



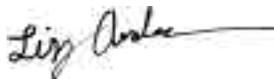
Welcome to NASCO Institute

Welcome to the 51st Annual Cooperative Education and Training Institute! This gathering would not be possible without our dedicated staff, board of directors, presenters, volunteers, and, of course, you!

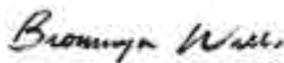
We hope that before you return home you will try something new, expand your cooperative skills toolbox, make lasting connections with fellow co-ops, and use this year's conference theme to explore the ways that you and your cooperatives are connected to a resilient, global movement.

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 (Saturday during lunch), run for a position on the board as Active Member Representative (during the Saturday night Banquet), and commit to taking action to keep the momentum rolling throughout the year.

Sincerely,
The NASCO Staff



Liz Anderson (She/her/they/them)
Director of Education



Bronwyn Walls (She/her)
*Director of Community
Engagement*



Brel Hutton-Okpalaeke (They/them)
Director of Development Services



Katherine Jennings (She/her)
Director of Operations



Daniel Miller (He/him)
Director of Properties

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NASCO Cooperative Education and Training Institute 2018

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Cooperate Locally

Cooperatives have long embodied self-help and mutual aid. This year's theme, Cooperate Locally, will encourage us to take a look at how we have built cooperatives with and for our whole community. This theme will delve into the hard work of grassroots organizing as well as the mindfulness it takes to co-create with existing neighborhoods when starting a new cooperative. All over North America, there are pockets of cooperation that collectively we recognize as the cooperative movement.

A NOTE FROM THE 'COOPERATE LOCALLY' ARTIST, CHARLOTTE DURNFORD-DIONNE:

Hi! I'm Charlotte, a third year design student in Toronto Canada. Over the past year, my student co-op has not only been a place to call home, but also an integral part of adjusting to my new city. I have met some of my closed friends and learned the true merit of collaboration. So when NASCO put out a call for artists I could not have been more excited to share my love of illustration with a purpose driven organisation that does such meaningful work.

When I was first reflecting on the theme of "cooperate locally" I immediately thought back to one of the initial activities I participated in at my co-op. It was a "First Nations cooking class" and the entire first hour was spent gathering the ingredients. The leader of the group brought us to community gardens all throughout our downtown campus to collect different herbs and veggies to complete our meal. It felt like my favourite childhood book "Stone Soup" where an entire village shares what little food they have to make stew. I wanted my drawing to mimic the layout of a street. The idea that even within a few blocks you can find people with incredibly varied skills and knowledge. None of my characters resemble each other, and yet the theme would quite literally be incoherent without them.





DR. TANE WARD

Keynote Speaker

HOW HOUSING CAN HEAL US ALL

Tane Ward PhD will deliver the keynote address this year – How Housing can Heal us All – where he will ask: What can the cooperative housing movement teach society about how we communicate and heal?

Over many years of decolonial organizing work, Ward has seen firsthand and written about the colonial wounds that stratify our society. Decolonial praxis upends the dominant order and orients people around cooperative relationships with the natural world and each other. Healing is key in understanding why and how this will come about.

In this keynote address, Ward will express how this work is undertaken in the homes and hearts of all people. He will emphasize the power and possibility within the alternative housing movement to bring about societal transformation in both minor acts of daily life and in large-scale political movements.

Get connected

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.

SOCIAL MEDIA

Find us on our Facebook, Twitter, and Instagram and tag us, [@nascocoop](https://www.instagram.com/nascocoop). Use the hashtags [#NASCOInstitute2019](https://twitter.com/NASCOInstitute2019) and [#CooperateLocally](https://twitter.com/CooperateLocally) when you post on social media and we'll repost our favorites all weekend!

SLACK

Did you know we also share a Slack workspace for all NASCO cooperators? Visit bit.ly/nascoslack to join the workspace. Use the [#institute](https://www.slack.com/messages/#institute) channel to connect with other NASCO Institute participants.

ONLINE SCHEDULE AND MAP

NASCO Institute 2019 will take place in the following buildings around the University of Texas at Austin Campus. Visit our online scheduling tool, nascoinstitute2019.sched.com or our Google Map, bit.ly/nascomap2019 to plan your weekend!

ONLINE SCHEDULE

AT&T CONFERENCE CENTER

1900 University Ave, Austin, TX 78705

THOMPSON CONFERENCE CENTER

2405 Robert Dedman Dr, Austin, TX 78712

MITTE FOUNDATION CARRIAGE HOUSE

1008 West Ave, Austin, TX 78701

COLLEGE HOUSES OFFICE

1906 Pearl St, Austin, TX 78705

LAUREL HOUSE CO-OP

1905 Nueces St, Austin, TX 78705

WHEATSVILLE FOOD CO-OP

3101 Guadalupe St, Austin, TX 78705



GOOGLE MAP



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 the Institute is accessible:

- Need-Based Scholarships
- Childcare
- 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 52.

We appreciate your help in making the 2019 NASCO Institute an event that is 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 in the room behind the registration desk and all day Sunday in room 1.22 in the Thompson Conference Center.

Community agreements

ONE DIVA, ONE MIC

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 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.

RECOGNIZE INTENT AND ADDRESS IMPACT

We recognize people's best intentions when unintentionally causing harm. The impact of someone's actions may not have been intended but nonetheless should be addressed.

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 "messing 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

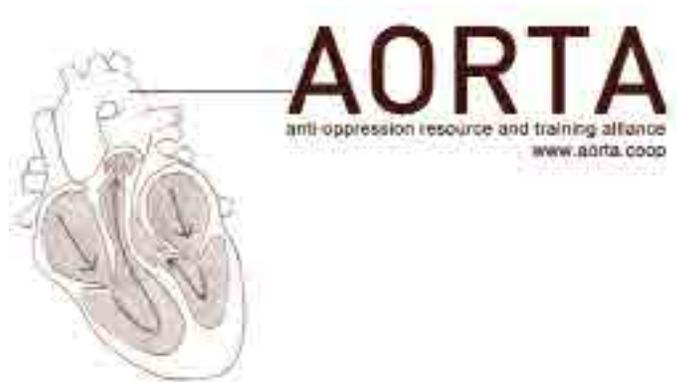
We make better decisions when we approach our problems and challenges with questions ("What if we...?") and curiosity. Allow space for play, curiosity, and creative thinking.

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.

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.

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, November 8

- | | |
|------------------|-----------------------------------------------------------------------------------------------|
| 9:00am – 10:00am | Pre-Conference Registration
<i>Mitte Foundation Carriage House</i> |
| 10:00am – 5:30pm | Staff and Managers Pre-Conference
<i>Mitte Foundation Carriage House</i> |
| 10:00am – 6:00pm | Austin Co-op Tour
<i>Meet at College Houses</i> |
| 1:00pm - 3:00pm | Registration Opens
<i>Mitte Foundation Carriage House</i> |
| 2:00pm & 4:00pm | Tours of Inter-Cooperative Council and College Houses
<i>Meet at College Houses</i> |
| 6:00pm - 7:45pm | Staff and Faculty Dinner
<i>Wheatsville Co-op, by invitation only</i> |
| 8:00pm - 10:00pm | Film Screening of Many Hands
<i>Laurel House Courtyard</i> |

Saturday, November 9

- | | |
|-------------------|--------------------------------------------------------------------------------------------------|
| 8:30am – 11:00am | Registration
<i>Lobby, AT&T Conference Center</i> |
| 9:30am – 11:00am | Course block 1 |
| 11:00am – 11:30am | Conference Kick-off
<i>Grand Ballroom, AT&T Conference Center</i> |
| 11:30am – 1:00pm | Keynote- How Housing Can Heal Us All
<i>Grand Ballroom, AT&T Conference Center</i> |
| 1:00pm – 3:00pm | Lunch on the town |
| 1:00pm – 3:00pm | Development Luncheon
<i>Classroom 103, AT&T Conference Center</i> |
| 1:00pm – 3:00pm | NASCO Properties Family Reunion
<i>Classroom 104, AT&T Conference Center</i> |

- 1:00pm – 2:00pm **Caucuses (lunch included)**
Classroom 301, AT&T Conference Center
- 2:00pm – 3:00pm **Diversity Congress**
Classroom 301, AT&T Conference Center
- 3:00pm – 4:00pm **Course Block 2**
- 4:15pm – 5:45pm **Course Block 3**
- 6:00pm – 7:50pm **Banquet & Hall of Fame Ceremony**
Grand Ballroom, AT&T Conference Center
- 8:00pm – 10:00pm **Shared Capital Social**
Ballroom Atrium, AT&T Conference Center
- 8:00pm – 10:00pm **Cooperative Game Night**
Taos Co-op 2612 Guadalupe St

Sunday, November 10

- 9:00am – 10:30am **Course block 4**
- 9:00am – 12:00pm **Annual General Meeting**
Room 2.102, Thompson Conference Center
- 10:45am – 12:15pm **Course block 5**
- 12:15pm – 1:30pm **Box lunch by registration**
- 1:45pm – 3:15pm **Course block 6**
- 3:30pm – 4:00pm **Ciders, Raffle & Goodbyes**
Lobby, Thompson Conference Center

Friday programming

Friday, November 8

STAFF & MANAGERS PRE-CONFERENCE

Mitte Foundation Carriage House 1008 West Ave, Austin, TX 78701

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 Mitte Carriage house, followed by a catered dinner at Wheatsville Co-op.

10:00 AM - 10:30 AM - Welcome, Overview of Program

10:30 AM - 11:45 AM - Breakfast and Networking with Student leaders and Staff

12:00 PM - 1:30 PM - Local Co-op Project Spotlights (CHEA & College Houses)

1:30 PM - 2:30PM - Lunch break

2:30 PM - 4:00 PM - Peer Consultation

4:00 PM Walking tour of Student housing co-ops

6:00 PM bus from carriage house to Wheatsville

6:00 PM - 7:45 PM - Staff & Faculty Dinner (provided, at Wheatsville Co-op)

STUDENT LEADERSHIP PRE-CONFERENCE

Mitte Foundation Carriage House 1008 West Ave, Austin, TX 78701

10:00 AM - 10:30 AM - Welcome, Overview of Program

10:30 AM - 11:45 AM - Breakfast and Networking with Student leaders and Staff

12:00 PM - 1:30 PM - Local Co-op Project Spotlights (CHEA & College Houses)

1:30 PM - 2:30 PM - Lunch break

2:30 PM -4:00 PM - Workshop: From Co-op Chores to Paid Jobs: How to Transfer Your Co-op Skills into Paid Employment *

4:00 PM - Walking tour of Student housing co-ops

6:00 PM - bus from carriage house to Wheatsville

6:00 PM - 7:45 PM - Staff & Faculty Dinner (provided, at Wheatsville Co-op)

*** FROM CO-OP CHORES TO PAID JOBS: HOW TO TRANSFER YOUR CO-OP SKILLS INTO PAID EMPLOYMENT**

Presented by Rek Kwawer

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 résumé and cover letters and practice translating our co-op experiences into language that others can easily understand and that shows how talented coopers are. Bring your own cover letter and résumé if you'd like.

INTER-COOPERATIVE COUNCIL & COLLEGE HOUSES TOURS

Meet at College Houses office, 1906 Pearl St, Austin, TX 78705

Tours leave at 2:00 pm and 4:00 pm

This tour will hit some of ICC Austin and College Houses cooperatives. The ICC Austin is made up of 9 co-ops and College Houses Cooperatives is made up of 7 co-ops in West campus each with unique personalities and rich history. This walking tour will be held twice once at 2 PM and 4 PM. Join us on a tour led by ICC and CH members to hear (and see) the dirt on the Austin housing co-ops.

AUSTIN CO-OP TOUR

Meet at College Houses office, 1906 Pearl St, at 10:00am

This tour is by registration only (an additional \$40 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 the morning of the tour. Meet at the College Houses Offices at 10:00 AM. Bus will return by 6:00 PM to the College Houses Offices.

Tour Stops will include

- Treasure city thrift
- Polycot Cooperative
- Black Star Brewery
- Key figures Cooperative
- Wheatsville cooperative
- Yard to Market Co-op

COLLECTIVE LIBERATION CAUCUS

8:00pm - 10:00pm location TBA

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?

Weekend highlights

BANQUET & HALL OF FAME

Saturday, Nov 9, 6:00pm - 8:00pm // Grand ballroom, AT&T Conference Center
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 we are recognizing Jacques Côté (Leader), Noni Sessions (Founder), Geoff Mayers (Local Hero), and Christina Gosnell & Steve Winter & Dr. Zane Selvans (Founders).

Those wishing to run for Active Member Representative and NASCO Board candidates will be introduced. They will have the opportunity to give a candidate speech at the closing of the banquet.

DEVELOPMENT SERVICES LUNCHEON

Classroom 103 AT&T Center, Saturday during lunch
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

Classroom 104 AT&T Center, Saturday during lunch
NASCO Properties is a cooperative land trust started in 1988 that has grown to include 15 houses in 8 cities (PEACH, Qumbya, CHEA, Nickel City, SCO, COUCH, and UKSHA). 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 during lunch on Saturday!

