

## FY26 Appropriation Request Checklist

Agency Name: CSW - 60100

Business Unit: \_\_\_\_\_

### Reports to Include in PDF Submission

Form #	Title	Where to Attach	
<input type="checkbox"/>	Cvr Ltr	Cover Letter	Agency Level
<input type="checkbox"/>	S-1	Certification	Agency Level
<input type="checkbox"/>	S-2	Organizational Chart	Agency/Program Level
<input type="checkbox"/>	S-8	Financial Summary (BFM)	Agency/Program Level
<input type="checkbox"/>	S-9	Account Code Revenue / Expenditure Report	Agency/Program Level
<input type="checkbox"/>	S-10	Fund Balance Projection	Fund Level
<input type="checkbox"/>	S-13	Detail of Rate Line Items (see instructions)	Agency Level
<input type="checkbox"/>	P-1	Program Narrative	Program Level
<input type="checkbox"/>	R-2	Transfer Report	Agency Level
<input type="checkbox"/>	REV/EXP	Revenue-Expenditure Comparison Report	Agency/Program Level
<input type="checkbox"/>	FFRW	Detail of Federal Funds Revenue Worksheet	Agency/Program Level
<input type="checkbox"/>	EB-1	Expansion Justifications	Program Level
<input type="checkbox"/>	EB-2	Expansion Fiscal Summary	Program Level
<input type="checkbox"/>	EB-3	Expansion Line Item Detail	Program Level
<input type="checkbox"/>	LFR	Legislating for Results Expansion Tool	Program Level
<input type="checkbox"/>	E4	Pcode Detail	Program Level
<input type="checkbox"/>	E5	Contract by Pcode	Program Level
<input type="checkbox"/>	SAR	Special Appropriation Request Report	Agency Level
<input type="checkbox"/>	APR	Annual Performance Report	Program Level
<input type="checkbox"/>	Table 2	Table 2 Performance Measure Summary	Program Level
<input type="checkbox"/>	SP	Strategic Plan	Agency Level
<input type="checkbox"/>	ITP	Information Technology Plan	Agency Level
<input type="checkbox"/>	C-1	Base Operating Budget	Agency Level
<input type="checkbox"/>	C-2	IT Request Plan	Agency Level
<input type="checkbox"/>	Perf Audit	Update to LFC Performance Audits (within last 2 years)	Agency Level

### Documents to Attach in BFM (PDF Optional)

<input type="checkbox"/>	Board Cert	Board or Commission Budget Certification	Form 9900
<input type="checkbox"/>	E-6B	Leased Passenger-Related Vehicles	Form 3300/4300



**NEW MEXICO  
COMMISSION  
ON THE STATUS  
of Women**

215 CENTRAL AVE NW, SUITE 220, BOX 8   
ALBUQUERQUE, NM 87102  
JENIFER.GETZ@STATE.NM.US   
NMCSW.ORG 

STATE OF NEW MEXICO  
**Commission on the Status of Women (CSW)**  
Governor Michelle Lujan Grisham  
Jenifer Raphael Getz, Executive Director

August 14, 2024

Wayne Prost, Secretary  
Department of Finance and Administration  
180 Bataan Memorial Building  
Santa Fe, New Mexico 87501

and

Charles Sallee Director  
Legislative Finance Committee  
325 Don Gaspar  
Santa Fe, NM 87501

**RE: Transmittal of the Commission on the Status of Women (CSW) (601) FY 2026 Appropriation Request**

Dear Secretary Prost and Director Sallee:

As required by Section 6-3-19 NMSA 1978 and in accordance with the Department of Finance and Administration (DFA) FY 2026 Appropriation Request Instructions, the enclosed documents and electronic copies represent the FY 2026 Appropriation Request for the Commission on the Status of Women.

Included are an Appropriation Request with all required forms:

- P-1 Program Narrative
- CSW 2023 Annual report
- CSW FY23 Audit
- CSW FY26 Budget Narrative
- CSW FY25-FY27 Strategic Plan



**BASE REQUEST ASSUMPTIONS**

In FY 26, we are requesting our full budget of \$589.1 from the General Fund. The justification for the budget requested is as follows.

- 200 Personnel (2FTE) \$262.8
- 300 Contract services \$133.2
- 400 Other \$195.7
- Total \$591.7

The funding request from the General Fund is directly connected to the Mission and FY25 Goals of the Commission, presented below.

**200 Personnel:**

The FY26 budget of \$262.8 includes salary and benefits for the executive director and a program manager.

Category Personnel		
200	Executive Director	126,000
200	Benefits - ED	49,100
200	Program Manager	55,000
200	Benefits - PM	21,500
	<b>Total Personnel</b>	<b>251,600</b>
200	<del>FY26 Estimated - Comp Package from S-8 OPBUD</del>	<del>11,200</del>
	<b>Total Personnel</b>	<b>262,800</b>

**300 Contract Services:**

Because CSW will rely on only two direct employees, and there is a need for specialized technical services, we are requesting funding for Contracts and Professional Fees to cover these costs. We are interested in engaging the necessary consultants, to include a Grants and Financial Services contractor, Web Maintenance, Communications, Database Expansion provider, and Auditor. The costs are outlined below. The only additional contractor the CSW would like to engage in FY26 is a grants and financial services person. We believe this would allow us to begin seeking federal and other national grants to grow the CSW.

Contract & Professional Fees		
300	Marketing / Communications & Social Media /Database Mailing list Dev.	72,600
300	Annual Audit	11,900
300	Grant / Financial services	48,700
	<b>Total Contract &amp; Professional Fees</b>	<b>133,200</b>



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**400 Other :**

The final area of our budget is for administrative costs to maintain our programs. These costs include per diem and travel costs for Commissioners and staff, office rent, DoIT costs, general office supplies and annual report costs. Also in this category are our six regional events and our biggest event, the Women's Summit.

<b>Travel &amp; Meetings-Commission members and staff</b>		
400	Board Per Diem and Milage	12,000
400	Employee travel, meals, lodging	11,000
400	Commission Retreat	5,500
<b>Office Expenses</b>		
400	Office Rent in ABQ downtown	21,200
400	General Office Supplies	5,300
400	IS Rate DoIT	1,900
400	DoIT HCM Assessment Fee	700
400	Reports / Annual report printing	1,100
<b>Regional Events</b>		
400	Regional Events (6 locations around NM) at \$6,600 per event	42,000
<b>Annual Women's Summit</b>		
400	Women's summit	85,000
400	Honorarium for Women's recognition and meeting speakers (required per Statute)	10,000
<b>Total Other Costs</b>		<b>195,700</b>

The Commission on the Status of Women welcomes your questions and looks forward to working with you in the upcoming budget year.



**Jenifer Raphael Getz**

Executive Director

Commission on the Status of Women (Agency #60100)



505-709-5393

Jenifer.Getz@CSW.nm.gov

NMCSW.org

215 Central Ave NW, Suite 220, Box 8, Albuquerque, NM 87102

**APPROPRIATION REQUEST  
CERTIFICATION  
FORMS-1**

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Agency Name: Commission on the Status of Women

Business Unit 60100 \_\_\_\_\_

*I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the arithmetic accuracy of all numeric information has been verified.*

*Janifer Raphael Getz*

08/29/24

Executive Director, CFO

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*Appropriation Requests for agencies headed by a board or commission must be approved by the board or commission by official action and signed by the chairperson.  
Operating Budgets of other agencies must be signed by the director or secretary. Appropriation Requests not properly signed will be returned.*

New Mexico  
Commission on the  
Status of Women



Executive  
Director  
Payband 96



Program  
Manager  
Payband 70

**S-8 Financial Summary**

(Dollars in Thousands)

**BU**    **PCode**    **Department**  
 60100    0000    0000000000

	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	Base	----- FY 2026 Agency Request ----- Expansion		Total
<b>REVENUE</b>								
111 General Fund Transfers	302.9	295.0	419.4	0.0	580.5	0.0		580.5
112 Other Transfers	0.0	7.9	0.0	0.0	0.0	0.0		0.0
150 Fund Balance	0.0	0.0	0.0	0.0	0.0	0.0		0.0
<b>REVENUE, TRANSFERS</b>	<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0</b>	<b>580.5</b>	<b>0.0</b>		<b>580.5</b>
<b>REVENUE</b>	<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0</b>	<b>580.5</b>	<b>0.0</b>		<b>580.5</b>
<b>EXPENSE</b>								
200 Personal Services and Employee Benefits	132.1	158.8	237.5	261.0	251.6	0.0		251.6
300 Contractual services	81.5	67.8	81.5	0.0	133.2	0.0		133.2
400 Other	89.3	56.7	100.4	0.0	195.7	0.0		195.7
<b>EXPENDITURES</b>	<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>260.95</b>	<b>580.5</b>	<b>0.0</b>		<b>580.5</b>
<b>EXPENSE</b>	<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>260.95</b>	<b>580.5</b>	<b>0.0</b>		<b>580.5</b>
<b>FTE POSITIONS</b>								
810 Permanent	1.00	2.00	2.00	2.00	2.00	0.00		2.00
<b>FTEs</b>	<b>1.00</b>	<b>2.00</b>	<b>2.00</b>	<b>2.00</b>	<b>2.00</b>	<b>0.00</b>		<b>2.00</b>
<b>FTE POSITIONS</b>	<b>1.00</b>	<b>2.00</b>	<b>2.00</b>	<b>2.00</b>	<b>2.00</b>	<b>0.00</b>		<b>2.00</b>

BU PCode Department  
60100 0000 0000000000

**S-9 Account Code Revenue/Expenditure Summary**  
(Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
499105	General Fd. Appropriation	302.9	295.0	419.4	0.0	580.5	0.0	580.5
<b>111</b>	<b>General Fund Transfers</b>	<b>302.9</b>	<b>295.0</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
499905	Other Financing Sources	0.0	7.9	0.0	0.0	0.0	0.0	0.0
<b>112</b>	<b>Other Transfers</b>	<b>0.0</b>	<b>7.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
326900	Committed FB - Gov	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>150</b>	<b>Fund Balance</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>TOTAL REVENUE</b>		<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
520100	Exempt Perm Positions P/T&F/T	0.0	113.4	134.4	187.9	179.5	0.0	179.5
520300	Classified Perm Positions F/T	87.4	0.0	57.7	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	9.1	13.3	9.8	21.7	20.1	0.0	20.1
521200	Retirement Contributions	13.2	21.8	13.2	36.0	34.6	0.0	34.6
521300	F I C A	8.4	8.0	8.4	11.6	13.8	0.0	13.8
521400	Workers' Comp Assessment Fee	9.2	0.0	9.2	0.0	0.0	0.0	0.0
521700	RHC Act Contributions	4.8	2.3	4.8	3.7	3.6	0.0	3.6
<b>200</b>	<b>Personal Services and Employee Bene</b>	<b>132.1</b>	<b>158.8</b>	<b>237.5</b>	<b>261.0</b>	<b>251.6</b>	<b>0.0</b>	<b>251.6</b>
535200	Professional Services	0.0	0.0	0.0	0.0	48.7	0.0	48.7
535300	Other Services	70.8	9.9	70.8	0.0	0.0	0.0	0.0
535400	Audit Services	10.7	10.8	10.7	0.0	11.9	0.0	11.9
535600	IT Services	0.0	47.2	0.0	0.0	72.6	0.0	72.6
<b>300</b>	<b>Contractual services</b>	<b>81.5</b>	<b>67.8</b>	<b>81.5</b>	<b>0.0</b>	<b>133.2</b>	<b>0.0</b>	<b>133.2</b>
542100	Employee I/S Mileage & Fares	5.0	1.1	5.0	0.0	12.0	0.0	12.0
542200	Employee I/S Meals & Lodging	5.0	0.7	5.0	0.0	11.0	0.0	11.0
542300	Brd & Comm Mbr Meals & Lodging	0.0	1.0	0.0	0.0	0.0	0.0	0.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	0.9	0.0	0.0	0.0	0.0	0.0
544000	Supply Inventory IT	0.0	0.5	0.0	0.0	0.0	0.0	0.0
544100	Supplies-Office Supplies	5.0	0.0	5.0	0.0	5.3	0.0	5.3
545600	Reporting & Recording	0.0	0.0	0.0	0.0	1.1	0.0	1.1
545700	ISD Services	1.9	0.0	1.9	0.0	1.9	0.0	1.9
545710	DOIT HCM Assessment Fees	0.0	0.0	0.0	0.0	0.7	0.0	0.7
546100	Postage & Mail Services	0.2	0.0	0.2	0.0	0.0	0.0	0.0
546400	Rent Of Land & Buildings	0.0	47.2	0.0	0.0	63.2	0.0	63.2
546610	DOIT Telecommunications	8.5	0.0	8.5	0.0	0.0	0.0	0.0
546800	Employee Training & Education	0.0	0.2	0.0	0.0	0.0	0.0	0.0

