

## Land Access and Opportunity Board Meeting

**Oct 2, 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>● Pacifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI)</li> <li>● Brian Cina, National Association of Social Workers (NASW)</li> <li>● Britaney Watson, NAACP</li> <li>● Shingai Kagunda, Vermont Every Town Project</li> <li>● Arnold Thomas, Vermont Racial Justice Alliance (VRJA)</li> </ul>	<ul style="list-style-type: none"> <li>● Samantha Langevin, VT RELEAF Collective</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>● Jennifer Morton-Dow, VT Releaf Collective</li> <li>● Kirsten Murphy, Vermont Developmental Disabilities Council</li> </ul>	<ul style="list-style-type: none"> <li>● Mark Hughes, VRJA</li> <li>● Rich Holschuh, VCNAA</li> <li>● Kenya Lazuli, Vermont Every Town Project</li> <li>● Ashley Devereaux, NASW</li> </ul>
<b>Guests &amp; Public</b>	<p><u>Public:</u> Earnest “Buster” Caswell; Ana Mejia (former board alternate); Wynston Longmore; Malcolm</p> <p><u>Guests:</u> Trey Martin</p>	

### 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*
  - c. Board members and alternates to introduce themselves - Name, Identifiers, Organization you are representing

<b>2. Review &amp; Approve <a href="#">Meeting Notes from September 18th, 2023 meeting</a></b> – 2 minutes (Natanya)	
<b>3. Hiring Process Update</b>	<ul style="list-style-type: none"> <li>● Job Postings are Live! <ul style="list-style-type: none"> <li>○ LAOB Program Development Director - <a href="https://www.vhcb.org/about-us/jobs/laob-program-development-director">https://www.vhcb.org/about-us/jobs/laob-program-development-director</a></li> <li>○ LAOB Advocacy &amp; Engagement Director - <a href="https://www.vhcb.org/about-us/jobs/laob-advocacy-engagement-director">https://www.vhcb.org/about-us/jobs/laob-advocacy-engagement-director</a></li> <li>○ VHCB Jobs page - <a href="https://www.vhcb.org/about-us/jobs">https://www.vhcb.org/about-us/jobs</a></li> <li>○ Jobs are also on the LAOB landing page - <a href="https://vhcb.org/our-programs/land-access-and-opportunity-board">https://vhcb.org/our-programs/land-access-and-opportunity-board</a></li> </ul> </li> <li>● Time to follow-up on the Recruitment Plan - <ul style="list-style-type: none"> <li>○ Take 5 minutes to draft or send atleast one outreach/recruitment email <ul style="list-style-type: none"> <li>■ Recruitment Contact List - <a href="https://docs.google.com/spreadsheets/d/1ZmNjUUUGjDL_P3snGu0P0xeBqqBv16-1B7CX26OIHYE/edit#gid=0">https://docs.google.com/spreadsheets/d/1ZmNjUUUGjDL_P3snGu0P0xeBqqBv16-1B7CX26OIHYE/edit#gid=0</a></li> <li>■ update recruitment list with completed outreach - highlight in green</li> <li>■ You can always add to the list of contacts</li> </ul> </li> <li>○ Postings have been shared with VT Releaf Collective and VT Professionals of Color</li> </ul> </li> <li>● <u>Timeline Check-in</u> <ul style="list-style-type: none"> <li>○ Application Deadline is planned for 10/11</li> <li>○ Forecast - potential Special Meeting on Monday 11/6 to discuss hiring decision</li> <li>○ Hiring Committee is meeting 5-6pm 10/3 and 10/10</li> </ul> </li> </ul>
<b>4. MOU Update</b> a. Member update - Kirsten	<u>Update</u> <ul style="list-style-type: none"> <li>● <b>Kirsten</b> - Everything is moving along in a positive direction <ul style="list-style-type: none"> <li>○ LAOB team is expecting a draft back in the next few days from Trey</li> </ul> </li> <li>● <b>Trey</b> - agreed, it has been a positive and collaborative process. Focused on positive working relationship. Lays out procedures, policies and guidelines for the future but main</li> <li>● <b>Jess</b> - Do you all have any questions for the board or changes you want to highlight? <ul style="list-style-type: none"> <li>○ <b>Kirsten</b> - VHCB added important language around the nature and background of the relationship. An MOU won't anticipate every possible point where we may need to have a conversation. We're trying to map out the nature of the relationship and guide future topics/questions that may come up.</li> </ul> </li> </ul> <u>Next Steps</u> <ul style="list-style-type: none"> <li>● <b>Jess</b> - Goal for a draft of review for the next LAOB meeting</li> </ul>

