



**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 (Agency 60100)
Governor Michelle Lujan Grisham
Jenifer Raphael Getz, Executive Director

August 27, 2026

Wayne Propst, 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) (60100) FY28 Appropriation Request

Dear Secretary Propst and Director Sallee:

As required by Section 6-3-19 NMSA 1978 and in accordance with the Department of Finance and Administration (DFA) FY27 Appropriation Request Instructions, the enclosed documents and electronic copies represent the FY27 Appropriation Request for the Commission on the Status of Women.

Included is the Appropriation Request with all required forms:

- P-1 Program Narrative
- CSW Form S-1
- CSW Organizational Chart
- CSW 2025 Annual report
- CSW FY25 Audit
- CSW FY25-FY27 Strategic Plan



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BASE REQUEST ASSUMPTIONS

In FY28, we are requesting our full budget of \$632.9 from the General Fund. The justification for the budget requested is as follows.

• 200 Personnel (2FTE)	\$383.4
• 300 Contract services	\$127.0
• 400 Other	\$122.5
• Total	\$632.9

The funding request from the General Fund is directly connected to the Mission and FY28 Goals of the Commission as outlined in detail in our P-1 Program Narrative.

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](tel:505-709-5393)

 Jenifer.Getz@CSW.nm.gov

 NMCSW.org

APPROPRIATION REQUEST
CERTIFICATION
FORM S-1

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.

Jenifer Raphael Getz

Jenifer Getz, Executive Director

Eve Espey

Eve Espey, Chair

Jenifer Raphael Getz

Jenifer Getz, Executive Director

218A Gold Ave SW
Albuquerque, NM 87102

505-709-5393

Jenifer.Getz@cs.w.nm.gov

Note: 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



**Financial
Accountant**



Program Manager



State of New Mexico
S-8 Financial Summary
(Dollars in Thousands)

BU **PCode** **Department**
60100 P691 000000

		2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	Base	----- FY 2028 Agency Request ----- Expansion	Total
REVENUE								
111	General Fund Transfers	429.0	419.4	491.5	0.0	632.9	0.0	632.9
112	Other Transfers	0.0	19.0	0.0	0.0	0.0	0.0	0.0
REVENUE, TRANSFERS		429.0	438.4	491.5	0.0	632.9	0.0	632.9
REVENUE		429.0	438.4	491.5	0.0	632.9	0.0	632.9
EXPENSE								
200	Personal services and employee benefits	261.2	269.5	287.8	285.3	383.4	0.0	383.4
300	Contractual services	84.5	64.9	92.7	0.0	127.0	0.0	127.0
400	Other	83.3	77.7	111.0	0.0	122.5	0.0	122.5
EXPENDITURES		429.0	412.1	491.5	285.29	632.9	0.0	632.9
EXPENSE		429.0	412.1	491.5	285.29	632.9	0.0	632.9
FTE POSITIONS								
810	Permanent	2.00	2.00	2.00	2.00	3.00	0.00	3.00
FTEs		2.00	2.00	2.00	2.00	3.00	0.00	3.00
FTE POSITIONS		2.00	2.00	2.00	2.00	3.00	0.00	3.00

COMMISSION ON THE STATUS OF WOMEN (60100)
FY28 RECURRING GENERAL FUND: AGENCY APPROPRIATION REQUEST
CHANGES BY PROGRAM AND CATEGORY

Commission on the Status of Women (P691)	Salaries and Benefits (200's)	Contractual Services (300's)	Other (400's)	Other Financing Uses (500's)	TOTAL
FY27 Operating Budget: General Fund	\$287.8	\$92.7	\$111.0	\$0.0	\$491.5
Increases (Decreases)					
10% employee health insurance premium increase	\$10.0				\$10.0
1 new FTE	\$105.6				\$105.6
Strategic planning support		\$34.3			\$34.3
Increased costs for additional events			\$11.5		\$11.5
					\$0.0
					\$0.0
					\$0.0
FY28 Request: General Fund	\$403.4	\$127.0	\$122.5	\$0.0	\$652.9
\$ increase over FY27	\$115.6	\$34.3	\$11.5	\$0.0	\$161.4
% increase over FY27	40.2%	37.0%	10.4%	#DIV/0!	32.8%

BU PCode Department
60100 0000 0000000000

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

		2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	----- FY 2028 Agency Request -----		
						Base	Expansion	Total
499105	General Fd. Appropriation	429.0	419.4	491.5	0.0	652.9	0.0	652.9
111	General Fund Transfers	429.0	419.4	491.5	0.0	652.9	0.0	652.9
499905	Other Financing Sources	0.0	19.0	0.0	0.0	0.0	0.0	0.0
112	Other Transfers	0.0	19.0	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUE		429.0	438.4	491.5	0	652.9	0.0	652.9
520100	Exempt Perm Positions P/T&F/T	189.1	189.4	214.7	198.4	299.9	0.0	299.9
520800	Annl & Comp Paid At Separation	0.0	0.6	1.0	0.0	4.0	0.0	4.0
521100	Group Insurance Premium	20.1	25.2	20.1	32.4	30.1	0.0	30.1
521200	Retirement Contributions	34.6	36.4	34.6	37.9	50.0	0.0	50.0
521300	F I C A	13.8	14.0	13.8	12.2	15.0	0.0	15.0
521400	Workers' Comp Assessment Fee	0.0	0.0	0.0	0.0	0.4	0.0	0.4
521700	RHC Act Contributions	3.6	3.8	3.6	3.9	4.0	0.0	4.0
200	Personal services and employee benef	261.2	269.5	287.8	284.8	403.4	0.0	403.4
535200	Professional Services	0.0	8.7	10.0	0.0	59.9	0.0	59.9
535300	Other Services	30.0	0.0	29.0	0.0	0.0	0.0	0.0
535400	Audit Services	14.5	16.1	13.7	0.0	17.1	0.0	17.1
535600	IT Services	40.0	40.0	40.0	0.0	50.0	0.0	50.0
300	Contractual services	84.5	64.9	92.7	0.0	127.0	0.0	127.0
542100	Employee I/S Mileage & Fares	5.0	3.5	5.0	0.0	5.0	0.0	5.0
542200	Employee I/S Meals & Lodging	10.0	3.3	7.0	0.0	5.0	0.0	5.0
542300	Brd & Comm Mbr Meals & Lodging	0.0	2.8	10.0	0.0	10.0	0.0	10.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	1.2	10.0	0.0	10.0	0.0	10.0
544000	Supply Inventory IT	0.0	8.9	3.0	0.0	1.1	0.0	1.1
544100	Supplies-Office Supplies	5.0	1.1	7.0	0.0	1.5	0.0	1.5
544400	Supplies-Field Supplies	0.0	0.1	0.0	0.0	0.0	0.0	0.0
544500	Supplies-Food	0.0	3.0	4.0	0.0	10.0	0.0	10.0
544800	Supplies-Education&Recreation	0.0	0.0	4.0	0.0	1.8	0.0	1.8
544900	Supplies-Inventory Exempt	0.0	2.4	0.0	0.0	0.0	0.0	0.0
545600	Reporting & Recording	0.9	0.0	1.0	0.0	1.0	0.0	1.0
545700	ISD Services	1.9	1.3	2.5	0.0	2.0	0.0	2.0
545710	DOIT HCM Assessment Fees	2.0	0.0	0.8	0.0	1.6	0.0	1.6
545900	Printing & Photo Services	0.0	9.6	5.0	0.0	0.0	0.0	0.0
546100	Postage & Mail Services	0.0	0.0	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)

		2025-26	2025-26	2026-27	2027-28	----- FY 2028 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
546400	Rent Of Land & Buildings	0.0	5.7	16.2	0.0	18.0	0.0	18.0
546610	DOIT Telecommunications	0.0	1.5	0.9	0.0	1.5	0.0	1.5
546700	Subscriptions/Dues/License Fee	0.0	0.1	1.0	0.0	1.0	0.0	1.0
546800	Employee Training & Education	0.0	2.3	3.0	0.0	2.0	0.0	2.0
547105	Bank Fees/Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	58.5	28.4	22.8	0.0	51.0	0.0	51.0
547909	Misc Expense Interagency	0.0	0.5	0.0	0.0	0.0	0.0	0.0
548400	Other Equipment	0.0	0.0	1.8	0.0	0.0	0.0	0.0
549600	Employee O/S Mileage & Fares	0.0	0.7	3.0	0.0	0.0	0.0	0.0
549700	Employee O/S Meals & Lodging	0.0	1.2	3.0	0.0	0.0	0.0	0.0
400	Other	83.3	77.7	111.0	0.0	122.5	0.0	122.5
TOTAL EXPENSE		429.0	412.1	491.5	284.82	652.9	0.0	652.9
810	Permanent	2.00	2.00	2.00	2.00	3.00	0.00	3.00
810	Permanent	2.00	2.00	2.00	2.00	3.00	0.00	3.00
TOTAL FTE POSITIONS		2.00	2.00	2.00	2.00	3.00	0.00	3.00

BU PCode Department
60100 0000 000000000

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

	Provider PCode	2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	----- FY 2028 Agency Request -----		
						Base	Expansion	Total
499105	General Fd. Appropriation	429.0	419.4	0.0	0.0	652.9	0.0	652.9
111	General Fund Transfers	429.0	419.4	491.5	0.0	652.9	0.0	652.9
499905	Other Financing Sources	0.0	19.0	0.0	0.0	0.0	0.0	0.0
112	Other Transfers	0.0	19.0	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUE		429.0	438.4	491.5	0	652.9	0.0	652.9

Commission on the Status of Women

BU PCode Department
60100 0000 0000000000

State of New Mexico

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

		2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	----- FY 2028 Agency Request -----		
						Base	Expansion	Total
520100	Exempt Perm Positions P/T&F/T	189.1	189.4	214.7	198.4	299.9	0.0	299.9
520800	Annl & Comp Paid At Separation	0.0	0.6	1.0	0.0	4.0	0.0	4.0
521100	Group Insurance Premium	20.1	25.2	20.1	32.4	30.1	0.0	30.1
521200	Retirement Contributions	34.6	36.4	34.6	37.9	50.0	0.0	50.0
521300	F I C A	13.8	14.0	13.8	12.2	15.0	0.0	15.0
521400	Workers' Comp Assessment Fee	0.0	0.0	0.0	0.0	0.4	0.0	0.4
521700	RHC Act Contributions	3.6	3.8	3.6	3.9	4.0	0.0	4.0
200	Personal services and employee benefits	261.2	269.5	287.8	284.8	403.4	0.0	403.4
535200	Professional Services	0.0	8.7	10.0	0.0	59.9	0.0	59.9
535300	Other Services	30.0	0.0	29.0	0.0	0.0	0.0	0.0
535400	Audit Services	14.5	16.1	13.7	0.0	17.1	0.0	17.1
535600	IT Services	40.0	40.0	40.0	0.0	50.0	0.0	50.0
300	Contractual services	84.5	64.9	92.7	0.0	127.0	0.0	127.0
542100	Employee I/S Mileage & Fares	5.0	3.5	5.0	0.0	5.0	0.0	5.0
542200	Employee I/S Meals & Lodging	10.0	3.3	7.0	0.0	5.0	0.0	5.0
542300	Brd & Comm Mbr Meals & Lodgin	0.0	2.8	10.0	0.0	10.0	0.0	10.0
542310	Brd & Comm Mbr Mileage & Fares	0.0	1.2	10.0	0.0	10.0	0.0	10.0
544000	Supply Inventory IT	0.0	8.9	3.0	0.0	1.1	0.0	1.1
544100	Supplies-Office Supplies	5.0	1.1	7.0	0.0	1.5	0.0	1.5
544400	Supplies-Field Supplies	0.0	0.1	0.0	0.0	0.0	0.0	0.0
544500	Supplies-Food	0.0	3.0	4.0	0.0	10.0	0.0	10.0
544800	Supplies-Education&Recreation	0.0	0.0	4.0	0.0	1.8	0.0	1.8
544900	Supplies-Inventory Exempt	0.0	2.4	0.0	0.0	0.0	0.0	0.0
545600	Reporting & Recording	0.9	0.0	1.0	0.0	1.0	0.0	1.0
545700	ISD Services	1.9	1.3	2.5	0.0	2.0	0.0	2.0
545710	DOIT HCM Assessment Fees	2.0	0.0	0.8	0.0	1.6	0.0	1.6
545900	Printing & Photo Services	0.0	9.6	5.0	0.0	0.0	0.0	0.0
546100	Postage & Mail Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0
546400	Rent Of Land & Buildings	0.0	5.7	16.2	0.0	18.0	0.0	18.0
546610	DOIT Telecommunications	0.0	1.5	0.9	0.0	1.5	0.0	1.5
546700	Subscriptions/Dues/License Fee	0.0	0.1	1.0	0.0	1.0	0.0	1.0
546800	Employee Training & Education	0.0	2.3	3.0	0.0	2.0	0.0	2.0

BU PCode Department
60100 0000 0000000000

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

		2025-26	2025-26	2026-27	2027-28	----- FY 2028 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
547105	Bank Fees/Services	0.0	0.0	0.0	0.0	0.0	0.0	0.0
547900	Miscellaneous Expense	58.5	28.4	22.8	0.0	51.0	0.0	51.0
547909	Misc Expense Interagency	0.0	0.5	0.0	0.0	0.0	0.0	0.0
548400	Other Equipment	0.0	0.0	1.8	0.0	0.0	0.0	0.0
549600	Employee O/S Mileage & Fares	0.0	0.7	3.0	0.0	0.0	0.0	0.0
549700	Employee O/S Meals & Lodging	0.0	1.2	3.0	0.0	0.0	0.0	0.0
400	Other	83.3	77.7	111.0	0.0	122.5	0.0	122.5
TOTAL EXPENSE		429.0	412.1	491.5	284.82	652.9	0.0	652.9

State of New Mexico
S-13 Line Items by Business Unit Expenditures
(Dollars in Thousands)

