SB 5227 Updates

WSSSC Commission | 5.17.24

Sophia Agtarap
Director for Equity, Diversity, and Inclusion

Melissa Williams
Policy Associate

Who we (EDI office) are

The Equity, Diversity, and Inclusion (EDI) office at SBCTC endeavors to uphold the agency's bold vision for leading with racial equity by working to dismantle racist policies and practices throughout our community and technical college system, and ensuring our students of color and other minoritized students reap the benefits that come with higher education: higher incomes, better health, and greater social and economic mobility that passes from generation-to-generation.

https://www.sbctc.edu/about/edi

We acknowledge that...

racism permeates across and within our communities, industries, and organizations, including our own agency and system of colleges. We recognize the responsibilities we have in addressing and confronting racism, particularly in the ways we make decisions and the guidance we provide, the policies and practices we support and engage in, and the manner in which we support our colleges and the communities in which they reside. Our work is rooted in the values of racial, social, and economic justice, particularly for those furthest from educational equity.

https://www.sbctc.edu/about/edi

OUR CHARGE
BUILD CAPACITY

Build capacity for advancing SBCTC's vision for leading with racial equity as reflected within SBCTC's 2020-2030 Strategic Plan.

OUR CHARGE

ANALYZE, MONITOR, INFORM, RECOMMEND

Analyze data and other information to inform and recommend appropriate policy direction and legislation in the areas of equity, diversity, and inclusion, and anti-racism.

OUR CHARGE

SUPPORT, GUIDE, COLLABORATE, ENGAGE

- Dismantle systemic racism and support a culture that values equity, diversity, inclusion, and antiracism.

- Oversee support to the college system for implementing legislative requirements and governor directives related to equity, diversity, and inclusion, and antiracism efforts.

- Provide support and guidance to ongoing system efforts and mentoring/leadership programming designed to eliminate equity gaps for faculty, staff, and students of color, and other minoritized groups.

- Provide strategic leadership and direction for developing, implementing, and maintaining a range of successful practices to dismantle systemic racism and support a culture that values equity, diversity, inclusion, and antiracism.

SBCTC Office of EDI team priorities

I. CTC system

- Legislative investments, fiscal appropriations
- Trainings, technical assistance, guidance
- WACTC/ACT Equity committees
- Diversity and Equity Officers (DEO) /Multicultural Student Services Directors
- Equity-centered leadership development programming

II. SBCTC (agency)

- SBCTC Strategic Plan and alignment with Vision of leading with racial equity
- Equity Plan – building capacity, systems alignment

III. WA State

- Alignment with Washington State's Office of Equity

SB 5227 – 2021-22 | Effective: July 25, 2021

Revised for 2nd Substitute: Concerning diversity, equity, inclusion, and antiracism training and assessments at institutions of higher education.

Legislative sponsors: Randall, Nobles, Das, Lovelett, Wilson, C., Hasegawa, Hunt, Keiser, Kuderer, Liias, Nguyen, Stanford

SB 5194 – 2021-22

Providing for equity and access in the community and technical colleges.
Revised for 2nd Substitute: Providing for equity and access in the community and technical colleges. (REVISED FOR ENGROSSED: Concerning equity and access in higher education.)

Legislative sponsors: Liias, Hasegawa, Das, Hunt, Keiser, Nguyen, Wilson, C.
Companion Bill: HB 1318

SB 5227 – 2021-22: Professional Development

28B.10.145 (Professional Development) **28B.10.147 (Campus climate assessment). Formerly E2SSB 5227: Diversity in Higher Education**

- Provide professional development, either existing or new, focused on diversity, equity, inclusion, and antiracism for faculty and staff.
- Must begin in the **2022-23** academic year;
- Content framework for professional development must be posted on each institution's public website for parents and community members.
- Create an evaluation for participants. The evaluations must capture a participant's level of satisfaction with the PD, the degree to which the learning objectives were achieved, and how the knowledge gained may be applied to their work;
- The purpose of each PD curriculum must be rooted in eliminating structural racism against all races and promoting diversity, equity, and inclusion while improving academic, social, and health and wellness outcomes for students from historically marginalized communities. The program must also include elements that focus on commonalities and humanity.

SB 5227 - 2021-22: Professional Development

- Beginning with the **2022-23** academic year, *every new faculty and staff* member at an institution of higher education must participate in the program, regardless of whether they are a full-time or part-time employee.

- Beginning with the **2024-25** academic year, 35 percent of tenured faculty and 35 percent of administrators at each institution of higher education must complete the professional development program every two years, regardless of whether they are a full-time or part-time employee.