GUERRILLA WORKSHOPS

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 the spaces that are designated solely for Guerrilla Workshops. Sign up to lead a session at the Registration Desk.

THE COMMONS

Located next to the registration desk
Introduced in 2006, the Commons is the hub 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 crafting. Open from early morning till late, this will be the place to take a break from the packed weekend and connect with other co-ops.

COOPERATIVE GAME NIGHT

Saturday, Nov 9 8:00pm - 10:00pm // Taos Co-op 2612 Guadalupe St

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!

NASCO ANNUAL GENERAL MEETING

Sunday, Nov 10, 9:00am - 12:15pm // Room 2.102 Thompson Center

The Annual General Meeting (AGM) is where NASCO members can voice their opinions and engage in NASCO's governance. It is also the forum for active members to nominate and elect an Active Member Representative (AMR). The AMR is elected by active member co-ops at Institute and serves a one-year term on the NASCO board of directors.

All are welcome to attend the AGM. Voting privileges will be limited to one delegate per NASCO active member co-op. If you have questions about participating in the AGM, please contact Bronwyn Walls (bronwyn@nasco.coop) or get in touch with the folks at the conference Registration Table.

SATURDAY KEYNOTE - HOW HOUSING CAN HEAL US ALL

Saturday Nov 9, 11:00am - 1:00pm Grand Ballroom at the AT&T Center

Tane Ward PhD will deliver the keynote address this year – Housing can Heal us All – where he will ask: What can the cooperative housing movement teach society about how we communicate and heal? Over many years of decolonial organizing work, Ward has seen firsthand and written about the colonial wounds that stratify our society. Decolonial praxis upends the dominant order and orients people around cooperative relationships with the natural world and each other. Healing is key in understanding why and how this will come about. In this keynote address, Ward will express how this work is undertaken in the homes and hearts of all people. He will emphasize the power and possibility within the alternative housing movement to bring about societal transformation in both minor acts of daily life and in large-scale political movements.

SUNDAY BOX LUNCH

Sunday we will provide box lunches that attendees can take on the go. Lunches can be taken outside or into break out rooms with new friends. Box lunches will be provided by local food co-op Wheatsville Cooperative. Each lunch contains a sandwich, Raw Deal Kale Salad (contains walnuts), and Zapp's Potato Chips.

CIDERS, RAFFLE, & GOODBYES

Sunday, Nov 10, 3:15pm - 4:00pm Lobby Thompson Conference Center

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. Raffle prizes will be announced for the lucky few. Together, we'll take a moment to share highlights from the weekend, share our plans for next steps, and say goodbye to all of the people who we've connected with over the course of the conference.

Identity-based caucuses

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. These sessions will be member led spaces for participants to guide the discussion as they see fit.

Identity-based 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! Identity-based night caucuses will be followed by a Diversity Congress in the same room (301) from 2:00pm - 3:00pm.

PEOPLE OF COLOR CAUCUS

Saturday, November 9, 1:00pm - 2:00pm, classroom 301 AT&T Conference Center

PEOPLE WITH DISABILITIES CAUCUS

Saturday, November 9, 1:00pm - 2:00pm, classroom 301 AT&T Conference Center

QUEER & TRANS CAUCUS

Saturday, November 9, 1:00pm - 2:00pm, classroom 301 AT&T Conference Center

WOMEN'S CAUCUS

Saturday, November 9, 1:00pm - 2:00pm, classroom 301 AT&T Conference Center

WORKING CLASS CAUCUS

Saturday, November 9, 1:00pm - 2:00pm, classroom 301 AT&T Conference Center

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 currently able to make appointments to the Diversity Congress. Contact the NASCO board if you are interested in appointment.

What is the Diversity Congress?

Diversity Congress connects caucuses to the governance of NASCO as a whole organization. The Diversity Congress is composed of two elected representatives ("chair" and "co-chair") from each identity-based caucus, plus three current board members. It elects two representatives to the NASCO board ("co-chairs") for two-year terms. The chair of the People of Color Caucus is also appointed to the NASCO board for a two-year term. All seats are filled this year, in total, so we will not be appointing representatives to the NASCO Board. The Diversity Congress is also an opportunity to share concerns, discuss solutions, and plan action steps for bringing issues to the NASCO Board and/or the Annual General Meeting the next morning.

I'm interested in serving on the NASCO Board as a caucus representative.

What are the responsibilities of that?

This year we will not be appointing caucus seats to the Board, as all seats are filled. However, we encourage you to consider serving as a caucus representative in future years.

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.

Course tracks

Courses grouped by theme



COOPERATE LOCALLY

These sessions focus on skills to help your cooperative connect with local systems to better support your cooperative and community. Workshops will address food systems, mutual aid and advocacy. Each new co-op that joins the NASCO community benefits from and contributes to our collective cooperative knowledge over the years.

- Are Students and Co-ops Victims, or Factors, of Gentrification?
- From Climate Change Advocacy to Food, Bikes and Housing: Evolving the Co-operative Spirit on Toronto University Campuses
- Mutual Aid and Financial Privilege in Co-op Spaces
- Shared Mobility Solutions for the Post-Consumer Community
- Using Our Values: Stories and Strategies to Build Community Wealth
- Observe and Interact: Permaculture and Cooperative Living, Mapping the Neighborhood Ecosystem
- Community by Design: the Influence of Architecture on House Culture
- History of Housing Cooperatives in Austin
- Renewable Energy Choices for Co-ops



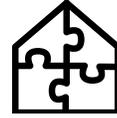
STAFF & MANAGERS TRACK

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.

- Staff and Managers Pre-Conference
- Systematic Approach to Co-op Governance - Policy Governance
- Creating a Mediation & Member Review System For Your Co-op
- How To Not Steal From Your Co-op
- Spreadsheets 101: Designing for Cooperative Data Management
- Developing Community Standards
- Strategic Planning: How to START and SUSTAIN Your Strategic Plan (and have FUN doing it!)
- The Fair Housing Act and Your Co-op

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) – The Development Process
- 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) – Finding a Property that Fits your Group's Needs
- Creating a New Co-op (5) – Budget & Feasibility
- Creating a New Co-op (6) – Closing the Deal (Master Lease Negotiation & Property Purchasing Clinic)
- Development Services Luncheon
- Start a Cooperative Housing Alliance in Your Area
- Getting Tax Exemption (U.S. Only)

CONNECTING TO THE COOPERATIVE MOVEMENT

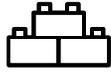
In building a stronger cooperative movement, we must first understand our collective past and present. This course track provides a foundation for such visioning by featuring the work of cooperators, past and present, across many sectors and many continents. Join us in these sessions to be inspired,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



- Staff and Student Pre-conference Networking
- Improv for Conflict Resolution
- Group Equity Co-op History
- Systems Thinking for Cooperatives
- Economic Democracy: An Introduction
- Reflecting the Movement
- We Are Not Alone: Student Housing Issues and Co-ops Around the World
- Co-ops & Communes: A Movement to Build the Irreversible
- Facilitating Political Decision-Making Awareness Through Collective Research Workshops
- UK Student Housing Co-operatives: A History and Transatlantic Investment

Course tracks

Courses grouped by theme



BUILDING COOPERATIVE SKILLS

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 NASCO Institute with a new set of concrete skills to take back to their co-op.

- Conflict in Community
- Facilitate for Freedom
- Why Isn't This Working? Common Reasons Labor Systems Don't Function & How to Fix Them
- Creating A Mediation & Member Review System For Your Co-op
- American Sign Language and Deaf Culture
- Changing the Role of Membership Reviews
- How to Not Steal From Your Co-op
- Oppression and Conflict
- Strategies for Making Your Cooperative Successful
- How to be a Corporate Secretary
- Meeting: Not Just For Masochists
- Spreadsheets 101: Designing for Cooperative Data Management
- Developing Community Standards
- Mindful Soul Boogie Playshop
- Strategic Planning: How to START and SUSTAIN your Strategic Plan (and have FUN doing it!)

APPLIED ANTI-OPPRESSION

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.



- Anti-Racism Conversation For Student Transplants to Cities
- Community Defense and Self Defense Collectives
- Systematic Approach to Co-op Governance - Policy Governance
- From Climate Change Advocacy to Food, Bikes and Housing: Evolving the Co-operative Spirit on Toronto University Campuses
- Accessibility Caucus
- People of Color Caucus
- Queer & Trans Caucus
- Women's Caucus
- Working Class Caucus
- Let's Get Negative: The Purpose of "Bad" Emotions
- American Sign Language and Deaf Culture
- Keeping Yourself and Community Safe - Protest Health and Safety
- Cooperative Resistance: How Cooperative Values Help Artists Build Power & Work Toward Justice
- Effective Activist: An Evidence-Based Guide to Progressive Social Change
- Only You Can Prevent Dumpster Fires! How to Address the Elephant in the Room and Fix Problems Before It's Too Late
- The Neurobiology of Conflict: An Interactive Introduction to Interpersonal Peacemaking

Course block 1

Saturday, November 9, 9:30am-11:00am



ARE STUDENTS AND COOPS VICTIMS, OR FACTORS, OF GENTRIFICATION?

Laurent Levesque he/ him

Classroom 101 AT&T Conference Center

The debate around gentrification, a dynamic which is transforming many North-American cities, can sometimes cause confusion or even tension within the coop movement. On the one hand, group equity housing coops are rightfully seen as an affordable living arrangement that can help ensure housing affordability. On the other hand, students as members of the “creative class” are often identified as driving forces of gentrification. To better understand how student coops participate in it, we will start by a deep dive into the dynamics and patterns of gentrification. This workshop will then attempt to provide coop leaders with tools to understand how their coop can act to prevent and even fight gentrification, rather than reinforce it.



FACILITATE FOR FREEDOM

Daniel Park He/Him

Classroom 115 AT&T Conference Center

Even organizations with great facilitation practices can inadvertently perpetuate barriers to participation and access to democratic process in meetings. This happens through group dynamics of power, privilege, and oppression that marginalize women, people of color, queer, trans, and gender non-conforming folks, people with disabilities, and those with limited access to the cultural cues that come with class privilege. Building your facilitation skills will help your organization hold meetings that are more equitable, more effective, and more democratic. We will share practical facilitation tools and discuss ways to dismantle oppressive practices in meetings and trainings.



COMMUNITY DEFENSE AND SELF DEFENSE COLLECTIVES

Tom Jara They/them; Sam Howel They/them

Classroom 108 AT&T Conference Center

CONTENT WARNING: Violence, White supremacy, Toxic masculinity

For collectives to function they must keep their community members safe and healthy. Just as community meeting and mental health check ins are a form of self preservation so is community and self defense. Sadly it is very apparent in this day and age that there are many threats of violence to our communities, be it from ICE kidnapping, white supremacist terrorism, or toxic masculinity within our own community. This workshop is an active demo of self defense techniques ranging from how to protect yourself online, around your community and for your own body. We will address important topics including the definition of violence, ableism within self defense, and how to hold space for marginalized people and build a safe learning environment for self defense. Half of the workshop will be dedicated to de-escalation and prevention and the rest will be basic martial arts techniques.

FROM CLIMATE CHANGE ADVOCACY TO FOOD, BIKES AND HOUSING: EVOLVING THE CO-OPERATIVE SPIRIT ON TORONTO UNIVERSITY CAMPUSES

Bria Hamilton She/ her; Michael Jodah He/ him;

Hannah Lingren She/her; Tristan Laing He/him

Classroom 107 AT&T Conference Center

Regenesi was founded in 2007 as an environmentalist social-justice organization on York University campus. Over time it has evolved into an archipelago of projects and organizations across multiple campuses that meet students' needs through the spirit of mutual-aid, DIY, volunteerism, and co-operation. Regenesi has organized an affordable farmers' market on a campus which is a food desert, a free bike repair centre, free stores, borrowing centres, an outdoors club, and a separate non-profit seeking to develop affordable student co-operative housing across Ontario.



CREATING A MEDIATION & MEMBER REVIEW SYSTEM FOR YOUR CO-OP

Lincoln Miller He/ him

Classroom 116 AT&T Conference Center

Conflict in co-ops can lead to unhappy humans, high vacancy and may cause houses to collapse. So over the last 4 years Boulder Housing Coalition (BHC) created a volunteer based Mediation and Member review system. BHC partnered with a local Restorative Justice org to train our mediators and created a Mediation Team as a well as a Cooperation Committee. The mediators help with conflicts while the committee works to hold co-ops accountable for chores, labor and uncooperative behavior, through the member review process. We will learn from BHC's experience while we share skills for conflict mediation and member review systems.



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

Mark Fick He/Him; Brel Hutton-Okpalaek They/ Them

Classroom 103 AT&T Conference Center

This session is the first step on the co-op development track and provides an introduction and 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, focusing 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. The session will include presented material, open discussion, and interactive activities.



Course block 1

Saturday, November 9, 9:30am-11:00am



SYSTEMATIC APPROACH TO CO-OP GOVERNANCE - POLICY GOVERNANCE

Lana Wong they/ them

Classroom 104 AT&T Conference Center



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, and contrast with other governance practices. Attendees will reflect on governance practices at their co-op, and simulate common decisions using the Policy Governance model in this workshop.



