

**FISCAL IMPACT OF PROPOSED LEGISLATION**

79th Oregon Legislative Assembly – 2017 Regular Session  
Legislative Fiscal Office

**Measure: HB 2864 - 5**

*Only Impacts on Original or Engrossed  
Versions are Considered Official*

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**Measure Description:**

Requires each community college and public university to establish cultural competency oversight committee.

**Unit(s) Affected:**

public universities listed in ORS 352.002, community colleges defined in 341.005

**Analysis:**

The bill requires public institutions of higher education to establish a process for recommending, and providing oversight for the implementation of cultural competency standards for the institution. The institutions are required to provide continuing cultural competency training and development opportunities to faculty, staff, and administration. The institutions must also propose goals and, mechanisms for measuring those goals, that seek to improve a climate of cultural inclusion; as well as prepare a biennial report, which should be presented to the appropriate board for each institution, regarding the progress towards achieving those goals. Furthermore, the institutions are directed to clearly communicate to new faculty, staff, and administrators, a commitment to meeting these cultural competency standards.

Reported cost estimates vary by institution depending on current staffing levels and existing practices that would meet the cultural competency requirements of the bill. Furthermore, cost estimates also vary based on how the institutions plan to implement the requirements of the bill i.e. in person classroom training vs online videos/quizzes; rigorous competency standards that require large-scale outreach, data collection and highly skilled staff vs standards that utilize existing staff and data resources already available to the institution. Overall, costs are driven by the following activities required by the bill; development and implementation of continual staff trainings, staffing committee meetings, research and outreach to stakeholders, data/survey collection and reporting, preparation of biennial reports, and development of communication materials.

There is no fiscal impact to public universities or community colleges in the 2017-19 biennium, as institutions of higher education will not hire staff to implement the provisions of the bill until after July 1, 2019; and staff training related to cultural competency will not be provided until 2020. Based on information submitted by the post-secondary institutions, none of the seventeen community colleges anticipated the need to hire additional staff to implement the bill; however four of the smaller community colleges --Tillamook, Oregon Coast, Columbia Gorge, and Clatsop, anticipate some form of training and data collection costs which are estimated at \$10,000 each year for a total impact of \$80,000 in the 2019-21 biennium. Implementation costs for public universities are estimated to require 6 positions and (1.75 FTE) \$383,265 in the 2019-21 biennium.