

## Land Access and Opportunity Board Meeting

**Oct 16, 2023, 5:30 – 7:00 p.m.**

Meeting Facilitator: Natanya Vanderlaan WholeHeart Inc., Jessica Laporte CROs

Attendee	Present	Not Present
<b>Board</b>	<ul style="list-style-type: none"> <li>● Susan Aranoff, Vermont DDC</li> <li>● Xusana Davis, Office of Racial Equity</li> <li>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> <li>● Britaney Watson, NAACP</li> <li>● Samantha Langevin, VT RELEAF Collective</li> <li>● Ana Mejia, Vermont Every Town Project*</li> <li>● Brian Cina, National Association of Social Workers (NASW)</li> </ul>	<ul style="list-style-type: none"> <li>● Pacifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI)</li> <li>● Arnold Thomas, Vermont Racial Justice Alliance (VRJA)</li> <li>● Raheemah Madany, Pride Center of Vermont</li> <li>● <i>Vermont Psychiatric Survivors (no active board member)</i></li> </ul>
<b>Board Alternates</b>	<ul style="list-style-type: none"> <li>●</li> </ul>	<ul style="list-style-type: none"> <li>● Shingai Kagunda, Vermont Every Town Project*</li> <li>● Jennifer Morton-Dow, VT Releaf Collective</li> <li>● Kirsten Murphy, Vermont DDC</li> <li>● Mark Hughes, VRJA</li> <li>● Rich Holschuh, VCNAA</li> <li>● Ashley Devereaux, NASW</li> </ul>
<b>Guests &amp; Public</b>	<p><u>Public:</u> Earnest “Buster” Caswell; Shane Rogers</p> <p><u>Guests:</u> Trey Martin</p>	

*\*New Appointments to the Board*

## Agenda & Notes

1. **Natanya V. to convene the Sept 18th, 2023 virtual meeting of the LAOB at 5:30 pm - 15 minutes (Natanya)**
  - a. Welcome, Facilitator Team Introductions, and overview of meeting
  - b. Touchstones
    - i. *Listen generously. Speak your truth from your heart & mind.*
    - ii. *Make the way we work together an example of what's possible.*
    - iii. *Trust that we all hold a piece of the puzzle & we need each other's pieces to understand the whole picture*

<p>c. Board members and alternates to introduce themselves - Name, Identifiers, Organization you are representing</p> <p>d. Prompt - Where are you finding hope or resilience in your day to day experience?</p>	
<p><b>2. Review &amp; Approve <a href="#">Meeting Notes from October 2nd, 2023 meeting</a> - Meeting Minutes: Approved</b></p>	
<p><b>3. Hiring Process Update</b></p>	<p><u>Update</u> (Jess)</p> <ul style="list-style-type: none"> <li>● Application Period has closed on the 13th</li> <li>● 14 for Program Development Director</li> <li>● 18 for Advocacy &amp; Engagement Director</li> <li>● Offered 3 interviews and 7-9 more</li> <li>● The Hiring Committee is still working through the process of offering interviews. We will determine the rest of the interviews at the next Hiring Committee meeting. Hoping to get through the interviews in the next week and a half. Thanks to the Board for getting the word out there!</li> <li>● Does anyone who's not on the Committee have questions for the Committee? <ul style="list-style-type: none"> <li>○ No questions, just excitement.</li> </ul> </li> </ul>
<p><b>4. MOU Update</b></p> <p>a. Update from Robert Appel, <i>Legal Counsel &amp; Trey Martin, VHCB</i></p>	<ul style="list-style-type: none"> <li>● <u>Update</u> <ul style="list-style-type: none"> <li>○ <b>Jess:</b> No update from the LAOB representative side, but if Robert or Trey have updates let us know.</li> <li>○ <b>Robert:</b> had a rough few weeks and will be picking things up with VHCB. Glad it's not holding up the hiring process and that things are moving forward.</li> </ul> </li> <li>● <u>Next Steps</u> <ul style="list-style-type: none"> <li>○ <b>Robert</b> will be connecting with VHCB about next steps</li> <li>○ <b>Jess:</b> Unclear if there need to be written revisions or if we need a meeting</li> <li>○ <b>Trey, VHCB:</b> Apology that the next version isn't available in writing. Talked with Gus and Francis. I believe it's coming down to one sentence. We will probably need to schedule a time to talk and look at the changes we made in the draft. Wanting to make sure there's annotation to the edits so that they're clear. Hoping we can get revisions out tomorrow.</li> <li>○ <b>Jess:</b> Next steps will be; 1) VHCB sending the MOU back with edits and annotations. 2) Setting a next meeting with the LAOB MOU Committee to review edits and prepare to meet with VHCB. 2) Setting meeting between LAOB and VHCB. <ul style="list-style-type: none"> <li>■ Trey can you have the VHCB side send possible meeting dates for next week 10/23-10.27</li> <li>■ Do any Board members have questions or concerns about the MOU process? <ul style="list-style-type: none"> <li>● <i>No questions</i></li> </ul> </li> </ul> </li> </ul> </li> </ul>
<p><b>1. Project Planning &amp;</b></p>	<ul style="list-style-type: none"> <li>● <b>Status report</b> - Natanya Presented Slides 3 &amp; 4 outlining projects for the remainder of 2023</li> <li>● <b>Process/Perspective # 1 FY 25 Budget Draft</b></li> </ul>

