Sub-committee: Hiring

Land Access and Opportunity Board

August 8, 2023, 9:30 – 10:30a.m.

Meeting Facilitator: Jess Laporte

<table>
<thead>
<tr>
<th>Attendee</th>
<th>Present</th>
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<tr>
<td>Board</td>
<td>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</td>
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<tr>
<td>Board Alternates</td>
<td>● Jennifer Morton-Dow, Vermont Releaf Collective</td>
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<td>Guests &amp; Public</td>
<td>Public: None / Guests: None</td>
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Agenda & Notes

Meeting Convened by Facilitator, Jess Laporte 9:30 AM

1. Introductions
   ● Name, Nominating Organization
   ● Prompt: Check in

2. Updates from 8/7 Meeting
   ● 8/7 Meeting
     ○ Dan - 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
     ○ Jennifer - A lot of information to take in (don’t talk unless I have something important to say and it’s easier to internally process)
   ● Confirmation of feedback (Jess)
     ○ Moving forward with Co-Director model → Finalize those job descriptions
     ○ Recruitment and Interviewing process outline - to address the additional steps and
     ○ Preparing 8/21 Hiring Update/Agenda

3. Review and Finalize
   ● Review and Update the ‘Qualifications’ Section of each job description
     ○ 2A Advocacy and Engagement Director
     ○ 2A Program Director
   ● Question: Thinking about who would apply for these roles, does the criteria match the role, salary range and
     ○ Jennifer - 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
     ○ Jess - Assuming that we are wanting “unconventional” roles
       ▪ Another way to think of this question… What does someone need to be successful in a highly visible, high pressure setting?
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<th>4. Gathering Next Steps</th>
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<tr>
<td>○ Send updated full Job Descriptions to full board to feedback/review</td>
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<td>○ Forward to VHCB for feedback</td>
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<td>○ Forward with request for support to Susan and Kirsten</td>
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<td>● 8/15 Meeting Goal - Outline of Recruitment and Selection Process</td>
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Meeting Adjourned at 10:35 am