

## May 1, 2024 V-MCC Equity Committee Meeting Notes

Attendees: James, Kevin, Jessica A., Kathleen, Jess L., Jenna, Armen (phone), Yvonne, Milla

Meeting started at: 6:05 pm

### **Ice Breaker – Your favorite flowering spring tree or flower?**

- tulips
- dogwood trees
- cherry trees
- lilacs
- bleeding hearts
- crocus

**Land Acknowledgement** was shared by Kevin

**Review and approve or revise this agenda:** Approved as written

**Approve or revise notes from 4-17 meeting:** Approved as published

**Finish Discussion:**

**Are the current VMCC by-law / stand rules equity provisions adequate?**

**Jessica A: rationale for appointing, not electing, the last four V-MCC Board Members.**

By-Laws (equity provisions adequacy)

- removal of Officers is in the by-laws

Standing Rules

- no comment regarding removal of Board members

Rationale for appointing Board Members

- decision was made to appoint 4 Board Members for various reasons; equity, specific expertise or knowledge of certain sectors, diversity

- it does appear that this is a normal process with Not for Profit organizations, but V-MCC represents the entire community and its status as a NFP has changed to be a c4 vs c3
- this doesn't come into effect until after the full Board is elected (8); this hasn't happened on V-M before since we've never had a full Board before
- unintended consequences of appointed board members should be considered
- it was agreed, without opposition, that language should be submitted to change Standing Rules to include an up/down vote on the 4 Board appointed Board members at a V-MCC Council meeting

### **Are the current VMCC by-law / stand rules Inclusion provisions adequate?**

- Seniors have been added as a Sector

### **Decision: proposed revisions to the DRAFT V-MCC By-Lw and Standing Rules recommendations:**

#### **GARE Toolkit**

- Feedback from the V-MCC Board as reported by Jessica - re: GARE toolkit: the entire document is very large and attaching it to the By-Laws seems overwhelming to some
- Recommend it be linked to the By-Laws and a "condensed" version (just the GARE toolkit summary and the list of the six steps) be in the actual By-Laws
- the GARE tool kit was used in creating the INN committee and though it was found to be a bit laborious, it did work well and opened paths to include Equity, Inclusion and Diversity in bringing a proposal forward to the V-MCC
- the V-MCC Board is planning to create and publish a simplified set of steps for anyone wanting to bring an idea to the V-MCC

#### **Liaison to any sector is a liaison to all sectors**

- Through the outreach interview process a question was raised regarding how it would work if the appointed liaison has a poor relationship with someone in the sector and so the person in the sector wouldn't want to work with the liaison

- A potential solution was offered that one of the four appointed Board members could serve as a “floater” if the above situation occurred
- Another potential solution was to leave the situation as it is and expect the volunteers on the Board to be trusted to be adults and to work through the situation
- The idea of leaving the current practice (identifying a single person as liaison to each sector) as is was approved

### **Sector report frequency**

- Current language in the Standing Rules allows one Board member to report on their Sector every month so that no other Sectors would be reported out on
- Proposed changes to the language as approved (Each sector to be reported on twice yearly)

### **Meeting notifications**

- Proposed new language for V-MCC meetings notifications was approved
- Proposed new language for V-MCC Board meetings notifications was approved (Language added to clarify Council and Board meeting agendas and meeting information are included in the V-MCC website “Events” section)

### **Additional Proposed Sector Revisions**

- Suggestions made to have two liaisons for the Asian, BIPOC, Indigenous, Latino/Latina, race/racial equity, missed race families, language barriers/diverse language speakers, immigrants sector
- Add Multi-Generational Islanders: should the word “conservative” be added to the title (to be discussed at next meeting)
- Commuters/Visitors: should we retain or delete this group as a Sector (if you're the liaison, how do you connect with someone from these groups who represent the whole of their Sector - to be discussed at next meeting)

### **Outreach Initiative status:**

**Have we addressed all major recommendations**

**Status of re-visiting**

- Discussed how this is going and clarity around the expectations for completing these follow-up meetings.

- (Kevin) Draft e:Mail and summary of recommended changes will be distributed

### **Who must we still talk with to complete recommendations?**

- Reviewed interview list spreadsheet

- Affordable Housing: ok

- Business Community: ok

- Art, Culture, History: Mukai Gardens

- Race/Racial Equity:

- Safety: Interview Chief Vinci (James)

The committee did not complete this discussion – will be added to next committee meeting agenda

### **Status: Island Navigation Network (INN) - Kathleen**

- INN is a great name and we hope to continue its development

- Trying to create stronger bond between the Sectors and the V-MCC

- Looking for co-leaders to continue the work of creating and operating the INN

- Several non-profits on the island are starting to work together as a coalition that works to make it easier for islanders to access various services

- First initiative is to partner with the fire department in educating the community about fentanyl and what we can do to prevent over-doses and avoid this becoming a crisis

### **Call for priority topics for our next meeting (5.15).**

- Continue discussion regarding Standing Rules changes for Sectors
- Continue review of interviews to identify anyone that we still need to interview
- See slide containing additional agenda topics

**Meeting adjourned: 7:34 pm**