**Priorities  
Exercise - 40  
mins**

- **Slide 5-** Natanya presented projects for next year / end of FY24 as outlined and funded in the FY24 budget.
- **Slide 6 -** *Fill in information to designate priorities for this project and a team to work on it*
  - **Jess:** many members weren't on the board for designing the first budget. It's exciting that there will be resources available for staff to come into and for this board to design some of the programs it's trying to.
- **Question for discussion - Can you name one programmatic priority that would need to be in the FY25 budget?**
  - **Xusana:** funding for translation and interpretation so that our materials are language accessible
  - **Brian:** working with partners to target funding for purchase of new housing to increase access for historically marginalized groups
  - **Samantha:** are we thinking of these priorities in addition to the last slide and appropriations ask?
  - **Jess:** these activities would come after our last appropriations ask.
  - **Samantha:** I would love to see more permanent establishment of reparatory grant programs. How do we codify that so it doesn't go away?
  - **Ana:** Focus groups for our target populations to evaluate existing/pilot/new programs
  - **Dan:** I'd like to see if we can get something moving along the lines of review of laws on the books that create barriers. We have laws on the books that prevent people from surviving. I want to review anti-survival laws.
  - **Susan:** I wonder if down the road we'll have to get funding for our own data work. I feel like we'll be looking to others to answer questions. Some of the land ownership questions we have, we might have to fund finding the answers through our own research.
  - **Samantha (in chat):** do we want to include any funding for onboarding of new members? Would FY25 coincide with the end of the terms for the original board?
- **Next Steps - Who is available to work in a sub committee to draft the FY25 budget?**
  - **Jess:** Note on timeline - we want to be able to inform VHCB of our funding request. VHCB is asking us for the request as they prepare their budget ask and begin sharing with the legislature. The facilitation team can't draft a budget for you all. Even just this brainstorm is helpful so that if 2-3 Board members could meet and put numbers together. Ideally we could get folks to meet in the next few weeks.
  - **Ana:** I can join the sub-committee
  - **Xusana:** I can't join but I share resources that can help get a budget together related to the translation and interpretation services I mentioned as my office has gone through the same process.
  - **Trey, VHCB:** When we share and promote VHCB's budget, we can talk about LAOB's budget as well, but you all should develop your own. VHCB is beginning conversations with key legislators

and committees to discuss our budget. LAOB could even reach out to the chairs of the appropriation committees before you have a budget drafted to secure a time in early December. If we can be helpful in any way with how the processes work, please let me know.

- **Jess:** I don't know how much folks on the Board know about developing a budget versus advocating for a budget. What do we do after this budget is developed? Inform the legislature, key members of the legislature, and it needs to be translated into legislative advocacy. If Trey or VHCB have any resources they can share, that would be appreciated. 11:00am on October 24 is the next Advisory Sub-Committee meeting - Trey will try to join.
- **Trey:** The LAOB budget needs to be in the state budget (legislature) and in the governor's budget. Although the governor's budget is often not reflective of the asks. Even if it's not at the level you want, it's important to be in the governor's budget. It's a critical step that comes before educating the legislature.

