

Land Access and Opportunity Board Meeting

Jul 25, 2023, 5:00 – 7:00 p.m.

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

Guests: Robert Appel, Attorney

Attendee	Present	Not Present
Board	<ul style="list-style-type: none"> ● Samantha Langevin, VT RELEAF Collective ● Dan Coutu, VT Commission on Native American Affairs (VCNAA) ● Xusana Davis, Office of Racial Equity ● Pasifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI) ● Arnold Thomas, Vermont Racial Justice Alliance (VRJA) ● Susan Aranoff, Vermont DDC ● Shingai Kagunda, Vermont Every Town Project - <i>virtual</i> 	<ul style="list-style-type: none"> ● Brian Cina, National Association of Social Workers (NASW) ● Britaney Watson, NAACP ● Raheemah Madany, Pride Center of Vermont ● Vermont Psychiatric Survivors (no active board member)
Board Alternates	<ul style="list-style-type: none"> ● Jennifer Morton-Dow, VT Releaf Collective ● Mark Hughes, VRJA - - <i>virtual</i> 	<ul style="list-style-type: none"> ● Rich Holschuh, VCNAA ● Kenya Lazuli, Vermont Every Town Project ● Kirsten Murphy, Vermont Developmental Disabilities Council ● Ashley Devereaux, NASW ● Ana Mejia, NAACP
Guests & Public	<p><u>Public</u>: Christine Hughes, Buster Caswell, Kheya Ganguly (she/her)</p> <p><u>Guests</u>: Trey Martin, VHCB; Mindy Blank, Facilitator/CROs/Seeding Power</p>	

Agenda

1. **Natanya V. to convene the July 25th, 2023 hybrid meeting of the LAOB at 5:30 pm - 15 minutes**
 - a. Welcome, Facilitator Team Introductions, and overview of meeting
 - b. Agreements
 - c. Board members and alternates to introduce themselves - Name, Identifiers, Organization you are representing,
 - i. Map Exercise: Where do you live / Where do you work / Put a pin for one of your favorite places to recreate / Where do you have family

In-person Board members:

- Dan - Newbury
- Arnold - Underhill
- Jennifer - Montpelier
- Susan - E. Montpelier
- Samantha - Bristol
- Xusana - Lamoille County
- Pacifique - Milton

Online Board members:

- Mark - N. Burlington
- Shingai - South Royalton

Chat from Public

- Kheya Ganguly (she/her): Live - Wallingford Work-Wallingford/Waterbury - Recreate - Wallingford/Manchester?Rutland. Family - Rutland, Proctor, Clarendon, Bennington, St. Albans, Hinesburg
- Christine Hughes: live and work in burlington. I enjoy the lake and rivers. I have other family in Chittenden County and a relative in Montpelier area

2. Review & Approve Meeting [Notes from July 10th, 2023 meeting](#)

- No additions or revisions of the Meeting Notes - APPROVED

3. Hiring Process Update - 10 minutes

a. Member update - Samantha Langevin

- i. Dynamic and different folks coming in and out
- ii. Efficient space to work together
- iii. Steps completed

1. **Hiring Timeline** based on VHCB process for the LAOB processes and tailored to stakeholders - all steps are laid out and key decision points and who to involve

2. **Job Description** for the Manager (principle staff)

a. Multiple revisions including input from the Sunrise Report, establishing expectations

- i. LAOB board business, Community Engagement, programs, misc.
- ii. Note - it's lengthier so we can cut it down rather than needing to add more in

b. Next draft: tomorrow 7/26 and will be finalized to share with the board to discuss

c. Questions

- i. What are we calling this position? Executive Director, Manager, other
- ii. Compensation? Budget implications and strategic in recruitment and setting up the
- iii. Should we draft next job descriptions?

b. Questions & Discussions

i. Jess - will there be an Organizational Structure outline to consider with this first job description?

