



## HB 2864 - Cultural Competency at Post-Secondary Institutions Report

The following document summarizes Tillamook Bay Community College's commitment to meeting expectations of HB2864, Cultural Competency at Post-Secondary Institutions.

SECTION 1			
December 31, 2019 Requirements			
#	Text from Legislation	Status (met, in development, unmet)	Institutional Summary
2	Each public institution of higher education shall establish a process for recommending, and providing oversight for the implementation of, cultural competency standards for the public institution of higher education and the institution's employees.	Met	<ul style="list-style-type: none"> <li>● Equity and Inclusion Committee</li> <li>● <a href="http://tillamookbaycc.edu/equity-and-inclusion/">http://tillamookbaycc.edu/equity-and-inclusion/</a></li> <li>● The committee is charged by College Leadership with building the cultural competence of staff, faculty, and students and with leading the college in becoming a more equitable environment.</li> <li>● The committee develops strategy and budget requests and makes recommendations to College Leadership.</li> </ul>
2(a) ) 2(b) )	Include broad range of institutional perspectives and give equal weight to the perspectives of administrators, faculty members, staff and students.	Met	<ul style="list-style-type: none"> <li>€ Fall 2019 Committee members:               <ul style="list-style-type: none"> <li>☒ Director of Institutional Effectiveness</li> <li>☒ Faculty member</li> <li>☒ Executive Assistant</li> <li>☒ Executive Director of Advancement and the TBCC Foundation</li> <li>☒ Equity and Inclusion Work study student</li> <li>☒ STEP &amp; Career Education Advisor</li> <li>☒ Administrative Assistant</li> <li>☒ Americorp Position</li> <li>☒ Director of Facilities, HR and Safety</li> <li>☒ Marketing Specialist</li> </ul> </li> <li>€ Fall 2020 Committee Members:               <ul style="list-style-type: none"> <li>☒ Director of Institutional Effectiveness</li> <li>☒ Faculty member</li> </ul> </li> </ul>

			<ul style="list-style-type: none"> <li>☒ Development Director</li> <li>☒ Equity and Inclusion Work study student</li> <li>☒ STEP &amp; Career Education Advisor</li> <li>☒ Administrative Assistant</li> <li>☒ Career Education Advisor</li> <li>☒ Director of Facilities, HR and Safety</li> <li>☒ Marketing Specialist</li> <li>☒ HR Specialist</li> <li>☒ Business Office Specialist</li> </ul>
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**December 31, 2020 Requirements**

#	Text from Legislation	Status (met, in development, unmet)	Institutional Summary
2(c)	Require that the institution provide continuing training and development opportunities that foster the ability of the institution’s faculty, staff and administration to meet cultural competency standards.	Ongoing	<p>List relevant workshops, trainings, events. Include:</p> <p><b>Campus Compact Equity Lens Training</b></p> <ul style="list-style-type: none"> <li>• Equity and Inclusion Committee and Leadership Team</li> <li>• Introduction to the use of an equity lens to evaluate decision-making, policy and program development</li> <li>• October 2019</li> <li>• 12 participating employees</li> </ul> <p><b>Campus Compact Oppression Training</b></p> <ul style="list-style-type: none"> <li>• Staff and Faculty</li> <li>• Participants explored historical basis for racial inequities, different types of racism and definition of key terms</li> <li>• October 2019</li> <li>• 39 participating employees</li> </ul> <p><b>NW Regional Equity Conference</b></p> <ul style="list-style-type: none"> <li>☒ Staff and Faculty</li> <li>☒ The NW Regional Equity Conference aims to improve equitable, sustainable experiences and outcomes for historically</li> </ul>

		<p>underrepresented students and employees of the higher education system through effective instruction and anti-racist supports.</p> <ul style="list-style-type: none"><li>€ Feb 2019</li></ul> <p>Summer Term Book Club</p> <ul style="list-style-type: none"><li>€ Staff and Faculty</li><li>€ Weekly book club to discuss the book <i>White Fragility</i></li><li>€ Summer 2020</li><li>€ 20 participating employees</li></ul> <p>Higher Education Coordinating Commission’s Digital Summit on House Bill 2864</p> <ul style="list-style-type: none"><li>€ Equity Team</li><li>€ A full day of keynote speakers, panel discussions, and small group collaborations to explore multiple issues relevant to the advancement of HB 2864</li><li>€ October 15, 2020</li></ul> <p>Fall Term Book Club</p> <ul style="list-style-type: none"><li>€ Staff, Faculty and Students</li><li>€ Weekly book club to discuss the book <u>How to be an Antiracist</u> by Ibram X. Kendi</li><li>€ Weekly, Oct 27, 2020 – Dec 15, 2020</li><li>€ 15 of participating employees and students</li></ul> <p>Cascade Alliance for Equity Summit “Concrete Jungle”</p> <ul style="list-style-type: none"><li>€ Equity Team</li><li>€ A deep discussion on racism, equity, education and concrete actions needed in today’s strange world.</li><li>€ Weekly, Oct 21, 2020 and Oct 28, 2020</li></ul>
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2(d) )	Propose institution-wide goals that seek to improve the cultural inclusion climate for students, faculty, staff and administration from diverse backgrounds.	Met	List institutional goals, seeking alignment with Strategic Planning efforts. € See attached Equity Plan
2(e) )	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.	Met	Include: € TBCC Equity and Inclusion Committee € Report to the Board of Education December 7, 2020 € See attached.
2(f)	Recommend mechanisms for assessing how well the institution meets cultural competency standards.		Assessments include: € A student Campus Climate survey and an employee Campus Climate are distributed annually. the findings of these assessments are reviewed by the Equity and Inclusion Committee, the Leadership Team and are shared with all staff and faculty. The results are disaggregated on race/ethnicity and gender to determine if there are any detectible disparities in experience. € Outcome data are disaggregated by gender, race/ethnicity, enrollment intensity, Pell status, and first-generation status of students.
2(g) )	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.		Communications include: • Both the College's Equity Statement and our Equity Policy are shared with new staff and faculty at onboarding. • New staff orientation also includes a section on the College's equity work led by the College President • President Tomlin has spoken out in support of Black Lives Matter, both to staff, faculty and students (see attached) as well as in a statement to the community published in our local paper: ○ <a href="https://www.tillamookheadlightherald.com/opinion/tbcc-connections-our-continuing-focus-on-students-and-equity/article_eb00aa9c-fe7d-11ea-8d4b-e7e6e702f4fa.html">https://www.tillamookheadlightherald.com/opinion/tbcc-connections-our-continuing-focus-on-students-and-equity/article_eb00aa9c-fe7d-11ea-8d4b-e7e6e702f4fa.html</a>

Attachments:  
Equity Plan 2020  
Racism Statement from LT