

CITY of ALBUQUERQUE

TWENTY FOURTH COUNCIL

COUNCIL BILL NO. F/S R-20-75 ENACTMENT NO. _____

SPONSORED BY: Peña, Borrego, Sena

1 RESOLUTION

2 STRENGTHENING AND RE-AFFIRMING THE CITY OF ALBUQUERQUE'S
3 COMMITMENT TO ADDRESSING RACIAL AND SOCIAL INEQUITY

4 WHEREAS, Article VIII of the City Charter states that, "The Council shall
5 preserve, protect and promote human rights and human dignity...and shall
6 prohibit discrimination on the basis of race, color, religion, sex, national origin
7 or ancestry, age or physical handicap," and

8 WHEREAS, the Albuquerque City Council affirmed its commitment to non-
9 discrimination and equal opportunity through passage of Ordinance 106-1973
10 establishing the Human Rights Board, Ordinance 2-6-5-1, et. al. seq.,
11 establishing the Americans with Disabilities Act Advisory Council, Ordinance
12 5-6 ROA 1994 establishing the Minority Business Enterprise act, Commission
13 on American Indian and Alaska Native Affairs, Ordinance 2-6-6-1, et. al. seq.,
14 and R-18-7 strengthening the City's status as an immigrant friendly city,

15 WHEREAS, the City of Albuquerque Cultural Services Department in June
16 of 2020 established the Race, History and Healing Project, steered by a
17 community engagement team to support meaningful and difficult
18 conversations about Albuquerque's shared cultural resources with an open
19 invitation to all community voices and a steadfast commitment to collective
20 solution building; and

21 WHEREAS, The City of Albuquerque is committed to working toward better
22 addressing racial disparities, and to achieving equity across all populations
23 and indicators; and

24 WHEREAS, The City of Albuquerque is committed to working toward better
25 addressing racial disparities and equity concerns in all programs, services,
26 commissions, boards, budgets, and CIP services; and

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1 WHEREAS, The City of Albuquerque defines inequities as disparities in
2 health, mental health, economic indicators, housing, education, or social
3 factors that are systemic and, therefore, considered unjust or unfair; and

4 WHEREAS, the City acknowledges that structural and institutional racism,
5 have led to racially disparate outcomes in many aspects of quality of life; and

6 WHEREAS, for the purposes of this legislation the following definitions are
7 adopted:

8 “Equity recognizes that advantages and barriers exist and that not
9 everyone starts from the same place. Equity means eliminating disparities
10 in policy, practice and allocation of resources so that race, gender, religion,
11 sexual orientation, income and zip code do not predict one’s success while
12 also improving positive outcomes for all.

13 “Diversity” means the presence of different races, genders, ethnicities,
14 religions, abilities, nationalities, and sexual orientations in decision
15 making. Diversity exists within groups among people of color and in
16 relationships with others, particularly people of color.

17 “Inclusion” means diverse people with different identities feel welcomed
18 and valued.

19 WHEREAS, race and social equity require partnership in the planning
20 process resulting in shared decision-making and more equitable outcomes
21 that strengthen the entire city; and

22 WHEREAS, because the City benefits from the diversity of its population,
23 the city desires to incorporate the expertise of those most negatively impacted
24 by inequity in the identification and implementation of policies, programs, and
25 budget processes and decisions; and

26 WHEREAS, 59% of the residents of Albuquerque are people of color and
27 our city is becoming more diverse, with growth driven by communities of
28 color, and

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

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1 WHEREAS, 18% of male and 26% of female Native American adults aged
2 25-64 working full time in Albuquerque still live below 200% of the Federal
3 Poverty Level; and

4 WHEREAS, 25% male and 18% of female Asian or Pacific Islander adults
5 aged 25-64 working full time in Albuquerque still live below 200% of the
6 Federal Poverty Level; and

7 WHEREAS, 18% male and 15% of female Latino adults aged 25-64 working
8 full time in Albuquerque still live below 200% of the Federal Poverty Level; and

9 WHEREAS, 16% male and 18% of female Black adults aged 25-64 working
10 full time in Albuquerque still live below 200% of the Federal Poverty Level; and

11 WHEREAS, 8% male and 6% female White adults aged 25-64 working full
12 time in Albuquerque still live below 200% of the Federal Poverty Level; and

13 WHEREAS, the basic premise of equity holds that cities can attain stronger
14 and more resilient economic growth for everyone by working toward racial
15 and social equity; and

16 WHEREAS, According to the Equity Profile of Albuquerque conducted by
17 PolicyLink, people of color pay too much for housing in Albuquerque, whether
18 they rent or own, with Asian and Pacific Islander populations having the
19 highest rate of homeowner housing burden, and more than half of Black and
20 Latino renter-occupied households paying more than 30% of their incomes in
21 rent; and

22 WHEREAS, For the first time in 2018, the City of Albuquerque began
23 collecting demographic data on the ownership of companies with whom it
24 does business; and

25 WHEREAS, The Minority Business Enterprise Ordinance calls for the City
26 of Albuquerque to actively solicit information from such firms regarding
27 unnecessary problems, requirements, or barriers involved in doing business
28 with the city that might be ameliorated, such as the inability to obtain bonding,
29 financing, or technical assistance; and

