

 NASCO INSTITUTE 2017

*Breaking the Mold:
Grassroots Cooperation*

NOV 10-12 | ANN ARBOR, MI



WELCOME TO NASCO INSTITUTE!

Welcome to NASCO's 41st Annual Cooperative Education and Training Institute! This gathering would not be possible without the board of directors, presenters, volunteers, and, of course, you!

We hope that before you return home you will try something new, expand your cooperative skills toolbox, make lasting connections with fellow co-ops, and use this year's conference theme to explore the ways that you and your cooperatives are connected to a resilient, global movement.

Finally, we value your input and participation in NASCO's governance. We encourage you to dive in and attend the Annual General Meeting (Sunday during course block 4 and 5), take part in caucuses (Friday and Saturday during the day), run for a seat on the board as Active Member Representative (during the Saturday night Banquet), and commit to taking action to keep momentum rolling through the year.

Sincerely,
The NASCO Staff



Liz Anderson
Director of Education



Corrigan Nadon-Nichols
Director of Development



Katherine Jennings
Director of Operations



Ratih Sutrisno
*Director of Community
Engagement*



Daniel Miller
Director of Properties

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Scarlett McIntosh
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MSU Student Housing Cooperative

Topaz Hooper
St. Peace House, Boulder Housing Coalition

Tristan Laing
Campus Cooperative Residence, Inc.



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Breaking the Mold: Grassroots Cooperation

This year's conference theme focuses on the integral role of cooperatives in building grassroots democracy. In a time when our voices do not feel heard on the national scale, our power lies in our local cooperation.

Innovative projects are gaining traction where co-ops are building regional power through inter-cooperation across the country. More than ten cities have gained municipal funding and support through the strength of local organizing and national networks. Boulder, Minneapolis, and Austin are only a few who have gained support by calling on their city council. In Philadelphia when cooperatives came before city council to testify the room was packed with members of the food co-op, residents of local housing cooperatives, workers from child care cooperatives in NYC and Workers from a local construction co-op. When cooperatives support each other our voices and power are amplified. When we reach outside of our cooperatives we need to think how co-ops as organizations can leverage their assets, such as people, space, and funds to support allied movements for justice.

"Grassroots Cooperation" means building democracy and exploring the ways that individual co-op members develop skills through practicing and experimenting with direct democracy. This experimentation builds robust democratic participation. Cooperatives embrace democracy as neither a structure nor a system— but as a dynamic process that empowers individuals to change the world around them.

Artist's Statement

This year's artwork illustrates the sheer power of cooperatives supporting each other. When we rise and thrive together, we can break the mold and grow robust and inclusive democratic communities.

Netta Schwarz is a freelance designer/illustrator and student in the Bay Area. She has lived in co-ops for the past three years- currently as a member of the Berkeley Student Cooperative and can't imagine life without chickens or nut yeast.



ONLINE RESOURCES

To facilitate your continuing education, we're uploading all supporting materials from this year's courses to our online Shared Resource Library – check out these resources and explore the full library at www.nasco.coop/resources.

ACCESSIBILITY STATEMENT

NASCO actively strives to create an event that is fully accessible for all who wish to participate. We aim to avoid replicating the barriers in society that exclude and marginalize people. We are doing the following to ensure that NASCO Institute is accessible:

- Need-Based Scholarships
- Childcare Support
- Safe(r) Housing
- Physically Accessible Event Spaces
- Disability Accommodation
- Meeting Food Needs
- Gender-Neutral Restrooms
- Conference-Wide Community Agreements
- Quiet / Break Room
- Free Housing
- Identity-Based Caucuses
- Zero-Tolerance of Physical, Sexual, & Verbal Violence
- Low- / No-Scent Spaces
- Presenters Speaking Clearly
- Event Captioning
- Online Workshop Materials

All of our attempts to equalize access are made within the limits of current resources and therefore are not perfect. We welcome suggestions for improvement and will do our best to implement them. We appreciate your help in making the Institute an event that is welcoming and accessible to all who attend.

Much of the power to foster a safe and respectful atmosphere lies within you, the participants. For this reason, racist, sexist, classist, homophobic, transphobic, or other oppressive language or behaviors are unacceptable. Resources for allyship and interrupting oppression can be found beginning on page 67.

We appreciate your help in making NASCO Institute welcoming and accessible to all who attend.

Conferences can be overwhelming. If you need to take a moment to get away from the crowd and sit quietly, meditate or take a nap, we will have a quiet space available all day Saturday and Sunday. From the Union's front entrance, continue forward past registration to the end of the main hall, to find the Crofoot Room on your left.

COMMUNITY AGREEMENTS

We ask that conference attendees use the following agreements as ground rules throughout the Institute. These are offered as tools for participants to hold themselves and each other accountable as we engage in a respectful and challenging educational process.

ONE DIVA, ONE MIC

Please, in both large and small groups, one person speak at a time. It can also be useful to ask people to leave space in between speakers, for those who need more time to process words, or are less comfortable fighting for airtime in a conversation.

NO ONE KNOWS EVERYTHING; TOGETHER WE KNOW A LOT

This means we all get to practice being humble, because we have something to learn from everyone in the room. It also means we all have a responsibility to share what we know, as well as our questions, so that others may learn from us.

MOVE UP, MOVE UP

If you're someone who tends to not speak a lot, please move up into a role of speaking more. If you tend to speak a lot, please move up into a role of listening more. Listening is often seen as a passive skillset and is often less valued - when you choose to prioritize your listening skills, you help the whole group. This is a twist on the more commonly heard "step up, step back." The "up/up" confirms that in both experiences, growth is happening. (You don't go "back" by learning to be a better listener.) Saying "move" instead of "step" recognizes that not everyone can step.

WHAT'S SAID HERE STAYS HERE; WHAT'S LEARNED HERE LEAVES HERE

Respect confidentiality. Don't share people's personal stories outside of a workshop, but do share the lessons that you learn. Also, don't use what you've heard to shape your full conception of a person or an organization.

WE CAN'T ALL BE ARTICULATE ALL OF THE TIME

As much as we'd like, we just can't. Often, people feel hesitant to participate in a workshop or meeting for fear of "messaging up" or stumbling over their words. We want everyone to feel comfortable participating, even if you can't be as articulate as you'd like, and create a space of learning and dialogue. This helps us move past the barriers of language, class, and institutional education access.

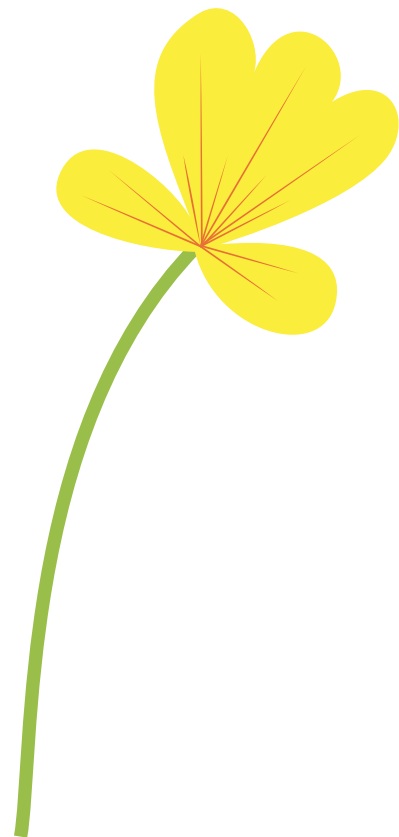
BE CURIOUS

We make better decisions when we approach our problems and challenges with questions ("What if we...?") and curiosity. Allow space for play, curiosity, and creative thinking.

EXPECT AND ACCEPT A LACK OF CLOSURE

The goal of this conference is to be learning new concepts, developing questions, making connections, and beginning ideas. With such a short amount of time and such diverse content, it is an unrealistic goal to expect closure on every topic. Move beyond a 'fear of missing out' and embrace the process.

The framing and language for these community agreements were created in partnership with AORTA: Anti-Oppression Resource and Training Alliance. Most of these agreements were not created directly by AORTA and are borrowed from various people's movements for justice. Get in touch: www.aorta.coop.



SCHEDULE AT A GLANCE

FRIDAY

10:00 AM	Friday event check-in begins Main Lobby
10:30 AM - 5:30 PM	Staff & Managers Pre-Conference Pond
10:00 AM - 6:00 PM	Detroit Tour Meet in Main Lobby
11:00 AM	Registration Opens Main Lobby
11:00 AM - 7:00 PM	Craft Room and Bookstore Art Lounge
1:00 PM & 3:00 PM	Tours of the Inter-Cooperative Council Meet in Main Lobby
6:00 PM - 7:45 PM	Staff & Faculty Dinner Pendleton, by invitation
8:00 PM - 10:00 PM	Collective Liberation Caucus Kuenzel
8:00 PM - 10:00 PM	Film Screening ICC Education Center (1522 Hill St.)

SATURDAY

8:00 AM	Registration Opens Main Lobby
8:30 AM - 9:00 AM	Coffee - Warming Up Main Lobby
9:30 AM - 11:00 AM	Course Block 1
	Women's Caucus Bates
	People with Disabilities Caucus Anderson A
11:45 AM - 12:45 PM	Conference Kick-off Ballroom
12:30 PM - 1:30 PM	Keynote Speaker Ballroom
1:30 PM - 2:45 PM	Lunch on the town

1:30 PM - 2:45 PM	Development Luncheon Parker
1:30 PM - 4:00 PM	NASCO Properties Family Reunion (followed by member assembly) Pendleton
2:30 PM - 4:00 PM	Course Block 2
	Queer and Trans Caucus Anderson A
	Working Class Caucus Wolverine
4:15 PM - 5:45 PM	Course Block 3
	People of Color Caucus Kuenzel
6:00 PM - 7:50 PM	Banquet & Hall of Fame Ceremony Ballroom
8:00 PM - 10:00 PM	Cooperative Game Night Anderson AB
8:00 PM - 9:30 PM	Diversity Congress Kuenzel
9:30 PM - 10:00 PM	Working Group for Liberation (open to all) Kuenzel

SUNDAY

8:30 AM - 9:00 AM	Coffee - Warming Up Main Lobby
9:00 AM - 10:30 AM	Course Block 4
9:00 AM - 12:15 PM	Annual General Meeting Pond AB
10:45 AM - 12:15 PM	Course Block 5
12:15 PM - 1:30 PM	Regional Lunch Ballroom
1:45 PM - 3:15 PM	Course Block 6
3:30 PM - 4:00 PM	Cider & Goodbyes Art Lounge

INSTITUTE HIGHLIGHTS

COOPERATIVE GAME NIGHT

Saturday 8:00 PM - 10:00 PM, Anderson AB

Join us for a fun-filled evening as we play "Co-opoly: The Game of Cooperatives" and other games created by the Toolbox for Education and Social Action - we may even get to test-play their new game, "Rise Up: The Game of People and Power!" Make a new friend and sharpen your cooperative skills all at once! This is guaranteed to be a good time.

BANQUET & HALL OF FAME

Saturday 6:00 PM - 7:50 PM, Ballroom

Every year, the Banquet is a time for all participants of Institute to share the same space in reflection, over a hearty meal. We welcome new members to the movement and, in the Hall of Fame Ceremony, recognize individuals who have shown outstanding commitment to the cooperative movement through their hard work and tireless enthusiasm for cooperation. This year's Hall of Fame ceremony honors the achievements of Mark Fick, Kaitlin Oki, and Ian Girard. Those wishing to run for Active Member Representative and NASCO Board candidates will be introduced. They will have the opportunity to at the Annual General Meeting to give a candidate speech.

DEVELOPMENT SERVICES LUNCHEON

Saturday, 1:30 PM - 2:45 PM, Parker

Members of NASCO Development Services (NDS) investing member cooperatives, supporting members, potential members, former NDS clients, and former members will have the opportunity to learn about NDS's advocacy and development work. The luncheon is open to anyone interested in NDS's work.

NASCO PROPERTIES FAMILY REUNION

Saturday, 1:30 PM - 2:45 PM, Wolverine

NASCO Properties is a cooperative land trust started in 1988 that has grown to include 15 houses in 8 cities. The properties are leased at affordable rates to cooperatives in each area and provide homes for 204 members. Everyone from a NASCO Properties co-op is invited to this annual reunion lunch!

GUERRILLA WORKSHOP & CAUCUS SPACES

Pond C and Opera Lounge

Is there something that you've always wanted to share or teach? Do you have a rad skill that you'd like to showcase in a skillshare? Are you looking to caucus with other attendees who share your identities and experiences? Would you like to present a workshop for your co-op, but need feedback from other cooperators first? Well, we clearly had you in mind when we chose to host the Guerrilla Workshop Spaces this year at the Institute. At any point on Saturday or Sunday, presenters are welcome to self-organize and use either of two rooms that are designated solely for Guerrilla Workshops. Sign up to lead a session at the Registration Desk.

THE COMMONS

Art Lounge

Introduced in 2006, the Commons is the caffeinated haven of Institute. It serves as a space for networking, hanging out with friends, participating in skillshares, holding informal caucuses and meetings, relaxing, browsing the bookstores, and drinking coffee & tea. Open from early morning to late at night, this will be the place to take a break from the packed weekend and connect with other co-ops.

REGIONAL LUNCHEON

Sunday, 12:30 PM - 1:45 PM, Ballroom

During our lunch we will have table signs for geographic regions. We want to foster community on a local and regional scale. On your table there will be questions that you can follow or completely disregard. Connect around political movements or just plan a couch surfing trip. Grassroots cooperation requires us to connect with each other more than once a year so see who lives near you!

COOPERATIVE SKILLS ROUNDTABLES

The Cooperative Skills Roundtables are designed as open, participatory spaces to build knowledge in areas that are key to running your co-op. Knowledgeable facilitators will guide the discussion and share resources, but more than anything roundtables will give participants a chance to hear how folks in the room have dealt with challenges at their own co-ops.

CIDER & GOODBYES

Art Lounge/ Patio (Weather permitting)

Before heading home, stop by the Commons for a cup of hot, spiced, apple cider and a chance to close out the Institute in community with one another. Together, we'll take a moment to share highlights from the weekend, share our plans for next steps, and say goodbye to all of people who we've connected with over the course of the conference.



ANNUAL GENERAL MEETING

SUNDAY, 9:00 AM - 12:15 PM, POND AB

The Annual General Meeting (AGM) is where NASCO members can voice their opinions and engage in NASCO's governance. This get-together gives delegates a chance to think and speak together as a broad and diverse membership about the future we envision for NASCO's co-op education, development, and organizing. It is a chance for representatives to learn and network with other representatives facing similar challenges and successes in their co-ops. It is also the forum for active members to nominate and elect an Active Member Representative, who serves a one-year term on the NASCO Board of Directors.

Each NASCO Member Co-op and Associate Member must delegate one representative to the Annual General Meeting who will cast votes on behalf of their organization. All are welcome to attend the AGM, however, voting privileges will be limited to AGM delegates. AGM representatives will be asked to report on the current state of their cooperative at the meeting. Please consider preparing a brief (3 min) summary.

- 9:00 AM **Welcome from the Board President**
- 9:05 AM **Introductions & Check-ins**
Name, co-op, pronouns, access needs, brief co-op update
- 9:30 AM **Annual Report from Staff and Board**
- 9:45 AM **Caucus Reports** (30 min - 5 min each)
People of Color Caucus
Women's Caucus
Working Class Caucus
Queer and Trans Caucus
People with Disabilities Caucus
Collective Liberation Caucus
- 10:15 AM **Diversity Congress Report**
- 10:25 AM **Update on Plan for Inclusion**
- 10:40 AM **Break**
- 10:50 AM **Board Elections**
Candidate Panel
Active Member Representative Election
- 11:20 AM **World Café (Co-op Networking)**
- 12:10 PM **Announce Active Member Rep Election Results**



ACHIEVING A REGENERATIVE ECONOMY THROUGH A JUST TRANSITION

KEYNOTE SPEAKER
RAHWA GHIRMATZION
Saturday 11:45 AM - 12:45 PM, Ballroom



Rahwa Ghirmatzion is the Deputy Director of PUSH Buffalo, a local membership-based community organization that combines green affordable housing construction, community-based renewable energy projects, housing weatherization, green jobs training, green infrastructure, and vacant land restoration projects toward the goal of creating pathways to employment for neighborhood residents while reducing our carbon footprint. Born in Asmera, Eritrea in the middle of a civil war, Rahwa came to WNY at the age of 8 by way of Sudan as a refugee. She was educated in Buffalo Public Schools and then the University at Buffalo. Over the past fifteen years, Rahwa has worked with community-based organizations throughout WNY that promote community development across sectors. Working in primarily underserved and underrepresented communities to ensure that alternative voices are heard, fostered and encouraged to participate in building a more just, equitable and civically engaged community. Previous to PUSH Buffalo, Rahwa also served as the executive director of Ujima Company, Inc., a political and activist theatre company now in its 39th year. Rahwa is also a certified Community Health Worker as well as a founding board member of the Partnership for the Public Good a local think and do tank.

The questions of climate change, food security, water security, land security, and energy futures are inextricably linked to race, poverty, and development. Traditional environmental movements, historically and currently, have implicitly accepted or overtly promoted the further marginalization of working class communities and communities of color. To marshal in a just and equitable transition towards local living economies, leadership must come from communities on the frontlines of ecological disruption. The new economies that our communities construct must take a holistic ecosystem approach that fosters equity, deep democracy, resilience and ecological renewal.

IDENTITY-BASED CAUCUSES

SATURDAY, NOVEMBER 11, 2017

WHAT ARE IDENTITY-BASED CAUCUSES?

Caucuses are spaces for participants with shared identities to raise issues, build connections, and organize for change: within NASCO, their own co-ops, and our larger communities. NASCO maintains email groups for each caucus so the conversations can continue year round.

Caucuses are not spaces for people who do not share an identity to learn about issues affecting that group or offer their support (i.e. "be an ally"). Check out one of the workshops on these topics instead!

CAUCUS LOCATIONS & TIMES

9:30 AM - 11:00 AM **People with Disabilities Caucus**
(Course Block 1) Anderson A

Women's Caucus
Bates

2:30 PM - 4:00 PM **Queer & Trans Caucus**
(Course Block 2) Anderson A

Working Class Caucus
Wolverine

4:15 PM - 5:45 PM **People of Color Caucus**
(Course Block 3) Kunezel

WHY ISN'T THERE A CAUCUS FOR X IDENTITY?

Would you like to attend a caucus that isn't listed above? Organize one! Participants are welcome to reserve the Guerrilla Workshop rooms throughout the weekend for any caucus that they'd like to hold. However, only the above recognized caucuses are able to make appointments to the Diversity Congress.

WHAT IS THE DIVERSITY CONGRESS?

The Diversity Congress, which meets on Saturday night at 8:00 PM, connects caucuses to the governance of NASCO as a whole organization. This is an opportunity to share concerns, discuss solutions, and plan action steps for bringing issues to the NASCO Board at the Annual General Meeting.

This year, the caucuses and Diversity Congress do not have the responsibility to elect a board representative. (These board seats are currently filled and will be up for appointment next year at NASCO Institute 2018.)

We hope to give caucus attendees more time during their sessions to connect and discuss what they would like to bring forward to Diversity Congress sessions in years to come. All caucus attendees are welcome to the Diversity Congress session to congregate together. The last half hour has been set aside to be open to all conference attendees with the intention that from people from our most marginalized communities can share action and movements forward for our community as a whole.

I'M INTERESTED IN SERVING ON THE NASCO BOARD AS A CAUCUS REPRESENTATIVE. WHAT ARE THE RESPONSIBILITIES OF THAT?

As a board director of NASCO, you will be responsible for the stewardship of a bi-national, educational non-profit with five full-time employees, serving over 50 co-ops and thousands of cooperators.

Board directors are expected to attend two, weekend-long board meetings per year which will take place in various cities around the US or Canada, typically in March and June. Travel and accommodation costs are covered by NASCO after a deductible (waivable), but food is not covered.

Directors are expected to attend a 2-hour video call board meeting in the fall.

Directors are expected to serve on at least one committee, which typically involves 1-2 hours of work per month, including phone meetings.

