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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2024-29

INTRODUCED BY:

Councilor Signe Lindell

Mayor Alan Webber

Councilor Alma Castro

A RESOLUTION

ESTABLISHING CITY OF SANTA FE (“CITY”) OFFICES AND CITY-OWNED BUILDINGS AS SAFE SPACES AND ANTI-BULLYING ZONES; CALLING ON THE CITY MANAGER TO DEVELOP AND IMPLEMENT CITY POLICIES AND REGULATIONS ENSURING THAT CITY OFFICES AND CITY-OWNED BUILDINGS ARE RECOGNIZED AS SAFE SPACES AND ANTI-BULLYING ZONES, TO CREATE VISIBLE SIGNAGE TO PROMOTE THE SAFE SPACE AND ANTI-BULLYING ZONE POLICIES AND REGULATIONS, TO DEVELOP AND IMPLEMENT A CITY-WIDE EMPLOYEE TRAINING PROGRAM IN SUPPORT OF SAFE SPACE AND ANTI-BULLYING POLICIES AND REGULATIONS, TO DEVOTE APPROPRIATE RESOURCES FOR THE TRAINING PROGRAM AND FOR RESPONDING TO INCIDENTS OF BULLYING AND HARASSMENT WITHIN CITY OFFICES AND IN CITY-OWNED BUILDINGS, AND TO PROVIDE ANNUAL UPDATES TO THE GOVERNING BODY ON PROGRESS.

WHEREAS, the City of Santa Fe (“City”) is committed to fostering and providing a safe and inclusive environment and facilities for all residents within our community, particularly

1 members of the Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), Intersex, Asexual,
2 Two-spirit (“LGBTQIA2S+”) community, queer youth, Black, Indigenous, People of Color
3 (“BIPOC”), people with disabilities, and other marginalized communities; and

4 **WHEREAS**, the responsibility of the City, as established in Section 2.02, Human and Civil
5 Rights of the City Charter, is to “preserve, protect and promote human rights and human dignity”;
6 and

7 **WHEREAS**, in the City’s Personnel Rules, Regulations, and Policies, Policy Number
8 2500-4-1, the City commits to “maintain[ing] an environment in the workplace that is free of
9 harassment because of race, color, religion, gender, sexual orientation, gender identity, age,
10 national origin, and disability”; and

11 **WHEREAS**, bullying and harassment can create an atmosphere of fear, self-doubt, and
12 worry for those involved, and addressing these issues is crucial to promoting the well-being of our
13 LGBTQIA2S+ community members, queer youth, BIPOC, people with disabilities, and other
14 marginalized communities; and

15 **WHEREAS**, the month of June is recognized as “Pride Month”, a time to celebrate and
16 affirm LGBTQIA2S+ identities, and the City acknowledges the importance of supporting and
17 protecting LGBTQIA2S+ individuals and their rights throughout the year; and

18 **WHEREAS**, intersectionality is defined by the United States Center for Disease Control
19 and Prevention as “the interconnected structures and systems that create inequality among people
20 and populations based on social categories of difference (such as race, class, and gender)”; and

21 **WHEREAS**, the City would like to acknowledge the intersectional nature of Pride month;
22 and

23 **WHEREAS**, the City acknowledges that people with disabilities face daily barriers to
24 participating equally in our community, and often experience discrimination based on having a
25 disability that is compounded with discrimination based on race, gender identity, sexual orientation,

1 immigration status, religion, age, among others; and

2 **WHEREAS**, the City acknowledges that attaining female-identifying persons' civil rights
3 remains a continual struggle; supports the rights of such persons to have the full inclusion in all
4 aspects of society; and recognizes they continue to face issues related to bullying, violence, unequal
5 pay, inadequate healthcare, unequal access to various services, and less advancement opportunities
6 in the workplace; and

7 **WHEREAS**, the City also acknowledges that BIPOC-identified persons face barriers in
8 access to participating equally in social services and amenities, and often experience discrimination
9 based on language, national origin, religious practices, and immigration status, among other factors;
10 and

11 **WHEREAS**, it is imperative for all City offices and City-owned buildings to be designated
12 as safe spaces and anti-bullying zones to provide support and protection for all individuals within
13 our community, especially LGBTQIA2S+ community members, queer youth, BIPOC, people with
14 disabilities, and other marginalized communities; and

15 **WHEREAS**, adopting City-wide regulations and policies as a framework for designating
16 all City offices and City-owned buildings as safe spaces and anti-bullying zones will allow
17 consistency and accountability across the City; and

18 **WHEREAS**, it is essential to implement a comprehensive training program for all City
19 employees to ensure awareness, understanding, and adherence to the designation of safe spaces and
20 anti-bullying zones for all employees and community members, with a particular focus on
21 supporting LGBTQIA2S+ community members, queer youth, BIPOC, people with disabilities, and
22 other marginalized communities.

23 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
24 **CITY OF SANTA FE** that all City offices and City-owned buildings are hereby designated as safe
25 spaces and anti-bullying zones, with a commitment to supporting an environment and facilities for

1 all residents within our community, particularly LGBTQIA2S+ community members, queer youth,
2 BIPOC, people with disabilities, and other marginalized communities.

3 **BE IT FURTHER RESOLVED** that the City Manager is directed to work with relevant
4 stakeholders and entities dedicated to diversity, equity, and inclusion and to develop and implement
5 City regulations and policies to ensure that all City offices and City-owned buildings are recognized
6 as safe spaces and anti-bullying zones, with a specific focus on supporting LGBTQIA2S+
7 community members, queer youth, BIPOC, people with disabilities, and other marginalized
8 communities.

9 **BE IT FURTHER RESOLVED** that the designation of safe spaces and anti-bullying
10 zones shall include visible signage and other anti-bullying, safe-space communications from the
11 City to all employees and visitors to promote awareness and adherence to this designation, with
12 additional emphasis on supporting LGBTQIA2S+ community members, queer youth, BIPOC,
13 people with disabilities, and other marginalized communities.

14 **BE IT FURTHER RESOLVED** that over the next two years, the City Manager shall
15 develop and implement a City-wide employee training program about creating and maintaining
16 safe City spaces, anti-bullying practices, and harassment prevention, with a particular focus on
17 supporting LGBTQIA2S+ community members, queer youth, BIPOC, people with disabilities, and
18 other marginalized communities. This training program shall cover topics such as recognizing and
19 responding to bullying and harassment, de-escalation techniques, cultural competency, and creating
20 an inclusive environment.

21 **BE TO FURTHER RESOLVED** that the City Manager shall ensure that appropriate
22 resources are provided to support the implementation of the training program and to effectively
23 respond to incidents of bullying and harassment within City offices and City-owned buildings, with
24 specific attention to the needs of the LGBTQIA2S+ community members, queer youth, BIPOC,
25 people with disabilities, and other marginalized communities.

