

## Land Access and Opportunity Board Meeting

**Jul 10, 2023, 5:30 – 7:00 p.m.**

Meeting Facilitator: Natanya Vanderlaan WholeHeart Inc., Jessica Laporte CRO's

Guests: Robert Appel, Attorney

Attendee	Present	Not Present
<b>Board</b>	<ul style="list-style-type: none"> <li>● Xusana Davis, Office of Racial Equity</li> <li>● Pasifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI)</li> <li>● Samantha Langevin, VT RELEAF Collective</li> <li>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> <li>● Kirsten Murphy, Vermont Developmental Disabilities Council</li> </ul>	<ul style="list-style-type: none"> <li>● Arnold Thomas, Vermont Racial Justice Alliance (VRJA)</li> <li>● Brian Cina, National Association of Social Workers (NASW)</li> <li>● Shingai Kagunda, Vermont Every Town Project</li> <li>● Britaney Watson, NAACP</li> <li>● Vermont Psychiatric Survivors (no active board member)</li> <li>● Raheemah Madany, Pride Center of Vermont</li> </ul>
<b>Board Alternates</b>	<ul style="list-style-type: none"> <li>● Susan Aranoff, Vermont DDC</li> <li>● Ashley Devereaux, NASW</li> <li>● Jennifer Morton-Dow, VT Releaf Collective</li> <li>● <i>Mark Hughes, VRJA came in only for introductions</i></li> </ul>	<ul style="list-style-type: none"> <li>● Rich Holschuh, VCNAA</li> <li>● Kenya Lazuli, Vermont Every Town Project</li> </ul>
<b>Guests &amp; Public</b>	<u>Public</u> : Wynston Longmore // <u>Guests</u> : Robert Appel, Attorney; Gus Selig, VHCB	

