

Submitter: Tyler Carl

On Behalf Of:

Committee: House Committee On Higher Education and Workforce  
Development

Measure, Appointment or Topic: HB3006

Please define “marginalized”. Or do you mean “underrepresented”? If racial classifications are used, such as those found in ORS 342.120, ODE and EAC will likely lose federal funding once this is brought to the attention of the Department of Civil Rights. Increasing representation of “marginalized” or “underrepresented” workers in schools is not a compelling government interest and anyone challenging this will win in Federal Court. Why not focus on educators’ skills, qualifications, linguistic ability, and experience? Oregon schools are at the bottom of the pack when it comes to test results, chronic absenteeism and declining enrollment. This legislation will do nothing to fix these problems.

All Oregon teachers and administrators are required to protect students’ Constitutional and Civil Rights. Oregon legislators, ODE and EAC are required to do the same for their educational workforce.

ORS 342.120

“Underrepresented person” means:

- (a) A person having origins in any of the black racial groups of Africa, but who is not Hispanic;
- (b) A person of Hispanic culture or origin;
- (c) A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands; or
- (d) An American Indian or Alaska Native having origins in any of the original peoples of North America. [1961 c.439 §1; 1965 c.100 §348; 1965 c.550 §1; 1973 c.270 §2; 1975 c.278 §1; 1981 c.393 §1; 1981 c.469 §5; 1989 c.125 §1; 1993 c.45 §149; 2001 c.653 §4; 2007 c.70 §100; 2011 c.609 §4; 2015 c.647 §§6,36; 2018 c.72 §2; 2021 c.97 §33; 2021 c.151 §1; 2021 c.518 §12]