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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2023-44

INTRODUCED BY:

Councilor Carol Romero-Wirth	Councilor Renee Villarreal
Councilor Chris Rivera	Councilor Amanda Chavez

A RESOLUTION

DIRECTING THE CITY MANAGER TO ESTABLISH AN OFFICE OF EQUITY AND INCLUSION.

WHEREAS, the City of Santa Fe (City) has had a longstanding dedication to equity, diversity, and social justice as demonstrated in accomplishments such as establishing a living wage, declaring itself a sanctuary city, adopting Resolution No. 2015-65 to address its “housing affordability crisis” and “the widening gap between the rich and the poor in Santa Fe “adopting Resolution No. 2017-19 to affirm a commitment to “its status as a welcoming community for Immigrants and Refugees”, adopting Resolution No. 2018-17 to commit the City to being a “full and active participant as a Compassionate City”, and implementing the Mayors for a Guaranteed Income Project; and

WHEREAS, Section 2.02 of City’s Municipal Charter (Charter) formally expresses a commitment to social justice, stating that “human and civil rights of the residents of Santa Fe are inviolate and shall not be diminished or otherwise infringed” and that “no city ordinance, resolution or policy shall be enacted or adopted nor shall any action be condoned which discriminates on the

1 basis of ethnicity, race, age, religion, creed, color, national origin, ancestry, sex, gender, sexual
2 orientation, physical or mental disability, medical condition or citizenship status”; and

3 **WHEREAS**, Section 2.02 of the Charter specifically directs the governing body to “protect
4 and promote human rights and human dignity, and shall, through all of its activities, including but
5 not limited to employment, awarding of contracts, housing accommodation, and the provision of
6 city services, prohibit and discourage such discrimination”; and

7 **WHEREAS**, City government has worked to cultivate the statements in Section 2.02 of
8 the Charter by establishing and maintaining appropriate City committees and commissions that
9 incorporate an equity and inclusion lens, including the Human Services Committee, Immigration
10 Committee, the Mayor’s Committee on Disability, Veterans Advisory Board, Children and Youth
11 Commission, Women’s Commission, the Community Development Commission, and the
12 City/County Advisory Council on Food Policy; and

13 **WHEREAS**, in January of 2021, the City’s Governing Body unanimously approved
14 Resolution 2021-6, referred to as the “Culture, History, Art, Reconciliation, and Truth (“CHART”)
15 Resolution”; and

16 **WHEREAS**, the CHART Resolution resulted in a CHART Report that was completed in
17 August of 2022 and provided 53 recommendations; and

18 **WHEREAS**, one of the recommendations from the CHART report indicated that the City
19 should “fund, create, and staff an office/department specifically dedicated to dismantling systemic
20 barriers to racial, gender, health, socio-economic and other forms of equality” (page 116); and

21 **WHEREAS**, “[t]he CHART team also consistently heard about serious challenges that the
22 community of Santa Fe is facing in terms of equity/inequity and quality of life issues” (Chart
23 Report, page 118); and

24 **WHEREAS**, equity and inclusion can be defined as follows:

25 **“Equity”** means recognizing that not everyone starts from the same place due to relative

1 advantages and barriers and, with that knowledge, eliminating disparities in policy, practice, and
2 allocation of resources so that race, gender, religion, sexual orientation, income, and zip code do
3 not predict one's success, while also improving positive outcomes for all.

4 **Inclusion** means creating an environment in which all people feel recognized, dignified,
5 welcomed, and valued, no matter their beliefs, backgrounds, or ways of life; and

6 **WHEREAS**, a sustained dedication of City government resources such as people,
7 funding, and expertise are and will continue to be necessary to support the Office of Equity and
8 Inclusion and to express continued commitment to reducing and eliminating barriers for
9 marginalized groups within the community.

10 **NOW, THEREFORE, BE IT RESOLVED** that the City Manager shall formally
11 establish an Office of Equity and Inclusion in the City Manager's Office and reporting to the City
12 Manager, as an official, internally and externally facing office of the City.

13 **BE IT FURTHER RESOLVED** that the Office of Equity and Inclusion shall work to
14 reduce or eliminate racial and social disparities and work to achieve equity across all the city of
15 Santa Fe's populations and indicators.

16 **BE IT FURTHER RESOLVED** that the Office of Equity and Inclusion's role is to inspire
17 and better equip City government to achieve its equity goals by providing education, data, analysis,
18 tools, and other support it deems necessary. The responsibilities of the Office may include, but are
19 not limited to, the following:

- 20 1. Create processes, policies, plans, practices, programs, and services that meet the diverse
21 needs of the population(s) served;
- 22 2. Use evidenced-based best-practices to assess implicit bias and to promote anti-racism
23 principles to conduct an internal equity assessment of City departments and to identify
24 trainings to address inequities;

- 1 3. Support departments and provide trainings on implicit bias, anti-racism, and/or diversity,
- 2 equity, and inclusion as a standard practice for City leadership and staff, including the
- 3 members of the Governing Body;
- 4 4. Collaborate with community partners in building education and outreach opportunities to
- 5 address the barriers that marginalized groups and vulnerable communities face and to
- 6 promote public safety, quality of life, and human rights; and
- 7 5. Work externally and internally in collaboration with community advocates and
- 8 organizations to identify and address community needs.

