Reflections

Equity in Justice

The mission of SBNM's **Equity in Justice Program** is to cultivate and grow a legal profession in New Mexico that is representative of and reflective of the people of New Mexico. Our state is an incredibly diverse place and a legal profession that embraces and fosters inclusivity will attract talent to its employ and clients to engage it!

With that in mind, we bring you the **Reflections** series. We call these "**Reflections**" because they not only reflect to our diverse legal community that they belong and are valued, but also because we hope it also inspires you to reflect on how you interact with people and communities in New Mexico that may be different from you and your experiences.

In honor of **Disability Employment Awareness Month**, we bring you this **Reflections** curated in collaboration with Eli Fresquez, Founder of Accessible New Mexico. Learn more about the organization here!



Access to Education

- **Read** about the 2018 consolidated cases referred to as "Yazzie/Martinez" in which Judge Sarah Singleton found that the New Mexico Public Education Department had violated the New Mexico Constitution by failing to provide to "at-risk students a uniform statewide system of free public schools sufficient for their education." One of these such group of at-risk students is children with disabilities. Read more about that case and here and here.
- **Watch** Lead Plaintiff Wilhelmina Yazzie speak on the reasons why she brought the lawsuit here. Then register for the Committee on Diversity in the Legal Profession's CLE Symposium to see Ms. Yazzie speak live! To register for ***in-person attendance***, click here. To register for ***virtual attendance***, click here.
- **Listen** to just some of what law students with disabilities go through when attending law school on Law School Toolbox podcast here. With transcript here.
- **Read** some of what these students with disabilities had to go through to even become law students here.



Inclusion in the Justice System

- **Read** the New Mexico Courts' newest accommodation plans under the Americans with Disabilities Act. These plans are specific to each court or judicial district. Those and more on this issue can be viewed here.



Belonging at Work

- **Read** the 2023 United States Supreme Court ***Loper Bright*** decision widely known for its impact on Chevron Deference.
- Then **watch** analysis of how it may specifically impact disability accommodations and leave in the workplace here.
- Just because we are lawyers doesn't mean we know our rights on disability accommodations in the workplace. **Watch** this from the Native American Disability Law Center.
- **Read** more about your rights as a person with disabilities in the workplace from Disability Rights New Mexico.
- **Read** how the option of remote work removes unnecessary barriers and creates an inclusive workplace for folks with disabilities here.
- **Get Interactive!** Take our survey to let us know if your firm, non-profit, or governmental entity has a remote work policy here.

State Bar of New Mexico
Est. 1886