	<ul style="list-style-type: none"> <li>● <b>Kirsten</b> - I wonder if the board might appreciate an hour of Q&amp;A? I want us to be available to address those details if ppl want to know them</li> <li>● <b>Jess</b> - Yes, this could happen as part of an already existing meeting</li> <li>● <b>Trey</b> - Affirming Q&amp;A idea - I think that would be a really great process I would be happy to participate in that on behalf of VHCB</li> </ul> <p><u>No decision points for today</u> - plan to discuss on 10/16 and have written updates before then.</p>
<p><b>5. Advisory Powers Update</b></p>	<p><u>Introduction to the Survey</u> (Jess)</p> <ul style="list-style-type: none"> <li>● Tonight we're bringing the work the subcommittee has been doing in draft form to the full board for discussion. <ul style="list-style-type: none"> <li>○ We don't have a ton of time to be working on this content outside of meetings</li> <li>○ The Advisory Power and other sub-committees love feedback from the board at large to inform their work in committee</li> </ul> </li> <li>● Framing <ul style="list-style-type: none"> <li>○ Introductory letter as first point of contact letter to offer written information (through survey) that might invite presentation, and opportunity to interface with more of our supporting community.</li> <li>○ Survey - one written mechanism to share baseline information</li> <li>○ 1st step in learning process for the board</li> <li>○ Gather baseline information from agencies/departments/programs/organizations</li> <li>○ Give them a chance to reflect or gather information to respond</li> <li>○ Baseline information to inform further questions/engagement from the board and research (Equity Assessment and staff projects)</li> </ul> </li> <li>● <u>Structure for conversation</u> <ul style="list-style-type: none"> <li>○ Will - Walk through survey by section with the board to get feedback</li> <li>○ Might - Add or remove questions</li> <li>○ Won't - wordsmithing, formatting, questioning use/purpose of the survey</li> </ul> </li> <li>● <u>Discussion:</u> <ul style="list-style-type: none"> <li>○ Review of survey - <a href="https://docs.google.com/document/d/1658dAZ6QUpSFAHXmJ0n8kD9wXuo_vKOy_aNwmP_b0Lo/edit">https://docs.google.com/document/d/1658dAZ6QUpSFAHXmJ0n8kD9wXuo_vKOy_aNwmP_b0Lo/edit</a></li> <li>○ Introduction Letter - <a href="https://docs.google.com/document/d/1658dAZ6QUpSFAHXmJ0n8kD9wXuo_vKOy_aNwmP_b0Lo/edit">https://docs.google.com/document/d/1658dAZ6QUpSFAHXmJ0n8kD9wXuo_vKOy_aNwmP_b0Lo/edit</a></li> <li>○ <i>Jess guiding feedback by section</i> <ul style="list-style-type: none"> <li>■ Introduction - Any comments, questions or concerns? <b>None</b></li> <li>■ Organizational structure? Any comments, questions or clarifications? <b>None</b></li> </ul> </li> <li>○ <b>Jess</b> - Anyone from the sub committee have questions for board members?</li> </ul> </li> </ul>

- **Brian** - It's hard for me to ask questions as I've worked so much on this. My priority is to give those who haven't had a chance opportunity to weigh in
- **Susan** - Curious to see what others think
- **Dan** - Purpose of this survey discovery. Opportunity to tease out the things we don't know.
- **Brian** - In addition to what we don't know, I'm interested in helping these organization and partners to see any blindspots. This is also initiating communication with partners
- **Pacifique** - Do we know which organizations we are going to involve in this survey? Are we involving programs that are involved in housing and land and receiving funding from the state and federal govt. I'm sure we have a lot of organizations.
  - **Jess** - There are a number of institutions named in the creation of the LAOB. You can see that list in this document, and yes they are related to land and housing as well as brainstormed peer organizations and organizations not listed but otherwise thought of.
- **Jess** - As we continue on, one way to frame feedback is... *Could you imagine an answer to these questions?*
- **Shanghai** - How will we respond to the answers to the questions this community will be answering?
  - **Jess** - Content will be made public and part of our board notes. There will be a broader assessment led by a consultant but this survey will serve as a first layer to that.
- **Pacifique** - after they give us this data what measure do we have - do we have any communication with them after? What will be the feedback loop of communication? What ought to be done?
  - **Jess** - This is coming with an invitation to represent to the board in addition to a written form in survey. So board members will see what is written and additionally be able to have a Q&A.
    - There are additional layers of Equity assessment and staff on board
    - Hopefully this tool will be an opportunity to build these relationships
  - **Brian** - I imagine that this is the beginning of a process and I am hoping we can have some initial ideas from information gathered to go to the community and invite them to generate solutions with us and inform them of benefits they might not be aware of. Connecting ppl to access existing programs and existing spending leading to a new way to engage with people that we institutionalize of not just giving people more money more power and decision making capacity. It's empowering for people. This is what comes to mind. This is the first step of a long Journey and it's nice to see us taking it.
- **Shingai in the chat** - What is the definition of power we are using here??
  - **Brian** - It actually will be someday that people will make decisions on a local level that the legislature now makes. Maybe someday we will be making decisions on how where money is spent
- **Pacifique** - I thought this survey was going to state agencies working in areas of Land and Housing but I'm hearing this goes beyond that. What does that look like? Wealthy individuals interested in bequeathing land? Private organizations, local land trusts? What do you have in mind?

