

House Bill 2864

Sponsored by Representatives ALONSO LEON, GORSEK; Representatives EVANS, HERNANDEZ, LININGER, MCLAIN, NOSSE, RAYFIELD, 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 **as introduced**.

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.

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, "public institution of higher education" has the**
5 **meaning given that term in ORS 350.350.**

6 **(2) Each public institution of higher education shall establish a cultural competency**
7 **oversight committee. The committee shall be in active consultation with institutional**
8 **stakeholders. The membership of the committee shall include representatives from the fol-**
9 **lowing institutional stakeholders:**

10 **(a) One member selected jointly by official faculty governance organizations and official**
11 **faculty collective bargaining organizations at the institution;**

12 **(b) One member selected by the nonfaculty staff of the institution;**

13 **(c) One member selected by the president of the institution;**

14 **(d) One member selected by the student body president of the institution; and**

15 **(e) One member selected by the primary student group representing cultural diversity**
16 **at the institution.**

17 **(3) The committee shall be responsible for recommending, and providing oversight for the**
18 **implementation of, cultural fluency and competency standards for all employees of the public**
19 **institution of higher education. These standards must:**

20 **(a) Require that the institution provide continuing training and development opportu-**
21 **nities that foster the cultural fluency and competence of the institution's faculty, staff and**
22 **administration;**

23 **(b) Propose institution-wide goals that seek to improve the cultural inclusion climate for**
24 **students, faculty, staff and administration from diverse backgrounds;**

25 **(c) Require preparation of annual reviews and reports of the institution's progress to-**
26 **wards achieving the goals set forth in paragraph (b) of this subsection;**

27 **(d) Recommend mechanisms for assessing the cultural fluency and competence of em-**
28 **ployees of the institution;**

29 **(e) Provide oversight and make recommendations on how cultural fluency and compe-**
30 **tency standards should be incorporated into the professional development and evaluations**

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 **of the institution's faculty, staff and administration; and**

2 **(f) Ensure that the institution clearly communicates to new faculty, staff and adminis-**
3 **trators, the institution's commitment to including cultural fluency and competence in pro-**
4 **fessional development and evaluations.**

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