

Cultural Competency at Post-Secondary Institutions

HB 2864 Board of Directors Update

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OR HB 2864



In 2017, the Oregon State Legislature passed HB 2864, a bill that requiring **cultural competency standards** at all public universities and community colleges by the end of 2020.

Rep. Teresa Alonso Leon (District 22) is Vice-Chair for the Committee on Higher Education and Workforce and a lead sponsor of the HB 2864 legislation. Development

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- ❑ According to the bill, cultural competence is an understanding of how institutions and individuals respond respectfully and effectively to people from all races and ethnic backgrounds, cultures, languages, abilities, religions, sex and gender identities, sexual orientations, and other characteristics in a manner that recognizes, affirms and supports their success at our post-secondary institutions.
- ❑ The bill outlines that the requirement of having cultural competency standards requires the development and implementation of a plan for building an inclusive campus culture.

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- ❑ HB 2864 requires us to establish a process for recommending, and providing oversight for the implementation of, cultural competency standards for the institution and its employees. by no later than December 31, 2019
- ❑ In 2018 the Higher Education Coordinating Commission (HECC) and Oregon Compass Compact's REACH program hosted a summer institute to help post-secondary institutions across the state in planning for cultural competency on their campuses.
- ❑ Since 2018 PCC has had the privilege of being recognized by the (HECC) and the Oregon Community College Association (OCCA) as one of the institutions to consult with as a model for setting goals for equity and inclusion for staff development and student success.

PCC's Commitment to Diversity, Equity, & Inclusion

Our Mission: Portland Community College supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity, and inclusion.

PCC Strategic Plan Theme 5

1. PCC gathers and uses **empirical evidence** to analyze and improve **access, advancement, climate, education, training, recruitment, contracting, hiring/retention of historically underserved students, faculty and staff.**
2. PCC **applies racially conscious systems of analysis**, including **Critical Race Theory**, to examine and dismantle systems of inequality at the college.
3. PCC's approach to internationalizing its curriculum expands opportunities to **create globally aware and culturally intelligent students, staff, and faculty.**
4. PCC strives to provide **opportunity to all students** to ensure the highest level of success.

Our Preferred Future for Portland Opportunity through Student Success

- Increase student success rates and eliminate disparities
- **Enhance organizational engagement around diversity, equity and inclusion**
- Advance equitable, sustainable economic development
- Prepare new majority students for success in college, work, and life



HB 2864 Legislative Requirements

1. Require continuing training and development opportunities that foster the ability of the institution's faculty, staff and administration to meet cultural competency standards [IN PROGRESS + EMERGING]
2. Propose institution-wide goals that seek to improve the cultural inclusion climate for students, faculty, staff and administration from diverse backgrounds. [IN PROGRESS + EMERGING]
3. Require preparation of a biennial report that is presented to the appropriate board regarding the institution's progress toward achieving the goals set forth in this legislation. [IN PROGRESS + EMERGING]
4. Recommend mechanisms for assessing how well the institution meets cultural competency standards. [EMERGING]
5. Ensure clear communication to new faculty, staff and administrators of the institution's commitment to meeting cultural competency standards in professional development. [EMERGING]
6. Include broad range of institutional perspectives and give equal weight to the perspectives of administrators, faculty members, staff and students. [IN PROGRESS]

HB 2864 Legislative Implementation at PCC

Developing a PCC Equity Plan by 2020

A priority for 2020 is the development of a comprehensive PCC Equity Plan that intentionally and systematically provides a roadmap to:

- a) meet all requirements of HB 2864
- b) inform all manner of planning, programming, resource allocation and decision-making at PCC to ensure that the College is well-positioned to meet the rapidly changing landscape of diverse and urgent community, educational and workforce needs we anticipate in Portland in the coming decade.

HB 2864 Legislative Implementation at PCC

Developing a PCC Equity Plan by 2020

To effectively respond to ongoing needs within PCC, enhance efforts already in progress, and advance transformative change toward a more equitable and socially just PCC, our Equity Planning Process will be organized around the following objectives to determine DEI priorities and signature activities:

- 1) Cultivate an inclusive campus/college climate
- 2) Close or eliminate opportunity/equity gaps for student access and outcomes
- 3) Attract, hire and retain a diverse faculty and staff committed to equity and belonging
- 4) Assess and mitigate equity and campus/college climate concerns
- 5) Adopt and integrate guiding frameworks to support the learning and development of students, faculty and staff
- 6) Improve accountability tools for assessing PCC's progress toward equitable opportunity and success

Initial HB2864 Report Completion: December 30, 2019
Progress Report: December 2020

Questions or Feedback

Thank You!