Directors are strongly encouraged to volunteer or present at the NASCO Institute conference each year, attend the Annual General Meeting, and support fundraising activities for the organization.

The board elects five officers who have additional duties.

You will need regular access to email and a phone. Regular communication is key! You will be given training on serving on a non-profit board of directors, as well as orientation to NASCO's history, programs, and governance.

WHERE DID THIS SYSTEM COME FROM?

Various groups of co-op members began organizing caucuses at Institute beginning in the 1990s in order to build power and promote action within NASCO and member co-ops to address oppression of marginalized groups.

In 2005, after years of hard work from many driven caucus leaders, the NASCO membership amended the bylaws to require that the People of Color Caucus Chair automatically be appointed to the NASCO board of directors. In 2006, the membership created two additional seats for to be filled by identity-based caucus chairs.

FRIDAY PROGRAMMING

FRIDAY, NOVEMBER 10, 2017

DETROIT TOUR

This tour is by registration only (an additional \$25 fee with conference registration) . If you would like to join this tour on site see the registration desk. We cannot guarantee spots on the bus morning of tour. This event is brought to you by C2BE.

- 10:00 AM **Meet at registration desk**
- 12:00 PM **Cass Corridor Commons**
Get snack pack
- 12:20 PM **Talking Dolls Design Collective**
- 1:20 PM **Oakland Avenue Urban Farm**
Distribute bagged lunch
- 2:00 PM **Detroit Poetry Society**
- 2:25 PM **Apex Bar/The Garage**
- 2:45 PM **Pingree Industries & Detroit Sewing Collective**
- 3:45 PM **Church of the Messiah + New Work Leather +
Nikki's Ginger Tea**
- 5:00 PM **Return to Michigan Union**

INTER-COOPERATIVE COUNCIL TOURS

Meet at registration desk, tours leave at 1:00 PM and 3:00 PM

The ICC Ann Arbor is made up of 19 houses with unique personalities and rich history. Born during the Great Depression, growing by leaps and bounds in the sixties and seventies, and still going strong in 2011, the ICC has a long history of student cooperation. Join us on a tour led by ICC Ann Arbor members to hear (and see) the dirt on the ICC.

COLLECTIVE LIBERATION CAUCUS

Anderson D

The Collective Liberation Caucus is a forum to examine how our movements for liberation intersect with each other and to build our work based in a common vision of a liberated world. How do our social justice efforts--fighting racism, working for gender justice or economic justice, creating collective access, and creating economic alternatives to capitalism--support each other? What roles can we play to create more just institutions and a cooperative sector committed to justice?

FILM SCREENING

ICC Education Center - 1522 Hill St. Ann Arbor, MI 48104

Enjoy a Canadian documentary with friends in the cozy ICC Education center. Pillows and blankets and popcorn provided! You are welcome to bring your sleeping bag for extra coziness.



STAFF & MANAGERS

FRIDAY, NOVEMBER 10, 2017

STAFF & MANAGERS PRE-CONFERENCE

The problems faced by the staff, managers, and administrators of group equity cooperatives are unique and the number of peers is small. For this reason, we offer an all-day program which serves as a collective learning forum for co-op staff, managers, and administrators from across Canada and the United States. A staff-specific full-day program allows more space for participants to connect with one another and dig deeper into specific issues. The pre-conference will be held in the Pond room at the University of Michigan Student Union, followed by a catered dinner.

- 10:30 AM - 10:45 AM **Welcome, Overview of Program**
- 10:45 AM - 11:15 AM **Personal Introductions**
- 11:15 AM - 12:15 PM **Co-op Introductions**
- 12:15 PM - 1:00 PM **Brief Lunch** (provided, on-site)
- 1:00 PM - 2:00 PM **Exercising Adaptive Leadership:**
Core Competencies for Cooperatives
- 2:00 PM - 3:00 PM **Peer Consultations** (round 1)
- 3:00 PM - 3:15 **Break**
- 3:15 PM - 5:00 PM **Peer Consultations** (rounds 2 & 3)
- 5:00 PM - 5:30 PM **Debrief and Setting Intentions**
- 5:30 PM - 6:00 PM **Break**
- 6:00 PM - 7:45 PM **Staff & Conference Presenter Dinner**
(provided, onsite)



COURSE TRACKS

COURSES GROUPED BY THEME

STAFF & MANAGERS TRACK

The problems faced by the staff, managers, and administrators of housing co-ops are very unique and their field is quite small. For this reason, we offer a track of courses specifically for them so that they can network with their peers, share best practices and skills, and learn new ways to tackle the issues that they face in their day-to-day jobs. The courses offered on Friday are for participants who register for the Staff & Managers Pre-Conference. The courses on Saturday and Sunday are open to general attendees, however they are specifically tailored for co-op staff, managers, and administrators.



- Difficult Decisions - Asking a Member to Leave
- Foundational Facilitation Skills
- Alumni Engagement Collaboration space
- Fair Housing and Anti-Oppression
- Getting Tax Exemption
- Not Another Consent Workshop! An Introduction to Structural Sexual Violence Prevention
- Student coops and campus groups : a perfect match!
- Large Student Housing Co-Op Roundtable
- Member-Staff Relations (Roundtable)
- What's the Password, Again? Starting the Conversation about Distributed Software for Cooperatives
- Bystander Intervention Training
- Money Talks: How to demystify you co-op's financials and create member buy-in
- Alumni Roundtable
- Investing in Cooperation
- It's Aliiiiivee! : Frankensteining Cooperative Policy by Making it Visually Accessible
- Mental Health Concerns and How to Address Them
- Professional Development: DiSCover Your Behavioral Style
- Strategic Planning Through Collaborative Design
- How to get more women on the board/Dealing with Sexist Bullshit
- Who's missing? -- Increasing Accessibility to Membership

COURSE TRACKS

COURSES GROUPED BY THEME



THEME TRACK: "GRASSROOTS COOPERATION"

We want to build democracy. This track explores the ways that individual co-op members can develop skills through practicing and experimenting with direct democracy. This experimentation builds robust democratic participation. Cooperatives embrace democracy as neither a structure nor a system- but as a dynamic process that empowers individuals to change the world around them. Individuals alone do not make a movement so in this track find ways to connect together to build a stronger movement and a better future.



TOOLS FOR RUNNING YOUR CO-OP

Keeping your co-op running smoothly requires a wide range of skills and a wealth of collective knowledge. Workshops in this course track will focus on building essential tools for maintaining your cooperative - from maintenance planning to dynamic facilitation. This series is ideal for anyone who hopes to leave the Institute with a new set of concrete skills to take back to their co-op.



LIVING IN COMMUNITY, WORKING FOR JUSTICE

Creating an inclusive community means going beyond feel-good rhetoric about 'diversity awareness' or using targeted recruitment strategies - it means working hard to ensure that systems of oppression are not being reproduced in your community. The courses in this track focus on identifying and actively resisting institutional and interpersonal forms of oppression, as well as building alternative models of community that are rooted in the struggles for equality and justice.

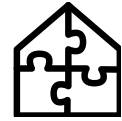


WE'RE ALL IN THIS TOGETHER - CONNECTING TO THE COOPERATIVE MOVEMENT

In building a stronger cooperative movement, we must first understand our collective past and present. This course track provides a foundation for such visioning by featuring the work of cooperators, past and present, across many sectors and many continents. Join us in these sessions to be inspired, expand your horizons, and dream big.

DEVELOPING NEW CO-OPS

With the cost of living constantly on the rise, the demand for affordable housing solutions - like housing co-ops - is greater than ever. NASCO has pulled together a team of experts to take future co-op founders through the process of starting a new housing co-op, from clarifying the initial concept to drafting your business plan. Workshops in this series provide a comprehensive, step-by-step training program on the development process.



- Creating a New Co-op (1) - Starting a New Co-op from A to Z
- Creating a New Co-op (2) - Strategies for New Co-op Organizers
- Creating a New Co-op (3) - Incorporation & Bylaws
- Creating a New Co-op (4) - Budgets & Feasibility
- Creating a New Co-op (5) - Finding a Property that Fits your Group's Needs
- Creating a New Co-op (6) - Negotiating a Master Lease
- Getting Tax Exemption
- Exploring Student Worker Cooperatives
- Cottage Industries: Building Live/Work Cooperatives With Your Community
- Property Purchasing Clinic
- From Brew Club to Beer Co-op
- Think Outside the Boss: How to Start a Worker Co-op

CAUCUSES

Caucuses are spaces for participants with shared identities to raise issues, build connections, and organize for change: within NASCO, their own co-ops and our larger communities. These sessions will be loosely facilitated with space for participants to guide the discussion as they see fit.



- Women's Caucus
- People with Disabilities Caucus
- Queer and Trans Caucus
- Working Class Caucus
- People of Color Caucus
- Diversity Congress
- Working Group for Liberation

COURSE BLOCK I

SATURDAY, 9:30 AM - 11:00 AM



INTRODUCTION TO SYSTEMIC RACISM (PART 1)

Aliisa Lahti, Jasmine Kyon

Anderson B

"Eliminating Racism and Creating/Celebrating Equity (ERACCE) is dedicated to organizing and facilitating antiracism workshops, providing mentoring, and transferring knowledge to individuals and institutions interested in resisting and dismantling structural racism and other forms of oppression. ERACCE creates conditions in which individuals understand, integrate, and act upon antiracist history, language, analysis, and practice, and engage in processes of transformative work within your institution (perhaps your coop!)

This session is a taste of an ERACCE one-day training for those who understand multicultural diversity but are not yet familiar with systemic racism. This workshop is helpful for beginning the development of a common language necessary for having productive conversations about race and systemic racism.

Audience: Anybody

Course Type: Workshop



CREATING A NEW CO-OP (1) - THE DEVELOPMENT PROCESS

Mark Fick

Pond A B

This session will provide an overview of the entire development process from initial ideas to buying your home. We will explore the common (and uncommon) ways to create a housing co-op, with extra focus on the initial steps: creating a collective vision, organizing your development team, and laying out the roadmap to success. Participants will leave the session with a basic understanding of the multiple layers of work involved in organizing the people, money, real estate and development partners. People are encouraged to attend this session as an introduction to the development track. The session will include presented material, open discussion and interactive activities.

Audience: Anybody

Course Type: Workshop / Skill Training



MEMBER DEBT ROUNDTABLE

Brigid Maniates

2105 D

When you and your housemates are all friends (or even when you aren't), asking somebody to settle their debts can be stressful. This roundtable discussion will delve into the question of member debt, the consequences that debt has on a co-op's stability, and strategies that support the co-op in getting what it's owed.

Audience: Anybody

Course Type: Discussion

DIFFICULT DECISIONS - ASKING A MEMBER TO LEAVE

David Rosebud Sparer

2105 C

It's a common enough situation, yet not one that many people feel comfortable with - asking a housemate to leave the co-op. Whether you've found yourself in this situation due to conflict or simply because a member isn't 'pulling their weight,' how you make and communicate this decision is very important. In this roundtable discussion, participants will share best practices for considering a member's eviction, asking a member to leave, systems and policies to facilitate the transition and liabilities that your co-op should be aware of.

Audience: Anybody

Course Type: Discussion

FROM CLOSE PARTNERS TO DISTANT RELATIVES: WHAT'S THE DEAL WITH ONTARIO?

Tristan Laing

2105 B

The Ontario region has been as more successful than any other in North America in developing large, economically sustainable Student Housing Co-ops. Historically, Ontario co-ops co-operated with their American counterparts, and played a substantial role in founding NASCO. However, starting in the late 1990s connections between the Ontario co-ops and NASCO began to be severed. The purpose of this presentation is to explore the problems and dynamics that led to and have sustained this split, and to workshop strategies for successfully re-engaging the Ontario sector with the dynamic energy of the wider NASCO community.

Audience: Co-ops with Staff

Course Type: Presentation

COOPERATIVE CONDUCT ACCOUNTABILITY ROUNDTABLE

Alex Coffin

Anderson B

In housing co-ops of all sizes, members may act out in ways that can be detrimental to their cooperative community. Some of these actions can be more harmful than others; instances of assault, theft, or other crimes may require the involvement of law enforcement, while personality conflicts between members can become volatile. This roundtable will be a place for active co-op members to compare policies and procedures and outline the ways in which their co-op formally and informally addresses these conduct complications. At the end, we'll share the self-care techniques used by co-ops involved within these spheres. Fair warning, we will likely discuss instances of violence; this is a confidential space.

Audience: Anybody

Workshop & Discussion



**LET'S TALK ABOUT DECORATION***Paige Carlson*

Anderson C

How do we negotiate what our shared living spaces look and feel like? What if I really want to paint a new mural? What if I feel uncomfortable with the phrase "fuck off" hanging on the living room wall, but it's been there since I moved in? What is precious to one may be an annoyance to another, and we can't possibly talk about everything with everyone, can we? Join us for a conversation surrounding the question: How do we keep an open dialogue, manage conflict, and foster collaboration about decoration and art in our homes and shared working spaces?

*Audience: Housing co-op and Worker Co-op members**Course Type: Workshop***UNPACKING VIOLENCE: LIBERATION WITHIN CHAOS***Savion Mingo, Jason Cathcart, and Caitlin Blue*

Anderson D

Violence is a strong word with complex impact. We will discuss various forms of violence (including but not limited to: gender violence, racism, police brutality, etc.) and confront our personal thoughts and impulses of how we navigate violence of self, community, and systems. We will also discuss how colonial violence affects us, especially marginalized communities; and forms of decolonized acts of resistance, past and present.

*Audience: Anybody**Course Type: Workshop***FOUNDATIONAL FACILITATION SKILLS***Shay O'Reilly*

Kunezel

Dynamic, empowering meetings do exist! Good facilitation makes them happen. Whether you are new to or have practiced facilitating co-op meetings, we will share tools and practices for creating inclusive meeting spaces, designing agendas, delegating meeting roles, preparing for facilitation, and evaluating meetings. We will also collectively troubleshoot how to facilitate in light of challenging scenarios such as power dynamics, low group energy, interpersonal conflicts, and passive-aggressive communication in groups. Workshop participants will leave with a trove of resources as well as a few more facilitation strategies in their back pocket.

*Audience: Anybody**Course Type: Workshop***HISTORY OF GROUP EQUITY HOUSING COOPERATIVES***Jim Jones*

Pendleton

This session will cover a history of group housing cooperatives in North America. It will take a look at both student and community-based cooperatives, starting in 1873 and continuing to the present. Questions we will address include: How did we all get here? Why aren't there co-ops like ours in other countries? What events in our country have influenced and affected our cooperatives?

*Audience: Anybody**Course Type: Workshop***EXPLORING THE MEMBER APPLICATION PROCESS***Ellery Wealot*

Welker

Housing co-ops across the country have widely varying application processes for new/potential members, as well as different diversity hurdles to overcome in their communities. This workshop will serve as a collaborative space for housing co-ops to share challenges, strategies, and new ideas in regard to the member application process. In this workshop, participants will:

1. Create a shared knowledge base of different co-ops' application strategies;
2. Analyze their own co-op's diversity shortcomings and discuss legal, non-discriminatory strategies to address these shortcomings;
3. Analyze their co-op's application processes and opportunities to improve it.

*Audience: Anybody**Course Type: Workshop***FROM CO-OP CHORES TO PAID JOBS: HOW TO TRANSFER YOUR CO-OP SKILLS INTO PAID EMPLOYMENT***Rek Kwawer*

Parker

Cooperatives are educational experiences. Whether your cooperative experience is campus-based or community-based, we all learn a lot as members. This workshop is about taking that experience and having it lead to paid employment (whether that's employment at a co-op, in the co-op movement, or in a completely different sector). We will look at samples of resumes and cover letters and practice translating our co-op experiences into language that others can easily understand and that shows how talented co-ops are. Bring your own cover letter and resume if you'd like.

*Audience: Anybody**Course Type: Workshop***PEOPLE WITH DISABILITIES CAUCUS**

Anderson A

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*Audience: People with Disabilities**Course Type: Discussion and Community building***WOMEN'S CAUCUS**

Bates

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*Audience: Women Identifying individuals**Course Type: Discussion and Community building*

COURSE BLOCK 2

SATURDAY, 2:30 PM - 4:00 PM



FAIR HOUSING AND ANTI-OPPRESSION

Rek Kwawer

2105 A

We frequently talk about the need to build inclusive and anti-oppressive cooperatives and discuss ways to broaden our outreach. The Fair Housing Act of 1968 was enacted with the idea that as long as housing discrimination exists, we will not be able to create a society without oppression. Rather than looking at Fair Housing law as a restriction on our communities, this workshop will examine how we can connect legal housing practices to our own anti-oppression work in our homes and communities. We will also discuss best practices and policy recommendations for ensuring that your housing cooperative complies with Fair Housing law.

Audience: Anybody

Course Type: Workshop



OWN YOUR BOOKS!: CULTIVATING & DEMYSTIFYING PARTICIPATORY BUDGETING

Devin Case-Ruchala

2105 B

Ever voted on a house budget not knowing what exactly you're voting on or why? Feel like financial management is too boring to care about or too complex to understand? Does your co-op need a basic financial plan but don't know where to start? This session seeks to demystify the financial planning and management process in a creative and engaging combination of activity and dialogue. The goal is to empower co-op members with the knowledge to make informed decisions about their co-op's finances and provide tools & resources for financial planning and management. No prior knowledge required; all skill levels are invited to participate.

Audience: Anybody

Course Type: Workshop



GETTING TAX EXEMPTION

David "Rosebud" Sparer

2105 D

What does it mean to be a "nonprofit"? What are the benefits and drawbacks of 501c3 status and other tax exemptions for co-ops? Is it worth it? We will discuss the systems of nonprofit incorporation, federal tax exemption, and local tax exemptions. We will also cover the 501c3 application (IRS Form 1023) in detail.

Audience: Board members, Staff and Managers

Course Type: Workshop



COOPERATIVES AND SOCIAL POWER: CONCEPTUAL FRAMEWORKS

Shay O'Reilly

Anderson C

How do we understand the role of cooperatives in social movements? Around the US, people are experimenting with new ways of living and getting free. This workshop looks at social change theory to explore how housing and food cooperatives can relate to broader social justice currents: From simple prefigurative lifestylism to projects of survival, our cooperatives can exist for purposes far beyond self-sustenance. If you like thinking about power, this is the workshop for you -- we're going to talk about levels of social power, movement ecology, and strategizing to win a liberated world.

Audience: Anybody

Course Type: Workshop

LIVING OUR VALUES: STORIES AND STRATEGIES TO BUILD COMMUNITY WEALTH

Steve Dubb

Pendleton

How can we apply cooperative principles and build community wealth beyond the confines of our own co-ops? This moderated panel brings together people who are using a range of strategies including coalition building and organizing, community-based enterprise, co-op development, and community finance, to build and anchor wealth in communities. Come and learn more about a wide range of methods for building a democratic economy (while displacing corporate capitalism at the same time!). Who knows? You may even find a career option you hadn't considered. Audience participation is encouraged, so please bring your best community-building questions with you.

Audience: Anybody

Course Type: Panel

KEEPING YOURSELF AND COMMUNITY SAFE: PROTEST HEALTH AND SAFETY

Noah Saperstein

Kuenzel

By learning how to take care of one another we are helping to create the society we want rather than living within the framework of the existing oppressive system. We will be discussing and learning skills to help prevent and minimize harm while you are resisting fascism and racism as well as ways to help our friends in need. Topics will include what to bring to a protest, environmental concerns, responding to police weapons/tactics, eye flushes and more! The skills shared are all things you can teach to your friends too! The workshop includes cool zines!

Audience: Anybody

Course Type: Workshop





COMMUNITY CO-OP ROUNDTABLE

Brel Hutton-Okpalaeke & Sam Link



Welker

Community housing co-ops face unique opportunities and challenges for welcoming members with diverse identities into meaningful coexistence. This roundtable discussion is a space for community co-ops in particular -- though all are welcome! -- get real with stories of success, failure, and ongoing struggle and build solidarity in our efforts to grow a positive alternative to default society's inequities

Audience: Anybody

Course Type: Workshop



CREATING A NEW CO-OP (2) - STRATEGIES FOR NEW CO-OP ORGANIZERS

Mark Fick & Corrigan Nadon-Nichols

Pond A B

A successful housing cooperative will have the support and participation of a community of people, but it takes individual effort to organize that support and participation. In this workshop, we'll explore community organizing strategies to get new co-ops up and running and the skills you need to effectively deploy these strategies. We'll focus on building a shared vision, a committed team, and a network of support. This workshop is designed for people currently or planning to be involved in starting a new co-op.