BusUnit			Line Item		2025-26	2026-27	Request		Recommendation		Opbud
					Actuals	Opbud	Base	Expansion	Base	Expansion	
60100	P691-R	Status of Women	520100	Exempt Perm Positions P/T&F/T	189.42	214.7	299.9	0	0	0	0.0
			520800	Annl & Comp Paid At Separation	0.63	1	4	0	0	0	0.0
			521100	Group Insurance Premium	25.19	20.1	30.1	0	0	0	0.0
			521200	Retirement Contributions	36.44	34.6	50	0	0	0	0.0
			521300	F I C A	14.02	13.8	15	0	0	0	0.0
			521400	Workers' Comp Assessment Fee	0.02	0	0.4	0	0	0	0.0
			521700	RHC Act Contributions	3.79	3.6	4	0	0	0	0.0
			535200	Professional Services	8.74	10	59.9	0	0	0	0.0
			535300	Other Services	0	29	0	0	0	0	0.0
			535400	Audit Services	16.14	13.7	17.1	0	0	0	0.0
			535600	IT Services	39.98	40	50	0	0	0	0.0
			542100	Employee I/S Mileage & Fares	3.55	5	5	0	0	0	0.0
			542200	Employee I/S Meals & Lodging	3.29	7	5	0	0	0	0.0
			542300	Brd & Comm Mbr Meals & Lodgin	2.8	10	10	0	0	0	0.0
			542310	Brd & Comm Mbr Mileage & Fares	1.21	10	10	0	0	0	0.0
			544000	Supply Inventory IT	8.94	3	1.1	0	0	0	0.0
			544100	Supplies-Office Supplies	1.13	7	1.5	0	0	0	0.0
			544400	Supplies-Field Supplies	0.12	0	0	0	0	0	0.0
			544500	Supplies-Food	2.97	4	10	0	0	0	0.0
			544800	Supplies-Education&Recreation	0	4	1.8	0	0	0	0.0
			544900	Supplies-Inventory Exempt	2.41	0	0	0	0	0	0.0
			545600	Reporting & Recording	0	1	1	0	0	0	0.0
			545700	ISD Services	1.32	2.5	2	0	0	0	0.0
			545710	DOIT HCM Assessment Fees	0	0.8	1.6	0	0	0	0.0
			545900	Printing & Photo Services	9.57	5	0	0	0	0	0.0
			546400	Rent Of Land & Buildings	5.69	16.2	18	0	0	0	0.0
			546610	DOIT Telecommunications	1.51	0.9	1.5	0	0	0	0.0
			546700	Subscriptions/Dues/License Fee	0.1	1	1	0	0	0	0.0
			546800	Employee Training & Education	2.27	3	2	0	0	0	0.0
			547105	Bank Fees/Services	0.04	0	0	0	0	0	0.0
			547900	Miscellaneous Expense	28.41	22.8	51	0	0	0	0.0
			547909	Misc Expense Interagency	0.5	0	0	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

				548400	Other Equipment	0	1.8	0	0	0	0	0.0
				549600	Employee O/S Mileage & Fares	0.73	3	0	0	0	0	0.0
				549700	Employee O/S Meals & Lodging	1.18	3	0	0	0	0	0.0
Subtotal for:	60100	P691-R	Status of Women			412.11	491.5	652.9	0	0	0	0.0
60100						412.11	491.5	652.9	0	0	0	0.0

Totals by Line Item

BusUnit	Line Item		2025-26	2026-27	Request		Recommendation		Opbud
			Actuals	Opbud	Base	Expansion	Base	Expansion	
60100	520100	Exempt Perm Positions P/T&F/T	189.42	214.7	299.9	0	0	0	0.0
	520800	Annl & Comp Paid At Separation	0.63	1	4	0	0	0	0.0
	521100	Group Insurance Premium	25.19	20.1	30.1	0	0	0	0.0
	521200	Retirement Contributions	36.44	34.6	50	0	0	0	0.0
	521300	F I C A	14.02	13.8	15	0	0	0	0.0
	521400	Workers' Comp Assessment Fee	0.02	0	0.4	0	0	0	0.0
	521700	RHC Act Contributions	3.79	3.6	4	0	0	0	0.0
	535200	Professional Services	8.74	10	59.9	0	0	0	0.0
	535300	Other Services	0	29	0	0	0	0	0.0
	535400	Audit Services	16.14	13.7	17.1	0	0	0	0.0
	535600	IT Services	39.98	40	50	0	0	0	0.0
	542100	Employee I/S Mileage & Fares	3.55	5	5	0	0	0	0.0
	542200	Employee I/S Meals & Lodging	3.29	7	5	0	0	0	0.0
	542300	Brd & Comm Mbr Meals & Lodging	2.8	10	10	0	0	0	0.0
	542310	Brd & Comm Mbr Mileage & Fares	1.21	10	10	0	0	0	0.0
	544000	Supply Inventory IT	8.94	3	1.1	0	0	0	0.0
	544100	Supplies-Office Supplies	1.13	7	1.5	0	0	0	0.0
	544400	Supplies-Field Supplies	0.12	0	0	0	0	0	0.0
	544500	Supplies-Food	2.97	4	10	0	0	0	0.0
	544800	Supplies-Education&Recreation	0	4	1.8	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

544900	Supplies-Inventory Exempt	2.41	0	0	0	0	0	0.0
545600	Reporting & Recording	0	1	1	0	0	0	0.0
545700	ISD Services	1.32	2.5	2	0	0	0	0.0
545710	DOIT HCM Assessment Fees	0	0.8	1.6	0	0	0	0.0
545900	Printing & Photo Services	9.57	5	0	0	0	0	0.0
546400	Rent Of Land & Buildings	5.69	16.2	18	0	0	0	0.0
546610	DOIT Telecommunications	1.51	0.9	1.5	0	0	0	0.0
546700	Subscriptions/Dues/License Fee	0.1	1	1	0	0	0	0.0
546800	Employee Training & Education	2.27	3	2	0	0	0	0.0
547105	Bank Fees/Services	0.04	0	0	0	0	0	0.0
547900	Miscellaneous Expense	28.41	22.8	51	0	0	0	0.0
547909	Misc Expense Interagency	0.5	0	0	0	0	0	0.0
548400	Other Equipment	0	1.8	0	0	0	0	0.0
549600	Employee O/S Mileage & Fares	0.73	3	0	0	0	0	0.0
549700	Employee O/S Meals & Lodging	1.18	3	0	0	0	0	0.0

Grand Total

412.11 491.5 652.9 0 0 0 0.0

FORM P-1

PROGRAM OVERVIEW

Business Unit / Program: 60100 Commission on the Status of Women (CSW)

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 special 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.

Public Engagement and Regional Events – FY28

In FY28, the New Mexico Commission on the Status of Women (CSW) will prioritize Economic Security, one of its three strategic focus areas alongside Health and Safety. The Commission plans to hold eight public engagement events across New Mexico's seven designated regions, significantly increasing its regional outreach from FY26.

The CSW will collaborate with local and statewide partners in communities including Farmington, Hobbs, Santa Rosa, Taos, Santa Fe, Las Cruces, Socorro, and Albuquerque. Six events will focus on childcare access, available resources, and pathways to becoming a childcare provider. Two additional events will recognize and honor women in New Mexico.

These events will provide opportunities to connect women and families with resources, strengthen partnerships, and hear directly from community members about their experiences, needs, and priorities.

FORM P-1

PROGRAM OVERVIEW

Tabling and Community Outreach – FY28

The CSW plans to participate in at least one community outreach or tabling event each month, for a minimum of twelve events during FY28. Outreach will focus on childcare access, pathways to becoming a childcare provider, and other economic security issues affecting women and families.

Annual Women's Economic Summit – FY27

On September 26, 2026, the CSW will host its annual Women's Economic Summit: Policy to Practice at Isleta Resort & Casino in Albuquerque. The free, full-day event is expected to bring together more than 200 policymakers, advocates, service providers, community leaders, and women from across New Mexico. The Summit will focus on how public policy can strengthen the economic security of women and families. Programming will include data and research, panel discussions on Paid Family and Medical Leave and childcare access, and a Policy Speaker Series addressing issues such as Baby Bonds, menstrual equity, affordable housing, guaranteed basic income, and economic opportunities for women.

The Summit will also provide legislators and other policymakers with an opportunity to hear directly from constituents, community members, and frontline organizations about the challenges and opportunities affecting women and families throughout the state.

Public Meetings – FY28

The Commission will hold regular public meetings in compliance with the New Mexico Open Meetings Act. Meetings will provide oversight of the Commission's budget, audit, programming, legislative activities, and annual reporting while creating opportunities for public engagement and educational presentations related to the Commission's focus areas.

Legislative Session Engagement – FY28

During the FY28 legislative session, the CSW will host its annual Women's Day of Action at the Roundhouse. The event will focus on women in business and advancing women's economic security through legislative advocacy.

The Commission will engage in policy discussions and support legislation aligned with its strategic focus areas of Health, Safety, and Economic Security. Through legislative engagement, the CSW will continue to elevate the voices and experiences of women and promote policies that improve access, opportunity, and long-term economic stability.

New Mexico Family Essentials Initiative – FY28

In FY28, the CSW will launch the New Mexico Family Essentials Initiative, focused on improving access to menstrual products and diapers for women and families experiencing economic hardship, including those living at or below the poverty line and receiving WIC or SNAP benefits.

The initiative will examine existing laws, programs, and resources to identify gaps and opportunities for expanded access. Research will include the cost of providing these essential items, potential state and federal funding sources, and practical solutions for improving access across New Mexico.

FORM P-1

PROGRAM OVERVIEW

Survey and Community Feedback – FY28

The CSW will continue to collect community-informed data through surveys distributed at regional events, the Women's Summit, legislative activities, community partnerships, and through the Commission's website. This information will help identify emerging needs and inform the Commission's policy recommendations, programming, and strategic planning in the areas of Health, Safety, and Economic Security.

Coalitions and Partnerships – FY28

The CSW will continue to build and strengthen partnerships with state agencies, nonprofit organizations, community groups, and other stakeholders throughout New Mexico. These collaborations will support programming, resource-sharing, community engagement, and legislative efforts related to the health, safety, and economic security of women and families.

Data Access and Resources – FY28

The CSW will continue to provide accessible data and resources related to the status of women in New Mexico. In partnership with the University of New Mexico's Bureau of Business and Economic Research, the Commission maintains a publicly available data tool that allows policymakers, researchers, and community members to explore indicators related to women's health, safety, and economic security.

The Commission's website will also continue to provide information and searchable resources to help connect New Mexicans with available services and support.

Public Outreach and Communications – FY28

The CSW will continue to engage the public through its website, social media platforms, newsletters, blogs, webinars, and educational materials. These communication efforts will share information about Commission activities, resources, policy issues, and programs while helping connect women and families with available support.

Financial Accountability – FY28

The CSW remains committed to transparency, responsible financial management, and accountability. The Commission will continue to meet all applicable financial reporting and audit requirements while maintaining strong oversight of public funds and Commission operations. The CSW's goal for FY28 is to receive another clean audit opinion, continuing its record of clean audits since the Commission was reestablished.

Strategic Planning – FY28

In FY28, the New Mexico Commission on the Status of Women will begin a strategic planning process to guide the Commission's work for the next five years. The current five-year strategic plan concludes at the end of FY27, creating an opportunity to evaluate the Commission's progress, conduct a landscape analysis, and develop a deeper understanding of the Commission's unique role in serving women and girls across New Mexico. The planning process will begin in July 2027 and will help establish clear priorities, goals, and direction for the future.

New Mexico Family Essentials Initiative – FY28

In FY28, the CSW will build on the research completed during FY26 as part of the New Mexico Family Essentials Initiative. The Commission will focus on sharing findings and information related to access to

FORM P-1

PROGRAM OVERVIEW

essential items such as menstrual products and diapers. This work will include identifying opportunities to activate existing funding, support implementation of existing laws and programs, and connect women and families with available resources.

Staff Expansion – FY28

As the Commission continues to grow, CSW will expand its staff in FY28 by adding a full-time accounting and finance position. Currently, many financial and administrative responsibilities including budget development, audit coordination, procurement, contracts, and financial oversight, fall to the Executive Director. Adding a dedicated accounting and finance professional would strengthen the Commission's financial capacity and allow the Executive Director to focus more fully on program development, statewide outreach, partnerships, and strategic initiatives. This additional capacity would support the Commission's continued growth and make it possible to expand programming and services for women and families across New Mexico.

Overview of Request

The FY28 budget is made up of the following expense categories.

- 200 Personnel (3 FTE) \$383.4 (Salary and Benefits+ insurance increase)
- 300 Contract services \$127.0
- 400 Other \$122.5
- Total Budget for FY28 \$632.9

200 Personnel:

The budget includes salary and benefits for three FTEs including a new financial accounting FTE. The increase for insurance costs is also included.

Category	Personnel	
200	Agency staff	\$279.9
200	Retirement	\$50.0
200	Group Insurance Costs (including 10.1% increase)	\$30.1
200	FICA	\$15.0
200	Other PSEB	\$8.4
	Total Personnel	\$383.4

300 Contract Services:

Because the CSW will operate with only three direct employees, specialized technical and professional services will continue to be necessary to support the Commission's work. Contract and Professional Fee funding will provide for essential services, including website maintenance, communications, database management, marketing, strategic planning, and auditing. The estimated costs for these services are outlined below.

	Contract & Professional Fees	
300	Marketing / Communications & social media / Website Maintenance	\$50.0
300	Annual Audit	\$17.0
300	Strategic Planning	\$25.0

FORM P-1

PROGRAM OVERVIEW

300	NM Family Essentials Initiative Contractor	\$10.0
300	Transition Training Contractor	\$25.0
300	Total Contract & Professional Fees	\$127.0

400 Other:

The final area of the CSW budget covers the administrative and operational costs necessary to support and maintain our programs and services. These expenses ensure that the Commission has the resources needed to effectively plan, coordinate, and deliver programming, support statewide outreach and community engagement, and meet the administrative requirements associated with our work. The costs are outlined below.

