an action plan for rectifying inequities in hiring, promotion, retention and pay;

(4) include a statement of preferred criteria on all job advertisements and annual reviews;

(5) include criteria for promotion and appointments that value a demonstrated commitment to ending institutional racism and advocating for equity and inclusion, as well as working with broadly diverse communities;

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(6) provide and document annual anti-institutional racism training for all employees HJC→.←HJC
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HJC→(7) provide demographic statistics for each employee.←HJC

C. For the purposes of this section, "institutional racism" means actions that result in differential access to the goods, services and opportunities of society due to the existence of institutional programs, policies and practices that intentionally or unintentionally place certain racial and ethnic groups at a disadvantage in relation to other groups.