BU PCode Department  
 60100 0000 0000000000

**S-9 Account Code Revenue/Expenditure Summary**  
 (Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
546900	Advertising	0.0	2.3	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	63.7	2.9	74.8	0.0	100.5	0.0	100.5
400	Other	89.3	56.7	100.4	0.0	195.7	0.0	195.7
<b>TOTAL EXPENSE</b>		<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>260.95</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
810	Permanent	1.00	2.00	1.00	2.00	2.00	0.00	2.00
810	Permanent	1.00	2.00	1.00	2.00	2.00	0.00	2.00
<b>TOTAL FTE POSITIONS</b>		<b>1.00</b>	<b>2.00</b>	<b>1.00</b>	<b>2.00</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>

Status of Women

State of New Mexico

BU PCode Department  
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**S-9 Account Code Revenue/Expenditure Summary**  
(Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
499105	General Fd. Appropriation	302.9	295.0	419.4	0.0	580.5	0.0	580.5
<b>111</b>	<b>General Fund Transfers</b>	<b>302.9</b>	<b>295.0</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
499905	Other Financing Sources	0.0	7.9	0.0	0.0	0.0	0.0	0.0
<b>112</b>	<b>Other Transfers</b>	<b>0.0</b>	<b>7.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
326900	Committed FB - Gov	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>150</b>	<b>Fund Balance</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>TOTAL REVENUE</b>		<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
520100	Exempt Perm Positions P/T&F/T	0.0	113.4	134.4	187.9	179.5	0.0	179.5
520300	Classified Perm Positions F/T	87.4	0.0	57.7	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	9.1	13.3	9.8	21.7	20.1	0.0	20.1
521200	Retirement Contributions	13.2	21.8	13.2	36.0	34.6	0.0	34.6
521300	F I C A	8.4	8.0	8.4	11.6	13.8	0.0	13.8
521400	Workers' Comp Assessment Fee	9.2	0.0	9.2	0.0	0.0	0.0	0.0
521700	RHC Act Contributions	4.8	2.3	4.8	3.7	3.6	0.0	3.6
<b>200</b>	<b>Personal Services and Employee Bene</b>	<b>132.1</b>	<b>158.8</b>	<b>237.5</b>	<b>261.0</b>	<b>251.6</b>	<b>0.0</b>	<b>251.6</b>
535200	Professional Services	0.0	0.0	0.0	0.0	48.7	0.0	48.7
535300	Other Services	70.8	9.9	70.8	0.0	0.0	0.0	0.0
535400	Audit Services	10.7	10.8	10.7	0.0	11.9	0.0	11.9
535600	IT Services	0.0	47.2	0.0	0.0	72.6	0.0	72.6
<b>300</b>	<b>Contractual services</b>	<b>81.5</b>	<b>67.8</b>	<b>81.5</b>	<b>0.0</b>	<b>133.2</b>	<b>0.0</b>	<b>133.2</b>
542100	Employee I/S Mileage & Fares	5.0	1.1	5.0	0.0	12.0	0.0	12.0
542200	Employee I/S Meals & Lodging	5.0	0.7	5.0	0.0	11.0	0.0	11.0
542300	Brd & Comm Mbr Meals & Lodging	0.0	1.0	0.0	0.0	0.0	0.0	0.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	0.9	0.0	0.0	0.0	0.0	0.0
544000	Supply Inventory IT	0.0	0.5	0.0	0.0	0.0	0.0	0.0
544100	Supplies-Office Supplies	5.0	0.0	5.0	0.0	5.3	0.0	5.3
545600	Reporting & Recording	0.0	0.0	0.0	0.0	1.1	0.0	1.1
545700	ISD Services	1.9	0.0	1.9	0.0	1.9	0.0	1.9
545710	DOIT HCM Assessment Fees	0.0	0.0	0.0	0.0	0.7	0.0	0.7
546100	Postage & Mail Services	0.2	0.0	0.2	0.0	0.0	0.0	0.0
546400	Rent Of Land & Buildings	0.0	47.2	0.0	0.0	63.2	0.0	63.2
546610	DOIT Telecommunications	8.5	0.0	8.5	0.0	0.0	0.0	0.0
546800	Employee Training & Education	0.0	0.2	0.0	0.0	0.0	0.0	0.0

Status of Women

State of New Mexico

BU PCode Department  
60100 P691 000000

**S-9 Account Code Revenue/Expenditure Summary**  
(Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
546900	Advertising	0.0	2.3	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	63.7	2.9	74.8	0.0	100.5	0.0	100.5
400	Other	89.3	56.7	100.4	0.0	195.7	0.0	195.7
<b>TOTAL EXPENSE</b>		<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>261.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
810	Permanent	1.00	2.00	1.00	2.00	2.00	0.00	2.00
810	Permanent	1.00	2.00	1.00	2.00	2.00	0.00	2.00
<b>TOTAL FTE POSITIONS</b>		<b>1.00</b>	<b>2.00</b>	<b>1.00</b>	<b>2.00</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>

BU PCode Department  
 60100 0000 000000000

**S-9 Account Code Revenue Summary**  
 (Dollars in Thousands)

	Provider PCode	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	----- FY 2026 Agency Request -----		
						Base	Expansion	Total
499105	General Fd. Appropriation	302.9	295.0	0.0	0.0	580.5	0.0	580.5
111	<b>General Fund Transfers</b>	<b>302.9</b>	<b>295.0</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
499905	Other Financing Sources	0.0	7.9	0.0	0.0	0.0	0.0	0.0
112	<b>Other Transfers</b>	<b>0.0</b>	<b>7.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
326900	Committed FB - Gov	0.0	0.0	0.0	0.0	0.0	0.0	0.0
150	<b>Fund Balance</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>TOTAL REVENUE</b>		<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>

Status of Women

BU PCode Department  
 60100 P691 000000

State of New Mexico

**S-9 Account Code Revenue Summary**  
 (Dollars in Thousands)

	Provider PCode	2023-24 Opbud	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	----- FY 2026 Agency Request -----		
						Base	Expansion	Total
499105	General Fd. Appropriation	302.9	295.0	419.4	0.0	580.5	0.0	580.5
111	<b>General Fund Transfers</b>	<b>302.9</b>	<b>295.0</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>
499905	Other Financing Sources	0.0	7.9	0.0	0.0	0.0	0.0	0.0
112	<b>Other Transfers</b>	<b>0.0</b>	<b>7.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
326900	Committed FB - Gov	0.0	0.0	0.0	0.0	0.0	0.0	0.0
150	<b>Fund Balance</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>TOTAL REVENUE</b>		<b>302.9</b>	<b>302.9</b>	<b>419.4</b>	<b>0.0</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>

BU PCode Department  
60100 0000 0000000000

**S-9 Account Code Expenditure Summary**  
(Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
520100	Exempt Perm Positions P/T&F/T	0.0	113.4	134.4	187.9	179.5	0.0	179.5
520300	Classified Perm Positions F/T	87.4	0.0	57.7	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	9.1	13.3	9.8	21.7	20.1	0.0	20.1
521200	Retirement Contributions	13.2	21.8	13.2	36.0	34.6	0.0	34.6
521300	F I C A	8.4	8.0	8.4	11.6	13.8	0.0	13.8
521400	Workers' Comp Assessment Fee	9.2	0.0	9.2	0.0	0.0	0.0	0.0
521700	RHC Act Contributions	4.8	2.3	4.8	3.7	3.6	0.0	3.6
<b>200</b>	<b>Personal Services and Employee Benefits</b>	<b>132.1</b>	<b>158.8</b>	<b>237.5</b>	<b>261.0</b>	<b>251.6</b>	<b>0.0</b>	<b>251.6</b>
535200	Professional Services	0.0	0.0	0.0	0.0	48.7	0.0	48.7
535300	Other Services	70.8	9.9	70.8	0.0	0.0	0.0	0.0
535400	Audit Services	10.7	10.8	10.7	0.0	11.9	0.0	11.9
535600	IT Services	0.0	47.2	0.0	0.0	72.6	0.0	72.6
<b>300</b>	<b>Contractual services</b>	<b>81.5</b>	<b>67.8</b>	<b>81.5</b>	<b>0.0</b>	<b>133.2</b>	<b>0.0</b>	<b>133.2</b>
542100	Employee I/S Mileage & Fares	5.0	1.1	5.0	0.0	12.0	0.0	12.0
542200	Employee I/S Meals & Lodging	5.0	0.7	5.0	0.0	11.0	0.0	11.0
542300	Brd & Comm Mbr Meals & Lodgin	0.0	1.0	0.0	0.0	0.0	0.0	0.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	0.9	0.0	0.0	0.0	0.0	0.0
544000	Supply Inventory IT	0.0	0.5	0.0	0.0	0.0	0.0	0.0
544100	Supplies-Office Supplies	5.0	0.0	5.0	0.0	5.3	0.0	5.3
545600	Reporting & Recording	0.0	0.0	0.0	0.0	1.1	0.0	1.1
545700	ISD Services	1.9	0.0	1.9	0.0	1.9	0.0	1.9
545710	DOIT HCM Assessment Fees	0.0	0.0	0.0	0.0	0.7	0.0	0.7
546100	Postage & Mail Services	0.2	0.0	0.2	0.0	0.0	0.0	0.0
546400	Rent Of Land & Buildings	0.0	47.2	0.0	0.0	63.2	0.0	63.2
546610	DOIT Telecommunications	8.5	0.0	8.5	0.0	0.0	0.0	0.0
546800	Employee Training & Education	0.0	0.2	0.0	0.0	0.0	0.0	0.0
546900	Advertising	0.0	2.3	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	63.7	2.9	74.8	0.0	100.5	0.0	100.5
<b>400</b>	<b>Other</b>	<b>89.3</b>	<b>56.7</b>	<b>100.4</b>	<b>0.0</b>	<b>195.7</b>	<b>0.0</b>	<b>195.7</b>
<b>TOTAL EXPENSE</b>		<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>260.95</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>

**Commission on the Status of Women**

<b>BU</b>	<b>PCode</b>	<b>Department</b>
60100	0000	0000000000

State of New Mexico

**S-9 Account Code Expenditure Summary**  
(Dollars in Thousands)

Status of Women

BU PCode Department  
60100 P691 000000

State of New Mexico

S-9 Account Code Expenditure Summary  
(Dollars in Thousands)

		2023-24	2023-24	2024-25	2025-26	----- FY 2026 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
520100	Exempt Perm Positions P/T&F/T	0.0	113.4	134.4	187.9	179.5	0.0	179.5
520300	Classified Perm Positions F/T	87.4	0.0	57.7	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	9.1	13.3	9.8	21.7	20.1	0.0	20.1
521200	Retirement Contributions	13.2	21.8	13.2	36.0	34.6	0.0	34.6
521300	F I C A	8.4	8.0	8.4	11.6	13.8	0.0	13.8
521400	Workers' Comp Assessment Fee	9.2	0.0	9.2	0.0	0.0	0.0	0.0
521700	RHC Act Contributions	4.8	2.3	4.8	3.7	3.6	0.0	3.6
<b>200</b>	<b>Personal Services and Employee</b>	<b>132.1</b>	<b>158.8</b>	<b>237.5</b>	<b>261.0</b>	<b>251.6</b>	<b>0.0</b>	<b>251.6</b>
535200	Professional Services	0.0	0.0	0.0	0.0	48.7	0.0	48.7
535300	Other Services	70.8	9.9	70.8	0.0	0.0	0.0	0.0
535400	Audit Services	10.7	10.8	10.7	0.0	11.9	0.0	11.9
535600	IT Services	0.0	47.2	0.0	0.0	72.6	0.0	72.6
<b>300</b>	<b>Contractual services</b>	<b>81.5</b>	<b>67.8</b>	<b>81.5</b>	<b>0.0</b>	<b>133.2</b>	<b>0.0</b>	<b>133.2</b>
542100	Employee I/S Mileage & Fares	5.0	1.1	5.0	0.0	12.0	0.0	12.0
542200	Employee I/S Meals & Lodging	5.0	0.7	5.0	0.0	11.0	0.0	11.0
542300	Brd & Comm Mbr Meals & Lodgin	0.0	1.0	0.0	0.0	0.0	0.0	0.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	0.9	0.0	0.0	0.0	0.0	0.0
544000	Supply Inventory IT	0.0	0.5	0.0	0.0	0.0	0.0	0.0
544100	Supplies-Office Supplies	5.0	0.0	5.0	0.0	5.3	0.0	5.3
545600	Reporting & Recording	0.0	0.0	0.0	0.0	1.1	0.0	1.1
545700	ISD Services	1.9	0.0	1.9	0.0	1.9	0.0	1.9
545710	DOIT HCM Assessment Fees	0.0	0.0	0.0	0.0	0.7	0.0	0.7
546100	Postage & Mail Services	0.2	0.0	0.2	0.0	0.0	0.0	0.0
546400	Rent Of Land & Buildings	0.0	47.2	0.0	0.0	63.2	0.0	63.2
546610	DOIT Telecommunications	8.5	0.0	8.5	0.0	0.0	0.0	0.0
546800	Employee Training & Education	0.0	0.2	0.0	0.0	0.0	0.0	0.0
546900	Advertising	0.0	2.3	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	63.7	2.9	74.8	0.0	100.5	0.0	100.5
<b>400</b>	<b>Other</b>	<b>89.3</b>	<b>56.7</b>	<b>100.4</b>	<b>0.0</b>	<b>195.7</b>	<b>0.0</b>	<b>195.7</b>
<b>TOTAL EXPENSE</b>		<b>302.9</b>	<b>283.4</b>	<b>419.4</b>	<b>260.95</b>	<b>580.5</b>	<b>0.0</b>	<b>580.5</b>

State of New Mexico  
**P-1 Program Overview**

**Program Description:**

Governor Michelle Lujan Grisham's first budget proposal in 2019 for fiscal year 2020 created funding and began the 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.