Audience: Anybody

Course Type: Workshop



LOVE DOESN'T TRUMP HATE: MOVING BEYOND PERFORMATIVE ALLYSHIP

Daniela Palacios

Wolverine

Using memes, tweets, facebook posts, vines as well as real-life examples (and being informed by academic readings) This workshop will deconstruct phrases like "love trumps hate" and explain why they are dangerous as well as an ahistorical slogan especially during a time of increasing visibility of neo-nazi, white supremacist movements. This workshop will define terms such as tone policing, performative allyship, and subvert traditional definitions of "violence" by looking at how media interacts with the usage of catchy liberal slogans. Lastly, I want to introduce a more actionable way of loving people on the margins, one that goes beyond wearing a safety pin, one that requires fierce action and accountability. You know, the kind of love that will protect, uplift and actually do something beyond performativity.

Audience: Anybody

Applied Anti-Oppression

Course Type: Workshop



STUDENT COOPS AND CAMPUS GROUPS: A PERFECT MATCH!

Omar Riaz



Bates

This discussion, aimed at board members, staff, and managers, will highlight different cases of student coops collaborating with campus groups on a diversity of issues. Working together can advance political causes and benefit co-op projects - maybe even making things possible that would otherwise not be!

Audience: Board Members, Staff and Managers

Course Type: Workshop & Discussion

INTRODUCTION TO SYSTEMIC RACISM (PART 2)

Aliisa Lahti, Jasmine Kyon

Anderson B

"Eliminating Racism and Creating/Celebrating Equity (ERACCE) is dedicated to organizing and facilitating antiracism workshops, providing mentoring, and transferring knowledge to individuals and institutions interested in resisting and dismantling structural racism and other forms of oppression. ERACCE creates conditions in which individuals understand, integrate, and act upon antiracist history, language, analysis, and practice, and engage in processes of transformative work within your institution (perhaps your coop!)

This session is a taste of an ERACCE one-day training for those who understand multicultural diversity but are not yet familiar with systemic racism. This workshop is helpful for beginning the development of a common language necessary for having productive conversations about race and systemic racism.

Audience: Anybody

Course Type: Workshop



ALUMNI ENGAGEMENT COLLABORATION SPACE

Kim Garmany

2105 C

This is a space for Staff and Managers that currently are working on Alumni programs and would like to work together on current projects. If you are interested in starting an Alumni project and would like to discuss it with your peers there is the Alumni Roundtable in Course Block 5 2105 D.

Audience: Staff & Managers

Staff & Managers

Course Type: Collaboration



QUEER & TRANS CAUCUS

Anderson A

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Audience: Queer & Trans People

Course Type: Discussion and Community building



WORKING CLASS CAUCUS

Wolverine

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Audience: Working Class People

Course Type: Discussion and Community building



COURSE BLOCK 3

SATURDAY, 4:15 PM - 5:45 PM



USING ORGANIZING TACTICS WITHIN YOUR CO-OP

Lauren Beitler

2105 A



Co-op houses are our homes, but they are also spaces where we need to actively build community, build consensus, and work toward anti-oppressive ideals. In this workshop we will discuss how to think like community organizers, political organizers, and dynamic facilitators, using organizing tactics to improve house culture, support accountability, and strengthen our co-op's role in the broader cooperative movement. Each participant will develop a plan for their next step to organize at home toward their goals.

Audience: Anybody

Course Type: Workshop



CO-OP GOVERNANCE MODEL TRYOUT - POLICY GOVERNANCE

Lana Wong

2105 B



The Policy Governance model provides a framework to help boards focus on organizational long-term vision and ensure accountability towards their membership. What is unique about Policy Governance that guides good governance? What is it like to be in an organization that uses Policy Governance? In this session, we will cover the theory of the model, its application and impact on annual calendar at a co-op, contrast with other governance practices, touch on misconceptions and gaps, and actually try out the model in Acme Co-op.

Audience: Anybody

Course Type: Lecture and Discussion



INTRODUCTION TO ACCOUNTABILITY MODELS

Evelyn Smith

2105 D



Cooperatives provide many services to their members and host communities, including housing, food, and employment. One other service they often provide is alternative accountability processes--ones that don't rely on the violence of police and incarceration. This workshop provides an introduction to forms that accountability processes can take. Starting with a visioning process examining our own understandings of justice, attendees work through a series of individual and small-group activities to explore the application of different models of accountability, including retributive, restorative, and transformative justice. We will finish with mini-breakout sessions discussing how to implement different accountability strategies within particular co-op contexts.

Audience: Anybody

Course Type: Lecture and Discussion



REGIONAL POWER FOR ECONOMIC DEMOCRACY: A SUCCESS STORY

Audrey Smith And Kamden Biggart

Anderson A

Since 1999, coops and nonprofit businesses in the province Québec have collaborated to build political and economic power. Almost twenty years later, this network has accomplished much: tens of millions in financing available for new co-op projects, a law that recognizes and supports the social economy, multiple public funding programs, and much more. Some of these accomplishments are lobbying successes, others are the ecosystem building itself, one element at the time, through inter-cooperation. The session will analyze the Chantier's model and suggest how it can be replicated in a different regional context.

Audience: Anybody

Course Type: Lecture and Discussion

EXPLORING STUDENT WORKER COOPERATIVES

Corey Walters

Anderson C

While the student cooperative housing community is going strong, there is a building movement of student worker cooperatives that explores the cooperative structure from another perspective. Worker coops provide a direct link to a wider world of cooperation and the new economy and get students involved in alternative economic systems. We'll hear from student workers who have belonged to cooperative businesses both new and old, small and large. We'll discuss issues such as building financial skills, cooperating with other worker coops, dealing with university administrators, transitioning to a cooperative life after graduation, and start thinking about how to spread student worker coops to other campuses.

Audience: Anybody

Course Type: Presentation

THE NASCO INTERNSHIP NETWORK: BUILDING THE NEXT GENERATION OF CO-OP LEADERS

Charlotte Burnod, Camryn Kessler, Carmen Wolcott, Ester Lee, Ratih Sutrisno

Pond A B

This panel will be a good opportunity for interested co-ops and cooperative organizations and partners alike to learn more about the process of hiring an intern and how the NASCO Internship Network builds leaders in the cooperative movement. Alumni of the NASCO Internship Network will also share their experiences and lessons learned from their respective internships.

Audience: Anybody

Course Type: Panel



**A SCIENTIST'S GUIDE TO EFFECTIVE ACTIVISM***Nico White*

Anderson D

Many of us are here because we want to make a difference in the world, but it can be confusing to sift through so many different ideas about what exactly to do. Should we vigilantly call out oppressive language, lovingly call in those we disagree with, or refocus our attention altogether onto structures and institutions? Is the path to social change through peaceful nonviolent protests, working within the system, non-profit volunteerism, or good ol' fashioned insurgency? This presentation will not tell you what you should do, but it will tell you what works. Summarizing over 350 scientific publications on activism, social movements, and revolutions, we will learn which strategies have repeatedly proven to be the most effective in: challenging prejudice and oppression, building and organizing movements, and choosing the right tactics to fit your goals. This session will use a lecture format and will be useful for anyone engaged in animal, human, and/or environmental rights activism. Learn how to transform your passion into real impact. Arm yourself with science.

*Audience: Anybody**Course Type: Workshop***MEMBER STAFF RELATIONS***Steve Dubb*

Bates

This roundtable discussion is a space for co-op staff and managers to explore everything from boundaries, to evaluations, and beyond.

*Audience: Staff**Course Type: Discussion***CREATING A NEW CO-OP (3) - INCORPORATION & BYLAWS***David "Rosebud" Sparer*

Parker

Incorporation is the process of making your co-op a legal entity which can own property, take out loans, and enter into contracts. But there are often many choices that can stymie a group's progress: Corporation or LLC? Which tax-exemptions do we want? We will discuss the why and how of incorporating a co-op, with particular attention to creating bylaws for the new organizations.

*Audience: Anybody**Course Type: Workshop***LARGE STUDENT HOUSING CO-OP ROUNDTABLE***Nick Coquillard*

Wolverine

Large student housing co-op leaders and members come together to discuss 2-5 major issues facing large co-op teams, boards and members. We join to have time to share ideas, resources, networking, and to connect for future conversations

*Audience: Large co-op members and staff**Course Type: Discussion***WHAT'S THE PASSWORD, AGAIN? STARTING THE CONVERSATION ABOUT DISTRIBUTED SOFTWARE FOR COOPERATIVES***Alli Nilles*

Welker

Most software that cooperatives use is centralized: our documents and data are stored and owned by other corporations. This can inhibit transparency and member participation - for example, when people get locked out of shared email or bank accounts, or when people can't access bookkeeping records. This session will identify common software uses - including document sharing, group decision making, and financial tracking. It will include an accessible, non-technical introduction to open source and distributed technologies (such as wikis, version control, and distributed currencies) and their potential role in cooperatives. Most importantly, we will learn from each other about how different co-ops manage their software, and we will have a discussion about how to build a future where co-ops use software effectively and ethically.

*Audience: Anybody**Course Type: Workshop***PEOPLE OF COLOR CAUCUS**

Kunezel

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*Audience: People of Color**Discussion and Community building*

COURSE BLOCK 4

SUNDAY, 9:00 AM - 10:30 AM



FOUNDATIONAL FACILITATION SKILLS

Shay O'Reilly



Kunezel

Dynamic, empowering meetings do exist! Good facilitation makes them happen. Whether you are new to or have practiced facilitating co-op meetings, we will share tools and practices for creating inclusive meeting spaces, designing agendas, delegating meeting roles, preparing for facilitation, and evaluating meetings. We will also collectively troubleshoot how to facilitate in light of challenging scenarios such as power dynamics, low group energy, interpersonal conflicts, and passive-aggressive communication in groups. Workshop participants will leave with a trove of resources as well as a few more facilitation strategies in their back pocket.

Audience: Anybody

Course Type: Workshop



DECONSTRUCTING MASCULINITY: MASCULINITY, AND COLONIALISM PART 1

Savion Mingo, Jason Cathcart, and Caitlin Blue

Anderson AB

We will explore current perceptions of masculinity by directly asking: what is masculinity? What is maleness? We will dive into the impact of colonialism and Euro-centric value systems on our culture, gender, bodies, self-determination, and power structures. Group work and interactivity will be conducted to help unpack traumatic effects of our personal upbringings, societal influences, and colonial past.

Audience: Anybody

Course Type: Workshop



PERCEIVING THE POSITIVE: EXAMINING THE BENEFITS OF COOPERATIVE LIVING AND WORKING

Mallory Mitchell

2105 A

Most co-ops agree that cooperative living and working has many uniquely positive effects on people's lives. But how often do we take the time to examine what specific aspects of cooperative living and working contribute to the amazing sense of belonging, empowerment, and agency that so often comes with moving into a cooperative space? In this session, we'll articulate some of those hidden causes and effects, as well as reflect on the positive impacts cooperative living has had for you on a personal level. You'll gain tools to stay present to the good things so you can fully harness the impact of your cooperative experience, both in the moment and beyond.

Audience: Anybody

Course Type: Workshop

BYSTANDER INTERVENTION TRAINING

Layla Ananda

Anderson C

As we hear of accounts of attacks against marginalized groups, many of us have asked ourselves, "What would I do if I were there?" The good news is that there are skills and techniques that you can learn to keep others safe. Bystander Intervention Training will show you basic tactics that can be used to de-escalate and/or redirect threats and harassment. Experienced facilitators will help you learn and practice basic non-violent communication and intervention strategies.

Audience: Anybody

Course Type: Workshop

COMMUNITY AGREEMENTS AND CREATING SAFE(R) SPACES (ROUNDTABLE)

Tappan

Community agreements are important and powerful tools that co-ops use to hold themselves accountable to their shared norms, values, boundaries, and aspirations. If there are implicit codes of conduct where you live, we especially invite you to explore making them explicit! In this roundtable, participants will share their struggles and success in setting community agreements and discuss strategies for making their spaces safe (or at least safer).

Audience: Anybody

Course Type: Discussion

CREATING A NEW CO-OP (4) - BUDGET & FEASIBILITY

Brian Dahlk

Parker

Would you like to feel more empowered to understand and participate in housing co-op development projects? This workshop attempts to demystify the financial aspects of co-op development. Designed for those without much experience, attendees will gain higher levels of comprehension and reduce the feelings of confusion around their co-ops' development and expansion initiatives. It's applicable to those in established co-ops that might consider expanding as well as folks looking to start up a first house.

Audience: Staff

Course Type: Workshop

PROPERTY PURCHASING CLINIC

holly jo Sparks and David Rosebud Sparer

2105 D

Real estate transactions can be complicated, and for co-ops trying to purchase a property there are unique considerations and obstacles. In this session, we will work with participants one-on-one to examine their current or planned cooperative housing development projects and offer advice on how to navigate the real estate purchasing process.

Audience: See description

Course Type: Workshop



**MONEY TALKS: HOW TO DEMYSTIFY YOUR CO-OP'S FINANCIALS AND CREATE MEMBER BUY-IN**

Brigid Maniates
Anderson D

Democratic control of the cooperative's finances by members requires a financially literate membership. In this workshop, we'll discuss techniques, policies, and ongoing educational opportunities to engage your cooperative around finances. This session hopes to demystify and to democratize cooperative financial practices in an engaging manner through activities. We'll look at policies and best practices used at housing co-ops across the country, the participatory budgeting process, and ways to educate and engage members throughout the year. Finally, we'll examine how a strong budget and financial policies support anti-oppression practices. No prior knowledge required; all skill levels are invited to participate

Audience: Anybody

Course Type: Workshop

**ORGANIZATION IN CO-OPS: INTRODUCTION TO MICHELS' IRON RULE OF OLIGARCHY--AND SOME SOLUTIONS**

Theodore Christopher Charles Torry

Bates

Co-operatives are organizations. What do organizations do when they organize? What does a co-operative do when it is organized un-co-operatively? In this session, we explore the classic sociological text of Robert Michels, "Political Parties" to provide insights to these questions. Despite striving to create egalitarian communities, the very nature of organization itself produces specialization and hierarchy, counter to this grass-roots ideal. We see the same phenomenon described in Michels' early 20th-century political context that can be observed in such problems as "member apathy" in contemporary co-operatives. We will collectively discuss and seek strategies for addressing Michels' problematic, using case study examples from participants' co-ops.

Audience: Anybody

Course Type: Lecture and Discussion

**UNWRAPPING OPPRESSION IN FOOD JUSTICE SPACES**

Dorian Blue and Dominique Pearson

2105 B

As folks who inhabit a crossroads of marginalizations, it can be hard for us to find space and footing to do this work. With a food system saturated in oppression and violence and a justice movement that has been whitewashed from jump, it can feel impossible to be a part of an organization that aligns with your goals as opposed to adding to your struggles. From interpersonal racism to food-buying nightmares and administrative pushback, we will fine-tune solutions to the challenges we face, shaping our food justice organizations to truly liberate ourselves and our food system, from the roots up

Audience: Anybody

Course Type: Workshop

NOT ANOTHER CONSENT WORKSHOP! AN INTRODUCTION TO STRUCTURAL SEXUAL VIOLENCE PREVENTION

Evelyn Smith

Anderson D

This workshop introduces participants to the concept of structural sexual violence prevention--that is, how to build sexual violence prevention programming that operates beyond the level of individualized education around consent and sexual health. Through activities and small-group discussion, we also identify vulnerabilities in our own communities and professional context and develop an initial plan for how to address them. This workshop will be most useful for individuals who plan events for co-ops or who perform employee-centered jobs (such as HR), though any co-op member interested in preventing sexual violence could benefit from the discussion and activities

Audience: See above

Course Type: Workshop

COTTAGE INDUSTRIES: BUILDING LIVE/WORK COOPERATIVES WITH YOUR COMMUNITY

Matthew Keesan

Welker

Building a cooperatively-run business into your housing cooperative can promote sustainability, socioeconomic diversity, and personal development, not to mention liberate you from your day job or reduce your student debt burden. We added a bed and breakfast into our housing cooperative, which covers our room and board for about 10 hours of work per week. We'll give an overview of successful living cooperatives with cottage industries; explain the benefits, challenges, and best practices; and share our open source model for replicating anywhere! We'll use Clarksdale, MS, as a case study in mobilizing a community to build a new cooperative.

Audience: Co-op Members

Course Type: Lecture and Discussion

WE ARE NOT ALONE: STUDENT HOUSING ISSUES AND CO-OPS AROUND THE WORLD

Lynn Mourtada, Kamden Biggart

Wolverine

All over the world, the number of students keeps rising. Furthermore, this population is increasingly mobile and open to studying further away from home. This leads to a rise in student housing demands and the development of various models of housing. Most notably, many countries experience a boom in private for-profit student accommodation, while others favor a public or a co-op model. Exploring a few countries, we will draw a picture of different situations regarding these types of housing, the problems they bring and the solution that student cooperative housing represents.

Audience: Anybody

Course Type: Lecture and Discussion



COURSE BLOCK 5

SUNDAY, 10:45 AM - 12:15 PM



ADVANCED MEETING FACILITATION

Morgan Crawford

Tappan

Have you ever facilitated or attended a meeting that wasn't as productive, inclusive, or as fun as you hoped? How can facilitators ensure that all voices are heard? An effective democratic, cooperative process requires first-class facilitation. In this session, we will discuss our collective facilitation experience, swap tips, and tricks, and put our skills to work in some fun skits. Participants will leave this roundtable with new strategies, resources, and perspectives on facilitating in a cooperative context.

Audience: Anybody

Course Type: Discussion



DECONSTRUCTING MASCULINITY: COLONIALISM PART 2

Savion Mingo, Jason Cathcart, and Caitlin Blue

Anderson AB

The direct lineage of White supremacist systems and power can be seen throughout various colonized countries and people of African, Asian, Indigenous, Hispanic, and Latinx descent. What were precolonial views of masculinity before European violence? What is decolonized masculinity? What does decolonizing "look" like today?

Audience: Anybody

Course Type: Workshop



HOW TO CULTIVATE FOOD JUSTICE WITHIN YOUR LOCAL FOOD SYSTEM

Peter Varas

2105 A



In this workshop, we will discuss how and why supporting your local food system is crucial to dismantling the system of oppression that is the food system. We will touch on topics such as is fair trade really fair, how local is local, food insecurity/affordability, and supporting farmers of color. Find out ways to discuss culturally appropriate food choices in your co-op, and build relationships with your local farmer. Go back to your community with the tools and resources needed to propel justice in the food system.

Audience: Anybody

Course Type: Workshop

INVESTING IN COOPERATION

Mark Fick

2105 B

Cooperative businesses in the US control \$3 trillion in assets and create \$500 billion in revenue annually. But most of these assets are lost to the extractive economy rather than being reinvested into cooperative enterprises. This session will offer examples of how cooperatives and individuals are investing their financial resources directly into the cooperative economy using loan funds and community development financial institutions. We will talk about balancing our requirements as cooperative lenders with our needs as cooperative borrowers and explore how concepts of debt and credit can work within the cooperative principles.

Audience: Anybody

Course Type: Workshop

ALUMNI ROUNDTABLE

Steve Dubb

2105 D

This is a space for Staff that are working on Alumni engagement programs to come together to share and discuss.

Audience: Staff & Managers

Course Type: Discussion

CO OPTOPIA: PROBLEM SOLVING IN OUR SEMI FICTIONAL TOWN HALL"

Nick Knighton, Ellery Wealot

Anderson C

How do cooperative living spaces most effectively remedy social programming of their occupants that is collectively acknowledged to induce overexertion of emotional labor and discomfort? Through this collaborative session, we will cross-pollinate ideas and concepts in order to gain perspective and competency in implementing top-down constitutional reform, while maintaining a bottom-up shift of consciousness as to why the problem exists, and how we prioritize addressing it on a day-to-day, in-house basis.

