

1 A MEMORIAL

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

4  
5 WHEREAS, it is the policy of the state to promote racial  
6 and social equity, as reflected in state and federal  
7 constitutional provisions, the Civil Rights Act of 1964, New  
8 Mexico's Human Rights Act, the international convention on  
9 the elimination of all forms of racial discrimination and the  
10 United States report of the committee on the elimination of  
11 racial discrimination at the United Nations, all of which  
12 have made efforts to eliminate racial discrimination and  
13 other forms of intolerance; and

14 WHEREAS, to ameliorate the pervasive effects of racism,  
15 one must remedy not only individual acts of racial prejudice,  
16 discrimination and bias, whether conscious or unconscious,  
17 but also those acts that result in differential access to the  
18 goods, services and opportunities of society due to the  
19 existence of institutional programs, policies and practices  
20 that intentionally or unintentionally place certain racial  
21 and ethnic groups at a disadvantage in relation to other  
22 groups, which is institutional racism; and

23 WHEREAS, as shown by empirical data, institutional  
24 racism results in racial and social disparities with respect  
25 to health, education, criminal justice, the environment,

1 employment, housing, the economy and other key indicators of  
2 well-being in New Mexico; and

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

6 WHEREAS, to improve fairness and extend opportunity in  
7 state government and in the delivery of state services, every  
8 state-funded agency and entity should develop no-cost  
9 practices and guidelines, such as promoting fairness and  
10 inclusion in seeking input, assessing applicant pools or  
11 making fiscal or other asset allocations by checking for  
12 inequitable effects before making final decisions; providing  
13 services in a culturally and linguistically appropriate  
14 manner; being respectful in the treatment of individuals or  
15 groups that traditionally have been burdened by  
16 discrimination; and recognizing that the core principles of  
17 democracy are given expression by having people with  
18 different world views, opinions, experiences, family stories  
19 and community histories involved in the work of government;  
20 and

21 WHEREAS, the state of New Mexico affirms its commitment  
22 to principles of equity and freedom for all people,  
23 regardless of race or ethnicity;

24 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE  
25 STATE OF NEW MEXICO that every state-funded agency and entity

1 be requested to adopt a policy to address institutional  
2 racism no later than January 1, 2013; and

3 BE IT FURTHER RESOLVED that a copy of this memorial be  
4 transmitted to the office of the governor. \_\_\_\_\_

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