

A-Engrossed
House Bill 2864

Ordered by the House April 18
Including House Amendments dated April 18

Sponsored by Representatives ALONSO LEON, GORSEK; Representatives EVANS, HERNANDEZ, LININGER, MCLAIN, NOSSE, RAYFIELD, SANCHEZ, SOLLMAN, Senators DEMBROW, GELSER

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Requires each community college and public university to establish [*cultural competency oversight committee. Requires committee to adopt and implement cultural fluency and competency standards for all employees of community college or public university.*] **process for recommending, and providing oversight for implementation of, cultural competency standards for institution and institution's employees. Lists requirements that process established by institution must satisfy.**

A BILL FOR AN ACT

1
2 Relating to cultural competence at post-secondary institutions of education.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) As used in this section:**

5 (a) **"Board" means:**

6 (A) **For a public university listed in ORS 352.002, the governing board of the university;**

7 **or**

8 (B) **For a community college, the board of education of a community college district.**

9 (b) **"Community college district" has the meaning given that term in ORS 341.005.**

10 (c) **"Cultural competency" means an understanding of how institutions and individuals**
11 **can respond respectfully and effectively to people from all cultures, economic statuses, lan-**
12 **guage backgrounds, races, ethnic backgrounds, disabilities, religions, genders, gender iden-**
13 **tifications, sexual orientations, veteran statuses and other characteristics in a manner that**
14 **recognizes, affirms and values the worth, and preserves the dignity, of individuals, families**
15 **and communities.**

16 (d) **"Governing board" has the meaning given that term in ORS 352.029.**

17 (e) **"Public institution of higher education" has the meaning given that term in ORS**
18 **350.350.**

19 (2) **Each public institution of higher education shall establish a process for recommend-**
20 **ing, and providing oversight for the implementation of, cultural competency standards for**
21 **the public institution of higher education and the institution's employees. The process es-**
22 **tablished under this subsection must:**

23 (a) **Include a broad range of institutional perspectives;**

24 (b) **Give equal weight to the perspectives of administrators, faculty members, staff and**
25 **students;**

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (c) Require that the institution provide continuing training and development opportu-
2 nities that foster the ability of the institution's faculty, staff and administration to meet
3 cultural competency standards;

4 (d) Propose institution-wide goals that seek to improve the cultural inclusion climate for
5 students, faculty, staff and administration from diverse backgrounds;

6 (e) Require preparation of a biennial report that is presented to the appropriate board
7 regarding the institution's progress toward achieving the goals set forth in this subsection;

8 (f) Recommend mechanisms for assessing how well the institution meets cultural com-
9 petency standards; and

10 (g) Ensure that the institution clearly communicates to new faculty, staff and adminis-
11 trators the institution's commitment to including meeting cultural competency standards in
12 professional development.

13 **SECTION 2.** (1) As used in this section:

14 (a) "Cultural competency" has the meaning given that term in section 1 of this 2017 Act;
15 and

16 (b) "Public institution of higher education" has the meaning given that term in section
17 1 of this 2017 Act.

18 (2) Each public institution of higher education shall:

19 (a) Not later than December 31, 2019, establish a committee or other entity, or establish
20 a process, that complies with the requirements set forth in section 1 (2)(a) and (b) of this
21 2017 Act and that will enable the public institution of higher education to recommend, and
22 provide oversight for the implementation of, cultural competency standards for the public
23 institution of higher education and the institution's employees; and

24 (b) Not later than December 31, 2020, be in compliance with all of the requirements set
25 forth in section 1 of this 2017 Act.

26