

1 starts from the same place. Equity means eliminating disparities in policy,
2 practice and allocation of resources so that race, gender, religion, sexual
3 orientation, income and zip code do not predict one’s success while also
4 improving positive outcomes for all.

5 “Diversity” means the presence of different races, genders, ethnicities,
6 religions, abilities, nationalities, and sexual orientations in decision
7 making. Diversity exists within groups and in relationships with others.

8 “Inclusion” means diverse people with different identities feel welcomed
9 and valued.

10 WHEREAS, race and social equity requires partnership in the planning
11 process resulting in shared decision-making and more equitable outcomes
12 that strengthen the entire city; and

13 WHEREAS, because the City benefits from the diversity of its population,
14 the city desires to incorporate the expertise of those most negatively impacted
15 by inequity in the identification and implementation of policies, programs and
16 budget decisions; and

17 WHEREAS, 59% of the residents of Albuquerque are people of color and
18 our city is becoming more diverse, with growth driven by communities of
19 color, and

20 WHEREAS, working poverty is on the rise in Albuquerque, with too many
21 fulltime workers of all backgrounds not earning enough to make ends meet;
22 and

23 WHEREAS, 18% of male and 26% of female Native American adults aged
24 25-64 working full time in Albuquerque still live below 200% of the federal
25 poverty level; and

26 WHEREAS, 25% male and 18% of female Asian or Pacific Islander adults
27 aged 25-64 working full time in Albuquerque still live below 200% of the federal
28 poverty level; and

29 WHEREAS, 18% male and 15% of female Latino adults aged 25-64 working
30 full time in Albuquerque still live below 200% of the federal poverty level; and

31 WHEREAS, 16% male and 18% of female Black adults aged 25-64 working
32 full time in Albuquerque still live below 200% of the federal poverty level; and

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1 WHEREAS, 8% male and 6% female White adults aged 25-64 working full
2 time in Albuquerque still live below 200% of the federal poverty level; and
3 WHEREAS, the basic premise of equity holds that cities can attain stronger
4 and more resilient economic growth for everyone by working toward equity;
5 and
6 WHEREAS, According to the Equity Profile of Albuquerque conducted by
7 PolicyLink, people of color pay too much for housing in Albuquerque, whether
8 they rent or own, with Asian and Pacific Islander populations having the
9 highest rate of homeowner housing burden, and more than half of Black and
10 Latino renter-occupied households paying more than 30% of their incomes in
11 rent; and
12 WHEREAS, the City of Albuquerque and Bernalillo County (ABC)
13 Comprehensive Plan contains goals, policies, and actions that support the
14 development of equitable housing development; and
15 WHEREAS, For the first time in 2018, the City of Albuquerque began
16 collecting demographic data on the ownership of companies with whom it
17 does business; and
18 WHEREAS, The Minority Business Enterprise Ordinance calls for the City
19 of Albuquerque to actively solicit information from such firms regarding
20 unnecessary problems, requirements, or barriers involved in doing business
21 with the city that might be ameliorated, such as the inability to obtain bonding,
22 financing, or technical assistance; and
23 WHEREAS, The Minority Business Enterprise Ordinance calls for the City
24 of Albuquerque to impose affirmative action upon prime contractors providing
25 goods and services to the city with regard to subcontractors involved in such
26 work to assure a fair share of business for minority and women's business
27 enterprises; and
28 WHEREAS, the City of Albuquerque has begun to collect and analyze the
29 demographic information of applicants for city jobs, new hires and incumbent
30 employees that will be used to help guide decision making; and
31 WHEREAS, All residents of the City of Albuquerque, regardless of
32 nationality or citizenship, are entitled to fair and equitable access to municipal
33 jobs, benefits, opportunities, and services; and

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1 WHEREAS, the strategies necessary to address racial and social equity
2 transcend any one department and require intention and action at the policy,
3 process, program and service delivery levels of municipal government; and
4 WHEREAS, the establishment of equity goals and equity action plans by
5 each department serves to catalyze the actions necessary to achieve those
6 goals and objectives; and
7 WHEREAS, applying an equity lens may assist departments in examining
8 the distribution of benefits and burdens of municipal decision-making
9 processes; and
10 WHEREAS, the establishment of the Office of Equity and Inclusion as a
11 cabinet-level Department demonstrates the City of Albuquerque’s commitment
12 to advance racial and social equity; and
13 WHEREAS, the Office of Equity and Inclusion’s role is to inspire and equip
14 city government by providing education, training, data, analysis, tools and
15 other support necessary to achieve equity goals; and
16 WHEREAS, The Office of Equity and Inclusion has been established to
17 provide technical assistance, training and tools to all City of Albuquerque
18 departments and divisions to ensure inclusive outreach and equitable
19 opportunities for all people.
20 **BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF**
21 **ALBUQUERQUE:**
22 Section 1. The City of Albuquerque shall reinforce its commitment to
23 operationalizing equity in all decision making processes and the City of
24 Albuquerque Indicator's Progress Commission Advisory Board shall work
25 with the Office of Equity and Inclusion to identify indicators related to equity
26 and inclusion to include in the City's five-year goals by adhering to the
27 following principles:
28 Committing to Equity, Embedding Equity: Performing an equity analysis
29 prior to executing decisions;
30 Ensuring Equity in Resource Allocation: Equitably distributing resources
31 and services to vulnerable groups;