Membership on the Commission on the Status of Women includes, "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. The women on the Commission are leaders within their own communities and have worked in both their professional and personal lives to forward the interests of the women of New Mexico. Their work on the Commission is simply an extension of deeply held values to contribute to supporting our state.

The Commission on the Status of Women currently is a policy and advocacy organization that works to 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. The commission will report on recommend methods of overcoming discrimination against women in public and private employment. Additionally, the Commission will promote methods for enabling women to develop their skills, continue their education and be retrained. The commission will cooperate with and assist public and private entities dealing with women, as well as conduct periodic conferences throughout the state to apprise women of their rights and opportunities and to learn from them of their needs and problems. Finally, we will promote recognition of women's accomplishments and contributions to New Mexico.

**Major Issues and Accomplishments:**

It has been a short period of time that the Commission has been fully re-connected to state government and able to access budgetary funds through our administrative partner, the NM Health Care Authority. To date, the Commission has:

- Conducted six public events in six of the seven regions of the state. The statistics from 2023 revealed that 50% of working-age women in New Mexico were no longer part of the workforce. Clearly, many women are struggling to regain economic stability for their families. As a result, when we geared up for the 2023-2024 regional events tour, the primary focus was on ways we can address this critical issue. The tour stops included Española, Silver City, Las Cruces, Farmington, Clovis, and Roswell. To aid in the long-term success of women business owners, the Commission partnered with several key resources for each regional event. For example, we collaborated with the Small Business Development Centers, and state colleges and universities. Each event was designed to help women gather essential information, as well as resources and support long after the event was over. The presence of a college or university with a dedicated Workforce Development Center made it an ideal partner. Also, while the community might be well-aware of local programs, the CSW knows it is crucial to shed light on state-wide resources and programs that are available, too. Finally, we wanted to hear women's concerns firsthand and their ideas about what is needed to survive and to thrive in their communities.

- Hosted our First Annual Women's Summit event in our seventh state region. The 2023 Women's Summit, Using our Collective Power to Advance Gender Equity, was held on September 29, 2023. The event included a full day of speakers, panel discussions, and informative breakout sessions focused around three topics: A Path Forward to Economic Security, Exploring Movements to Drive Change, and Unifying Policy and Advocacy to Meet the Needs of Women in New Mexico.

One of the key goals of the Summit was to bring together legislators, funders, and nonprofits to open lines of

State of New Mexico  
P-1 Program Overview

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communication and inspire collaboration between these groups. Nonprofit organizations supporting women in our state were able to showcase their work to potential funders and establish connections to secure vital resources. The conference acted as a bridge, linking funders with organizations that are driving positive change, thus augmenting the financial resources available for initiatives focused on women's empowerment and well-being. Additionally, the Women's Summit offered a valuable opportunity for political leaders to gain insights into the pressing issues faced by women in New Mexico and the work being done by non-profits to address these challenges. By engaging with organizations and attending conference sessions, lawmakers could gather information and perspectives that inform their decision-making. The conference also offered educational sessions, panel discussions, and networking opportunities, equipping organizations with the tools and knowledge they needed to address the evolving issues affecting women in the state. Through this event, the Commission focused on social change, advocated for policy reforms, and worked toward creating a more inclusive society where women can thrive.

- Conducted 32 public meetings, all complying with the Open Meetings Act.
- Held a Strategic Planning Session with full Commission attendance on January 6-7, 2024, to evaluate the current mission and plan for executing the Commission's duties for three to five years to come. This strategic plan is attached.
- Created a relevant survey mechanism via our regional events, women's summit, and website to gather current data from women in our state on issues including health, safety, and economic status.
- Advocated and provided public comment at the 2024 Legislative Session for sixteen bills supporting the needs of New Mexico's Women and saw passage of 7 of the bills supported.
- Developed Coalitions and Partnerships with over fifty organizations to learn more about the issues affecting women in the various regions of New Mexico.
- Using the feedback from women around the state for guidance, we developed and disseminated five information campaigns on issues most important to them. Examples include, new childcare laws, child tax credit information, equal pay laws, extreme risk protection orders, and reproductive and gender care access in New Mexico.
- Expanded our website to include a robust Resource Directory that can be used to search for services statewide.
- Implemented a Communication Plan to disseminate information through our website, social media platforms and bulk mailings.
- Contracted with UNM's Bureau of Business and Economic Research (BBER) to learn more about health care access for women in rural New Mexico.
- Set up credit card merchant services on our website to expand the revenue sources for the CSW by accepting payments and donations per our statutes.
- Provided an Annual Report on the work of the Commission. The annual report is attached.
- Complied with Annual Audit requirements and received a "Clean Audit Opinion", with no material misstatements or significant deficiencies.

Overview of Request:

The FY26 budget is made up of the following expense categories.

- 200 Personnel (2 FTE)	\$262.8 (Salary and Benefits)
- 300 Contract services	\$133.2
- 400 Other	\$195.7

P-1 Program Overview

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200 Personnel: \$262.8

The FY26 budget of \$262.8 includes salary and benefits for the executive director and a program manager.

Category Personnel

200 Executive Director	126,000
200 Benefits - ED	49,100
200 Program Manager	55,000
200 Benefits - PM	21,500
Total Personnel	251,600
200 FY26 Estimated Comp Package from S-8 OPBUD	11,200
Total Personnel	262,800

300 Contract Services: \$133.2

Because CSW will rely on only two direct employees, and there is a need for specialized technical services, we are requesting funding for Contracts and Professional Fees to cover these costs. We are interested in engaging the necessary consultants, to include a Grants and Financial Services contractor, Web Maintenance, Communications, Database Expansion provider, and Auditor. The costs are outlined below. The only additional contractor the CSW would like to engage in FY26 is a grants and financial services person. We believe this would allow us to begin seeking federal and other national grants to grow the CSW.

Contract & Professional Fees

300 Marketing / Communications & Social Media /Database Mailing list Dev.	72,600
300 Annual Audit	11,900
300 Grant / Financial services	48,700
Total Contract & Professional Fees	133,200

400 Other: \$195.7

The final area of our budget is for administrative costs to maintain our programs. These costs include per diem and travel costs for Commissioners and staff, office rent, DoIT costs, general office supplies and annual report costs. Also in this category are our six regional events and our biggest event, the Women's Summit.

Travel & Meetings-Commission members and staff

400 Board Per Diem and Milage	12,000
400 Employee travel, meals, lodging	11,000
400 Commission Retreat	5,500
Office Expenses	
400 Office Rent in ABQ downtown	21,200
400 General Office Supplies	5,300
400 IS Rate DoIT	1,900
400 DoIT HCM Assessment Fee	700
400 Reports / Annual report printing	1,100
Regional Events	
400 Regional Events (6 locations around NM)	42,000
Annual Women's Summit	
400 Women's summit	85,000
400 Honorarium for Women's recognition and meeting speakers (required per Statute)	

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10,000	
Total Other Costs	195,700

**Programmatic Changes:** Our 2025-2027 Strategic plan confirmed our understanding of the issues effecting women in our state. We have established our focus areas for the next several years to be Health, Safety and Economic Security. The attached strategic plan outlines the goals of the CSW during this time. Additionally, a work plan for the year has been approved by the Commissioners and will incorporate the continuing and new work for the CSW.

**Base Budget Justification:** 200 Personnel: \$262.8

- The first increase to the 200 category is the 2023 increase to the Executive Directors salary to align it with the Grade 96 Executive Director range. This salary has been in place since October 2023.
- The second increase is based on the 2024 legislative approval for a second FTE for the Commission. This FTE has been hired as of July 1, 2024.

300 Contract Services: \$133.2

The 300 category services requested in FY26 increased from FY25 by \$52.4. The majority of the increase, \$48.7 is for a new contractor. This is a grants and financial services expert. We believe this would allow us to begin seeking federal and other national grants to grow the CSW and rely less on state funding.

400 Other: \$195.7

The 400 category of expenses has increased primarily due to the following.

- The need to rent office space in 2026. The cost for the space will be \$21.2.
- Additionally, the CSW is seeking funding for the annual Women's Summit event. This has been funded by special appropriations in the past. The requested funding is for \$85.0

Status of Women

State of New Mexico

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F4 PCode Detail  
(Dollars in Thousands)

Fund	Account	2023-24 Actuals	2024-25 Opbud	2025-26 PCF Proj	FY 2026 Agency Request				Total	Justification	
					GF	OSF	ISF/IAT	FF			
04300	520100	Exempt Perm Positions P/T&F/T	113.4	134.4	187.87	190.7	0.0	0.0	0.0	190.7	CSW Exempt Perm Position
04300	520300	Classified Perm Positions F/T	0.0	57.7	0	0.0	0.0	0.0	0.0	0.0	
04300	521100	Group Insurance Premium	13.3	9.8	21.73	20.1	0.0	0.0	0.0	20.1	CSW Group Insurance
04300	521200	Retirement Contributions	21.8	13.2	36.01	34.6	0.0	0.0	0.0	34.6	CSW Retirement Contributions
04300	521300	F I C A	8.0	8.4	11.6	13.8	0.0	0.0	0.0	13.8	CSW FICA
04300	521400	Workers' Comp Assessment Fee	0.0	9.2	0	0.0	0.0	0.0	0.0	0.0	CSW Worker's Comp
04300	521700	RHC Act Contributions	2.3	4.8	3.74	3.6	0.0	0.0	0.0	3.6	CSW RHC
	<b>200</b>	<b>Personal Services and Employee Bene</b>	<b>158.8</b>	<b>237.5</b>	<b>260.95</b>	<b>262.8</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>262.8</b>	
04300	542100	Employee I/S Mileage & Fares	1.1	5.0	0	12.0	0.0	0.0	0.0	12.0	CSW Employee I/S Mileage & Fares
04300	542200	Employee I/S Meals & Lodging	0.7	5.0	0	11.0	0.0	0.0	0.0	11.0	CSW Employee I/S Meals & Lodging
04300	542300	Brd & Comm Mbr Meals & Lodging	1.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
04300	542310	Brd & Comm Mbr Mileage & Fares	0.9	0.0	0	0.0	0.0	0.0	0.0	0.0	
04300	544000	Supply Inventory IT	0.5	0.0	0	0.0	0.0	0.0	0.0	0.0	
04300	544100	Supplies-Office Supplies	0.0	5.0	0	5.3	0.0	0.0	0.0	5.3	CSW Office Supplies
04300	545600	Reporting & Recording	0.0	0.0	0	1.1	0.0	0.0	0.0	1.1	CSW Reporting & Recording
04300	545700	ISD Services	0.0	1.9	0	1.9	0.0	0.0	0.0	1.9	CSW IS Rate DoIT
04300	545710	DOIT HCM Assessment Fees	0.0	0.0	0	0.7	0.0	0.0	0.0	0.7	CSW DoIT HCM Assessment Fee
04300	546100	Postage & Mail Services	0.0	0.2	0	0.0	0.0	0.0	0.0	0.0	
04300	546400	Rent Of Land & Buildings	47.2	0.0	0	63.2	0.0	0.0	0.0	63.2	CSW Rent
04300	546610	DOIT Telecommunications	0.0	0.5	0	0.0	0.0	0.0	0.0	0.0	
04300	546600	Employee Training & Education	0.2	0.0	0	0.0	0.0	0.0	0.0	0.0	
04300	546900	Advertising	2.3	0.0	0	0.0	0.0	0.0	0.0	0.0	
04300	547900	Miscellaneous Expense	2.9	74.8	0	100.5	0.0	0.0	0.0	100.5	CSW Commission Events
	<b>400</b>	<b>Other</b>	<b>56.7</b>	<b>100.4</b>	<b>0</b>	<b>195.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>195.7</b>	
<b>TOTAL EXPENSE</b>			<b>215.5</b>	<b>337.9</b>		<b>458.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>458.5</b>	

