

From the desk of  
Representative

Kate Brown  
Governor

Teresa Alonso

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Oregon Commission on Hispanic Affairs  
"Advocating Equality and Diversity"  
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Building Cultural Competency builds long term success:  
**Vote yes on HB 2864**

**OR Commission on Hispanic Affairs**

As a life-long educator and administrator in higher education, and former member and Vice-chair of the Oregon House Committee on Higher Education and Workforce Development, and now addressing you as a Commissioner and on behalf of the OCA, I encourage your aye vote on HB 2864.

**Chair:**  
Alberto Moreno

**Vice Chair:**  
Linda Irma Castillo

House Bill 2864 requires our public universities and community colleges, by the end of 2020, to create cultural competency standards for the institution and their employees. These standards must include continuing training opportunities for faculty, staff, and administrators as well as institution wide goals on creating an inclusive environment.

**Commissioners:**  
Jonathan Chavez Baez  
Dr. Joseph Gallegos  
Dr. Daniel López-Cevallos  
Marisa Salinas

**Legislative Liaisons:**  
Senator Sara Gelser  
Representative Teresa Alonso León

Cultural competency is at once both a simple and complex concept. It simply calls for the inclusion of "culture" into our assessments, decision making, policies and procedures. As you can imagine, however, that simple task can involve a wide variety of considerations. As we continue to recognize and celebrate the diversity that is present in our state, we must empower our institutions to effectively meet the demands of that diversity. This bill will create an opportunity for our institutions of higher education to develop the best plan uniquely fitted to their institutional needs.

**Staff:**  
Lucy Baker, Administrator  
Nancy Kramer, Executive Asst.  
Ty Schwoeffermann, Policy Analyst

Creating a greater and standardized capacity to respond effectively to issues of diversity will not only serve as a recruitment tool, attracting both students and staff, but will also contribute to greater retention of those groups. Thus, by articulating standards of cultural competency, our universities will be extending stability to those already at our universities and also displaying a welcoming environment to heretofore hard-to-reach and under-represented students and staff.

Cultural competence has been proven to improve the effectiveness of social and educational interventions in the long-run. In the long-run we can anticipate that this bill will help to develop standards that will positively affect our college graduation rates and assure a qualified and capable future workforce. Passage of HB 2864 will add another tool to our inventory as we strive toward the aspirational goals of 20-20-40. We urge your affirmative vote for this bill.

*Joe Gallegos, OCHA Commissioner*

*The need for Cultural Competency standards in education and professional fields is supported by all four of the Oregon Advocacy Commissions: Oregon Commissions on Asian and Pacific Islander Affairs, Black Affairs, Hispanic Affairs and Commission for Women.*