

New Mexico Commission
on the Status of Women



Strategic Plan
Budget year 2023-2024

Strategic Plan

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History

The New Mexico Commission on the Status of Women was created in the mid-1970s consisting of "fifteen members, including one member of the human rights commission, representative of all fields of interest to women." See Section 28-3-1, NMSA 1978, *et seq.*

This Commission began its hard work in 1975 addressing basic issues like women having credit in their own name and graduated to pushing for the adoption of the Equal Rights Amendment. Then after a dormant period, Governor Richardson's administration revived a healthy, functioning Commission. This hard work came to an end in 2012 when Governor Martinez's administration defunded and deconstructed the Commission. Governor Michelle Lujan Grisham's first budget proposal in 2019 for fiscal year 2020 created funding and began the hard work of re-creating a functioning New Mexico Commission on the Status of Women. This allowed a general appropriation for operational funds to get the Commission started and serve the women of this state once again.

After the Commission met the required quorum, a search was started for Commission staff, and an ad hoc committee was formed to hire the Commission's Interim Executive Director. On May 13, 2021, the Commission proposed a new Executive Director to the Governor for the position, and on June 10, 2021, the State of New Mexico hired the Commission's first Interim Executive Director in over a decade. The newly hired Interim Executive Director helped create an approved Budget and integrated the Commission into State Government diligently working to create the framework for the Commission on the Status of Women to do its job for our state.

Commissioners

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Membership on the Commission on the Status of Women is as follows:

“Fifteen members, including one member of the Human Rights Commission, appointed by the governor. A majority of the members must be women, and no more than eight members may belong to any one political party. Terms are staggered for three years.

The governor designates the chair and vice-chair. The Commission names the director.”
Section 28-3-1, NMSA 1978. The Commissioners represent all seven regions in New Mexico and are designated as Democrats, Republicans, and Independents.

All the women on the Commission are leaders within their own communities and have worked in both their professional and personal lives to forward the women of the State of New Mexico. Their work on the Commission is simply an extension of deeply held values to contribute to moving New Mexico forward.

Budget

NM Commission on the Statue of Women Budget 2023-2024

Personnel	
Executive Director	90,000
Assistant/Analyst	65,000
Benefits	60,450
Total Personnel	215,450

The personnel budget is designed to support an Executive Director at a salary of \$90,000 and an Executive Assistant/Analyst at a salary of \$65,000. The state benefits for these two positions would cost \$60,450. In the current fiscal year there is funding for an Executive Director only, and to carry out the work identified in the FY24 work plan, the commission would need to add an assistant/analyst to the budget.

Travel & Meetings-Commission members and staff	
Board Per Diem (Based on 8 meetings)	2,870
Board Mileage	8,326
Employee travel, meals, lodging	10,000
Commission Retreat	25,000
Total Travel & Meetings-Commission members and staff	46,196

This part of the budget is based on two primary goals. Travel and Per Diem for Commissioners and staff for monthly board meetings, and one or more in person meeting opportunities for the Commission in FY24. This is budgeted at \$21,196. The in-person Commission meetings are budgeted at a cost of \$25,000 to include travel, lodging and meals for 15 commissioners and 2 staff members.

Contract & Professional Fees	
Strategic Planning Consultant & plan Design	21,000
Web maintenance/Social Media/Outreach/Advertising	71,000

Translations Services	6,000	
Contractual Services	3,000	
Data Collection and Reporting -Social and economic return on investment report.		100,000
Database/mailing list development		100,000
Honorarium for meeting speakers	12,000	
Total Contract & Professional Fees		313,000

In FY24 the Commission will undertake a strategic planning process to build on the work done in the prior two years. This process is budgeted at \$21,000. We will expand our website to be interactive and have a section on services by region. We will also hire a communications contractor to begin a robust communication program across several social media and internet platforms that will allow us to communicate with a variety of stakeholders in NM. This will cost \$71,000 in FY24. An additional goal in FY24 is to establish a statewide database of stakeholders involved with women’s issues for better communication and data collection and dissemination. This would include individuals, women’s organizations, legislators, and funders that support this work in our state. The database could be used by National funders to find and fund non-profits in the state. It could be used by legislators to better understand the work of non-prof organizations in the state and partner with them in drafting meaningful legislation for women. It could be used to reach out to key stakeholder to survey the needs in their communities. This is budgeted at \$100,000 and would require the use of an external vendor. We also recognize the importance of reporting on the work completed to show the financial return on investment for the State of New Mexico and its citizens. This is one way we will measure the success of the programs and corresponding work we have taken on. The analysis and reporting are budgeted at \$100,000 for FY24. The remaining \$21,000 in this section of the budget will be used for smaller contracts and fees.