30 WHEREAS, The Minority Business Enterprise Ordinance supports the City
31 of Albuquerque to encourage prime contractors providing goods and services
32 to the city with regard to subcontractors involved in such work to assure a fair
33 share of business for minority and women business enterprises; and

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1 WHEREAS, the City of Albuquerque has begun to collect and analyze the
2 demographic information of applicants for city jobs, new hires and incumbent
3 employees that will be used to help guide decision making; and

4 WHEREAS, All persons authorized to work in the United States, regardless
5 of nationality or citizenship, are entitled to fair and equitable access to
6 municipal jobs, and benefits; and

7 WHEREAS, the strategies necessary to address racial and social equity
8 transcend any one department and require intention and action at the policy,
9 process, program and service delivery levels of municipal government; and

10 WHEREAS, the establishment of racial equity goals and action plans by
11 each department serves to catalyze the actions necessary to achieve those
12 goals and objectives; and

13 WHEREAS, applying a racial equity analysis may assist departments in
14 examining the distribution of benefits and burdens of municipal decision-
15 making processes; and

16 WHEREAS, the establishment of the Office of Equity and Inclusion as a
17 Director level Department demonstrates the City of Albuquerque's
18 commitment to advance racial and social equity; and

19 WHEREAS, the Office of Equity and Inclusion's role is to inspire and equip
20 city government by providing education, training, data, analysis, tools and
21 other support necessary to achieve equity goals; and

22 WHEREAS, The Office of Equity and Inclusion has been established to
23 provide technical assistance, training and tools to all City of Albuquerque
24 departments and divisions to ensure inclusive outreach and equitable
25 opportunities for all people;

26 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
27 ALBUQUERQUE:

28 Section 1. The City of Albuquerque Office of Equity and Inclusion shall
29 recommend to the Mayor indicators related to equity and inclusion to be
30 included in the City's five-year goals, guided by the following principles:

31 Committing to Equity, Embedding Equity: Performing an equity analysis
32 prior to executing decisions;

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1 Ensuring Equity in Resource Allocation: Equitably distributing resources
2 and services to vulnerable groups;

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

6 Being Transparent and Using Data in Decision-making: Capturing and
7 analyzing data and using it to help guide decision making that would aim to
8 reduce disparity;

9 Involving persons and communities of color and social diversity in the
10 decision-making processes: Using equity analysis as put forth by the City of
11 Albuquerque to endeavor to meaningfully involve persons and communities of
12 color, those experiencing poverty, and people living with disabilities and of
13 social diversity in the decision-making process while abiding by process
14 transparency and responding in a way that is accountable to all communities.

15 Section 2. The City of Albuquerque shall use Racial Equity Toolkits and
16 other best practices and technical assistance to understand the distribution of
17 benefits and burdens of policy, process, program and budget decisions
18 wherever practicable.

19 Section 3. The City of Albuquerque Office of Equity and Inclusion shall
20 conduct targeted, mandatory trainings for City of Albuquerque administrators
21 including the Mayor's Office, City Councilors, Department Heads and other
22 staff as appropriate, to include, but not be limited to, curriculum developed by
23 the Office of Equity and Inclusion, Racial Equity Tool Kits and other best
24 practices, subject to budget, and time constraints and staffing availability, and
25 endeavor to provide trainings to other non-mandatory staff as budget, time,
26 and staffing allow.

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

31 Section 5. The City shall prepare youth and workers of color for tomorrow's
32 jobs by growing local talent through education and workforce strategies that

1 equip youth and workers with the skills and postsecondary education or
2 credentials needed for careers in growing industries.

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

9 Section 7. The City, shall begin to complete a data collection plan and
10 shall consult with the City Attorney or their designee prior to finalizing such
11 plan. The plan shall include a process to begin collecting and reviewing
12 demographic and geographic data in the delivery of programs and services
13 and in community engagement processes. The Office of Equity and Inclusion
14 shall regularly review and provide recommendations on indicators of
15 important community conditions related to equity and inclusion, for the City's
16 five-year goals. The Mayor's Office and City Council shall receive annual
17 reports from the Office of Equity and Inclusion outlining the results of
18 demographic and geographic data to inform future decision-making regarding
19 policies and practices. The Office of Equity and Inclusion may propose to the
20 Mayor ways to arrange for statistically sound analysis to identify trends in the
21 data that encompass both historic and future impacts. During the pendency of
22 *United States v. City of Albuquerque*, 14-cv-1025, no City department, other
23 than as identified in a court order, shall collect data from Albuquerque Police
24 Department or make recommendations to the Albuquerque Police Department
25 based on a data analysis. Section 8. Each Department shall identify an
26 equity liaison who shall report directly to the head of the Department and who
27 will be responsible for managing and reporting on that Department's equity
28 assessment program.

29 Section 8. With the assistance of the Office of Equity and Inclusion, each
30 Department shall conduct a racial equity assessment and develop a racial
31 equity action plan of that Department's practices, policies, expenditures, and
32 distribution of resources which will be included in the budget process.

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1 Section 9. During the City’s annual budget review process each agency
2 shall include in its report to City Council an equity note for internal review;
3 and City Council may ask questions as needed.

4 Section 10. The Mayor’s Office and City Council will endeavor to work with
5 the Office of Equity and Inclusion to review the City’s Public Boards,
6 Commissions, and Committees Ordinance and explore opportunities for
7 furthering the City’s commitment to racial and social equity and inclusion on
8 local advisory boards.

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