## Agenda

<p><b>1. Natanya V. to convene the July 10th, 2023 meeting of the LAOB at 5:30 pm</b></p> <p>a. Welcome, Facilitator Team Introductions,</p> <p>b. Board members and alternates to introduce themselves - Name, Identifiers, Organization you are representing,</p> <p style="padding-left: 20px;">i. Prompt: <i>How are you and yours faring with the current rain and</i></p>	<ul style="list-style-type: none"> <li>● <b>Kirsten</b> - last meeting serving as official representative &amp; introduced Susan Aranoff as the new DD</li> <li>● <b>Susan Aranoff</b> - happy to meet everyone and happy to meet as long as she can stay connected               <ul style="list-style-type: none"> <li>○ VT Law School &amp; Undergrad was in Land Use Planning and practice was serving people with disabilities</li> </ul> </li> <li>● <b>Jennifer Morton-Dow</b> - distracted but present as long as we want to meet</li> <li>● <b>Xusana</b> - here are willing to participate and if postponing/rescheduling make a plan</li> <li>● <b>Samantha</b> - fine to be here, super wet on the farm between two creeks, but still have power</li> </ul>
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<p><i>flooding?</i> &amp; Check-in on holding the meeting</p> <p>c. Agreements, Updates and</p> <p>i. We are going to move item 7 , 4 and 6 up before number 3)</p>	<ul style="list-style-type: none"> <li>● <b>Dan</b> - wet but safe and high</li> <li>● <b>Pacifique</b> - <i>poor connection</i></li> <li>● <b>Mark</b> - stepping back tonight not just weather related</li> <li>● <b>Ashley</b> - poor internet but present and ready</li> </ul>
<p><b>2. Review &amp; Approve Meeting <a href="#">Notes from June 26th, 2023 meeting</a> – 5 minutes</b></p>	
<p><b>3. Highlight Board Priorities</b></p> <p>a. Share <a href="#">link</a> in the chat</p> <p>b. Read bullets 6-7 together</p>	
<p><b>4. Calendar Check in for Upcoming Board meetings</b></p> <p>a. Leading with the why (in-person)</p> <p>b. Upcoming Board Meetings</p> <p>c. <u>Proposal</u>: Joint-introductory meeting with Health Equity Advisory Commission in August or Sept?</p> <p>i. Welcome Mark, Kirsten or Brian to comment</p>	<ul style="list-style-type: none"> <li>● <b>Upcoming Board Meetings</b> <ul style="list-style-type: none"> <li>○ Are folks available for in-person on 7/24 or 7/25 in Montpelier area from 5-7pm? <ul style="list-style-type: none"> <li>■ Dan unavailable on 7/24</li> <li>■ Available for 7/25 - Xusana, Ashley, Samantha <ul style="list-style-type: none"> <li>● Pacifique remote only</li> </ul> </li> </ul> </li> <li>○ 8/7 - virtual</li> <li>○ 8/21 - virtual</li> <li>○ 8/28 - potential in-person</li> </ul> </li> <li>● <b>HEAC joint-board meeting</b> <ul style="list-style-type: none"> <li>○ <b>Natanya</b> to acknowledge people know knowing what the HEAC is - which is the purpose of this meeting <ul style="list-style-type: none"> <li>■ Intro the boards</li> <li>■ General - Health Equity in home and land access or how home and land access impacts health (social determinants of health)</li> </ul> </li> <li>○ <u>Concept</u>: <ul style="list-style-type: none"> <li>■ Both boards introduce themselves to each other</li> <li>■ Discussion around intersections of Health Equity and Home/Land Access</li> <li>■ Meet &amp; Greet</li> </ul> </li> <li>○ <b>Xusana</b> gave background <ul style="list-style-type: none"> <li>■ 29 members and can add members as needed</li> <li>■ Created in 2021</li> <li>■ Represent - state agencies, community groups representing LGBTQIA, Disabilities and BIPOC, etc</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>■ Board has timelines from legislators and has been responding to those demands - not as much flexibility</li> <li>■ People at the table have knowledge of issues and ideas for action, but haven't tapped in there as much.</li> <li>■ Early outlining of report to legislature has broad ideas, understands policy and how things work → need to coalesce</li> <li>■ Unsure if there's a clear ROI for bringing the boards together - would want a clear goal for the meeting - Could help if each board was given homework and discuss, eg. How do you see housing impacting health equity?</li> <li>○ <b>Kirsten</b> <ul style="list-style-type: none"> <li>■ Health is driven by the social determinants of health including housing</li> </ul> </li> </ul>
<p><b>5. Hiring Process Update</b></p> <ul style="list-style-type: none"> <li>a. Discuss document shared - Key bullets of Position Descriptions</li> <li>b. Next - Drafting Organizational Structure</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Natanya update/share on progress</b> <ul style="list-style-type: none"> <li>○ We thought that once we had the state appropriations we'd be ready to go with hiring, but the money is secured for this work we don't have an MOU in place we haven't done hiring.</li> </ul> </li> <li>● <u>Next</u> <ul style="list-style-type: none"> <li>○ Hiring Process Check-list was shared and approved at 6/26 meeting</li> <li>○ Manager Job Description</li> <li>○ Drafting Organizational Structure</li> </ul> </li> </ul>
<p><b>6. Sub-committee Updates</b></p> <ul style="list-style-type: none"> <li>a. Updates</li> <li>b. Ways to get involved - reshare <a href="#">sign-up form</a></li> </ul>	<ul style="list-style-type: none"> <li>● <b>Advisory Powers and Advocacy</b> - meeting</li> <li>● <b>Community Engagement</b> - will discuss more in new</li> </ul>
<p><b>7. MOU Updates &amp; Discussion</b></p> <ul style="list-style-type: none"> <li>a. Guest: Robert Appel</li> <li>b. Review sections from 4th draft (<a href="#">7.10 version</a>)</li> <li>c. <u>Discussion</u>: <ul style="list-style-type: none"> <li>i. Feedback</li> <li>ii. What structure does the board want to see around administrative/overhead fees?</li> </ul> </li> <li>d. <u>Decision point</u> &amp; Next Steps</li> </ul>	<p><b>Robert Review of Updates</b></p> <ul style="list-style-type: none"> <li>● <b>Robert</b> - Does LAOB Want to Maintain oversight? Is that consistent with VHCB Policies? (Section IV.4) <ul style="list-style-type: none"> <li>○ Unclear what language to add - Does the board want authority to hire and fire? Where can VHCB oversee?</li> <li>○ Dan - Thought this was about staff under VHCB HR policies</li> </ul> </li> <li>● <b>Samantha</b> - Releaf has a fiscal sponsor and releaf has sole authority to hire fire relief staff - I'd like to propose the LAOB retain all hiring powers while welcoming recommendations form HR at VHCB. We can be independent while maintaining supports</li> </ul>

