51st ASWOU Senate 2021-2020 Academic Year

**Senate Resolution 8.21**

Sponsored By: Senator Braatz and Senator Hernandez at the request of former ASWOU Senator AnaBelen Villa Juan

SUMMARY

*Calls on the WOU administration to develop and implement a cultural competency plan as outlined in HB 2864, with increased transparency and student voices.*

**WHEREAS,** House Bill 2864 defines cultural competency as a way to understand 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 way that recognizes, affirms and values the worth, and preserves the dignity of these communities. Institutions have lacked in the ways in which they measure cultural competency in areas such as recruiting and retaining faculty and students of color as well as providing transparency of their exact plans to create a more inclusive community; and

**WHEREAS,** The impact of a culturally competent campus enables students to feel empowered

and accepted in a community which is crucial to the overall success of the college environment. It also increases cultural literacy amongst administration allowing them to be better allies and provide support for diverse communities; and

**WHEREAS,** There is no clear way of exhibiting the information in an easily accessible

document for the community of WOU to view. Increasing transparency in terms of cultural competency means the WOU community would have adequate knowledge on how our campus is doing in terms of being a more inclusive community. This also includes, but is not limited to, including a broad range of institutional perspectives, valuing the opinions and concerns of students by viewing it just as highly as the administration’s, implementation of training and development practices to meet culturally competent standards, and be able to discuss long-term goals to improve cultural inclusion for students, faculty, staff and administration from different backgrounds. As students, we should be aware of the progress our school is making to be culturally competent. Universities must obligate themselves to being transparent along with making sure students are involved in the process of crafting the biennial report to highlight the institution’s progress; and

**WHEREAS**, the current report for cultural competency implementation (HB 2864) was due

December 31st, 2020, and students have not been made aware that the biennial report has been developed or presented or the University’s plans and progress to meet cultural competency standards; and

**WHEREAS,** Western Oregon University must fully commit to develop and implement a plan to

increase cultural competency implementation on campus;

**NOW, THEREFORE, BE IT RESOLVED BY THE ASWOU SENATE:**

**SECTION 1.** The ASWOU Senate calls on the Western Oregon University administration to

develop and implement a plan to recruit and retain both faculty and students of color.

**SECTION 2.** The ASWOU Senate calls on the Western Oregon University administration to

support student’s efforts in creating a cultural diversity center on campus and include the cultural diversity center in their cultural competency plan.

**SECTION 3.** The ASWOU Senate calls on the Western Oregon University administration to

increase transparency with their decisions and plans.

**SECTION 4**. The ASWOU Senate calls on Western Oregon University to include students in

the brainstorming, plan development, and implementation of cultural competency.

**SECTION 5**. The Senate President will present this resolution to the Faculty Senate to request

their support.

**SECTION 6**. The Senate President will forward this resolution to the Western Oregon

University Administration.

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Liz Marquez Gutierrez NJ Johnson

Senate President President

Associated Students of Western Oregon Associated Students of Western Oregon

University University