## REV EXP COMPARISON

(Dollars in Thousands)

### 60100 - Commission on the Status of Women

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	General Fund	Other Funds	Other Transfers	Federal Funds	Total
<b>SOURCES</b>	<b>580.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>580.5</b>
Personal Services and Employee Benefits	251.6	0.0	0.0	0.0	251.6
Contractual services	133.2	0.0	0.0	0.0	133.2
Other	195.7	0.0	0.0	0.0	195.7
<b>USES Total:</b>	<b>580.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>580.5</b>
<b>Net:</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

Status of Women

BU PCode  
60100 P691

State of New Mexico  
**Contract by PCode Detail**  
(Dollars in Thousands)

Fund	Account	#	Contract Purpose	Actuals	FY 2026 Agency Request				Total	Justification	
					GF	OSF	ISF/IAT	FF			
04300	535200	Professional Services	1001	CSW Financial Services	0.0	48.7	0.0	0.0	0.0	48.7	CSW Financial Services
04300	535300	Other Services	1000		9.9	0.0	0.0	0.0	0.0	0.0	
04300	535400	Audit Services	1000	CSW Annual Audit	10.8	11.9	0.0	0.0	0.0	11.9	CSW Annual Audit
04300	535600	IT Services	1000	CSW IT Contract	47.2	72.6	0.0	0.0	0.0	72.6	CSW IT Contract
<b>TOTAL EXPENSE</b>					<b>67.8</b>	<b>133.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>133.2</b>	

Commission on the Status of Women  
Fund 04300  
FY26 Budget Request: E4

P-Code P691

Funding Source	ACCOUNT	Line Item for Pivot Table Use	FY24 OpBud	FY24 YTD ACTUALS & ENCUMB	FY25 OpBud	FY26 CSW Budget Request	COMMENTS
	520100	520100 - Exempt Perm Positions P/T&F/T	-	101.8	134.4	190.7	
	520200	520200 - Term Positions	-	-	-	-	
	520300	520300 - Classified Perm Positions F/T	-	-	57.7	-	
	520400	520400 - Classified Perm Positions P/T	-	-	-	-	
	520500	520500 - Temporary Positions F/T & P/T	-	-	-	-	
	520600	520600 - Paid Unused Sick Leave	-	-	-	-	
	520700	520700 - Overtime & Other Premium Pay	-	-	-	-	
	520800	520800 - Annt & Comp Paid At Separation	-	-	-	-	
	520900	520900 - Differential Pay	-	-	-	-	
	521100	521100 - Group Insurance Premium	-	12.0	9.8	20.1	
	521200	521200 - Retirement Contributions	-	19.6	13.2	34.6	
	521300	521300 - F I C A	-	7.2	8.4	13.8	
	521400	521400 - Workers' Comp Premium	-	6.9	9.2	-	
	521410	521410 - GSD WC Premium	-	-	-	-	
	521500	521500 - Unemployment Comp Premium	-	-	-	-	
	521600	521600 - Employee Liability Ins Premium	-	-	-	-	
	521700	521700 - RHC Act Contributions	-	2.0	4.8	3.6	
	521900	521900 - Other Employee Benefits	-	-	-	-	
	523000	523000 - COVID Admin Leave	-	-	-	-	
	523100	523100 - COVID EFMLA	-	-	-	-	
	523200	523200 - COVID Hours	-	-	-	-	
	<b>200</b>	<b>PS/EB - SUBTOTALS</b>	<b>132.1</b>	<b>149.5</b>	<b>237.5</b>	<b>262.8</b>	
1100000000	535200	535200	-	-	-	48.7	
1100000000	535300	535300	-	9.9	70.8	-	
1100000000	535400	535400 - Moss Adams Audit	-	10.8	10.7	11.9	
1100000000	535600	535600 - Work Quest	-	47.2	-	72.6	
1100000000	<b>300</b>		<b>81.5</b>	<b>67.8</b>	<b>81.5</b>	<b>133.2</b>	
ZH5111	535600	535600 - Work Quest	-	18.7	-	-	
ZH5111	<b>300</b>		<b>18.7</b>	<b>18.7</b>	-	-	
ZH9372	535200	535200 - Single Space Strategies	-	35.0	-	-	
ZH9372	535300	535300	-	0.9	-	-	
ZH9372	535600	535600	-	5.9	-	-	
ZH9372	<b>300</b>		<b>60.0</b>	<b>41.8</b>	-	-	
	<b>300</b>	<b>Contracts - SUBTOTALS</b>	<b>160.2</b>	<b>128.4</b>	<b>81.5</b>	<b>133.2</b>	
1100000000	542100	Employee I/S Mileage & Fares	-	1.1	5.0	12.0	
1100000000	542200	Employee I/S Meals & Lodging	-	0.7	5.0	11.0	
1100000000	542300	Brd & Comm Mbr Meals & Lodging	-	1.0	-	-	
1100000000	542310	Brd & Comm Mbr Mileage & Fares	-	0.9	-	-	
1100000000	544100	Supplies-Office Supplies	-	-	5.0	5.3	
1100000000	545600	Reporting and Recording	-	-	-	1.1	
1100000000	545700	IS Rate DoIT	-	-	1.9	1.9	
1100000000	545710	DoIT HCM Assessment Fee	-	-	-	0.7	

Funding Source	ACCOUNT	Line Item for Pivot Table Use	FY24 OpBud	FY24 YTD ACTUALS & ENCUMB	FY25 OpBud	FY26 CSW Budget Request	COMMENTS
1100000000	546100	Postage & Mail Services	-	-	0.2	-	
1100000000	546400	Rent Of Land & Buildings	-	47.2	-	63.2	
1100000000	546610	DOIT Telecommunications	-	-	8.5	-	
1100000000	546900	546900 - KDCE Radio Advertising	-	1.2	-	-	
1100000000	546900	546900 - El Rito Media LLC	-	1.1	-	-	
1100000000	547900	547900 - Tamaya Hyatt Resort	-	2.9	74.8	100.5	
1100000000	400		89.3	56.0	100.4	195.7	
ZH5111	542100	Employee I/S Mileage & Fares	-	-	-	-	
ZH5111	543830	IT HW/SW Agreements	-	6.9	-	-	
ZH5111	544000	Supply Inventory IT	-	1.2	-	-	
ZH5111	544100	Supplies-Office Supplies	-	0.3	-	-	
ZH5111	544900	Supplies-Inventory Exempt	-	0.1	-	-	
ZH5111	545700	ISD Services	-	1.9	-	-	
ZH5111	545900	Printing & Photo Services	-	0.0	-	-	
ZH5111	546400	Rent Of Land & Buildings	-	36.6	-	-	
ZH5111	546610	DOIT Telecommunications	-	0.1	-	-	
ZH5111	547900	Miscellaneous Expense	-	7.1	-	-	
ZH5111	400		106.3	54.2	-	-	
ZH9372	542300	Brd & Comm Mbr Meals & Lodging	-	2.1	-	-	
ZH9372	544000	Supply Inventory IT	-	0.4	-	-	
ZH9372	544100	Supplies-Office Supplies	-	0.0	-	-	
ZH9372	547900	Miscellaneous Expense	-	7.7	-	-	
ZH9372	400		15.0	10.3	-	-	
	400	<b>Other - SUBTOTALS</b>	<b>210.6</b>	<b>120.5</b>	<b>100.4</b>	<b>195.7</b>	
		555100 - Other Financing Uses	-	-	-	-	
	500	<b>OF Uses - SUBTOTALS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
		<b>GRAND TOTALS</b>	<b>502.9</b>	<b>398.4</b>	<b>419.4</b>	<b>591.7</b>	





# 2023 Annual Report



**NEW MEXICO  
COMMISSION  
ON THE STATUS  
*of Women***

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# 2023 Annual Report

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### OUR MISSION

*The Commission on the Status of Women will work to ensure the success, advancement, health, 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.*

## SECTION 1 HISTORY

The New Mexico Commission on the Status of Women (CSW) was **established in 1975** to address fundamental women's issues, such as advocating for women to have credit in their own name, and later progressed to supporting the adoption of the Equal Rights Amendment. Originally, the Commission consisted of 15 members representative of all fields of interest to women and including one member from the Human Rights Commission. Section 28-3-1 (2021) provided that at least one member shall be appointed from and reside in each planning and development district, that a majority of the members appointed shall be women, and there be no more than eight members belonging to any one political party.

Based on the founding statutes, Chapter 28, Article 3, Section 28-3-2 **the duties of the Commission on the Status of Women are as follows:**

- *Stimulate and encourage throughout the state the study and review of the status of women in New Mexico and may act as a clearing house for all activities involving the status of women.*
- *Recommend methods of overcoming discrimination against women in public and private employment.*
- *Promote methods for enabling women to develop their skills, continue their education and be retrained.*
- *Cooperate with and assist public and private entities dealing with women.*
- *Conduct periodic conferences throughout the state to apprise women of their rights and opportunities and to learn from them of their needs and problems.*
- *Secure recognition of women's accomplishments and contributions to New Mexico.*

In 2012, the CSW faced a setback when the then current Governor defunded and dismantled the Commission.

The revival of the Commission's activities began in 2019 with Governor Lujan Grisham's budget proposal for fiscal year 2020, which reintroduced funding for the Commission. The allocation of a general appropriation for operational funds became instrumental in the Commission's renewed ability to address the needs of women in New Mexico. After the Commission met the required quorum, the search for staff began. An ad hoc committee was formed and hired an Interim Executive Director who served from June 2021 to March 2022 when the search for a permanent Executive Director was launched. This process led to the hiring of a new Executive Director in August 2022.

In 2023, the Commission is on track to rebuild and renew its important work. **As of 2023, the Commission is making substantial strides towards its reconstruction.**

## SECTION 2 OPENING MESSAGE

December 1, 2023

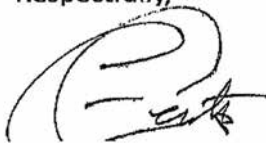
Welcome to the New Mexico Commission on the Status of Women's 2023 Annual Report! Our bipartisan Commission spans New Mexico and after years of forced dormancy is alive and vital to understanding and improving the lives of women across the state. It is the mission of the NMCSW to be the hub for women, women's organizations, governmental entities, nongovernmental organizations, business funders and non-profit funding organizations to coalesce to support the women of New Mexico. The Commission collaborates internally and externally to create the first home for data to assess the status of women across the state on critical issues including business and job creation and loss, domestic violence, childcare, sexual assault, education, training, and healthcare.

The Commission meets monthly, seeking information and establishing consensus for policy guidance to improve the lives of women and by extension New Mexico, itself. The Commission has been part of other organizations' meetings and policy discussions, too many to count. "Listening Tours" in Española and Silver City, New Mexico are a continuation of the Commission's presence in the community to learn the status of women in rural parts of the state.

And finally, the New Mexico Commission of the Status of Women's First Annual Women's Summit discussed fully herein was an inspirational event to bring together women from all around the state to further our mission of improving women's lives. With 300 registrants, national speakers, local and rural business organizations, funders, both for business and for nonprofit work, in addition to archival footage of women right now documenting on video their place in the world, let alone New Mexico - the Commission has created an annual event to inspire and forward women together.

The Commission is being recognized statewide for its impact on forwarding the women of New Mexico and is devoted to refining and holding itself accountable to its mission and the statutory edict it has been given into the future. The amazing, diverse, and dedicated women on the Commission bring the troubles, gifts, solutions, and needs of the parts of New Mexico that they represent. The problems women face New Mexico today have changed since the enabling legislation. The Women's Commission is unafraid of the big work to be done to affect our mission. The Commission is onboard and appreciates the increasing faith the state and our legislature has shown in supporting the Women's Commission, our mission, and together we will improve our New Mexico by improving the lives of New Mexico's women.