1. Samantha - asked about non-traditional organizational structure but conversations dropped off with the floods and can explore more if it's helpful
2. Xusana - open to providing info as one of the people who offered

3. Dan - highlighted equity needs for open-mindedness and experience with equity-focused work

4. Board Discussion - 25 minutes

a. Advisory Powers & Advocacy: *How does the board want to learn about existing programs and policies around housing and land ownership, land access and intersections with policies?*

1. **Samantha** - having the opportunity to learn about someone and ask questions, as opposed to just being given something to read. Having the information given personally is often more interesting and I can interact with the information in a different way.
2. **Jennifer** - same, I'm similar and learn from more interactive experiences.
3. **Xusana** - briefings could be great but should be tailored to certain questions that we ask. It would be helpful to provide questions for a guest presenter for them to address rather than giving us the broad run-down of what different agencies do. Walk us through the touch points. Hypotheticals using explicit examples.
4. **Pacificue** - I have questions about the resources being offered to communities. There's not always clear and accessible information conveyed to the community level. Gather information about how community-based grants have been put together by agencies, and ask a group of agency reps about grants at the same time.
5. **Samantha** - there's a lot of knowledge based in the nominating authorities on the LAOB and opportunities to receive and access information through each other and our networks. It would make us a stronger Board to learn more about resources in our networks.
6. **Shingai (chat)** - I second the in person meetings even though I couldn't make it tonight <3 I would plan to ,make it for the next one
7. **Susan** - a mechanism my organization uses is "speed dating," where participants have a few minutes together to exchange information and switch.
8. **Xusana** - I'm interested in other policy ideas that were left on the table. I'm interested in knowing what got left behind and why. It would be good to know what could be dusted off and revisited.
9. **Arnold** - I'm aware that probably the greatest number of individuals are BIPOC, and we need to remind ourselves about what our objectives and purposes are on this Board. What can we do to navigate the bureaucracy of banks and home ownership processes to support folks coming in? Find out how other organizations, like VHCB, can support the work.
10. **Jess** - recap. Setting up meetings with key agencies within 6-9 months is possible, but doing a full review of all relevant programs ourselves not so much. Presentations from other groups.
11. **Samantha** - can guests come to sub-committee meetings too? That would provide for more interaction and access to more of these conversations.

b. Community Engagement Discussion: *Where, When and How can we gather people to learn about the LAOB?*

1. **Samantha** - where - UVM has Extension offices all over the state, which feels like a potential logical partnership for meeting spaces. There might be other partners like this with spaces in different parts of the state.
2. **Shingai** (in Chat) - Community Center in Thetford is a venue that would be open to folks

3. **Xusana** - Town Hall in Hartford
4. **Mark Hughes** - Richard Kemp Center
5. **Jess** - in expanding and acknowledging the bubble in Chittenden county and central VT, how do we want to set it up for Board members to be more supported in more distant locations?
6. **Jennifer** - CJC spaces are often difficult to reserve
7. **Samantha** - is the LAOB able to offer mileage reimbursements? Jess - yes, we have forms and it's included in your following per diem. Not accessible for members of the public. Samantha - once we have money in the bank, would we want to consider hybrid technologies as part of considering access?
8. **Xusana** - perhaps several Board members could be in different locations with technologies hosting small conversations that are connected on Zoom. Come to the community with an ask with information so that we're not bombarding them. I want us to be super accessible and also super strategic about how taxing we are in people's lives.
9. **Susan** - Development Disabilities Council - required to be statewide; loves the statewide-ness of this organization. Prior to the pandemic, we had quarterly meetings in different communities with accessibility options. We would invite local organizations with relevant focus areas in to local meetings as a way to bring more folks in in different regions. If we even had two meetings a year that were like this and as a way to introduce ourselves to the communities, understand their particular land/home access issues in that area.
10. **Trey** - want to go back to the question of what can the LAOB provide to the public. Travel vouchers or stipends, food, child care - examples of what may make it more access to members of the public to attend that don't require a W-9. For every Board meeting, that would be too much, but twice a year could be good.
11. **Jess** - we could crowdsource some technologies and material resources from our organizations
12. **Samantha** - ensuring that engagement doesn't end when a meeting ends. Can be exhausting to come to a meeting as a community member and not have any follow-up happen afterward from the Board
13. **Xusana** - important to understand government timelines and sharing that understanding with community members. LAOB having an understanding of timelines will help community members understand our timelines.
14. **Jess** - spend time engaging with testimony as a follow-up point. How can we invite folks to our meetings and are part of our outreach? Testimonies are a good starting place for our journey map. We have some more content at our fingertips. How can we engage with what we've already heard and make this a next step?
15. **Mark** - important to consider objectives of why we're doing this. Thinking about educating folks and informing policy recommendations. "This is what we're doing with the Board" - important to not just focus on public side of services that we want to provide but private side too. Engagement piece - caution when talking about Black and Brown folks and context of "equitable" work. Thinking about where more Black and Brown folks live in the state and consider resources for these communities.
16. **Xusana** - coming back to "how we learn" - it would be great to put together a library for ourselves of great resources. Catalogue of interesting and related resources for LAOB internally but also for us to have a library of resources to be able to offer to community members. Podcasts, articles, current events, etc.

