



City of Albuquerque - Office of Civil Rights  
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### **City of Albuquerque Human Rights Board Minutes**

Date/Time: Tuesday, January 21, 2020 starting at 4:30 pm (MST)  
Location: Albuquerque City Hall, 400 Marquette NW, 3<sup>rd</sup> floor Room #3020  
Contact: Crystal Velarde, 505-768-4544

#### **Board Members Present:**

Virginia Necochea, Chair  
Adrien Lawyer, Vice-Chair  
Douglas Alsup  
Sradha Patel

#### **Board Member Not Present:**

Samia Assed  
Michael Jefferson  
Joan Yazze-Gallegos

#### **City Staff Present:**

Torri Jacobus, Managing Assistant City Attorney, Office of Civil Rights  
Michelle Melendez, Director of Office of Equity & Inclusion  
Vincente Quevedo, Deputy Director of Office of Equity & Inclusion  
Crystal Velarde, Program Coordinator, Office of Civil Rights

#### **Members of the Public:**

Anita Harshman  
Kristine Suozzi

#### **I. Call to Order:**

- a. The meeting was called to order by Chair Necochea at approximately 4:44 pm

#### **II. Approval of**

##### **a. Agenda**

- i. Member Alsup moved to approve the agenda. The motion was seconded by Vice Chair Lawyer. The motion was approved by a unanimous vote.

##### **b. Approval of Minutes from November 19<sup>th</sup> meeting**

- i. Chair Necochea requested an amendment be made to the minutes. The amendment was to move content under XIII b. to read under XIII a. Member Patel moved to approve the minutes with the proposed amendment. The motion was seconded by Member Alsup. The motion was approved by a unanimous vote.

#### **III. Public Comment**

- a. Rosemary Blanchard sent in a written public comment regarding the Rights of a Child. Members discussed Ms. Blanchard's request and the limitations of the Board's resources and abilities at this time. Chair Necochea will call Ms.

Blanchard and inform her they do not have the capacity to propose an ordinance at this time and that the Board plans to continue to support her efforts

#### **IV. Director Reports**

- a. Office of Civil Rights
  - i. The Board report was provided by Mrs. Jacobus prior to the meeting. She reviewed the report in brief and accepted questions.
  - ii. April is Fair Housing month and board should consider what involvement or activities they would like to be involved in. Mrs. Jacobus is working with Senior Affairs for fair housing trainings. She is hoping coordinate with Tom Prettyman from Legal Aid to do a fair housing training that includes Landlord/Tenant issues.
  - iii. July is the 30<sup>th</sup> Anniversary of the Americans with Disability Act. This is an opportunity for the Board to plan an event/outreach.
  - iv. Hate Crimes seminar is being planned with Navajo Nations Human Rights Commission. Dates will depend on speaker's availability which is unknown at this time. Tentatively mid-May/early June. Training should be a day and a half. The half day will be for stakeholders and the full day will be for the public. Chair would like to table at the event and is hoping the board could be part of a panel.
  - v. EEOC's annual training will be 6/4 at Sandia Casino. Costs are associated and Mrs. Melendez might be able to pay for this event.
- b. Office of Equity & Inclusion (OEI)
  - i. Mrs. Melendez informed the board of events attended and recent department activities including anti-racism trainings that have been provided to City departments. Discussed training she plans on working on over the year. OEI will provide the APD cadet training on February 25<sup>th</sup>. She has executed small 25 contracts and has another 25 to go for the year. These small contracts are regarding trainings and outreach for City events.

#### **V. Discussion regarding board member conflicts of interest**

- a. Chair Necochea shared she has a contract with the City and her non-profit. She will be helping with Mrs. Melendez's office.
- b. The Board was informed that if members have a contract with the City, they need to notify the City Clerk's Office ([cityclerkoffice@cabq.gov](mailto:cityclerkoffice@cabq.gov)) and the Director they will be working with that they are on the Human Rights Board per the ordinance. There is no requirement to notify the board.