ANTI-RACISM CONVERSATION FOR STUDENT TRANSPLANTS TO CITIES

Taylor Kinniburgh They/them

Classroom 301 AT&T Conference Center

Following Brave Space guidelines, this moderated conversation will ask us students who have moved into a city for college to examine how they move through that city. We will seek a better understanding of ourselves in frameworks of race and class. We will look into the ways our colleges, co-ops as and ourselves uphold racism. The moderator will us their city of Baltimore as a starting point in examining racism in topics ranging from a university's role in gentrification to how our own body language affects our neighbors.



WHY ISN'T THIS WORKING? COMMON REASONS LABOR SYSTEMS DON'T FUNCTION & HOW TO FIX THEM

Jess Howard She/her

Classroom 105 AT&T Conference Center

No matter what type of co-op you are, your members have to work together to get things done. In this presentation we will walk through everyday problems of working together with other people, as well as more co-op specific issues. We will not only explore how to combat these issues through both structural and cultural changes; but also how to prevent them.



CONFLICT IN COMMUNITY

Clinton Parker He/ him/ his

Classroom 106 AT&T Conference Center

Whether it's interpersonal clashes of personality or style all the way down into dealing with abusive behavior within communities and organizations, things can get scary. Simultaneously this work is crucially important to maintaining and growing a healthy and safer world. Let's develop skills and talk about building dynamic adjustable frameworks to bravely engage.

Course block 2

Saturday, November 9, 3:00pm- 4:00pm

START A COOPERATIVE HOUSING ALLIANCE IN YOUR AREA

Abby Davidson She/ Her; Steve Vig He/ him

Classroom 106 AT&T Conference Center

(MACHA) is a community group with members from more than ten local housing cooperatives, whose mission is, "Promoting resilience and equity in the Madison area by supporting the continuation and creation of cooperative housing." We do this by educating people about cooperatives, working with local government to advocate co-op friendly policies, and advising people who want to start new cooperatives. Learn how to advocate for, support, and encourage collaboration between housing cooperatives in your area! Members from MACHA will share how they started a cooperative housing alliance in the Madison area, what strategies they have focused on, and what benefits they have seen.



MUTUAL AID AND FINANCIAL PRIVILEGE IN CO-OP SPACES

Hannah Presiado They/them

Classroom 105 AT&T Conference Center

Given that co-ops tend to replicate oppressive systems present in the dominant society, how can we ensure we are caring for one another within our homes and communities? Mutual aid, or giving each other material support while resisting systems of oppression and exploitation, is an important step towards building our reliance and trust in one another -- ultimately building healthier social relations. This workshop will explore how to navigate differing levels of financial privilege in co-op spaces, while reflecting on the radical mutual aid work of Black cooperatives, queer/trans solidarity projects, and other antiracist, anticapitalist organizing. We will conclude with a discussion on how to responsibly acknowledge and use one's privileges, especially financial privilege, to create a more equitable cooperative environment using mutual aid principles.



LET'S GET NEGATIVE: THE PURPOSE OF "BAD" EMOTIONS

Abigayle Ploetz They/ them / She/ her

Classroom 115 AT&T Conference Center

Ready to move beyond shame? Learn how to not be angry? Forget fear? Then this is...probably not the workshop for you! But if you're tired of "positive vibes only" and want space to explore those feelings and the functions they serve for as individuals and cooperatives, then this might pique your interest. Let's make some art. Let's feel some things. Let's get curious.



IMPROV FOR CONFLICT RESOLUTION

Ryan Lett She/ Her

CLASSROOM 108 AT&T Conference Center

Learn how to use basic improv tools such as connecting, listening, and accepting to brainstorm creative solutions and figure out their full potential.



Saturday, November 9, 3:00pm- 4:00pm

Course block 2

Saturday, November 9, 3:00pm-4:00pm



AMERICAN SIGN LANGUAGE AND DEAF CULTURE

Yann Spindler He/ Him

Classroom 104 AT&T Conference Center

Deaf culture is the set of social beliefs, behaviors, art, literary traditions, history, values, and shared institutions of communities that are influenced by deafness and which use sign languages as the main means of communication. American Sign Language (ASL) is a natural language that serves as the predominant sign language of Deaf community in the United States and most of Canada. we want to make learning ASL super easy, accessible, and fun. :)



SHARED MOBILITY SOLUTIONS FOR THE POST-CONSUMER COMMUNITY

Kevin Karner He/ Him

Classroom 116 AT&T Conference Center

Carsharing offers members access to vehicles located within neighborhoods or near public transit stations, universities, or other community destinations on a pay-per-use or subscription basis. While the most visible carsharing organizations are subsidiaries of auto manufacturers or insurers, co-operatives of all scales have existed in Europe for over two decades and can also be found throughout the U.S. and Canada. Carshare co-ops allow members to avoid the time, cost, and environmental burden of private auto ownership while providing an essential mobility option for those living auto-dependent communities. This session will focus on the ins-and-outs of community-controlled, shared-mobility options.



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

Mark Fick He/ Him; Brel Hutton-Okpalaeke They/them

Classroom 103 AT&T Conference Center

A successful housing cooperative needs 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.



GROUP EQUITY CO-OP HISTORY

Jim Jones he/him

Classroom 101 AT&T Conference Center

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?

KEEPING YOURSELF AND COMMUNITY SAFE - PROTEST HEALTH AND SAFETY - (CONTINUED IN COURSE BLOCK 3)



Noah Saperstein He / Him / His

Classroom 107 AT&T Conference Center

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!

MEMBER ACCOUNTABILITY ROUNDTABLE



Rek Kwawer She/he/they

Classroom 301 AT&T Conference Center

We like to talk about the importance of accountability in co-ops. But what does accountability actually mean, and how do we achieve it? In this roundtable, participants will share their experiences with what has worked, and will have the opportunity to discuss things that haven't worked, and will leave with ideas from other co-ops.



NASCO Institute 2018

Course block 3

Saturday, November 9, 4:15pm-5:45pm



KEEPING YOURSELF AND COMMUNITY SAFE - PROTEST HEALTH AND SAFETY - CONTINUED FROM COURSE BLOCK 2

Noah Saperstein He / Him / His // Classroom 107 AT&T Conference Center



EFFECTIVE ACTIVIST: AN EVIDENCE-BASED GUIDE TO PROGRESSIVE SOCIAL CHANGE

Nico White

Classroom 115 AT&T Conference Center

Do you know how to transform your passion for human, environmental, or animal rights into real impact? Effective Activist is a multi-year project in the making to summarize hundreds of scientific publications on activism and social movements. This fast-paced lecture will give you a broad overview of how to maximize your impact as an activist and how to use scientifically-proven strategies for creating change. All participants will be given a free zine with expanded summaries of the research and exercises for planning your own evidence-based campaigns.



USING OUR VALUES: STORIES AND STRATEGIES TO BUILD COMMUNITY WEALTH

Kim Garmany She/ Her; Jamey May He/him; Shaun Malby He/him; Meghan Rauker She/her; Steve Dubb He/ Him

Classroom 105 AT&T Conference Center

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.



HOW TO NOT STEAL FROM YOUR CO-OP

Corrigan Nadon-Nichols He/ Him

Classroom 106 AT&T Conference Center



Cooperative endeavors depend on mutual trust to function. Accounting is one piece of ensuring shared resources are used appropriately, but many groups fall short on creating financial controls and processes that would deter and detect "misappropriation". In this session, we will look at a range of techniques and practices that can improve financial transparency rather than simply burying yourselves in bureaucracy. Learn how people have actually tried to steal from co-ops (on purpose or by accident!) and how keep your co-op's funds safe.



COOPERATIVE RESISTANCE: HOW COOPERATIVE VALUES HELP ARTISTS BUILD POWER & WORK TOWARD JUSTICE

Daniel Park He/Him

Classroom 108 AT&T Conference Center

Is it possible to create liberatory art while producing it via traditional methodologies? In this session, participants will be given an overview of notable

art- and media-based cooperatives in the U.S.. We will examine how cooperative values inform both the creative and producing process for these organizations, and do a deep dive into the successes and failures of arts co-ops in the presenters home town of Philadelphia. Participants will walk away with concrete tools that will help their artistic (and non-artistic) endeavors be more intentional and value-driven in all aspects. The session will conclude with a brief Q&A.

CHANGING THE ROLE OF MEMBERSHIP REVIEWS

Ilana Selli She/her; Abigayle Ploetz They/ them / She/ her

Classroom 104 AT&T Conference Center

How does our attitude toward criticism change when membership reviews are done not punitively, but affirmingly? At the Nickel City Housing Cooperatives, membership reviews are done monthly, and everyone gets reviewed regardless of their standing. At this session, a member of each NCHC house will share their experiences with this, problems it has solved or created, and how to implement this for your co-op. Come with your experiences of members you've struggled with, the ways your co-op has approached you for your own behaviors, and readiness to examine what honest criticism looks like. Discussion will be followed by mock-membership reviews.



CREATING A NEW CO-OP (3) - INCORPORATION & BYLAWS

Brel Hutton-Okpalaek They/them

Classroom 103 AT&T Conference Center

Incorporation is the process of taking your idea of a co-op and making it into a legal entity that 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 new organizations.



STRATEGIES FOR MAKING YOUR COOPERATIVE SUCCESSFUL

Michelle Stevens She/ Her

Classroom 301 AT&T Conference Center

Congratulations on opening your cooperative! But now what? Whether you are a housing, biking, food, or laundry cooperative, making sure you will be sustainable is step one. You want to make sure your co-op stays around to both serve its members as well as the community. This means it has to stay in the green. How do you ensure it does so? Come found out and learn some strategies on how to make and keep your co-op successful!



OPPRESSION AND CONFLICT

Clinton Parker He/ him/ his

Classroom 116 AT&T Conference Center

Conflict is difficult under even ideal conditions. We never seem to be working with ideal conditions. In this session we will go over the ways in which conflict is informed by systemic oppression and explore things that can be done about it. Familiarity with some conflict process is helpful but not a must. More importantly be prepared to be uncomfortable.



Course block 4

Sunday, November 10, 9:00am-10:30am



HOW TO BE A CORPORATE SECRETARY

Kelly Kou She/ Her

2.11 Thompson Conference Center

If you're an incoming Corporate Secretary or just want to know what the CS role is all about, this session is for you! There'll be a general overview of the Corporate Secretary role on a co-operative board, and how to best serve your co-op in your new role. Then we'll take a deep dive into minute taking, the flagship duty of the Corporate Secretary, where we'll review tips and tricks for taking better minutes, with exercises so you can flex your active listening skill for yourself. Lastly, we'll talk about how to use your CS skills in other roles.



OBSERVE AND INTERACT: PERMACULTURE AND COOPERATIVE LIVING, MAPPING THE NEIGHBORHOOD ECOSYSTEM

Connor Burbridge He/ Him; Jacob Grassi They/ them;

Amanda Anglemeyer They/ them

3.108 Thompson Conference Center

Gardens, Co-ops, and Neighbors! Through Permaculture Philosophy, we explore ideas of how to use cooperative spaces to create a healthy neighborhood system and build connections with the ecosystems and people around us. Modern Capitalism alienates us from the land and isolates us from each other. Permaculture offers a possible framework to overcome this alienation and isolation, and live in a more ecological way. Finally, We will also be exploring the connections between community gardens, housing co-ops, and neighborhood spaces, what relationships between the three we can 'observe', and how we can creatively 'interact' to make the relationships stronger, healthier and more ecologically sustainable.



SYSTEMS THINKING FOR COOPERATIVES

Benjamin Pardo He/ him They / them

3.11 Thompson Conference Center

Consensus shouldn't only mean that everyone gets a house that they "can live with." A perfect consensus might result in everyone getting a house they really want to live in. We shall rapidly and collectively gather each individual's priorities to collectively build a survey that can express how individuals and the group prioritize what matters to the co-op. We'll imagine the results are for an imaginary co-op that we are building together. From here we shall make our next plans for our imaginary co-op together using consensus based decision making. Finally we shall recurse and close.



GETTING TAX EXEMPTION (U.S. ONLY)

Brel Hutton-Okpalaeke They/them

3.108 Thompson Conference Center

What does it mean to be a "nonprofit"? What are the benefits and drawbacks of 501(c)3 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 501(c)3 application (IRS Form 1023) in detail.

SPREADSHEETS 101: DESIGNING FOR COOPERATIVE DATA MANAGEMENT

Shining Li She/ her; Andy Rasmussen He/him

3.122 Thompson Conference Center

Co-ops create and use a lot of information, but often struggle with how to best maintain and harness this wealth of knowledge. How should your co-op's data be organized so that future members can use it? How can you empower collaboration and insight across your membership? This skillshare will be a space for exploring common considerations for using shared spreadsheets in co-operative organizations. We'll cover general best practices for spreadsheet maintenance as well as a few specific tips and tricks. Key topics include: data organization, translating from goals to design, and ways to increase the readability and clarity of spreadsheets.



ONLY YOU CAN PREVENT DUMPSTER FIRES! HOW TO ADDRESS THE ELEPHANT IN THE ROOM AND FIX PROBLEMS BEFORE IT'S TOO LATE.