Respectfully,

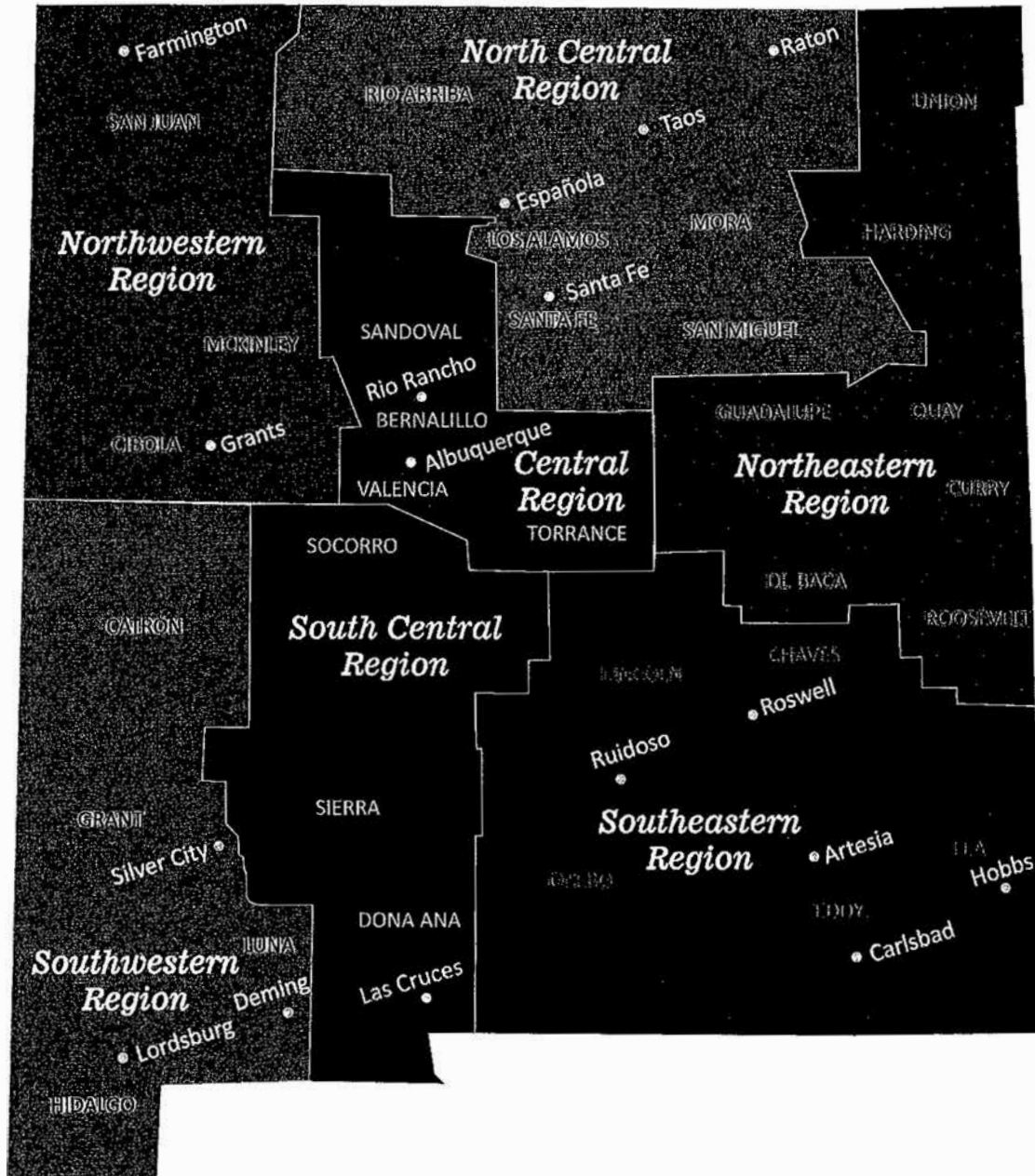


Lisa K. Curtis, J.D.

Chair on Behalf of the New Mexico Commission on the Status of Women

## SECTION 3 REGIONS

As of December 2023, there are 13 members of the Commission,  
representing all seven regions of New Mexico.



- |   |   |  |
|---|---|--|
|  Northwestern  |  Central |  Southeastern  |
|  North Central |   |  South Central |
|  Northeastern  |   |  Southwestern  |

**SECTION 4**  
**COMMISSIONERS**  
*as of December 2023*

**Commission Chair**



Lisa Curtis, J.D.  
[lisa.curtis@csw.nm.gov](mailto:lisa.curtis@csw.nm.gov)  
Central Region

**Vice-Chair**



Erin Armstrong, J.D.  
[erin.armstrong@csw.nm.gov](mailto:erin.armstrong@csw.nm.gov)  
Central Region

**Treasurer**



Maryann Ustick  
[maryann.ustick@csw.nm.gov](mailto:maryann.ustick@csw.nm.gov)  
Northwestern Region

**Secretary**



Arianna Parsons  
[arianna.parsons@csw.nm.gov](mailto:arianna.parsons@csw.nm.gov)  
South Central Region

## COMMISSIONERS



Brenda Saiz, J.D.  
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Central Region



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Northwestern Region



Celina Bryant, Ph.D.  
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Southeastern Region

**STAFF**  
*as of December 2023*

**Executive Director**



Jenifer Raphael Getz  
[Jenifer.getz@csw.nm.gov](mailto:Jenifer.getz@csw.nm.gov)

Executive Director Jenifer Raphael Getz is a social justice activist with a lifelong commitment to women's issues and a belief in creating change by engaging multiple stakeholders and identifying shared goals. Jenifer is active in New Mexico's non-profit community, having served as Interim Executive Director and Vice President of the Board of the Southwest Women's Law Center, and consulted and written grant proposals for Navajo & Hopi Families COVID-19 Relief Fund, the New Mexico Immigrant Law Center, and Planned Parenthood of the Rocky Mountains. Jenifer has a background in finance, administration, and management, working previously as a senior auditor with Atkinson and Co., a small business owner of Sunquest Aviation, and Treasurer of the Board of the Jessie Smith-Noyes Foundation. She has raised two adult children in New Mexico with her husband of 30 years.

## SECTION 5 WORK COMPLETED IN 2023

### PUBLIC MEETINGS

In 2023, the CSW conducted eleven public meetings addressing various issues impacting women in New Mexico. All meeting announcements, agendas, and minutes are posted on the Commission's website [NMCSW.org](http://NMCSW.org) in **adherence with the Open Meetings Act**.

Subject matter experts spoke on issues including upcoming legislative session priorities, the status of red flag laws in our state, paid family and medical leave, LGBTQ issues, available support services, and the challenges New Mexico women face regarding economic security.

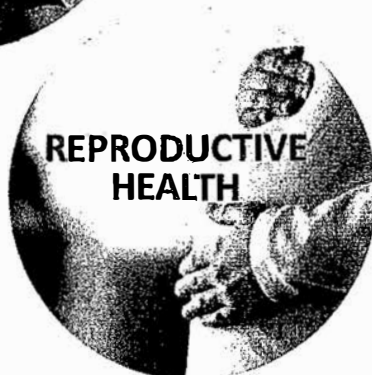
### INFORMATIONAL CAMPAIGNS

The Commission on the Status of Women is working on **proactive informational campaigns addressing vital issues for women** such as childcare, reproductive healthcare, domestic violence, and the use of red flag laws. Leveraging their newly established database of contacts, the CSW is disseminating information and resources relating to these issues affecting women.

These outreach initiatives aim to **educate and support the community** by providing guidance on new childcare and reproductive healthcare laws, and resources for individuals affected by domestic violence. Additionally, the Commission is shedding light on the proper implementation of red flag laws, fostering a more informed and empowered environment for women throughout New Mexico.



### TOP WOMEN'S ISSUES/ OUTREACH PRIORITIES 2023



## SECTION 5 WORK COMPLETED IN 2023 (continued)

### REGIONAL EVENTS

Based on budget constraints in calendar year 2023, the CSW was unable to begin hosting regional events until the fiscal year 2024 budget was available in July 2023. From July to December 2023, the Commission held three regional events. An **additional four regional events** are planned for January through June 2024.

In August 2023, a Listening & Learning Tour event was held in Española, New Mexico, at the Northern New Mexico College (NNMC).

The event was focused on economic security for women, which was determined to be one of the top four issues affecting women in our state. This information came from the previous Listening & Learning Tour in 2021 and was also selected in response to the economic and work challenges women faced during the pandemic.

At the event, a **panel discussion with local women business owners** focused on how to start, market, and run a successful small business. The CSW worked with local and state political officials, Small Business Development Center personnel, and the team at NNMC. The goal of this collaboration was to provide women with an ongoing group of local resources to draw from in the future, as well as to establish connections in this region of the state.

The event was attended by approximately 50 people, and speakers ranged from State

Representatives to the college President, the SBDC director, and others. The CSW Executive Director provided a presentation on State of New Mexico programs and support options for women interested in starting their own business to provide flexibility and economic security for their families. Information on the new laws affecting the lives of women including the new Childcare and Child tax Credit laws passed in 2023 were also shared.

Taking the opportunity for continued input from constituents, the CSW surveyed attendees on the issues most challenging to women in New Mexico, receiving 12 responses. (a 24% response rate).



NEW MEXICO COMMISSION ON THE STATUS OF WOMEN  
**Listening & Learning Tour Event - Española**  
August 4, 2023 | Northern NM College  
Lunch 11:30 am | Panel 12:00-1:30 pm

Elisa Sanchez CEO  
AVANU General Contracting LLC

Elizabeth Inmen  
Owner  
Purple Adobe Lavender Farm

Giovanna Paparetti  
Taos Fine Artist  
Published Author

Learn from Women Business Owners!  
Free Lunch & Free Childcare (ages 5 & up)

NORTHERN New Mexico College  
AMERICA'S SBDC NEW MEXICO  
Virtual attendance is possible. Learn more at: nmcsw.org

## SECTION 5 WORK COMPLETED IN 2023 (continued)

### WOMEN'S SUMMIT

In September 2023, the CSW held its first annual Women's Summit. Through this event, the Commission focused on **social change, advocated for policy reforms, and worked toward creating a more inclusive society where women can thrive.**

One of the key goals of the Summit was to bring together legislators, funders, and non-profits to open lines of communication and inspire collaboration between these stakeholder groups. Non-profit organizations supporting women in our state were able to showcase their work to potential funders and establish connections to secure vital resources.

**The conference acted as a bridge, linking funders with organizations that are driving positive change,** thus augmenting the financial resources available for initiatives focused on women's empowerment and well-being.



Additionally, the Women's Summit offered a **valuable opportunity for political leaders to gain insights into the pressing issues faced by women in New Mexico and the work being done by non-profits to address these challenges.** By engaging with organizations and attending conference sessions, lawmakers could gather information and perspectives that inform their decision-making. This firsthand exposure to the challenges and successes of non-profit initiatives helps lawmakers identify potential gaps in existing legislation and consider new bills



or policy measures that may be required to support women's rights and well-being.

The Women's Summit also played a crucial role in supporting and strengthening non-profit organizations in New Mexico. By providing a platform for networking and knowledge-sharing, the conference bolstered the capabilities of these organizations. Non-profits can learn from one another, exchange best practices, and form collaborations to maximize their impact.

The conference also offered educational sessions, panel discussions, and networking opportunities, equipping organizations with the tools and knowledge they needed to address the evolving issues affecting women in the state.

## SECTION 5 WORK COMPLETED IN 2023 (continued)



The theme of the 2023 Summit was “Using our Collective Power to Advance Gender Equity.” The event included a full day of speakers, panel discussions, and informative breakout sessions focused around three themes:

1. A Path Forward to Economic Security
2. Exploring Movements to Drive Change
3. Uniting Policy and Advocacy to Meet the Needs of Women in NM

300 people registered for the Summit, hitting the maximum limit for the event and proving the community’s desire to participate in the discussion and improve the lives of women across New Mexico. There were more than 50 panelists and event participants who took part, providing a broad cross section of women from all walks of life, and a variety of cultures, ages, and careers, **representative of the variety of women who live and work in New Mexico.**



The Women’s Summit event was captured by videographers and a **short film commemorating the day will be available in early 2024 on the Commission’s website.** The first annual Women’s Summit was a huge success, and we will be tracking the progress between stakeholder groups that resulted from the event as we move into 2024.

### LOOKING AHEAD/PLANNED EVENTS

In December 2023, the CSW will hold its next Listening & Learning Tour event in Silver City, New Mexico. Following a similar format to the one used in Española and engaging ongoing resource partners, the event will be planned around the needs and goals of potential participants in the Silver City region of the state.

## SECTION 6 LEGISLATIVE WORK 2023

In preparation for the legislative session in 2023, the CSW met with more than 30 organizations and stakeholders to learn more about the issues and bills that would be discussed during the legislative session. After presentations from subject matter experts and internal conversations, the CSW was proud to support and provide public comment on the following bills.

### **HB7 REPRODUCTIVE AND GENDER-AFFIRMING HEALTHCARE- PASSED**

This bill stated that a public body may not discriminate against a person for using or not using reproductive healthcare services (RHCS), including gender-affirming care; may not deny or interfere with a person's ability to use RHCS, may not prosecute or punish a person for their RHC choices.

