

SENATE BILL 7

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

INTRODUCED BY

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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

.217969.2AIC June 22, 2020 (1:38 pm)

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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. HJC→~~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.~~←HJC HJC→Prior to January 1, 2021, each state agency shall submit a plan to the legislature to address institutional racism.←HJC

B. In fulfilling the requirements of Subsection A of this section, state agencies shall HJC→provide a plan to←HJC:

(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;

HJC→~~(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~~

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~~institutional racism and advocating for equity and inclusion,  
as well as working with broadly diverse communities;~~

~~HJC→SJC→and←SJC HJC→and←HJC←HJC~~

HJC→(4) include a prominent statement on all  
job advertisements and annual reviews that:

(a) clearly articulates the state's  
commitment to reducing and preventing institutional racism; and

(b) states that all employees are  
required to participate in anti-institutional racism training;  
and←HJC

HJC→(6)←HJC HJC→(5)←HJC provide and document  
annual anti-institutional racism training for all employees

~~HJC→SJC→.←SJC←HJC HJC→HJC→.←HJC←HJC HJC→SJC→; and←SJC←HJC~~

~~HJC→SJC→(7) provide demographic statistics for  
each employee.←SJC←HJC HJC→;and←HJC~~

HJC→(6) provide aggregate demographic  
statistics for all employees subject to the Personnel Act who  
self-identify.←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.