	Travel & Meetings-Commission Members and Staff	
400	Board Per Diem and Milage	\$20.0
400	Employee travel, meals, lodging	\$10.0
	Office Expenses	
400	Office Rent	\$18.0
400	General Office Supplies	\$4.0
400	DOIT Telecommunications	\$4.1
400	Annual Report and other printing	\$1.0
	CSW Events	
400	Regional Events (8 events)	\$27.0
400	Women's Summit	\$30.0
400	Legislative Session - Women's Day of Action	\$2.5
400	Period Pride	\$2.5
400	Collaborations with Partner Organizations	\$3.4
	Total Other Costs	\$122.5
	FY28 CSW Total Budget	\$632.9

Base Budget Justification:

CSW FY27 & FY28 Budget comparison				
Category	Personnel	FY27	FY28	% increase
200	Salary and Benefits (with new FTE & Insurance Increase)	\$287.8	\$383.4	33.2%
	Total Personnel	\$287.8	\$383.4	33.2%

Category	Contract & Professional Fees	FY27	FY28	% increase
300	Marketing / Communications & Social Media / Website Maintenance	\$40.0	\$50.0	25%
300	Annual Audit	\$16.1	\$17.0	5.3%
300	Professional Services- Strategic plan/Family Essentials/ED Transition	\$10.0	\$60.0	500%
300	Consultant - Finance and Accounting	\$26.6	\$0	(100%)
	Total Contract & Professional Fees	\$92.7	\$127.0	37%

FORM P-1

PROGRAM OVERVIEW

Category	Travel & Meetings-Commission members and staff	FY27	FY28	% increase
400	Board Per Diem and Mileage	\$16.5	\$20.0	53.8%
400	Employee travel, meals, lodging	\$13.0	\$10.0	(23%)
Category	Office Expenses	FY27	FY28	% increase
400	Office Rent	\$18.0	\$18.0	0%
400	General Office Supplies	\$21.0	\$7.4	(65%)
400	DoIT	\$7.1	\$4.1	(42%)
400	Annual Report and other printing	\$1.0	\$1.0	0%
400	All Events	\$34.4	\$52.0	51%
	Total Other Costs	\$111.0	\$122.5	10%
	FY27 & FY28 Budget comparison totals	\$491.5	\$632.9	28.8%

Budget Considerations – FY28

The requested budget increase is primarily driven by the Commission’s growing operational and planning needs. Funding is requested to support a new full-time accounting and finance position, the development of a new five-year strategic plan, and preparation for an upcoming Executive Director transition. Additional funding is also needed to support increased in-person meetings and participation for the Commission’s membership of up to 15 commissioners, strengthening collaboration, oversight, and planning for the future.

REV EXP COMPARISON

(Dollars in Thousands)

60100 - Commission on the Status of Women					
P691 - Status of Women					
	General Fund	Other Funds	Other Transfers	Federal Funds	Total
SOURCES Totals	632.9	0.0	0.0	0.0	632.9
Personal services and employee benefits	383.4	0.0	0.0	0.0	383.4
Contractual services	127.0	0.0	0.0	0.0	127
Other	122.5	0.0	0.0	0.0	122.5
USES Total:	632.9	0.0	0.0	0.0	632.9
Net:	0.0	0.0	0.0	0.0	0.0

State of New Mexico

Rate Report - Selected Line Items for Rates

(Dollars in Thousands)

			-----FY 2028 -----						
			2025-26	2026-27	Request		Recommendation		
Org Unit	Line		Actuals	OpBud	Base	Expansion	Base	Expansion	Opbud
60100 P691 Status of Women	535400	Audit Services	16.14	13.7	17.1	0	0	0.0	0.0
	545700	ISD Services	1.32	2.5	2	0	0	0.0	0.0
	545710	DOIT HCM Assessment Fees	0	0.8	1.6	0	0	0.0	0.0
	546610	DOIT Telecommunications	1.51	0.9	1.5	0	0	0.0	0.0
60100	P691	Status of Women	18.98	17.9	22.2	0	0	0.0	0.0
			18.98	17.9	22.2	0	0	0	0.0

Status of Women

BU PCode
60100 P691

State of New Mexico

E4 PCode Detail
(Dollars in Thousands)

Fund	Account		2025-26	2026-27	2027-28	FY 2028 Agency Request				Justification
			Actuals	Opbud	PCF Proj	GF	OSF	ISF/IAT	FF	
04300	520100	Exempt Perm Positions P/T&F/T	189.4	214.7	198.44	299.9	0.0	0.0	0.0	299.9
04300	520800	Ann'l & Comp Paid At Separation	0.6	1.0	0	4.0	0.0	0.0	0.0	4.0
04300	521100	Group Insurance Premium	25.2	20.1	32.35	30.1	0.0	0.0	0.0	30.1
04300	521200	Retirement Contributions	36.4	34.6	37.89	50.0	0.0	0.0	0.0	50.0
04300	521300	F I C A	14.0	13.8	12.21	15.0	0.0	0.0	0.0	15.0
04300	521400	Workers' Comp Assessment Fee	0.0	0.0	0	0.4	0.0	0.0	0.0	0.4
04300	521700	RHC Act Contributions	3.8	3.6	3.94	4.0	0.0	0.0	0.0	4.0
	200	Personal services and employee benef	269.5	287.8	284.82	403.4	0.0	0.0	0.0	403.4
04300	542100	Employee I/S Mileage & Fares	3.5	5.0	0	5.0	0.0	0.0	0.0	5.0
04300	542200	Employee I/S Meals & Lodging	3.3	7.0	0	5.0	0.0	0.0	0.0	5.0
04300	542300	Brd & Comm Mbr Meals & Lodging	2.8	10.0	0	10.0	0.0	0.0	0.0	10.0
04300	542310	Brd & Comm Mbr Mileage & Fares	1.2	10.0	0	10.0	0.0	0.0	0.0	10.0
04300	544000	Supply Inventory IT	8.9	3.0	0	1.1	0.0	0.0	0.0	1.1
04300	544100	Supplies-Office Supplies	1.1	7.0	0	1.5	0.0	0.0	0.0	1.5
04300	544400	Supplies-Field Supplies	0.1	0.0	0	0.0	0.0	0.0	0.0	0.0
04300	544500	Supplies-Food	3.0	4.0	0	10.0	0.0	0.0	0.0	10.0
04300	544800	Supplies-Education&Recreation	0.0	4.0	0	1.8	0.0	0.0	0.0	1.8
04300	544900	Supplies-Inventory Exempt	2.4	0.0	0	0.0	0.0	0.0	0.0	0.0
04300	545600	Reporting & Recording	0.0	1.0	0	1.0	0.0	0.0	0.0	1.0
04300	545700	ISD Services	1.3	2.5	0	2.0	0.0	0.0	0.0	2.0
04300	545710	DOIT HCM Assessment Fees	0.0	0.8	0	1.6	0.0	0.0	0.0	1.6
04300	545900	Printing & Photo Services	9.6	5.0	0	0.0	0.0	0.0	0.0	0.0
04300	546100	Postage & Mail Services	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
04300	546400	Rent Of Land & Buildings	5.7	16.2	0	18.0	0.0	0.0	0.0	18.0
04300	546610	DOIT Telecommunications	1.5	0.9	0	1.5	0.0	0.0	0.0	1.5
04300	546700	Subscriptions/Dues/License Fee	0.1	1.0	0	1.0	0.0	0.0	0.0	1.0
04300	546800	Employee Training & Education	2.3	3.0	0	2.0	0.0	0.0	0.0	2.0
04300	547105	Bank Fees/Services	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
04300	547900	Miscellaneous Expense	28.4	22.8	0	51.0	0.0	0.0	0.0	51.0
04300	547909	Misc Expense Interagency	0.5	0.0	0	0.0	0.0	0.0	0.0	0.0
04300	548400	Other Equipment	0.0	1.8	0	0.0	0.0	0.0	0.0	0.0
04300	549600	Employee O/S Mileage & Fares	0.7	3.0	0	0.0	0.0	0.0	0.0	0.0
04300	549700	Employee O/S Meals & Lodging	1.2	3.0	0	0.0	0.0	0.0	0.0	0.0

BU PCode
60100 P691

E4 PCode Detail
(Dollars in Thousands)

Fund	Account	2025-26	2026-27	2027-28	FY 2028 Agency Request				Total	Justification
		Actuals	Opbud	PCF Proj	GF	OSF	ISF/IAT	FF		
	400 Other	77.7	111.0	0	122.5	0.0	0.0	0.0	122.5	
	TOTAL EXPENSE	347.3	398.8		525.9	0.0	0.0	0.0	525.9	

BU PCode
60100 P691

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

----- FY 2028 Agency Request -----											
Fund	Account		#	Contract Purpose	Actuals	GF	OSF	ISF/IAT	FF	Total	Justification
04300	535200	Professional Services	1000		8.7	59.9	0.0	0.0	0.0	59.9	
04300	535400	Audit Services	1000		16.1	17.1	0.0	0.0	0.0	17.1	
04300	535600	IT Services	1000		40.0	50.0	0.0	0.0	0.0	50.0	
TOTAL EXPENSE					64.9	127.0	0.0	0.0	0.0	127.0	

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:		2025-26 Target	2025-26 Result	Met Target	Year End Result Narrative
Efficiency	Dollar amount of grants obtained to support programs at the commission on the status of women	\$50,000	0	No	We have removed this PM for FY28 and will be unable to meet this measure in FY27 as we did not get the budget for the staff to peruse and manage grants
Output	Annual number of regional event attendees for all commission on the status of women public events	1,100	4,950	Yes	The FY26 actuals are based on tabling events, collaborations, and conferences that the CSW participated in or hosted during the year.
Output	Number of individuals contacted about state programs and resources through information campaigns sponsored by the commission on the status of women	780,000	164,150	No	The FY26 actuals are based on surveys, social media, newsletters, impressions, and blogs.

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:		2024-25 Actual	2025-26 Actual	2026-27 Budget	2027-28 Request	2027-28 Recomm
Output	Annual number of regional event attendees for all commission on the status of women public events	1,540	4,950	1,500	5,500	
Output	Number of individuals contacted about state programs and resources through information campaigns sponsored by the commission on the status of women	72,000	164,150	75,000	173,000	
Efficiency	Dollar amount of grants obtained to support programs at the commission on the status of women	\$2,655	0	\$50,000	Discont	



NEW MEXICO COMMISSION ON THE STATUS *of Women*

2025 Annual Report

NMCSW.ORG | info@nmcsw.org



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OUR VISION

The New Mexico 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.

OUR MISSION

The Commission on the Status of Women educates the public, advocates for supportive policies, and collaborates with community partners to create a more equitable future for the women of New Mexico.

To ensure that our work is responsive and reflects the intersecting needs and priorities of New Mexican women, the Commission commits to engaging, uplifting, and prioritizing the voices and leadership of women around the state to ensure their equitable access to health, safety, and the ability to thrive.

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. Original documents 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:**

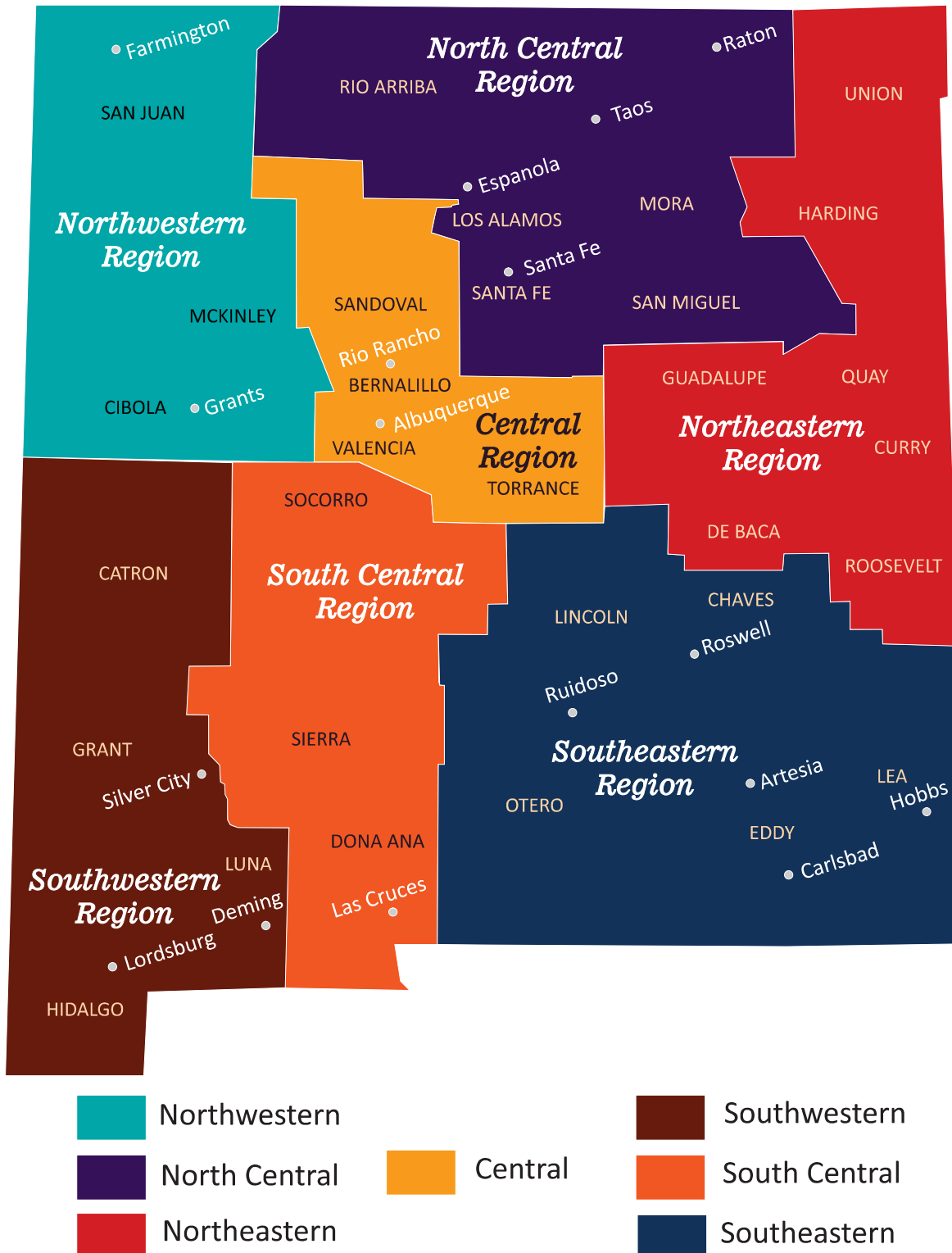
- *Stimulate and encourage throughout the state the study and review of the status of women in New Mexico and may act as a clearing house for all activities involving the status of women.*
- *Recommend methods of overcoming discrimination against women in public and private employment.*
- *Promote methods 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.*

The Commission on the Status of Women is the only state agency dedicated exclusively to advancing equity, access, and justice for women and girls in New Mexico. We consistently deliver on bold visions and are deeply committed to uplifting women and girls across our state. We advocate on their behalf and collaborate with partner organizations, working closely with the Governor, the Legislature, and the communities across New Mexico. Through our initiatives, we support a powerful network of community leaders, nonprofit organizations, grassroots collectives, and more than one million New Mexican women and girls from every corner of the state. At the CSW we use the term “Women and girls” inclusively to encompass cisgender and transgender women and girls, as well as nonbinary, gender-nonconforming, and gender-expansive individuals.