Ester Lee She/her; Anbo Shefa He/ Him

2.12 Thompson Conference Center

Is living in a cooperative weighing down on your mental health? Have you ever felt co-op burnout? Are your house finances a mystery? Do you even know what your staff members do? Join us as we discuss common problems that plague cooperatives. We encourage participants to share issues they are facing so we can collectively brainstorm solutions.



CREATING A NEW CO-OP (4) - FINDING A PROPERTY THAT FITS YOUR GROUP'S NEEDS

Jim Jones he/him

2.108 Thompson Conference Center

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.

MEETINGS: NOT JUST FOR MASOCHISTS

Clinton Parker He/ him/ his

3.12 Thompson Conference Center

When run well meetings can be a rejuvenating force that brings people together and generates energy for groups and projects. Poorly run meetings can drain or chase away talented passionate people, acting like a regular dose of poison to the group. We'll talk about key principles, tools to take home and troubleshooting. There is always more to learn so "further reading" lists will be provided.





THE NEUROBIOLOGY OF CONFLICT: AN INTERACTIVE INTRODUCTION TO INTERPERSONAL PEACEMAKING

Matt Dietrichson He/ him; Josh Blaine He/him

1.126 Thompson Conference Center

Conflict is an inevitable component of cooperative living. The way we handle conflict, however, is more in our control, and our choices can make a huge difference. In this interactive workshop, participants will explore the basic brain science of interpersonal conflicts and practice evidence-based techniques to resolve them. Participants will walk away with a greater appreciation for our innate empathic capacities and a working knowledge of simple strategies to foster peace back at home.

ANNUAL GENERAL MEETING - (CONTINUED IN COURSE BLOCK 5)

2.102 Thompson Conference Center

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 also the forum for active members to nominate and elect an Active Member Representative (AMR). The AMR is elected by active member co-ops at Institute and 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.

Course block 5

Sunday, November 10, 10:45am- 12:15pm

ANNUAL GENERAL MEETING - CONTINUED

2.102 *Thompson Conference Center*

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 also the forum for active members to nominate and elect an Active Member Representative (AMR). The AMR is elected by active member co-ops at Institute and serves a one-year term on the NASCO board of directors.

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REFLECTING THE MOVEMENT

Eric Steven He/ Him

2.12 *Thompson Conference Center*

What if we knew the secrets to lasting social change? Too often survivors and allies join together to fight battles nearly won if not for the hidden battles they face internally. Reflecting the Movement leans on analysis of stories from the social justice movement to reveal common experiences and subtle barriers to the changes we seek in racial equity and social justice - contemplating how we reproduce layers of injustice even in our efforts to help. This session will empower insights to shift these movement stopping habits with a focus on the only behavior we have control over - our own.



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

Audrey Smith; Karine Balé

1.126 *Thompson Conference Center*

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.



Course block 5

Sunday, November 10, 10:45am- 12:15pm



ECONOMIC DEMOCRACY: AN INTRODUCTION

Steve Dubb He/ Him

3.108 Thompson Conference Center

We know we are in a time of flux. This means old systems and assumptions are unlikely to hold, including traditional economic assumptions. But how do we go about building a more democratic economy? Our co-ops, of course, provide essential building blocks, but they are not the only ones. This session will provide an introduction to key strategies that can build wealth and power in communities -- such as community land trusts, participatory budgeting, public banks, employee ownership, and collective management of common resources. It will also provide an opportunity to organize into small groups and map out strategies for converting theoretical concepts into actions you can take at home.



DEVELOPING COMMUNITY STANDARDS

Corey Walters He/ him; Conal Robinson He/ him

2.11 Thompson Conference Center

As cooperatives, most of us are committed to creating safe spaces for our members and communities. It is important to agree as an organization to what that looks like and how to implement those practices and to document those decisions so that they are clear to new generations of members and leaders. Let's look at the process for developing that language both at an individual coop level and among cooperative systems including decision making, education strategies, and holding members and organizations accountable.



COMMUNITY BY DESIGN: THE INFLUENCE OF ARCHITECTURE ON HOUSE CULTURE

Mila Santana She/her They/them

3.11 Thompson Conference Center

What kinds of spaces promote socialization? What creates a welcoming environment? Explore the ways architecture affects a co-op's social environment and learn how to choose a house that fits your groups' needs. This will be a highly-interactive session with case-studies from local Austin housing co-ops.



CREATING A NEW CO-OP (5) - BUDGET & FEASIBILITY

Brel Hutton-Okpalaeké They/them

2.108 Thompson Conference Center

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.

HISTORY OF HOUSING COOPERATIVES IN AUSTIN

Henrik Tucker They/them; Ryan Nill He/ him

3.122 Thompson Conference Center

Housing cooperatives have a long history in Austin since the 30s. Join our presentation to hear an overview of housing cooperative history in Austin Texas. It will start in College Station in the 20s and end in present day Austin.



THE FAIR HOUSING ACT AND YOUR CO-OP

Daniel Miller He/ him

3.120 Thompson Conference Center

Many co-ops don't think much about Fair Housing laws. After all, we all care deeply about social justice and want to use our coops as a model for a better way to live, and most of us would never dream of committing housing discrimination. There are some details of the Fair Housing Act that might conflict with some membership practices, though, and the punishments for violating the Fair Housing Act can be huge. This workshop is meant to give an overview of what following the FHA might mean to your coop and also lists some things that all housing providers (including coops) must and cannot do. This workshop will also recommend example policies your coop can use to prevent accidental discrimination while preserving the integrity of your coop's membership process.



Course block 6

Sunday, November 10, 1:45pm- 3:15pm



RENEWABLE ENERGY CHOICES FOR CO-OPS

Mark Soutter He/ Him

2.11 Thompson Conference Center

New and existing co-ops have more choices than ever to procure renewable energy for their facilities. Rooftop solar programs, community renewable projects, and utility "green choice" programs offer co-ops a way to reduce their carbon footprints and even save money, but how do co-ops ensure they are getting the most "bang for their buck" and actually reducing their impact on the planet? We'll explore how to make informed energy decisions at the intersection of environment, economics and social equity. In addition, we'll learn how to use your co-op's buying power to positively influence the carbon intensity of the electric grid.



UK STUDENT HOUSING CO-OPERATIVES: A HISTORY AND TRANSATLANTIC INVESTMENT

Scott Jennings he/ him; Neil Turton he/him; Gauthier Guerin he/ him

3.108 Thompson Conference Center

Student Co-operative Homes is the UK national federation for Student Housing Co-operatives. Analogous in several ways to NASCO Properties it was founded in 2018 with the support of Co-operatives UK as part of the National Co-operative Development Strategy to grow the youthful UK Student Housing Co-operative Movement which got into its first property in 2014. Come and find out about us, our members, what we are doing and the potential for you and your co-op to benefit from Transatlantic Investment through Community Shares and more!



FACILITATING POLITICAL DECISION-MAKING AWARENESS THROUGH COLLECTIVE RESEARCH WORKSHOPS

Benjamin Pardo He/ him They / them; Sam Cook He/ him

2.12 Thompson Conference Center

Doing our own thinking on issues we vote FOR can get us more of what we really want and need. We will lead a workshop facilitating this process by first practicing collective research in groups, exploring different dimensions. We will give participants a chance to practice facilitating and explore ways we can put our research to use.



CREATING A NEW CO-OP (6) - CLOSING THE DEAL (MASTER LEASE NEGOTIATION & PROPERTY PURCHASING CLINIC)

Mark Fick He/Him; holly jo Sparks she/her;

Daniel Miller He/him; Brel Hutton-Okpalaeké They/them

2.108 Thompson Conference Center

Real estate transactions can be complicated, and for co-ops trying to purchase or lease property, there are unique considerations and obstacles. While purchasing a new property is one route for development, leasing can be a good option for a new co-op to build its business history, or for an existing co-op to explore expansion. Whether leasing or buying you will need to educate and negotiate to get the best terms for your co-op, as most lenders and landlords are unfamiliar with housing co-ops. 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 or leasing process.

STRATEGIC PLANNING: HOW TO START AND SUSTAIN YOUR STRATEGIC PLAN (AND HAVE FUN DOING IT!)

Nick Coquillard he/ him; Maggie O'Connor She/ Her

3.12 Thompson Conference Center

The member-leaders and staff from the Inter-Cooperative Council in Ann Arbor, MI created its FIRST Strategic Plan five years ago and this past year created its SECOND, learning so much from a very successful experience and then fine-tuning all aspects for its current plan. Maggie and Nick bring a brand new program this year detailing the process of creating strategic plans cooperatively, factoring in the many ideas and views inherent in our co-ops; creating systems that work to both develop and successfully implement plan objectives; engaging strategies that allow for flexibility and growth in both developing the plan as well as its implementation; and tangible, scalable strategies you will be able to take home and create your own plan no matter the size or purpose of your co-op size or purpose. This promises to be informative and interactive. Indira Gandhi said it so well: "Have a bias towards actions - let's see something happen now. You can break that big plan into small steps and take the first step right away.



CO-OPS & COMMUNES: A MOVEMENT TO BUILD THE IRREVERSIBLE

Bradi Heaberlin She/her; Sam Law He/ him

2.102 Thompson Conference Center

Cooperative living -- life together -- opens the possibility to experiment with collectivized means of life and struggle together against the exploitation of our bodies and earth. From the fugitive maroon communities that evaded slavery to the commune and land projects of the 1960's and '70's onward, building a life in common has meant challenging structures of control. In this presentation, we'll weave together a broad history of such efforts with case studies in the Midwest and Mexico to reinvigorate the "communes" as sites of liberatory cooperation.



MINDFUL SOUL BOOGIE PLAYSHOP

Matt Dietrichson He/ him; Afton Brooks She/her

3.122 Thompson Conference Center

Our bodies and minds are inextricably connected. With all the brilliant new ideas whirling about our brains at the end of Institute, it might feel nice to slow down and tune into our bodies. Once our nervous systems are settled, it might feel nice to move around the room with music and attune to other bodies in a nonverbal playspace. If this sounds nice to you (or even if you think this is a bit woo woo), you're invited to decompress from the weekend with a curated combination of restorative yoga and playful movement. By noticing our embodied feelings and moving from there, together, we create space to release tension and connect deeply with ourselves and others. This playshop is welcome to humans of all ages and abilities, and can be tailored to fit your needs. Come on down to stretch away stress and shake your wiggles out in a Texas-sized love bubble where you can groove freely.



Presenter bios

KARINE BALÉ

Karine Balé is currently pursuing their Bachelor's in Economics at Concordia University, Montreal. They are a provisional committee member of a The Woodnote Housing Cooperative, a housing initiative for and by Concordia students. They are interested in projects relating to the social economy approach, and other innovative economic models like the blue economy. In their free time, Karine can be found practicing yoga, playing the guitar with friends or reading. They are enthusiastic about connecting with other co-ops and are excited to share knowledge and stories at their first NASCO Institute.

ANDY RASMUSSEN HE/HIM

Qumbya Housing Cooperative

Andy Rasmussen loves to solve puzzles, make things out of wood, and learn languages. He is a former chemist who now spends his days delocalized across the city of Chicago, working to incorporate computer science education into the Chicago Public Schools. He is a two-time coop dweller, at Escher/O'Keeffe House in Ann Arbor (ICC), and at Haymarket House in Chicago (Qumbya).

DANIEL MILLER HE/HIM

NASCO

Having worked with co-ops at various stages of development as a volunteer, board member, and staff member for 20 years, Daniel (he/him) now serves as the Director for NASCO Properties. As liaison to the board, he works to coordinate maintenance, governance, and budgeting for co-ops in the NASCO Properties system. Daniel also helps co-op organizers in the initial stages of development, gives guidance to co-ops on how to operate successfully, identifies potential co-op development projects and assesses their feasibility, and helps co-ops with management issues for NASCO. Daniel is the staff liaison to the NASCO Properties Board.

JAMEY MAY HE/HIM

Neighborhood Housing and Community Development

JIM JONES HE/HIM

Collective Seeds Consulting Co-op

Jim Jones has worked professionally with cooperatives since 1971. He is in the national Cooperative Hall of Fame for his lifetime of work with student cooperatives and educational programs, including the Emerging Co-op Leaders Program, held in Washington from 2007 to 2010. He is also in the NASCO Hall of Fame as a "Founder," for his work in starting the MSU Student Housing Cooperative. Jim also worked for the College Houses Co-ops, the ICCs in both Ann Arbor and Austin, and NASCO. He has written a history of group equity housing co-ops called "Hasten Slowly, and You Will Soon Arrive."

JOSH BLAINE HE/HIM

Sasona

Josh is a seasoned practitioner of non-violent communication, who facilitates workshops targeted at dissolving toxic masculinity. He is a vocal activist and community song leader, who uses the power of song to build community and advocate for social justice. Josh has lived in numerous intentional community settings around the country and established a cooperative home in Austin two years ago.

NEIL TURTON HE/HIM

Neil Turton is a co-operator with 30 years experience in coops and member owned organisations. He was CEO of Nisa, a 2 billion dollar buying co-op and is now in a similar role at a wholesaler owned trading coop. He spent a year as COO of Co-operatives UK and was a founding member of Student Co-operative Homes in the UK, inspired by his sons experience at 21st Street, Austin.