- **Process/Perspective # 2 Staff Onboarding**

- **Slide 7 - Fill in information to designate priorities for this project and a team to work on it**

- **Question: What do you all see as the board involvement in onboarding?**

- **Xusana:** because of the timing of when the staff will be onboarded coinciding with the start of the legislative session, there will need to be a lot of warm hand-offs. We can provide information about process in general. Things like a reference sheet/"cheat sheet" would be helpful. Enabling statute, our roster, etc. When does VHCB deal with an issue versus the state? I don't know if that's a Board responsibility but those are initial things I think would be helpful. Reference docs that we know they'll be going back to should be on one sheet.
- **Brian:** Taking time to explain our appointing organizations missions and the role of our seat on the board. A meeting with seeding power to hear the peoples intent for this board.
- **Samantha:** Providing clear expectations about communication. How do we want them to communicate with us and vice versa? Sharing reasoning behind what we've done and providing space for them to get clarity, understand the history, and ask questions.
- **Xusana:** also we may wanna do another round of community engagement to intro them to the community
- **Ana:** Draft 60 day workplan and list of stakeholders to meet
- **Susan:** maybe the Board has the capacity to have a Personnel Committee to noodle on issues as they come up and keep conversations going. If we have a safety net process, they can figure things out together.
- **Samantha:** as someone supervised by a Board, it's helpful to have a point person on the Board. Wondering if having regular check-ins with a Board member would be a helpful touch point.

