

## BOARD AGENDA & MINUTES, June 8, 2022 10am-1:30pm

- **Welcome and Call to Order – Anastasia Douglas, Vice President 10:10am**
  - **Present:** Anastasia Douglas, Douglas LaPoint, Tom VanMeter, Michael Sabourin, Kirsten Murphy, Dan Burchard, Ericka Reil, Marsha Bancroft, Jesse Suter (briefly)
  - **Staff:** Lindsey Owen, Nicole Chicoine, Donna Samson, Jennifer LeScouëzec (11:15 – 11:55 am) Rachel Seelig (DLP)
  - **Public:** Jeff Kaplan (prospective board member applicant)
  - **Introduction.** Board members begin with introductions followed by Lindsey Owen and all staff members present.
- **Approval of the Agenda/Time Allocations**
  - Lindsey noticed a date typo in the agenda noting a correction to 6/8.
  - Agenda approved unanimously.
- **Approval of Minutes of March 9, 2022 Board Meeting 10:11am**
  - Kirsten made a motion to approve minutes, Dan seconded. Motion passed unanimously.
- **Director Updates, Lindsey Owen, DRVT Executive Director 10:12am**
  - Staffing Update: DRVT is facing a staffing shortage, without legal director and short a staff attorney. Current strategy is to recruit for the staff attorney position immediately. DRVT has had to be more selective in their cases because of this. Clare Pledl has joined the DRVT team full time now.
  - Intake has been increasingly busy. Alisa is now the intake specialist and is working hard to keep up with this increase.
  - Funding Updates: ACL grant – still brainstorming how and where to use this money. Still have COVID grant money to spend as well and DRVT staff are spread too thin in order to pursue this grant, idea of a workbook for accessible COVID information.
  - DRVT staff have been involved in numerous presentations/events/trainings:
    - Clare will be doing events with the pride center
    - Mosaic presentation in Washington County
    - Helping to sponsor MAD Pride VT 7/16/22
    - Civil Rights training Victims Assistance Training Academy
    - Presented to STOP administrators nationwide, collaborating
    - Human Rights Commission Panel Event
    - Henry presented at VT Chapter of Hearing Loss Association of America on the ADA
    - Zach & Merry virtual presentation at NDRN in collaboration with the long term care ombudsmen
    - Merry presented in conjunction with DLP around special education to Castleton students
    - Lindsey will be presenting at VT Law School around the work DRVT does.
  - Legal/Legislative Updates:
    - Continuing to do great work in facilities.

- Starting to have conversations with Disability Law Project and other parts of VT Legal Aid around Olmstead; trying to be strategic to address the need for more community support services.
  - Peer support bills were not approved. Looking into using public health force grant money to work on this issue.
- **Grievance Update Lindsey Owen, DRVT Executive Director 10:28am**
  - A person made a complaint about DRVT to ACL on an issue around guardianship.
- **DLP Updates, Rachel Seelig 10:35am**
  - Rachel gave update on DLP staffing, have had two attorneys leave and have hired two new staff members. Still hiring another attorney in the southern part of the state. Seeing a similar staffing shortage issue.
  - Two DLP members are attending the in-person NDRN conference; DRVT has their two newest staff members at the NDRN conference as well.
  - DLP staff now have annual plans and Rachel meets with them quarterly to review progress performance and work goals.
  - H-329 Bill Employment and Fair Housing made some of the headway they were hoping for, but last minute opposition by school stakeholders
- **DLP Guardianship Presentation, Rachel Seelig 10:40am**
  - Rachel gave presentation on the work DLP does around disability related private and public guardianships (and voluntary vs involuntary) Alternatives to guardianship were also mentioned.
- **PADD & PAIR Priorities, Rachel Seelig 11:17am**
  - Rachel outlined the priorities specific to the PADD and PAIR grants
  - Deb commented on the terminology of deaf and hard of hearing vs hearing impairment and the cultural stance on the terms.
  - Kirsten made suggestion to incorporate equity in healthcare (those with disabilities not receiving equitable care) into the priorities.
- **11:34am – 11:40am break**
- **Vermont Communication Support Project Presentation, Jen LeScouezec 11:40am**
  - Jen gave a presentation on the VCSP services. She explained types of meetings, common disabilities amongst clients, tools and strategies of communication support specialists, and she broke down their process of pre-meetings, meetings, and post-meetings.
  - The VCSP is hiring – looking for communication support specialists.
- **Public Comment 11:57am**
  - Marj continues to have some concerns around the mental health system in Vermont feeling as if she has to repeat herself to voice her concerns. Marj invited Lindsey to be interviewed on Channel 17 on June 22 regarding her new role as Executive Director.
- **12:00-12:20 break**
- **Budget & Finance Committee Report Kirsten Murphy 12:21pm**

