

LFC Requester:	Joseph Simon
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**AGENCY BILL ANALYSIS
2024 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO:

Analysis.nmlegis.gov

{Analysis must be uploaded as a PDF}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply:

Original **Amendment**
Correction **Substitute**

Date Jan 28, 2024
Bill No: HB221

Sponsor: Sen. S Pinto
Short Diversity Act
Title: _____

Agency Name and Code Indian Affairs Dept. - 609
Number: _____
Person Writing Ray Tafoya
Phone: 505-699-0911 **Email** Ray.tafoya@iad.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY24	FY25		
	\$250	NonRecurring	General

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY24	FY25	FY26		
	\$0		Nonrecurring	

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY24	FY25	FY26	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis: Enacting the Diversity Act, creating the Chief Diversity Officer within the state personnel office; creating diversity and inclusion liaisons within state agencies; creating the workforce diversity and inclusion council; providing duties; requiring state agencies to develop and implement policies to identify, assess and decrease institutional racism; providing criteria by which state agencies shall implement such policies; requiring an annual report; making an appropriation.

FISCAL IMPLICATIONS

No Direct Fiscal Implications, unless the Department Liaison is outside of current existing staff. Payroll may have to be redirected for activities relating to Liaison duties if outside of normal duties for designated employee.

SIGNIFICANT ISSUES

State of NM currently has policies which promote diversity and inclusion. Activities and roles created within the bill could overlap and create duplication and/or redundancies in employee policy and procedures.

PERFORMANCE IMPLICATIONS

Additional duties for Liaison Position could have impacts on IAD due to the limited staff. IAD currently has no Human Resource staff and duties could fall to an employee who is unfamiliar with activities as outlined in the Bill.

ADMINISTRATIVE IMPLICATIONS

As defined in the bill, there would be new responsibilities for employees in each Department who are designated as Liaison as defined in bill. Administrative duties would include attending meetings, gathering information, compiling reports and other duties as outlined in the bill. Also required, would be an annual strategic plan, produced by Cabinet Secretary to address the Diversity and Inclusion policies within the department.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Possible conflict or duplication with State Personnel Policies and Procedures.

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

If not passed, oversight of Diversity and Inclusion Initiatives could go unchecked in the future.

AMENDMENTS