Audience: Anybody

Course Type: Lecture and Discussion



**IT'S ALIIIVEEE! : FRANKENSTEINING COOPERATIVE POLICY BY MAKING IT VISUALLY ACCESSIBLE***Meredith Nesbitt, Milo Chiu*

Pendleton

Formal or informal, policy plays a huge role in cooperatives: it dictates our legal existence, our cooking schedules, our memberships, etc. However, traditional policy formats can be can be tedious and inaccessible. At this workshop, we will use visual media to make written policy come to life. We will break into groups centered on types of policy (member debt, conflict diffusion, cooking, the board of directors jurisdiction, etc.) and create! Attendants are encouraged to bring policy from their own cooperatives to illustrate, with collaboration from others; we will also have printed copies of policies from a variety of co-ops available. Join our policy jam and listen to music while sharing images and practices from our home co-ops!

*Audience: Staff and Managers**Course Type: Collaboration***UNIONS, CO-OPS, SUCCESSION PLANNING AND POLITICAL ORGANIZING***Matthew Bair*

Wolverine



I would like talk about a developing strategy for the co-op world involving unions, retiring business owners, public companies, WSDEs (worker self-directed enterprises) and politics. We are working on bringing People's Ride as a public company, through DPO (direct public offering) with the drivers holding control and having a majority share ratio of 10 votes to the public having 1. With the baby boomer generation, a huge wave of companies are looking for an ethical route to transfer their company. The role unions have, is the political advocacy and what they have always looked to accomplish, more control for working people.

*Audience: Anybody**Course Type: Presentation***WATER IN ENERGY IN COOPERATIVES: PRACTICAL PERMACULTURE***Michael (Mickey) Rush*

Parker

Explore small steps you can take towards sustainability by locally capturing, storing, and sharing energy and water resources at your cooperative. Learn how the permaculture principles of (1) observing and interacting, (2) catching and storing energy, (3) using and valuing renewable resources and services, (4) using small and slow solutions, and (5) using and valuing diversity allow us to creatively respond to climate change. Michael (Mickey) Rush, a water resources engineer, will describe the design, installation, and optimization of home rainwater collection systems, gray water recycling systems, south-facing cold frames, solar voltaic arrays, and a variety of passive solar solutions. Participants will receive a free solar model to calculate seasonal insolation on exterior surfaces. This session will integrate community knowledge and provide a platform for developing future grassroots solutions.

*Audience: Anybody**Course Type: Workshop***FROM BREW CLUB TO BEER CO-OP***Grace Bannerman, Phil Isaac, Holly Dupuis, and Harry Shaftoe*

Anderson D

We liked cheap beer and we liked good beer, but the two rarely met until we took matters into our own hands. This presentation will explain how we, a handful of students with limited resources, created our homebrewing cooperative, and how you can do the same!

*Audience: Anybody**Course Type: Lecture and Discussion***CREATING A NEW CO-OP – 5 - FINDING A PROPERTY THAT FITS YOUR GROUP'S NEEDS***Jim Jones*

Welker

Sure, you found the perfect house. But should you buy it, or even rent it, given your local zoning codes? And how does cost factor in, not to mention community? What you can buy or should buy may be very different from what you want to buy. Figuring out what to look for in advance will help to keep you from many a heartache! This workshop will look at the interactions between city requirements, cost, community-building, location, size, sources of funding, political support, and many other factors that influence the nature of the building you should be looking for.

*Audience: Anybody**Course Type: Lecture and Discussion***MENTAL HEALTH CONCERNS AND HOW TO ADDRESS THEM***Gabriel Cojocariu and Kerry Barron*

Bates

Mental health concerns are more prevalent now than ever before in Post-Secondary student life. As ambassadors for community living, it is important to discuss and understand the warning signs our members present when they are in distress. This Round-Table discussion will provide you with the opportunity to share your story, gain some insight from other institutions, and learn intervention approaches on how to engage these students in distress.

*Audience: Anybody**Course Type: Workshop***STRATEGIC PLANNING THROUGH COLLABORATIVE DESIGN***Nick Coquillard and Maya Menlo*

Kuenzel

A former board president from the ICC-Ann Arbor (and now a third-year law student at Yale) and the current student housing co-op General Manager will engage participants on the strategic planning journey taken recently by its membership. We will all discuss strategies anchored in Human-Centered Design, Structured Scenario Building, and Community Driven Discovery. Our outcome will result in the sharing of engagement ideas, tools, action plans, project plans, and other take-away's that will help you plan effectively and remarkably.

*Audience: Anybody**Course Type: Workshop*

COURSE BLOCK 6

SUNDAY, 1:45 PM - 3:15 PM



FROM THERE TO HERE: STORY MAPPING

Kim Garmany

2105 A



We're all here now, but how did we get here? Knowing a person's story can be a very powerful tool for building lasting connections in your housing co-op and beyond. Participants will create a personalized story map to share with the group if they wish. Time for discussion and reflection will be built into this workshop.

Audience: Anybody

Course Type: Workshop



BASICS OF FINANCE FOR BOARD MEMBERS

Lana Wong

2105 B

As the board of directors that is responsible for the well being of the co-op, you are often presented with financial reports. But what do they mean and how do they reflect the state of the co-op? How are they used as tools to plan for the future? This session will go over financial representation of current co-op state, co-op's operations, plan for future, and performance measurement.

Audience: Board members or Co-op members

Course Type: Workshop



COOPERATIVE SYMBIOSIS: MEANS OF MUTUAL SUPPORT BETWEEN CO-OPS AND COMMUNITY MOVEMENTS

Bailey Shatz-Akin and Theo Hofrenning

Anderson AB



How can cooperative ownership and community organizing intersect and complement one another in concrete and material ways? How can democratic institutions support the struggle for an honestly democratic society? Our cadre of organizers living in Minneapolis and Northfield, Minnesota, are creating a network of worker cooperatives that support local economic democracy while funding unpaid organizing. In this workshop, we will collaboratively evaluate the symbiotic model we are developing, then identify ways that this praxis can be applied to your own work towards cooperation, local democracy, and social justice.

Audience: Anybody

Course Type: Workshop

ACTS OF ALLYSHIP: FACILITATING EQUITABLE SPACES IN SOCIAL JUSTICE

Dorian Blue and Dominique Pearson

Anderson C

This workshop seeks to help us facilitate social justice spaces that are as revolutionary as the work we do. From acting as an ally in an instance of harm to deconstructing harmful organizational norms, we will brainstorm ways to make space for more marginalized folks to speak for themselves, as well as ways that folks can do the work of allyship by pre-emptively checking themselves and others. These will include simple concrete actions, as well as more ideological ones, in the hopes of leaving with a gamut of tools at our disposal to create spaces that better serve us all.

Audience: Anybody

Course Type: Workshop

THINK OUTSIDE THE BOSS: HOW TO START A WORKER CO-OP

Adam "Fuzzy" Konner

Anderson D

Worker-owned cooperatives—businesses owned and democratically controlled by their workers—provide stable jobs, empower workers through self-management, and promote community. Because they function within the capitalist economy, worker co-ops are part of a grassroots solution to the current economic crisis and have the potential to overturn conventional business from the bottom up. We will introduce what they are and how they work, show some examples, and explore the nuts and bolts of how to get one started. Participants will leave with concrete tools for starting worker co-ops in their areas, including guides, consultants, and funding sources. Bring your business ideas!

Audience: Anybody

Course Type: Workshop

COOPERATIVE GARDENING: GROUP GROWING POWER IN HOUSING CO-OPS

Francesca Hanson and Duck Groves

Bates

In many co-op houses, there is no shortage of excitement surrounding locally-sourced food. But when it comes to the garden in the backyard, the tragedy of the commons reigns supreme. The only missing piece, oftentimes, is the structures to organize shared labor in the garden. What are some ways to effectively mobilize your comrades and get excited yet intimidated housemates to participate in a making a bountiful garden? We will simulate a growing season to face some garden challenges head-on. Then, we will discuss politics that contextualize the importance of an individual garden.

Audience: Anybody

Course Type: Workshop





CONFRONTING SEXUAL VIOLENCE IN COOPERATIVE SPACES

Nia Daidis, Alison Kronstadt, and Wren Leader

Pendleton

Sexual violence can fragment our cooperatives, but we believe that anyone can build the skills we need to confront sexual violence and transform our communities. In this workshop, we will be sharing frameworks and skills associated with successful responses to sexual violence based on the principles of Transformative Justice, a movement led by women of color that seeks to create survivor-centered, community-specific responses to harm. We will talk about how systems of power and privilege interact with sexual violence, and work through real-world examples and hypothetical situations to build the skills we need to make our communities safer.

Audience: Anybody

Course Type: Workshop



WHO'S MISSING? - INCREASING ACCESSIBILITY TO MEMBERSHIP

Sarah Jones and Brigid Maniates

Pond AB

Creating a free and open membership demands that housing cooperatives reflect on our membership processes and wrestle with tough questions. Who applies to our house(s)? Who is offered a lease? Who stays? Why? Who is routinely being left out? In this collaborative session, attendees will participate in a World Café style dialogue that fosters the natural cross-pollination of relationships, ideas, and meaning as people move from one conversation to another. Attendees will leave the session with concrete action items and proposals to increase accessibility at their home cooperatives.

Audience: Anybody

Course Type: Workshop



PROFESSIONAL DEVELOPMENT: DISCOVER YOUR BEHAVIORAL STYLE

Patti Kardia, Nick Coquillard

Parker

Inter-Cooperative Council at the University of Michigan staff teammates Patti Kardia and Nick Coquillard will empower and inspire attendees to DiSCover the wonders of prioritizing professional development as a means to refresh oneself, maximize performance, grow self-confidence, develop teamwork, improve resiliency, and more!

Professional Development (PD) is often de-prioritized in our lives as co-op members, leaders, staff, etc. due to the busyness of our lives and our long lists of tasks and goals. Research shows that PD is absolutely crucial to learn new/updated skills, energize ourselves, anticipate progress, inspire creativity, grow in our abilities, pause to care for ourselves, and to grow together as a team. This highly interactive session will offer the chance to complete a DiSC assessment and have fun reviewing, applying, and sharing their behavioral styles in fun group activities. Not only will you DiSCover more about yourself, you will also develop skills that you'll be able to immediately bring back to your co-op and to weave professional development into your personal and team culture so that you continue to grow and connect together in ways that are fun and productive.

Audience: Staff and Managers

Course Type: Workshop

IT'S A BIG CO-OP WORLD OUT THERE

Morgan Crawford

Kuenzel

"So, what's a co-op?" Surely you've heard this question many times coming from your friends, family, strangers ... but, really, what is a co-op? What makes it ... co-op-ey ... and why is it special? In this session, we'll unpack misconceptions that we may have about cooperatives, unraveling the DNA held in common by all cooperatives in order to build a solid definition. We'll learn about co-ops of all shapes and sizes, and explore how they each serve their communities in very different ways. Finally, we'll put our heads together to change the world, imagining new cooperatives that will address specific social issues that we're facing. There's a Big Co-op World waiting right outside your home co-op's door - let's build it together.

Audience: Anybody

Course Type: Workshop

HOW TO GET MORE WOMEN ON THE BOARD/DEALING WITH SEXIST BULLSHIT

Hailey Asquin

Welker

This workshop is going to tackle the need for gender-balanced boards and the fallout that unbalanced ones can create. We'll look at what can be done to encourage more women to join boards, and we'll talk and strategize about how to deal with sexist and rape-culture apologist attitudes on male-dominated boards. We will draw on personal experience as well as research-based evidence, and you will be invited to share your own experiences. Together our insights will help build a collective toolkit of strategies for confronting patriarchy in our boardrooms.

Audience: Anybody

Course Type: Workshop

CONSENT-BASED DECISION-MAKING

Sky Blue

Wolverine

Co-ops are places where we get to see what real democracy looks like. They are also places where our idealism gets tested in the day to day of living and working together, with all the challenges, logistical, interpersonal, and otherwise, that present themselves. Solid decision-making processes that take everything into account, and that make sure everyone is heard, considered, and empowered, are crucial for a successful co-op. This workshop will cover the fundamentals of consent-based decision-making (i.e. consensus and similar methods).

Audience: Anybody

Course Type: Workshop



PRESENTER BIOS

ADAM "FUZZY" KONNER

Common Good, The Hive, Collective Seeds, Sassafras Tech Collective

Adam "Fuzzy" Konner is a worker co-op consultant and educator with Collective Seeds Consulting Co-op. He works as a web and database developer as a worker-owner of Sassafras Tech Collective, a worker co-op. He is also working with The Working World, an international organization that provides loans and technical assistance to worker co-ops in Latin America and the US, to create a crowdfunding website for worker co-ops everywhere. He is one of the founders of The Hive, a housing co-op in Ann Arbor where he currently lives, and he held many leadership positions within the ICC Ann Arbor.

- *Think Outside the Boss: How to Start a Worker Co-op*

ALEX COFFIN

Berkeley Student Cooperative

Alex is the Vice President of Experience and Training (VPET) for the Berkeley Student Cooperative. For the last year, they have worked as the organization's Conduct Member Advisor, where they helped members navigate internal procedures designed by the co-op to address issues of conduct liability. As VPET, they are now facilitating the committee that writes these policies--creating a stronger, more autonomous organization that is capable of holding members accountable while preserving a relative independence from outside law enforcement entities.

- *Cooperative Conduct Accountability Round Table*

ALIISA LAHTI

ERACCE (Eliminating Racism & Creating/Celebrating Equity)

Aliisa Lahti grew up in central Michigan and now lives in Kalamazoo where they have been engaging in antiracism organizing with the local nonprofit, ERACCE (Eliminating Racism & Creating/Celebrating Equity) since 2009. They studied Comparative Religion and Environmental Studies at Western Michigan University. Aliisa serves on the Antiracism Transformation Team at PFC Natural Grocery and Deli where they previously served on the board for six years. Aliisa is a skilled facilitator and core trainer

with Crossroads Antiracism Organizing and Training (ERACCE's national partner). Collective decision making is a practice they engage in as often as possible. Aliisa finds the work of antiracism to be humanizing and life giving and is passionate about further exploring the intersections of identity. Aliisa became a parent in 2014 and loves being outside and teaching and learning with their child, Weaver.

- *Introduction to Systemic Racism*

ALISON KRONSTADT

OSCA; Seedpod Coop

Alison Kronstadt (she/her and they/them) is a writer, youth worker, and anti-partner abuse activist from the DC area. She is an alum of the Oberlin Student Cooperative Association, where they worked as a Sexual Offense Policy Advocate, and a current a member of Seedpod Coop in Boston, Massachusetts. Outside of co-op life, they work as a Group Leader in the afterschool program of a bilingual K-8 school, and a hotline advocate for The Network/La Red, a survivor-led anti-partner abuse and anti-oppression organization that serves LGBTQ/T survivors, polyamorous survivors, and survivors who practice BDSM.

- *Confronting Sexual Violence in Cooperative Space*

ALLI NILLES

Community of Urbana Cooperative Housing (COUCH)

Alli Nilles lives at Brooks House in Urbana, Illinois, and is currently the president of the Community of Urbana Cooperative Housing (COUCH) organization, which is comprised of two houses and about thirty people. She has also served as finance coordinator and membership coordinator for Brooks House. Alli is a PhD student in Computer Science at UIUC, and is very interested in exploring how new technologies and softwares can help cooperatives become more efficient and organized, as well as identifying and removing the obstacles to adoption of such technologies.

- *What's the Password, Again? Starting the Conversation about Distributed Software for Cooperatives*

AUDREY SMITH

UTILE

Audrey Smith is a Civil Engineering student studying at Concordia University. Her interests however are not limited to her textbooks, which are as heavy as the bricks she studies, but also includes working on projects with social, environmental and creative aspects. This has pushed her to work on a project that

focuses on drinking water quality in an indigenous community, becoming the Managing Editor for the art and literature magazine The Void, and working on a Cooperative Student Housing project.

- *Regional power for economic democracy : a success story*

BAILEY SHATZ-AKIN

Young People's Action Coalition/Feed The People Farms/Northfield Curbside Composting

Bailey is a member of a cadre of organizers and co-op worker-owners in Minneapolis and the nearby town of Northfield, Minnesota. Together, they work to support and sustain youth-based community organizing through two worker-owned businesses-a regenerative chicken farm and a compost collection service. Before moving to Northfield, Bailey attended the University of Minnesota while living and learning cooperatively for three years at the wonderful East River Co-op in Minneapolis.

- *Cooperative Symbiosis: Means of Mutual Support Between Co-ops and Community Movements*

BREL HUTTON-OKPALAEKE

Madison Community Cooperative

Brel Hutton-Okpalaeké has been on staff as a Maintenance Coordinator for Madison Community Cooperative for the past two years, and started serving on the Board of MCC in 2014. Since then, he has worked on reopening Lothlorien Cooperative after a destructive fire, and serves on the NASCO Development Services and NASCO Properties boards. Brel has spent time outside MCC developing the Freewheel Bicycle Collective, a nonprofit bicycle education, charity and service coop located in Madison, WI.

- *Community Co-op Roundtable*

BRIAN DAHLK

Wegner CPAs

Brian is a CPA who works with several dozen cooperative organizations all across the country. Brian was a member of Madison Community Cooperative - he has clear memories of feeling financially clueless while serving on the board - and later worked there for nine years as the co-op's financial coordinator. He also served on the boards of NASCO Properties and NASCO Development Services and became a member of the Santa Cruz Student Housing Cooperative. Brian now works for Wegner CPAs in Madison, serving the co-op movement by providing financial advice, conducting financial audits and reviews, and preparing tax returns.

- *Creating a New Co-op (4):Budget & Feasibility*

BRIGID MANIATES

Qumbya Housing Cooperative

Brigid Maniates serves as the general manager for Qumbya Housing Cooperative and Lots in Common. She also consults with cooperatives, small businesses, and museums in the Chicago area. Previous to joining the cooperative world, Brigid worked in museum education.

- *Who's missing? -- Increasing Accessibility to Membership*
- *Money Talks: How to demystify you co-op's financials and create member buy-in*
- *Member Debt (Roundtable)*

CAITLIN BLUE

D.O.P.E.

- *Deconstructing Masculinity: Masculinity, and Colonialism Part 1*
- *Deconstructing Masculinity: Colonialism Part 2*
- *Unpacking Violence: Liberation Within Chaos*

CAMRYN KESSLER

ICC Austin

Camryn is a senior at the University of Texas, studying Urban Studies and Real Estate Finance. She's lived in ICC Austin for the last three years, and interned at UKSHA in Lawrence, Kansas this summer. She's also the 2017 Active Member Representative to the NASCO board. Camryn spends all her free

time watching Parks and Rec with her cat, Kristaps.

- *The NASCO Internship Network: Building the Next Generation of Co-op Leaders*

CARMEN WOLCOTT

Oberlin Student Cooperative Association

Carmen is a 4th year at Oberlin College and has been in OSCA throughout her entire time at Oberlin. At OSCA, Carmen has been the Education Coordinator as well as the Summer Membership Intern and has been on the Board of Directors for 3 years. This summer, Carmen was the Anti-Oppression and Education intern at MOSAIC in Evanston. Carmen is getting ready to graduate this year and is nervous but excited as she prepares for adulthood. She hopes to work in education or a social justice-related field. Carmen likes glitter, rugby, drawing, & dancing.

- *The NASCO Internship Network: Building the Next Generation of Co-op Leaders*

CHARLOTTE BURNOD

ICC Austin

Charlotte Burnod is a member of ICC Austin and a senior at the University of Texas at Austin. She fell head first into the co-operative world her sophomore year, living in and serving as the Membership Coordinator for Laurel (part of College Houses). During the 2016-17 academic year, she studied abroad in Scotland and helped start the Glasgow Student Housing Co-op. This past summer, Charlotte interned with West Chester Food Co-op in Pennsylvania. She looks forward to deepening her involvement with the co-operative movement after graduation. She likes breakfast tacos, hiking, and plans to start a co-operatively-run food truck and brewery.

