

## **DRVT Board Meeting Minutes 3/8/2023**

*Hybrid Meeting via Zoom & Unitarian Church of Montpelier*

In Person: Tom Van Meter, Michael Sabourin, Marsha Bancroft, Charlea Baker, Doug LaPoint

DRVT Staff: Lindsey Owen, Nicole Chicoine

Zoom: Dan Burchard, Kirsten Murphy, Jim Pontbriand, Ericka Reil, Anastasia Douglas, Sarah Launderville

Quorum present? Yes

### **Call to Order – 12:32 pm Sarah Launderville**

Deb made a motion to approve agenda, Kirsten seconded. Approved.

**Motion to approve minutes from Dec 14 – Dan, seconded Ericka. Approved unanimously 12:34pm.**

### **Executive Director/Legal Updates 12:35pm Lindsey Owen**

- New staff attorney joining us on April 3<sup>rd</sup>, she is coming from Legal Aid Hawaii. Her name is Laura Cushman. Lindsey setting up an intensive 3-day training to improve the way we have historically onboarded new employees.
- DRVT has been more active in the legislature this year than in recent years past. We have offered testimony, tabled/networked on disability awareness day on March 1, gave testimony on MH advocacy day in January.
- Rachel with DLP has been a great help & mentor to DRVT, collaborated on APS bill and S.36 bill which is about disorderly conduct/arrests without a warrant in the ER of hospitals.

### **Open Discussion around S.36 Bill**

- Michael asks if this is still solely for hospital staff, Lindsey states the language doesn't name groups.
- Rachel clarifies that it would not apply to healthcare workers assaulting a patient, but would apply to healthcare workers assaulting each other, it is an employee protection bill.
- Ericka mentions her son's behaviors in hospital settings which would be considered assault.
- Michael asks where we are on getting EIP reports – shares a recent experience.
- Sarah shares about s family experience being pushed by screeners to involuntary commitment & a power dynamic.
- Jim states everything is perception of the workers and discussed some situations are dependent on the employee, reiterates that people do push buttons in certain situations. Talks about the difficulty of addressing all these issues in legislature.
- Deb states another aspect from the perspective from the deaf community and states in that situation things can escalate quickly.

### **Board Updates & Open Discussion – 12:53pm**

- Kirsten – council is about to release a report on housing & need to increase supportive housing on people with disabilities, act 186. Wed 15<sup>th</sup> at noon to announce the report and share experiences in housing.
- Land Access Disability Board – focus is LADB try to address housing ownership disparities for BIPOC, LGBTQBT, & people with disabilities. They have put out their report on how they want to move forward. Have a legislative ask for 1.2 million dollars or 4.8 over 5 years. Asking disability groups to sign on and support the land access disability board.

**Kirsten moves a motion for the board to sign and support the land access disability board to receive 4.8 million dollars over 4 years, Dan seconds.**

**All in favor, unanimously passed 12:59pm**

- Sarah announces that VCIL has a huge surplus of LAMP tests and face masks, feel free to reach out to VCIL if you have people in need.

### **Committee Reports 1:00pm**

Budget and Finance Committee – met on Friday 3/3

- 38% through the year, looked at income and expenses and the committee are satisfied that any variation from the percentage is justified. Overall spending is within budget.
- Income – strategically moved to spend down grants without changing the nature of the work. Asked Lindsey to create a flow chart on how the grant spending flexibility works.
- Significant news – increase in \$23,700 to PAIMI funds, and \$97,000 to the PAIR grant.
- Noted that DRVT received \$7,000 in donation from the Red Hen Bakery.
- Michael asks – STATE grant is a different calendar year. Lindsey states we are under spent because missed opportunities by billing cases inaccurately, Merry is part-time temporarily helping Rhonda with access to the Retreat. Tina is now reviewing SRs as the compliance officer to catch funding mistakes.
- Michael asks if we have an HR officer? Lindsey discussed the compliance process to go to Lindsey.
- Jim – is there feedback to the employee? Yes, Tina follows up with the employee to explain why.

Planning Committee

- Tom –committee members chose to attend the NDRN Training on Diversity Equity & Inclusion instead of meet. The training talked about a hub for best practices – which we don't really have here. Home and community partnership, assisted living, and community involvement, and a framework for community involvement.
- Deb – was impressed with the collaboration for the training, the diversity within the groups; it was a positive model to see.

