

Opponent Testimony on HB 2428

Kansas House Committee on Education

Tuesday, February 3, 2026 | 1:30 PM | Room 218-N

Conferee: Dr. Crystal J. Davis

Role: Commissioner, Congressional District 2, Kansas African American Affairs Commission

Occupation: Higher Education Educator and Entrepreneur

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Bill: HB 2428 – Postsecondary educational institutions; curriculum and DEI-CRT-related requirements

Position: Opponent

Format: Written testimony

Date of Hearing: Tuesday, February 3, 2026

Chair Estes, Vice Chair McNorton, Ranking Member Stogsdill, and Members of the Committee:

Thank you for the opportunity to submit opponent testimony on HB 2428.

My name is Dr. Crystal J. Davis. I serve as a Commissioner for Congressional District 2 on the Kansas African American Affairs Commission. I currently work in Kansas postsecondary education and have taught and served students across multiple institutions in Kansas for more than twenty years. I submit this testimony in my individual capacity as a commissioner and as a current adjunct professor with more than 20 years of experience in community-college and university-level teaching, curriculum design, workforce preparation, and student success.

HB 2428 raises serious concerns about legislative overreach into academic judgment and professional preparation. While the bill does not prohibit courses on diversity, cultural competence, or identity, it restricts institutions' ability to require such coursework as part of degree programs, even in fields where this preparation is directly relevant to professional competence.

In my professional experience within higher education, curriculum decisions are directly connected to workforce and community outcomes. Kansas graduates enter classrooms, hospitals, social service agencies, businesses, and public institutions that serve increasingly diverse communities. Teachers, nurses, counselors, social workers, and business leaders must be equipped to work effectively with people whose backgrounds, experiences, and identities may differ from their own. Preventing Kansas institutions from requiring coursework that supports this preparation weakens, rather than strengthens, workforce readiness in our state.

HB 2428 also shifts curriculum authority away from Kansas institutions and faculty with subject-matter expertise and places it within statute. This approach substitutes political constraints for academic judgment. Kansas colleges and universities are already accountable through accreditation, licensure requirements, and employer expectations. Additional statutory restrictions risk creating rigid, compliance-driven curricula that do not reflect real-world professional demands.

The bill further creates internal contradictions. It requires studying American institutions, founding documents, and landmark Supreme Court cases while restricting engagement with concepts such as systemic racism, cultural competence, and social justice. It is difficult to meaningfully study cases such as

Brown v. Board of Education without examining the historical and societal conditions that necessitated such decisions. Limiting that context does not promote academic rigor or historical accuracy.

From an economic and workforce perspective, this bill also sends an unfavorable signal. Kansas is competing nationally for talent, students, and employers. Employers consistently value graduates who can collaborate across differences, communicate effectively, and operate in complex environments. Restricting institutions' ability to require coursework that develops these competencies undermines Kansas' competitiveness.

Finally, while the bill states that it does not limit academic freedom, its detailed definitions of prohibited content and practices create a chilling effect. Faculty and institutions may avoid legitimate academic inquiry out of compliance concerns, rather than focusing on student learning and preparation.

For these reasons, I respectfully urge the Committee to oppose HB 2428. Kansas's higher education institutions must retain the flexibility and authority to prepare students for the realities of the Kansas workforce and civic life, guided by educational expertise rather than statutory restrictions.

Thank you for your time and consideration. I am available for questions.