	<ul style="list-style-type: none"> <li>○ <b>Jess</b> - Our land trusts are enabled/guided by certain statutes, I would draw the distinction focus as a distinction too - where we can also engage around questions of ownership as just one way of being housed - We are just digging into the stating questions as the board continues to grow</li> </ul> <p><u>Next Steps</u></p> <ul style="list-style-type: none"> <li>● Sub committee going to meet tomorrow, 10th and 24th at 11am board members welcome to join and provide feedback and input</li> <li>● Will discuss tomorrow 10/3 and begin outreach</li> </ul>
<p><b>6. Public Comment &amp; Board Responses</b></p>	<ul style="list-style-type: none"> <li>● <b>Ana Mejia</b> (former board alternate) <ul style="list-style-type: none"> <li>○ 1) Update/Issue and Ask around the \$6M dollar gift VLT received from High Meadows in August 2021 <ul style="list-style-type: none"> <li>■ \$2M has be offered to redistribute to BIPOC-led organizations</li> <li>■ Ana requested information from VLT on the use of the \$4M since March <ul style="list-style-type: none"> <li>● how people can access those funds, VLT said in March they didn't have a process to deploy the funds?</li> <li>● picked up again in the summer after initial distributions were announced</li> <li>● Also followed-up on the Commitment they made to match the \$2M from High Meadows</li> <li>● They are not a funder because there are no applications to access the funding <ul style="list-style-type: none"> <li>○ Just said that \$1M is being used for BIPOC land projects</li> </ul> </li> <li>● Getting the sense that they dodging questions and engagements</li> <li>● Are they going to have a public process? They just said they identified 7 BIPOC Land projects</li> </ul> </li> <li>■ ASK for LAOB and others on the call - can you also reach out to VLT asking the same questions and support this effort for transparency <ul style="list-style-type: none"> <li>● Acknowledges Gus Seelig, ED of VHCB to reach out to VLT</li> <li>● This is a pattern of operating without transparency and can be replicated across teh state <ul style="list-style-type: none"> <li>○ McKenzie Scott gave \$20M to Champlain Housing Trust (have been more transparent via their website)</li> </ul> </li> <li>■ <u>Board Responses</u> <ul style="list-style-type: none"> <li>● <b>Shingai</b> - Every Town are in a process with VLT around the funding offered and happy to discuss more</li> <li>● <b>Brian</b> - Offer to engage around this and follow-up on the ask around transparency</li> </ul> </li> </ul> </li> <li>○ 2) ASK - letter of support for a project around ' BIPOC Financial Empowerment Program with' Ana is working on with NAACP and The Root Social Justice Center that has a grant due</li> </ul> </li> <li>● <b>Earnest "Buster" Caswell</b> <ul style="list-style-type: none"> <li>○ Invitation - November VT Farm to Plate Network is having a gathering 2-day event 11/16 &amp; 11/17</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ One day they will be talking about farmworkers again this year, begin last year</li> <li>○ ASK - we need a farmworker housing committee on the state level. Work is being done now but it's in silos. Many people including legislators don't know about the programs and its disappointing. If you want to eat and get your food local and support farmers, then we have to build home <ul style="list-style-type: none"> <li>■ Many states have farmworker housing programs</li> <li>■ VHFA has data and toolbox related to this - how to start a committee and why we need one - <a href="https://housingdata.org/toolbox/steps-for-municipalities/housing-committees">https://housingdata.org/toolbox/steps-for-municipalities/housing-committees</a></li> </ul> </li> <li>○ <i>Information shared in the chat</i> <ul style="list-style-type: none"> <li>■ <a href="https://data.census.gov/profile/Vermont?g=040XX00US50">https://data.census.gov/profile/Vermont?g=040XX00US50</a></li> <li>■ <a href="https://outside.vermont.gov/agency/ACCD/ACCD_Web_Docs/Housing/HUD-Consolidated-Plan/Final-2023-Vermont-ConPlan-AAP.pdf">https://outside.vermont.gov/agency/ACCD/ACCD_Web_Docs/Housing/HUD-Consolidated-Plan/Final-2023-Vermont-ConPlan-AAP.pdf</a> <ul style="list-style-type: none"> <li>● Page 8-9 &amp; 20&amp;70</li> <li>● Looking for an organization to build homes for farmworkers</li> </ul> </li> <li>■ <a href="https://yakimahousing.org/services/farmworker-housing/">https://yakimahousing.org/services/farmworker-housing/</a> <ul style="list-style-type: none"> <li>● And a farmworker housing committee</li> </ul> </li> <li>■ <a href="https://m.youtube.com/watch?v=t2hhBQPjWY">https://m.youtube.com/watch?v=t2hhBQPjWY</a></li> </ul> </li> <li>○ <u>Board Responses</u> <ul style="list-style-type: none"> <li>■ <b>Dan</b> - Will require some research and reflection to engage</li> <li>■ <b>Buster</b> - Recommended reading, read report from a couple years ago.</li> <li>■ <b>Brian</b> - You saw the work we were doing to gather information from related institutions, do you have anyone else you'd recommend for us to reach out to?</li> <li>■ <b>Buster</b>- suggestions confirmed by Brian via email <ul style="list-style-type: none"> <li>● Agency of Agriculture</li> <li>● Open Doors Clinic</li> <li>● Migrant Justice</li> <li>● Vermont Growers Association</li> <li>● Rural Vermont</li> <li>● UVM Extension</li> </ul> </li> </ul> </li> <li>● <b>Malcolm</b> <ul style="list-style-type: none"> <li>○ Building on Busters information - VT Growers and Rural VT are other orgs you should/can connect to</li> </ul> </li> </ul>
<p><b>7. Community Engagement Next Steps</b></p>	<ul style="list-style-type: none"> <li>● <u>Update in email</u> <ul style="list-style-type: none"> <li>○ Poll for dates - <a href="https://doodle.com/meeting/participate/id/enOnBLYa">https://doodle.com/meeting/participate/id/enOnBLYa</a> Please fill out</li> <li>○ We're looking for 1 In-person date and 1 Virtual date</li> </ul> </li> <li>● <u>Decision Point</u> - Please temperature check on moving forward with an approximate \$6K budget</li> </ul>