- *The NASCO Internship Network: Building the Next Generation of Co-op Leaders*

COREY WALTERS

Center for Student Business - UMass

Corey Walters is currently the Director of the Center for Student Business at the University of Massachusetts. He works with seven student-run cooperative businesses consulting with and training student co-managers in areas such as financial management, long-range planning, operations and democratic leadership. He holds an MBA from UMass and as an undergrad, he attended Oberlin College, where he was the Membership Director of the Oberlin Student Cooperative Association and served on the OSCA board of directors.

- *Exploring Student Worker Cooperatives*

CORRIGAN NADON-NICHOLS

NASCO

Corrigan Nadon-Nichols serves as the Director of Development for NASCO, providing consulting services to cooperatives that are organizing and purchasing property. Corrigan has nine years of co-op and non-profit management experience, including work with Qumbya Housing Cooperative and consulting with non-profits and small businesses. He served on the NASCO Properties Board of Directors for five years, two as president. Corrigan enjoys solid meeting facilitation, awkward silence, and talking about co-ops all the time.

- *Creating a New Co-op (1): Starting a New Co-op from A to Z*
- *Creating a New Co-op (2): Strategies for New Co-op Organizers*
- *Creating a New Co-op (3): Incorporation & Bylaws*

DANIEL MILLER

NASCO

Daniel Miller has lived in and worked with student, community, and food co-ops since 1998. Daniel currently works for NASCO as the general manager for NASCO Properties, and he also helps people start new co-ops. Since 2007, Daniel has been involved in educating NASCO members on legal issues, budgeting, and ways to improve their co-ops. He also cares deeply about creating more inclusive and accessible communities and encouraging co-op members to get involved in with their surrounding communities.

- *Creating a New Co-op (6): Negotiating a Master Lease*

DANIELA PALACIOS

SCHA/Domes

Daniela (she/her/hers) is a chicanx, first generation college student trying to navigate academia and housing co-ops in Davis, Ca. At UC Davis her major is Gender, Sexuality, and Women's studies with an emphasis on environmental justice and racism. She tutors k-6th grade bilingual students for a living and does this work with a lot of love. A lot of Daniela's identities (feel free to ask) and ways of knowing stem from being the daughter of Oaxacan immigrants, and specifically from witnessing the otherization of racialized labor. She has lived within the Solar Community Housing Association community since Fall 2014, at Davis Student Co-op, Agrarian Effort and most recently at the Domes.

- *Love Doesn't Trump Hate: Moving Beyond Performative Allyship*

DAVID ROSEBUD SPARER

Herrick & Kasdorf LLP

David "Rosebud" Sparer is an attorney who works in Madison, Wisconsin. He has been involved with co-ops for 40 years. A significant part of his legal practice involves working with co-ops. He works with all sorts of co-ops - housing co-ops, worker co-ops, grocery co-ops, etc. This involves everything from helping them create their organization, to issues related to successful operation, including member relations, to litigation. He also works with non-profits helping them obtain non-profit status, and has successfully done this with dozens of housing co-ops around the country. He lived in a housing coop in the 70s through the 90s in Madison. His other primary area of practice is tenants' rights litigation. He has also been a serious Buddhist and Tai Chi practitioner for over 40 years.

- *Creating a New Co-op (3): Incorporation & Bylaws*
- *Getting Tax Exemption*
- *Difficult Decisions - Asking a Member to Leave*
- *Property Purchasing Clinic*

DEVIN CASE-RUCHALA

The Democracy Collaborative

Devin is a graduate student at UNC-Chapel Hill with several years of experience working in the cooperative sector, including working with Shared Capital Cooperative and prior to that working as the treasurer at Bloomington Cooperative Living (BCL) for several years. Outside of their graduate studies in international political economy, they also currently work with The Democracy Collaborative as a research fellow and continue to serve on BCL's board of directors.

- *Own your books!: Demystifying financial planning & cultivating democratic engagement*

DOMINIQUE PEARSON

CoFed

Dominique (they/them, he/him): is a queer, Black, nonbinary activist and healer-in-training. Originally from Los Angeles, CA, they were a 2012-2016 member of the Oberlin Student Cooperative Association (OSCA), and more recently a worker-owner at Red Emma's Bookstore & Coffeehouse. They are currently a CoFED Racial Justice Fellow, reintroducing culture-driven and independent food skills into communities of color across the DMV area and beyond, through workshops, zines, and educational social media. You can find them at: <https://www.facebook.com/reclaimingourfoodandfreedom/>. Dominique has

recently moved to Baltimore, MD, where they work closely with various healing justice communities in the area.

- *Unwrapping Oppression in Food Justice Spaces*
- *Acts of Allyship: Facilitating Equitable Spaces in Social Justice*

DORIAN BLUE

CoFed

Dorian Blue (they/them) is a Black, queer activist in their early twenties, finishing up their undergraduate degree at the University of Maryland. Dorian has worked as an ally of the food justice movement since June 2015, when they started their two years in service a co-owner at the Maryland Food Collective. Since then, they have been organizing for workers rights, holding community fundraisers, and studying the power of food coops in local communities. Dorian began their work with CoFED as a Racial Justice Fellow in June 2017, and has since then transitioned into new roles as Head Storyteller and Communications Fellow.

- *Acts of Allyship: Facilitating Equitable Spaces in Social Justice*
- *Unwrapping Oppression in Food Justice Spaces*

DUCK GROVES

Bloomington Cooperative Living

Duck Groves is a senior undergraduate at Indiana University studying Sustainable Food Systems & minoring in Gender Studies. This is their third year living in Bloomington Cooperative Living, and they hold the staffer position of Outreach Coordinator. This summer, they worked as a maintenance intern at Madison Community Cooperative in Madison, WI. They have worked on a permaculture farm and an organic farm in Bloomington, and they're interested in shifting the food growing power dynamic away from the hands of the business owners and into the hands of the people.

- *Cooperative Gardening: Group Growing Power in Housing Co-ops*

ELLERY WEALOT

East River Co-op

Ellery (rhymes with celery) Wealot first discovered co-ops while working for Wisconsin Farmers Union during his summers in college. He started a co-op education club at the University of Minnesota- Morris, researched worker co-ops for his undergraduate senior seminar, and facilitated co-op workshops in Minnesota, New York, Colorado, and Alberta. He worked with Cooperative Development Services to research economic trends in rural

Minnesota and the role of co-ops in these communities. He currently lives in the East River Co-op in Minneapolis, MN, where he has served as education steward and president. He is a proud member-owner of two credit unions.

- *The Conundrum of Holistically Instituting Principled Change in a Cooperative Living Space*
- *Exploring the Member Application Process*

ESTER LEE

Santa Barbara Student Housing Co-op

Ester Lee is a member of SBSHC in Isla Vista, California. She previously served on the Board of Directors as Treasurer, which led to her internship at SCO in Athens, Ohio as their Accounting Coordinator this past summer. Ester is a tea connoisseur, and has too many videos of her pet rabbits.

- *The NASCO Internship Network: Building the Next Generation of Co-op Leaders*

EVERLYN SMITH

Bloomington Cooperative Living/Middle Way House, Inc.

Evelyn Smith is Community Outreach Coordinator for a domestic violence shelter/rape crisis center in Bloomington, Indiana. She is a long-time activist, with experience organizing around queer and trans issues, reproductive rights, and anti-sexual violence projects. Her work addresses the intersectional risk factors that affect society's most marginalized members, particularly queer and trans women, people with disabilities, people of color, and housing insecure and homeless individuals. Evelyn has degrees in Gender Studies and Biology, and is currently pursuing a Master's degree in Public Affairs, with a concentration in health policy. She lives in a small housing co-op in Bloomington.

- *Not Another Consent Workshop! An Introduction to Structural Sexual Violence Prevention*
- *Introduction to Accountability Models*

FRANCESCA HANSON

Bloomington Cooperative Living

Francesca Hanson has been an active member of the DIY art circuit in Indianapolis for around two years. She makes electronic music using analog synthesizers and even builds her own. In the co-op world, she is a treasurer, board representative, and food committee member in Bloomington Cooperative Living, where she has been living for a year. She worked on a permaculture farm and has been a primary actor in the creation and maintenance of three gardens in Bloomington and

Indianapolis. She is also a professional baker and an anarcho-communist.

- *Cooperative Gardening: Group Growing Power in Housing Co-ops*

GABRIEL COJOCARIU

Waterloo Co-operative Residence Incorporated

Gabriel has a history of working in mental health field with high needs behavior and mental health diagnosis for a period of 6 years. He left the field and ran a successful construction renovations firm before entering the employment world 5 years ago, working as an operations manager and currently as the facilities manager for WCRI in Waterloo.

- *Mental Health Concerns and how to address them*

GRACE BANNERMAN

Campus Co-operative Residence, Inc.

Grace Bannerman: Grace joined CCRI in 2014, living there during two school years and two summers and counting! For Grace, the best part of CCRI is the friendly community atmosphere, and the opportunities for self-determination. Visiting NASCO for the first time, Grace looks forward to learning more about other co-op systems. She is proud to be a founding member of Cold One Co-op aka The Brewminati aka Brew Club aka Beer Co-op., and loves talking about herself in the third person.

- *From Brew Club to Beer Co-op*

HAILEY ASQUIN

Campus Co-operative Residence, Inc.

Hailey Asquin is a member of Campus Co-op (CCRI), she has been on the board for the past 2 years and has served as Chair of the board and Chair of Membership Community Committee. In the past year she's worked on overhauling the Sexual Harassment and Sexual Violence at CCRI. She studies graphic design at the Ontario College of Art and Design in Toronto. She joined the board to keep up her nerdy, policy-wonk side of her personality, and is loving it.

- *How to get more women on the board/Dealing with Sexist Bullshit*

HARRY SHAFTOE

Campus Co-operative Residence, Inc.

Harry spent a good portion of his childhood in Windfield Co-op in Guelph Ontario, but actually had no idea what that meant at all until he moved into CCRI in Toronto. Since then he has, at various times, worked as a maintenance assistant and served on the Board of Directors there. He is a founding

member of Cold One Co-op aka The Brewminati aka Brew Club aka Beer Co-op.

- *From Brew Club to Beer Co-op*

HOLLY DUPUIS

Campus Co-operative Residence, Inc.

Holly joined CCRI in 2015 and served on its Board of Directors for two years. Last summer she completed a NASCO internship in Duham NC which sparked a passion for cooperative development and entrepreneurship. Her favourite part of belonging to a coop: the DIY spirit! She is a founding member of Cold One Co-op aka The Brewminati aka Brew Club aka Beer Co-op.

- *From Brew Club to Beer Co-op*

HOLLY JO SPARKS

MSU Student Housing Co-op; Collective Seeds Consulting Co-op

holly jo Sparks is Executive Director for MSU Student Housing Cooperative and a community development consultant with Collective Seeds Consulting Cooperative, which advises independent groups nationally on new cooperative development, strategic research, management, and planning. Previously, she was the Executive Director for NASCO, where she liaised with housing cooperatives nationally for ten years. She studied city and regional planning at UNC Chapel Hill, and graduated with a Master in City Planning degree from MIT; and a BA in History of Art from University of Michigan. She is conducting research with NCB Capital Impact that explores the existing environment, opportunities, and challenges for co-op development in the US.

- *Property Purchasing Clinic*

J./JASMINE KYON

ERACCE (Eliminating Racism & Creating/Celebrating Equity)

J./Jasmine Kyon is an organizer and trainer in ERACCE (Eliminating Racism and Creating/Celebrating Equity). J. is a queer Burmese-Taiwanese organizer who grew up in Queens, New York. J. has a Kalamazoo College B.A. in Economics, Public Policy and Urban Affairs. In 2015, J. studied in the International Sustainable Development Studies Institute, researching indigenous farmers' rights, urbanization, and seed sovereignty in Thailand. In 2016, J. was a Student Research Fellow at the Arcus Center of Social Justice Leadership, doing research on equity within the public transportation of Kalamazoo County. J. was also an organizer in the Kalamazoo Poetry Collective, connecting Kalamazoo college to local artists, introducing community youth

to higher education, and facilitating storytelling workshops. J.'s passion is working toward a world where cities serve everybody.

- *Introduction to Systemic Racism Part 1 & 2*

JASON CATHCART

D.O.P.E.

- *Deconstructing Masculinity: Masculinity and Colonialism Part 1*
- *Deconstructing Masculinity: Colonialism Part 2*
- *Unpacking Violence: Liberation Within Chaos*

JIM JONES

Collective Seeds Consulting Co-op

Jim Jones has worked with group housing cooperatives for over 40 years, serving as manager for the ICC in Ann Arbor, College Houses and ICC in Austin, the MSU-SHC in East Lansing, and nationally with NASCO/NASCO Properties/NASCO Development Services. He has written a book on the history of the Austin cooperatives and is working on a definitive history of group housing cooperatives in North America. Jim was inducted to the CDF Cooperative Hall of Fame in 2009.

- *History of Group Equity Housing Cooperatives*
- *Creating a New Co-op (5) Finding a Property that Fits your Group's Needs*

KAMDEN BIGGART

UTILE

Kamden Biggart was raised in Montreal and is completing Finance degree with a minor in Sustainability at Concordia University. Difficulties with a problematic landlord, led Kamden to seek assistance at the housing and job legal information clinic at his student union. He later began to work for the same service and continues to guide students in learning and exercising their rights as tenants. Kamden now represents his student body on a committee developing Montreal's first student housing cooperative. Additionally, he is researching sustainable investment portfolios for community organizations at Sustainable Concordia. He is also concerned with social change and empowerment of youth and sits on the board of directors of Head and Hands, a non-profit that facilitates physical and emotional health through its holistic philosophy.

- *Regional power for economic democracy : a success story*
- *We are Not Alone: Student Housing Issues and Co-ops Around the World*

KATHERINE JENNINGS

NASCO

Katherine's love for cooperatives started in 2011 she moved into Ad Astra, an UKSHA cooperative and NASCO property in Lawrence, KS. Within her first week at Ad Astra she knew that she had happened upon something special, but had no way of knowing how big of an impact it would have on her life. She served on the UKSHA Board of Directors before becoming one of two Executive Staff. In addition to her work with cooperatives, Katherine spent five years working at the regional food bank in Kansas and learning about the nonprofit sector. Katherine is NASCO's Director of Operations.

- *Staff & Managers Pre-Conference*

KERRY BARRON

Waterloo Co-operative Residence Incorporated

Kerry has a passion for people with a lifetime goal of helping others reach their full potential. She graduated from the University of Waterloo in Social Development and has spent the last 4 years working in student development & residence life. She has now stepped into the role of Admissions Coordinator at WCRI in Waterloo Ontario, where she works to create an engaging community of international, exchange, and Canadian post-secondary students.

- *Mental Health Concerns and How to Address Them*

KIM GARMANY

College Houses, NCBA CLUSA

Kimberly Garmany currently serves as the Development Director at College Houses, a group equity non-profit cooperative student housing organization that serves 532 members in Austin, TX. It was during Kim's time as a student co-oper at 21st St. Co-op that she discovered and fell in love with the versatility and benefits of the cooperative business model. While earning her Master's degree in Organizational Leadership & Ethics, Kim served as the Development Officer on NASCO's board of directors. In 2012, Kim's term ended on the NASCO board and she joined a local effort that was already in motion called the Austin Co-op Think Tank, which began as a cross sector discussion and action group focused on creating more opportunities for cooperation among co-ops in Austin. That organization transitioned into the Austin Cooperative Business Association, where Kim served as the founding Board President for two years. Since 2015, Kimberly has served as a Director for NCBA CLUSA while continuing to stay active in

the local co-op movement. She is currently focusing on a co-op development project that will grow her organization by 50-80 members.

- *From There to Here: Story Mapping*
- *Alumni Engagement Collaboration space*

LANA WONG

NASCO / WCRI

Lana Wong is a board member at NASCO and WCRI. Typically, Lana is a financial analyst on weekdays, co-oper on evenings and weekends, and student always. Grew up with no exposure to co-operatives until living at Waterloo Co-operative Residence Inc (WCRI), Lana went on to dig deeper about the model and become a co-op and governance nerd.

- *Co-op Governance Model Tryout - Policy Governance*
- *Understand your co-op through finances as board and members*

LAUREN BEITLER

Former Qumbya Cooperative

Lauren is the founder of Chicago Free School, a democratic PreK-8 school on the south side of Chicago, where she currently teaches. She was a member of Qumbya Cooperative for nine years and has previously presented at NASCO Institute about labor accountability, gender dynamics, and conflict within co-op houses.

- *Using Organizing Tactics Within Your Co-op*

LAYLA ANANDA

Interfaith Council for Peace and Justice

Layla Ananda has been leading workshops for co-ops for almost 40 years. She is the former Executive Director of NASCO and former General Manager of ICC-Ann Arbor. She is currently providing Bystander Intervention Training and CLARA (Communication) Training through the Interfaith Council of Peace and Justice in Ann Arbor, Michigan.

- *Bystander Intervention Training*

LIZ ANDERSON

NASCO

Liz first introduction to Cooperatives was through Earlham College's student run coffee cooperative. Liz majored in Business and Nonprofit Management with a minor in Women's, Gender and Sexuality studies. Since then she has worked at the U.S. Federation of Worker Cooperatives. Liz's work with worker cooperatives has spurred a dedication to grassroot movement building in the cooperative sector. Liz is NASCO's Director of Education. She planned this conference!

LYNN MOURTADA

UTILE

Lynn Mourtada grew up in Beirut, where she developed strong interest for community oriented initiatives. Currently pursuing her studies in business at Concordia University, Lynn is also passionate about architecture. She is slowly working her way towards the field by engaging herself in different related projects, such as Montreal's first cooperative student housing facility.

- *We are Not Alone: Student Housing Issues and Co-ops Around the World*

MALLORY MITCHELL

East River Co-op

Mallory Mitchell has been a member and resident of the East River Co-op since 2016, joining shortly after completing her mathematics and astrophysics degrees at the University of Minnesota. From food prep to president, Mallory's year and a half of cooperative living has been a rapid and energetic introduction to the cooperative movement. Now a teacher at Your Yoga in Minneapolis, she hopes to transform the way people see the world, from the destructive and dividing competitive model to the constructive and connected cooperative model.

- *Perceiving the Positive: Examining the Benefits of Cooperative Living and Working*

MARK FICK

Shared Capital Cooperative

Mark Fick is the Director of Lending with Shared Capital Cooperative where he leads the business development, loan underwriting and portfolio management functions of the organization. Shared Capital works to build economic democracy by providing financing to cooperatively owned enterprises of all types across the US. Over the past 25 years Mark has been an active leader with a variety of community-based organizations focused on building a democratic and equitable economy. This has included work with the Chicago Community Loan Fund, the Chicago Mutual Housing Network, NASCO Development Services, Stone Soup Cooperative and Northside Community Federal Credit Union. Mark is also being inducted into the NASCO Hall of Fame this year!

- *Investing in Cooperation*
- *Creating a New Co-op (1): Starting a New Co-op from A to Z*
- *Creating a New Co-op (2): Strategies for New Co-op Organizers*

MATTHEW BAIR

People's Ride

Matt has a Master's Degree from the University of Massachusetts in Labor Relations and Research, where he studied: Solidarity Economies, Unions and Coops. For over five years he has organized professionally for labor unions including SEIU, UFCW, and UE (United Electrical Workers). Since its conception he has been an ongoing member of the Union Co-op council of the USFWC (United States Federation of Worker Co-ops). Currently he is working on the development of People's Ride, a partner of Democracy at Work of NYC, a rideshare similar to Uber but with a business structure like a worker co-op, giving control to drivers.

- *Unions, Co-ops, Political Organizing, Succession Planning and Direct Public Offerings*

MATTHEW KEESAN

3B

Matthew grew up in a Buddhist community in Rochester, New York, and has lived cooperatively more or less ever since. A serial entrepreneur, Matthew has helped start businesses in fields as diverse as internet software and craft chocolate. In 2010, with seven other cooperative members, he co-founded 3B, a bed and breakfast in downtown Brooklyn named one of the Best New Affordable Hotels In The World by Budget Travel. He is now helping to bootstrap worker-owned hotels in New Orleans and Clarksdale, Mississippi.