- **Kirsten** - really important that the sole authority to hire and fire resides with the LAOB. Board Governance can be very muddy otherwise.
- **Brian** - the idea behind LAOB was to give power to the ppl to reinvest powers to the ppl and not representative govt. I would support exploring the maximum amount of decision making power. Welcoming VHCB to be present to advise us while we exercise our power. We have an opportunity here to show new ways of sharing power.
- **Xusana (in the chat)** - Agree that it helps to distinguish what "power" means here. We definitely mean the decision-making re: hires and fires, but does "power" also mean the responsibility for the admin tasks associated w/ the hiring/firing
  - **Samantha** - great point. this feels like another important place for consistency - in many other ways we are retaining authority to make decisions while still relying on VHCB to help provide the administrative process to carryout those decisions
- **Jess** - VHCB policies do need to be followed by the staff and we had wanted to add language given a scenario where the LAOB board is not responding in congruence with VHCB policies
- **Robert** - Board would have authority in regard to the manager and subsidiary employees will be beholden to the manager.
- **Samantha** - Uncomfortable creating language for a circumstances in which LAOB staff might be reprimanded by the LAOB - Recommends orientation where we (LAOB) have the sole authority
- **Jess** - Since we already have heard from VHCB we need to address this, then we should at least include;
  - Bullet that acknowledges staff is hired by VHCB and is thereby beholden to their policies
  - What is the baseline that would be needed if VHCB doesn't have hiring power
- **Robert** - Might consider allowing VHCB to discipline subordinate employees with the advice and consent of the board
- **Samantha** - that feels critical to me, that it is with consent of the board
  - If we want to maintain VHCB/LAOB separate lanes. There needs to be consent so staff knows who is in charge of them
  - Also in consideration of our advisory powers we need to have clear directives if communicating around big decisions.
- **Xusana** - A good policy - no alarms, no emergencies coupled with different council.

- Eg. a decision was made by ED to let go of the staff director, asked that the council convene a meeting and agreed unanimously - want to make sure we are in a position of clarity.
- There are situations where decisions need to be taken right away.
- **Dan** - if you're going to hire someone with the expertise to make such judgment calls you should be able to trust them and not be
  - Mandated to either hire or fire someone without consent or if we decide they have to check in with the board - would that be included in the job description that they have to do that??
- **Dan** - that's more of a policies and procedures than a job description
- **Brian** - I personally would feel comfortable with the board not micromanaging the director in basic procedures but once its at the point where its becoming a problem we should know. I'd want to know more about the VHCB policy cause there has to be a balance point
  - We may not get it perfect. We can do it the best we can. Anything we can do towards shifting power is great
- **Robert** - very good discussion. I think I have enough. Thank you.  
One thing I wanted to highlight
  - Had a hard time interpreting what Francis sent and I had a difficult time discerning what that means for the LAOB
- **Jess** - I directly shared what Francis provided and this is related to section s6 compensation for administrative services
  - Not clear to me but also - we do not yet have full financial statements around the administrative services they have provided
  - To provide that information in a meeting where at least 2 board members can be provided
  - I saw 4 thumbs up and one partial/in-between
  - In this section (A)
    - They give a specific or consistent weight of someone's staff salary to the LAOB EX \_\_\_\_ position and will dedicate 25% of their time etc.
    - Where we would like to know who is responsible and how they're calculating
    - Per weighting salaris - a concern is we have a year under our belts with a smaller appropriation

