

Department of Planning and Budget

2001 Fiscal Impact Statement

1. Bill Number SB1132

House of Origin ☐ ~~Introduced~~ ☐ Substitute ☒ ~~Engrossed~~
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron Marsh

3. Committee

4. Title Diversity of employees and cultural diversity competency policies.

5. Summary/Purpose:

This original bill originally would have required the State Council of Higher Education for Virginia (SCHEV), the -Board of Education (BOE), local school boards, the State Board for Community Colleges, and the board of visitors of public four-year institutions of higher education to promote racial, ethnic, and cultural diversity among their respective employees, and establish cultural diversity competency policies. The goal of these policies wasare to (i) prepare students to live and participate effectively in a global community and an increasingly pluralistic society; (ii) facilitate racial harmony and tolerance; (iii) reduce barriers among individuals of different races and cultures through meaningful interaction; (iv) improve campus climate, student retention, and the academic performance of students; (v) contribute to the robust exchange of ideas; (vi) reinforce the principle of the worth and value of all human beings; and (vi) increase the representation of minority teachers, administrators, faculty and staff, and other employees in the public schools and institutions of higher education, particularly in positions in which minority persons have been traditionally underrepresented.

Additionally, The Board of Education BOE and the State Council of Higher Education (SCHEV) are would have been required to develop guidelines and model policies regarding cultural diversity competency to assist school boards, community colleges, and public four-year institutions of higher education in implementing similar policies.

The new version of this legislation now simply asks SCHEV bill would have broadens SCHEV's authority to provide advisory services regarding specific matters to certain private, accredited and nonprofit institutions of higher education to include advisory services concerning cultural diversity competency policies. The Board of Education and SCHEV must were required to develop, in consultation with the Office of Attorney General, strategies within constitutional principles that may be used by school boards, community colleges, and public four-year institutions of higher education to promote greater diversity among their respective employees, and to increase the representation of minority persons in positions in which they have been traditionally underrepresented-, the Board of Education and the Virginia Community College System to establish guidelines for cultural diversity policies. The public colleges and universities and the public schools of the Commonwealth are to establish cultural diversity policies that are consistent with guidelines established by the State Council of Higher Education, as provided in 23-9.6:1. Further, the institutions may use the best practices identified

by the State Council of Higher Education, or other lawful strategies, to assist them in increasing the representation of minority faculty, administrators, and staff, particularly in positions in which minority persons have been traditionally underrepresented.

~~_____ This bill was a recommendation of the Commission on Access and Diversity in Higher Education.~~

~~NOTE:~~ Remaining responses are related only to the higher education portion of this legislation.

6. Fiscal Impact Estimates are: ~~Tentative~~ INDETERMINATE. See number 8.

7. Budget amendment necessary: ~~Yes. Funds and an FTE position (approximately \$60,000 including salary and benefits and 1.00 FTE) are necessary in order for SCHEV to meet the stipulations of this legislation. It is possible that additional funds and positions would be required for some of the public colleges to meet the requirements of the bill as well.~~ No.

8. Fiscal implications: The original bill, among other things, appears to imposed some potentially ~~extensive costly~~ reporting requirements for the ~~institutions colleges and universities as well as~~ and for SCHEV. It also introduces a new training role for SCHEV in relation to the private colleges. Each of which would have had staffing/financial implications. ~~SCHEV would have required an additional staff member and accompanying resources in order to meet the requirements of this legislation.~~ However, the current version of the bill no longer contains reporting requirements but instead requests that the SCHEV develop guidelines for dealing with diversity issues that would be shared with the institutions. The development of such guidelines could be accommodated within the normal operations of the agency. The various SCHEV's advisory committees would be used in developing the guidelines as well as identifying best practices.

9. Specific agency or political subdivisions affected: The public colleges and universities, the State Council of Higher Education for Virginia, the Board of Education, local school boards, the State Board for Community Colleges, the non-profit private colleges and universities.

10. Technical amendment necessary: None

~~**11. Other comments:** Public institutions of higher education already have in place policies and procedures to ensure diversity among students and staff, as well as programs to encourage a comfortable and tolerant environment. The legislation requires that SCHEV develop guidelines for institutions to ensure that students meet "diversity competencies." However, this term is not defined and as such would make meeting the requirements of the legislation difficult. Additionally, SCHEV already works with the institutions, through their Vice Presidents for Students Affairs, in this area.~~

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cc: Secretary of Education

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