- *Cottage Industries: Building Live/Work Cooperatives With Your Community*

MAYA MENLO

NASCO Board

Maya Menlo has served as Ann Arbor Inter-Cooperative Council (ICC) President, ICC Vice President for Membership, and ICC Board Representative. She spent some of the best years of her life residing in Benjamin Linder Cooperative House. Maya is currently a NASCO Board member and lives in New Haven, Connecticut where she is pursuing a law degree.

- *Strategic Planning Through Collaborative Design*

MEREDITH NESBITT

Madison Community Cooperative

Meredith Nesbitt is a cooperator, cellist, wearer of socks. She currently lives at Friends Cooperative, a house started by Quakers in Madison, WI in the 1960s. This past summer, she worked for NASCO Properties collecting cooperative housing policy and organizing it into an online format. She spends

time doing anti-pipeline work in WI, sitting on the porch and shaving her eyebrows to see if anyone will notice.

- *It's Aliiiiiveee! : Frankensteining Cooperative Policy by Making it Visually Accessible*

MICHAEL (MICKEY) RUSH

Boulder Housing Coalition - Chrysalis Cooperative
Michael (Mickey) Rush hails from the twin cities of Saint Paul and Minneapolis, where he first heard the co-op gospel at the Minnesota Students' Cooperative (now the East River Cooperative) while he was working on his B.S. in Physics. Now a resident of the Chrysalis Cooperative in Boulder, CO, Mickey is working on his Ph.D. in Civil Engineering at the University of Colorado. Mickey's research focuses on understanding how solar aspect (e.g. north- or south-facing) controls groundwater flow paths and the formation of soil ice. In addition, Mickey serves as a volunteer for Boulder Food Rescue, CU Restorative Justice community representative, and Shared Paths trail steward.

- *Water in Energy in Cooperatives: Practical Permaculture*

MILO CHIU

Madison Community Cooperative
Milo is an on-and-off horticulture student who loves comix, cats, and co-operatives. They have been a member of MCC since 2015 and currently live at Friends Co-operative with three cats, a dog, and twelve other humans. In their spare time, Milo scours leftist blogs, neglects their houseplants, and makes their own incomplete zines.

- *It's Aliiiiiveee! : Frankensteining Cooperative Policy by Making it Visually Accessible*

MORGAN CRAWFORD

US Federation of Worker Cooperatives
Morgan Crawford is the Programs Manager for the U.S. Federation of Worker Cooperatives. First introduced to cooperatives through living in student and community housing co-ops in California and Iowa, he spent the past five years as NASCO's Board President and Director of Education. Morgan strives to support the development a cooperative movement that is universally accessible, socially just, economically democratic, and environmentally sound. He is a governance nerd, a passionate educator, and a lover of effective and supportive meeting facilitation. Morgan also serves on the Eastern Coordinating Council of the Eastern Conference for Workplace Democracy and the board of the Association of Cooperative Educators.

In his free time, Morgan can be found sailing a historic tall-ship around the New York Harbor, singing with the NYC Gay Men's Chorus, and spending time with his family.

- *It's a Big Co-op World Out There*
- *Advanced Meeting Facilitation Roundtable*

NIA DAIDS

OSCA; Seedpod Coop
Nia Daids (she/her) is a current Sexual Offense Policy Advocate for the Oberlin College student cooperatives. She is an Environmental Studies major with a concentration in Environmental Health, and researches racial disparities around access to support during pregnancy and childbirth in the Cleveland area, and solutions based on community-stated needs. After graduation, Nia hopes to train to work as a midwife to increase access to care in low income, predominantly Black neighborhoods.

- *Confronting Sexual Violence in Co-op Spaces*

NICK COQUILLARD

Inter-Cooperative Council, Univ. of Michigan
Nick Coquillard was named full-time General Manager of the ICC in September of 2014 and brings almost 20 years of student housing and nonprofit management experience to the cooperative movement. Nick's philosophy is to work together with staff to constantly grow as leaders and work as a cooperative team in support of the ICC's mission, vision and principles. He provides leadership in maintaining a productive, cost-effective, safe, and legal workplace. It is his goal to work in full partnership with the members, alumni, and the greater community to help the ICC be the beacon for student housing cooperatives.

- *Large Student Housing Co-op Roundtable*
- *Strategic Planning Through Collaborative Design*
- *Professional Development: DiSCover Your Behavioral Style*

NICK KNIGHTON

East River Cooperative
Nicholas Butler Knighton- Sophomore at the University of Minnesota majoring in Environmental Education and Communication with a minor in Native American Environmental Sciences. Occupant of the East River Cooperative. Founder of environmental justice club Green Activist Collective on the University of Minnesota. Current participant in HECUA's Environmental Sustainability semester. Resident love procurer on planet earth.

- *Co Optopia: Problem Solving in our Semi Fictional Town Hall*

NICO WHITE

NASCO Properties, UKSHA
Nico White originally hails from the root vegetable conglomerate of co-ops in Boulder, CO and now lives in Lawrence, KS. Nico has been on the NASCO Properties board since 2015 and currently serves as NP's Vice President. She spends her free time learning how to garden, assisting with research on voter mobilization and youth activism, and befriending animals. She's been collecting answers to the question "What's important?" and would love to hear from you.

- *A Scientist's Guide to Effective Activism*

NOAH SAPERSTEIN

MSU Student Housing Cooperative ; North Star Health Collective
Noah grew up in the occupied Anishinaabe territory known as southeastern Michigan and has since moved to the southern shores of Anishinaabe Gitche Gummi (also known as Lake Superior). Noah works locally to promote decolonial education (in and out of schools) and protection of ceded Ojibwe territory from corporate environmental destruction. Regionally Noah has helped to coordinate and provide first aid to communities that are resisting colonialism and state violence in North Dakota, Minnesota, Michigan and Ohio. Noah is trained as an EMT and has been a street medic for over two years.

- *Keeping Yourself and Community Safe - Protest Health and Safety*

OMAR RIAZ

CSU
Omar Riaz is General Coordinator at Concordia Student Union and Chair of the Board of Directors at Commerce & Administration Students' Association (CASA) and a student of the Bachelor of Commerce at Montreal's Concordia University. He has been involved in projects and campaigns to improve student life and defend student rights since 2013.

- *Student coops and campus groups : a perfect match!*

PAIGE CARLSON

East River Cooperative (formerly The Students' Co-op)
Paige Carlson lives in Minneapolis MN and is a former resident, president, orientation and recruitment manager at the East River Cooperative (formerly The Students' Co-op). They recently graduated with a Bachelor of Fine Arts from the University of Minnesota and plan to have a long life of art filled co-operation!

- *Let's Talk About Decoration*

PATTI KARDIA

Inter-Cooperative Council, Univ. of Michigan
Patti Kardia joined the staff of ICC Ann Arbor in 2015 as the Member Services Coordinator - mostly working on updating and leading the ICC's educational programming after nearly 20 years of admin work at U-M. Patti is a member of Great Oak Cohousing, and an alum of the ICC. In addition to a long-standing commitment to social justice issues, Patti began training facilitators as an undergraduate student at U-M and continues to facilitate meetings and groups at every opportunity. Besides being a meeting junkie, Patti enjoys gardening, playing with the kids in her community, reading, and fairies.

- *Professional Development: DiSCover Your Behavioral Style*

PETER VARAS

Solar Community Housing Association
Peter Varas is a skateboarder, co-oper, and student studying Sustainable Agriculture and Food Systems at UC Davis. He is engaged with urban farming in Sacramento and Oakland. He is interested in using Agroecology as a tool to achieve seed sovereignty, land, food, and climate justice, he eventually wants to work with peasant farmers in Latin America, Asia, and Africa, as well as urban farmers to provide food access to communities of color. He also hopes to build communal gardens and skateparks out of hemp to encourage the youth to get involved and be stewards of the land in the future.

- *How to cultivate food justice within your local food system*

PHIL ISAAC

Campus Co-operative Residence, Inc.
Phil has been in and out of CCRI for two years and has been homebrewing for about three. He regrets not having served on the board but at least he helped convince a few people that cooperatively brewing beer is a good idea. Phil can't wait to meet and learn from the rest of the NASCO family. He is a founding member of Cold One Co-op aka The Brewminati aka Brew Club aka Beer Co-op.

- *From Brew Club to Beer Co-op*

RATIH SUTRISNO

NASCO

Ratih Sutrisno is the Director of Community Engagement at NASCO. She is a native of Saint Paul, MN, where she grew up deeply rooted in her family's Indonesian culture. Having spent the majority of her life focused on issues of environmental and social justice, Ratih is passionate about the efforts underway to build a cooperative movement that puts people and communities over profits. She believes that effective communication is vital to broadening the movement to build a just and equitable economy that works for ALL people and the planet. She received her B.S. in Environmental Science, Policy, and Management at the University of Minnesota while living at East River Cooperative in Minneapolis. Ratih works for NASCO from Chicago, IL where you can usually find her CrossFitting, playing ultimate, or cooking brunch at her housing co-op. She also pretends to be a graphic designer and hopes you find this program guide useful!

- *The NASCO Internship Network: Building the Next Generation of Co-op Leaders*

REK KWAWER

Former NASCO Staff

Rek Kwawer is the former Director of Operations at NASCO. Rek got involved with cooperatives as a student in the Oberlin Student Cooperative Association, and later left school to live cooperatively and develop an affordable housing cooperative with Boston Community Cooperatives. Prior to joining the NASCO staff, Rek was the Member Services Coordinator at Madison Community Cooperative, and was a member of both the NASCO Development Services and NASCO Properties Boards. Rek loves talking about cooperatives, creating organization systems, and vegan baking.

- *Fair Housing and Anti-Oppression*
- *From Co-op Chores to Paid Jobs: How to transfer your co-op skills into paid employment*

SAM LINK

Former Oberlin Student Cooperative Association Sam is an Oberlin co-op graduate ('12), long-time student of intentional community, and currently serves as co-education officer for MCC.

- *Community Co-op Roundtable*

SARAH JONES

Qumbya Housing Cooperative

Sarah Jones has served as a Membership Coordinator for Qumbya Housing Cooperative for 2 years and is a current Board member. She is passionate about expanding access to the cooperative movement and cultivating Qumbya into a more welcoming community for people of all identities. Sarah pays the bills by disrupting the Prison Industrial Complex by coordinating job placement and educational services for people with criminal records.

- *Who's missing? -- Increasing Accessibility to Membership*

SAVION MINGO

D.O.P.E.

- *Deconstructing Masculinity: Masculinity, and Colonialism Part 1*
- *Deconstructing Masculinity: Colonialism Part 2*
- *Unpacking Violence: Liberation Within Chaos*

SHAY O'REILLY

Sierra Club

Shay O'Reilly is an educator, preacher, and organizer who recently graduated with a Master of Divinity from Union Theological Seminary in the City of New York. A long-time activist, he learned organizing from campaigns for paid sick days, universal healthcare, reparations for slavery, and climate justice. Shay now works as the Sierra Club's NYC and Long Island organizer, where he builds people power to transition from fossil fuels to clean energy, while also fighting the Trump administration's worst attacks on our clean air and water. He lives in Brooklyn with his husband.

- *Foundational Facilitation Skills (presented twice) Cooperatives and Social Power*

SKY BLUE

Fellowship for Intentional Community

Over the last 20 years, Sky Blue has been a member of Twin Oaks Community, a housing collective, a student housing cooperative, a cohousing community, and two small worker co-operative businesses. He works as the Executive Director for the Fellowship for Intentional Community. He's visited dozens of communities and cooperatives, in the US and in Europe. Living in community and furthering the larger cooperative movement has been a primary focus of his entire adult life. He's played a formal or informal role in a number of organizations, and forming or developing groups.

- *Consent-Based Decision Making*

STEVE DUBB

Nonprofit Quarterly

Steve Dubb's roots in co-ops go back to when he joined the Berkeley Student Co-op in 1986, where he was a member-owner for three years. From there, he went on, in graduate school at UC San Diego, to be a part of the Groundwork Books Collective from 1989 to 1998. From 2000 to 2003, Steve served as executive director of NASCO. Steve has remained active in NASCO ever since, serving on NASCO's board from 2006 to 2008 and remaining an informal advisor to board and staff. From 2004 to 2016, Steve worked for The Democracy Collaborative. Presently, Steve works as a senior editor for Nonprofit Quarterly, based in Boston.

- *Living Our Values: Stories and Strategies to Build Community Wealth*
- *Member-Staff Relations (Roundtable)*
- *Alumni Roundtable*

THEO HOFRENNING

Young People's Action Coalition/Feed The People Farms/Northfield Curbside Composting

Theo Hofrenning is a recent college graduate with a degree in political science from Pacific Lutheran University. He has continued his interest in politics by working at Feed the People Farming Coop as well as with Northfield Composting Coop to build a solidarity economy in southern Minnesota. In addition to organizing radical cooperative power for the revolution, Theo enjoys playing reggae music and listening to the sound of one hand clapping.

- *Cooperative Symbiosis: Means of Mutual Support Between Co-ops and Community Movements*

THEODORE CHRISTOPHER CHARLES TORRY

Theodore Torry is a New York-based philosophy graduate student at the New School for Social Research, where he concentrates in psychoanalytic theory. Torry has engaged with the co-operative movement through service on the C.C.R.I. board of directors, as both a member and an alumnus, where he has acted among its chief policy writers. He is also an aspiring architectural photographer.

- *Organization in Co-ops: Introduction to Michels' Iron Rule of Oligarchy--and some solutions*

TRISTAN LAING

Campus Cooperative Residence Incorporated

Tristan Laing is Toronto based graduate student studying co-operative governance at the Ontario Institute for Studies in Education. He is a veteran co-operative leader and current President of Campus Co-operative Student Residence (CCRI), as well as

a founding member of the "Cold-One Co-op" member-run all-grain brewing initiative within CCRI. He was elected to the NASCO education board in 2016 and currently chairs the Membership Engagement Committee. Technically he is still the president of the Ontario Student Co-op Association.

- *From Close Partners to Distant Relatives: What's the deal with Ontario?*

WREN LEADER

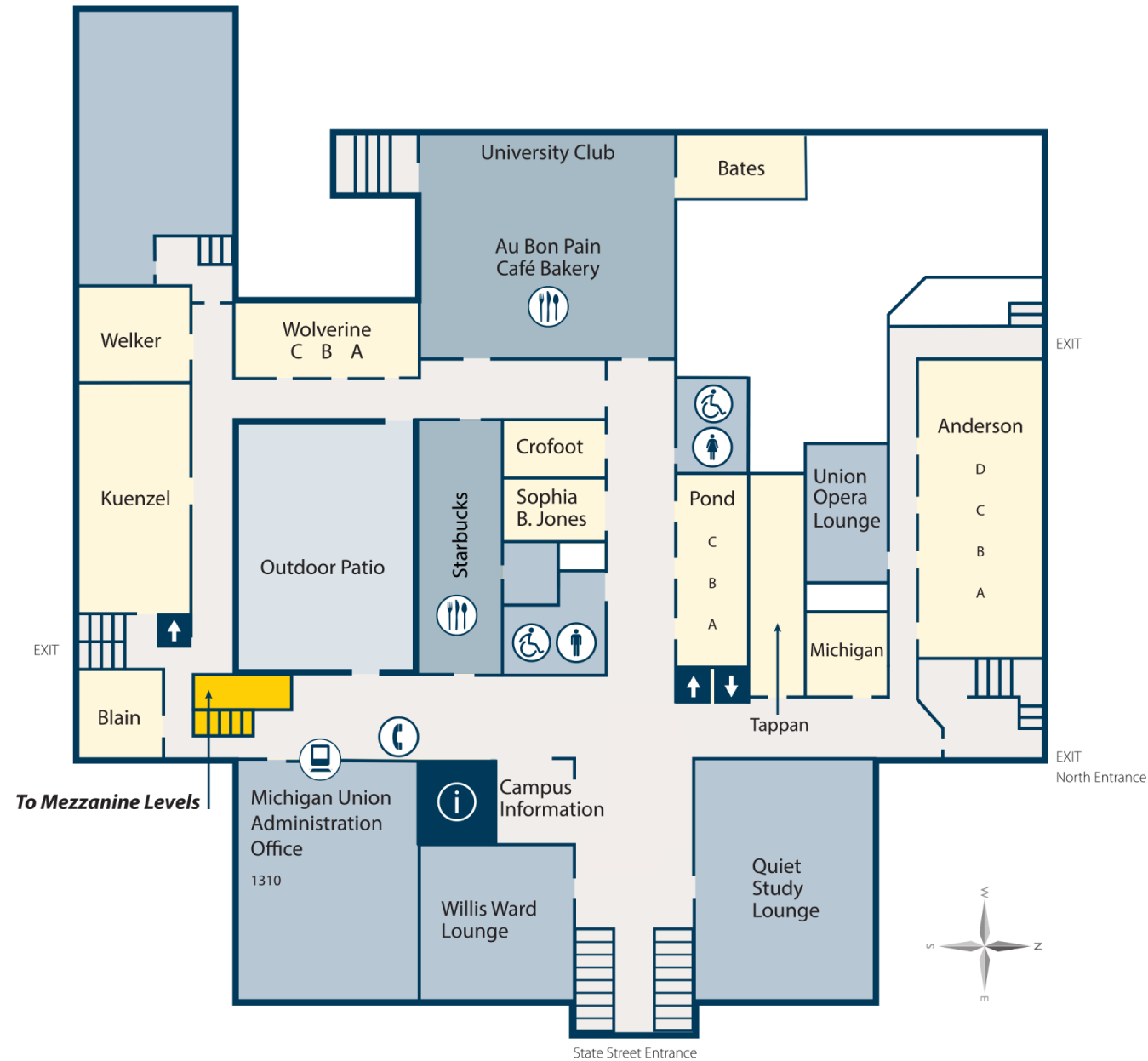
OSCA; Seedpod Coop

Wren Leader (they/them) is a recent graduate from the Oberlin College and its student cooperatives. During their time in OSCA, they worked as a Sexual Offense Policy Advocate, and cofounded Oberlin's sexual violence prevention program. Their activism has been inspired heavily by the Transformative Justice/Community Accountability movements, particularly the work of INCITE, Mia Mingus, and Leah Lakshmi Piepzna-Samarasinha. As a nonbinary person heavily involved in queer and trans community, Wren has seen the ways that sexual violence--especially intimate partner violence--can fragment in activist communities, and the importance of an oppression-explicit model for addressing harm.