SB 5227 - 2021-22: Campus Climate Assessment

- Conduct a campus climate assessment to understand the current state of diversity, equity, and inclusion in the learning, working, and living environment on campus for students, faculty, and staff.
- **Results of the campus climate assessment will inform the professional development**
- Conduct annual listening and feedback sessions for diversity, equity, and inclusion for the entire campus community during periods between campus climate assessments. Institutions must compensate students for their participation in the annual listening and feedback sessions.
- Beginning **July 1, 2022**, report progress and findings and *post on website annually*.

SB 5227 - 2021-22: Diversity, Equity, Inclusion, Antiracism Programming

- Provide a program, either existing or new, on diversity, equity, inclusion, and antiracism to students beginning with the **2024-25** academic year.
- During the **2024-25** academic year, all degree-seeking students at institutions of higher education must participate in the program, regardless of whether they are a full-time or part-time student.
- Beginning with the **2025-26** academic year, the program is only required for degree-seeking students who are new or have transferred to the institution and have not yet participated in a required diversity, equity, inclusion, and antiracism program at an institution of higher education. Students may opt-out if they self attest participation with other institution.
- SBCTC will report by **December 31, 2024**, and biennially thereafter.

SB 5227: Upcoming deadlines

RCW 28B.10.149: Diversity, equity, inclusion, and antiracism—Program for students.

1. Provide a program, either existing or new, on diversity, equity, inclusion, and antiracism to students beginning with the 2024-25 academic year.
   - *May* expand the focus of its program to reflect the needs of the campus community.
   - *Must* be developed in partnership with the institution's administration, faculty, staff, and student leadership groups.
   - *Efforts should be made to* ensure the program is developed and delivered by individuals with innate and acquired experience and expertise in the field of diversity, equity, and inclusion. The content framework for each program must be posted on each institution's public website for parents and community members; and

SB 5227: Upcoming deadlines

RCW 28B.10.149: Diversity, equity, inclusion, and antiracism—Program for students.

2. Create an evaluation for program participants. The evaluation **must**, at minimum, capture a participant's level of satisfaction with the program and how they will apply the program to their education.

3. The purpose of each program **must** be rooted in eliminating structural racism against all races and promoting diversity, equity, and inclusion while improving outcomes for students from historically marginalized communities. The program **must** also include elements that focus on commonalities and humanity. Institutions of higher education may further develop a curriculum that is reflective of the needs of the campus community.

SB 5227: Upcoming deadlines

RCW 28B.10.149: Diversity, equity, inclusion, and antiracism—Program for students.

4. During the 2024-25 academic year, all degree-seeking students at institutions of higher education **must** participate in the program, regardless of whether they are a full-time or part-time student. Beginning with the **2025-26** academic year, the program is only required for degree-seeking students who are new or have transferred to the institution and have not yet participated in a required diversity, equity, inclusion, and antiracism program at an institution of higher education. S*tudents must be allowed to opt out of participation in the program if they self-attest to taking a diversity, equity, inclusion, and antiracism training at an institution of higher education within the previous five years. QUESTION: How are we tracking this?*

SB 5227: Upcoming deadlines

RCW 28B.10.149: Diversity, equity, inclusion, and antiracism—Program for students.

5. The state board for community and technical colleges **may** conduct further analysis of the programs...to determine promising practices. The state board for community and technical colleges must post a list of model standards and promising practices for programs on their public websites for parents and community members.

6. The institutions of higher education shall adopt rules as necessary or appropriate for effecting the provisions of this section, not in conflict with this chapter, and in accordance with the provisions of chapter 34.05 RCW, the administrative procedure act.

For purposes of this section, "student" or "students" does not include nonmatriculated students.

Implementation Timeline

AY2021-22	AY2022-23	AY2023-24	AY2024-25	AY2025-26	AY2026-27
Conduct Campus Climate Assessment *Publish assessment results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Campus Climate Assessment *Publish assessment results on college website
Submit DEI Strategic Plans—7/30/22	Provide DEI/anti-racist training for **ALL new faculty and staff** *80% of total faculty and staff must complete training every 2 years *Post DEI terms and training framework on college website	Provide DEI/anti-racist training for **ALL new faculty and staff**	Provide DEI/anti-racist training for **ALL new faculty and staff** * 35% of tenured faculty and administrators must complete training every 2 years	Provide DEI/anti-racist training for **ALL new faculty and staff**	Provide DEI/anti-racist training for **ALL new faculty and staff**
Prepare to add 200 new full-time tenure-track positions	Create and collect program evaluations from training participants	Submit DEI Strategic Plans	Provide DEI/anti-racist training for **ALL degree-seeking students**	Provide DEI/anti-racist training for all **NEW degree-seeking students**	Provide DEI/anti-racist training for all **NEW degree-seeking students**
				Submit DEI Strategic Plans	

