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

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

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

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

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

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

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

WHEREAS, access to capital remains one of the greatest barriers for women who are trying to launch, scale, and grow their businesses. According to a March 2018 report by the National Women's Business Council, despite all the evidence that women business owners make significant contributions to the economy, men tend to start their businesses with nearly twice as much capital as women; and
WHEREAS, limited access to maternity and parental leave, childcare options, and other factors limit the ability of women to have an equitable work-life balance, achieve their full potential, and contribute more fully to their families and our community; and

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

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

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

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

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

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

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

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

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

Section 3. DUTIES AND RESPONSIBILITIES:

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

1. The impact of existing or proposed ordinances and/or City policies or practices on women and girls in the City and surrounding communities;

2. The impact of the structure, policies, and/or practices of City departments on women and girls working for the City;

3. The impact of the City’s public statements, advertising, messaging, and/or marketing on women and girls;

4. Ways the City can use evidence- and data-driven decision-making to align its programs, policies, and practices with larger aims of social justice and human rights, including issues of equity and opportunity; and

5. Ensuring that diverse voices of women in the community at large are being represented and heard.

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

1. Representation of women and girls on other advisory bodies associated with the City;
2. City policies affecting women in the workplace, including, but not limited to: recruitment, compensation, advancement, maternity and parental leave, FMLA, public breastfeeding, gender-based violence, childcare, sexual harassment, discrimination, and misogyny;

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

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

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

   a. Employment, pay, and advancement;

   b. Education;

   c. Health and child care

   d. Housing;

   e. Parks and recreation

   f. Public transportation

   g. Sexual harassment and assault;

   h. Public safety and domestic violence;

   i. Immigration status; and

   j. City services.

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

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

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

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

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

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

Section 6. STAFF LIAISON: The Community Services Department Director, or the Director’s designee, shall serve as the primary liaison to the Women’s Commission. The Director may appoint another staff member as necessary to assist with the functions and operation of the Women’s Commission.

PASSED, APPROVED, AND ADOPTED this 8th day of May, 2019.

ALAN M. WEBBER, MAYOR

ATTEST:

YOLANDA Y. VIGIL, CITY CLERK

APPROVED AS TO FORM:

ERIN K. McSHERRY, CITY ATTORNEY