DLCD RACIAL EQUITY FRAMEWORK
FOR DECISION MAKING

The Department of Land Conservation and Development's (DLCD) Racial Equity Framework for Decision Making, developed collaboratively with the Land Conservation and Development Commission (LCDC), serves as a comprehensive tool to guide all staff and advisory groups in internal projects and processes.

The questions in this tool aim to prompt explicit integration of racial equity into decisions, fostering intentional changes, and anticipating adverse consequences. Functioning as both a process and a product, the Racial Equity Framework operates as a racial equity lens, revealing how current issues stem from historic policies, practices, and power dynamics, disproportionately affecting communities of color and other historically marginalized groups.

By addressing past injustices and acknowledging the historical root causes and harms of racial disparities, this tool serves as an effective means to create systemic solutions for change. It facilitates a process that not only identifies and understands the impact of historical policies but also supports the development of solutions to rectify and prevent further harm.

Historical Inequities	- How does this rule address historical inequities for communities of color? - If the rule does not address historical inequities, what historical inequities are evident? - How can this rule lessen historical inequities on Communities of Color? What mechanisms under the jurisdiction of the Oregon Land Use Planning program can assist in reducing historical inequities? - What additional information or data do you need to address this question? Where will you get it?
Benefits and Burdens	- What are the benefits and burdens of this rule: Financial, environmental, social? - Who will benefit from this action? Who will be the most burdened?

	• How will burdens be mitigated? How might benefits be redistributed? • Identify possible unintended consequences. How would we mitigate these if we find them later? • Analyze and consider benefits and burdens to future populations.
Data Equity and Data Justice	• Are the data and research you are using for analysis framed with a Data Equity and Data Justice focus? • If no, where might you obtain this data? • If Data Equity and Data Justice resources are not available, what would you suggest as a way to obtain this information? Is there qualitative data available?
Community Engagement & Empowerment	• What are the methods of engaging communities in the development of this rule? • What are the racial and geographic demographics of communities engaged during the development of this rule? • Were there any specific issues raised by communities of color about the impact of this rule? What are they? Did this impact/change the development of the rule? If yes, how? If no, why? • How have DLCD advisory committees engaged with this rule?
Decision Making	• Who (organizations, individuals, communities?) influenced the final rule recommendations? • How does this rule address racial equity in decision making for local government implementation? • If the rule does not provide an approach for racial equity in local government decision making, what would you recommend?

Restorative Justice	• Does this rule provide restorative justice measures for the communities most burdened? • If yes, what are they? • If no, what would you suggest that is within the jurisdiction of the State of Oregon? • What are some other best practices or examples restorative/transformation justice measures that would address the impact of this rule on the most burdened? These examples can be outside the jurisdiction of DLCD, but could provide concept idea sharing with Tribal communities, local governments, businesses and culturally based non-profit organizations.
Accountability	• How does this rule address accountability measures for both DLCD and local governments? • What are the accountability measures for local government for this rule? • How will DLCD track compliance and what are the incentives and disincentives for not meeting compliance? • Do the accountability measures include engaging with communities? If yes, how is this done? If no, why? • What are the challenges and opportunities for accountability for DLCD and local government? What are some ideas to address this?
Measuring and Evaluating Outcomes and Continuous Improvement	• How will DLCD measure racial equity impact and effectiveness of this rulemaking? • How will DLCD assist local governments in tracking, measuring, and reporting outcomes? • What additional resources are needed to accomplish this?