*The Commission supported this bill because women are the group most affected by restricting access to the full range of reproductive healthcare services. In addition, these services have become harder to access across the country since the Dobbs Decision from the U.S. Supreme Court in June 2022.*



### **Hb27 BREAST EXAM HEALTH COVERAGE- PASSED**

This bill stated that coverage for diagnostic and supplemental breast examinations shall not be subject to cost sharing (deductible, co-insurance). Public comment revealed that women diagnosed with breast cancer are paying up to \$1,400 for each required additional breast exam, even if prescribed by their doctor.

*The Commission supported this bill because women are the primary group affected by these additional insurance charges.*



### **HB31 NO PUBLICATION REQUIRED FOR NAME CHANGES- PASSED**

This bill eliminated the requirement to post a name change in the public record like a newspaper, which can create safety concerns for victims of domestic violence and LGBTQ+ individuals.

*The Commission supported this bill because women and girls are most often the victims of domestic violence and are negatively impacted by posting name change information in public forums, making them susceptible to additional violence from their attackers.*

SECTION 6  
**LEGISLATIVE WORK 2023**  
**(continued)**

**HB133 RECRUIT SEXUAL ASSAULT SERVICE PROVIDERS- PASSED**

This was an appropriation bill to the Crime Victims Reparation Commission to recruit and retain sexual assault service providers.

*CSW supported this bill. With the drop in Victim of Crimes Act funding this work was in jeopardy of losing necessary funding and services.*



**HB38 RURAL HEALTHCARE PRACTITIONER ADDITIONS- PASSED**

This bill was focused on adding additional medical professionals to those able to claim a tax credit for working in rural New Mexico.

*The Commission supported this tax credit because of the concern over healthcare deserts in New Mexico and the need for incentives to keep rural medical practitioners in our communities around the state.*

**HB134 MENSTRUAL PRODUCTS IN SCHOOL BATHROOMS- PASSED**

This bill required the New Mexico Public Education Department to provide menstrual products in school bathrooms free of charge.

*The CSW supported this bill because of the data showing that portions of the public-school population were unable to afford menstrual products and were missing school days because of this issue. Additionally, instances of toxic shock syndrome were reported because of girls using feminine products longer than recommended due to affordability issues. Women were disproportionately affected by this issue.*



**HB144 INCREASE CERTAIN CHILD INCOME TAX CREDIT- PASSED**

This bill raised the New Mexico Child Income Tax credit for qualifying individuals with gross incomes of \$75,000 or less.

*The Commission supported this increase in the Child Tax Credit because of the benefit to working mothers who are often the primary support for their families.*

**SECTION 6**  
**LEGISLATIVE WORK 2023**  
**(continued)**

**SB7 RURAL HEALTHCARE DELIVERY FUND- PASSED**

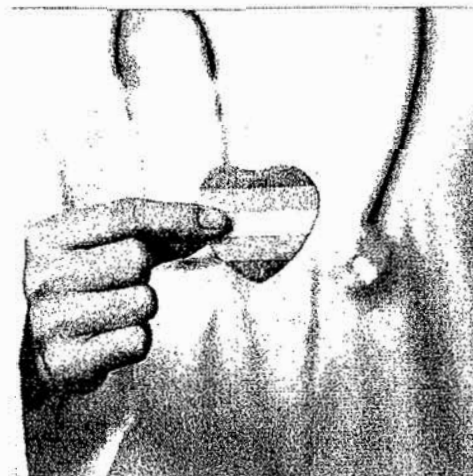
This bill was designed to defray operating losses and startup costs of rural healthcare providers and facilities that provide new or expanded healthcare services in New Mexico.

*The CSW supported this bill because of the challenges in accessing healthcare faced by rural women in New Mexico. Reproductive healthcare in New Mexico, including the full spectrum of pre-natal to post-partum care is not available in many rural communities causing women to drive hours for pregnancy care.*

**SB13 REPRODUCTIVE HEALTH PROVIDER PROTECTIONS- PASSED**

This bill protects the privacy of healthcare providers, recipients and others engaging in reproductive and gender affirming care, from certain civil or criminal liability or professional disciplinary actions.

*The Commission supported this bill because of the developing legal and safety issues around reproductive healthcare since the Dobbs decision in June of 2022, which has negatively affected the health and access to healthcare of women. Additionally, healthcare providers have been negatively affected by the Dobbs Decision and this bill provides protections for providers and those seeking gender affirming care.*



**SB397 SCHOOL-BASED HEALTH CENTERS- PASSED**

This bill enacted a new section of the Public Health Act to create and operate School Based Health Centers. These centers are often the only healthcare available in small rural communities and the CSW supports the expansion and funding of these resources.

*This will directly benefit women and their children who have no other choices for healthcare in their communities.*

## SECTION 7 BUDGET 2023

At the 2023 Legislative session the CSW was awarded \$295,000 in General Fund appropriations, with an additional \$75,000 in JR Bill funding and \$125,000 in special appropriations. The CSW received a total of \$495,000 for Fiscal Year 24. The budget for the CSW provides funding for the following line items from July 1, 2023, to June 30, 2024.

COMMISSION ON THE STATUS OF WOMEN BUDGET FY24 (July 1, 2023 to June 30, 2024)	
<b>Personnel</b>	
Executive Director	117,266
Benefits	45,734
<b>Executive Director Total</b>	<b>163,000</b>

<b>Contract &amp; Professional Fees</b>	
Strategic Planning Consultant & Plan Design	35,000
Web Maintenance/Social Media/Outreach/ Advertising Database/Mailing List Development	90,000
Credit Card Merchant Service POS Audit	7,000
Annual Audit	10,788
<b>Total Contract &amp; Professional Fees</b>	<b>142,788</b>

<b>Travel &amp; Meetings- Commission members and staff</b>	
Board Per Diem	2,700
Board Mileage	2,734
Employee Travel, Meals, Lodging	8,000
CSW Retreat- Food and Lodging	6,000
<b>Total Travel &amp; Meetings- Commission Members and Staff</b>	<b>19,434</b>

<b>Office Expenses</b>	
GSD Flat Rate Fees	4,000
General Office Supplies	5,000
DOIT Telecommunications	3,000
Subscriptions, Dues, License fees	3,778
Reports/Annual Report Printing	2,000
<b>Total Office Expense</b>	<b>17,778</b>

**SECTION 7**  
**BUDGET 2023**  
**(continued)**

<b>Outreach &amp; Programming</b>	
Listening Tour	
Listening Tour (6 Locations Around NM)	42,000
<b>Total Listening Tour</b>	<b>42,000</b>

<b>Annual Women's Summit</b>	
Summit for NM Stakeholder Groups	110,000
<b>Total Women's Summit</b>	<b>110,000</b>
<b>Total Budget for Fiscal Year 2023-2024</b>	<b>495,000</b>

## SECTION 8 AUDIT & OTHER INTERNAL ASSESSMENT WORK

The CSW has successfully concluded our audit for the year 2023. Audit reports can be accessed on the CSW website, NMCSW.org.

In accordance with the Government Auditing Standards, Moss Adams has completed an audit of the Commission on the Status of Women's financial statements ending June 30, 2023. Following approval by the Office of the State Auditor, Moss Adams' financial statement includes an **unmodified auditor's report** confirming no material weakness(es), significant deficiency, or noncompliance material to the financial statements. In Moss Adams' opinion, the financial statements present fairly, in all material respects, the respective financial position of the governmental activities and the major general fund as of June 30, 2023, the respective changes in financial position and budgetary comparison of the general fund for the year then ended in accordance with accounting principles generally accepted in the United States. The full report on the CSW Financial Statements and Supplementary Information for the fiscal year ended June 30, 2023, can be found on the website NMCSW.org.

### STATE OF NEW MEXICO COMMISSION ON THE STATUS OF WOMEN Statement of Revenues, Expenditures, and Changes in Fund Balances--Governmental Funds Year Ended June 30, 2023

	General Fund (04300)	Conference (08700)	Girls Program (27400)	TeamWorks (38300)	Total Governmental Funds
REVENUES	\$ -	\$ -	\$ -	\$ -	\$ -
EXPENDITURES					
Current					
Payroll	108,998	-	-	-	108,998
Contractual Services	51,135	-	-	-	51,135
Other Operating Costs	17,908	-	-	-	17,908
Total expenditures	<u>178,041</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>178,041</u>
OTHER FINANCING SOURCES					
State General Fund appropriations	200,000	-	-	-	200,000
Reversions to the state general fund	(4,934)	-	-	-	(4,934)
Total other financing sources	<u>195,066</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>195,066</u>
NET CHANGE IN FUND BALANCES	17,025	-	-	-	17,025
FUND BALANCES, beginning of year	<u>182,975</u>	<u>65,166</u>	<u>6,955</u>	<u>-</u>	<u>255,096</u>
FUND BALANCES, end of year	<u>\$ 200,000</u>	<u>\$ 65,166</u>	<u>\$ 6,955</u>	<u>\$ -</u>	<u>\$ 272,121</u>

## SECTION 8 AUDIT & OTHER INTERNAL ASSESSMENT WORK (continued)

As we expand our efforts to support the women of New Mexico by offering programs, enhancing communication, and providing valuable resources, we are committed to **solidifying our internal framework** and adhering to state regulations and policies. In pursuit of these objectives, we have undertaken the following work.

### POLICIES AND PROCEDURES

We are actively engaged in **advancing our organizational strength and longevity** through ongoing development of policies and procedures for the Commission, along with the documentation required for effective employee management. We are currently in the process of establishing comprehensive systems for the collection, storage, and backup of documents, which are integral to our organizational success. These initiatives are well underway in 2023.

### COMMITTEES

In 2023 the CSW has established committees responsible for different facets of our work. One such committee already in operation is the Finance Committee, tasked with overseeing budget and audit processes. Another committee, the Legislative Committee, is dedicated to studying, bills and memorials that impact the women of New Mexico. Furthermore, our Communications Committee is currently working on **expanding our outward-facing communication plan and organizing events throughout 2023 and beyond**. To enhance our governance practices, we have elected executive members to lead the organization.

### BEYOND 2023

In 2023, we successfully updated and enhanced our website and established a presence across various social media platforms. Furthermore, we are actively executing a comprehensive communication plan spanning both 2023 and 2024. Our primary aim is to continuously elevate our website, offering region-specific resources and direct channels for women to connect with their regional Commissioners, enabling them to address the everyday challenges they encounter.

During fiscal year 24, we'll leverage our newly created 2000-person database to drive educational campaigns regarding new laws in our state that directly benefit women. Our overarching vision centers around **expanding our communication efforts to provide women across the state with invaluable information and support**.

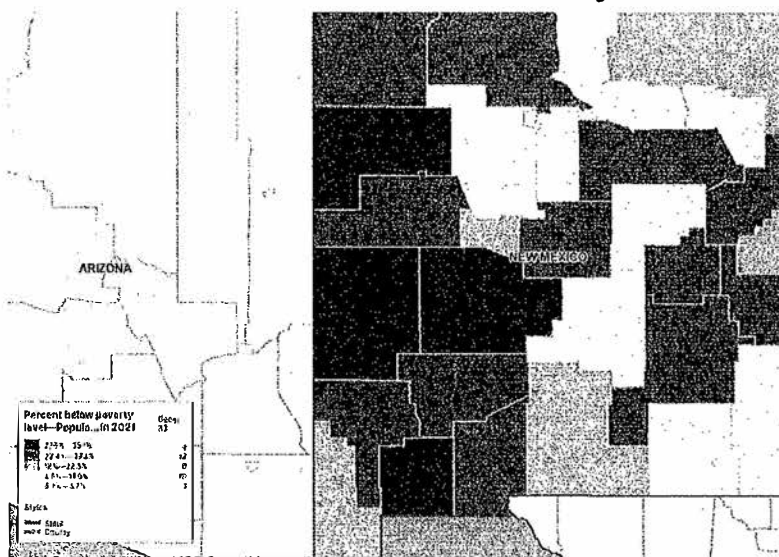
## SECTION 9 THE STATUS OF WOMEN IN NEW MEXICO 2023

NMCSW thanks University of New Mexico's Bureau of Business and Economic Research (BBER) for their contribution of graphs and data in this section of the Annual Report.

### NM WOMEN BELOW THE POVERTY LINE

In 2023, women in New Mexico continue to face disproportionate challenges regarding poverty. The intersection of various factors such as wage gaps, limited access to higher-paying jobs, and caregiving responsibilities adds to their economic vulnerability. Despite efforts to address these issues, a significant number of women, especially those from marginalized communities, still grapple with financial instability. The ongoing impact of the COVID-19 pandemic has further widened these economic disparities, highlighting the pressing need for comprehensive policies and support systems that specifically address the unique circumstances faced by women in poverty across New Mexico.

