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SENATE MEMORIAL 51

51ST LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2014

INTRODUCED BY

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A MEMORIAL

ENCOURAGING EVERY AGENCY AND ENTITY THAT RECEIVES STATE FUNDING TO ADOPT A POLICY TO INCREASE RACIAL EQUITY BY ADDRESSING INSTITUTIONAL RACISM.

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

WHEREAS, increasing racial equity creates educational and employment, investment and other economic opportunities for New

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1 Mexico and its residents by cultivating the human potential and
2 capital of the state; and

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

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

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

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

24 WHEREAS, to improve fairness and extend opportunity in
25 state government and in the delivery of state services, every

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1 state-funded agency and entity should develop no-cost anti-
2 discrimination practices and guidelines such as promoting
3 fairness and inclusion by seeking input from diverse
4 constituencies and assessing applicant pools as well as making
5 fiscal or other asset allocations by checking for inequitable
6 effects before making final decisions; providing services in a
7 culturally and linguistically appropriate manner; being
8 respectful in the treatment of individuals or groups that
9 traditionally have been burdened by discrimination; and
10 recognizing that the core principles of democracy are given
11 expression by having people with different world views,
12 opinions, experiences, family stories and community histories
13 involved in the work of government; and

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

17 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE
18 OF NEW MEXICO that every state-funded agency and entity be
19 requested to adopt a policy to increase racial equity and
20 address institutional racism no later than January 1, 2015; and

21 BE IT FURTHER RESOLVED that a copy of this memorial be
22 transmitted to the governor.