Women make up more than half of New Mexico's population and are integral to every sector of our state. This includes 17,000 female veterans, 67,000 college students, 92,600 immigrant women, and 5,500 childcare workers. Additionally, 77% of our teachers, 88% of our nurses, 35% of our doctors, and 47% of business owners in New Mexico are women, and they represent 52% of our state legislators. New Mexico thrives with the leadership, expertise, and contributions of the women of our state.

SECTION 2 REGIONS

As of December 2025, there are 13 members of the Commission, representing all seven regions of New Mexico.



SECTION 3
COMMISSIONERS
as of December 2025

Commission Chair



Lisa Curtis
Central Region

Vice Chair



Erin Armstrong
Central Region

Treasurer



Maryann Ustick
Northwestern Region

Secretary



Christina Herrera Furst
Central Region

COMMISSIONERS

as of December 2025



Leigh Ana Shaw
Northeastern Region



Gabrielle Begay
Southwestern Region



Denise Torres
Central Region



Mary Lane Leslie
North Central Region



Songtree Pioche
Northwestern Region



Celina Gerese Bryant
Southeastern Region



Melissa Lopez-Sullivan
South Central Region



Alexandria V. Taylor
Central Region



Renee Villarreal
North Central Region

STAFF
as of December 2025

Executive Director



Jenifer Raphael Getz
Jenifer.Getz@CSW.NM.gov

Jenifer Raphael Getz is a social justice activist with a lifelong commitment to women's issues, and a belief in making change by engaging multiple stakeholders to identify shared goals. She is active in New Mexico's nonprofit community, and has a background in finance, administration, and management.

SECTION 4

The Status of Women in New Mexico in 2025

Women and girls in New Mexico face ongoing challenges to their rights, health, and overall well-being. Access to programs that support research, policy, legal advocacy, and community services is uneven, particularly in rural and tribal areas. Funding sustainability, reaching remote communities, and providing culturally responsive services, especially for Indigenous women and girls, remain major hurdles. Without consistent support, gaps persist in addressing gender inequities, health needs, and safety concerns.

The Status of Women's Health and Care

When looking at the status of women in New Mexico there is a more positive picture from that of the country as a whole. The Commission monitors the health, safety, and economic realities for women in New Mexico.



New Mexico has taken proactive steps to protect and expand reproductive health services. For example, in 2022 the governor signed an executive order that directed funds for a new reproductive health clinic in Doña Ana County and committed state resources to expand the full spectrum of pregnancy care, including abortion access, medication abortion, and rural care. In 2023 the legislature passed the Reproductive and Gender-Affirming Health Care Act (HB 7) which prohibits public bodies from restricting or discriminating in the provision of reproductive or gender-affirming health care.

On privacy, the state provides protections for reproductive services and public bodies cannot discriminate for instance against individuals seeking gender-affirming care, as the private information of those patients is protected. That said, challenges remain. Rural and underserved areas still face barriers and travel burdens may exist for people in isolated communities. Even



with legal protections, practical access like transportation and clinic availability can be limited for access purposes. The state's efforts point in a positive direction, but despite strong state protections, significant gaps in equity persist.

The Status of Women's Political Representation

In terms of representation, New Mexico has made impressive gains. Women now constitute about 53 % of the state legislature. In recent elections the state moved to a female majority in the house, with women holding more than half of the seats and in the Senate the leadership is dominated by women. Having more women in legislative roles influences the kinds of issues that get attention. For example, family health,

caregiving, and women's workforce policy like equal pay have been important issues. Representation is stronger in 2025 but simply holding a seat isn't enough. Leadership roles, control over the legislative agenda, and representation of women of color and Indigenous women have been positive priorities.

The Status of Women's Safety

Domestic violence and sexual assault are serious issues across the state, with women and girls at higher risk in tribal and rural communities. These forms of violence threaten safety, physical and mental health, and the ability to participate fully in society for women and their children.

Support and prevention programs are essential for helping survivors heal, preventing future incidents, and creating safer communities. The Commission held a Women's Safety Summit on September 5, 2025.



At the Summit, data highlighted the scale of the problem in New Mexico. A 2023–24 survey by the New Mexico Coalition of Sexual Assault Programs found that 54% of respondents reported being raped or sexually assaulted at some point in their lives, and 11% had experienced sexual assault in the past year. For domestic violence, 19% reported experiencing abuse within the last 12 months. Only about 31% of sexual assault victims sought professional help, showing a significant gap in access to services and support.

Barriers to care are particularly pronounced in rural and tribal areas, where survivors may face long travel distances, limited availability of trained providers, language or cultural barriers, and insufficient funding for shelters and counseling. These challenges make it harder for survivors to get timely help and for communities to prevent and respond to violence effectively. Addressing these issues requires strengthening statewide service networks, expanding access to support and prevention programs like providing legal representation for survivors of domestic violence and sexual assault, and ensuring culturally competent care. Funding must be sustained and targeted to reach underserved populations.

The Commission advocated for the passage of the **ERPO** to help protect potential victims of domestic violence and intimate partner violence. These laws allow law enforcement or family members to temporarily remove firearms from someone deemed a threat to themselves or others. These laws can help victims of domestic violence by reducing the risk of gun-related harm or fatalities, giving survivors greater safety and time to seek protection or support. There are training programs in New Mexico supporting the use of the Extreme Risk Firearm Protection Order Act (ERPO). The New Mexico Department of Justice offers certified trainings for law-enforcement agencies and attorneys on petition filing and statute details. Additionally, the state's ERPO Task Force has developed and distributed recommended training materials for law enforcement, the judiciary, behavioral health providers, and social service agencies to strengthen implementation across the state.

The **City of Albuquerque Domestic Violence & Sexual Assault Commission** has been tasked to

address this issue and has begun implementing a lethality assessment program aimed at identifying high-risk domestic violence cases earlier and enabling faster intervention. The agenda for the Commission includes the formation of a dedicated **Lethality Assessment & Restraining Order Working Group**, whose work focuses on standardizing risk tools and aligning response protocols across law enforcement and support services.

Efforts to combat domestic violence and sexual assault are critical not only for the safety and health of survivors but also for the broader well-being of families and communities. Reducing barriers, improving outreach, and providing consistent support can help ensure that all women and girls in New Mexico can live free from violence and have access to the resources they need to thrive.

The Status of Equal Pay in New Mexico

In New Mexico, additional state protections for equal pay for women exist from those found at the federal level. The New Mexico Fair Pay for Women Act, which makes it illegal for employers to pay women less than men for equal work also prohibits retaliation against employees who question pay disparities, is one of those laws.



In Albuquerque, the Gender Pay Equity Initiative was launched by the city, Bernalillo County and the Albuquerque Bernalillo County Water Authority. Under this initiative, companies that are bidding for government contracts must submit pay-equity reports, and those that demonstrate a zero wage gap between men and women may receive a 5 % preference in contract evaluations.

Together, these measures show both state-wide and local efforts to close the pay gap, but the persistent disparities, especially for women of color, show that stronger enforcement and broader workplace equity policies are still needed. For example, the standard labor law posters provided by the New Mexico Department of Workforce Solutions do not include equal pay law information.

New Mexico still shows a significant gender pay gap. In 2024, women in New Mexico earned approximately \$0.82 for every dollar their male counterparts made in median weekly earnings for full-time work. The pay gap is especially stark for women of color. Hispanic women in New Mexico may make only around 52 cents and Native American women around 51 cents for every dollar made by their white male counterparts. Addressing this problem means not just equal pay laws, but also policies around childcare, paid family and medical leave, access to training, and removing structural barriers like taboos around posting salary ranges in job postings. The pay gap remains a lens into broader economic inequities that affect women's autonomy and long-term financial security.

The Status of LGBTQ+ Women and Girls, and Gender-Affirming Care in New Mexico

New Mexico has made several important strides in protecting and advancing the rights of LGBTQ+ individuals through recent legislation. The state strengthened its anti-discrimination protections under the Human Rights Act Modernization (HB 207), which updated definitions of sex, gender identity, and sexual orientation. This ensures that public entities and contractors cannot discriminate against individuals based on these characteristics, reinforcing workplace, housing, and service protections for LGBTQ+ residents.

Families have also seen progress. The Confirmatory Adoption Bill (SB 417) clarifies and streamlines the legal recognition of parent–child relationships for families formed through assisted reproduction, ensuring that same-sex parents receive equal recognition under the law.

Additionally, the passage of the LGBTQ+ Day Bill (HB 518) designates a state holiday on the fourth Tuesday of January in odd-numbered years, honoring the contributions of the LGBTQ+ community and raising awareness of LGBTQ+ history and achievements.

Healthcare and youth protections have also advanced. The Healthcare Privacy Protections Bill (SB 404) strengthens privacy for sensitive health records, including gender-affirming care, helping ensure that LGBTQ+ youth can access necessary medical services without fear of disclosure.



Moreover, New Mexico has taken a stand against harmful practices such as conversion therapy for minors through the Conversion Therapy Ban (SB 121), which prohibits licensed practitioners from subjecting LGBTQ+ youth to these abusive treatments.

Together, these legislative actions reflect New Mexico's commitment to equity, safety, and recognition for LGBTQ+ individuals, protecting them from discrimination, supporting families, and safeguarding youth access to affirming healthcare. However, access still depends on provider availability, particularly in rural or tribal areas, and private religious institutions may impose additional restrictions on care. Ensuring that LGBTQ+ women and girls, especially those who are transgender or gender non-conforming, have culturally competent, accessible, and safe care remains important. The intersection of gender, race/ethnicity, and rural/tribal location highlights further layers of challenge.

SECTION 5

The Status of Women in America in 2025

Women in the United States face growing challenges when it comes to reproductive rights, health care, and equity at work. Since the federal protection for abortion was removed, many states have passed bans or strict limits. This has led to delays in care, riskier procedures, and long travel times for people seeking reproductive services. Beyond abortion, other parts of women's health care are also under strain. Programs that track maternal health, provide contraception, or focus on women's health are being cut or shut down. As a result, both infant and maternal deaths are rising, with many people unable to access care in a timely manner.



At the same time, women's voices and resources are being eliminated from federal policy. The proposed defunding of the federal **Women's Bureau**, the only national agency focused on women in the workforce, which has been in existence for more than one hundred years, shows a retreat from efforts to create fair and equitable workplaces. Cuts to women-focused research and programs threaten to widen pay gaps, limit career opportunities, and weaken protections against discrimination and harassment.

Changes in how the government talks about gender, the removal of women's holidays from the federal calendar, and legal definitions of “women” also create confusion and fear that hard-won progress may be reversed. Women in 2025 have fewer rights than their mothers before them. Many federal websites with statistics and studies on women's health and welfare have been removed and are no longer available to the public. These shifts are affecting women's opportunities, health, and safety, as well as their ability to live and work with equitable rights.

Women in the armed forces continue to make history but also face unique struggles. They are more likely to experience harassment, slower promotions, and challenges balancing service with family needs. When women return to civilian life, many veterans find that healthcare, housing, and job programs are not readily available to them leading to their own safety and security issues as well as those of their children and families.



For LGBTQ+ women and girls, 2025 brings serious challenges. Many face higher risks of homelessness, discrimination, and violence. Young people are especially vulnerable, with LGBTQ+ youth far more likely to be unhoused. Transgender and gender nonconforming women face even greater barriers as gender-affirming care is restricted and legal protections are rolled back. These policies and attitudes harm health, safety, and overall quality of life for LGBTQ+ women and girls across the country.

SECTION 6

Work Completed in 2025

New Data Dashboard Research Tool

In 2025, the Commission on the Status of Women launched a new Data Dashboard Research Tool, developed in partnership with the University of New Mexico's Bureau of Business and



Economic Research (BBER). This free, public resource serves as a comprehensive data directory for state government agencies, legislators, nonprofit organizations, partner groups, funders, and researchers. Designed to improve access to reliable, up-to-date information, the dashboard is maintained by BBER to ensure accuracy and currency over time. We are proud of this tool to give information easily and reliably for women in New Mexico.

The Commission's goal is to make this tool a reliable source of information about the status of women and girls in New Mexico. The dashboard is structured around the Commission's core areas of focus, health, safety, and economic security, and brings together hundreds of data points from multiple databases maintained through BBER's platform. Users can search across topics, download datasets,

and use the information for policy development, grant applications, advocacy, and program planning.

As the tool gains visibility and we learn more about who is using it and how, the Commission plans to continue expanding its scope and functionality. Future updates will add new indicators, deepen regional and demographic analysis, and strengthen our shared understanding of the issues that most affect women and girls across New Mexico.

Public Meetings

In 2025, the Commission on the Status of Women (CSW) held nine public meetings to address a wide range of issues impacting women across New Mexico. In compliance with the Open Meetings Act, all meeting notices, agendas, and minutes were made publicly available on the Commission's website, **NMCSW.org**.

During the first half of the year, the Commission focused on health-related issues, shifting its attention to safety in the latter half. Discussions covered key legislative issues, including provider and patient privacy rights under IPRA, OBGYN medical reimbursement rates, and bills considered, supported and passed during the 2025 legislative session.

Throughout the year, the Commission also advanced several initiatives: planning the 2025 Women's Summit, developing a data research tool for the website, coordinating regional

events, and hosting a presentation from the New Mexico Coalition of Sexual Assault Programs (NMCSAP), holding regional events that are described more fully below. Additional efforts included welcoming two new commissioners, exploring the addition of a girls' program, conducting staff and commissioner training, and completing a comprehensive budget review, audit and year-end survey.

Information Campaigns

The Commission on the Status of Women has developed a series of proactive informational campaigns through blog posts on its website, which are also shared across social media platforms. These campaigns highlight a wide range of critical issues affecting women and girls in New Mexico. Topics include building stronger safety nets for survivors of domestic violence, empowering girls through education, promoting civic engagement, healthy relationships, and



financial literacy. The Commission also addresses evolving access to reproductive health care, the impact of attacks on nonprofit organizations, maternal and infant health, infertility, and the importance of comprehensive women's health access. Additional focus areas include preserving women's history, raising awareness about teen dating and eating disorders, confronting sexual violence, strengthening legislative advocacy, and addressing hunger and food insecurity among women and families. You

can read about these issues on our website, NMCSW.org/News.