17. **Jess** - I want to set up a few places for folks to be able to fill in or add resources. It might also spark discussions at other meetings.

- a. **Email about testimony collected this Spring from Mindy Blank that board members should revisit before 8/7 - Subject line: Land and Housing Testimony for LAOB appropriations**

18. **Shingai** - What is the LAOB Elevator pitch?

5. MOU Updates & Discussion - 10 minutes

a. Draft 5 being circulated

- i. Sharable for comments and notes - <https://docs.google.com/document/d/1htLs4U0CDW5ASOZWiu-rEUWt8RYPjrs5/edit>
- ii. Will be circulated by email after this meeting
- iii. Feedback is welcome. This is where we were gathering perspectives of the LAOB before discussions with VHCB.

b. Decision Points

i. Which board members can move into discussions with VHCB?

1. *Previously nominated* - Kirsten, Xusana & Brian
2. **Xusana** - wondering if other folks are interested (who are non-governmental folks)
3. **Samantha** - I feel great about that team personally and would not worry about those negotiations. (seconded by others in the room)
4. **Jess** - if anyone else is interested, you can self-nominate.
5. No additional nominations

a. Are you in favor of moving forward with Kirsten, Brian, and Xusana?

- i. In favor: 8
- ii. No: 0

iii. This team will move forward with the MOU we've drafted with Robert.

6. **Xusana** - Hiring note - it would be helpful to create some lead-in time for our staff coming in, and we should include that in planning and hiring. Action Circles training and rundown would be helpful for the new staff member.

ii. Next Steps

1. Move into discussion with VHCB - eg. discuss fee schedule
2. *What is the timeline?*
 - a. We've surpassed the ideal timeline for hiring staff. As soon as possible is the goal.
 - b. Goal completion 3rd week of August to move forward with hiring
3. Outreach to VHCB & Scheduling

6. Public Comment & Board Responses - 15 minutes

a. **Kheya** - Director of Trauma Prevention. Available as a resource to this Board.

- i. Coordinates: Kheya Ganguly, Director of Trauma Prevention and Resilience Development, AHS (though my mandate says I serve everyone)

1. kheya.ganuly@vermont.gov (352) 346-9382
- ii. **Dan** requested putting her in LAOB's list of resources
- b. **Christine** - Richard Kemp Center would be available and excited to host the LAOB
 - i. Thanks for the offer
- c. **Mindy**
 - i. Appreciating the need to follow through on community participation and involvement
 - ii. Thinking about how to bring people into the design and ideas around the future programming and grants that this body could offer in the future
 1. Goal is to understand - what do they need to access resources in a different way
 2. Having a few events
- d. **Arnold** - *The Talk VT*
 - i. Invitation for LAOB staff to present and share (later in 2023) about the work and objectives
 - ii. Participants from all over Vermont and other places in VT
 - iii. Xusana - well done and easy to tune into
- e. **Mark** - lift up community engagement and thinking through design of grant programs in collaboration with community members. Shout out to Jess and Natanya for being AMAZING Facilitators. Ask you to hold a spot on your calendar on August 26 for 1st African Landing Date at the Intervale Center

7. Board Announcements – 10 minutes

- a. Come prepared to share any organizational or relevant updates with the board
 - i. Susan's event
 - ii. 1st African Landing Date @ Intervale on 8/26 - 11am-6pm - hopes the LAOB will represent there
 - iii. Every Town Neighbors Gathering @ Thetford Church, 8/18 potluck dinner - TIME?
 - iv. EJ Summit - August 18 and 19, Bolton at the ski/recreation resort area
 - v. Viva El Sabor - 3-8pm Sunday 7/30 (cash only bring your ID) - Middlebury Marble Works looking at the falls, outside with
 - vi. Samantha welcomes invitations to events to share with the Releaf Collective
 - vii. Jess - LAOB email thread just for fun events - send events to that email thread
 - viii. Singai - Thinking about community engagement and outreach, what is the LAOB's elevator pitch?
- b. Facilitators will have 2-3 announcements as well
 - i. Upcoming Board Meetings
 1. August 7th - virtual
 2. August 21st or
 - 3. August 28th or September 18th - in-person?**
 4. Also HEAC joint meeting concept note sent before this meeting for discussion on 8/7

8. Meeting Adjourned at 7:02 pm

