

HOUSE JOINT MEMORIAL 32

50TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2011

INTRODUCED BY

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A JOINT MEMORIAL

ENCOURAGING EVERY AGENCY AND ENTITY THAT RECEIVES STATE FUNDING
TO ADOPT A POLICY TO ADDRESS 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, to ameliorate the pervasive effects of racism,
one must remedy not only individual acts of racial prejudice,
discrimination and bias, whether conscious or unconscious, but

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1 also those acts that result in the differential access to the
2 goods, services and opportunities of society due to the
3 existence of institutional programs, policies and practices
4 that intentionally or unintentionally place certain racial and
5 ethnic groups at a disadvantage in relation to other groups,
6 which is institutional racism; and

7 WHEREAS, as shown by empirical data, institutional racism
8 results in racial and social disparities with respect to
9 health, education, criminal justice, the environment,
10 employment, housing, the economy and other key indicators of
11 well-being in New Mexico; and

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

15 WHEREAS, to improve fairness and extend opportunity in
16 state government and in the delivery of state services, every
17 state-funded agency and entity should develop no-cost practices
18 and guidelines, such as: promoting fairness and inclusion in
19 seeking input, assessing applicant pools or making fiscal or
20 other asset allocations, by checking for inequitable effects
21 before making final decisions; providing services in a
22 culturally and linguistically appropriate manner; being
23 respectful in the treatment of individuals or groups that
24 traditionally have been burdened by discrimination; and
25 recognizing that the core principles of democracy are given

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1 expression by having people with different world views,
2 opinions, experiences, family stories and community histories
3 involved in the work of government; and

4 WHEREAS, the state of New Mexico affirms its commitment to
5 principles of equity and freedom for all people, regardless of
6 race or ethnicity;

7 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
8 STATE OF NEW MEXICO that every state-funded agency and entity
9 be requested to adopt a policy to address institutional racism
10 no later than January 1, 2012; and

11 BE IT FURTHER RESOLVED that a copy of this memorial be
12 transmitted to the office of the governor.