

League of Women Voters of Southern New Mexico
Strategic Action Plan for Justice, Equity, Diversity, and Inclusion (JEDI)
12-28-2020 Last Edit; Board Approved 1-18-2021

Qualifying Statement

LWVSNM understands that some existing strategies, tasks, and outcomes in this document may necessitate new or revised League positions.

Definition of Terms

Justice – the quality of being fair and impartial; conforming to truth, fact, or reason; dismantling barriers to resources, developing policies and procedures that provide equity, and assuring opportunities for living safely. Justice has to do with how individual people are treated and implies fair and consistent treatment that involves an agent, such as a judge, individual, group, or state. There are different types of justice: criminal, social, and restorative.

Equity – the quality of being fair and impartial; fairness or justice in the way people are treated; special supports to overcome barriers; address biases for self and others; resources that ensure opportunities. Equity takes into account that people have different access to resources because of systems of oppression and privilege. Equity seeks to balance such disparities. Improving equity involves developing policies and procedures to ensure that underserved and marginalized groups have fair opportunities to succeed.

Diversity – includes all of the similarities and differences among people, such as opinions, education, incomes, abilities, regions, age, generations, experiences, languages, genders, sexual orientation, cultures, ethnicities, race, beliefs, and more domains. Individuals have unique and different experiences. Teams and organizations may be diverse.

Inclusion – is an ongoing process that uses a variety of integration approaches; empowering people by respecting and appreciating similarities and differences between and among them; creating a nurturing and positive environment that makes participants feel safe, respected, engaged, motivated, and valued as part of the group. Diverse individuals are able to participate fully in the decision-making processes within an organization or group.

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Vision: The League of Women Voters of Southern New Mexico envisions Southern New Mexico as a well-functioning democracy characterized by justice, equity, diversity, and inclusion.

Strategies	Tasks	Outcomes	Person(s) Responsible	Timeline
<p>The League will expand activities to recruit and retain members, to promote a nurturing and positive environment to make all participants feel included in order to continue improvement, encourage learning, innovation, resilience, and collaboration.</p>	<p>1. Consider a tiered membership structure with different levels dues. 2. Develop a culture welcoming to diverse members and engendering trust among members. Do exit contact to learn why people leave. 3. Use a data-driven approach to the membership survey and to league activities to build a sustainable and accountable inclusion program. 4. Provide unit or regular meetings to listen to each other, and discuss, research JEDI issues and heighten awareness of unconscious bias within the League. Members or nonmembers</p>	<p>1. Increase diversity in membership to LWVSNM, specifically related to ethnicity, age, and needed skills. 2. A new member mentoring program is established. 3. Data base shows increased number of members are involved in promoting the mission of the LWVSNM. 4. Unit or general meetings held annually (June 2020), inclusive of non-League members 5. Diversity fund used. 6. New member orientations held successfully. (June 2020).</p>	<p>1. Board recruit members for subcommittee 2a. All Members 2b. Membership Director facilitate the process. 3. Vice President and PR Director. 4. Co-Presidents and Vice President. 5. Treasurer and Membership Director.</p>	<p>1. By March 2021 2. Begin August 2021 and ongoing 3. Report for annual meeting 4. Ongoing for 2021-2022 5. Begin by January 2021 and ongoing. 6. Ongoing in June and January. 7. January or February annually 8. Ongoing</p>

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	<p>facilitate conversations about diversity.</p> <p>5. Determine the process of using the diversity fund. Use the diversity fund to reach out to new or previously active members who may have barriers to participation.</p> <p>6. New member orientations are held in January and June.</p> <p>7. Review JEDI SAP at least annually in January or February by the Board & the Membership.</p> <p>8. Make all Board decisions inclusive of JEDI outcomes.</p> <p>9. Recruit members in order to obtain at least 100 members.</p>	<p>7. JEDI review on agenda for January or February program planning meeting.</p> <p>8. JEDI reflected on Board meeting agendas.</p> <p>9. Reach membership levels that allow for three delegates to the National Convention.</p>	<p>6. Membership Director and Co-Presidents</p> <p>7. Co-Presidents and Vice President</p> <p>8. Co-Presidents and Vice President</p> <p>9. Membership Director</p>	<p>9. By January 31, 2021</p>
<p>The League will host public meetings that highlight diverse issues</p>	<p>1. Partner and become allies with other nonpartisan organizations to benefit all.</p> <p>2. Host public programs and forums.</p>	<p>1. Established partnerships which expand effectiveness in reaching goals.</p>	<p>Social media coordinator/co-presidents/vice president/PR director</p>	<p>Ongoing</p>

