

Greetings Chair Hudson, Vice-Chairs Fragala and Harbic, and members of the House Committee on Higher Education and Workforce Development,

My name is Dr. Sarina Saturn and I was born and raised in North Portland in a CHamoru and Indian household. My parents came overseas to Oregon in the 1970s to pursue their educational dreams. After pursuing my own career goals as a neuroscientist and educator elsewhere, I returned to Oregon to serve as a professor at small and large universities in Oregon. I am also currently a parent to two children in Portland Public Schools. I am dismayed by the lack of educators and administrators who have experience with diverse populations which very much reflects my experience growing up in Oregon.

I strongly support HB 3006 where the Department of Education shall allocate at least \$5,000,000 from the Statewide Education Initiatives Account for the purpose of providing incentives to schools to hire and provide early-career support to new educators and new administrators who have experience with diverse populations. I have dedicated myself to supporting BIPOC, 2SLGBTQIA+, and other people from non-dominant identities in educational settings. My students told me it meant the world to them to have an educator who understood what they were experiencing in their educational environments and how efforts of mine, and those of others like me, literally save and change lives. These students have gone on to be role models themselves as educators, physicians, counselors, social workers, and other helping professionals devoted to serving diverse populations.

As an educator, racial equity leader, and parent, I have witnessed firsthand how important it is for students to have educators and administrators who have the skills and experience with diverse populations so that each child has the support and understanding they need to succeed in Oregon schools. We must ensure that students from diverse identities have access to educators who advocate for their success and well-being. This will also promote the cultural humility, empathy, and flourishing of students of all backgrounds. The passage of HB 3006 is a direct investment in Oregon's future: our children.

I wholeheartedly support HB 3006, which provides tangible solutions to address long-standing disparities. This legislation would:

- Remove financial barriers and create pathways for new educators and administrators with experience in working with diverse communities
- Complement other important initiatives like HB 3200, HB 2588, and HB 2900
- Allow the Department of Education, in consultation with the Teacher Standards and Practices Commission, the Educator Advancement Council and the Higher Education Coordinating Commission, to develop and implement a plan to:
 - Expand the sharing of educator workforce data across state agencies using the statewide data system on the education workforce developed under section 1, chapter 592, Oregon Laws 2023.
 - Modernize systems to monitor and evaluate educator workforce trends in coordination with key education and community partners.

I urge you to support HB 3006 and help ensure that Oregon's educational workforce better supports the diversity of our student population. This investment will strengthen our education system and enhance the experience of each student in Oregon. The impact of this investment will be felt for generations to come.

Thank you very much for your consideration,

A handwritten signature in black ink, appearing to read "Sarina", with a stylized flourish at the end.

Sarina Rodrigues Saturn, PhD