#### NM Percent Female Below Poverty Line



**Lowest Poverty:**  
Los Alamos- 4.7%

**High Population Counties:**  
Bernalillo- 16.6%  
Dona Ana- 24.8%  
San Juan- 24.4%  
Sandoval- 11.7%  
Santa Fe- 12.9%

**Highest Poverty:**  
Catron- 30.6%  
McKinley- 35.1%

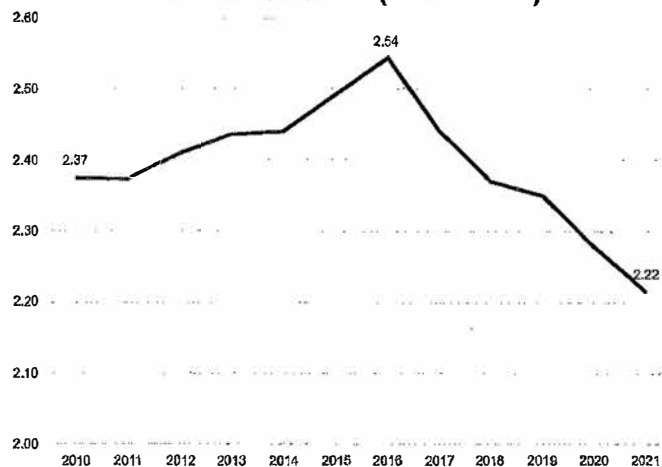
*Source: US Census Bureau American Community Survey 5 year estimates for 2021 Table S1701*

## SECTION 9 THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

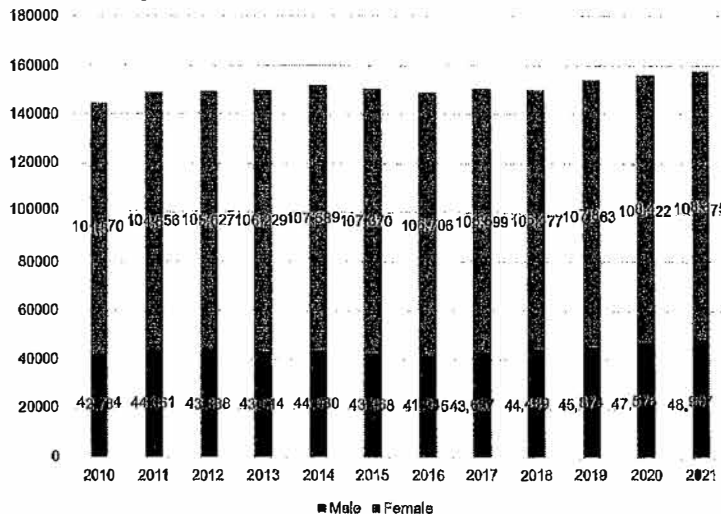
### NM HOUSEHOLDS: NO SPOUSE

New Mexico continues to see a significant number of women heading households independently. This trend stems from various factors, including higher rates of divorce, single parenthood, and women choosing to establish their households. These women often shoulder multiple responsibilities, managing both work and family, and face unique financial and social challenges. The presence of a considerable number of female-headed households in the state highlights the need for targeted support systems, access to quality education, affordable childcare, and employment opportunities that enable these women to sustain their families and thrive in their roles as both caregivers and providers. Efforts to address the specific needs of these households are crucial for fostering greater economic stability and empowerment among women in New Mexico.

**Proportion of No Spouse Householders:  
Female to Male (2020-2021)**



**No Spouse Householders: Female & Male**



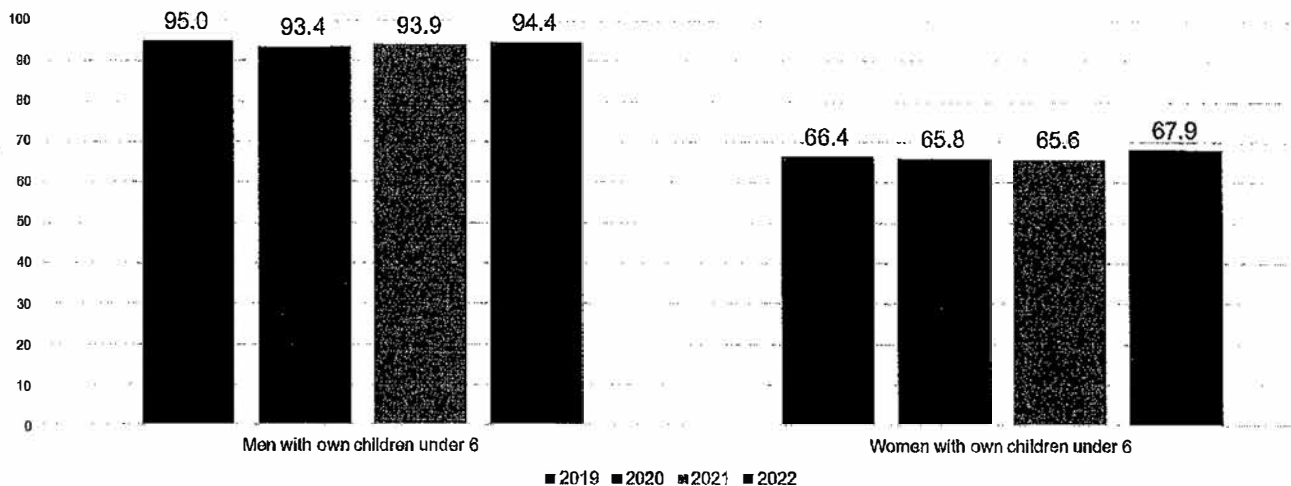
Source: US Census Bureau American Community Survey 5 year estimates Table B11001

## SECTION 9 THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

### **CHILDCARE REMAINS A CONCERN**

The disparity in employment rates between women and men in New Mexico can be attributed to a complex interplay of several factors. Gender-based wage gaps persist, limiting women's access to higher-paying jobs, and the burden of caregiving responsibilities, which often falls disproportionately on women, can hinder their ability to maintain full-time employment. Additionally, structural barriers and workplace discrimination continue to impede women's career advancement. Furthermore, women in New Mexico may face unique challenges, such as limited access to education and training opportunities, especially in underserved communities. These intersecting factors contribute to a higher rate of female unemployment compared to men, highlighting the need for targeted policies and initiatives to address these disparities and promote gender equity in the workforce.

**US Labor Force Participation Rates with Young Children**



*Source: US Bureau Labor Statistics, Labor Force Statistics from the Current Population Survey*

## SECTION 9 THE STATUS OF WOMEN IN NEW MEXICO 2023 (continued)

### THE WAGE GAP

In New Mexico, the wage gap persists as a pervasive issue, affecting women of various racial and ethnic backgrounds differently. White women generally earn less than their male counterparts, but the wage gap is even more pronounced for Latina, African American, and Native American women. Latina women, in particular, face a substantial pay gap, with earnings significantly lower than those of white men. African American women and Native American women also experience substantial wage disparities, which are compounded by historical and structural inequities. This wage gap not only reflects unequal pay for equal work but is also influenced by occupational segregation, limited access to higher-paying positions, and the absence of adequate family-friendly workplace policies. Addressing this wage gap is crucial for achieving economic equity and empowering women of all backgrounds in New Mexico to access the opportunities they deserve.

#### US:

#### Wage Gap

In 1960, women earned 61 cents for every dollar of men's wages.  
In 1994, women earned 77 cents for every dollar of men's wages.  
In 2020, women made 83 cents for every dollar of men's wages.

#### New Mexico:

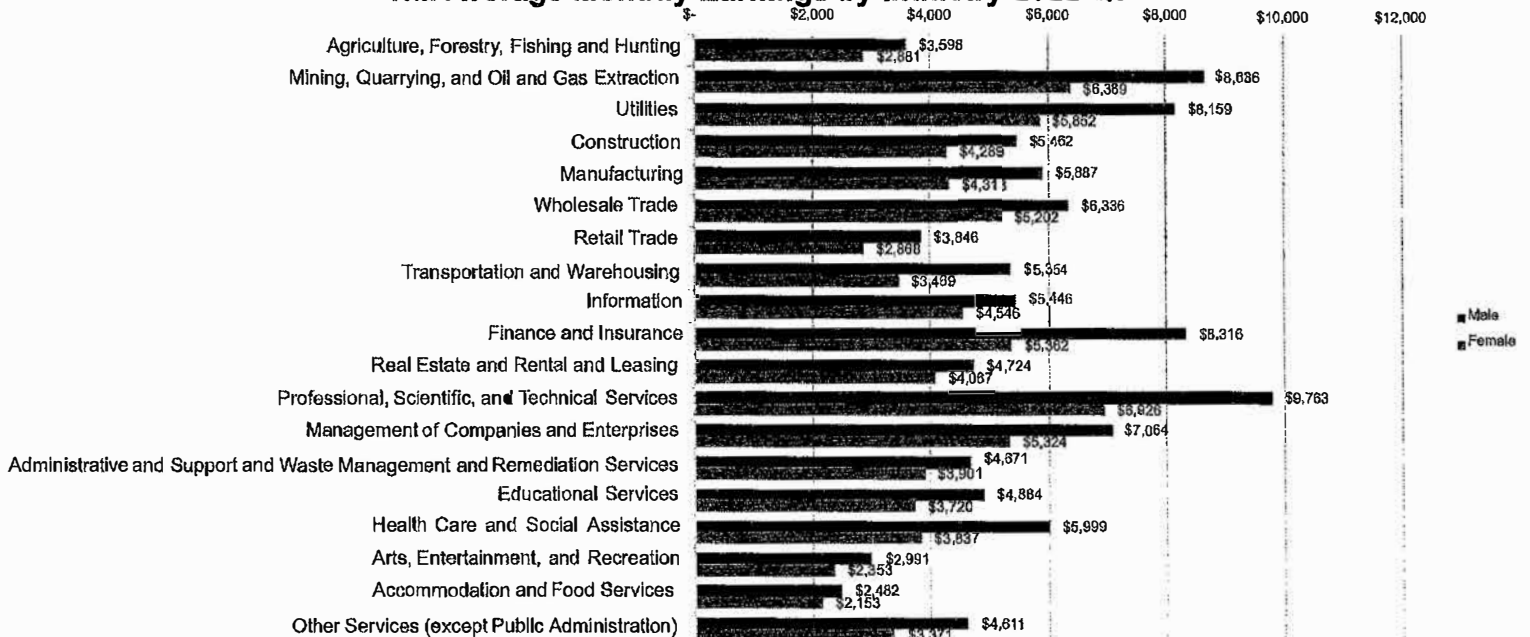
For 2021, the wage gap in New Mexico was 77 cents for every dollar of men's wages.

#### 2021 NM Median earnings:

Men.....\$41,677  
Women..\$32,064

Source: US Census Bureau, Current Population Survey, 1961 to 2021 Annual Social and Economic Supplements (CPSASEC). American Community Survey 1 year estimates 2021 Table S2411

### NM Average Monthly Earnings by Industry 2022 Q3



Source: US Census Bureau Quarterly Workforce Indicators (Full Quarter Employment - Stable)

## SECTION 10 CONCLUSION

In 2023, the status of women in New Mexico presents a complex scenario, blending both progress and persistent challenges.

**Women face ongoing disparities in the workforce, grappling with gender-based wage gaps and heightened unemployment rates.** However, positive shifts toward gender equity have been observed, notably reflected in the increased pursuit of advanced educational degrees by women in the state.

The Commission on the Status of Women is actively engaged in **understanding and addressing the diverse challenges women encounter.** Through Listening & Learning Event tours, the Commission supports women in their communities, focusing this year on economic security issues. These initiatives serve as catalysts to forge unexpected partnerships and foster collaborative solutions.

Events like the Women's Summit serve as valuable platforms for learning and growth, **bringing together unlikely allies to discuss ways to better serve the women in our state.**

The Commission's multifaceted approach includes advocating with state legislators for policy changes, supporting educational opportunities, addressing workplace inequalities, and providing crucial resources to meet the varied needs of women across New Mexico. By establishing spaces for women to connect, exchange insights, and access local resources, the Commission is dedicated to forging a more equitable environment, **ensuring that the needs of women in the state are not only acknowledged but actively supported.**

**NEW MEXICO  
COMMISSION  
ON THE STATUS  
of Women**





# Strategic Plan



FY 2025 - FY 2027

# Introduction

The New Mexico Commission on the Status of Women was created in 1975 to address issues critical to women's advancement, which at that time included issues ranging from women having credit in their own name to adoption of the Equal Rights Amendment. Recently, Governor Michelle Lujan Grisham re-funded the Commission to ensure a focus on addressing issues critical to the success of all New Mexican women.