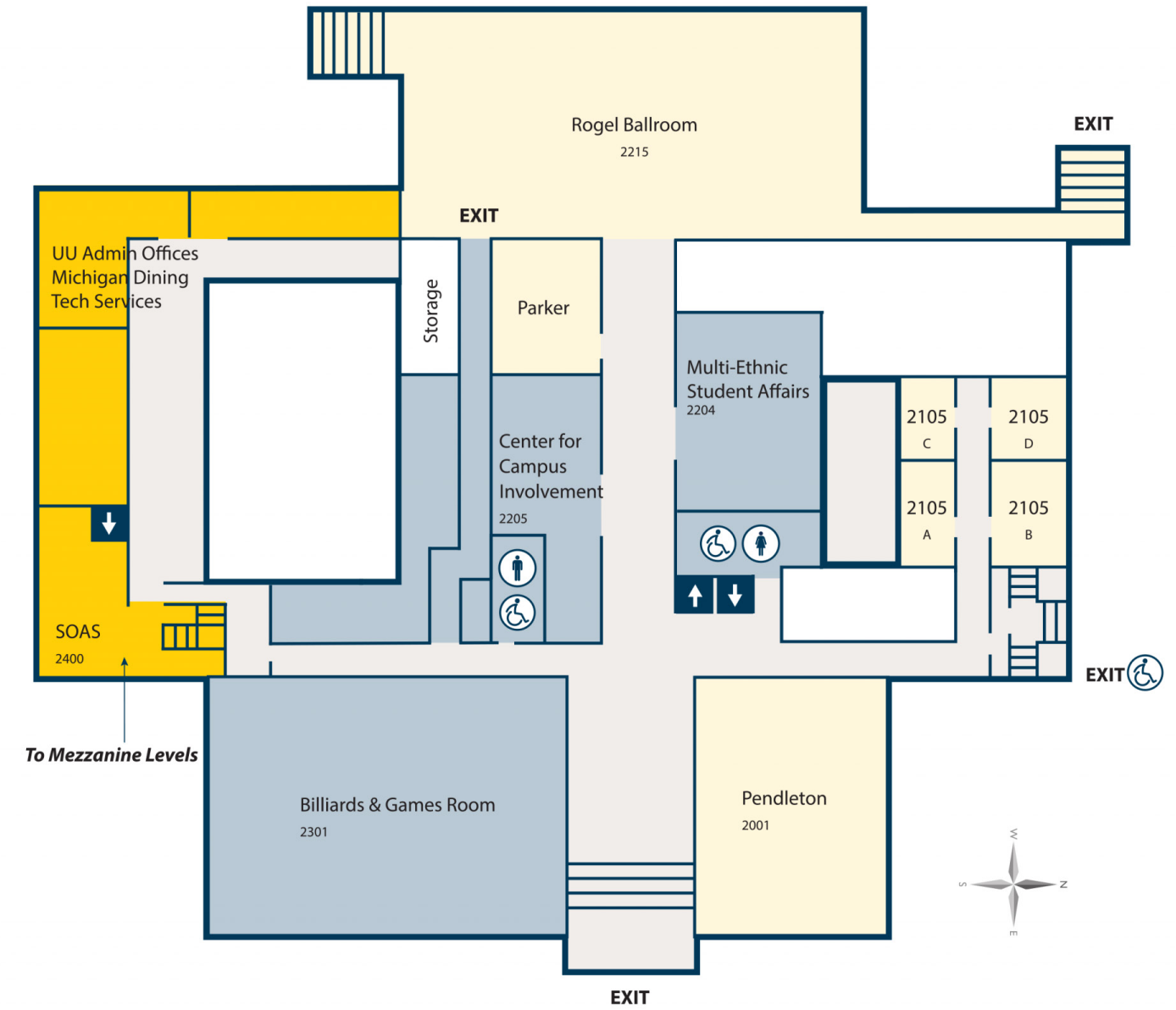
- *Confronting Sexual Violence in Cooperative Spaces*



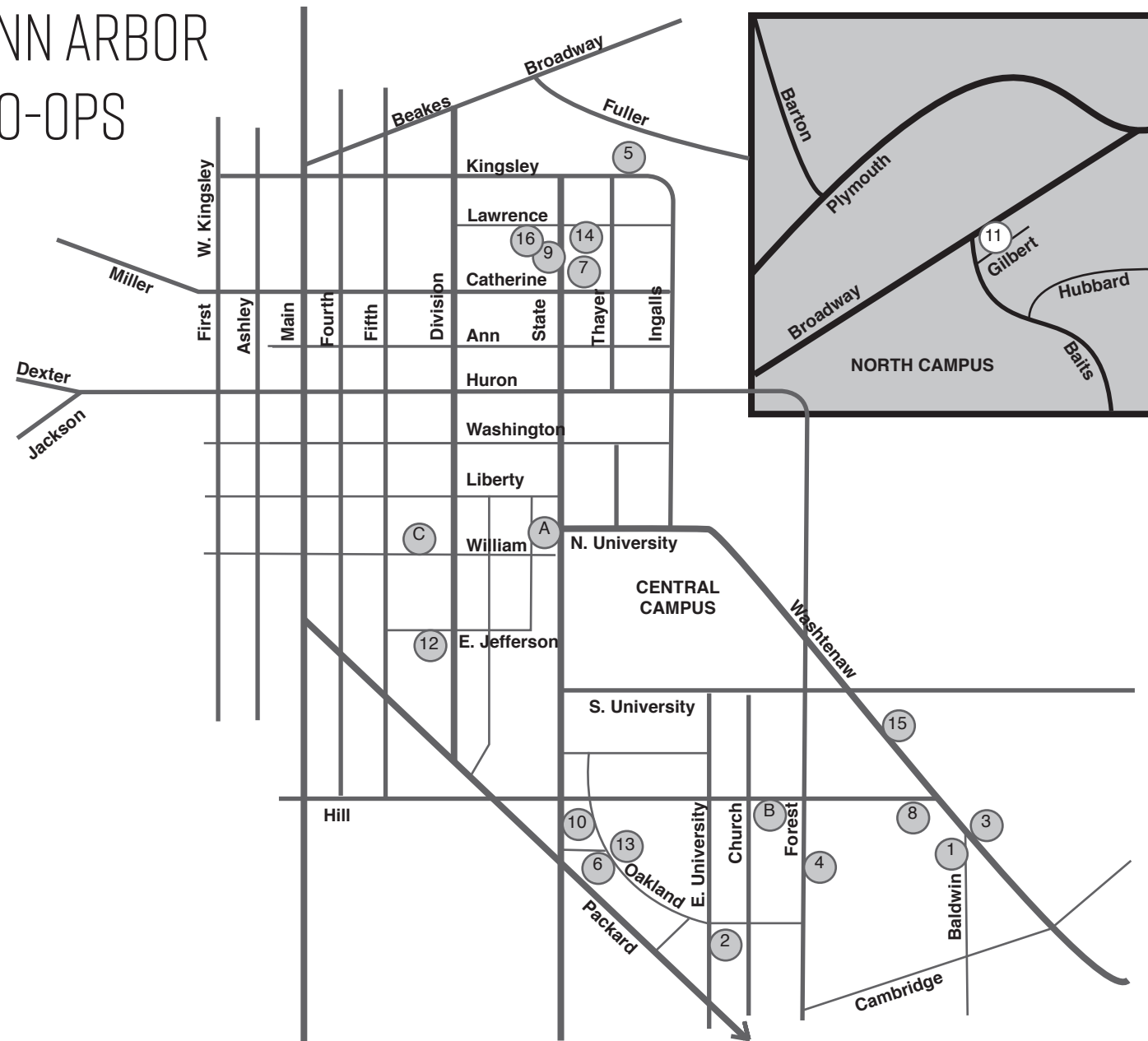
CONFERENCE FLOOR 1



CONFERENCE FLOOR 2

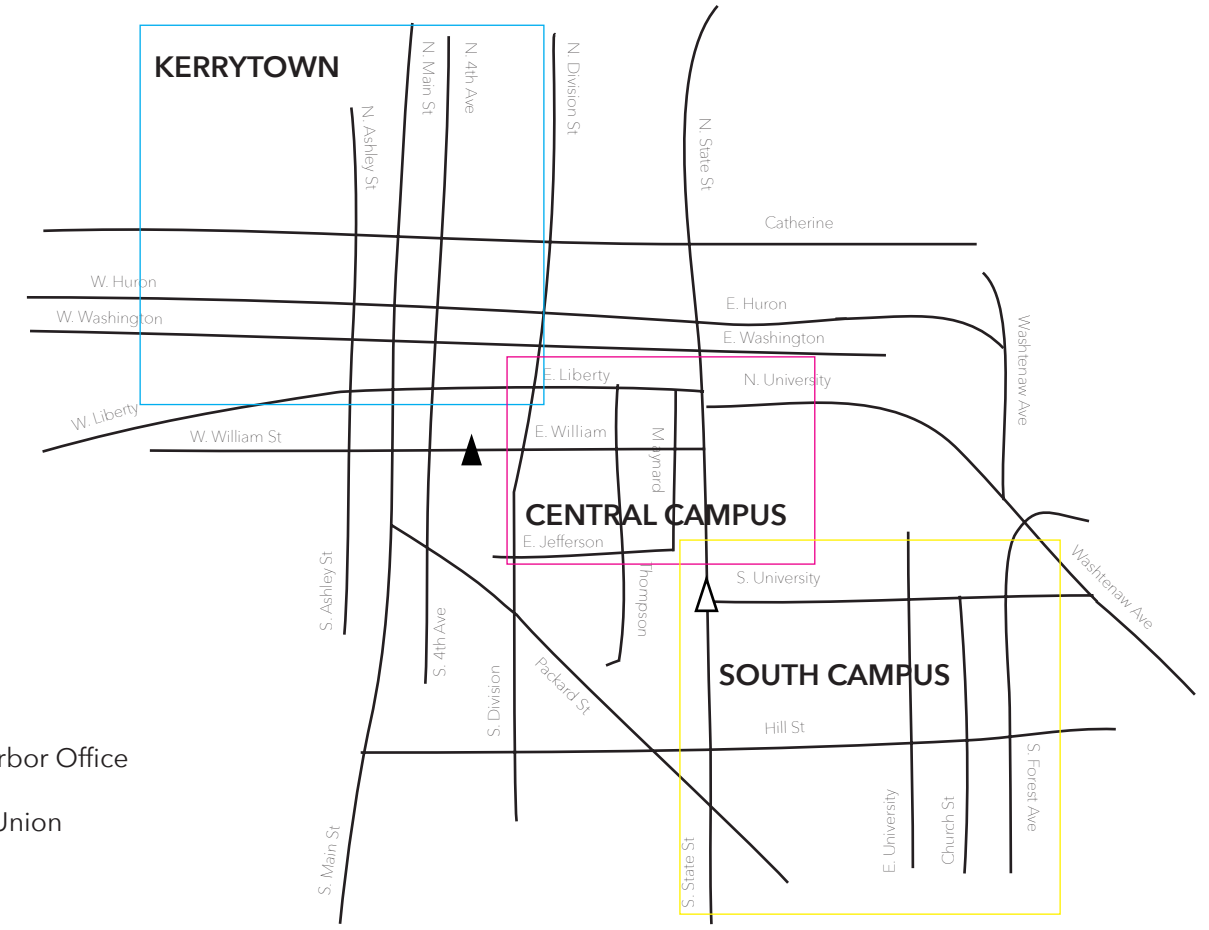


ANN ARBOR CO-OPS



ICC Co-ops		
1. Black Elk 902 Baldwin	9. Michigan 315 N. State St.	16. Vail 602 Lawrence
2. Debs 909 E. University	9. Minnie's 307 N. State St.	
3. Gregory 1617 Washtenaw	10. Nakamura 807 S. State St.	
4. Baker 917 S.. Forest	11. O'Keeffe, Renaissance (North Campus)	
5. King 803 Kingsley	12. Osterweil 338 E. Jefferson	
6. Lester 900 Oakland	13. Owen 1017 Oakland	
7. Linder 315 N. State St.	14. Ruths' 321 Thayer	
8. Luther 1510 Hill St.	15. Truth 1057 Washtenaw	
		Other Sites
		A. Michigan Union 530 S. State St.
		B. Friends Meetinghouse 1420 Hill St.
		C. ICC Office 337 E. William St.
		D. Paolo Friere Education Center 1522 Hill St.

RESTAURANT GUIDE



MAP KEY:
 ▲ ICC Ann Arbor Office
 △ Michigan Union

KERRYTOWN	CENTRAL CAMPUS	SOUTH CAMPUS
\aut\ BAR	Afternoon Delight	Ali Baba's
Afternoon Delight	Amer's Delicatessen	Big Ten Burrito (BTB)
Ann Arbor Farmer's Market	Ashley's	Brown Jug Bar & Grill
Arbor Brewing Company	Bruegger's Bagels	Campus Corner Convenience Store
Bar 327 Braun Court	Cottage Inn	China Gate Chinese Restaurant
Blue Nile Ethiopian	Earthen Jar	Espresso Royale Cafe
Crazy Wisdom Bookstore & Tea Room	Espresso Royale Cafe	Good Time Charley's
Earthen Jar	Frank's Diner	No Thai
Elixir Vitae (Previously Cafe Ambrosia)	Jamaican Jerk Pit	Oasis Mediterranean Grill
Fleetwood Diner	Jerusalem Garden	One Bowl
Frita Batidos	Madras Masala	Pizza Bob's
Grizzly Peak Brewing Co	Miya Restaurant	Pizza House Restaurant
Heidelberg Restaurant	Neo Papalis	Quickie Burger
Mash	New York Pizza Depot (NYPD)	Rich JC Korean
No Thai!	Noodles & Company	Rod's Place
Old Town Tavern	Red Hawk Bar & Grill	Sadako
People's Food Co	Sava's	
Sweetwater's Coffee and Tea	Silvio's Organic Pizza	
The Broken Egg	Tios	
Zingerman's Delicatessen	TK Wu	
	Tomukun Noodle Bar,	
	Totoro Sushi	

\aut\ BAR
315 Braun Ct (off N. 4th).
Gay-owned and operated bar. Features a smoke-free cafe downstairs. \$\$

Afternoon Delight
251 E. Liberty St
Salad bar, homemade soups, fresh deli sandwiches, and more. Vegan friendly. \$

Amer's Delicatessen
312 S State St.
Delicious variety of salads, sandwiches, and frozen yogurt. Lots of Vegan choices. \$

Ann Arbor Farmer's Market
315 Detroit St.
Sample Michigan's local produce and baked goods, 7 am to 3 pm Saturdays.

Arbor Brewing Company
114 E. Washington. Another local favorite, this bar has a selection of varied beers brewed right there in the back and a selection of exclusively free-range meat dishes. \$\$

Ashley's
338 S. State St.
Probably the best alcohol selection in the world (according to locals!). Over 65 different beers on tap and 50 single-malt whiskeys. \$

Bar 327 Braun Court
327 Braun Ct. (surprised?)
Hipster bar, handcrafted cocktails. \$\$

Big Ten Burrito (BTB)
810 S. State St.
Good quality, cheap food, especially for late-nights. Vegan friendly. \$

Bruegger's Bagels
709 N. University Ave.
Fresh bagels and breakfast specials. \$

Campus Corner Convenience Store
818 S. State St.
Student hotspot for necessities and liquor. \$

China Gate Chinese Restaurant
1201 S. University.
Chinese food, popular with the U of M crowd. Vegan friendly. \$

Cottage Inn
512 E. William St.
Full-service Italian restaurant. Vegetarian friendly. \$\$

Crazy Wisdom Bookstore & Tea Room
114 S. Main.
Wide selection of tea, coffee, and light meals. Often house local music. Independent bookstore inside. \$

Earthen Jar
311 S. 5th Ave
Inexpensive Indian buffet. Pay by the pound. Kosher and vegan friendly. \$

Elixir Vitae (Previously Cafe Ambrosia)
117 E Liberty St.
Coffee and Teas with a friendly vibe. A NASCO favorite. \$

Espresso Royale Cafe
324 S State St.
A campus favorite. Vegan friendly. \$

Fleetwood Diner
300 S. Ashley St.
Student favorite. Friendly, cheap, classically seedy. Open 24 hours. Vegetarian friendly. Try their Hippie Hash! \$

Frank's Diner
334 Maynard St.
Diner food and friendly staff. \$

Frita Batidos
117 W Washington St.
Fun, modern Cuban street food and colorful cocktails. \$\$

Good Time Charley's
1140 S. University Ave.
American-style food, sandwiches, burgers, and salads. Closed Sun. \$

Grizzly Peak Brewing Co
120 W. Washington St.
Handcrafted beer/root beer and fancy pub food. Vegetarian friendly. \$\$

Heidelberg Restaurant
215 N. Main St.
A favorite of many co-ops, this dungeon-like bar offers beer. \$

Jamaican Jerk Pit
314 Thayer St
Jamaican food, including breakfast. Vegan friendly. \$

Jerusalem Garden
314 E. Liberty St.
(new location!) Cheap and delicious Middle Eastern food. Vegan friendly. \$

Madras Masala
Maynard St.
South Indian, Indo-Chinese & excellent all-you-can-eat lunch buffet. Vegan friendly. \$\$

Mama Satto
715 N. University Ave.
Sushi & Japanese/Korean entrees. Vegan friendly. \$\$

Mash
211 E Washington.
Speakeasy-type bar, specializes in whisky, bourbon, and blues music. \$\$

Neo Papalis
500 E Williams.
Known for having the 'best pizza outside of NYC.' \$

New York Pizza Depot (NYPD)
605 E. William St.
New York/Chicago style pizza. Vegetarian friendly. \$

No Thai
226 N. 4th Ave & 1317 S. University Ave.
Thai food. Vegan friendly. \$

Noodles & Company
320 S. State St.
Serving global noodle selections, inexpensive. \$

Oasis Mediterranean Grill
1104 S. University Ave.
Mediterranean fare, quick eats, good food. Vegetarian options. \$\$

Old Town Tavern
122 W. Liberty St.
Another townie bar. Good for conversation, yummy martinis, good beer, and wonderful veggie food. The oldest bar in Ann Arbor. \$

One Bowl
1220 S. University.
Vietnamese cuisine. Vegan friendly. \$\$

People's Food Co-op and Cafe Verde
214/216 N. 4th Ave.
Buy fresh Fruit, cheese, organic groceries, and support cooperation! Attached is a fabulous cafe - fair trade, hot bar & salad bar, pastries, muffins and a grab-and-go deli. Vegan friendly. It's a Co-op! \$

Pizza Bob's
814 S. State St.
Best milkshakes in town. Subs and pizza are good too! \$

Pizza House Restaurant
618 Church St.
Proudly serving Chicago-style pizza, open 'til 4am. \$\$

Quickie Burger
800 S State St.
An Ann Arbor staple: simple and delicious burgers, curly fries, and the best veggie burger in town. Vegan friendly. \$

Red Hawk Bar & Grill
316 S. State St.
Sandwiches, homemade soups, salads. Variety of beer on tap. \$

Rich JC Korean
1313 S. University St.
Snug spot with simple Korean menu. Vegan friendly. \$\$

Rod's Place
812 S State St.
Hearty Korean dishes and frozen yogurt. \$

Sadako
1321 S. University.
Japanese food and bar (bento boxes!) and sushi bar. An Ann Arbor favorite. \$\$\$

Sava's
216 S State St.
Locally sourced, contemporary food. Their brunch includes homemade poparts! \$\$

Silvio's Organic Pizza
715 N University.
Organic pizza by the slice or the whole pie. Vegan friendly. \$\$

Sweetwater's Coffee and Tea
123 S. Washington
Free wi-fi. Pastries, and shakes. \$

The Broken Egg
221 N. Main St.
A staff favorite! Open for breakfast and lunch until 3 pm. \$\$

Tios
401 E Liberty.
Mexican food - homemade hot sauce! Vegetarian friendly. \$\$

TK Wu
510 E. Liberty St.
Popular Chinese restaurant. \$\$

Tomukun Noodle Bar
505 E Liberty.
Upmarket noodle dishes - ramen, udon, and Pho. Big servings! \$\$

Totoro Sushi
215 S. State St.
Good sushi, good service. \$\$

Zingerman's Delicatessen
422 Detroit St.
An Ann Arbor institution. Gourmet deli featuring local meats, cheeses, & fresh-baked breads. Vegetarian friendly. \$\$



SEVEN COOPERATIVE PRINCIPLES

1ST PRINCIPLE: VOLUNTARY AND OPEN MEMBERSHIP

Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2ND PRINCIPLE: DEMOCRATIC MEMBER CONTROL

Cooperatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary cooperatives members have equal voting rights (one member, one vote) and cooperatives at other levels are also organised in a democratic manner.

3RD PRINCIPLE: MEMBER ECONOMIC PARTICIPATION

Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.

4TH PRINCIPLE: AUTONOMY AND INDEPENDENCE

Cooperatives are autonomous, self-help organizations controlled by their members. If they enter to agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.

5TH PRINCIPLE: EDUCATION, TRAINING AND INFORMATION

Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperatives. They inform the general public - particularly young people and opinion leaders - about the nature and benefits of cooperation.

6TH PRINCIPLE: COOPERATION AMONG COOPERATIVES

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.

7TH PRINCIPLE: CONCERN FOR COMMUNITY

Cooperatives work for the sustainable development of their communities through policies approved by their members.

ALLYSHIP RESOURCES

BECOMING AN ALLY

Who is an Ally?

An ally is a member of a dominant social group who uses their position of privilege to work against social injustice directed at a group targeted by discrimination. (For example, heterosexuals who address heterosexism, white people who speak out against racism, men who oppose sexism.) An ally works to be an agent of social change rather than an agent of oppression.