DANIEL PARK HE/HIM

U.S. Federation of Worker Cooperatives

Daniel Park is a queer, bi-racial, theatre and performance artist, and the project coordinator with the U.S. Federation of Worker Cooperatives. His work, and the work of his coop Obvious Agency, is interdisciplinary, combining live performance and game design to create hybrid experiences that explore the boundaries of human agency. His artistic practice is deeply tied to his work as an organizer and facilitator, focusing on racial justice in the cultural sector.

SHAUN MALBY HE/HIM

Money Positive

TRISTAN LAING HE/HIM

Tristan is a co-founder of HOUSE who brings more than 12 years of experience in the student co-operative housing sector. A former president of Campus Co-op and the Ontario Student Co-op Association, Tristan currently serves on the board of North American Students of Co-operation (NASCO), as well as NASCO's Properties and Development boards. Tristan is a co-op researcher, historian and educator, and has given numerous presentations on co-op related topics in Canada, the United States, and Europe.

ABBY DAVIDSON SHE/ HER

Abby Davidson first discovered housing co-ops in 2005; she lived in one for two short years, but her heart never left. She is a community member of Madison Community Cooperative and previously served on the board. Currently she is on the board of Madison Area Cooperative Housing Alliance, as well as Freewheel, a local bicycle collective, and Sunny Side Development, a sustainability focused non-profit affordable housing developer. Her latest project is developing two historic houses in Madison into future cooperative housing. By day she works as a structural engineer, by night she performs as an aerialist in the circus.

ABIGAYLE PLOETZ THEY/ THEM / SHE/ HER

Nickel City Housing Cooperative/Plankton House
Abigayle Ploetz is a co-oper hailing from Buffalo, New York. They currently live in Plankton House as a part of the Nickel City Housing Cooperative. They are a poet, artist, lover of cats, and all-around rabble rouser. This is their first presentation for NASCO and their third time attending.

BRIA HAMILTON SHE/ HER

Bria Hamilton is a graduate of the Faculty of Environmental Studies and is a co-founder of HOUSE and York University Affordable Housing Committee. She brings with her three years of experience in social planning, research and community engagement.

HOLLY JO SPARKS SHE/ HER

MSU Student Housing Cooperative

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 the University of Michigan. She is conducting research with NCB Capital Impact that explores the existing environment, opportunities, and challenges for cooperative development in the US.

KELLY KOU SHE/ HER

WCRI

Kelly is an alumna of WCRI, where she lived for three years and four months. She first got involved with operational committees at WCRI before being elected to the Board and appointed the Corporate Secretary, where she served for two years and four months. She attended NASCO Institute in 2016, 2017, and 2018, and was the WCRI AGM representative in 2017 and 2018. Kelly graduated from the University of Waterloo with a Bachelor of Science in 2019. Kelly's last haircut was in August 2012, and she is probably not cold. She is the proud owner of a barely-used NEXUS pass.

KIM GARMANY SHE/ HER

College Houses

MAGGIE O'CONNOR SHE/ HER

ICC Ann Arbor

MICHELLE STEVENS SHE/ HER

Michelle is currently a student in her last quarter at UCLA. She worked as a co-manager of UCLA's food co-op for two years. She attended COFED's Summer Co-op Academy in 2017. She also served as Empowerment Crew Chief while she was living at the University Cooperative Housing Association in Los Angeles. She has been to the NASCO Institute in the past and is thrilled to be back and share some of what she's learned. She hopes to one day open several cooperatives. Michelle is currently a student in her last quarter at UCLA. She worked as a co-manager of UCLA's food co-op for two years. She attended COFED's Summer Co-op Academy in 2017. She also served as Empowerment Crew Chief while she was living at the University Cooperative Housing Association in Los Angeles. She has been to the NASCO Institute in the past and is thrilled to be back and share some of what she's learned. She hopes to one day open several cooperatives.

RYAN LETT SHE/ HER

Nickel City Housing Co-op Plankton House

Ryan is a queer yoga teacher and improv comedian born and raised in Buffalo, NY. She spends most of her free time crafting, performing, and leading sober events for her local LGBTQ+ community.

SHINING LI SHE/ HER

Qumbya Housing Cooperative

Shining Li is a joint degree student at the University of Chicago, studying the intersection of social justice work and business administration. She spends a lot of time thinking about how intentional and inclusive systems design. Shining serves on the boards of Qumbya Housing Cooperative and NASCO Properties. Her previous lives include stints in radio journalism, EFL education, management consulting, and startup purgatory.

GABRIELLE ANCTIL SHE/ HER

Gabrielle Anctil co-founded the coop La Caf  teria ten years ago in Montr  al. When she's not busy cooking meals with her nine roommates, she works as a journalist for CBC, reporting about science and tech on the radio. She is also involved with various bike-activist collectives, including Les D  railleuses which fights to make the streets more inclusive via cyclo-feminist events and publications. In a former life, she built platform coops as a member-owner of the tech coop CoLab.

ANBO SHEFA HE/ HIM

SBSHC/MSUHSC

Anbo is a co-op enthusiast passionate about food justice!

CONAL ROBINSON HE/ HIM

Conal Robinson has been a co-manager at Sylvan Snack Bar, a student run worker coop, since the fall of 2018. He started working at the snack bar during his first semester at UMASS Amherst, and he has been working there since. He has worked on managing the in-house appearance of the coop in addition to helping in the role of cash out. He has also served on the Board of Student Businesses for two semesters. BOsB is a forum in which all the student businesses at UMASS are able to use to communicate and cooperate with one and another. He is a second year microbiology major at UMass Amherst.

CONNOR BURBRIDGE HE/ HIM

*Southside Permaculture Park,
Southside Housing Co-op (forming)*

Connor is your friendly neighborhood anarchist, interested in community gardening, street art, and organizing. He first got to live in a co-op house traveling up the coast of California, where he got to board at the Berkeley Co-ops, the Santa Barbara Student Housing Coops, and explore different urban farms and community gardens. He is currently trying to start his own student housing Co-op in Bethlehem, PA. He is a Graduate Student at Lehigh University, writing on the Green New Deal and Permaculture.

COREY WALTERS HE/ HIM

UMass Center for Student Business

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 the Isenberg School of Management 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.

CORRIGAN NADON-NICHOLS HE/ HIM*Corrigan Consulting*

Corrigan got bit by co-ops in 2006 when he moved into Qumbya Housing Co-op in Chicago. He worked for Qumbya for three years as the office manager, then at NASCO for five years as the Director of Development. He now provides independent consulting and bookkeeping services to co-ops, nonprofits, and small businesses.

ERIC STEVEN HE/ HIM

Eric Steven Upchurch II is an entrepreneur, strategic development consultant, community activist, educator and researcher. He is the Chief Visionary at Opportunity Inc. - creating success through collaboration, Founding Organizer for the Young Gifted and Black Coalition, founder of The Council Of Communities, Economic Empowerment WI, the Madison Alliance for Black Economic Empowerment, Practically Mindful, and The Movement Fund. Recognized as one of Madison 365's "The Most Influential Black Leaders in Wisconsin," Eric helps leaders increase their impact and wellbeing through collaboration, innovation, mindfulness and relationship building.

GAUTHIER GUERIN HE/ HIM

Gauthier Guerin is a housing co-operative development worker, and currently the Project Manager at Co-operatives UK for Student Co-operative Homes. He has been providing support to groups and developing legal and financial models for primary housing co-ops and for secondary support structures over the last 7 years. He is a director of Rootstock Ltd, an ethical investment co-op managing around £1M of withdrawable share capital and manages Radical Routes' loan fund to housing co-ops. He is also a director at Catalyst Collective, a co-op development body and an associate consultant at Leeds Community Homes.

KEVIN KARNER HE/ HIM*Shared Use Mobility Center / Students Cooperative*

Kevin is an urban planner by training, a researcher by trade and longtime member of housing and purchasing cooperatives. Over the last 10 years, he's worked on clean-transportation solutions for universities, non-profits and state and local governments. When on his own, Kevin can be found enjoying Chicago's great live music and performing arts scene, exploring a neighborhood's drinks/cuisine or building a cartographic portfolio.

LAURENT LEVESQUE HE/ HIM

Laurent co-founded the coop La Caf  t  ria where he's been living for the past ten years. When he's not busy cleaning the bathroom because it's his turn this week, he is leading UTILE, a Montreal-based nonprofit on a mission to develop student housing coops in Canada. He is passionate about economic democracy, community building, graphic design and puns.

LINCOLN MILLER HE/ HIM*Boulder Housing Coalition*

Lincoln Miller co-founded the Boulder Housing Coalition (BHC), a non-profit dedicated to co-op housing development. Since 2004 Lincoln has served as the BHC Executive Director. He has served on the NP, NDS and NASCO Education boards as well as the Fellowship For Intentional Communities board. Lincoln has led the BHC development of 4 permanently affordable housing co-op's that are home to 65 people. In 2006 Lincoln was inducted into the NASCO co-op hall of Fame as a founder.

MARK FICK HE/ HIM*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 SOUTTER HE/ HIM

Mark Soutter has been involved in the co-operative movement as a resident and board member at both College Houses and CHEA, a worker at Wheatsville Food Co-op, and a charter member and director of Black Star Co-op Pub & Brewery. He previously attended NASCO Institute as a resident of 21st Street Co-op and Sasona. Mark has devoted his professional career to fostering the development of renewable energy and, if given the chance, will talk your ear off about the path forward to a carbon-neutral world.

MATT DIETRICHSON HE/ HIM*CHEA*

Matt is a clinical social worker and yoga teacher, who facilitates therapy groups for adolescents, adults, and families with a focus on mindfulness, emotional regulation, interpersonal effectiveness, intentional communication, and the neuroscience thereof. He has been cultivating cooperative housing communities in Texas since 2011, and currently resides in the CHEA cooperative Sasona in south Austin.

MICHAEL JODAH HE/ HIM

Michael Jodah's commitment to environmental sustainability and social justice is due largely in part to his mother, who raised him as a single parent and got him involved in volunteering at a young age. Throughout his academic and professional career he's been an advocate for student needs on campus, promoting sustainability, healthy lifestyles and student extra-curricular involvement. Michael has presented at international and national conferences on issues relating to education and sustainability. He has over a decade of experience in positions of leadership and management, serving as an Executive Director, President, Board Member and Office Manager for various organizations. Michael has been the recipient of over 20 awards and scholarships for his professional and academic work. Michael is currently completing his PhD in Education.

MOHAMED AL ELEW HE/ HIM*The Triton/The General Store*

Mohamed Al Elew is a news developer and former Editor-in-Chief of The Triton, an independent non-profit student newspaper at UC San Diego. Al Elew is a former core member and student lease negotiator for the UCSD General Store Cooperative.

NICK COQUILLARD HE/ HIM*ICC Ann Arbor*

Nick Coquillard was named full-time General Manager of the Inter-Cooperative Council at Ann Arbor 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.

RYAN NILL HE/ HIM

Ryan Nill works to create stable systems of wealth generation for as many people as possible, with cooperative business entrepreneurship being his primary tool.

In 2013 He was one of the co-founders of the La Reunion Cooperative Apartments, Austin's first apartment cooperative that was not exclusively for students. Then in 2017, he worked with many other business savvy cooperators to start Key Figures, a worker co-op that provides financial management, tax prep, and bookkeeping services for small to medium-sized businesses, nonprofits and co-ops

Looking forward, he is starting a project to create an Austin based housing cooperative development company so that he can help other people create their own ideal cooperative.

SAM COOK HE/ HIM

Sam Cook is a musician & poet pursuing an MFA at Naropa University. He has lived & worked in co-ops for many years & has worked as an instructor, counselor & legal assistant.

SAM LAW HE/ HIM*Bloomington Cooperative Living*

Sam Law is a graduate student in cultural anthropology at the University of Texas where he researches autonomous movements in Mexico. He has also been actively involved in the cooperative movement for the past decade, living and participating in struggles to decommoify housing and build egalitarian and communal forms of life in both the United States and Mexico.

SCOTT JENNINGS HE/ HIM

Scott Jennings Studies Graduate Entry Medicine at the University of Nottingham. In Student Co-operatives Scott is a founder of the Nottingham Student Housing Co-operative which began as a project in 2015 and is a Director of Student Co-operative Homes being the Project Manager during the organisations formational era. Outside of student co-operation he sits as a Director of the Confederation of Co-operative Housing the sectoral body representing housing co-operatives in England and Wales. Scott has also recently been admitted to the Interim Academic Board of the Co-operative College's Co-operative University project.

STEVE DUBB HE/ HIM*Nonprofit Quarterly*

Steve Dubb is a senior editor at NPQ in Boston, Massachusetts, where he directs NPQ's economic justice program and writes, edits and curates discussions about economic democracy, co-ops, community wealth building, and the nonprofit sector. Steve has worked with cooperatives and nonprofits for over two decades, including twelve years at The Democracy Collaborative and three years as executive director of NASCO. As an undergraduate, Steve was a member of the Berkeley Student Cooperative. While in graduate school, Steve spent eight years as a member of the Groundwork Books Collective.