Initially, the Commission focused primarily on organizational development including hiring an executive director and developing internal policies and procedures. The Commission then devoted itself to understanding the effect of the COVID pandemic on women and gathering data regarding health and work. The primary focus then became dealing with women's health issues following Dobbs and finally the first "Women's Summit" took place in 2023.

The Commission is moving into a new phase and desires to be outward-facing and engaging in substantive, issue-based work. The Commission is committed to engaging in this work mindfully and strategically by developing guiding vision and mission statements and creating a comprehensive plan for the next three years.

# The Process

## **Landscape Analysis**

The strategic planning process began with the development of a landscape analysis focused on creating a shared analysis for the Commission around the current environment for women in New Mexico.

The data for the landscape analysis came from several sources. First, Single Space Strategies (SSS) was contracted and conducted qualitative interviews with Commissioners. These interviews focused on the goals and work of the Commission in the last two years, the ecosystem around women in New Mexico, and the future of both the Commission and issues impacting women. In all, 12 Commissioners participated in these interviews.

SSS also developed and disseminated an online survey to partners across New Mexico soliciting input on the current state of work around issues affecting women and their families as well as perceptions of and opinions about the work of the Commission. Almost all of the survey questions asked for open ended responses which were then coded by the team into themes and categories. Finally, interviews were conducted with representatives of four organizations: Planned Parenthood of New Mexico, New Mexico Women Org, the Collaborative for Gender and Reproductive Equity, and the New Mexico Coalition of Sexual Assault Programs.

Those invited to take the survey included partners identified by the Commission, individuals who attended the 2023 Women's Summit, state and local elected officials, and leadership within institutions of higher education. Ultimately, 99 of these partners responded to the survey. Respondents represent a range of organizations in the ecosystem, including non-profits, small businesses, higher education, state and local government, funders, and healthcare organizations.

This report also contains data gathered from the Commission's website, non-profit organizations, and funders on the programs and services for women in New Mexico. In addition, the report includes data collected from public-facing websites and reports run by Commissions on the Status of Women in other areas of the country.



# Strategic Context

**The Commission is uniquely situated in the New Mexico ecosystem**

As the Commission identifies its goals and objectives for the next three years, it recognizes that it is part of a larger ecosystem of individuals and organizations across the state working on issues that impact women. The New Mexico Commission on the Status of Women recognizes and defines our work to include all women across the gender spectrum, including cisgender and transgender women. The Commission also understands that it occupies a unique position within that ecosystem given its ties to the Governor, its geographic reach, the fact that it is designed to be bipartisan, and the influence and networks of individual Commissioners. This plan is crafted to leverage that unique position and to ensure the Commission is not duplicating the efforts of longstanding organizations.



# Vision and Mission

During the Strategic Planning session, Commissioners explored revisions to the current mission statement, as well as a brand new vision statement to guide the organization's work into the future.

**Vision Statement -**  
a description of what the world would look like if the Commission accomplished all its goals.

The Commission on the Status of Women envisions a New Mexico where all women and girls have equitable opportunities to be healthy, secure, and thrive without the harms of discrimination or bias.



# Strategic Goals and Objectives

Throughout the next three years, the Commission's mission will be supported by the following goals and strategic objectives.

The goals represent the Commission's biggest priorities with the implementing objectives being the critical accomplishments necessary to reach the goal.

## **Goal 1: Partners are aware of the Commission's vision and mission.**



### **Implementing Objective 1.1**

**Develop and implement a plan to get input on the draft vision and mission statements.**

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- ◇ This could include allocating time on a Commission meeting agenda for public comment on the vision and mission statements, adding questions about the vision and mission to the annual survey described in Objective 8.3, and/or adding discussions about the vision and mission statements to the listening and learning tour agendas.

## Goal 2: Women and girls in New Mexico have access to the information they need to be successful.



### **Implementing Objective 2.1**

**Make the Commission's website a more accessible and user-friendly place to find information and access resources.**

- ◇ Organize existing resources on the website by topic area.
- ◇ Develop how-to tutorials on accessing resources.
- ◇ Work with partners to determine what information and resources are missing from the website and determine what to add.
- ◇ Identify websites of similar organizations acting as a resource hub that have accessible and user-friendly navigation and apply those best practices to the Commission's website.



### **Implementing Objective 2.2**

**Develop trainings and other content for the Commission's website.**

- ◇ Identify existing trainings that could be linked to from the Commission's website.
- ◇ Work with partners to generate training videos on topics including but not limited to:
  - know your rights pay equity trainings
  - how to start a small business
  - domestic violence and sexual assault healthy relationship trainings
  - extreme risk protection orders (red flag laws)
  - affirmative consent trainings
  - how to get health insurance and benefits
  - reproductive rights guides
  - access to the ECECD childcare registration process
  - services available for immigrant women



### **Implementing Objective 2.3**

**Continue to provide constituent services for individuals who reach out to the Commission for help navigating resources and develop a system to track the provision of this service.**

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- ◇ Regularly review the types of services constituents are being navigated to and determine if the Commission could develop additional trainings or campaigns to address unmet needs.

**Goal 3: The work of the Commission is driven by timely and accurate data that accounts for differences across race, socioeconomic status, language, geography, sexual orientation, and gender.**

- ◆ **Implementing Objective 3.1**  
**Identify discrete issue areas that the Commission wants to understand more deeply and commission data collection and analysis in that area. These issue areas in the first three years will fall under economic security, healthcare, and safety and security for women, but the Commission will remain flexible if urgent/more timely issues arises.**

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- ◇ Any product of this data collection and analysis will be shared publicly on the Commission's website and rolled out publicly with partner organizations.

- ◆ **Implementing Objective 3.2**  
**Develop and cultivate working relationships with institutions of higher education that can help support this research.**

- ◆ **Implementing Objective 3.3**  
**Use Commission meetings to receive presentations and trainings from experts using recent data and research.**

- ◆ **Implementing Objective 3.4**  
**Publish relevant data and commissioned studies on the Commission's website.**

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- ◇ Implement communications campaigns around new releases of data/analysis products as outlined in Objective 2.1

- ◆ **Implementing Objective 3.5**  
**The Commission will gather and publish online timely and accurate data about the status of women in our state that accounts for differences across race, socioeconomic status, language, geography, sexual orientation, and gender.**

**Goal 4: The Commission is a trusted voice on the impact of proposed policies on women and girls in New Mexico.**



**Implementing Objective 4.1**

**Identify, track and support policy and proposals at the state and local level that will positively or adversely affect women and girls in New Mexico.**

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◇ This work will include collaboration with and support of partners already doing work in these policy spaces.

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**Implementing Objective 4.2**

**Continue to provide policy education through issue campaigns.**

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◇ Implement communications campaigns around new informational campaigns as outlined in Objective 2.1.

**Goal 5: The Commission in collaboration with existing organizations and impacted communities works to develop targeted, strategic campaigns to address specific issues.**



**Implementing Objective 5.1**

**Based on the analyses produced under Objective 3.1, partner with relevant stakeholders and community members to develop campaigns and work plans to address issues uncovered through the analysis.**

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**Goal 6: The Commission serves as a place where women and girls and people working on issues that impact women all across the state can find accessible and meaningful connection and collaboration.**



**Implementing Objective 6.1  
Host the New Mexico Women's Summit annually**

- ◇ Ensure diverse voices are at the table.
- ◇ Work to ensure the summit is accessible to women and girls from historically disinvested communities including communities of color, lower socioeconomic communities, rural communities, and communities disproportionately impacted by gender-based violence, adverse health outcomes, and others.
- ◇ Provide a post-summit survey to attendees to track satisfaction with and perceived usefulness of the event as well as collecting demographic information from attendees to ensure the events are reaching women and girls from historically disinvested communities.
- ◇ Use feedback from the annual summit to increase relevance and attendance every year, especially for women and girls from historically disinvested communities.
- ◇ Work to compensate individuals asked to participate in planning and speaking at the summit.

◇ **Implementing Objective 6.2**  
**Continue to hold events throughout the year in every Commission district.**

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- ◇ Ensure diverse voices are at the table.
- ◇ Work to ensure these events are accessible to women and girls from historically disinvested communities including communities of color, lower socioeconomic communities, rural communities, and communities disproportionately impacted by gender-based violence, adverse health outcomes, and others.
- ◇ Provide a post-event survey to attendees to track satisfaction with and perceived usefulness of the event as well as collecting demographic information from attendees to ensure the events are reaching women and girls from historically disinvested communities.
- ◇ Use feedback from events to increase relevance and attendance, especially for women and girls from historically disinvested communities.
- ◇ Work to compensate individuals asked to participate in planning and speaking at these events.

◇ **Implementing Objective 6.3**  
**Plan and organize a Women's Day of Action during legislative sessions.**

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- ◇ Partner with service organizations and other organizations working on issues that affect women and girls and raise awareness about bills that would positively impact women and girls in New Mexico.
- ◇ Help organize partner organizations to table in the roundhouse on the Women's Day of Action.


## **Goal 7: More people in New Mexico are aware of the Commission and the work it is doing.**



### **Implementing Objective 7.1**

#### **Conduct ongoing communication campaigns about the work the Commission is doing.**

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- ◇ Continue to increase the Commission's audience on email distribution lists and social media platforms.
  - ◇ Develop a regular schedule of email newsletters and social media posts.
  - ◇ Develop a communications plan to roll out the Commission's Landscape Analysis and Strategic Plan which will include posting these documents on the Commission's website with a place for people to comment on both the Landscape Analysis and the Strategic Plan.
  - ◇ Develop and implement paid social media campaigns around events and publications including regular Commission meetings, Listening and Learning Tours, the annual Women's Summit, and the publication of any new informational campaigns, trainings, or landscape analyses.
- 
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## **Goal 8: The Commission regularly tracks and reports on progress towards these goals.**

### **◇ Implementing Objective 8.1 Quarterly review of the status of goals and outcomes.**

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- ◇ Use evaluation metrics to track progress toward goals
  - ◇ Update the plan with any changes to strategy or implementation required to maintain or improve progress.
- 


### **◇ Implementing Objective 8.2 Annual report on progress toward goals.**

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- ◇ Use metrics of progress toward goals to make the case for regular budget increases.
- 

### **◇ Implementing Objective 8.3 Conduct an annual survey to collect data on progress toward goals.**

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- ◇ The survey will include questions about the Commission's visibility, reputation, communications, work, and website.
  - ◇ The survey will be tweaked from year to year, but will retain a core set of questions to track progress over time.
- 

### Performance Measures Summary

**P691 Status of Women**

**Purpose:** The purpose of the status of women program is to provide information, public events, leadership, support services and career development to individuals, agencies and women's organizations so they can improve the economic, health and social status of women in New Mexico.

Performance Measures:		2022-23 Actual	2023-24 Actual	2024-25 Budget	2025-26 Request	2025-26 Recomm
Output	Annual number of regional event attendees for all commission on the status of women public events	New	0	1,500	1,100	
Output	Number of individuals contacted about state programs and resources through information campaigns sponsored by the commission on the status of women	New	0	6,000	780,000	
Efficiency	Dollar amount of grants obtained to support programs at the commission on the status of women	New	0	\$50,000	\$50,000	

# DFA Performance Based Budgeting Data System

## Annual Performance Report

### Agency: 60100 Commission on the Status of Women

**Program:** P691 Status of Women

The purpose of the status of women program is to provide information, public events, leadership, support services and career development to individuals, agencies and women's organizations so they can improve the economic, health and social status of women in New Mexico.

Performance Measures:		2023-24 Target	2023-24 Result	Met Target	Year End Result Narrative
Efficiency	Dollar amount of grants obtained to support programs at the commission on the status of women	0	0	Yes	Because we were not given the budget to hire a grant / financial contractor we were unable to seek funding from grants.
Output	Annual number of regional event attendees for all commission on the status of women public events	0	0	Yes	<p>In 2024-2025 the CSW held six regional events in the following locations around the State: Farmington, Espanola, Clovis, Silver City, Roswell and Las Cruces.</p> <p>For each event we partnered with a local college or University and the associated small business development center. The events were well received in each community and attendance was good averaging approximately 100 people per event. Additionally we hosted the Women's Summit with 300 participant's in the Albuquerque area. Now that we have a Program Manager on staff we are planning to expand into collaborative events with partner organizations thus increasing the number of events and attendees for FY25.</p>
Output	Number of individuals contacted about state programs and resources through information campaigns sponsored by the commission on the status of women	0	0	Yes	<p>We estimate we have contacted 33,000 women through the following media campaigns.</p> <p>Support for women running for office in NM            Family friendly workplaces            Focus on domestic violence shelters.            Resources for transgender women            Housing security            Sexual assault resources            Women in sports            Red flag laws / ERBO's            Equal pay            Childcare and child tax resources            Starting a business</p>