Nominating committee – did not meet – still hoping to finalize one application for perspective board members.

#### **PAC Report – 1:16 pm Ericka Reil**

- At the last meeting the PAC discussed the NDRN Conference –Ericka attended. Also discussed upcoming legislation – S.36 bill
- Focused on recruitment for the PAC – different areas, best ways to recruit, how they want to recruit, missing people from the southern and northern areas of the state.
- Lindsey felt the PAC meeting was great, productive.
- Sarah asks if there is a one pager about PAC recruitment that board members could use to help recruit. Discussed not using the flyer as a standalone – Nikki will send around to the entire board & PAC.
- Michael mentions it would be helpful to know who are on the PAC and possibly include them on the website or in the DRVT yearbook. Nicole mentions their names are on the website.

#### **Disability Law Project Report 1:20pm Rachel Seelig**

- Staffing: re-advertising this week for an attorney position; still in the hiring process.
- Cases: over the first 5 months – 150 cases opened. Projected to open over 365 cases this year.
- Other legislative updates: abusive litigation, survivors of abuse stalking and sexual assault.
- Threat assessment teams – how they are bad for students with disabilities and people of color. Showing discriminatory impact.
- Anti-discrimination bills – DLP is hopeful the house will take those up the second half of the year.
- Advocacy around continuing the general assistance program related to housing and homelessness and also rental assistance programs. Affordable and accessible housing shortage.
- Public health work force grant work – shifted MH housing advocacy litigation with DRVT to a long-term approach, over the summer will discuss with DRVT for next year.
- Home & Community based healthcare staffing shortages – advocacy – DLP doesn't agree about their response and is drafting a statement.

Jim asks a housing related question – disabled population in prison – there is a social security & prison system miscommunication, which is not efficient. Report for people who are being released gets lagged and left without benefits. Is there any way to monitor that? Jim states it would be nice if there was a position in the prison system that required someone to be more in communication with the Social Security Office.

- Rachel states the homeless population statistics are out of proportion for people with disabilities. Most of work is done by Poverty Law Project – agrees that is a good question and could discuss with the poverty law advocates.

- Lindsey reiterates that for the DRVT’s prison advocates most of our cases are around social security issues, and there currently isn’t a good internal resource option, Lindsey will circle back with our prison advocates about the importance of this issue.
- Anastasia – talks about husband getting pushback from DOC when any work goes above and beyond what is being asked of prison staff.

**Executive Director 360 Review 1:37pm**

Pause – not quite ready to discuss with the full board yet. Will be in contact to schedule a meeting.

**Board Policy Review 1:38 pm**

- Proposed changes to the bylaws around the review of the executive director and grievances, 7.2 + 7.4 bylaws. Adding in the executive committee to be responsible for reviewing and making recommendations regarding evaluations
- B+F committee is responsible for compiling the review of the executive director currently.
- Sarah asked if the board had a conversation around grievances going to the board level and asked about taking it out altogether or had thoughts about that?
- Jim states that the executive director should handle the employee/employer relationship and to keep the board separate. Kirsten – agrees with Jim.
- Michael mentions it would be more helpful to have the grievance policy to read over before discussing. Agrees with the appeal language and asks how often the executive meets.
- Lindsey mentions she would still notify the board of any grievances. Lindsey will look at employee/employer procedure vs the client procedure.

**Motion to adopt updated language on board bylaws 7.2 + 7.4 around the budget and finance committee’s role in executive director reviews and striking a sentence made by Jim, Kirsten seconded.**

**Discussion:**

- Board asks about Sarah’s disagreement – she feels it could stop at the level of the executive director and not be brought to the board at all.
- Notice of grievances to the board is a requirement of PAIMI reporting.
- The board is tabling grievance conversation until next meeting.
- Michael has an issue with how many times the executive committee meets because it changes the role of the committee to add in the review of the executive director.

**Calling a question, 8 in favor and 2 opposed.**

**Those in favor 6 in favor, 2 opposed, motion carries, language changes. 2:03pm**

Strike sentence around executive committee regular meetings not expected.

**Public Comment: 2:05pm**

- Has anyone heard from Carol Warner? Consensus is no. She had asked to be removed from the board and no contact has been made with her recently.
- Marj – she is ok and stays in contact with Rachel and Lindsey.

**Marsha moves a motion to adjourn, Jim seconds. 2:08 pm adjourned.**