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MARIANA D. PADILLA
SECRETARY OF PUBLIC EDUCATION

MICHELLE LUJAN GRISHAM
GOVERNOR

August 24, 2026

MEMORANDUM

TO: Superintendents, Charter Leaders, Tribal Education Leaders

FROM: Dr. Kimberly York, Black Education Act Manager

RE: **SY 26–27 Black Education Act Requirements**

This memo provides updated information and reminders about HB 43: Black Education Act (2021) requirements for public districts and charter schools. It is important that all districts and charters complete the Black Education Act plan no later than November 30, 2026. The link for submitting your Black Education Act plan is provided here: Annual NMPED Black Education Act Plan Submission Form.

Black Education Act Discipline Policy Language

To reduce reporting burden, policies should be uploaded in the submission form. Refer to the HB 43 statute for full policy requirements: Ch. 22, art. 23C NMSA 1978.

- Include documented community engagement and align with expectations in the statute.
- Discipline policy language must be uploaded every year, even if there are no changes to the language.
- You are encouraged to partner with your equity councils.
- You may also include a copy of your discipline matrix (optional) in lieu of a discipline plan.

Anti-Racism/Racial Sensitivity Training Plans

In compliance with HB 43 Section 9, each year, all school personnel shall successfully complete an online or in-person antiracism, racial awareness and sensitivity training or professional development approved by the department that addresses race, racism and racialized aggression and demonstrates how to create and foster an

equitable and culturally responsive learning environment for racial minority students. Training compliance records should be kept on file with school/district. Training plans should be completed in the submission form and include the point of contact for submitted plan questions.

The following vendors have been approved to provide trainings that satisfy the HB 43 training requirement for SY 26–27. More vendors are currently being vetted for approval. If you have a vendor that you would like to be considered for approval **(must be approved before implementing the training),** please contact Kimberly York at Kimberly.York@ped.nm.gov and Michael Baty at Michael.Baty@ped.nm.gov.

Black Education Act Bureau
Black Education Act Conference (2022–Present)
Meeting the Moment Anti-Racism Training—Canvas-based, self-paced (complete one course per year only). ***Course offerings will begin September 30, 2026.***
Link to access training: New Mexico Public Education Department | All Canvas Offerings
Contact Person: Kimberly York
Phone: (505) 257-8872
Email: kimberly.york@ped.nm.gov
In-person and virtual trainings are available upon request.

Center for Culturally Responsive Teaching and Learning
Offers a variety of trainings that fulfill HB 43 requirements
Contact Person: Dr. Sharroky Hollie
Email: info@culturallyresponsive.org

Decide2Inspire, LLC
A Long Talk Anti-Racism Training (virtual and in-person)
Contact Person: Kamal Carter
Phone: (202) 753-6106
Email: Kamal@alongtalk.com
Website: www.alongtalk.com

Embracing Equity
Offers a wide range of trainings that fulfill HB 43 training requirements
Contact Person: Natane Lim
Phone: (505) 328-7441
Email: natane@embracingequity.org

Global Compliance Network
Cultural Awareness and Implicit Bias Training
Contact Person: Lisa Tyler Kiebler
Phone: (855) 888-4426 ext 3

New Mexico Public Education Department
Any culturally relevant training offered by the New Mexico Public Education Department (must be at least 90 minutes; combined trainings qualify)

Poms & Associates Risk Services, LLC
Cultural Sensitivity Awareness (Anti-Racism and Anti-Discrimination)
90-minute training (in-person only)
Website: Training Website

Success Institute of America
Offers a variety of trainings that fulfill HB requirements
Contact Person: Dr. Charles Becknell Sr.
Email: embc4848@gmail.com
Phone: (505) 280-0232

The Institute for Anti-Racist Education
Contact Person: Hilary Tackie and Ashley Lipscomb
Email: htackie@antiracisted.org or alipscomb@antiracisted.org
Website: https://www.antiracisted.org

Vector Solutions
Offers wide range of online trainings that fulfill HB 43 requirements
Phone: (813) 418-5755

Anti-Racism/Anti-Oppression Portal

The Anti-Racism/Anti-Oppression (ARAO) Portal accepts online submissions only via this link: Anti-Racism/Anti-Oppression Portal.

Please update your websites to direct to the submission portal and remove the ARAO phone number and email address. As part of the rebranding and refreshing, replace the word "Hotline" with "Portal" on your district/school website.

For more information or for live technical support, email Kimberly York at Kimberly.York@ped.nm.gov and Michael Baty at Michael.Baty@ped.nm.gov.