	<ul style="list-style-type: none"> <li>■ <b>Brian:</b> Making sure that the Board acts as a body rather than individuals. I think it's good for us to consider how we want to wield our power as a Board so that it doesn't mimic structures that are corrupt within government. I want us to be mindful of the dynamics when one or a few people have more power than others.</li> <li>■ <b>Dan:</b> I'd see the onboarding as an extension of the hiring committee, I can help.</li> <li>■ <b>Jess:</b> you can expect a hefty packet with tools, notes and records from the facilitation team to support the Board Management process.</li> <li>● <b>Next: Who is available to work in a sub committee?</b> <ul style="list-style-type: none"> <li>○ Samantha</li> <li>○ Dan</li> <li>○ Susan</li> <li>○ <i>All have been involved in the hiring process and can carry forward into developing on-boarding</i></li> <li>○ <u>Timeline</u> - Begin meeting in November</li> </ul> </li> </ul>
<p><b>1. Community Engagement Events</b></p>	<p><b><u>Updates (Mindy)</u></b></p> <ul style="list-style-type: none"> <li>● Dates for events are set - 1) Nov 5, 2-5:00pm North Branch Nature Center and 2) Nov 9 6-8:00 online <ul style="list-style-type: none"> <li>○ Event Registration was shared on Friday 10/13 and I will continue</li> <li>○ Continue to share/invite people to these events</li> </ul> </li> <li>● Accessibility <ul style="list-style-type: none"> <li>○ Seeking translation for announcement and registration</li> <li>○ Childcare</li> <li>○ Transportation stipends up to \$50</li> <li>○ Seeking interpretation for the event - people can request a language via email</li> </ul> </li> <li>● Events will be facilitated by this team &amp; we welcome board members to be involved in facilitation, activities, development, etc.</li> <li>● Sending invitation for a meeting to board members to provide feedback and ideas for content. <ul style="list-style-type: none"> <li>○ Topics thus far: Public to learn about LAOB &amp; Community Feedback around Reparative Grant Programs</li> </ul> </li> </ul> <p><b><u>Discussion / Request for Feedback:</u></b> <i>What questions do you want to ask of your communities to better understand their land and housing needs, hopes OR barriers?</i></p> <ul style="list-style-type: none"> <li>● <b>Samantha</b> - Barriers to staying in housing or on land? (i.e., taxes, etc)</li> <li>● <b>Brian</b> <ul style="list-style-type: none"> <li>○ 1) Barriers to land access and having relationship with the land? Esp given trend of people buying up. This could also lead to responses like</li> <li>○ 2) Dreams of the world that it could be - if we could redesign housing and how we live on the land, what would that be.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>● <b>Ana</b> - What spaces, institutions, people do they trust to learn about available resources.</li> <li>● <b>Susan</b> - How did you hear about the event? So we can know how they're connected</li> <li>● Note from Jess - Interact in this process to make sure to highlight the supports available. Tailor the events</li> </ul> <p><u>Other Feedback</u></p> <ul style="list-style-type: none"> <li>● <b>Dan</b> - The framing of the event <ul style="list-style-type: none"> <li>○ In-person has only one location</li> <li>○ Low-income situation, one vehicle, two jobs can't come to the event leaving zoom option, but they may also not have home internet. Those who rely on the library, but it may not be open. Should we advocate for libraries to be open/available.</li> <li>○ <b>Mindy</b> - North Branch Nature Center is available via bus, do you need support with transportation or a ride.</li> </ul> </li> <li>● <b>Xusana</b> - do we want press at the event? <ul style="list-style-type: none"> <li>○ If we want to get the word out, sharing with press and media outlets know so they</li> <li>○ If we let them know its happening do we want them there, invited by us? <ul style="list-style-type: none"> <li>■ <u>Example</u> - Community Forums related to traffic law enforcement. Member of media was present and we asked media to not attribute with names (and for people didn't feel uncomfortable being open/honest), Acknowledge with members of the public. Versus at another event the press did agree to be anonymous</li> </ul> </li> <li>○ <i>Do we have guidelines for press and make the invitation conditional?</i> <ul style="list-style-type: none"> <li>■ <b>Britaney</b> - Select press and those who are willing to <ul style="list-style-type: none"> <li>● <b>Ana in chat</b> - yes, to selective invite</li> </ul> </li> <li>■ <b>Samantha</b> - This is for establishing relationships with the community and building trust. Leads me to say, no press, so that it doesn't appear we are profiting off this.</li> <li>■ <b>Xusana</b> - Alternative is to write our own Press Release afterwards about the event in our own voice/narrative</li> </ul> </li> </ul> </li> </ul>
<p><b>5. Public Comment &amp; Board Responses</b></p>	<ul style="list-style-type: none"> <li>● <b>Shane Rogers, Seeding Power VT</b> <ul style="list-style-type: none"> <li>○ Collective that got the LAOB advocated for the creation of the board and the FY24 appropriation. Reintroduction</li> <li>○ We're beginning our advocacy for the FY25 appropriation, so excited to see the budget conversation starting. I hate the urgency of the legislature, but the sooner its ready the easier it is for people</li> <li>○ Action circles is working with Seeding Power VT to keep an eye on the process and guide our collective</li> <li>○ <u>Contact:</u> <a href="mailto:shane.rogers709@gmail.com">shane.rogers709@gmail.com</a></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>■ Thank you and others in Seeding Power for staying the course and doing uncompensated labor to support the success of this board.</li> <li>● <b>Buster</b> <ul style="list-style-type: none"> <li>○ Is the Vermont Council on RUrban Development is on the list of Advisory Powers list? <ul style="list-style-type: none"> <li>■ <b>Xusana</b> - VCRD came up in how they relate to the Working Lands Challenge and the workstream. Won't reach out directly as an independent institution to look into.</li> <li>■ <b>Jess</b> - Advisory Powers list comes from statute and VCRD isn't listed there but in order to reach out to Working Lands you are effectively engaging with VCRD so hoping that</li> </ul> </li> <li>○ Happy to hear the staff recruitment is moving along well!</li> </ul> </li> </ul>
<p><b>6. Board Announcements</b></p>	<ul style="list-style-type: none"> <li>● Board - Time did not allow <ul style="list-style-type: none"> <li>○ <b>Xusana in chat</b> - We're havin' a conference next week! Baratunde Thurston is the keynote! Learn more here: <a href="https://mailchi.mp/vermont/2023-apiary-for-movement-builders">https://mailchi.mp/vermont/2023-apiary-for-movement-builders</a></li> </ul> </li> <li>● <u>Facilitators</u> <ul style="list-style-type: none"> <li>○ Next Meeting is 10/30 then again on 11/13</li> <li>○ *Special Meeting for Hiring Process Mon 11/6*</li> <li>○ Hiring Committee 10/17 at 5pm</li> <li>○ Advisory Powers 10/24 at 11am (every other week)</li> </ul> </li> </ul>
<p><b>7. Meeting Adjourned 7:03</b></p>	