Office Expenses

General Office Supplies	5,000	
Mail - PO box		200
DOIT Telecommunications (15 Commissioners Email, 2 Staff MS Suite)	10,000	
Subscriptions, dues, license fees (survey tools, zoom, etc.)	5,000	
Reports / Annual report printing	26,000	
Annual Audit-Moss Adams	10,500	
Total Office Expense		56,700

The main office expenses for FY24 are DoIT services for \$10,000, Annual reporting for \$26,000, Annual Audit for \$10,500, subscriptions, dues and license fees for \$5,000 and general office equipment and supplies for \$5,200.

Outreach & Programming	
Listening Tour	
Listening Tour (6 locations around NM)	20,000
Transportation (buses for listening tour, etc.)	15,000
Advertising (Media Campaign for Radio, newspaper, online sources)	40,000
Childcare for tour events	5,000
Hot spots for internet access at remote meetings	5,000
Total Listening Tour	85,000

The FY24 budget for the Commissions Listening Tour is based on what we learned from budgeting the first Tour in 2021. The tour location costs are budgeted at \$25,000 for six locations. Advertising and communication for six locations is estimated to cost \$40,000. Transportation and childcare for attendees is budgeted at \$20,000.

Annual Women's Summit	
Summit for NM Stakeholder groups	100,000
Awards to honor NM Woman	10,000
Total Outreach & Programming	110,000

The Commissions first annual Women’s Summit is being planned for the summer of 2024. This event is new to the commission and the budget is still in process. There is a planning session for the Summit that will take place in March of 2023. During this planning session we will engage various stakeholders and determine the objectives and scale of the event. We are estimating \$110,000 for this work.

Unforeseen expenses / Miscellaneous	
Miscellaneous	23,654
Total Budget for Fiscal year 2023-2024	850,000

New Mexico Commission on the Status of Women

Strategic plan FY23

Mission Statement

The Commission on the Status of Women will work to ensure the success, advancement, and equity of all New Mexican Women. The Commission will incorporate and celebrate diversity with understanding and compassion, while advocating for women-specific issues within our state. The Commission will incorporate all voices for meaningful social, cultural, and economic change in the lives of New Mexican Women.

Strategic Objective #1

Stimulate and encourage throughout the state the study and review of the status of women in New Mexico and may act as a clearinghouse for all activities involving the status of women.

Statewide tour to assess the needs of women in the state

Conduct census of existing organizations

Analyze existing job and education data on the status of women by county and as a whole

Build a statewide database to provide resources to all stakeholders

Analyze or conduct study on job or education hurdles by county and as a Whole

Provide economic return on investment report for the commissions work

Strategic Objective #2

Recommend methods of overcoming discrimination against women in public and private employment.

Develop a set of recommendations for legislative action (with coalition)

Develop certified equal pay entity program (likely in conjunction with Family Friendly Business Awards)

Educate women (online training) on discrimination and the different avenues to success in the job market

Strategic Objective #3

Promote methods for enabling women to develop their skills, continue their education and be retrained.

Partner with higher education institutions for data, research on women's economic outcomes, and to connect to opportunities for higher education

Support women re-entering the civilian workforce from military service

Support for women re-entering the workforce following prison

Work with NM Workforce Solutions to identify gaps in supporting women seeking employment and help close those gaps

Work with women's-focused business development organizations to identify collaboration opportunities

Develop a peer support program

Strategic Objective #4

Cooperate with and assist public and private entities dealing with women.

Develop certified equal pay entity program (likely in conjunction with Family Friendly Business Awards)

Partner with higher education institutions for data, research on women's economic outcomes, and to connect to opportunities for higher education

Work with NM Workforce Solutions to identify gaps in supporting women seeking employment and help close those gaps

Strategic Objective #4

Conduct periodic conferences throughout the state to apprise women of their rights and opportunities and to learn from them of their needs and problems.

Statewide tour to assess the needs of women in the state

Conduct countywide/regional meetings with women-based groups to seek input, gather information and help inform legislative priorities

Strategic Objective #5

Secure recognition of women's accomplishments and contributions to New Mexico.

Establish statewide performance awards

Establish countywide performance awards

Establish Women Led Business awards