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of interest to the community.	3. Publicize program positions in local and social media and invite people to join.	2.Appropriate number of candidate forums held annually. 3.Participate in one or more other public meetings annually on topics related to JEDI.		
The League strongly supports economic development and policies that promote people, planet, and profit for businesses and employees in Southern New Mexico.	1. Advocate for the legislature to amend the procurement code to give priority to New Mexico businesses, especially those that are women- and minority-owned and environmentally responsible. 2. Advocate for a statewide minimum wage that results in a living wage for all job sectors. 3.Advocate for Paid Medical and Family Leave (PFML) for all workers. 2a & 3a. Develop women-focused social media/website	1&2. Increase job opportunities, decrease poverty, and improve income/pay/economic equity. 1&2a. Strengthens economic resiliency of small businesses that are women- and minority-owned. 3. Improve awareness of PFML and its benefits and recommendations forwarded to LWVNM for consideration of a study.	1. Small sub-committee to do research of current law. Chair: Jo	1. Jan-March '21 2. Jan-May '21 3.Submit to LWVNM by May '21.

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	<p>posts to advocate for support of better living wages/PFML.</p> <p>4. Through community awareness, support “New Mexico True” resources that lists open businesses and products available to the public. Solicit New Mexico True to add additional Southern New Mexico businesses.</p> <p>5. Schedule Dir of LC Economic Development to be LWVSNM guest at mtg to outline existing efforts and/or goal of CLC Market Street Study.</p>	<p>4. Promotes tourism in NM southern region. Southern New Mexico businesses achieve more recognition.</p> <p>5. Broader awareness of what programs are currently available throughout LC and/or focus of efforts recommended in Market Street study.</p>	<p>4. Small subcommittee to cross-reference shop LC list with NM True list. Chair: Jo</p> <p>5. VP and Co-Presidents.</p>	<p>4. Jan-May ‘21</p> <p>5. Spring 2021</p>
<p>The League promotes healthy communities, with a strong universal health care system that</p>	<p>1. Advocate for the New Mexico Health Security Act by constituents writing letters to representatives and senators.</p> <p>2. Advocate for social workers and mental health</p>	<p>100% of residents will receive affordable health care.</p> <p>Reduction in teen pregnancy.</p>	<p>Board and all interested members.</p> <p>Encourage all LWVSNM members to sign up for the</p>	<p>Begin January 1, 2021</p>

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includes preventive, primary, emergency, maternal and child, catastrophic, mental health care, family crisis support, stress management, substance abuse prevention & treatment, health and sex education and nutrition programs.	services connected to jail, prison, and police services. 3. Advocate for best practices related to mental health to establish 1) a call center, 2) mobile crisis units, 3) a crisis triage center. 4. Educate members, children, youth, and community members about substance abuse, sex education, and nutrition programs. 5. Advocate for state funding to create a drug-detox program in Doña Ana County with inpatient and outpatient services for low-income/homeless individuals.	Establish a free and public women’s clinic. Improved outcomes in areas of substance abuse, mental health, sex education, and nutrition reflected in public data. Provide local detox services to low-income & homeless and increase number of persons applying for Medicaid.	NM Action Committee to know when relevant bills are being discussed or voted on in the 2021 Legislative Session.	Throughout 2021 Legislative session.
The League supports a high-quality education system for all	1. Advocate for culturally responsive practices, social and emotional learning, project-based learning environments, age-	1. All students are prepared to function successfully in a multicultural world and	LWVNM Education Committee, LWVSNM Board	Ongoing

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students, including using an equity lens for multicultural and multilingual curricula.	<p>appropriate online learning communities with accommodations, family involvement, shared leadership, ongoing relevant professional development options for educators, policies, data collection, community schools, and school funding.</p> <p>2. Advocate for multicultural and multilingual teacher ed.</p> <p>3. Ensure forums for School Board elections include questions on multicultural education.</p> <p>4. Ensure policies have been adopted that are inclusive of Yazzie/Martinez Court findings.</p>	<p>respect individual cultures.</p> <p>2. More teachers are prepared to integrate multicultural learning experiences and curricula. More teachers are trained and endorsed to teach English as a second language.</p> <p>3.&4. School boards make decisions with an equity lens and adopt policies that promote multicultural learning and sensitivity.</p>		3.&4. January 2021
The League supports equitable and strong funding for educational	1. Advocate for expanded use of the New Mexico Permanent Fund for education.	1. The Permanent Fund will be targeted for Early Childhood Education and for multicultural learning resources.	LWVNM Education Committee, LWVSNM Board	Ongoing