STEVE VIG HE/ HIM

Steve Vig is a member of Madison Community Cooperative, where he has worked as both Finance Officer and Membership Officer. He has served on the boards of two other cooperatives, the Social Justice Center and the Bartell Community Theatre. Steve trained and volunteered as a Housing Counselor at the Tenant Resource Center, gaining experience in the practical application of fair housing law on behalf of tenants throughout Wisconsin. He has also worked for Porchlight Inc., Dane County's largest provider of affordable housing and services for homeless people. Steve is a founding member of Madison Area Cooperative Housing Alliance, a local cross-cooperative organization which promotes the creation of new cooperatives.

YANN SPINDLER HE/ HIM*Nickel City Housing Cooperative*

I was born Deaf in Brazil. But My father is American and my mother is French. They taught me Brazilian Sign Language (BSL). I went to a deaf school and began learning sign at 2 years old. At 7 years old, my family moved to Paris. There, I learned French Sign Language (FSL) at Laurent Clerc's Deaf School. When we moved to the US, I learned ASL in the New York School for the Deaf. My family use FSL , BSL and ASL to communicate with me, because I am the only deaf family member. I enjoy using sign language. I sign with my family, friends, and the community. I have taught ASL to many members of the WNY community. Through my work at the Nickel City Housing Cooperative and the Jersey St's Community Garden.

CLINTON PARKER HE/ HIM/ HIS*CJP Facilitation*

My goal is to help organizations create greater social change through healthy sustainable structures and to develop in myself and others a critical eye applying anti-oppression not just to the work that we do but how we do it throughout our lives. I will do this by teaching facilitation, conflict work, and leadership in ways that center historically disinvested communities.

NOAH SAPERSTEIN HE / HIM / HIS*MSU Student Housing Cooperative ; North Star Health Collective*

Noah grew up in the occupied Anishinaabe and Haudenosaunee territory known as southeastern Michigan and has since moved to the southern shores of Anishinaabe Gitchi Gummi (Lake Superior). Noah works locally to promote decolonial education and regionally to help protect ceded Anishinaabe territory from environmental destruction. Noah has helped to coordinate and provide medical support across the Great Lakes region to communities that are resisting colonialism and state violence.

REK KWAWER*Former NASCO Staff*

Rek Kwawer is a NASCO board member and 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 organizational systems, and vegan baking. Also, cats.

SYDNEY LEWIS (ANY PRONOUNS)*Solar Community Housing Association*

Sydney has lived in housing co-ops in Davis, California for a little over two years. Since January of 2018, they have been on the board of the local cooperative housing nonprofit in Davis, the Solar Community Housing Association (SCHA). They have held two positions for SCHA as Vice President of the Board of Directors since May of 2018 and as a Summer Housing Coordinator in 2018 and 2019. Sydney is excited by the connective and restorative possibilities within co-ops and is interested in exploring ways to make cooperative living and working more accessible.

AFTON BROOKS SHE/HER

Afton loves to share yoga and dance in a way that brings people together and opens the floor to self-discovery and honest self-expression. She believes that movement is the vehicle through which anyone can connect to their true inner selves and experience the joy in expressing it. As a yoga teacher and movement enthusiast living at the Student's Co-op (MPLS), Afton cultivates purpose through exploring movement and is passionate about helping people let go of restrictive habits that may result in negative or oppressive patterns in their lifestyle. To care and be aware is her motto as it keeps her grounded on her journey as she pursues generating safe and healing spaces for all – havens where people can feel free and connected, embraced by a supportive community. She aspires to be a positive influence in the ever-present work of healing people, communities, and the environment.

BRADI HEABERLIN SHE/HER

Bloomington Cooperative Living

Bradi Heaberlin studies community food systems and farming in the Midwest as a Geography graduate student at Indiana University. She has been involved with the cooperative housing movement since 2014. The housing cooperative movement has inspired Bradi to envision the role that collectivized food systems, especially perennial plantings and the principles of permaculture, can play in strengthening communities against climate catastrophe and exploitation.

ESTER LEE SHE/HER

SBSHC/MSUHSC

Ester is an alumnae of the Santa Barbara Student Housing Cooperative.

HANNAH LINGREN SHE/HER

Hannah Lingren is a co-founder of HOUSE and a graduate of Simon Fraser University in British Columbia where she majored in Political Science, minored in Sustainable Development, and completed a certificate in urban studies. In addition to this, she brings 3 years of experience in social planning, research and community engagement. She is currently finishing graduate program in planning, with a specialization in affordable housing.

ILANA SELLI SHE/HER

Nickel City Housing Cooperatives (Ol' Wondermoth, Plankton)

Ilana is a Long Island native who finds herself growing in love with Buffalo, her home of the past 2 years, where she moved for medical school. She is obsessed with the mind-brain interface. Her hobbies include aerial arts (think Cirque du Soleil but uncoordinated) and going on nighttime walks. She likes to think she can climb anything she sees, but she's super awkward with anything other than aerial silks, her circus apparatus of choice. She moved into her first housing cooperative in July of 2018, and she is grateful for her growth as a communicator, cooperator, and human being.

JESS HOWARD SHE/HER

Jess Howard was a resident of 21st Street Co-op for three years. In that time, she served as the house's Meeting Chair, Treasurer, Event Planner, and Labor Manager; wherein she oversaw 500 hours of labor a week. She also served as 21st Street's Representative to the College Houses Board of Directors, chairing the Facilities and Operations Committee and spearheading the 21st Street Walkways Project. Jess Howard was a resident of 21st Street Co-op for three years. In that time, she served as the house's Meeting Chair, Treasurer, Event Planner, and Labor Manager; wherein she oversaw 500 hours of labor a week. She also served as 21st Street's Representative to the College Houses Board of Directors, chairing the Facilities and Operations Committee and spearheading the 21st Street Walkways Project.

MAGGIE COHN SHE/HER

Cooperative Fund of New England

Maggie Cohn represents the Cooperative Fund of New England in southeastern New England. She previously served as executive director of community non-profits, including Mission Hill Health Movement, Boston Collaborative for Food & Fitness, and Mission Hill Main Streets. In the 1990s, she worked at Red Sun Press, a worker-controlled print shop in Boston. Maggie serves on the boards of the Back of the Hill Community Development Corporation and the Cooperative Development Institute. She holds a BA in Studio Arts and an MS in Community Economic Development, and is a former electrician.

MEGHAN RAUKER SHE/HER

PeopleFund

STACEY CORDEIRO SHE/HER

Boston Center for Community Ownership

Stacey Cordeiro has been helping people create, convert, and expand cooperatives for nearly 20 years, including worker, consumer, and housing cooperatives. She is the founder of Boston Center for Community Ownership, where she provides training and technical assistance to co-ops and other small businesses, and previously worked at the Cooperative Development Institute and Cooperative Economics for Women. Stacey holds a Masters degree in Community Economic Development from MIT. When not busy developing cooperatives, she has also worked as a painter, carpenter, remodeling project manager, and home energy auditor.

AUDREY SMITH

Audrey Smith is currently pursuing their Masters in Environmental Engineering from Concordia University in Montreal, Canada. They are a provisional committee member involved in the creation of a cooperative student housing project called The Woodnote. Their interests include getting involved in initiatives with social and environmental impact. This has pushed them to do research on emerging contaminants in drinking water and innovative processes in water treatment. They have also worked at a social economy business centered on waste management for events, the characterization of waste, as well as the collection and recycling of used bicycle tires.

AMANDA ANGLEMEYER THEY/ THEM

Southside Permaculture Park, Southside Housing Co-op (forming)

Amanda is a project founder of the Southside Permaculture Park in South Bethlehem, PA and they have continued to work on it for the past two years. They love to spend time out in the garden, harvesting leaves, saving seeds, and talking to plants. Amanda also loves to explore the plains of Skyrim and messing around on their Nintendo Switch. They are a great cook and usually do it communally with their friends. They are currently in their last year of studying Computer Science at Lehigh University.

BENJAMIN PARDO HE/ HIM THEY / THEM

Ostara of the Boulder Housing Coalition

Ever since Summer camp in 1st Grade, Ben has been happiest in collective living. After graduating with distinction from Frances Shimer College, Ben started working across many service jobs only to realize there was something deeply wrong with the way organizations operate. Ben co-lead Thinkful's first coding bootcamp which was rated at the time by Course Reports as the number one coding bootcamp in the world. In 2016 Ben founded the not-for-profit The Imaginary Jobs Program and is currently involved in a project called the Ballot Knowledge Network which offers free training to make informed decisions in elections. Ben is on the Boulder Housing Coalition Committee On Cooperation. Ben currently consults for Amply where he is helping make electric vehicle fleets more efficient and effective. Ben currently lives in Ostara Cooperative in Boulder, Colorado.

JACOB GRASSI THEY/ THEM

Southside Permaculture Park, Southside Housing Co-op (forming)

Jacob is a queer anarcho-buddhist witch or something like that. They currently live in a collective DIY space called the Love Shack, where they help throw basement shows, neighborhood potlucks, and games of dungeons & dragons. They also organize with the Southside Permaculture Park and love to learn about the diverse relationships between plants, fungi, bacteria, and insects. They're currently taking a break from studying biology to explore life's possibilities.

JAKE HUTCHISON THEY/ THEM

Solar Community Housing Association

Jake Hutchison has been a resident of the Davis Student Cooperative and Sunwise housing cooperative in California under the Solar Community Housing Association (SCHA). They value the horizontal democracy, sustainability, and Queer/ Trans friendly housing SCHA has facilitated. In their experience with SCHA, Jake has also served as the Tri-Cooperative Summer Housing Coordinator (2019). They are passionate for cooperative growth, community healing, and having numerous house cats. Jake hopes to continue working in Davis and other cooperative environments in their future.

LANA WONG THEY/ THEM

NASCO / WCRI

Lana Wong is a board member at NASCO and WCRI. Typically, Lana is a business controller 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.

BREL HUTTON-OKPALAEKE THEY/THEM

NASCO

Brel began their co-op journey in 2014 in Madison, Wisconsin as a member of Madison Community Cooperative, Madison Area Cooperative Housing Alliance, and the United People of Color Caucus. In their free time, Brel teaches at and serves on the board of the Madison Freewheel Bicycle Co. and is in the process of converting it to a worker-owned co-op. Brel sees cooperatives as one of the best ways to affect social change and actively fight gentrification and extractive economic practices. Brel strives to make sure that people of color in cooperatives are represented, supported, and respected by our co-ops. Brel believes in strategic, continual expansion of the co-op sector because we can change the world for the better with these things! Brel has served on all three NASCO Family Boards and is the NASCO staff liaison to the NASCO Development Services board.

HANNAH PRESIADO THEY/THEM

Hannah Presiado is on the board of directors for Solar Community Housing Association in Davis, California. They have lived in Davis Student Cooperative, a SCHA co-op, for more than two years. Hannah is a fourth-year at the University of California, Davis, where they study Community Development. In their free time, Hannah can be found talking to their cat, dancing in the kitchen while cooking with their friends, and making art. Hannah believes in the liberatory potential of cooperatives and is eager to connect with other co-ops to share knowledge and stories at their first NASCO Institute.

HENRIK TUCKER THEY/THEM

College Houses

Henrik, or Henny, is a staff member of College Houses. They lived at 21st Street Co-op for 4 years and currently lives in Rosewood Community Housing. They have been involved with co-ops since 2013 in various capacities. Their experience ranges from being a board member, several member officer positions, interning, and working as full-time staff. Henny considers themselves a huge co-op nerd.

MILA SANTANA SHE/HER THEY/THEM

Rosewood Community Housing

Mila Santana is a passionate co-oper and child of the world who's deeply committed to social justice and sustainable urban development. Originally from Brazil, she now attends UT Austin's Architecture program, works as a sustainable materials researcher, and lives at Rosewood Community Housing.

SAM HOWEL THEY/THEM

Sam is a third year at UC Davis studying Plant Bio and Neurobio. They've trained in kenpo, jiu jitsu, and muai thai over the course of the past 13 years, with several years of experience teaching classes of these martial arts to mostly kids, but ages ranging from 3-60+.

TAYLOR KINNIBURGH THEY/THEM

Taylor is a former college student, current urban farmer and presently sits as diversity chair member on NASCO's Board of Directors. They are a member of the egalitarian community co-op, the Baltimore Free Farm. Taylor is also a Farmer-Collaborator for the Free Farm's urban farm project, Top Lot and a member of the worker's cooperative The Farm Alliance of Baltimore. A repeat presenter at Institute and The Twin Oaks Communities Conference and deeply involved in the US commune scene, they seek to enrich collaborative spaces by bringing the dialogues and wisdom from the Communes, Community Co-Ops and Student Co-Ops together.

TOM JARA THEY/THEM

Tom is a fourth year Biotechnology student at UC Davis and has been a member of the Co-op community there for three years. They grew up learning Tae Kwon Do and achieved the first rank of Black Belt. Tom has also received security training from ASFCME 3299 and The Anti Police Terror Project and has done security for Black Lives Sacramento, The Labor Council for Latin American Advancement and Students for Justice in Palestine. Tom has seen collective teaching of self defense first hand as a participant in the Sacramento Self Defense Collective. In the collective everyone agrees: the knowledge of self defense should be free and available to everyone. In their free time Tom likes to work in their co-op's garden and go camping.

