

# HB 2864

Cultural Competency at Post-Secondary  
Institutions



# Why are we doing this?

*Students reported microaggressions in the classroom, a lack of institutional resources, and a lack of understanding from peers. Data indicated opportunity gaps for marginalized populations.*

- **2015** - HB 3308. The HECC shall convene a work group to analyze and develop recommendations to address disparities in higher education within traditionally marginalized, underserved or underrepresented communities.
- **2016** - [Disparities in Higher Education Workgroup: Report and Recommendations](#)
- **2017** - [HB 2864 enacted](#)
- **It's the right thing to do for students!**

INDIVIDUAL

SYSTEMIC

## INTERPERSONAL

### INDIVIDUAL

A *person's* beliefs & actions that serve to perpetuate oppression

- conscious *and* unconscious
- externalized *and* internalized

The *Interactions* between people—both within and across difference

### INSTITUTIONAL

Policies and practices at the *organization* (or “sector”) level that perpetuate oppression

### STRUCTURAL

How these effects interact and accumulate *across Institutions*—and across history



NATIONAL  
EQUITY  
PROJECT

# What are microaggressions?

Microaggressions are “put-downs”, “subtle snubs”, “dismissive looks” which are often more psychologically damaging than overt acts of racism. Sometimes referred to as “A thousand daily cuts.” (Ladsen-Billings)

Examples:

- “You are so articulate!”
- “This is a calculus class. Are you sure you are in the right place?”
- “There have been times when I’ve answered a question and then I get a responses like, “Wow! I didn’t expect you to know that!”
- Following students of color around the campus bookstore to make sure they don’t steal anything.
- “They are just here for the financial aid.”
- “There is only one race, the human race.”
- “As a woman, I know what you go through as a racial minority.”

# What are we required to do?

Each community college and public university must:

- establish cultural competency oversight committee.
- adopt and implement cultural fluency and competency standards for all employees.
- establish a process for recommending, and providing oversight for implementation of, cultural competency standards for institution and institutions' employees.
- meet specific requirements that process established by institution must satisfy.

# How is Cultural Competency defined?

“Cultural competency” means an understanding of how institutions and individuals can respond respectfully and effectively to people from all cultures, economic statuses, language backgrounds, races, ethnic backgrounds, disabilities, religions, genders, gender identifications, sexual orientations, veteran statuses and other characteristics in a manner that recognizes, affirms and values the worth, and preserves the dignity, of individuals, families and communities ( HB 2864 ).



# Critical Milestones and Due Dates

1. Not later than **December 31, 2019** , establish a committee or other entity, or establish a process, that will enable the public institution of higher education to recommend, and provide oversight for the implementation of, cultural competency standards for the public institution of higher education and the institution's employees.
2. Not later than **December 31, 2020** , be in compliance with all of the requirements set forth in section 1 of the 2017 Act.



## What does the process require?

- ❑ Include a broad range of institutional perspectives
- ❑ Give equal weight to the perspectives of administrators, faculty members, staff and students

# What else is required?

- ❑ Provide continuing *training and development opportunities* that foster the ability of the institution's faculty, staff and administration to meet cultural competency standards
- ❑ Propose *institution -wide goals* to improve the cultural inclusion climate for students, faculty, staff and administration from diverse backgrounds
- ❑ Submit *biennial report to board* regarding the institution's progress toward achieving the goals
- ❑ Recommend mechanisms for **assessing how well the institution meets cultural competency standards**
- ❑ Ensure that the institution *clearly communicates to new faculty, staff and administrators* the institution's commitment to including meeting cultural competency standards in professional development

What if we think we don't need to do  
this?





# That's a lot of work - how are we going to get this all done?

- Rural CC Consortium
  - History
  - Past Projects
  - This Project
- Contractor hired to create infrastructure to meet 12/31/2019 timeline
- You will play a significant role in this work!

Will we still be able to decide what works at our school?



Yes!



# What's in it for our students? And what's in it for me?

HB 2864 gives us the opportunity to grow and develop as lifelong learners. Ask yourself, what does this work require of me as an educator and as an individual? What can I learn?



Questions or need more information?

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