	<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>■ Following a standard rating</li> </ul> </li> <li>○ (B) e more direct tracking of staff time provided to the LAOB           <ul style="list-style-type: none"> <li>■ We are asking for the transparency of time- it could be better or worse</li> <li>■ Its just a way of approaching it.</li> <li>■ Robert is suggesting we kick the explanation down the road - Jess that is a possibility - want to put fullest board comprehension at the forefront</li> </ul> </li> </ul> </li> <li>● <b>Xusana (in chat)</b> - i'm okay with weighting but that time split will be different at different times of year, i.e. during legislative session there might be more intensive policy stuff and testimony versus summer hours. As long as people are clear that it's an estimate and may fluctuate</li> <li>● <b>Samantha (in chart)</b> - I can handle weighting if we can see some numbers on what that looks like in advance, even if it is a rough estimate</li> <li>● <b>Dan (in chat)</b> - I don't think that we know enough right now to be able to make sensible estimates of time weighting.</li> <li>● <b>Samantha (in chat)</b> - I also wonder if we can agree to a mid-year "check in" about this piece - I would imagine they do budget adjustments at some point, and that could be a logical place. I am just hesitant to agree to something vague and then have later disagreements about staff support and \$</li> </ul> <p><b>Decision-Point &amp; Next Steps</b></p> <ul style="list-style-type: none"> <li>● Facilitators to request clearer explanation of VHCB fees from Francis</li> <li>● <b>Robert</b> to work on next draft</li> <li>● Decision at 7/25 meeting - Who will go into discussion with VHCB?</li> </ul>
<p><b>8. Public Comment &amp; Board Responses</b></p>	<ul style="list-style-type: none"> <li>● Malcolm       <ul style="list-style-type: none"> <li>○ Thankful for presentation to SEC</li> <li>○ Listening in Grateful the specifics and details</li> <li>○ Samantha - thankful for the opportunity, was able to learn about the SEC and what they do to think about how we can collaborate           <ul style="list-style-type: none"> <li>■ Malcolm - Future possibilities of working together - leaders, legislators in the SEC who want to follow through from their involvement in H.273 to the work going forward</li> </ul> </li> </ul> </li> <li>● Buster</li> </ul>

	<ul style="list-style-type: none"> <li>○ Participation in other arenas is needed, especially where there's a public voice - maybe invite yourself there</li> <li>○ Participated in a meeting recently where I was the only one who brought up the LAOB - surprised but not really that the way someone else described the board was significantly different from how I would describe the board after following you on zoom and following up on information online</li> <li>○ You are supposed to give Advisory Powers over VHFA, etc and some people saw your focus being adjustments to VHCB (much smaller scope)</li> <li>○ Need to be out there sharing the work, explaining themselves and clarifying so that you aren't misplaced in the conversation</li> <li>○ VHCB has been working on the Farmworker Housing Repair Program - many leaders and many farms and organizations don't even know about that.</li> <li>○ Get yourselves out there and established because some folks think the LAOB is sunsetting in a couple years</li> <li>○ <b>Brian</b> - thank you for encouraging us to claim our space</li> <li>○ <b>Pacifique</b> - Would be ideal to highlight the response why the board is established so that people who look into the board can be reminded and have clarity.</li> <li>● <b>Xusana</b> - "Those rains brought these muds" when you have a downpour and there was abundance for crops and clean water, but you have to deal with the mud that's left afterwards. Feels like a metaphor for land in VT - There was a time when people had and it was cheap and plentiful but now we're dealing with housing and land access inequality. Mud = hoarding resources</li> </ul>
<p><b>9. Board Announcements</b> – 10 minutes</p> <ul style="list-style-type: none"> <li>a. Come prepared to share any organizational or relevant updates with the board</li> <li>b. Facilitators will have 2-3 announcements as well</li> </ul>	<p>Skipped due to time!</p>
<p><b>10. Meeting Adjourned at 7:05 pm</b></p>	