

SENATE BILL REPORT

SB 5227

As of January 26, 2021

Title: An act relating to diversity, equity, inclusion, and antiracism training and assessments at institutions of higher education.

Brief Description: Requiring diversity, equity, inclusion, and antiracism training and assessments at institutions of higher education.

Sponsors: Senators Randall, Nobles, Das, Lovelett, Wilson, C., Hasegawa, Hunt, Keiser, Kuderer, Liias, Nguyen and Stanford.

Brief History:

Committee Activity: Higher Education & Workforce Development: 1/26/21.

Brief Summary of Bill

- Establishes a professional development program on diversity, equity, inclusion, and antiracism for all public institutions of higher education faculty and staff to participate in annually beginning with the 2022-23 academic year.
- Requires all public institutions of higher education to conduct campus climate assessments on diversity, equity, and inclusion annually.
- Establishes a program on diversity, equity, inclusion and antiracism for all students at public institutions of higher education to participate in annually beginning with the 2024-25 academic year.

SENATE COMMITTEE ON HIGHER EDUCATION & WORKFORCE DEVELOPMENT

Staff: Kellee Gunn (786-7429)

Background: Washington State Public Institutions of Higher Education. There are six

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public baccalaureate institutions and 34 community and technical colleges (CTCs) that make up the public institutions of higher education (IHEs) in Washington State.

Summary of Bill: Professional Development for Faculty and Staff on Diversity, Equity, Inclusion, and Antiracism. A professional development program on diversity, equity, inclusion (DEI), and antiracism for faculty and staff is established at each public IHE.

By July 1, 2022 each public IHE campus must develop the following: a professional development program for faculty and staff with the purpose of eliminating structural racism and promoting DEI; clear learning objectives for the professional development program with the Washington Student Achievement Council (WSAC); and pre- and post-evaluations for program participants.

All faculty and staff must participate in the professional development program annually and part-time employees may provide proof of attendance and completion to another public IHE employer for credit.

Beginning July 1, 2023, IHEs must share completed participant evaluations with WSAC. WSAC will then analyze the professional development programs, through participant evaluation data, use of focus groups, or other methods.

By December 31, 2024, and biennially thereafter, WSAC will develop and submit a report on their analysis of the professional development programs and submit the report to the higher education committees of the Legislature.

Campus Climate Assessments on Diversity, Equity, and Inclusion. Each public IHE must conduct a campus climate assessment annually to understand the current state of DEI in the learning, working, and living environments on campus for students, faculty, and staff.

Each public IHE must either work with the student advisory committee or selected student representatives on the development of the campus climate assessment and recommendations resulting from the assessment. Campus climate assessment findings must be reported to WSAC annually beginning July 1, 2022.

WSAC must develop a report on campus climate assessment results and submit it to the higher education committees of the Legislature by December 31, 2024, and biennially thereafter.

Student Training Program on DEI and Antiracism. Beginning in the 2024-25 academic year, the public IHEs must develop and establish a program on DEI and antiracism for students using data and promising practices from the faculty professional development program and campus climate assessments.

Each public IHE student must participate in the program annually. WSAC must evaluate

the student DEI and antiracism programs beginning in 2024, and report on findings biennially beginning in 2026.

Data Sharing. The Education Research and Data Center must include WSAC in their annual data sharing agreements with IHEs. The annual data sharing agreements shall ensure access to necessary disaggregated data for the purpose of developing the biannual report on DEI climate assessments and conducting analysis of the impact of DEI and antiracism programs.

Appropriation: None.

Fiscal Note: Available.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: Ninety days after adjournment of session in which bill is passed.