



City of Albuquerque - Office of Civil Rights
1 Civic Plaza, Albuquerque, NM 87102
Phone- 505-768-4595, TTY 711
civilrights@cabq.gov

City of Albuquerque Human Rights Board Minutes

Date/Time: Thursday, September 21, 2023 starting at 5:00 pm (MST)
Location: Zoom & Legal West Conference Room 1

Board Members Present:

Leticia Galvez-Trujillo, Chair
Anami Dass
Larry Hinojos Jr.
Kimberly Andujo

City Staff Present

Beckham Rivera, Director, Office of Civil Rights
Antonia Romero, Board Attorney
Crystal Velarde, Program Coordinator Office of Civil Rights

Board Members Not Present

Samia Assed
Beverly McMillan, Vice-Chair

Members of the Public/Guest Speaker

Ralph Arellanes, Guest Speaker
Naomi Houston

I. Call to Order

- a. The meeting was called to order by Chair Galvez-Trujillo at 5:05 pm.

II. Introductions

- a. All Board members and staff members who were present introduced themselves.

III. Approval of Agenda

- a. Member Dass moved to approve the agenda. The motion was seconded by Member Hinojos Jr. The motion was approved by unanimous vote.

IV. Approval of Minutes from August 17, 2023

- a. Member Hinojos Jr moved to approve the August 17, 2023, minutes. The motion was seconded by Member Dass. The motion was approved by unanimous vote.

V. Guest Speaker: Ralph Arellanes, Founder of HRB

- a. Frank Miranda and Ralph Arellanes started the Human Rights Board in '95-'96.
- b. Their main focuses were:
 - i. Education because kids of color had a 75% drop out rate. They also found kids of color were disciplined harsher than other students. This led them to start the Enlace Program in 2000. They funded this program with a Kellogg grant. The first year they received a \$100,000 grant and the following year received a \$6,000,000 grant. This helped Enlace become a statewide program. Thanks to Enlace the graduation rate for kids of color is now 71%. Enlace is for all students not just kids of color.
 - ii. Employment because Hispanics were being underrepresented in the workforce. They created an agreement with the City of Albuquerque,

University of New Mexico, Albuquerque Public Schools, Las Alamos Labs, and Kirtland Air Force Base that their employees would represent the demographics of New Mexico.

- iii. Housing discrimination, which they didn't make much progress in.
- iv. Police brutality was another area they worked on. Mr. Arellanes shared that his son was attacked by police in 2007. He assisted in creating the Civilian Police Oversight Agency by working with the Department of Justice to create guidelines for the Albuquerque Police Department.

VI. Investigation review & determination in matter number 23-003

- a. Member Hinojos Jr. moved to go into closed session to discuss matter 23-003. Member Andujo seconded the motion. The motion was unanimously approved.
- b. Chair Galvez-Trujillo called on members to vote on matter number 23-003. Votes were as follows:
 - i. Probable Cause was found by Chair Galvez-Trujillo, Member Dass, Member Hinojos Jr, and Member Andujo. Therefore, probable cause was unanimously found.
- c. Ms. Houston invoked legal counsel for the Respondent. Legal counsel is Ron Tucker.
- d. OCR will reach out to parties to see how they would like to proceed.

VII. Report out for Subcommittees

- a. Housing Financial Literacy
 - i. Vice-Chair McMillian was not in attendance therefore, a report out was not provided.
- b. Mental Health
 - i. Discussion & vote on submitting a resolution to City Council & Mayor Keller in regards to HRO language and protected classes. Member Dass made a few small changes to the document.
 - 1. Member Dass moved to pass Resolution 2023-1. The motion was seconded by Member Andujo. The motion was approved by unanimous vote.
- c. Language Accessibility
 - i. There is currently no chair for this subcommittee and therefore no updates.
- d. Outreach
 - i. The subcommittee provided hygiene products to homeless youth and babies.
 - ii. Chair Galvez-Trujillo is working with a beauty school owner to see how they can collaborate a way to provide haircuts to abounded youth.

VIII. Director's Report

- a. **Office of Civil Rights (OCR)**

- i. A report was sent to the Board prior to the meeting for the members to review. It included statistics for the period of June 14, 2023, to September 15, 2023, as well as events planned by the office and case updates.
- ii. Outreach included:
 - 1. Ongoing - Attending bi-monthly Albuquerque Affordable Housing Coalition meetings to provide input on discriminatory housing practices.
 - 2. Ongoing – Member of the International Municipal Attorneys Association Diversity, Equity, and Inclusion Committee.
 - 3. Attending International Municipal Lawyers Association Homelessness working group call.
 - 4. Attending monthly Pro Bono meeting.
 - 5. Attending State Bar Committee on Diversity in the Legal Profession meetings.
 - 6. Working with the media resources team on the SOI educational video.
 - 7. Working with the Housing Forward initiative.
 - 8. 8/28/23: Housing legislative sub-group.
 - 9. In discussions with non-profit organizations on how to assist complainants in filling out paperwork.

b. Office of Equity & Inclusion (OEI)

- i. Director Melendez did not attend or submit a report for the Board.

IX. Announcements

- a. No announcements were made.

X. Adjournment

- a. Meeting was adjourned by Chair Galvez-Trujillo at 7:45 pm.



Leticia Galvez-Trujillo, Chair

10/19/23
Date