NICO WHITE

NASCO Properties, Santa Barbara Student Housing Cooperative

Nico originally hails from the root vegetable conglomerate of co-ops in Boulder, CO, and now lives in Santa Barbara, CA. She has been on the NASCO Properties board since 2015 and starting working at the Isla Vista Food Cooperative last year. Nico cares deeply about co-ops, activism, animals, and what it means to be alive.

Getting around

ONLINE SCHEDULE

Visit our online scheduling tool, <https://nascoinstitute2019.sched.com>

Visit our Google Map with conference venues and campus cooperatives, <http://bit.ly/nascomap2019>

AT&T CONFERENCE CENTER
1900 University Ave, Austin, TX 78705

THOMPSON CONFERENCE CENTER
2405 Robert Dedman Dr, Austin, TX 78712

MITTE FOUNDATION CARRIAGE HOUSE
1008 West Ave, Austin, TX 78701

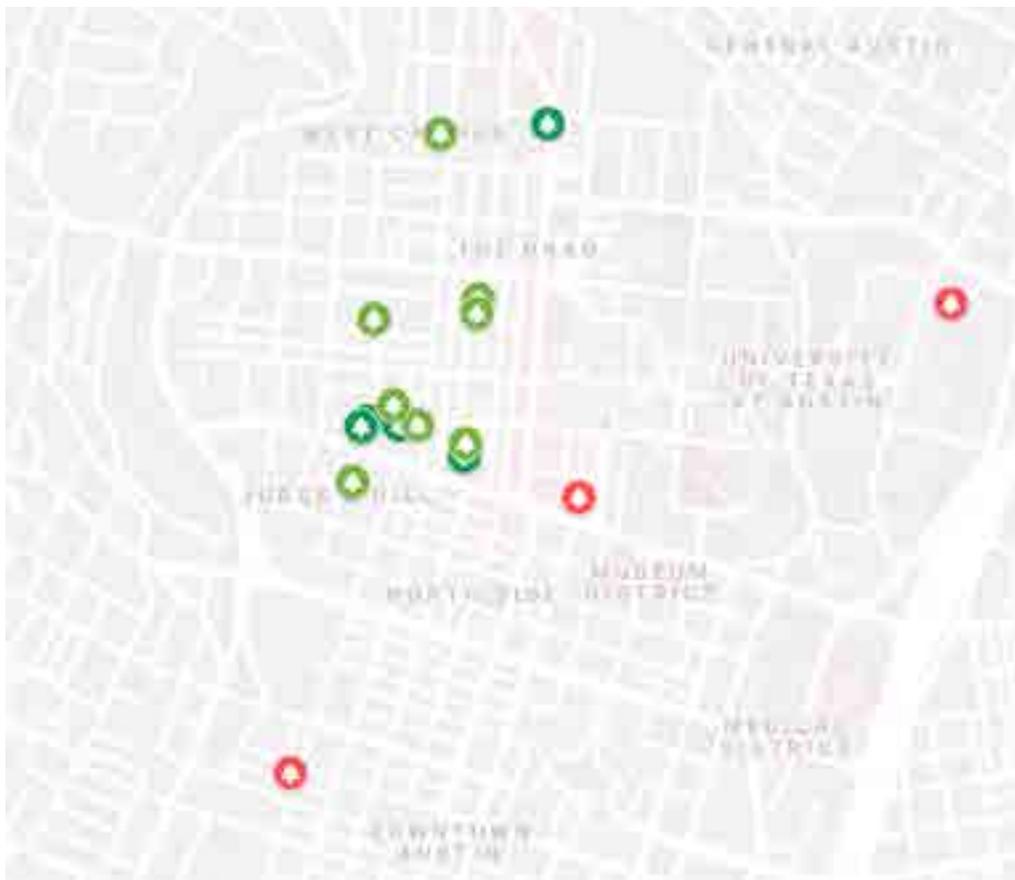
COLLEGE HOUSES MAIN OFFICE
1906 Pearl St, Austin, TX 78705

LAUREL HOUSE CO-OP
1905 Nueces St, Austin, TX 78705

WHEATSVILLE FOOD CO-OP
3101 Guadalupe St, Austin, TX 78705



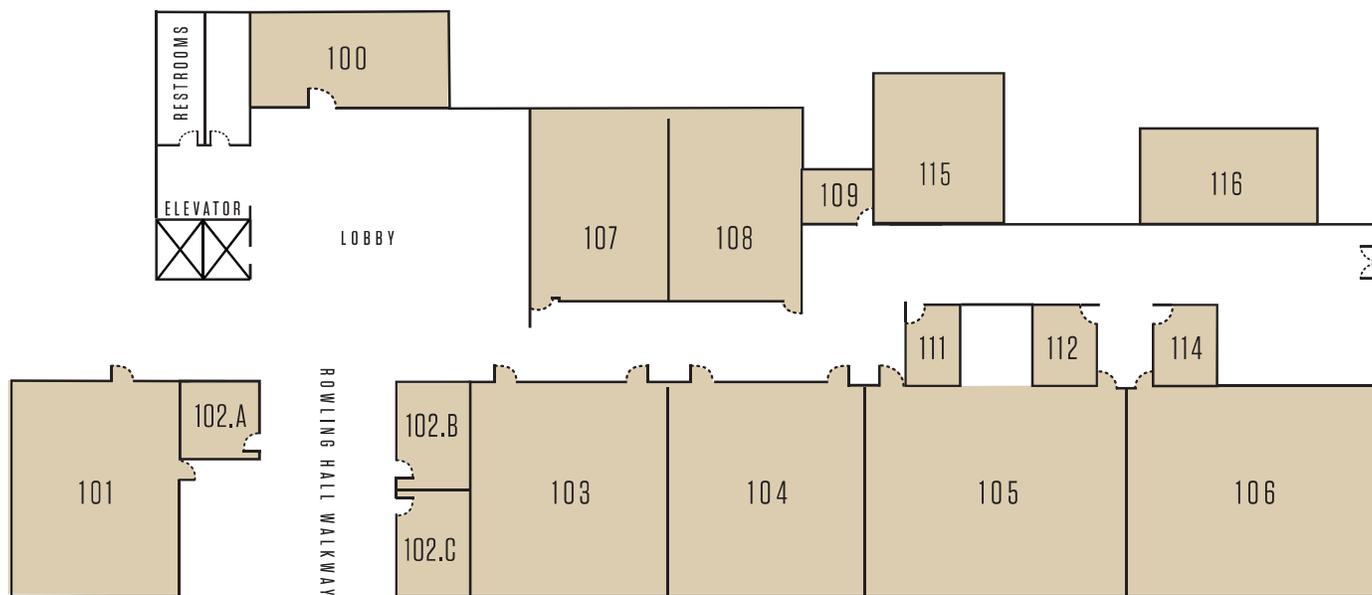
GOOGLE MAP



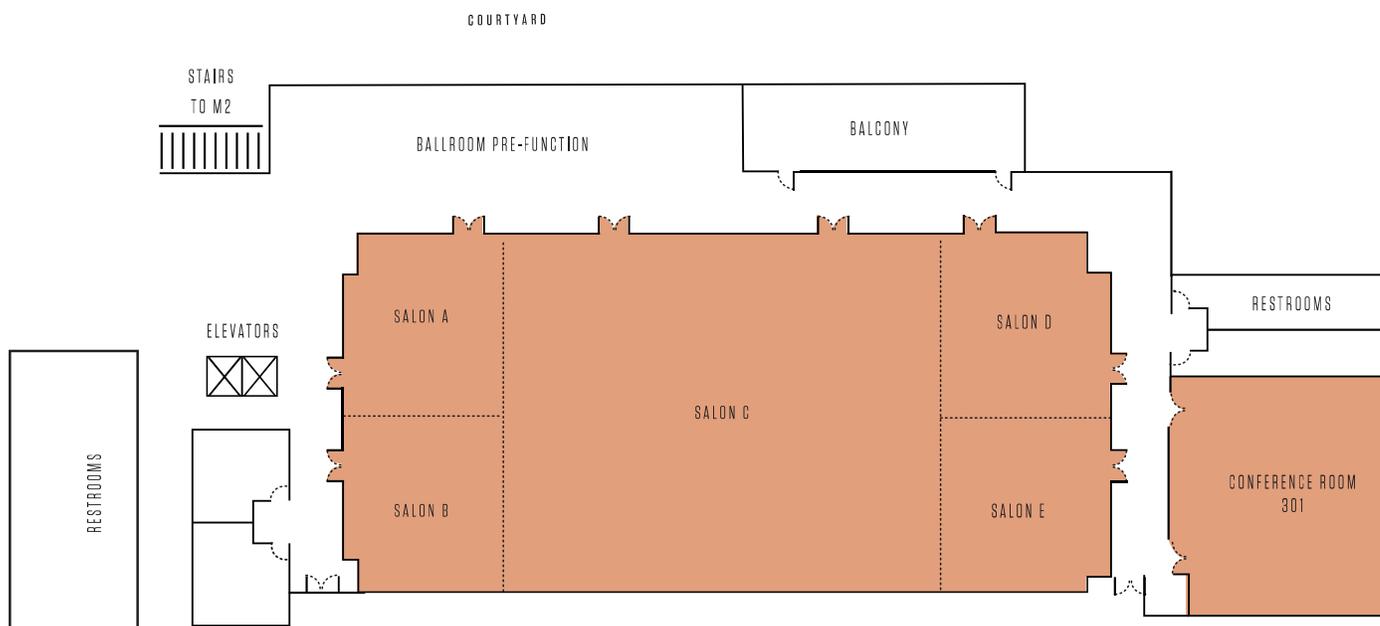
AT&T Conference Center

Saturday

MEETING LEVEL 1



MEETING LEVEL 3

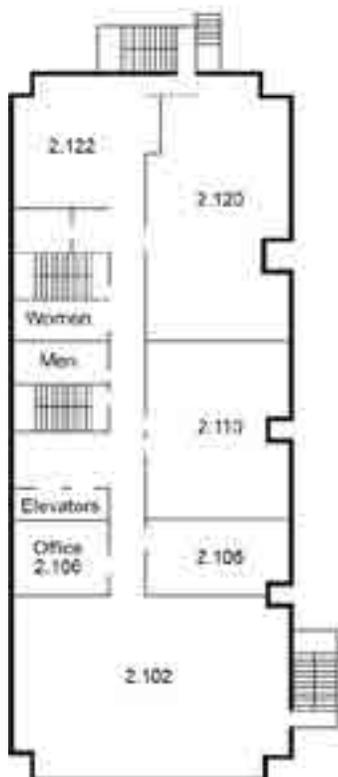


Thompson Conference Center

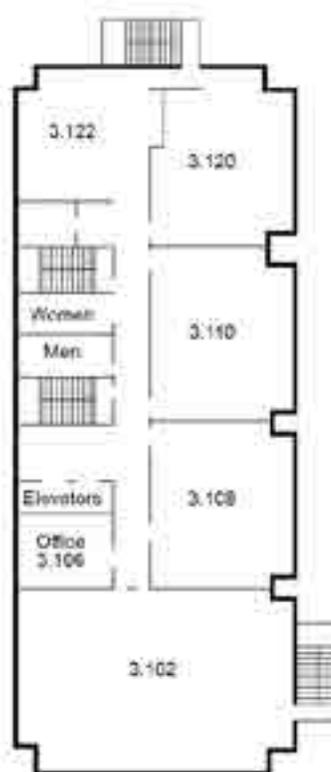
Sunday



TCC Second Floor



TCC Third Floor



Austin Restaurant Guide

All recommendations are \$, with some exceptions in the \$\$ range

CAMPUS/WEST CAMPUS LOCAL DINING

Cafe Medici -- *Coffee Shop*
Lucky Lab -- *Coffee Shop*
Einstein Bros Bagels -- *Breakfast*
Kerbey Lane -- *Breakfast or Dinner*
Taco Joint -- *Mexican Breakfast Tacos*
Coco's Cafe -- *Boba*
China Family -- *Authentic Chinese Food*
Teji's -- *Indian*
Hole in the Wall -- *Drinks*

OFF-CAMPUS/NEAR CAMPUS LOCAL DINING

Wheatsville Co-op -- *Deli/Groceries*
Thundercloud -- *Sandwiches*
Austin Pizza -- *Pizza*
Spiderhouse -- *Drinks*
Arlo's Food Truck *Next to Spiderhouse -- *Vegan*
Texas French Bread -- *Breakfast*
Arturo's French Bread -- *Breakfast*
Halal Bros -- *Mediterranean*
Torchy's Tacos -- *Tacos*
Juiceland -- *Smoothies*
Amy's Ice Cream -- *Ice Cream*
Clay Pit -- *Indian*

DOWNTOWN/EAST AUSTIN LOCAL DINING AND AUSTIN CULTURE

Halcyon -- *Coffee Shop/Drinks*
Bouldin Creek Cafe -- *Vegan*
Counter Culture -- *Vegan*
24 Diner -- *24 Hour Diner food*
Moonshine Patio Bar and Grill -- *Southern food, drinks and Sunday buffet*
Easy Tiger -- *Drinks and bites*
Voodoo Doughnuts -- *Doughnuts and Vegan Doughnuts*
Banger's Sausage and Beer Garden -- *German Sausage Garden*
Cenote -- *Drinks, food and breakfast*
Patrizi's -- *Killer Italian food*
Butterfly Bar *Next to Patrizi's -- *Drinks*
6th Street -- *Drinks*
Rainey Street -- *Drinks*

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 organized 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.