	<ul style="list-style-type: none"> <li>○ 6 in support of \$6K budget</li> <li>● <b>Susan</b> - I like the idea-- however I think it would be great to introduce the new staff at the live event</li> <li>● <b>Jess</b> - We wont be at that point in the hiring process but this is just a first opportunity and not a one and do</li> <li>● <b>Xusana</b> - Geography <ul style="list-style-type: none"> <li>○ Plug for NEK a lot of people suffering from flood damage and paverly stricken areas, Satellite party possibility? Focusing need over centrality.</li> <li>○ We love this idea of hybrid opportunity but we are taxed as a small part time team and wanting to focus our attention on a one spot location to focus on. We are planning on hosting a slightly shorter virtual version separately where we can focus our full attention virtually</li> <li>○ Please make location suggestions! Influence us and send us emails</li> <li>○ Know if you cant come to the in person as a board member there will be opportunity to engage in the virtual session.</li> </ul> </li> <li>● <i>Susan in the chat</i> - St J Atheneum / great room for public meetings</li> </ul>
<p><b>8. Board Announcements</b></p>	<ul style="list-style-type: none"> <li>● Board - Time did not allow</li> <li>● <u>Facilitators</u> <ul style="list-style-type: none"> <li>○ Next Meeting is 10/16 then again on 10/30</li> <li>○ Hiring Committee 10/3 &amp; 10/10 5-6pm</li> </ul> </li> </ul>
<p><b>9. Meeting Adjourned 7:00</b></p>	

*Other chat notes* - Brian - I am in DC and need to catch a plane back at 10 so I have to jump off soon to get to airport on time. Saw the African American museum today and it was very emotional, it is so meaningful to be part of this meeting after that experience. Thanks to you all for being part of this work.