

**State Council of Higher Education for Virginia (SCHEV)  
2003 Fiscal Impact Statement**

**1. Bill Number SB829**

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Marsh

**3. Committee:** Education and Health

**4. Title:** Cultural diversity policies

**5. Summary/Purpose:** This bill would require the Board of Education, local school boards, the State Board for Community Colleges, and the boards of visitors of public four-year institutions of higher education to promote racial, ethnic and cultural diversity sensitivity among their respective employees, and establish cultural diversity competency policies. The Board of Education, the State Board for Community Colleges and the State Council of Higher Education for Virginia (SCHEV) would have to establish guidelines for cultural diversity policies to assist local school boards and institutions of higher education in implementing such policies. The Board of Education and SCHEV would also be required to identify best practices, within and without Virginia, that effectively promote cultural diversity and the knowledge and appreciation of other cultures. The State Council of Higher Education's authority to provide advisory services regarding specific matters to certain private, accredited and non-profit institutions of higher education would be broadened to include advisory services concerning cultural diversity policies. (Note: Remaining responses are related only to the higher education portion of this legislation.)

**6. Fiscal Impact:** See number 8

**7. Budget amendment necessary:** Yes. Funds and an FTE position (approximately \$150,000 including salary, benefits and agency resource expenses) would be 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 (1/4<sup>th</sup> FTE).

**8. Fiscal implications:** The bill appears to impose some potentially extensive development and reporting requirements for institutions as well as for SCHEV. It also introduces a new training role for SCHEV in relation to the private colleges, which may require a Code change, each of which would have staffing and fiscal implications. SCHEV would require an additional staff member and accompanying resources in order to meet the requirements of this legislation. (DOEs should respond to their fiscal impact as well.)

**9. Specific agency or political subdivisions affected:** State Council of Higher Education for Virginia, the Board of Education, the State Board for Community Colleges, local school boards and institutions of higher education.

**10. Technical amendment necessary:** None.

**11. Other comments:** Accountability relative to culturally sensitive practices might best be served if existing programs on campuses were documented and compared to success criteria, such as admission, retention and graduation rates. Public institutions of higher education already have in place policies and procedures to ensure culturally sensitive and tolerant environments among students and staff. As such, the legislation requires that SCH EV develop guidelines and identify “best practices” for institutions, which may in some cases be redundant. In addition, the term “cultural diversity policies” is not defined, and requires clarification.

NOTE: The Virginia Department of Education should also be contacted in order to determine the impact on that agency and the K-12 schools in Virginia.

**Date:** 01/22/03

**Document:** FIS –SB829 –Cultural Diversity Policies (FINAL)

cc: Secretary of Education