

NASCO INSTITUTE 2014

November 7-9, Ann Arbor, MI



About the Artist

The cover art on this year's Institute poster and brochure was generously created by Matt Heft. Matt is a tattoo artist and illustrator based in Greensboro, North Carolina. You can find his work at www.tothewolves.com.

GREETINGS!

Welcome to the 37th 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 (on the next page) 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 morning), take part in caucuses and working groups (Friday and Saturday evenings), run for a position on the board as Active Member Representative (during the Saturday night Banquet), and commit to taking action to keep the Institute momentum rolling throughout the year.

Sincerely,
The NASCO Staff

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 at s.coop/ceti2014, or explore the full library at www.nasco.coop/resources.



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CO-OPS FOR LIFE: OWNING OUR FUTURE

How do you imagine yourself ten years from now? You could be living in a cooperative housing community, shopping at a cooperative grocery, banking with a credit union, volunteering as a board member of your local cooperative school, and working as co-owner of a cooperative business. You could be an integral part of a multifaceted, international push to return ownership to the hands of the people. The skills you're building now can be the building blocks for a lifetime of cooperation.

What will your current cooperative look like in ten years? It could be growing and thriving, serving more members every year. Other co-ops could look to your co-op for best practices in education, governance, financial stewardship, employee management, and leadership development. What you do today to ensure the stability, democracy, and overall health of your co-op's future will determine your co-op's place in our movement's history.

Building cooperative skills needed for a lifetime of sustainable cooperation is the heart of NASCO Institute. As the next generation of movement builders, we have an opportunity to determine what our homes, organizations, and movements will look like in ten years. Who will our leaders be? What will our goals be? What challenges and successes will we encounter?

The time to begin is now, in cooperation with a worldwide movement to take back our economies:

"This is an historic moment of opportunity for the co-operative sector. With political institutions in many nations struggling to keep up with a rapidly changing world, it is essential that citizens become increasingly resourceful, enterprising and co-operative in order to face the inevitable social and environmental challenges we face as a world community. Rarely has the argument in favour of co-operatives looked stronger."

--International Co-operative Alliance, "Blueprint for a Cooperative Decade" (2013)

The foundation for our cooperative future is being laid right now, in our houses, workplaces, minds, and hearts. Our plans and decisions have effects which extend beyond ourselves, and often even beyond our time in a given cooperative or community. What we do right now matters. What we dream right now has an impact.

What are you building right now? ...and where will we go from here?



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ACCESSIBILITY

We actively strive 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.

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 on pages 34-41.

We are doing the following to ensure that the 2014 NASCO Institute is accessible:

- Offering need-based scholarships

- Making affordable childcare available

- Taking care to house participants in co-ops where they will feel safe and affirmed

- Assuring that conference sites, including all restrooms, are wheelchair accessible

- Asking about personal access needs in our registration form

- Displaying ingredients lists for all meals; including vegan, vegetarian and meat options

- Encouraging and supporting the participation of people identifying with historically marginalized groups within NASCO's membership

- Providing gender neutral restroom facilities as well as education on their necessity

- Asking that participants refrain from wearing strong smelling lotions, perfumes, or other chemically-scented body products (such as shampoo, body wash, and deodorant)

- Requesting that presenters speak loudly and clearly, respecting the needs of those who have impaired hearing

- Designating a quiet room where participants can take a break and rest

- Creating safer spaces for people of similar identities to caucus

- Providing materials in a variety of formats

- All of our attempts to equalize access are made within the limits of current resources and therefore are not perfect. However, we welcome suggestions for improvement and will do our best to implement them.

We appreciate your help in making the 2014 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 and Sunday. From the Union's front entrance, continue forward past registration to the end of the main hall, to find the Crofoot Room on your left.



SCHEDULE AT A GLANCE

Friday, November 7th

11:00AM	STAFF & MANAGERS TRACK BEGINS INSTITUTE REGISTRATION OPENS DETROIT TOUR – <i>Until 5PM</i>	2105 B MAIN LOBBY MAIN LOBBY
1:00 PM	TOUR OF THE INTER-COOPERATIVE COUNCIL	MAIN LOBBY
3:00 PM	TOUR OF THE INTER-COOPERATIVE COUNCIL	MAIN LOBBY
5:30 PM	INSTITUTE KICKOFF	ART LOUNGE
8:00 PM	COLLECTIVE LIBERATION CAUCUS FILM SCREENING: SHIFT CHANGE	2105 A ANDERSON ABCD