- There has been an increase in funding income and there has been some underspending which there is a plan to correct overtime, possibly \$100,000 PAIMI carryover, Grants are roughly on track otherwise.
- Expenses are on target, upcoming expenses: audit, MAD pride. Staff travel expenses are down currently but will trend upward.
- Basic review – anything slightly off has a plan to be corrected and the finance committee is confident that the finances are being managed properly at this time.
- Lindsey mentions publication spending and the need for publications to be worked on and also mentions the in-person NARPA conference in October if anyone from the board has any interest in attending.  
<https://www.narpa.org/conferences/narpa-2022-annual-rights-conference/NARPA-2022-RFP-full-application-022422.pdf>
- **Bonus Policy, Lindsey Owen Executive Director 12:31pm**
  - Wanted to create a clear policy for DRVT staff regarding who can become eligible for bonuses because there is no existing policy that mentions bonuses.
  - Michael questions whether this is something the board should approve or not, it has been agreed that because it is something to be voted on for policy that it is appropriate to be discussed by the board.
  - Anastasia brings up concern of year-end bonuses; language suggests bonuses are not guaranteed which resolves this concern.
  - Change language regarding discretion to “at the Executive Director’s sole discretion.”
  - Agree to add in that the executive director will report any bonuses given to the board annually.
  - **Motion to adopt employee bonus policy made by Kirsten, seconded by Deb. Motion passed unanimously, 12:46pm.**
- **Planning Committee Report, Tom VanMeter 12:47pm**
  - Discussed a get together after a future board meeting, no concrete plans.
  - Discussed the need to review succession planning annually. Suggestion possibility to share succession related information with the board president.
  - Questioned the need to coordinate with the PAIMI Advisory Council, will follow up with Ericka.
  - Anastasia suggests moving the planning meetings closer to the board meetings in the future.
  - Feedback on the yearbook: it has been a success in reflecting the spirit of this organization and Deb is excited to see it expand. Mentioned including the DLP staff as well.
- **PAC Report, Ericka Reil 12:55pm**
  - Continually trying to recruit, have recently added a new member.
  - Starting to plan for the summer for listening sessions, plan is to do five in-person. Want to reach the southern and northern parts of the state.
- **Nominating Committee Report, Michael Sabourin + Ericka Reil 1:01pm**

- Reviewed the application – there are two versions of the application out there so this will need to be corrected. Also began reviewing and editing the language of the board application.
- Request to postpone vote on the new board member, the nominating committee feels a need to meet and speak with new prospective members separately prior to board votes in order to suggest a vote.
- **Open Discussion 1:05pm**
  - Deb gave an update that the hearing aid bill passed after a years' long effort, still need to wait a year for it to implement.
  - Michael mentions Soteria New York meeting via Pathways and gives link to join the meeting in the chat.
  - Kirsten discusses 8720 bill regarding new models of housing for people with disabilities. Also mentions Medicaid authority visiting Vermont in 2023 regarding new rules for living/quality of life in home & community based services.
  - Ed Paquin, former DRVT Executive Director, joins the meeting at 1:10pm; Ed shares a link to Marj's video "Tremors in the System" and discusses his most recent conversation with her.
  - Anastasia shares and speculates about a case regarding a minor in prison in solitary currently because there is no other placement for them.
- Motion to adjourn made by Deb, seconded by Marsha. Unanimously passed. Adjourned at 1:30.