



A MESSAGE FROM THE BOARD

May 15, 2024

We are pleased to present the 2024-2027 Oregon Land Use Board of Appeals Diversity, Equity and Inclusion Plan. We anticipate updating this plan upon completion of the work set out in Part One of the plan.

Melissa M. Ryan, Board Chair
Michelle Gates Rudd, Board Member
H. M. Zamudio, Board Member

LUBA DIVERSITY, EQUITY AND INCLUSION PLAN

MISSION DRIVEN

LUBA’s mission is to provide a specialized appellate review body that (1) provides an *accessible forum* for resolving land use disputes quickly and efficiently and (2) makes its decisions available as a decision-making resource to state and local legislators, land use professionals, city and county land use decision makers, property owners, and residents of Oregon. Incorporating values of diversity, equity and inclusion (DEI) are key to ensuring that we are in fact an accessible forum and a resource for all Oregonians. Part One of this plan focuses on gathering and analyzing information to inform future DEI efforts. We recognize, however, that there are steps we can and will take now based on what we do know. These actions are set out in Part Two of this plan.

PART ONE

GATHERING AND ANALYZING INFORMATION

Action: In order to effectively weave our DEI values throughout our operations, we need to know what we don’t know. We will work with an

outside DEI consultant/facilitator to learn what questions we should be asking and to listen to the answers.

Means: We will request budget resources to engage a DEI consultant or consultants to refine and expand our knowledge and expand our DEI action plan.

Measurement: By January, 2025, LUBA staff will reach out to other state agencies, obtain consultant recommendations, and obtain proposals from at least three consultants. We will then seek 2025-2027 funding for the necessary work. We anticipate that communication and outreach will be a substantial element of future plans and ensure that broad perspectives are represented and heard.

PART TWO

REMOVING STRUCTURAL BARRIERS

Action: We will research state resources for enhancing the accessibility of our web page and other online resources.

Means: LUBA staff will contact Disability Rights Oregon and appropriate state agencies to solicit recommendations/best practices. Board member will contact Department of Justice (DOJ) and request information on DOJ provision of information in languages in addition to English.

Measurement: By January 2025, LUBA staff will prepare a summary of identified best practices and obtain cost estimates for best practices enhancements.

Action: We will develop relationships with affinity group bar organizations and each of the Oregon law schools and ensure they are aware of opportunities within the agency.

Means: LUBA staff will develop a list of affinity bar organizations. Board members will ensure job opportunities are forwarded to those organizations and each of the law schools. Board members will, working with LUBA fellows and staff attorneys, seek to reach a broad spectrum of law school students and promote opportunities for law students within LUBA and land use law. Board members will include in its interviews skills based hiring questions. LUBA staff will investigate whether and how LUBA might provide stipends for law students interning/externing at LUBA.

Measurement: Ongoing. *LUBA will add to its hiring process a question inquiring how applicants learned of the opportunity and access the outcome after each hiring process. LUBA will seek to have the opportunity article published in at least one legal publication, such as the Oregon State or Multnomah Bar Journal and provide it to career services at each of the state law schools. Board members will work with our human resources business partner to develop skills based hiring questions.*

NURTURING AN EXTERNAL SUPPORT SYSTEM

Action: We will participate in DEI stakeholder groups within the state to share best practices and resources. We will inform staff of affinity groups in larger organizations within the state welcoming of other members.

Means: Board member or designee will attend DEI stakeholder groups and identify available affinity groups.

Measurement: Quarterly -*Board members keep other members of board updated on best practices and provide recommendations for internal action. As work allows, facilitate participation by staff in these groups when staff requests.*

LIFELONG LEARNING

Action: We will provide staff with time during the workday to participate in DEI trainings.

Means: LUBA staff will contact Partners in Diversity and members of DEI stakeholder group to solicit training recommendations. LUBA will provide staff with access to online trainings. LUBA will solicit and post internally staff reviews of available trainings.

Measurement: Annually - Board will summarize and review list of DEI trainings attended by staff.