#### **VI. Discuss & Vote on Proclamation on Deconstructing Racism**

- a. A draft of a proclamation on deconstructing racism was presented to the board by Anita Harshman & Kristine Suozzi of Deconstructing Racism New Mexico. They presented what their group does and plans to do this year. They are asking the board to support Deconstructing Racism Day by issuing a proclamation. Mrs. Melendez's office will prepare a proclamation for the Mayor.

- b. Member Patel move to support Deconstructing Racism Day in Albuquerque, NM as February 13, 2020. The motion was seconded by Member Alsup. The motion was approved by a unanimous vote.
- c. The board will coordinate with OEI and OCR in order to finalize the proclamation with signatures.

**VII. 2020 Visioning & Message from Chair Necochea**

- a. Chair Necochea shared her excitement in being chair and a part of the Human Rights Board. She is excited to put in the extra effort to set goals and keep them. She would like to make the Human Rights Board more active in 2020. Ideas include the movie festival, press conferences and proclamations. She would like everyone to share their goals and skill sets. She would also like the board to share one or two of their goals for 2020 and how they would like to see those goals accomplished. Chair Necochea also hopes to approach City Council this year with a budget to request funds.
  - i. Mrs. Melendez shared she could help with small amounts of money for outreach when it comes to equity or inclusion.
- b. Members shared why they joined the board and what they hope to accomplish as board members.
  - i. Visions included: communication with Asian/Pacific Islander population (Collaboration/Outreach subcommittee), open forum (Collaboration/Outreach subcommittee), education connection with youth (Collaboration/Outreach subcommittee and Educational Programs & Events subcommittee), bridging gaps, include trans population, support events such as Film Festival, think “Big”, sustainability, organizational development, onboarding process, researching policies ( Collaboration/Outreach subcommittee), climate change impact, more collaborations (Collaboration/Outreach subcommittee and Educational Programs & Events subcommittee), pre-work/process if on-spot action needed, practice of making recommendations at least one recommendation before the end of the year and have processes. Ideas were broken down to what subcommittee they fall under.
  - ii. Chair requested sub-committees meet on months the board does not.
    - 1. Mrs. Melendez proposed sending one of her staff members to sub-committee meetings to help drive an agenda but not create it.
- c. Ideas also included Human Rights Board participating in lunch and learns, every other month. Mrs. Jacobus shared a calendar with events over the year. Chair Necochea feels these are a way for the board to be in the public and be more active.
  - i. Suggestions included: March: Women’s History Month; April/May: Film Festival & June: Pride Month

**VIII. Unfinished Business**

- a. Confirm Retreat date and location

- i. Date: 3/1/2020 from 9:30-1:30 pm
- ii. Location: Member Patel will call to confirm location
- iii. Agenda will include: strategic goal setting at least an hour; Collaboration/Outreach subcommittee report on open forum/API, Educational Programs & Events subcommittee report back on lunch and learn and film festival, at 45 mins to an hour; last two hours should include process and procedures for recommendations to the Mayor/City Council. Sustainability, infrastructure, on boarding process, rapid response process and recommendation process.
- iv. Bring your lunch
- v. Renamed Strategic Planning Session

**IX. Subcommittee breakout**

- a. tabled

**X. New Business/Announcements**

- a. Send proposed agenda items to the Office of Civil Rights prior to the next meeting.

**XI. The next scheduled meeting of the Board is scheduled for Sunday, March 1, 2020 at 9:30 am at ABQ Sundowner, 6101 Central Ave. NE, Albuquerque, NM 87108.**

Next regularly scheduled Human Rights Board Meeting will be on Tuesday, March 17, 2020 at 4:30 p.m. at Albuquerque City Hall, 400 Marquette, Floor 3- Room 3020.

**XII. Adjournment**

- a. Meeting was called adjourned by Chair Necochea at 6:55 p.m.

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Virginia Necochea, Chair

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Date