

Cultural Competency – House Bill 2864 (2017)

Background

In 2017, the Oregon State Legislature passed House Bill 2864 requiring every public institution of higher education to establish a committee or process to enable each institution to recommend and provide oversight for implementation of cultural competency standards for the institution and its employees. Public universities were also tasked to provide continual training and development opportunities, propose institution-wide goals, and seek to improve the cultural inclusion climate. Public universities in Oregon have adopted diverse, targeted approaches to equip students, faculty, and staff with tools to learn, teach, research, serve and work in ways that are inclusive and equitable.

Examples of Campus Approaches to Increase Diversity, Equity, and Inclusion

University of Oregon

- Anti-racist resolution and practices being implemented by the UO Senate; Anti Racism Leadership Seminars for Campus Leaders; Trauma-Informed Workshops for Department Heads and Deans.
- Workshop on the role of research mentorship which will incorporate considerations for research faculty to promote cultural competency in their labs, classes, field of research, and more.
- Providing paid UO interns to support the work of black and minority-owned businesses.

Portland State University

- In partnership with faculty from University Studies and the School of Gender, Race, and Nations, PSU created two Culturally Responsive Pedagogy Workshops designed to provide faculty with strategies for moving forward in ways that recognize and respect the diversity of our student body.
- PSU encourages faculty and staff to attend a workshop at the outset of the hiring process (prior to position posting). In the fall of 2020, 93 members of search committees attended inclusive hiring workshops.

Eastern Oregon University

- EOU is analyzing key performance indicators across its campus to better provide regional access and service to eastern Oregon through its statewide presence in distance education and onsite through partnerships with community colleges across the state.

Oregon Tech

- Oregon Tech has committed to nurture its environment of diversity and inclusion by creating and staffing a multi-cultural office to support the student body and promote awareness and sensitivity in our interactions with all constituents.
- OT is elevating its partnership with the Native American Community, building on strengths of recently executed MOU with Klamath Tribes.
- Launch a parallel initiative with the Latino Community.

Western Oregon University

- Establishment of Diversity, Equity, Inclusion, and Accessibility Committee, a Board of Trustees Committee charged with ensuring the Board and University prioritize the values of diversity, equity, inclusion, and accessibility of throughout the university enterprise and that, as fiduciaries of the University, elevate those values as essential to the successful functioning of the Board and University.
- Establishment of the office of Diversity, Equity, and Inclusion, which included hiring an Executive Director of DEI, a Cabinet level position reporting directly to the President.
- Annual DEI presentation for new first-time students as part of Fall Orientation, sponsored by New Student and Family Programs.
- Collaborating with university entities to provide annual DEI based professional development during fall, winter, and spring terms. Developing an assessment plan to begin implementation in Fall 2023.
- Fall 2022-Fall 2024 engaging in a four-phase equity assessment, which includes the development of a campus climate survey to be administered every three years starting in Fall 2024.

Southern Oregon University

- From policy amendments and organizational changes to transforming curriculum and significant programming in the academic as well as student affairs departments on SOU's campus, hundreds of related activities are taking place.
- In 2020 SOU began administering a biennial Campus Climate, Safety and Sexual Assault Assessment. SOU will act on key findings to preserve or improve appropriate aspects of the campus climate.

Oregon State University

Oregon State University's Office of Institutional Diversity has:

- Sustained online DEI training for all incoming first year and transfer students with a completion rate of 90%
- Developed comprehensive curriculum to guide diversity, equity, and inclusion learning efforts across institutions and translated 9 dimensions of cultural competence across diverse institutional contexts
- Created a design and is preparing a pilot online DEI training for all incoming faculty

For More Information

Please contact Dana Richardson, Oregon Council of Presidents, at richardsond@mail.wou.edu, or the government relations staff member from any of the seven public universities. Thank you for supporting Oregon's students.