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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2019-24

INTRODUCED BY:

Mayor Alan M. Webber

Councilor Signe I. Lindell

Councilor Carol Romero-Wirth

Councilor JoAnne Vigil Coppler

Councilor Christopher M. Rivera

Councilor Peter N. Ives

Councilor Renee D. Villarreal

A RESOLUTION

CREATING A WOMEN’S COMMISSION TO IDENTIFY OPPORTUNITIES TO IMPROVE CITY OF SANTA FE PROGRAMS AND POLICIES AND TO STRENGTHEN THE QUALITY OF LIFE OF WOMEN AND GIRLS IN SANTA FE SO THEY CAN THRIVE, PERSONALLY AND PROFESSIONALLY.

WHEREAS, women have historically contributed significantly to the cultural, spiritual, economic, and social fabric of our communities and families, and still do today; and

WHEREAS, especially Native American, traditional Hispana women, and women of color have contributed and continue to contribute a disproportionate share of benefits to our community while at the same time bearing a disproportionate share of the hardships in our community; and

WHEREAS, the definition of “women” or “women and girls” as it relates to this resolution shall consistently include and refer to women and girls, transgender women, self-identifying women and girls, and gender non-conforming individuals, including in the composition and mission of the Commission established by this resolution; and

1 **WHEREAS**, women in Santa Fe throughout history and today have been notable but too
2 often unrecognized leaders in our community, whether they have been homemakers, workers,
3 educators, public officials, activists, entrepreneurs, students, and/or professionals; AND

4 **WHEREAS**, women have made and do make significant contributions to the cultural and
5 economic success and positive growth of Santa Fe; and

6 **WHEREAS**, in 2015, Forbes magazine cited the City of Santa Fe (“City”) as the
7 friendliest climate for women-owned businesses in the United States, with women owning nearly
8 34% of local business; and

9 **WHEREAS**, the opportunities of local women, and their success and contributions is
10 offset by other, more alarming statistics in New Mexico, including the State having substantially
11 higher rates of domestic and sexual violence than the national rates; and

12 **WHEREAS**, there is a persistent pay gap between men and women throughout the
13 country and New Mexico that prevents many women from achieving their true earning potential,
14 including their purchasing power and quality-of-life potential; and

15 **WHEREAS**, according to the Women’s Law Center, the pay gap means that over the
16 course of a 40-year career, based on today’s wages, the average woman will lose \$430,480 in
17 pay; and

18 **WHEREAS**, according to the same source, the loss is greater for women of color:
19 Latinas on average will lose a total of \$1,007,080 and African American women will lose
20 \$877,480; and

21 **WHEREAS**, access to capital remains one of the greatest barriers for women who are
22 trying to launch, scale, and grow their businesses. According to a March 2018 report by the
23 National Women’s Business Council, despite all the evidence that women business owners make
24 significant contributions to the economy, men tend to start their businesses with nearly twice as
25 much capital as women; and

1 **WHEREAS**, limited access to maternity and parental leave, childcare options, and other
2 factors limit the ability of women to have an equitable work-life balance, achieve their full
3 potential, and contribute more fully to their families and our community; and

4 **WHEREAS**, according to a 2014 report from the Congressional Research Service,
5 poverty places a higher burden on women and children, in so much as two-thirds (66.7%) of all
6 poor children live in families headed by women; and

7 **WHEREAS**, according to a 2013 report from the National Women’s Law Center,
8 nationally more than half (56.9%) of Native American, female-headed families with children live
9 in poverty; and

10 **WHEREAS**, the same report stated early half of African American (46.7%) and Hispanic
11 (48.6%) female-headed families with children live in poverty, while about one-third of White
12 Non-Hispanic (33.1%) and foreign-born (30.0%) and more than one-quarter of Asian-American
13 (26.3%) female-headed families with children live in poverty; and

14 **WHEREAS**, according to 2017 data from CHRISTUS St. Vincent about 20% more
15 women than men in live in poverty in Santa Fe County; and

16 **WHEREAS**, the profound and ongoing income and wealth gap for women is a result of
17 structural inequalities and systemic denials of opportunity that have plagued women in our
18 communities for generations and continue to do so today; and

19 **WHEREAS**, women face challenges to their health and well-being that are unjust and
20 unacceptable and that need to be addressed by and for the benefit of the women who are most
21 affected, as well as for the good of our entire community.

22 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
23 **CITY OF SANTA FE** that the Women’s Commission is created.

24 **Section 1. NAME:** The Commission shall be called the “Santa Fe Women’s
25 Commission”.