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systems at all levels.	2. Advocate increasing the minimum salary steps in the teacher dossier system. 3. Advocate for improving the teacher retirement system. 4. Advocate for expanding funding to support individuals going into teacher education. 5. Advocate for increased funding for appropriate teacher training concerning multilingual resources, learning technologies and remote learning.	2.Improved access to high quality education for Pre-K – 12 students. Salaries compete with neighboring states; teacher retention improved. 3.Retired teachers are not penalized for returning to work early. Licensed teachers fill substitute positions. 4. Opportunity scholarship provides funding beyond scholarships and loans for teacher education students. 5.Adequate funding for bilingual learning resources, learning technologies, and remote learning with more teachers applying related knowledge and skills.		
The League supports	1. Register voters to develop a more diverse electorate.	Increase voter turnout.	Director of Voter Services	2021-2022

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empowering diverse voters.	2. Eliminate barriers for voters 3. Advocate for accessible, fair, and safe elections. 4. Provide information to voters in Spanish and English. 5. Expand access to primary elections by decline-to-state and minor party voters.	Safe, fair, transparent, and accessible elections. A better-informed electorate.		
The League supports fair districting.	1. Advocate for an independent redistricting commission. 2. Advocate for citizen involvement in the districting process. 3. All LWVSNM members read the final report of the New Mexico First Redistricting Taskforce 2020 to see the 18 recommendations listed there. www.nmfirst.org	1. Legislative and congressional delegations equitably represent the composition of the population. Eliminate litigation costs. 2. Provide ample opportunities for citizen input.	Any members interested in the issue. 3. Co-Presidents	1.&2. Any time during 2021 Legislative session that related bills are being considered. 3. Immediately

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The League supports access to broadband as an essential public utility.	1. Advocate for increased funding for expansion of broadband services.	Broadband is available to everyone.	Co-Presidents, Public Relations Director	2021-2022
The League supports a justice system that is equitable and effective.	<p>1. Recommend a state or local study related to justice system reform.</p> <p>a) Educate ourselves about the prosecutorial system.</p> <p>b) Educate ourselves about public and private prisons.</p> <p>c) Educate ourselves about restorative justice to include transitional housing, treatment, and case management services.</p> <p>d) Educate ourselves about community policing.</p> <p>e) Invest in resources that help communities grow and thrive.</p> <p>2. Continue participation in the state study of lower court judicial elections.</p>	<p>1. Decide if a study that results in a position statement that addresses the tasks a-d is needed. Have a unit meeting to discuss this issue. Participate in another existing group to address these issues.</p> <p>b) A public v private prisons fact sheet/pros-cons sheet.</p> <p>d) Become knowledgeable of any previous CLC study regarding this subject.</p> <p>2. Cross-section of state provides better foundation</p>	<p>Jo Galvan Nash</p> <p>Consult with LWVNM related to these issues.</p> <p>2. Jo Galvan Nash</p>	<p>2021-2022</p> <p>2. Ongoing 2021-2022</p>

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	<p>3. Advocate for development of alternatives to incarceration through community-based programs with emphasis on diversion and reintegration into the community.</p> <p>4. Advocate for a mobile crisis unit.</p>	<p>when initiating recommendations.</p> <p>4. Better preventative and necessary services throughout county, particularly rural areas.</p>		<p>3. Initiate work in Spring '21.</p> <p>4. 2021-2022</p>
<p>The League supports increased availability of safe, decent, and affordable housing for moderate- and low-income households.</p>	<p>1. Advocate for a variety of housing styles and types for rent and for purchase.</p> <p>2. Advocate for policies that link transportation, land use, and affordable housing.</p> <p>3. Support promotion in English and Spanish of affordable housing opportunities to low-income persons.</p>	<p>Increased level of home ownership to help residents of Southern New Mexico build wealth.</p> <p>Adequate number of affordable housing units that meets the needs of moderate and low-income households.</p> <p>Increased awareness of rental and housing opportunities among low-income population.</p> <p>Affordable housing issues, especially in the City of</p>	<p>Affordable Housing Committee Chair: Beth Bardwell</p>	<p>Ongoing</p>

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		Las Cruces, are monitored; the 2012 LWVSNM affordable housing study is updated; recommendations are submitted to relevant govt entities.		
The League advocates for humane immigration reform	The League will raise awareness of the cruelty of the Migrant Protection Protocols and advocate for a fair and just immigration system through letter writing, informational displays, public forums, and lectures.	<p>Write at least 3 letters to the editor, legislators, and congressional delegation on immigration issues</p> <p>Write monthly articles for the Voter to educate members</p> <p>Have a mobile information display at least 3 public events</p> <p>Digitally post messages.</p>	Immigration Committee Co-Chairs: Kim Sorensen and Christine Eber	2021-2022 and ongoing