Regional Events

The Commission on the Status of Women (CSW) is deeply committed to reaching communities across New Mexico, especially those that are often overlooked by state-level programs and services. Regional engagement is a cornerstone of our mission, and, budget permitting, the Commission aims to host events in six of our seven designated regions each year. These gatherings bring vital information and resources directly to women where they live and work.

During each regional event, the Commission collects valuable feedback through surveys designed to better understand the unique needs and priorities of women in every part of the state, ensuring that every voice and community has the opportunity to be heard. This input helps shape our policy recommendations, programming, and advocacy efforts, ensuring that our work reflects the realities of New Mexico's diverse communities.



In early 2025, the Commission hosted a series of **HealthFest events** in partnership with local and state service providers. These fair-style health gatherings brought together organizations offering information on physical and mental health, wellness, and family services in smaller and rural communities. Later in the year, we shifted our focus to women's safety, partnering with a local sexual assault service provider in Silver City to host a community event featuring a panel of experts and tabling organizations that provided resources and support.

In total, the Commission held four regional events in 2025:

April	Truth or Consequences (Health-focused)
May	Alamogordo (Health-focused)
May	Deming (Health-focused)
October	Silver City (Safety-focused)

While planned events in Tucumcari and Bayard were canceled due to budget constraints and low registration, respectively, the Commission remains dedicated to expanding regional outreach in the years ahead. These events continue to strengthen connections with local leaders, service providers, and residents, helping ensure that the experiences and needs of women across New Mexico inform our ongoing work and advocacy.

Women's Summit

In 2025, the Women's Summit centered on the theme of women's safety, bringing together advocates, experts, and community members from across the state to discuss some of the most



pressing challenges facing women in New Mexico. The event emphasized culturally specific issues affecting indigenous and immigrant women, recognizing that experiences of violence, access to support, and pathways to safety often differ across communities.

The Summit opened with remarks from the Executive Director of the **New Mexico Coalition of Sexual Assault Programs**, who spoke about the realities faced by survivors of sexual assault and shared updates on the work being done by organizations across the state

to provide care and advocacy. A presentation followed on findings from the **New Mexico Crime Victims Survey**, which shed light on data and trends that help inform both policy and community response efforts.

A panel on the safety of immigrant women explored the culturally specific challenges facing African, Asian, and Hispanic immigrant



communities, including fear of reporting, language barriers, and gaps in culturally informed services. The Executive Director of the New Mexico Coalition Against Domestic Violence spoke about the critical role of coalition-building in creating lasting change. Participants also heard from a speaker with lived experience who highlighted the importance of trauma-informed care and its role in healing and recovery.



Another powerful session focused on the safety of Indigenous women, discussing the role of men in prevention, the ongoing crisis of Missing and Murdered Indigenous Women (MMIW) in New Mexico, and hearing firsthand from the female police chief of Gallup, who shared her insights on leadership and community collaboration.

A final panel broadened the discussion to include transgender women, unhoused women, and women in the prison system, emphasizing the interconnected barriers to safety that these groups face.

The day concluded with an inspirational call to action from a survivor of childhood sexual abuse. Her powerful testimony underscored the urgent need to strengthen laws that allow survivors more time to come forward and seek justice.

Overall, the 2025 Women's Summit was a deeply impactful day—one that honored survivors, fostered understanding, and reinforced the shared commitment to making New Mexico a safer and more equitable place.

Collaborations

In 2025, the Commission on the Status of Women (CSW) partnered with a range of organizations and community initiatives to advance equity, education, and opportunity for



women and girls across New Mexico. We supported **Dar a Luz Birth & Health Center's "Babies and Brunch" fundraiser**, promoting maternal health and awareness around access to birth centers and pregnancy care. The Commission also collaborated with the **ACLU's CHISPA** project to highlight the importance of data privacy and digital protections for women and families.

The commission has been attending and supporting the **City of Albuquerque's Domestic**

Violence and Sexual Assault Commission meetings who are focused on developing a resolution and supporting the city's lethality assessment initiative, an effort aimed at better identifying and responding to high-risk domestic violence cases.

We also engaged directly with communities statewide, including presenting at the **Curry County Health Council's September meeting** and speaking at events such as the **Hands-Off Rally in Albuquerque** and the **New Mexico Public Health Association's monthly meeting**,

where we discussed women's health, safety, and access to care.



The Commission continued its commitment to inspiring and empowering young women by collaborating with **Girls Inc. and Go Girls on a Women in STEM coloring book**, designed to introduce girls to science, technology, engineering, and math role models.

We also worked to advance economic equity by recognizing **Latina Equal Pay Day** in partnership with the **Albuquerque Hispano Chamber of Commerce**, and by speaking on equal pay issues at the

Chamber's Women in Business monthly meeting.

We also partnered with the **Office of African American Affairs** on a maternal mortality awareness event, supported the **Martin Luther King Jr. Day march and celebration at Civic Plaza**, and collaborated with the **Southwest Women's Law Center** who leads the paid family and medical leave coalition.

On a national level, the Commission participated in the National Association of Commissions for Women conference in Oklahoma City, sharing New Mexico's work and learning from other states' approaches to women's policy leadership.



Together, these partnerships reflect the Commission's ongoing commitment to collaboration, community engagement, and the advancement of policies and programs that improve the lives of women and girls across New Mexico.

SECTION 7

Legislative Work

In 2025, the Commission on the Status of Women (CSW) hosted its **Women's Day of Action** at the New Mexico State Capitol. The event brought together legislative leaders, community organizations, and commissioners who serve as subject-matter experts in their fields. Throughout the event, speakers discussed community-based initiatives and proposed legislation addressing the Commission's three core focus areas, health, safety, and economic security.



The CSW provided access to **Legislative 101 training**, which provided practical guidance on how to effectively advocate for the issues and bills. The event concluded with a networking lunch that brought legislators and their female constituents together at the Roundhouse to discuss the challenges and opportunities facing women across New Mexico. This day of action strengthened connections between policymakers and the public while empowering women to use their voices in the legislative process.



The Commission was also proud to lend support and provide public comment for several key bills during the 2025 legislative session. Among them, Medical Provider Patient IPRA Privacy Bill (**SB57**), which protects the privacy of OBGYNs in New Mexico—passed with broad support. The Commission also advocated for updates to The Extreme Risk Protection Order (ERPO) bill (**HB12**), helping ensure stronger protection for domestic violence survivors and communities at risk. In addition, we supported and celebrated the passage of legislation on Medicaid reimbursement for birth centers (**HB56**), hair braiding licensure (**HB281**), Tribal regalia at school events (**SB163**), and both (**SB1 & SB3**) Behavioral Health Trust Fund and the Behavioral Health Reform and Investment Act.

To reinforce data-drive advocacy, the Commission shared its **2025 Annual Report** with state senators and representatives, highlighting regional data from the University of New Mexico's Bureau of Business and Economic Research (BBER) By combining research, community engagement, and direct legislative involvement, the CSW continues to advance its mission of improving the health, safety, and economic security of women and girls throughout New Mexico.

SECTION 8 Budget

During the 2025 legislative session, CSW was granted \$419,400 in General Fund appropriations. This funding supports CSW's operations and designated initiatives from July 1, 2025, to June 30, 2026. Additionally, the CSW raised \$2,640 by charging a small admission fee for the Women's Health Summit to those who could afford to pay the fee.

Commission on the Status of Women				
	BU-60100			
	Pcode - P691			FY 25 OPBUD
REVENUE				
111	General Fund Transfer			419.4
112	Other Transfers			0
150	Fund Balance			0
	REVENUE, TRANSFERS			419.4
EXPENSE				
200	Personal Services and Employee Benefits			237.5
300	Contract Services			81.5
400	Other			100.4
	EXPENDITURES			419.4

SECTION 9

Audit, Other Internal Assessment Work, and Communications

Audit and Other Internal Assessment Work

As of November 3, 2025, the Commission has concluded its audit for the fiscal year 2025. In the opinion of our auditors, the financial statements present fairly, in all material respects, the financial position of the governmental activities and the major general fund as of June 30, 2025, 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 audit report for fiscal year 2025 will be available for public access on the CSW website at **About > Plans, Annual Reports, & Audits**. Prior year audits available for view on the website at this time include the years 2021-2024.

Communications

In addition to our ongoing informational campaigns featured in the News section of our website, the New Mexico Commission on the Status of Women (CSW) has developed a robust and expanding social media presence to keep New Mexicans informed about issues impacting women across the state. Working closely with our media provider, we post regularly—an average of five times per month—sharing timely updates, resources, and calls to action that help our growing audience stay connected and engaged.

To further strengthen outreach and communication, the Commission launched a monthly email newsletter, which now reaches more than 2,000 subscribers statewide. Each newsletter highlights current events, upcoming initiatives, and stories that reflect the challenges and progress of women and girls in New Mexico.

In addition to the general newsletter, the Commission also distributes a monthly topic-focused email that provides deeper insight into key issues affecting women. These topic-focused email have covered a wide range of timely subjects, including post-election analysis, updates on reproductive health access, the evolving work of domestic violence providers, and critical topics such as crisis pregnancy centers (CPCs) and data privacy. By combining consistent communication with accessible, evidence-based information, the Commission continues to build awareness, foster dialogue, and connect women across New Mexico with the knowledge and resources they need to thrive.

SECTION 10

Planning for the Future

Girls Program

At the Commission on the Status of Women (CSW), we believe that empowering New Mexico's young women and girls through access to knowledge, mentorship, and skill-building opportunities is essential for the future success of women in our state. In 2025, as part of our regional events, we introduced a second day of programming dedicated specifically to middle and high school girls, focusing on topics that help build confidence and lifelong skills. These sessions cover healthy relationships and understanding consent, civic engagement, and financial literacy—areas that are foundational to personal safety, leadership, and independence. Participants are surveyed after each event to help us better understand their needs and interests. The insights we gather will guide the development of a comprehensive Girls Program, which we plan to launch if additional funding is made available in FY27. Through this effort, we aim to create lasting opportunities for young women across New Mexico to thrive and lead.



As we look ahead, the Commission on the Status of Women remains focused on building a sustainable foundation for growth and impact. Hiring a financial consultant in the latter half of 2025 was an important step toward strengthening our internal operations, ensuring accountability, and freeing leadership to concentrate on expanding programs and partnerships. With continued funding, we hope to make this a permanent position—allowing the Executive Director to dedicate more time to securing grants, developing direct services, and advancing the CSW's mission. Despite budget limitations within the State of New Mexico, we remain committed to restoring the Commission to its full potential by educating the public, advocating for supportive policies, and collaborating with community partners to create a more equitable future. Above all, we will continue to center and uplift the voices of women and girls across the state, ensuring their equal access to health, safety, and the opportunity to thrive.



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.

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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 Planning Session

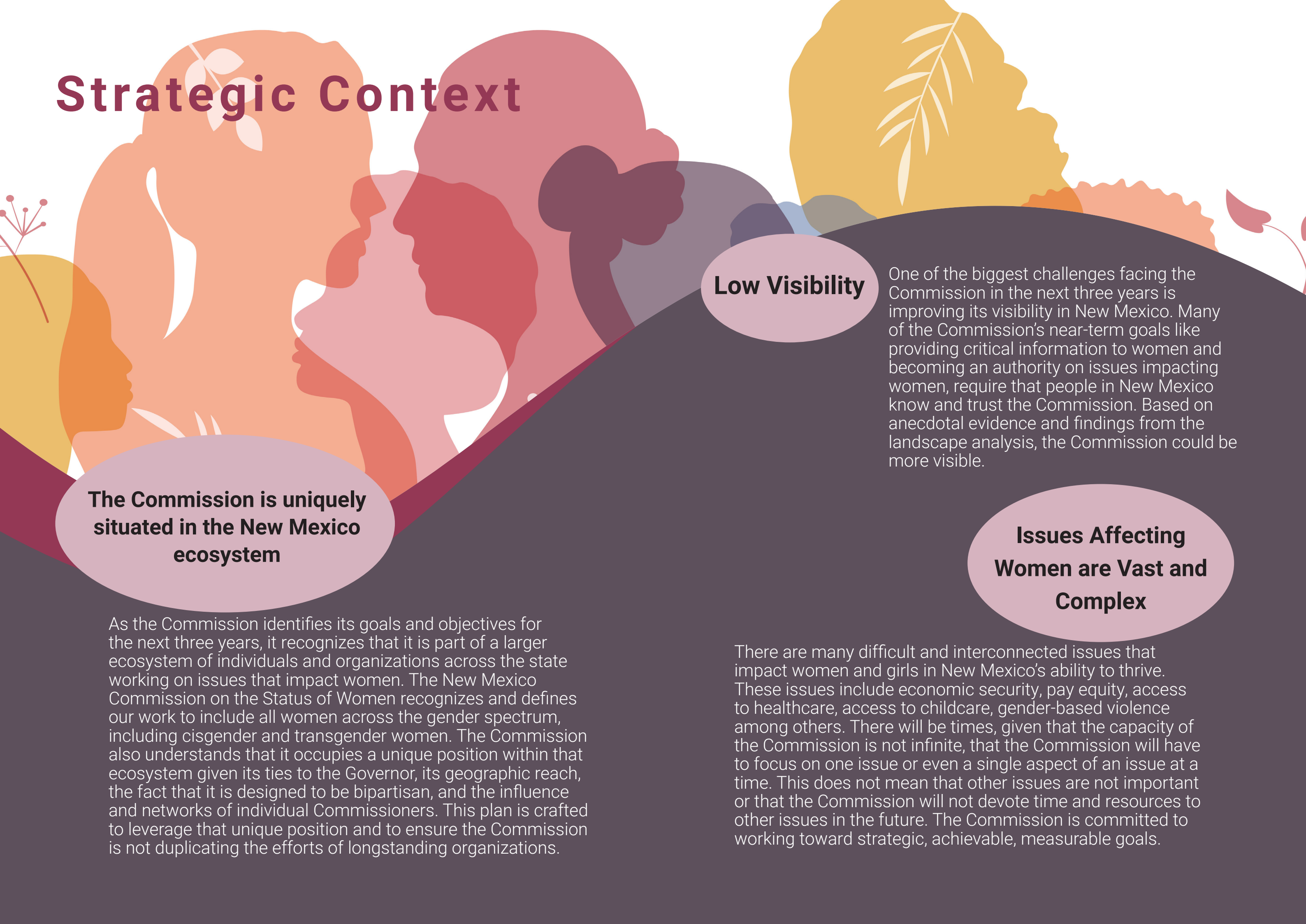
In January of 2024, all 12 current Commissioners met for a day-long strategic planning session facilitated by Single Space Strategies. This session focused on:

- refining the mission and vision of the organization
- determining organizational priorities, based on the needs of New Mexico women, that fit within the Commission's statutory authority.
- gaining a deeper understanding of the expertise of the currently appointed Commissioners, and identifying who might serve in the future.
- creating a list of partnerships to cultivate in the next three years

Input and Revisions to the Strategic Planning Document

A draft of this plan was shared with Commissioners prior to their regular March meeting. SSS then presented the draft plan at the March meeting, giving Commissioners and the public an opportunity to comment and suggest revisions. Commissioners held additional meetings to review and revise the plan.

