

Diversity, Equity, and Inclusion Discussion

Update Regarding Community Engagement and
Recommendations for Path Forward

Community Engagement

- County Manager
- Police Department
- Los Alamos National Laboratory
- Public Schools
- Racial Justice Action Advisory Council

County Actions Taken

- County Manager
 - Reviewed and revised hiring goals to increase minority and and female representation
 - Identified opportunities for improvement using employee survey
 - Conducted Community Equity and Inclusion Survey; will further evaluate results when benchmark data becomes available
- Police
 - Initiated implicit bias training
 - Reviewed and updated policies regarding response to resistance, choke holds, positional asphyxiation/excited delirium, crowd control (a new policy), prohibited tactics, body-worn cameras, and duty to intervene
- Municipal Court
 - Completed a four-hour training titled “Confronting Implicit Bias: Best Practices for Criminal Justice Professionals” conducted by Dr. Jay Singh

Recommendations for Path Forward

- Implement implicit bias training for all County staff and elected officials
—contract a trainer with complementary outside perspectives (e.g. personal experiences being marginalized/part of a marginalized group (future budget item for staff to pursue))
- Review the Community Equity and Inclusion Survey to identify potential areas for future action
- Direct County Manager to discuss best practices for diversity and inclusion in recruitment and hiring with the new Human Resources Manager
- Create a Council liaison/position to continue engagement with the Racial Justice Action Advisory Council, the Los Alamos Public Schools and their ongoing efforts, and state actions through Governor Lujan Grisham's Council for Racial Justice
- Directly engage political leadership/elected representatives from the local Pueblos and other neighboring communities to improve understanding and explore avenues for sustained cooperation