

**Sub-committee: Hiring**  
***Land Access and Opportunity Board***  
**August 8, 2023, 9:30 – 10:30a.m.**  
Meeting Facilitator: Jess Laporte

<b>Attendee</b>	<b>Present</b>
<b>Board</b>	<ul style="list-style-type: none"> <li>• Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> </ul>
<b>Board Alternates</b>	<ul style="list-style-type: none"> <li>• Jennifer Morton-Dow, Vermont Releaf Collective</li> </ul>
<b>Guests &amp; Public</b>	<u>Public:</u> None / <u>Guests:</u> None

### Agenda & Notes

Meeting Convened by Facilitator, Jess Laporte 9:30 AM	
<b>1. Introductions</b>	<ul style="list-style-type: none"> <li>• Name, Nominating Organization</li> <li>• Prompt: Check in</li> </ul>
<b>2. Updates from 8/7 Meeting</b>	<ul style="list-style-type: none"> <li>• <b>8/7 Meeting</b> <ul style="list-style-type: none"> <li>○ <b>Dan</b> - 8/7 meeting was helpful. Arnold provided important points and that needs consideration in this sub-committee for the recruitment, selection and on-boarding process</li> <li>○ <b>Jennifer</b> - A lot of information to take in (don't talk unless I have something important to say and it's easier to internally process)</li> </ul> </li> <li>• <b>Confirmation of feedback (Jess)</b> <ul style="list-style-type: none"> <li>○ Moving forward with Co-Director model → Finalize those job descriptions</li> <li>○ Recruitment and Interviewing process outline - to address the additional steps and</li> <li>○ Preparing 8/21 Hiring Update/Agenda</li> </ul> </li> </ul>
<b>3. Review and Finalize</b>	<ul style="list-style-type: none"> <li>• <b>Review and Update the 'Qualifications' Section of each job description</b> <ul style="list-style-type: none"> <li>○ <a href="#">2A Advocacy and Engagement Director</a></li> <li>○ <a href="#">2A Program Director</a></li> </ul> </li> <li>• <b>Question:</b> Thinking about who would apply for these roles, does the criteria match the role, salary range and <ul style="list-style-type: none"> <li>○ <b>Jennifer</b> - Difficult question because lived experience shows the divergence from professional/education background and criterias. Really want to update language and frameworks to rethink the systems have been in place since the 70s and don't fit our goals</li> <li>○ <b>Jess</b> - Assuming that we are wanting "unconventional" roles <ul style="list-style-type: none"> <li>■ Another way to think of this question... What does someone need to be successful in a highly visible, high pressure setting?</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ <b>Dan</b> - no 'Ivory Tower' Requirements of degree level so we can lean into people with lived, practical and professional experience. What we care about is capacity to do the work <ul style="list-style-type: none"> <li>■ Board can provide some of the mentorship and on-boarding necessary to support this role</li> </ul> </li> <li>● <b>Dan</b> - Are there requirements of this work that would make it impossible for someone with a hearing, vision or other physical impairment to do the work of this position? <ul style="list-style-type: none"> <li>○ <b>Jess</b> - I think we need to describe and determine this in the recruitment and selection process to make sure we don't exclude folks and make time and space for adaptive services</li> <li>○ <b>Dan</b> - let's reach out to Susan and Kirsten for advice</li> </ul> </li> </ul>
<p><b>4. Gathering Next Steps</b></p>	<ul style="list-style-type: none"> <li>● Send updated full Job Descriptions to full board to feedback/review <ul style="list-style-type: none"> <li>○ Forward to VHCB for feedback</li> <li>○ Forward with request for support to Susan and Kirsten</li> </ul> </li> <li>● 8/15 Meeting Goal - Outline of Recruitment and Selection Process</li> </ul>
<p><b>Meeting Adjourned at 10:35 am</b></p>	