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.

Low Visibility

One of the biggest challenges facing the Commission in the next three years is improving its visibility in New Mexico. Many of the Commission's near-term goals like providing critical information to women and becoming an authority on issues impacting women, require that people in New Mexico know and trust the Commission. Based on anecdotal evidence and findings from the landscape analysis, the Commission could be more visible.

Issues Affecting Women are Vast and Complex

There are many difficult and interconnected issues that impact women and girls in New Mexico's ability to thrive. These issues include economic security, pay equity, access to healthcare, access to childcare, gender-based violence among others. There will be times, given that the capacity of the Commission is not infinite, that the Commission will have to focus on one issue or even a single aspect of an issue at a time. This does not mean that other issues are not important or that the Commission will not devote time and resources to other issues in the future. The Commission is committed to working toward strategic, achievable, measurable goals.

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.

Mission Statement -

a description of how the Commission will work to achieve the vision.

The Commission on the Status of Women educates the public, advocates for supportive policies, and collaborates with community partners to create a more equitable future for the women of New Mexico. To ensure that our work is responsive and reflects the intersecting needs and priorities of New Mexican women, the Commission commits to engaging, uplifting, and prioritizing the voices and leadership of women around the state to ensure their equitable access to health, safety, and the ability to thrive.

The background of the entire page is a stylized, overlapping collage of women's faces. The faces are rendered in a flat, illustrative style with various skin tones (peach, tan, brown, grey) and hair colors (brown, blonde, grey, black). Some faces are looking forward, while others are in profile or looking slightly away. The overall effect is a sense of a diverse and inclusive community.

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.

- ◇ 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.

- ◇ 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.

◇ 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.

◇ 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.

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



Implementing Objective 4.2

Continue to provide policy education through issue campaigns.

- ◇ 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.

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.

- ◇ 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.

- ◇ 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.

- ◇ 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.

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.**

- ◇ 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.**

- ◇ 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.**

- ◇ 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.

A large, stylized teal graphic on the right side of the page, consisting of several concentric, overlapping curved shapes that resemble a stylized 'S' or a series of nested arcs.

Report of Independent Auditors
and Financial Statements

**State of New Mexico
Commission on the Status of Women**

June 30, 2025

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State of New Mexico Commission on the Status of Women
Official Roster
June 30, 2025

Commissioners

Erin Armstrong	Mary Lane Leslie
Celina Gerese Bryant	Songtree Pioche
Gabrielle Begay	Alexandria V. Taylor
Lisa Curtis	Melissa Lopez-Sullivan
Leigh Ana Shaw	Denise Torres
Christina Herrera-Furst	Maryann Ustick
Renee Villarreal	

Administrative Official

Jenifer Raphael Getz	Executive Director
Carla Law	Program Manager

Report of Independent Auditors

The Commissioners
New Mexico Commission on the Status of Women

Mr. Joseph M. Maestas, PE, CFE
New Mexico State Auditor

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and each major fund and the budgetary comparisons for the general fund and each major special revenue fund of New Mexico Commission on the Status of Women (the Commission), a component of the State of New Mexico, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Commission's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of New Mexico Commission on the Status of Women as of June 30, 2025, and the respective changes in financial position and the budgetary comparisons for the general fund and each major special revenue fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards (Government Auditing Standards)*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Commission and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matters

As discussed in Note 1, the financial statements of New Mexico Commission on the Status of Women present the net position and changes in net position of the State of New Mexico that are attributable to the transactions of the Commission. The financial statements do not present the financial position of the State of New Mexico as of June 30, 2025 and the changes in its financial position, and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

As discussed in Note 2 to the basic financial statements, the Commission adopted Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences* during the year ended June 30, 2025. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and budgetary comparison information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 31, 2025 on our consideration of New Mexico Commission on the Status of Women's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of New Mexico Commission on the Status of Women's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering New Mexico Commission on the Status of Women's internal control over financial reporting and compliance.

Baker Tilly US, LLP

Albuquerque, New Mexico
October 31, 2025

Management's Discussion and Analysis

State of New Mexico Commission on the Status of Women

Management's Discussion and Analysis

June 30, 2025

The management's discussion and analysis (MD&A) of State of New Mexico Commission on the Status of Women (the Commission) is designed to assist the reader in focusing on significant financial issues, provide an overview of the Commission's financial activity, identify changes in the Commission's financial position (ability to address future year challenges), identify any material deviations from the financial plan and identify any fund issues of concern.

The MD&A is designed to focus on the past year's activities, resulting changes, and currently known facts. Please read it in conjunction with the Commission's financial statements and notes which follow this section.

Overview of the financial statements – This annual report consists of three parts: 1) management's discussion and analysis, 2) the basic financial statements, and 3) notes to the financial statements.

The basic financial statements include two kinds of statements that provide different views of the Commission. The first two statements are government-wide financial statements that provide both long-term and short-term information about the Commission's overall financial status. The remaining statements are fund financial statements that focus on individual parts of the Commission's operations in more detail than the government-wide statements.

The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data.

The MD&A should provide an objective and easily readable analysis of the government's financial activities, based on currently known facts, decisions, or conditions. It should provide an analysis of the government's overall financial position and results of operations to assist users in assessing whether the financial position has improved as a result of the year's activities. Additionally, it should provide an analysis of significant changes that occur in funds and significant budget variances.

Government-wide financial statements – The Statement of Net Position summarizes the Commission's overall financial position as of June 30, 2025. This financial statement is comparable to the balance sheet in a private sector entity's set of financial statements. A Statement of Net Position differs from a balance sheet in several ways, but there is one main difference. The Commission is a government agency and a trustee of public assets rather than a company with shareholders or owners. In a private sector balance sheet, the surplus (or deficit) of assets compared to liabilities is the owners' equity. In governmental financial statements, this excess is labeled net position.

The remaining financial statements report the Commission's operations in greater detail than the government-wide statements.

State of New Mexico Commission on the Status of Women
Management's Discussion and Analysis
June 30, 2025

Fund financial statements – The fund financial statements provide more detailed information about the Commission's most significant funds. Funds are accounting devices that are used to keep track of specific sources of funding and spending for particular purposes.

The Commission's services are included in governmental funds, which focus on (a) how cash and other financial assets that can be readily converted to cash flow in and out, and (b) the balances left at year-end that are available for spending. The governmental fund statements provide a detailed short-term view that help the user determine whether there are more or fewer financial resources that can be spent in the near future to finance the Commission's programs. Since this information does not include the additional long-term focus of the government-wide statements, reconciliation between the government-wide statements and the fund financial statements is provided for governmental-type activities.

Financial analysis of the Commission as a whole

Net position – The Commission's net position as of June 30, 2025 is \$10,750 compared to \$72,121 as of June 30, 2024. Net position is comprised of the following as of June 30:

	2025	2024	Change
ASSETS			
Cash and cash equivalents	\$ 49,682	\$ 90,019	\$ (40,337)
LIABILITIES			
Accounts payable	22,497	14,527	7,970
Accrued payroll	6,537	3,371	3,166
Compensated absences	9,898	-	9,898
Total liabilities	38,932	17,898	21,034
NET POSITION	\$ 10,750	\$ 72,121	\$ (61,371)

The Commission's total assets are comprised of \$49,682 in the State General Fund Investment Pool (SGFIP) and liabilities were comprised of accounts payable, accrued payroll and compensated absences totaling \$38,932 as of June 30, 2025. Total assets held in the SGFIP were \$90,019 and liabilities totaled \$17,898 as of June 30, 2024.

State of New Mexico Commission on the Status of Women
Management's Discussion and Analysis
June 30, 2025

Governmental activities – The Commission's governmental activities and transactions during the year ended June 30, 2025 were payroll, rent, professional services, and other expenditures. Expenditures during the year ended June 30, 2024 consisted of contracts and professional fees, as well as reversions to the State General Fund, personnel, travel, office and program costs. Changes in net position are summarized as follows for the year ended June 30:

	2025	2024	Change
REVENUES			
Miscellaneous revenue	\$ 2,640	\$ 20	\$ 2,620
Transfers in	419,400	302,900	116,500
Total revenue	<u>422,040</u>	<u>302,920</u>	<u>119,120</u>
EXPENSES			
Payroll	265,263	158,793	106,470
Contractual services	92,750	128,389	(35,639)
Other operating costs	117,850	121,460	(3,610)
Reversions to the State General Fund	-	94,278	(94,278)
Total expenses	<u>475,863</u>	<u>502,920</u>	<u>(27,057)</u>
CHANGE IN NET POSITION	<u>(53,823)</u>	<u>(200,000)</u>	<u>146,177</u>
NET POSITION			
Beginning of year, as originally stated	72,121	272,121	(200,000)
Implementation of GASB No. 101	<u>(7,548)</u>	<u>-</u>	<u>(7,548)</u>
Beginning of year, as restated	<u>64,573</u>	<u>272,121</u>	<u>(207,548)</u>
End of year	<u>\$ 10,750</u>	<u>\$ 72,121</u>	<u>\$ (61,371)</u>

Information on individual funds – The Commission is responsible for the management of four individual fund accounts. In addition to the general fund, there are three special revenue funds that have specific mandated uses. The table below lists the beginning and ending cash balances for each fund managed by the Commission. There were no balances held in the TeamWorks Fund as of June 30, 2025 and 2024.

Fund Name	2025	2024
General Fund	\$ -	\$ 17,898
Conference Fund	20,648	65,166
Girls Program Fund	<u>-</u>	<u>6,955</u>
	<u>\$ 20,648</u>	<u>\$ 90,019</u>

Capital asset and long-term debt activity

Capital assets – The Commission did not hold any capital assets as of June 30, 2025 and 2024.

Long-term debt – The Commission does not hold any long-term debt and had no long-term liabilities.

State of New Mexico Commission on the Status of Women
Management's Discussion and Analysis
June 30, 2025

New Mexico Health Care Authority administrative support – The Commission has entered into a memorandum of understanding with State of New Mexico Health Care Authority (HCA), formerly known as State of New Mexico Human Services Department, to assist and support the Commission administratively. Pursuant to NMSA 9-8-8, the Commission is administratively attached to HCA. HCA assists and supports the Commission in meeting statutory responsibilities and duties.

Contacting the Commission's financial management – The Commission's financial statements are designed to provide our constituents and stakeholders with a general overview of the Commission's finances and to show accountability for the money it receives. If you have questions about this report or need additional information, contact the State of New Mexico Commission on the Status of Women; 215 Central Ave NW, Suite 220, Box 8; Albuquerque, New Mexico 87102.

Financial Statements

State of New Mexico Commission on the Status of Women
Statement of Net Position
June 30, 2025

	<u>Governmental Activities</u>
ASSETS	
Current assets	
State General Fund Investment Pool	<u>\$ 49,682</u>
LIABILITIES	
Current liabilities	
Accounts payable	\$ 22,497
Accrued payroll	6,537
Compensated absences - due within one year	<u>6,928</u>
Total current liabilities	35,962
Noncurrent liabilities	
Compensated absences - net of amount due in one year	<u>2,970</u>
Total liabilities	38,932
NET POSITION	
Restricted (Note 2)	<u>10,750</u>
TOTAL LIABILITIES AND NET POSITION	<u><u>\$ 49,682</u></u>

See accompanying notes.

State of New Mexico Commission on the Status of Women
Statement of Activities
Year Ended June 30, 2025

Functions/Programs	Expenses	Program Revenues, Operating Grants, and Contributions	Net (Expenses), Revenue, and Changes in Net Position
GOVERNMENTAL ACTIVITIES			
General government	\$ 475,863	\$ 2,640	\$ 473,223
GENERAL REVENUES AND TRANSFERS			
State General Fund appropriations			413,800
Other revenue			<u>5,600</u>
CHANGE IN NET POSITION			<u>(53,823)</u>
NET POSITION			
Beginning of year, as originally stated			72,121
Implementation of GASB No. 101 (Note 2)			<u>(7,548)</u>
Beginning of year, as restated			<u>64,573</u>
End of year			<u>\$ 10,750</u>

See accompanying notes.

State of New Mexico Commission on the Status of Women
Balance Sheet – Governmental Funds
June 30, 2025

	General Fund (04300)	Conference (08700)	Girls Program (27400)	TeamWorks (38300)	Total Governmental Funds
ASSETS					
State General Fund Investment Pool	\$ 29,034	\$ 20,648	\$ -	\$ -	\$ 49,682
LIABILITIES					
Accounts payable	\$ 22,497	\$ -	\$ -	\$ -	\$ 22,497
Accrued payroll	6,537	-	-	-	6,537
Total liabilities	29,034	-	-	-	29,034
FUND BALANCES					
Restricted (Note 2)	-	20,648	-	-	20,648
TOTAL LIABILITIES AND FUND BALANCES	\$ 29,034	\$ 20,648	\$ -	\$ -	\$ 49,682

See accompanying notes.

State of New Mexico Commission on the Status of Women
Reconciliation of the Balance Sheet –
Governmental Funds to the Statement of Net Position
June 30, 2025

TOTAL FUND BALANCE - GOVERNMENTAL FUNDS (Governmental Funds Balance Sheet)	\$ 20,648
Long-term liabilities are not due and payable in the current period and, therefore, are not reported in the funds:	
Compensated absences	<u>(9,898)</u>
NET POSITION OF GOVERNMENTAL ACTIVITIES (Statement of Net Position)	<u>\$ 10,750</u>

See accompanying notes.