Implementation Timeline with allocations

AY2021-22	AY2022-23	AY2023-24	AY2024-25	AY2025-26	AY2026-27
Conduct Campus Climate Assessment *Publish assessment results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Listening and Feedback Sessions *Publish listening and feedback session results on college website	Conduct Campus Climate Assessment *Publish assessment results on college website
Submit DEI Strategic Plans—7/30/22	Provide DEI/anti-racist training for **ALL new faculty and staff** *80% of total faculty and staff must complete training every 2 years *Post DEI terms and training framework on college website	Provide DEI/anti-racist training for **ALL new faculty and staff**	Provide DEI/anti-racist training for **ALL new faculty and staff** * 35% of tenured faculty and administrators must complete training every 2 years	Provide DEI/anti-racist training for **ALL new faculty and staff**	Provide DEI/anti-racist training for **ALL new faculty and staff**
Prepare to add 200 new full-time tenure-track positions		Submit DEI Strategic Plans		Provide DEI/anti-racist training for all **NEW degree-seeking students**	Provide DEI/anti-racist training for all **NEW degree-seeking students**
SB 5227: $2,048,000	Create and collect program evaluations from training participants	**SB 5227: $3,534,000**	Provide DEI/anti-racist training for **ALL degree-seeking students**	Submit DEI Strategic Plans	
SB 5194: $7,349,000		**SB 5194: $10,237,000**			
	SB 5227: $1,119,000	ONE-TIME DEI CONTINUED SUPPORT: $6,000,000.	**SB 5227 $2,925,000**		
	SB 5194: $8,499,000		**SB 5194 $10,236,000**		
			ONE-TIME DEI CONTINUED SUPPORT: $6,000,000.		

What questions do you have?
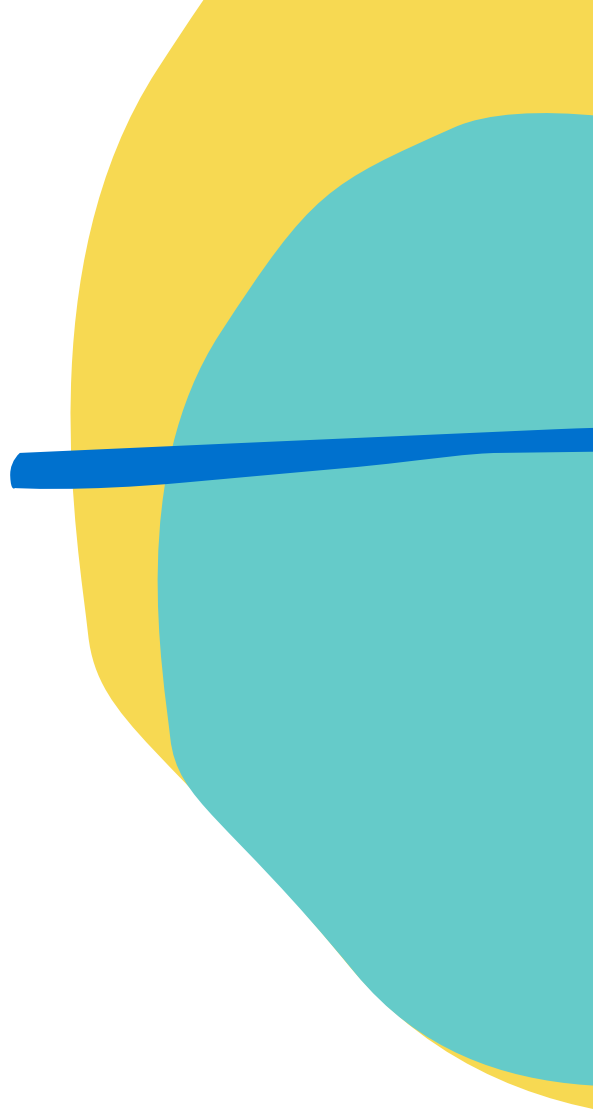
our team

sbctc.edu/about/edi
sbctc.edu/about/tribal-government-affairs

sophia agtarap

director

sagtarap@sbctc.edu

melissa williams

policy associate

mwilliams@sbctc.edu

courtnay llacuna

administrative assistant

cllacuna@sbctc.edu

glenda breiler

director, Tribal government affairs

gbreiler@sbctc.edu