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1 **Striving for Equity and Inclusion in Public Messaging:** Conducting targeted
2 outreach, in languages accessible to non-English speakers and other
3 marginalized groups;

4 **Being Transparent and Using Data in Decision-making:** Capturing and
5 analyzing data and using it to help guide decision making that would aim to
6 reduce disparity.

7 Section 2. The City of Albuquerque shall use Racial Equity Toolkits and
8 other best practices and technical assistance to understand the distribution of
9 benefits and burdens of policy, process, program and budget decisions; and
10 to endeavor to meaningfully involve persons and communities of color, those
11 experiencing poverty, and people living with disabilities in the decision-
12 making process put forth by the City of Albuquerque while abiding by process
13 transparency and responding in a way that is accountable to all communities.

14 Section 3. The City of Albuquerque, Office of Equity and Inclusion shall
15 conduct targeted, mandatory trainings for City of Albuquerque Administrators
16 including the Mayor's Office, City Councilors, Department Heads and other
17 staff as appropriate, to include, but not limited to, curriculum developed by the
18 Office of Equity and Inclusion, Racial Equality Tool Kits and other best
19 practices.

20 Section 4. The City shall support the start-up and growth of businesses
21 owned by people of color and women through inclusive contracting and
22 creating equitable business support systems, intentionally seek to remove
23 barriers for entry and build capacity within the small business community.

24 Section 5. The City shall prepare youth and workers of color for
25 tomorrow's jobs by growing local talent through education and workforce
26 strategies that equip youth and workers with the skills and postsecondary
27 education or credentials needed for careers in growing industries.

28 Section 6. The City shall ensure equal access to affordable and quality
29 housing by following goals, policies, and actions included in the City of
30 Albuquerque & Bernalillo County (ABC) Comprehensive Plan that are intended
31 to help expand housing type options, ensure affordable housing in rural,
32 suburban, and urban locations, and address housing and related services for
33 vulnerable populations and those experiencing homelessness; and

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1 Section 7. The he City shall begin collecting and analyzing demographic
2 and geographic data in community engagement processes; processes such
3 as permitting and code enforcement; the distribution of resources such as
4 public health services and youth programming; practices related to law
5 enforcement interactions such as traffic violations, public disturbances and
6 non-violent and violent offenses; and identify trends in the data that
7 encompass both historic and future impacts; and publicly report data,
8 including that related to the City’s workforce composition and hiring
9 processes, analyzed by race, ethnicity and gender.

10 Section 8. The Mayor’s Office and City Council shall receive quarterly
11 reports from the Indicators Progress Commission outlining the results of
12 demographic and geographic data to inform future decision-making regarding
13 policies and practices.

14 Section 9. The Indicators Progress Commission shall regularly review and
15 provide recommendations on indicators of important community conditions
16 related to equity and inclusion, the City's five-year goals, and to the
17 community's sustainability characteristics. This includes developing and
18 integrating factual information on community conditions and trends including
19 sustainability indicators, goal progress indicators, census data, locally
20 generated socioeconomic data, citizen satisfaction survey information, and
21 other data indicating the current situation and progress in reaching the five-
22 year City goals.

23 Section 10. The Mayor’s Office and City Council shall work with the Office
24 of Equity and Inclusion to review the City’s Public Boards, Commissions, and
25 Committees Ordinance and explore opportunities for furthering the City’s
26 commitment to equity and inclusion on local advisory boards.

27 Section 11. Each agency shall identify an equity coordinator who shall
28 report directly to the head of the agency and who will be responsible for
29 managing and reporting on that agency’s equity assessment program.

30 Section 12. Each agency shall conduct an equity assessment with the
31 assistance of the Office of Equity and Inclusion of that agencies practices,
32 policies, expenditures and distribution of resources.

1 Section 13. Each agency shall develop an action plan that addresses each
2 divisions' goals for both internal and externally facing equity efforts and
3 issues identified within the equity assessment process

4 Section 14. During the City's annual budget review process each agency
5 shall include in its report to City Council an Equity Note for internal review;
6 and City Council may ask questions as needed. Requirements for the contents
7 of Equity Notes shall be outlined in an Equity Report Guidance Document to
8 be provided by the Office of Equity and Inclusion.

9 Section 15. The Mayor's Office and City Council will endeavor to work with
10 the Office of Equity and Inclusion to review the City's Public Boards,
11 Commissions, and Committees Ordinance and explore opportunities for
12 furthering the City's commitment to equity and inclusion on local advisory
13 boards.

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