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, 2025

	General Fund (04300)	Conference (08700)	Girls Program (27400)	TeamWorks (38300)	Total Governmental Funds
REVENUES					
Miscellaneous	\$ -	\$ 2,640	\$ -	\$ -	\$ 2,640
EXPENDITURES					
Current					
Payroll	262,913	-	-	-	262,913
Contractual services	92,750	-	-	-	92,750
Other operating costs	117,850	-	-	-	117,850
Total expenditures	473,513	-	-	-	473,513
OTHER FINANCING SOURCES (USES)					
State General Fund appropriations	413,800	-	-	-	413,800
Other revenue	5,600	-	-	-	5,600
Intra-agency transfers	54,113	(47,158)	(6,955)	-	-
Total other financing sources	473,513	(47,158)	(6,955)	-	419,400
NET CHANGE IN FUND BALANCES	-	(44,518)	(6,955)	-	(51,473)
FUND BALANCES, beginning of year	-	65,166	6,955	-	72,121
FUND BALANCES, end of year	\$ -	\$ 20,648	\$ -	\$ -	\$ 20,648

See accompanying notes.

State of New Mexico Commission on the Status of Women
Reconciliation of the Statement of Revenues, Expenditures, and Changes
in Fund Balances – Governmental Funds to the Statement of Activities
Year Ended June 30, 2025

NET CHANGES IN FUND BALANCES - TOTAL GOVERNMENTAL

FUNDS (Statement of Revenues, Expenditures, and

Changes in Fund Balances)

\$ (51,473)

Amounts reported for governmental activities in the statement of activities
differ because:

In the statement of activities, compensated absences are measured by amounts
earned during the year. In the fund statements, expenditures for these items
are measured by the amounts of financial resources used.

(2,350)

CHANGE IN NET POSITION OF GOVERNMENTAL ACTIVITIES

(Statement of Activities)

\$ (53,823)

See accompanying notes.

State of New Mexico Commission on the Status of Women
Statement of Revenues and Expenditures – General Fund –
Budget and Actual
Year Ended June 30, 2025

	General Fund			
	Budgeted Amounts		Actual	Variance from
	Original	Final	Amounts (Budgetary GAAP Basis)	Final Budget Positive (Negative)
REVENUES				
Miscellaneous revenue	\$ -	\$ -	\$ -	\$ -
EXPENDITURES				
Personnel services	237,500	275,000	262,913	12,087
Contractual services	81,500	92,800	92,750	50
Other operating costs	100,400	123,721	117,850	5,871
Total expenditures	<u>419,400</u>	<u>491,521</u>	<u>473,513</u>	<u>18,008</u>
OTHER FINANCING SOURCES				
State General Fund appropriations	413,800	413,800	413,800	-
Other financing sources	5,600	5,600	5,600	-
Intra-agency transfers	-	72,121	54,113	18,008
Total other financing sources	<u>419,400</u>	<u>491,521</u>	<u>473,513</u>	<u>18,008</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
FUND BALANCE, beginning of year	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
FUND BALANCE, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying notes.

State of New Mexico Commission on the Status of Women
Statement of Revenues and Expenditures – Special Revenue Funds –
Budget and Actual
Year Ended June 30, 2025

	Conference			
	Budgeted Amounts		Actual	Variance from
	Original	Final	Amounts (Budgetary GAAP Basis)	Final Budget Positive (Negative)
REVENUES	\$ -	\$ -	\$ 2,640	\$ 2,640
EXPENDITURES	-	-	-	-
OTHER FINANCING SOURCES (USES)				
Other financing use	(65,166)	(65,166)	(47,158)	18,008
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(65,166)	(65,166)	(44,518)	20,648
FUND BALANCE, beginning of year	65,166	65,166	65,166	-
FUND BALANCE, end of year	\$ -	\$ -	\$ 20,648	\$ 20,648

See accompanying notes.

State of New Mexico Commission on the Status of Women
Statement of Revenues and Expenditures – Special Revenue Funds –
Budget and Actual
Year Ended June 30, 2025

	Girls Program			
	Budgeted Amounts		Actual	Variance from
	Original	Final	Amounts (Budgetary GAAP Basis)	Final Budget Positive (Negative)
REVENUES	\$ -	\$ -	\$ -	\$ -
EXPENDITURES	-	-	-	-
OTHER FINANCING SOURCES (USES)				
Other financing use	(6,955)	(6,955)	(6,955)	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(6,955)	(6,955)	(6,955)	-
FUND BALANCE, beginning of year	6,955	6,955	6,955	-
FUND BALANCE, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying notes.

State of New Mexico Commission on the Status of Women
Statement of Revenues and Expenditures – Special Revenue Funds –
Budget and Actual
Year Ended June 30, 2025

	TeamWorks			
	Budgeted Amounts		Actual	Variance from
	Original	Final	Amounts (Budgetary GAAP Basis)	Final Budget Positive (Negative)
REVENUES	\$ -	\$ -	\$ -	\$ -
EXPENDITURES	-	-	-	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	-	-	-	-
NET CHANGE IN FUND BALANCE	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying notes.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

Note 1 – Nature of Organization

The State of New Mexico Commission on the Status of Women (the Commission) was created by the Laws of 1974, Chapter 90, Subsection 1 and amended by the New Mexico Statutes Annotated, 1978 Compilation, Section 28-3-1 through 28-3-11. The Commission's purpose is to stimulate and encourage, throughout the State of New Mexico, the study and review of the status of women:

- Recommended 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 of New Mexico to apprise women of their rights and opportunities and to learn from them their needs and problems.
- Secure recognition of women's accomplishments and contributions to New Mexico.

The Commission educates the public, advocates for supportive policies, and collaborates with community partners to create a more equitable future for the women of New Mexico. To ensure that its work is responsive and reflects the intersecting needs and priorities of New Mexican women, the Commission commits to engaging, uplifting, and prioritizing the voices and leadership of women around the State of New Mexico to ensure their equitable access to health, safety, and the ability to thrive.

Note 2 – Summary of Significant Accounting Policies

Use of estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial reporting entity – The financial statements for the Commission have been prepared in accordance with GAAP as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the standard-setting body for governmental accounting and financial reporting.

A primary government is any state government or general-purpose local government, consisting of all the organizations that make up its legal entity. All funds, organizations, institutions, agencies, departments, and offices that are not legally separate are, for financial reporting purposes, part of the primary government. The Commission, therefore, is part of the primary government of the State of New Mexico, and its financial data should be included with the financial data of the State.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

The Audit Act, Sections 12-6-1 through 12-6-14 NMSA 1978, requires the financial affairs of every agency to be thoroughly examined and audited each year, and a complete written report to be made. Moreover, the New Mexico State Auditor requires that each agency shall prepare financial statements in accordance with accounting principles generally accepted in the United States of America.

Basic financial statements

Government-wide statements – The basic financial statements include both government-wide (based on the Commission as a whole) and fund financial statements. Both the government-wide and fund financial statements (within the basic financial statements) categorize primary activities as either governmental or business-type activities. In the government-wide statement of net position, both the governmental and business-type activities columns are presented on a consolidated basis by column, and are reflected on a full accrual, economic resources basis, which incorporates long-term assets and receivables as well as long-term debt and obligations. All of the Commission's activities are reported under governmental-type activities and there are no component units.

Fund financial statements – The emphasis in fund financial statements is on the major funds. The General Fund is required to be a major program, and the Commission has decided that since the three Special Revenue Funds are very important to the operations of the Commission, they should all be major funds. There are no nonmajor funds.

The governmental fund statements are presented on a current financial resources and modified accrual basis of accounting. This presentation is deemed appropriate to (a) demonstrate legal compliance, (b) demonstrate the source and use of liquid resources, and (c) demonstrate how the Commission's actual experience conforms to the budget or fiscal plan. Since the governmental fund statements are presented on a different measurement focus and basis of accounting than the government-wide statements' governmental activities column, a reconciliation is typically presented on the page following each statement, which briefly explains the adjustments necessary to transform the fund-based financial statements into the governmental activities column on the government-wide presentation.

Interfund accounts, which are on the fund financial statements, would have been eliminated in the government-wide financial statements if there were any.

Basis of presentation – The financial transactions of the Commission are maintained on a fund basis, with each fund considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund balance, revenues, expenditures, and other financing sources or uses. Government resources are allocated to, and accounted for, in individual funds based upon the purpose for which they are to be spent and the means by which spending activities are controlled. The various funds are summarized by type in the accompanying financial statements. The various funds are reported by generic classification within the financial statements.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

GASB Statement No. 34 sets forth minimum criteria for the determination of major funds based on a percentage of the assets, liabilities, revenues, or expenditures/expenses of either fund category or governmental and enterprise combined. All these governmental funds have been classified as major funds by the Commission after considering the criteria for major funds. Only individual governmental or individual enterprise funds can be considered for major fund status.

Governmental fund types

The focus of governmental fund measurement is based upon determination of financial position and changes in financial position (sources, uses, and balances of financial resources) rather than upon net income. The following is a description of the governmental funds of the Commission.

The Commission reports the following major governmental funds.

General Fund (04300) – The General Fund is the general operating fund of the Commission and is used to account for all financial resources not accounted for and reported in another fund. The General Fund is funded primarily by an appropriation from the State General Fund, and any unused funds at the end of the fiscal year revert to the State General Fund.

Special Revenue Funds – The Special Revenue Funds are used to account for and report the proceeds of specific revenue sources that are restricted or committed to expenditures for specific purposes other than debt service or capital projects. There are three special revenues funds:

Conference (08700) – New Mexico Commission on the Status of Women statutory requirements, Section 28-3-2 NMSA, states the Commission shall conduct periodic conferences throughout the state and secure recognition of women's accomplishments and contributions for New Mexico. These funds are received on behalf of the State from gifts, donations, and bequests. Any unexpended or unencumbered balance remaining at the year-end shall not revert to the State General Fund and it is a non-reverting fund.

Girls Program (27400) – This funding is generated by voluntary donations, ticket sales, admission fees, and corporate advertisers/sponsors and is used to pay for transition conferences and the Governor's Award for Outstanding New Mexico Women awards program. Any unexpended or unencumbered balance remaining at the year-end shall not revert to the State General Fund and it is a non-reverting fund.

TeamWorks (38300) – Special Revenue funding is appropriated by the State of New Mexico, Health Care Authority (HCA). It is known as block grant that transfers from HCA to the Commission to develop, establish, and operate job placement programs for participants as defined in the New Mexico Works Act. It is a non-reverting fund per the contract between HCA and the Commission and financed by federal monies.

Basis of accounting – Basis of accounting refers to the point at which revenues or expenditure/expenses are recognized in the accounts and reported in the financial statements. It relates to the timing of the measurements made, regardless of the measurement focus applied.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

The government-wide financial statements are presented on an accrual basis of accounting. The fund financial statements are presented on a modified accrual basis.

Modified accrual – All governmental funds are accounted for using the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recorded when susceptible to accrual, i.e., both measurable and available. “Available” means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period, which is considered within sixty days of year-end. Expenditures are generally recognized under the modified accrual basis of accounting when the related liability is incurred. The exception to this general rule is that principal and interest on general long-term debt, if any, is recognized when due.

Budgets and budgetary accounting – When the State Legislature makes annual appropriations to the Commission’s general fund, legal compliance is monitored through the establishment of a budget and a financial control system that permits a budget to actual expenditure comparison.

Expenditures by category may not legally exceed appropriations. Budgeted line-item classifications may be amended upon approval from the State Budget Division. The basis of accounting for the budget, as appropriated by the State Legislature and approved by the State Budget Division, differs from the basis of accounting required by GAAP.

Per the General Appropriation Act, Laws of 2014, Chapter 63, Section 3, item L, “For the purpose of administering the General Appropriation Act of 2012 and approving operation budgets, the State of New Mexico shall follow the modified accrual basis of accounting for governmental funds in accordance with the manual of model accounting practices issued by the department of finance and administration.” The budget is adopted on the modified accrual basis of accounting except for accounts payable accrued at the end of the fiscal year that do not get paid by statutory deadline per Section 6-10-4 NMSA 1978. Those accounts payable that do not get paid timely must be paid out of the next year’s budget. Encumbrances related to single year appropriations lapse at the year-end. Appropriation periods are sometimes for periods in excess of 12 months (multiple-year appropriations).

When multiple-year appropriation periods lapse, the authority for the budget also lapses and encumbrances can no longer be charged to that budget. The legal level of budgetary control should be disclosed. There are no encumbrances outstanding at year-end.

The Commission follows these procedures in establishing the budgetary data reflected in the financial statements:

- No later than September 1, the Commission submits to the Legislative Finance Committee (LFC), and the Budget Division of the Department of Finance and Administration (DFA), an appropriation request for the fiscal year commencing the following July 1. The appropriation request includes proposed expenditures and the means of financing them.
- Budget hearings are scheduled before the New Mexico House Appropriations and Senate Finance Committees. The final outcome of those hearings is incorporated into the State’s General Appropriation Act.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

- The Act is signed into Law by the Governor of the State of New Mexico within the legally prescribed time limit, at which time the approved budget becomes a legally binding document.
- No later than May 1, the Commission submits to DFA an annual operating budget by appropriation unit and account based upon the appropriation made by the Legislature. The DFA-Budget Division reviews and approves the operating budget, which becomes effective on July 1.
- Formal budgetary integration is employed as a management control device during the fiscal year for the General and Special Revenue Funds.

Compensated absences – State employees may elect to be paid for accrued sick leave in excess of 600 hours at a rate equal to 50% of their hourly rate, not to exceed 120 hours (60 net hours can be paid) per fiscal year. In the case of retiring employees, up to 400 net hours of sick leave can be paid at a rate equal to 50% of their hourly rate.

In the event of termination or retirement, an employee is reimbursed for accumulated vacation up to 240 hours plus compensatory time. Accrued vacation is calculated based on pay rate plus required taxes.

Pensions – The Commission, as part of the primary government of the State of New Mexico, is a contributing employer to the cost-sharing multiple employer defined benefit pension plan administered by the Public Employees Retirement Association (PERA). Disclosure requirements for governmental funds apply to the primary government. As such, this information will be presented in the Component Appropriation Funds Annual Financial Report (General Fund) and Annual Comprehensive Financial Report (ACFR) of the State of New Mexico.

Information concerning the net pension liability, pension expense, and pension-related deferred inflows and outflows of resources of the primary government will be contained in the General Fund and the ACFR and will be available, when issued, from the Office of State Controller, Room 166, Bataan Memorial Building, 407 Galisteo Street, Santa Fe, NM 87501.