Characteristics of an Ally

- Feels good about own social group members; is comfortable and proud of own identity.
- Takes responsibility for learning about own and the target group's experience, culture and how oppression either benefits or disadvantages one group in everyday life.
- Listens to and respects the perspectives and experiences of target group members.
- Acknowledges unearned privileges received as a result of dominant group status and works to change privileges into rights that target group members also enjoy.
- Recognizes that unlearning oppressive beliefs and actions is a lifelong process, not a single event, and welcomes each learning opportunity.
- Is willing to take risks, try new behaviors, act in spite of own fear and resistance from other dominant group members.
- Is willing to make mistakes, learn from them and try again.
- Is willing to be confronted about own behavior and consider change.
- Learns and takes direction from target group members and encourages their leadership.
- Persuades other dominant group members to work to change unearned privileges.

Adapted from Teaching for Diversity and Social Justice, ed. M. Adams, L. A. Bell and P. Griffin. New York: Routledge, 1997.

GUIDELINES FOR BEING STRONG WHITE ALLIES

Adapted from *Uprooting Racism: How White People Can Work for Social Justice* by Paul Kivel

Every situation is different and calls for critical thinking about how to make a difference.

- 1. Assume racism is everywhere, every day.** Just as economics influences everything we do, just as gender and gender politics influence everything we do, assume that racism is affecting your daily life. We assume this because it's true, and because a privilege of being white is the freedom to not deal with racism all the time. We have to learn to see the effect that racism has. Notice who speaks, what is said, how things are done and described. Notice who isn't present when racist talk occurs. Notice code words for race, and the implications of the policies, patterns, and comments that are being expressed. You already notice the skin color of everyone you meet—now notice what difference it makes.
- 2. Notice who is the center of attention and who is the center of power.** Racism works by directing violence and blame toward people of color and consolidating power and privilege for white people.
- 3. Notice how racism is denied, minimized, and justified.**
- 4. Understand and learn from the history of whiteness and racism.** Notice how racism has changed over time and how it has subverted or resisted challenges. Study the tactics that have worked effectively against it.
- 5. Understand the connections** between racism, economic issues, sexism, and other forms of injustice.
- 6. Take a stand against injustice.** Take risks. It is scary, difficult, and may bring up feelings of inadequacy, lack of self-confidence, indecision, or fear of making mistakes, but ultimately it is the only healthy and moral human thing to do. Intervene in situations where racism is being passed on.
- 7. Be strategic.** Decide what is important to challenge and what's not. Think about strategy in particular situations. Attack the source of power.
- 8. Don't confuse a battle with the war.** Behind particular incidents and interactions are larger patterns. Racism is flexible and adaptable. There will be gains and losses in the struggle for justice and equality.
- 9. Don't call names or be personally abusive.** Since power is often defined as power over others—the ability to abuse or control people—it is easy to become abusive ourselves. However, we usually end up abusing people who have less power than we do because it is less dangerous. Attacking people doesn't address the systemic nature of racism and inequality.
- 10. Support the leadership of people of color.** Do this consistently, but not uncritically.
- 11. Learn something about the history of white people who have worked for racial justice.** There is a long history of white people who have fought for racial justice. Their stories can inspire and sustain you.
- 12. Don't do it alone.** You will not end racism by yourself. We can do it if we work together. Build support, establish networks, and work with already established groups.
- 13. Talk with your children and other young people about racism.**

CLASS: POWER, PRIVILEGE, AND INFLUENCE IN THE UNITED STATES

Classism Defined

The criteria for determining class membership or identity can be easily debated. Class has been variously defined by origins, workforce status, income, and educational background. The primary emphasis is on the economics of class. Some consider all who derive their income from wages as members of the working class; others exclude professionals and managers whose incomes are high enough to provide a stake in the capitalist system. Depending on the breadth of the definition, 70-85% of the population can be considered working class. This is true despite the fact that the individuals may identify themselves as members of the middle class.

Classism is the systematic oppression of subordinated groups (people without endowed or acquired economic power, social influence, and privilege) who work for wages for the dominant group (those who have access to control of the necessary resources by which other people make their living). Classism is held in place by a system of beliefs that ranks people according to economic status, family lineage, job, and level of education. Classism says that dominant group members are smarter and more articulate than working class subordinated groups. In this way, dominant group members (uppermiddle class and wealthy people) define for everyone else what is “normal” or “acceptable” in the class hierarchy.

Class affects people not only on an economic level, but also on an emotional level. “Classist” attitudes have caused great pain by dividing subordinated group members from one another and suppressing individual means for personal fulfillment or survival. It is not unusual to find a level of collusion between subordinated group members and dominant group members as a means of survival by gaining access to some of the privilege retained by the dominant group. There is also a fair amount of internalized oppression experienced by some subordinated group members, i.e., a disdain or shame about traditional patterns of class in one's family and a denial of heritage.

What Dominant Groups Can Do About Classism

A major feature of the “classist” mindset is the stereotype that suggests that poor and working class people are unintelligent, inarticulate, and “overly emotional.” A good ally (a dominant group member willing to partner to eliminate classism) will contradict these messages by soliciting the knowledge and histories of impoverished and working class people (members of the subordinated groups). Dominant group allies can also engage subordinated group members by being a thoughtful, considerate listener. When subordinated group members talk about their experiences, it is most helpful for an ally to resist becoming defensive and expressing their own guilt. It is also extremely helpful for dominant group members to refrain from criticizing how the message is being presented. Some ways of becoming an ally include:

- Claim your identity. Learn all you can about your history as a dominant group member.
- Learn the history and experience of all working and impoverished people (particularly people living in your neighborhood or community).
- Raise your children to be anti-classist rather than merely being non-classist in their own behavior. This means becoming active allies with subordinated group members to improve the quality of life for all.
- Give yourself and your children exposure and experience of the language and culture of working peoples.
- Listen with compassion when a member of the subordinated group relays experiences and feelings. Ask for clarification when needed and respond.

WHAT EVERY SUPER-RAD STRAIGHT ALLY SHOULD KNOW

TEN WAYS HOMOPHOBIA AFFECTS STRAIGHT PEOPLE

1. Homophobia forces us to act "macho" if we are a man or "feminine" if we are a woman. This limits our individuality and self-expression.
2. Homophobia puts pressure on straight people to act aggressively and angrily towards LGBTQ people.
3. Homophobia makes it hard to be close friends with someone of the same sex.
4. Homophobia often strains family and community relationships.
5. Homophobia causes youth to become sexually active before they are ready in order to prove they are "normal." This can lead to an increase in unwanted pregnancies and STDs.
6. Homophobia prevents vital information on sex and sexuality from being taught in schools. Without this information, youth are putting themselves at a greater risk for HIV and other STDs.
7. Homophobia can be used to hurt a straight person if they "appear to be gay."
8. Homophobia makes it hard for straight people and LGBTQ people to be friends.
9. Homophobia along with racism, sexism, classism, etc. makes it hard to put an end to AIDS.
10. Homophobia makes it hard to appreciate true diversity and the unique traits that are not mainstream or "normal."

For more info, see [Homophobia: How We All Pay the Price](#), edited by Warren J. Blumenfeld, Boston: Beacon Press: 1992.

"HOMOWORK": WAYS TO FIGHT HOMOPHOBIA AS A STRAIGHT ALLY

1. Organize discussion groups to talk about the "Ten Ways Homophobia Affects Straight People" and ways to be active as LGBTQ allies.
2. Always use neutral labels like "partner" or "significant other" instead of "boyfriend," "girlfriend," etc. when writing or talking to others.
3. Bring up LGBTQ issues in conversations with friends or discussions in class.
4. Interrupt anti-LGBTQ jokes, comments or any other behaviors that make homophobia appear OK.
5. Put LGBTQ-positive posters in your spaces and communities or wear shirts, buttons, etc. that promote equality.
6. Don't make assumptions about peoples' sexual orientations or gender identities. Assume there are LGBTQ people in all of your classes, groups, teams, meetings, etc.
7. Don't assume that "feminine-acting men" and "masculine-acting women" are not heterosexual.
8. Don't assume that "macho males" or "feminine females" are heterosexual.

Be an Ally to Disabled People

Disabled people are everywhere, and yet are mostly invisible to the non-disabled world. Everyone grew up learning stereotypes about disabled people. Some of these stereotypes are negative ("helpless," "dependent," "useless"). Others seem positive but are just as limiting ("cheerful," "inspiring," "brave"). In order to end disability oppression, nondisabled people need to learn how to be allies to disabled people.

respect

- **Recognize** that disabled people are inherently worthwhile.
- **Listen** to disabled people's stories, experiences, and perspectives.
- **Understand** that having a disability does not make our lives any more inspirational, pitiful or tragic than yours. Our disabilities are ordinary and familiar parts of who we are.
- **Ask before you offer help** to a disabled person. What you assume is helpful may not be. Start with a friendly but non-intrusive question: "Can I provide assistance?" or "Can I get that for you?" Be aware that your offer may not be accepted. Disabled people are the experts about our own lives and what we need.
- **Don't ask** intrusive questions, however well-intentioned. Because of how disabled people are separated from society, many of us deal with daily curiosity about our bodies and lives. This can be irritating, exhausting, and demeaning.
- **Challenge** your own assumptions. Many people have disabilities that might not be apparent to you. Everyone has a right to request and use the accommodations they need without being criticized or questioned.
- **Ignore** service dogs while they're working. Don't pet, feed, or interact with them.

language

- **Don't use** the words "cripple," "defect," "spastic," "lame," "retard," and "crazy." These words have long been used to bully and oppress disabled people. You may hear disabled people calling each other "crip" or "gimp," This is "insider" language, akin to LGBT people calling each other "queer," but isn't appropriate language for non-disabled people to use.
- **Use** the phrase "disabled people" or "people with disabilities."
- When you hear other people use ableist language, **take the opportunity** to challenge and educate.
- **Don't ask**, "What's wrong with you?" Disabled people have many different relationships with our bodies/minds. Don't assume you know what's right or wrong.

a community resource—please distribute widely

created by disability rights activists

for more info: eclare@gmavt.net or www.elicclare.com

access

- **Work to create** accessibility in your community, workplace, and place of worship. Ramps and elevators are vital, but access doesn't stop there.
- **Access means** creating an inclusive and welcoming space for all members of your community:
 - Ensure** that people with mobility aids and/or personal attendants can use the bathrooms.
 - Minimize** the presence of scented products and other triggers for people with chemical sensitivities with the goal of creating scent-free space.
 - Offer** printed materials in alternative formats, such as Braille, large print, and audio.
 - Provide** sign language interpreters and real time captioning.
 - Choose** locations for community events near public transportation.
 - Offer** sliding scales at events that cost money.
 - This is not an exhaustive list, only a starting place.**
- **Understand** that no single accommodation will work for all disabled people. One solution doesn't fit all, but increased access does benefit everyone.
- **Take your lead** from disabled people. We know what works best for us.
- **Be creative.** Don't use lack of money as an excuse not to create access.

activism

- **Educate yourself.** Read about the disability rights movement. Attend disability culture events.
- **Recruit** members of the disability community to leadership positions within your organizations.
- **Confront** disability stereotypes and oppression ableism wherever you encounter them.
- **Integrate** disability issues into your understanding of racism, classism, sexism, homophobia, and transphobia. These systems of oppression are all interrelated.

resources

- Fleischer, Doris Zames and Zames, Frieda, *The Disability Rights Movement: From Charity to Confrontation* (Philadelphia: Temple University Press, 2001).
- Linton, Simi, *Claiming Disability: Knowledge and Identity* (New York: New York University Press, 1998).
- *Ragged Edge Magazine Online* (www.raggededgemagazine.com)

a community resource—please distribute widely
created by disability rights activists
for more info: eclare@gmavt.net or www.elicclare.com



Action Steps for Being a Trans Ally

by Samuel Lurie, Transgender Training and Advocacy; www.tgtrain.org

“Transgender” encompasses many different gender presentations and identities. From Male-to-Female and Female-to-Male to Femme Queen, Boi, Trannyfag, Female-born man, Transwoman, Tomboy, Butch, Crossdresser and many more.

Many people may not identify as “transgender” but still face discrimination based on their gender expression and for not conforming to traditional gender presentations.

Don't make assumptions about a trans person's sexual orientation.

Gender identity is different than sexual orientation. Being gay doesn't mean you're trans and being trans doesn't mean you're gay. Sexual orientation is about who we're attracted to. Gender identity is about how we see ourselves. Trans people can identify as gay, straight, bisexual, pansexual or asexual.

If you don't know what pronouns to use, ask. Politely and respectfully. Then use that pronoun and encourage others to do so also.

Confidentiality, Disclosure and “Outing.” Some trans people “pass” and some do not. Knowing a trans person's status is personal information and up to them to share with others. Gwen Araujo and Brandon Teena were both murdered when others revealed their trans status. Others routinely lose housing, jobs and friends. Do not casually share this information, or “gossip” about a person you know or think is trans.

Don't assume what path a transperson is on regarding surgery or hormones. Affirm the many ways all of us can and do transcend gender boundaries, including the choices some of us make to use medical technology to change our bodies. Some trans people wish to be recognized as their gender of choice without surgery or hormones; some need support and advocacy to get respectful medical care, hormones and/or surgery.

Don't police public restrooms. Recognize that gender variant people may not match the little signs on the restroom door—or your expectations! Encourage businesses and agencies to have unisex bathrooms, and offer to accompany a trans-person to the bathroom so they are less vulnerable.

Don't just add the “T” without doing work. “GLBT” is now commonplace to show support for queerness. To be an ally for Transpeople, Gays, Lesbians and Bisexual people need to examine their own gender stereotypes and transphobia and be willing to defend trans people and celebrate trans lives.

Listen to trans voices. The best way to be an ally is to listen to trans people themselves. Check out websites and books by trans people. Talk to trans folks in your community. All trans people are individuals. They are the experts on their own lives!

How to Ask for Consent

Creating a culture that is consent positive and supportive of survivors of sexual assault

Consent is a vital aspect of engaging in sexual activity. A thorough understanding of what consent looks like is not only necessary in sexual situations, it can and should be applied to all other areas of interpersonal life, including cooperative living.

Defining Consent

There are four things that consent needs to be:

1. **Verbal:** consent needs to be a verbal "yes." Anything less than a yes is insufficient.
2. **Freely given,** meaning it is not coerced. For information on coercion, see below.
3. **Not given in a state of mental incapacitation.** Incapacitation includes being under the heavy influence of drugs, very strong emotions, threats, and coercion.
4. **Enthusiastic!** Everyone involved should be having a great time!

What is coercion?

- Definition: a strategy used to intimidate, trick, or force someone to have sex not necessarily using physical force.
- Power differentials, when one person has seniority over another, have an impact on the ability to give consent because they create a situation in which it is more difficult to ensure that consent is freely given.
- Coercion also includes pressuring someone to give consent even after they have said "no."

What consent could look like in daily life...

- Asking people before touching them, hugging them, etc.
- Checking in with anyone if they seem uncomfortable in any situation
- Being aware of power differentials and how they impact relationships
- Believing and supporting survivors of any violent crime.

To remember...

- The lack of a "no" does not constitute a "yes."
- Consent should be obtained every time the level of sexual activity is increased, not just before having intercourse. The person escalating the level of intimacy is responsible for asking for consent.
- Consent in the past does not automatically mean consent in the future; one must obtain consent every time one engages in any form of sexual activity.
- Make sure everyone is excited! Continue being aware of your partner(s) and whether or not they are comfortable.
- Consent can be retracted at any time.
- Refrain from saying "consent is sexy." Consent is not sexy; it is necessary. Sexualizing consent only puts pressure on people to give consent.

What to do if someone discloses:

- **Believe** them – survivors are constantly forced to justify their experiences. According to the FBI, the false report rate for sexual assault is the same as for any other violent crime – 2%.
- **Ask** them what they need and offer your continuing support. Each survivor's experience is different so what each person will need is different.
- **Direct** them to resources on your campus relevant to their expressed needs – the sexual assault prevention center, the student psychological services center, the office of conflict resolution, etc. Offer to accompany the survivor to any of these resources.
- When referring to the incident, use the survivor's **terminology** (ex. do not call it "rape" or "sexual assault" if the survivor calls it "the incident"). Let the survivor decide how they want to refer to it.
- **Do not** use the term "victim" when referring to survivors; such a term leaves little space for empowerment and does not look towards a happier, healthier future.

10 THINGS MEN CAN DO TO PREVENT GENDER VIOLENCE

- 1 Approach gender violence as a MEN'S issue involving men of all ages and socioeconomic, racial and ethnic backgrounds. View men not only as perpetrators or possible offenders, but as empowered bystanders who can confront abusive peers.
- 2 If a brother, friend, classmate, or teammate is abusing his female partner -- or is disrespectful or abusive to girls and women in general -- don't look the other way. If you feel comfortable doing so, try to talk to him about it. Urge him to seek help. Or if you don't know what to do, consult a friend, a parent, a professor, or a counselor. DON'T REMAIN SILENT.
- 3 Have the courage to look inward. Question your own attitudes. Don't be defensive when something you do or say ends up hurting someone else. Try hard to understand how your own attitudes and actions might inadvertently perpetuate sexism and violence, and work toward changing them.
- 4 If you suspect that a woman close to you is being abused or has been sexually assaulted, gently ask if you can help.
- 5 If you are emotionally, psychologically, physically, or sexually abusive to women, or have been in the past, seek professional help NOW.
- 6 Be an ally to women who are working to end all forms of gender violence. Support the work of campus-based women's centers. Attend "Take Back the Night" rallies and other public events. Raise money for community-based rape crisis centers and battered women's shelters. If you belong to a team or fraternity, or another student group, organize a fundraiser.
- 7 Recognize and speak out against homophobia and gay-bashing. Discrimination and violence against lesbians and gays are wrong in and of themselves. This abuse also has direct links to sexism (e.g. the sexual orientation of men who speak out against sexism is often questioned, a conscious or unconscious strategy intended to silence them. This is a key reason few men do speak out).
- 8 Attend programs, take courses, watch films, and read articles and books about multicultural masculinities, gender inequality, and the root causes of gender violence. Educate yourself and others about how larger social forces affect the conflicts between individual men and women.
- 9 Don't fund sexism. Refuse to purchase any magazine, rent any video, subscribe to any Web site, or buy any music that portrays girls or women in a sexually degrading or abusive manner. Protest sexism in the media.
- 10 Mentor and teach young boys about how to be men in ways that don't involve degrading or abusing girls and women. Volunteer to work with gender violence prevention programs, including anti-sexist men's programs. Lead by example.

This poster was produced by MVP Strategies, a gender violence prevention, education and training organization.
Email: MVPStrategies@aol.com

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PARTNER MESSAGES

**Join.
Borrow.
Invest.**

Cooperatively owned
Connecting co-ops and capital

612.767.2100
SHAREDCAPITAL.COOP



**Shared Capital
Cooperative**

Love the idea of a career with community impact?
Want to make your co-op even better?
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SPECIAL THANKS

We are extremely grateful for the hospitality of ICC Ann Arbor over the past several years of NASCO Institute and for the generous help with printing services that the MSU-SHC has provided.



being willing.

“we must increase our collective tolerance for truth. this means we must learn how to hold the full breadth of emotions we feel upon hearing the truth, and to keep listening, changing, taking action, learning. **we must be willing to look at what actually needs to happen to address the truth.**

we must deepen our connections to each other. there is no way the majority of us will survive this time if we continue working in isolation or in competition. we must meet at the intersections and lovingly figure out how to be in right relationship. **we need the largest, and most authentic, collaborative efforts for justice and liberation that have ever been witnessed on this planet.**

we must take the risk of leading. we must be willing to assert the solutions we believe in, to experiment with alternative ways of being human on this planet at this time. we must be willing to try out post-normative paths, we must be willing to say unpopular things.” - adrienne maree brown

in gentleness, courage, & cooperation...
eamlc



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This year, we were able to raise about \$4,802 to support nearly 70 NASCO Institute attendees. This could not have been possible without the support of our very generous Low Income Scholarship Fund donors. We extend our heartfelt gratitude and appreciation to:

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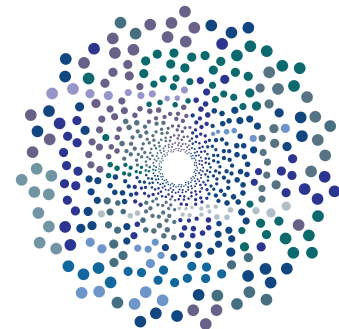
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