

FOR IMMEDIATE RELEASE

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Vermont Truth and Reconciliation Commission is now Accepting Applications for the Third and Final Commissioner

In 2022 Vermont enacted Act 128, which established a Truth and Reconciliation Commission (TRC). The TRC is responsible for documenting and making recommendations regarding instances of discrimination and harm caused by state laws and/or policies to specific marginalized communities in Vermont. This Commission will implement a plan for listening to and documenting the stories of people who have been discriminated against by state laws and policies and will make recommendations to the state on appropriate actions. This discrimination may be historical or present today. To achieve the goals of Act 128, the TRC has been provided a budget to set up an office, hire staff, and engage consultants.

Two of the three Commissioners have been appointed, and the search committee is now accepting applications for the third commissioner position. The search committee includes: Shabnam Nolan as Chair, executive director of King Street Center; Carolyn Anderson as Vice Chair, Attorney; Xusana Davis, executive director of the Office of Racial Equity for the State of Vermont; , Mia Montoya Hammersley; Laura Siegel, Director of Deaf, Hard-of-Hearing, and DeafBlind Services; and Sarah Launderville, executive director for the Vermont Center for Independent Living. The Panel must select and appoint the third Commissioner by February 14, 2025. The start date will fall on the start of a pay-period and depends on the date an offer is accepted and Human Resources processes are complete. Commissioners are State employees with paid time off, benefits, and an annual salary of \$46.67/hr. or \$97,073.60. All Commissioner positions end on May 1, 2027.

People from marginalized communities, especially those named in Act 128, are encouraged to apply. Act 128 names the following individuals and communities: Native American or Indigenous; individuals with physical, psychiatric or mental conditions or disability and the families of individuals with a physical, psychiatric or mental health condition or disability; Black individuals and other individuals of color; individuals with French Canadian, French-Indian or other mixed ethnic or racial heritage; and other populations and communities at the discretion of Commissioners.

People interested in applying can send a cover letter, resume, and three references to TRCVTsearch@gmail.com. The application deadline is January 14, 2025. Selected candidates will be interviewed virtually, date to be determined.

For additional information on specific qualifications and duties or requests regarding accessibility, contact: Shabnam Nolan or Carolyn Anderson at TRCVTsearch@gmail.com.

Position Details and Description

Qualifications

Act 128 requires Commissioners to meet the following criteria:

- Live in Vermont.
- Not a member of the Selection Panel.
- Have knowledge of the problems and challenges facing the people and communities identified in Act 128. These include:
 - Those who are Native American or Indigenous.
 - Those or family members of those with a physical, psychiatric, or mental condition or disability.
 - Those who are Black or other people of color.
 - Those with French Canadian, French-Indian, or other mixed ethnic or racial heritage.
 - Other people and communities that have experienced institutional, structural, and systemic discrimination.

Commissioner's Characteristics

- A trusted and respected leader in their community.
- Reputation for integrity and reliability.
- Can build trust with the State, public, and communities identified in Act 128.
- Is able to simultaneously consider past facts, present conditions, and future needs.
- Has compassion and can listen to and hold the stories of impacted Vermonters without judgment.
- Has a long-term vision and can manage a path forward into future generations.
- Must be able to favor truth above all else.
- Is willing to challenge systems of oppression while working with people who have benefited from systems of oppression.

Commissioners' Experience

The Selectors Panel will be seeking a complement of experiences and skills across the three Commissioners. An individual applicant may not have all but should have a demonstrated record of the majority of the following experiences in:

- Creating spaces that are respectful and caring.
- Facilitating difficult conversations.
- Effective communication with a diversity of people and communities.
- Leading groups and making sure all voices are heard even when there are conflicting stories.
- Collaborating with communities and/or agencies to ensure the safety and respect of marginalized people.
- Creating products and processes accessible to people with disabilities.
- Documenting people's stories or creating public records.
- Research and/or project management.
- Working with the State, State systems, and legal counsel.

Job Duties

Specific job duties include:

- Examine institutional, structural, and systemic discrimination in Vermont, both past and

present, that has been caused or permitted by state laws and policies.

- Establish a public record of institutional, structural, and systemic discrimination in Vermont that has been caused or permitted by state laws and policies.
- Recommend potential actions that can be taken by the state to repair the damage caused by institutional, structural, and systemic discrimination and prevent future discrimination.
- Provide a safe forum for people and communities that have been discriminated against to share their stories, and acknowledge their suffering.
- Build public and state support for actions that will be meaningful to those who have been harmed.
- Manage the Commission's budget.
- Hire and manage four staff members, including an Executive Director, Administrative Assistant, Researcher, and Legal Counsel following state policies and procedures.
- Engage relevant consultants and experts.
- Secure equipment and office space following state policies and procedures.
- Provide regular reports and updates to the Vermont Legislature.
- Keep the public informed about the Commission's work using accessible formats of digital and traditional media.
- Stay informed about and collaborate with similar working groups to avoid duplicating efforts.

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