Post-employment benefits other than pensions – The Commission, as part of the primary government of the State of New Mexico, is a contributing employer to a cost-sharing multiple-employer defined benefit postemployment health care plan that provides comprehensive group health insurance for persons who have retired from certain public service positions in New Mexico. The other postemployment benefits (OPEB) Plan is administered by the Retiree Health Care Authority of the State of New Mexico. Overall, total OPEB liability exceeds OPEB Plan net position resulting in a net OPEB liability. The State has determined the State's share of the net OPEB liability to be a liability of the State as a whole, rather than any agency or department of the State and the liability will not be reported in the department or agency level financial statements of the State. All required disclosures will be presented in the ACFR of the State of New Mexico.

Information concerning the net liability, benefit expense, and benefit-related deferred inflows and deferred outflows of resources of the primary government will be contained in the State of New Mexico ACFR for the year ended June 30, 2025 and will be available, when issued, from the Office of the State Controller, Room 166, Bataan Memorial Building, 407 Galisteo Street, Santa Fe, New Mexico, 87501.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

Governmental fund balances – In the governmental fund financial statements, fund balances are classified as follows:

Non-spendable – Amounts that cannot be spent either because they are in a non-spendable form or because they are legally or contractually required to be maintained intact.

Restricted – Amounts that can be spent only for specific purposes where constraints placed on the resources are either externally imposed or imposed by law through constitutional provisions or enabling legislation.

Committed – Amounts that can be used only for specific purposes pursuant to constraints imposed by formal action of the Legislative and Executive branches of the State.

Assigned – Amounts that are constrained by the Legislature's and Executive Branch's intent to be used for specific purposes or, in some cases, by legislation.

Unassigned – All amounts not included in other spendable classifications.

As of June 30, 2025, the Conference (08700) had a positive fund balance. The fund balance in this fund has been classified as Restricted for the specific and related programs.

Use of restricted resources – When an expenditure/expense is incurred for purposes for which both restricted and unrestricted resources are available, it is the State's policy to use restricted resources first. When expenditures/expenses are incurred for purposes for which unrestricted (committed, assigned, and unassigned) resources are available, and amounts in any of these unrestricted classifications could be used, it is the State's policy to spend committed resources first.

Revenues and expenditures – Substantially all governmental fund revenues are accrued. Expenditures are recognized when the related fund liability is incurred.

Deferred outflows/inflows of resources – In addition to assets, the statement of financial position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to a future period(s) and so will not be recognized as an outflow of resources (expense/expenditure) until then. The Commission did not have any items that qualified for reporting in this category as of June 30, 2025.

In addition to liabilities, the statement of financial position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to a future period and so will not be recognized as an inflow of resources (revenue) until that time. The Commission did not have any items that were required to be reported in this category as of June 30, 2025.

Net position – The government-wide statements utilize a net position presentation categorized as follows:

Net investment in capital assets – This category reflects the portion of net position that are associated with capital assets less outstanding capital asset related debt.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

Restricted net position – For the government-wide statement of net position, net position is reported as restricted when constraints placed on net position used are imposed by law through constitutional provisions or enabling legislation.

Unrestricted net position – This category reflects net position of the Commission not restricted for any project or other purpose.

New accounting pronouncements – The Commission adopted two new accounting pronouncements during the year ended June 30, 2025:

Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*, effective for fiscal years beginning after December 15, 2023. GASB No. 101 requires recognition of a liability for leave that is earned, accumulates, and is more likely than not to be used for time off or otherwise paid out. The liability is measured at each employee's pay rate in effect at the financial statement date. The adoption of GASB No. 101 resulted in a restatement of beginning net position for accrued compensated absences totaling \$7,548 as of July 1, 2024.

GASB Statement No. 102, *Certain Risk Disclosures*, effective for fiscal years beginning after June 15, 2024. This adoption had no impact on the financial statements.

Note 3 – Commission Operations

The Commission has entered into a memorandum of understanding (MOU) with the State of New Mexico Health Care Authority (HCA), formerly known as State of New Mexico Human Services Department, to assist and support the Commission administratively. Pursuant to Section 9-8-8 NMSA, the Commission has been administratively attached to HCA since fiscal year 2012. HCA assists and supports the Commission in meeting statutory responsibilities and duties. As outlined in the MOU, all capital assets (as they were federally funded) and any obligations or claims for the Commission as of June 30, 2011 were transferred to HCA during fiscal year 2012.

Note 4 – State General Fund Investment Pool

As provided for in Chapter 8-6 of the New Mexico Statutes Annotated 1978, the State Treasurer shall receive and keep all monies of the state, except when otherwise provided, and shall disburse the public money upon lawful warrants. The State Treasurer's Office (STO) acts as the state's bank. Agency cash receipts are deposited with STO and pooled in a statewide investment fund, when amounts are greater than immediate needs they are placed into short-term investments. When agencies make payments to vendors and employees they are made from this pool and their claims on the pool reduced.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

The comprehensive cash reconciliation model which compares aggregated agency claims on the State General Fund Investment Pool (SGFIP) to the associated resources held by the State Treasurer's Office is now in its fifth year. This process has been reviewed multiple times by the IPAs performing audits of the General Fund, the Department of Finance and Administration and the State of New Mexico's Annual Comprehensive Financial Report. The reviews have deemed the process to be sound and Department of Finance and Administration fully compliant with the requirements of the monthly process. As of June 30, 2025, resources held in the pool were equivalent to corresponding agencies claims on those resources. All claims are recorded in SHARE shall be honored at face value. Claims on the SGFIP are reported as financial assets by the various agencies investing in the SGFIP.

The Commission reconciles claims on the SGFIP to the related assets managed by STO. There is no material difference between the two amounts. The New Mexico State Treasurer monitors the collateral for deposits held by it for other State entities in its various pools, which includes the SGFIP of the Commission. The New Mexico State Treasurer has its own separate annual independent audit in which the collateral pledged to secure these accounts, categories of risk involved and the fair value of purchased investments is disclosed. The report may be obtained by writing to the New Mexico State Treasurer, P.O. Box 5135, Santa Fe, NM 87505-5135.

As of June 30, 2025 and 2024, the Commission has the following balances invested in the SGFIP:

	SHARE Fund Number	2025	2024
Interest in the State General Fund Investment Pool			
General Fund	60100-43000	\$ 29,034	\$ 17,898
Conference Fund	60100-08700	20,648	65,166
Girls Program Fund	60100-27400	-	6,955
		<u>\$ 49,682</u>	<u>\$ 90,019</u>

Interest rate risk – The New Mexico State Treasurer's Office has an investment policy that limits investment maturities to five years or less on allowable investments. This policy is a means of managing exposure to fair value losses arising from increasing interest rates. This policy is reviewed and approved annually by the New Mexico State Board of Finance.

Credit risk – The New Mexico State Treasurer pools are not rated. For additional GASB 40 disclosure information regarding cash held by the New Mexico State Treasurer, the reader should see the separate financial statements for the New Mexico State Treasurer's Office for the year ended June 30, 2025.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

Note 5 – Compensated Absences

The following table summarizes the accrued compensated absences balances and activity for the year ended June 30, 2025:

	Beginning Balance (As restated)	Increases	Decreases	Ending Balance	Due Within One Year
Compensated absences	\$ 7,548	\$ 2,350	\$ -	\$ 9,898	\$ 6,928

Note 6 – Pension Plan – Public Employees Retirement Association

Plan description – Public Employees Retirement Fund is a cost-sharing, multiple employer defined benefit pension plan. This fund has six divisions of members, including State General, State Police/Adult Corrections Officers, Municipal General, Municipal Police/Detention Officers, Municipal Fire, and State Legislative Divisions, and offer 24 different types of coverage within the PERA plan. All assets accumulated may be used to pay benefits, including refunds of member contributions, to any of the plan members or beneficiaries, as defined by the terms of the plan. Certain coverage plans are only applicable to a specific division. Eligibility for membership in the Public Employee Retirement Fund is set forth in Public Employees Retirement Act (Chapter 10, Article 11, NMSA 1978). Each employee and elected official of every affiliated public employer is required to be a member in the Public Employees Retirement Fund, unless specifically excluded.

Benefits provided – Benefits are generally available at age 65 with five or more years of service or after 25 years of service regardless of age for Tier 1 members. Provisions also exist for retirement between ages 60 and 65, with varying amounts of service required. Generally, the amount of retirement pension is based on final average salary, which is defined under Tier 1 as the average salary for the 36 consecutive months of credited service producing the largest average; credited service; and the pension factor of the applicable coverage plan. Monthly benefits vary depending upon the plan under which the member qualifies, ranging from 2% to 3.5% of the member's final average salary per year of service. The maximum benefit that can be paid to a retiree may not exceed a range of 60% to 90% of the final average salary, depending on the division. Benefits for duty and non-duty death and disability and for post-retirement survivors' annuities are also available. The retirement age and service credit requirements for normal retirement for PERA state and municipal general members hired increased effective July 1, 2013 with the passage of Senate Bill 27 in the 2013 Legislative Session. Under the new requirements (Tier 2), general members are eligible to retire at any age if the member has at least eight years of service credit and the sum of the member's age and service credit equals at least 85 or at age 65 with five or more years of service credit. General members hired on or before June 30, 2013 (Tier 1) remain eligible to retire at any age with 25 or more years of service credit. Generally, under Tier 2 pension factors were reduced by 0.5%, employee contribution increased 1.5% and effective July 1, 2014 employer contributions were raised 0.05%. The computation of final average salary increased as the average of salary for 60 consecutive months.

State of New Mexico Commission on the Status of Women

Notes to Financial Statements

Note 7 – Post-Employment Benefits (OPEB) – State Retiree Health Care Plan

Plan description – Employees of the Commission are provided with OPEB through the Retiree Health Care Fund (the Fund) – a cost-sharing multiple-employer defined benefit OPEB plan administered by the New Mexico Retiree Health Care Authority (NMRHCA). NMRHCA was formed February 13, 1990, under the New Mexico Retiree Health Care Act (the Act) of New Mexico Statutes Annotated, as amended (NMSA 1978), to administer the Fund under Section 10-7C-1-19 NMSA 1978. The Fund was created to provide comprehensive group health insurance coverage for individuals (and their spouses, dependents, and surviving spouses) who have retired or will retire from public service in New Mexico. NMRHCA is an independent agency of the State of New Mexico. The funds administered by the NMRHCA are considered part of the State of New Mexico financial reporting entity and are OPEB trust funds of the State of New Mexico. NMRHCA's financial information is included with the financial presentation of the State of New Mexico.

Benefits provided – The fund is a multiple employer cost sharing defined benefit healthcare plan that provides eligible retirees (including terminated employees who have accumulated benefits but are not yet receiving them), their spouses, dependents and surviving spouses and dependents with health insurance and prescription drug benefits consisting of a plan, or optional plans of benefits, that can be contributions to the Fund and by co-payments or out-of-pocket payments of eligible retirees.

Contributions – Employer and employee contributions to the Fund total 3% for non-enhanced retirement plans of each of the participating employee's salary as required by Section 10-7C-15 NMSA 1978. The contributions are established by statute and are not based on an actuarial calculation. All employer and employee contributions are non-refundable under any circumstance, including termination of the employer's participation the Fund.

Note 8 – Transfer and Reversion

The Commission had the following transfer during the year ended June 30, 2025:

State Agency/Fund	Business Unit	SHARE Fund No.	Purpose	General Fund (04300)	Conference (08700)	Girls Program (27400)	TeamWorks (38300)	Total
State General Fund Appropriations	34101	85300	Regular Appropriation	\$ 413,800	\$ -	\$ -	\$ -	\$ 413,800
Other Financing Sources								
Dept. of Finance & Administration	34100	62000	Other	5,600	-	-	-	5,600
Dept. of Finance & Administration	60100	08700	Other	-	(47,158)	-	-	(47,158)
Dept. of Finance & Administration	60100	27400	Other	-	-	(6,955)	-	(6,955)
Dept. of Finance & Administration	60100	04300	Other	54,113	-	-	-	54,113
				<u>\$ 473,513</u>	<u>\$ (47,158)</u>	<u>\$ (6,955)</u>	<u>\$ -</u>	<u>\$ 419,400</u>

Unexpended cash balances of the Commission's governmental funds are subject to reversion to the state general fund unless they are multi-year appropriations, or the appropriation periods are specifically extended by act of the Legislature. The Commission made no reversions during the year ended June 30, 2025.

Compliance

Report of Independent Auditors on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

The Commissioners
New Mexico Commission on the Status of Women

Mr. Joseph M. Maestas, PE, CFE
New Mexico State Auditor

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund and the budgetary comparisons of New Mexico Commission on the Status of Women (the Commission), a component of the State of New Mexico, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the Commission's basic financial statements, and have issued our report thereon dated October 31, 2025.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered New Mexico Commission on the Status of Women's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of New Mexico Commission on the Status of Women's internal control. Accordingly, we do not express an opinion on the effectiveness of New Mexico Commission on the Status of Women's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether New Mexico Commission on the Status of Women's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Baker Tilly US, LLP

Albuquerque, New Mexico
October 31, 2025

State of New Mexico Commission on the Status of Women
Schedule of Audit Findings and Responses
Year Ended June 30, 2025

Financial Statements

Type of report the auditor issued on whether the financial statements audited were prepared in accordance with GAAP: Unmodified

Internal control over financial reporting:

Material weakness(es) identified?	☐ Yes	☒ No
Significant deficiency(ies) identified?	☐ Yes	☒ None reported

Compliance and other matters noted?	☐ Yes	☒ No
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State of New Mexico Commission on the Status of Women
Schedule of Audit Findings and Responses
Year Ended June 30, 2025

Financial Statement Findings

No current year findings reported.

Other Finding as Required by Section 12-6-5 NMSA 1978

No matters to report.

State of New Mexico Commission on the Status of Women
Summary Schedule of Prior Year Audit Findings
Year Ended June 30, 2025

Financial Statement Findings

No findings reported in the prior year.

Other Finding as Required by Section 12-6-5 NMSA 1978

No matters reported in the prior year.

State of New Mexico Commission on the Status of Women
Exit Conference
Year Ended June 30, 2025

An exit conference was conducted with management on October 21, 2025, in which the contents of this report were discussed. In attendance were:

State of New Mexico Commission on the Status of Women

Jenifer Raphael Getz, Executive Director

Maryann Ustick, Treasurer

Baker Tilly US, LLP

Kory Hoggan, Principal

Jeff Roybal, Assurance Manager

The financial statements presented in this report have been prepared by the independent auditor. However, they are the responsibility of management, as addressed in the Report of Independent Auditors. Management reviewed and approved the financial statements.

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