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To: House Committee on Higher Education and Workforce Development

From: Anastasia Vail

RE: HB 2864

Chair Reardon, Vice-Chair Alonso Leon, Vice-Chair Whisnant, and Members of the Committee,

My name is Anastasia Vail and I am a Human Services major at Lane Community College, I wish that I could be speaking in front of you today but I can't afford to miss work. As I said I am a human service major and I'll be starting my junior year at the University of Oregon this fall.

One of the first things you learn when learning about cultural diversity in the field is what it means to be culturally competent. The first lesson we learn as students on this subject is that the way you Achieve total cultural competency is to continue to learn and never stop striving to become more educated on how you can help and accommodate marginalized communities. For one of my classes this term I did a cultural competency analysis on Lane Community College's student government and assessed them as culturally pre-competent as defined by Bazron Cross in Towards a Culturally Competent System of Care. This means they, "have failed at attempts toward greater cultural competence due to a limited vision of what is necessary. They either hold a false sense of accomplishment or are overwhelmed by failure. They tend to depend on tokenism and overestimate impact of isolated Staff of color" If this is the state of student government on campus we have to wonder how the college as a whole would fair under this same assessment.

Lane Community College started their cultural competency efforts a long time ago, but still has a far way to go. It disappoints me that a college that is celebrating women's history month but failed to do anything for their students during black history month. In some ways Lane is years ahead of other public institutions and because of that they should be for this il because of how their efforts have positively affected its students and how this bill could positively affect students across the state of Oregon. I would hope any college that values cultural competency would support this bill that would require other colleges to do the same.

Cultural competency is more than a defined set of ethics and principles that demonstrate behaviors, attitudes, policies, and structures that enable them to work effectively cross-culturally. Cultural competence is any student on any campus being able to go to school and not fear microaggressions and blatant racism from their instructors and peers. It's queer students, disabled students, trans students, and students of color learning about the people who are like them in school instead of the same single story that has been taught in institutions their whole life.

There are two other things that I learned during my years in this program, those are, "If you're not growing you're dying." and "You're either a part of the solution or a part of the problem." We need to be continuously working towards cultural competency because if we're



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not moving forward and learning how to interact with our diverse students then we're not moving forward and it's the students who suffer. If you are against this bill moving forward you need to ask yourself if you're a part of the solution or a part of the problem. What is your cultural identity and how do you navigate interacting with those who identify differently? The idea of a cultural identity can be hard for white people, I've learned from experience. However, if you're against this bill and you can't answer the question about your cultural identity then you are a part of the problem and need to ask yourself why you are against something that can only bring a better understanding of self and others to our campuses.

I ask you as a future human service provider who hopes to work with students one day that you pass this bill to better the lives of current and future students, faculty, and staff.