1 **Section 2. PURPOSE:** The purpose of the Santa Fe Women’s Commission is to
2 advance the causes of gender equity and opportunity for all women and girls in Santa Fe, as
3 defined above.

4 **Section 3. DUTIES AND RESPONSIBILITIES:**

5 A. The Santa Fe Women’s Commission shall provide a gender equity policy lens
6 through which to view the City’s programs, policies, services, ordinances, budget, and practices,
7 as they relate to and affect women and girls; recommend changes to improve the lives of women
8 and girls; and explore broader community issues of gender equity and opportunity on behalf of
9 the women and girls of Santa Fe. The recommendations of the Santa Fe Women’s Commission
10 shall include, but are not limited to the following topics:

- 11 1. The impact of existing or proposed ordinances and/or City policies or
12 practices on women and girls in the City and surrounding communities;
- 13 2. The impact of the structure, policies, and/or practices of City
14 departments on women and girls working for the City;
- 15 3. The impact of the City’s public statements, advertising, messaging,
16 and/or marketing on women and girls;
- 17 4. Ways the City can use evidence- and data-driven decision-making to
18 align its programs, policies, and practices with larger aims of social justice and human
19 rights, including issues of equity and opportunity; and
- 20 5. Ensuring that diverse voices of women in the community at large are
21 being represented and heard.

22 B. The Women’s Commission shall also research and recommend policies and
23 actions related to the following considerations:

- 24 1. Representation of women and girls on other advisory bodies associated
25 with the City;

1 2. City policies affecting women in the workplace, including, but not
2 limited to: recruitment, compensation, advancement, maternity and parental leave,
3 FMLA, public breastfeeding, gender-based violence, childcare, sexual harassment,
4 discrimination, and misogyny;

5 3. Existing internal and external barriers that make it difficult for women
6 and girls to thrive personally and professionally in the City;

7 4. Opportunities to partner with other organizations, community members,
8 and agencies to ensure women and girls have equal opportunity and representation in
9 decision-making roles;

10 5. The many factors that impact women’s quality of life including, but not
11 limited to:

- 12 a. Employment, pay, and advancement;
- 13 b. Education;
- 14 c. Health and child care
- 15 d. Housing;
- 16 e. Parks and recreation
- 17 f. Public transportation
- 18 g. Sexual harassment and assault;
- 19 h. Public safety and domestic violence;
- 20 i. Immigration status; and
- 21 j. City services.

22 **Section 4. MEMBERSHIP; OFFICERS; TERMS; VACANCIES:**

23 A. *Membership.* The Women’s Commission shall consist of seven (7) members
24 appointed by the Mayor with the approval of the Governing Body. Each district shall be
25 represented by one (1) member, with three (3) members selected at-large. In addition, the Mayor

1 shall appoint two (2) alternates with the approval of the Governing Body. Alternates may only
2 vote in the absence of a permanent member, and alternates shall rotate the order in which they fill
3 in for permanent members. The Santa Fe Women’s Commission shall be comprised solely of
4 women as defined above. Special attention shall be made to ensure that women of color are
5 represented to reflect our City’s demographic makeup and ample consideration shall be given to
6 assure the membership includes a range of ages and professional and community backgrounds.
7 Members must reside within the municipal boundaries of the City. Additionally, advisory
8 members from the community may be consulted as needed for local expertise on topics of equity,
9 opportunity, and/or gender justice.

10 B. *Officers.* The Mayor shall name a chairperson from the membership, who shall
11 serve for a period of one year. Following one (1) year of service, the Mayor shall appoint (or re-
12 appoint) the Chair. The Commission members shall select the vice chair.

13 C. *Terms.* Of the initial appointments, the members appointed to represent the
14 districts shall serve for a period of one (1) year. The at-large members shall serve for a period of
15 two (2) years. Subsequent terms for members and alternates will retain staggered, two-year terms.
16 After three (3) consecutive unexcused absences, a Commission member shall be automatically
17 removed and notified thereof by the chairperson.

18 D. *Vacancies.* Vacancies on the Women’s Commission shall be filled in the same
19 manner as initial appointments and shall last the remainder of the unexpired term. Any member of
20 the commission may be removed by the Mayor with the approval of the Governing Body, with or
21 without cause.

22 **Section 5. MEETINGS:** A quorum shall be a majority of the whole membership.
23 The Commission shall meet at least once per quarter or as determined by the majority of
24 Commission members and shall report its recommendations to the Governing Body in accordance
25 with the Open Meetings Act. The Governing Body shall review the work of the Women’s