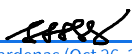
9 **BE IT FURTHER RESOLVED** that the Office of Equity and Inclusion will utilize
10 community-oriented reports, surveys, processes, and analyses that have been and will be
11 conducted to focus on topics related to equity and inclusion, such as, but not limited to, the
12 CHART Report recommendations and survey results, the City document published in 2016
13 entitled “Culture Connects Santa Fe: A Cultural Cartography”, and other quantitative and
14 qualitative data and information deemed by the Office to be relevant to its work and in
15 compliance with federal, state, and local human and civil rights laws.

16 PASSED, APPROVED, and ADOPTED this 25th day of October, 2023.

17 
18 _____

19 ALAN WEBBER, MAYOR

20 ATTEST:

21 
22 GERALYN F. CARDENAS (Oct 26, 2023 21:46 PDT)

23 GERALYN F. CARDENAS, CITY CLERK

24
25

1 APPROVED AS TO FORM:

2 Erin McSherry

3 Erin McSherry (Oct 26, 2023 12:45 MDT)

4 ERIN K. McSHERRY, CITY ATTORNEY

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25 *Legislation/2023/Resolutions/2023-44 (R) Creating an Office of Equity and Inclusion*

CITY OF SANTA FE, NEW MEXICO
PROPOSED AMENDMENT(S) TO RESOLUTION NO. 2023-44 ___
Creating Office of Equity and Inclusion

Mayor and Members of the City Council:

In relation to Resolution No. 2023-44:

A RESOLUTION
DIRECTING THE CITY MANAGER TO ESTABLISH AN OFFICE OF EQUITY AND
INCLUSION.

I intend to propose the following amendment(s)

1. On page 2, line 20, *replace* the number 123 *with* 116.

This amendment WILL change the caption. _____

This amendment WILL NOT change the caption. ___x___

Respectfully submitted,



Carol Romero-Wirth, Councilor

Approved as to Form:




Erin McSherry (Oct 26, 2023 12:45 MDT)

Erin K. McSherry, City Attorney

ADOPTED: _____ x _____

NOT ADOPTED: _____

DATE: _____ 10/25/2023 _____



Geralyn Cardenas (Oct 26, 2023 21:46 PDT)

Geralyn F. Cardenas, Interim City Clerk

CITY OF SANTA FE, NEW MEXICO
PROPOSED AMENDMENT(S) TO RESOLUTION NO. 2023-44 ___
Creating Office of Equity and Inclusion

Mayor and Members of the City Council:

In relation to Resolution No. 2023-44:

A RESOLUTION
DIRECTING THE CITY MANAGER TO ESTABLISH AN OFFICE OF EQUITY AND
INCLUSION.

I intend to propose the following amendment(s)

1. On page 3, line 11, after the word "Inclusion", *insert* "in the City Manager's Office and reporting to the City Manager".

This amendment WILL change the caption. _____

This amendment WILL NOT change the caption. x

Respectfully submitted,



Carol Romero-Wirth, Councilor


Approved as to Form:

Erin McSherry
[Erin McSherry \(Oct 26, 2023 12:45 MDT\)](#)
Erin K. McSherry, City Attorney

ADOPTED: _____ X _____

NOT ADOPTED: _____

DATE: 10/25/2023


[Geraldyn Cardenas \(Oct 26, 2023 21:46 PDT\)](#)
Geraldyn F. Cardenas, Interim City Clerk

CITY OF SANTA FE, NEW MEXICO
PROPOSED AMENDMENT(S) TO RESOLUTION NO. 2023-44 ___
Creating Office of Equity and Inclusion

Mayor and Members of the City Council:

In relation to Resolution No. 2023-44:

A RESOLUTION
DIRECTING THE CITY MANAGER TO ESTABLISH AN OFFICE OF EQUITY AND
INCLUSION.

I intend to propose the following amendment(s)

1. On page 3, line 4, after the word “which”, *delete* the word “people”.

This amendment WILL change the caption. _____


This amendment WILL NOT change the caption. x

Respectfully submitted,



Carol Romero-Wirth, Councilor

Approved as to Form:




[Erin McSherry \(Oct 26, 2023 12:45 MDT\)](#)
Erin K. McSherry, City Attorney

ADOPTED: _____ x _____

NOT ADOPTED: _____

DATE: 10/23/2023



[Geralyn Cardenas \(Oct 26, 2023 21:46 PDT\)](#)
Geralyn F. Cardenas, Interim City Clerk