Meeting Hand Signals

In order to ensure that members are on fair footing when participating in group discussions, use these hand signals to communicate with the facilitator(s) about requests to speak.



“I want to talk” Hand

If you have something to say, simply raise your hand to be added to the stack or speaking order. This applies to comments, questions, and motions. The facilitator(s) will determine who should speak next based on who has spoken, when hands are raised, and if any of the higher-priority hand signals (below) are used.



“Clarifying Question” C-Hand

Clarifying Questions are simple questions of fact with brief, factual answers. Clarifying questions take priority over general comments and questions. When a clarifying question is asked, the facilitator(s) will ask another participant to respond - it does not necessarily need to be answered by the previous speaker.



“Process” Triangle

A ‘Point of Process’ is made when the conversation has strayed from the original topic, an agenda item is over time, or the the group’s decision-making process and/or rules have been violated. This signal is used to point out that process has broken down and needs to be repaired. The process triangle takes precedence over all other hand signals. It essentially means, “put on the brakes,” and should not be overused.



“I agree” Twinkle Fingers

Hold both hands raised with fingers pointing up and wiggling. The Twinkle Fingers signal indicates support of or agreement with what is being said. Some co-ops use snapping or knocking as an alternative for visually-impaired members, since this hand signal does not prompt a verbal response.

Notes about accessibility: When using hand signals, it is critical that all participants understand how to participate in the meeting. For the uninitiated and unfamiliar, hand signals can easily become instruments of exclusion. This is why we’ve included so few hand signals.

We are intentionally omitting two common hand signals (“point of information” and “direct response”), as they often subvert large group discussions and lead to abuses of power. Co-ops are responsible for making sure that these signals can be used by everyone and coming up with alternatives as needed.

What is Allyship?

In the most general sense, allyship means helping each other out, or working together – being in alliance. In the context of social justice activism, it means supporting someone (or some group) who is impacted by oppression or inequality differently than you are. Sometimes, allyship refers specifically to people with a particular, privileged identity, supporting people who do not share that privilege – for example, straight people who work for LGBT (lesbian, gay and bisexual) rights or white people who support racial justice movements. Other times, allyship can include people within the group – like trans people seeking to support trans people who are different from ourselves. Sometimes allyship refers to an attitude – such as believing that people should not be discriminated against – and other times it requires more active engagement.

When ally is used to refer to an attitude, the term can become so watered down that it doesn't mean much and even becomes counterproductive. Activists and scholars have written about the problems that arise when people can become so attached to their ally "identity" that they defend it even at the expense of the people they claim to be in alliance with. If you want to read more about that, Mia McKenzie's blog *Black Girl Dangerous*, and her book of the same name, are great places to start.

For the purpose of this book, being an ally is not something you are, nor something you think or feel, but something you *do*. It is informed, accountable action that contributes to other people's ability to survive and thrive in a context of inequality. You can be an ally to a group or to an individual.

I often use Dr. Barbara Love's essay "Developing a Liberatory Consciousness" to explore the ingredients required for effective allyship. Love talks about awareness, analysis, accountability, and action.

Awareness means developing the capacity to notice when something is wrong – to notice when someone is being excluded, insulted or discriminated against. In the dominant culture, marginalization of trans people is so pervasive that it can be hard to notice because it just seems normal. In particular, many of the barriers trans people face are not a result of deliberate discrimination (although there's plenty of that, too) but rather of systems that are set up on the assumption that trans people don't exist. Forms that require you to check off male or female, public restrooms that are designated for men and women with no other options, and the overall absence of trans people in books, movies and television are all examples that allies should cultivate the ability to notice, along with more overt violence and discrimination. In order to develop that awareness, we need to be at least somewhat familiar with the diversity of trans identities and experiences that exist.

Awareness also means becoming conscious of our own beliefs, feelings, and assumptions about trans people and about gender in general. This allows us to make more conscious decisions and to act on our actual values, rather than on stereotypes we have absorbed without even noticing them. Chapter 4, *Getting Pronouns Right and What it Teaches Us About Gender*, is mostly about developing this kind of self-awareness.

Analysis refers to developing a nuanced understanding of what we know and observe. Beyond noticing when something is wrong or right, analysis requires us to think through why and how those things are happening, what is wrong or right about them, and why it matters. It also requires us to make connections between different kinds of events, beliefs, and systems. An *analysis* of challenges trans people face in the world can help to explain what male/female check boxes have to do with family violence against trans youth. It can highlight how some current tensions within trans communities are entangled with the legacy of the medical system's pathologizing approach to trans identity. It can strengthen coalitions by clarifying how police departments use some of the same tools (such as special enforcement zones) to target communities

Excerpted from *Trans Allyship Workbook* by Davey Shlasko; used with permission for NASCO 2019 Coop Education & Training Institute. If you want to use it for external training or any other purpose besides sharing personally with your coop members, contact Davey for permission: davey@thinkagaintraining.com; You can get the whole book at www.thinkagaintraining.com.

of color and trans communities, or how politicians use transphobia to drum up support for bills that hurt poor people, people of color, and people with disabilities along with trans people.

Action simply means doing stuff – in this case, doing stuff that has a positive effect on a trans individual or community. Your allyship can't be all in your head. You may start out with reflection and self-education, but if you don't eventually move to taking action, then your project is one of self-improvement more than allyship. Action can be as small as accompanying your trans friend in a public restroom to shield them from harassment, and as large as organizing a campaign to change a law that hurts trans people. Chapter 5, *Allyship in Action*, is about some of the many ways you can take action as a trans ally.

Finally, *accountability* is about relationships. Who do we trust to give us accurate feedback about how we're doing as an ally? Whose work do we look to for direction in setting priorities for action? If you're focusing on being an ally to a particular trans person, you are accountable to that person. That means you recognize that they, not you, are the ultimate authority on what kind of self-education and action you should be prioritizing as their ally. But you can also form relationships of accountability with other trans people in your life, and with other skilled allies, so that you aren't only relying on someone you're trying to support to teach you how to support them. You can even have indirect relationships of accountability with trans authors and organizations, who can help you develop your awareness and analysis and provide some guidance about appropriate allyship behaviors.

In fact, allies should always be accountable to trans communities and movements beyond the individual(s) we're supporting, so that we don't accidentally undermine some trans people while trying to support others. For example, it may be helpful in some contexts to reassure a trans person that you don't see their trans identity as a mental illness, even though the medical model has historically understood it this way. Many trans people would agree that trans identity should not be pathologized (understood as an illness). But when you say that someone's trans identity is acceptable *because* it is not a mental illness, there's an unintended consequence of reinforcing the stigma attached to mental illness, which undermines the ability of trans and cisgender people with mental illness to survive and thrive.

For trans people seeking to be in alliance with each other, it is important to remember that what works best for us does not necessarily work best for all trans people. Being in relationships of accountability with other trans folks whose identities and experiences are different from our own can not only make us better at supporting each other, but also help us to explain things to our cisgender allies in a way that doesn't leave anyone out.

Reflection: The 4 As of Liberatory Consciousness

Consider Barbara Love's 4 elements of a liberatory consciousness: Awareness, Analysis, Action and Accountability. Take stock of your own allyship to trans people. How are you doing on each of the four elements? Where do you have room for growth?



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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 ones 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.eliclare.com

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.**



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!

SUPPORTING SURVIVORS OF SEXUAL ASSAULT

LANGUAGE

Everyone has different terminology they are comfortable using, and what's important is the intent and meaning. However, the words we use can tell big stories about how we view a topic or situation.

Survivor: For many, the term *survivor* is much more empowering than the term *victim*. It puts emphasis on resilience and self-determination rather than the implication that who you *are* is defined by *what was done to you*. Victims are people who are no longer with us; survivors are those working towards healing from harm.

Person who caused harm: We are not the actions we commit. *Person who caused harm* doesn't aim to minimize the harm committed, but it does use person-first language instead of terms like "abuser" or "perpetrator" which may feel labeling, debilitating, and damning. Instead, we should push people to take responsibility for their actions and stay committed to changing their behavior and supporting the healing of those they've harmed.

Sexual assault: Violence is perpetrated and experienced on a continuum, and it is up to the survivor to identify what behaviors feel like assault. Sexual assault could include actions such as unwanted touching, coercive or threatening sexual behavior, or withholding of resources in exchange for sexual contact. Many legal definitions don't capture the wide range of individuals' experience of sexual assault.

Consent: Consent, in this context, means active and positive agreement to all acts of sexual contact from touching and kissing to power play and sex. How consent happens can vary depending on the participants' communication styles and preferences; what's important is that positive agreement to sexual behavior is unambiguous and clear to all involved parties. Often, the use of alcohol and drugs can compromise involved participants' understanding of and ability to give clear consent.

TIPS AND TOOLS FOR SUPPORTING SURVIVORS

When someone discloses to you that they are a survivor of sexual assault or are in an ongoing relationship that includes sexual or domestic violence, it can be

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scary and overwhelming. Here are some basic tips that might help you respond in a supportive and helpful way. These tips are from Ubuntu's "9 Principles of Survivor Support" from their zine *Supporting a Survivor of Sexual Assault*:

- ♥ **Health and Safety First:** Make sure that the person is not currently in any serious danger. If they are, figure out how you can help them get physically safe. Remember that calling the police is not always the best way to ensure safety. Once they are in a safe place, find out if they have any physical needs that need to be attended to – make sure there are no imminent health concerns.
- ♥ **Restore Choice:** Sexual assault is about taking choice away from the survivor. To be a healing agent in that person's life, you must allow them to make choices for themselves. This is true for the small choices (would you like to sit, or stand while we talk? Do you want soda, water, coffee, juice? Would you rather talk at your house, my house, the park?) and for the big choices (do you want to go to the hospital? Do you want to call the police?*). **while these choices are up to the survivor, often times hospital visits and filing police reports can be as traumatizing as parts of the assault. This may be true especially for people of color, trans and gender non-conforming folks, undocumented people, and queer folks.*
- ♥ **Believe:** Being believed is reportedly the #1 factor in a healthy recovery for a survivor of sexual assault. In a strong majority of cases, the rapist will not believe the survivor, the hospital won't believe them, the police won't believe them, and their friends and family won't believe them. **You have to.** Avoid asking questions that aim to clarify the details of the survivor's story – those things usually don't matter and may send a strong message that you are doubting them.
- ♥ **Shut Up and Follow the Lead:** It is possible (and maybe even likely) that you won't understand a lot of what the person is sharing. And often the last thing a survivor (especially someone who has just survived assault or is in a violent relationship) needs is advice, suggestions, your opinions. By offering silence you are making room for a survivor to share what they want, when they want. This is important for them to share their story. It is also an important aspect of restoring voice – surviving rape and sexual assault is a deeply silencing act.
- ♥ **Stay Committed, Stay Flexible:** Recovery from sexual assault won't happen in a day and every person's process of recovery is unique. Even if it looks like someone is not healing or moving quickly, don't give up. Stick

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around and be available to adjust the kind of support or the style of support based on their needs.

ON MANDATORY REPORTING AND YOUTH

"Mandatory Reporting and Youth Self Determination: Remind youth that you are a mandated reporter if you sense that something they say is going to go into a territory that may have to be reported. Give youth options- if they still want to share their story as is they are welcome to but they could also share in a way that doesn't implicate them. For example, "my friend had this issue," etc...Ask the youth if they would like to report themselves or if they would like you to do it." For some youth, filing the report themselves may be empowering."

-From Stonewall Youth, Olympia WA

FURTHER RESOURCES

The Revolution Starts at Home

Ed. by Ching-In Chen, Jai Dulani, Leah Lakshmi Piepzna-Samarasinha

Surviving Domestic Violence: Voices of Women Who Broke Free

by Elaine Weiss

The Courage to Heal: A Guide for Women Survivors of Childhood Sexual Abuse

by Ellen Bass

Allies in Healing: When the Person You Love is a Survivor of Childhood Sexual Abuse

by Laura Davis

Choices: Sexual Assault Prevention Workbook for Persons with Disabilities

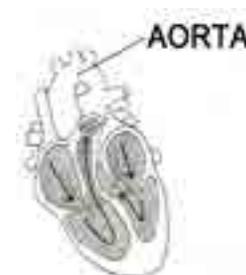
by Ellen Shamen

No is Not Enough: Helping Teenagers Avoid Sexual Assault

by Carol Adams, Jennifers Faye and Jan Loreen-Martin

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We abuse land because we see it as a commodity belonging to us. When we see land as a community to which we belong, we may begin to use it with love and respect. — Aldo Leopold

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