

HB 2864 -5 STAFF MEASURE SUMMARY

House Committee On Higher Education and Workforce Development

Prepared By: Laura Kentnesse, LPRO Analyst

Meeting Dates: 3/2, 3/28, 4/13

WHAT THE MEASURE DOES:

Requires each public university and community college to establish a cultural competency oversight committee. Specifies committee membership, and requires that committee actively consult with institutional stakeholders. Directs committee to recommend cultural fluency and competency standards for all institutional employees, and oversee implementation. Specifies standards must: 1) require institution provide training and development to foster cultural fluency and competence of institution's faculty, staff and administration; 2) propose institution-wide goals to improve cultural inclusion climate; 3) require annual reviews and reports of institution's progress toward achieving goals; 4) recommend mechanisms for assessing the cultural fluency and competence of employees; 5) provide oversight and make recommendations on incorporation of cultural fluency and competency standards into professional development and evaluations of employees; and 6) ensure institution clearly communicates its commitment to including cultural fluency and competency standards in professional development and evaluations to new employees.

REVENUE: No revenue impact.

FISCAL: May have fiscal impact, but no statement yet issued.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-5 Replaces measure. Defines cultural competency. Directs public universities and community colleges to establish process for recommendation and oversight of cultural competency standards implementation, for the institution and its employees. Specifies process must: 1) include broad range of institutional perspectives; 2) give equal weight to administrator, faculty, staff and student perspectives; 3) require institution provide continuing training and development opportunities that foster ability of employees to meet cultural competency standards; 4) propose institution-wide goals that seek to improve cultural inclusion climate; 5) require biennial report regarding the institution's progress toward achieving goals; 6) recommend mechanisms for assessing how well institution meets cultural competency standards; and 7) ensure institution clearly communicates to new employees its commitment to inclusion of cultural competency standards in professional development. Requires each public institution of higher education to establish an entity or process that will enable the institution to recommend, and provide oversight for the implementation of, cultural competency standards no later than December 31, 2019. Requires institutions' full compliance with Act requirements no later than December 31, 2020.

REVENUE: No revenue impact.

FISCAL: May have fiscal impact, but no statement yet issued.

BACKGROUND:

In 2015, House Bill 3308 was passed to help address student concerns regarding the occurrence and impact of micro-aggressions, racial slurs and inappropriate stereotypes at Oregon's public higher education institutions. The legislation directed the Higher Education Coordinating Commission to convene a work group for the purpose of developing recommendations on this issue. Several of the work group's key recommendations are included in House Bill 2864 (2017), including the establishment of a cultural competency committee at each institution, and requiring

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campus-specific cultural fluency and competency standards.

Currently, many - but not all - of Oregon's public universities and community colleges are engaged in cultural competency efforts. Some institutions offer cultural competency courses to students, while others offer cultural fluency and competency training to faculty, staff and/or administration. Some universities and community colleges include cultural competency training as a component of new employee and/or new student orientation programs.