Saturday, November 8th

8:00AM	REGISTRATION OPENS	MAIN LOBBY
9:00 - 10:30AM	COURSE BLOCK 1	
10:40 - 12:20PM	COURSE BLOCK 2	
12:30 - 1:30PM	KEYNOTE PRESENTATION: NICOLE MARIN BAENA	BALLROOM
1:30 - 2:45PM	LUNCH ON THE TOWN NDS LUNCHEON NP FAMILY REUNION	PARKER KUENZEL
2:45 - 4:15PM	COURSE BLOCK 3	
4:25 - 5:55PM	COURSE BLOCK 4	
6:00 - 7:50PM	BANQUET & HALL OF FAME CEREMONY	BALLROOM
8:00 - 10:00PM	COOPERATIVE GAME NIGHT	WOLVERINE
8:00 - 9:00PM	QUEER AND TRANS CACUCUS WORKING CLASS CAUCUS WOMEN'S CACUCUS	ANDERSON D KUENZEL ANDERSON AB
9:00 - 10:00PM	PEOPLE OF COLOR CAUCUS PEOPLE WITH DISABILITIES CAUCUS	ANDERSON D ANDERSON AB
9:00 - 10:00PM	INTERFAITH CELEBRATION	KUENZEL

Sunday, November 9th

9:00 - 12:00PM	ANNUAL GENERAL MEETING	PENDLETON
9:00 - 10:30AM	COURSE BLOCK 5	
10:45 - 12:15PM	COURSE BLOCK 6	
12:15 - 1:30PM	LUNCH PLENARY – RACHEL PLATTUS DIVERSITY CONGRESS LUNCHEON	BALLROOM TAPPAN
1:45 - 3:15PM	COURSE BLOCK 7	
4:00PM	CIDER AND GOODBYES	ART LOUNGE

SPECIAL EVENTS

COOPERATIVE GAME NIGHT

Saturday 11/8, 8:00-10:00 PM

Wolverine

Join Brian Van Slyke (Toolbox for Education & Social Action) & Charlie DeTar (NASCO) for a fun-filled evening as they share the games that they've created (Co-opoly, Moon Talk, and Flame War). Make a new friend, learn how Charlie and Brian created their games, and sharpen your cooperative skills all at once! This is guaranteed to be a good time.

BANQUET & HALL OF FAME

Saturday 11/8, 6:00-7:50 PM

Ballroom

Every year, the Banquet is a time for all participants of Institute to share the same space in reflection, over a hearty meal. We welcome new members to the movement and, in the Hall of Fame Ceremony, recognize individuals who have shown outstanding commitment to the cooperative movement through their hard work and tireless enthusiasm for cooperation. Those wishing to run for Active Member Representative will give brief speeches before members have the opportunity to vote for them.

DEVELOPMENT SERVICES LUNCHEON

Saturday 11/8, 1:30-2:45 PM

Parker

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

NASCO PROPERTIES FAMILY REUNION

Saturday 11/8, 1:30-2:45 PM

Kuenzel

NASCO Properties is a cooperative land trust started in 1988 that has grown to include 13 houses in 8 states. 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!

DIVERSITY CONGRESS

Sunday 11/9, 12:15-1:30 PM

Tappan

The Diversity Congress serves as a working group employed by identity-based caucuses that have established themselves at NASCO Institute. The Congress is designed to be a safe space where two elected representatives of each identity caucus can share concerns, discuss solutions, and plan action steps for bringing issues to the NASCO Board and/or the AGM. The Diversity Congress will elect a chair and co-chair, who will serve 2-year and 1-year appointments, respectively, on the NASCO Board.

CAUCUSES & WORKING GROUPS

Caucuses are spaces for participants from similar identities to share experiences, strategize, and build power, as well as plan actions and draft proposals to bring to the AGM. Caucus participants elect a caucus chair to keep each caucus active throughout the year and is an official representative to NASCO's Diversity Congress.

Friday 11/7, 8:00pm-10:00 PM

Collective Liberation Caucus - See page 9 for more info
2105 A

Saturday 11/8, 8:00-9:00 PM

Queer & Trans Caucus

Anderson D

Working Class Caucus

Kuenzel

Women's Caucus

Anderson AB

Saturday 11/8, 9:00-10:00 PM

People of Color Caucus

Anderson D

People with Disabilities Caucus

Anderson AB

GUERRILLA WORKSHOP SPACES

Pond C and Opera Lounge

Is there something that you've always wanted to share or teach? Do you have a rad skill that you'd like to showcase in a skillshare? 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 a Guerrilla Workshop this year at the Institute. At any point on Saturday or Sunday, presenters are welcome to self-organize and use either of two rooms that are designated solely for Guerrilla Workshops. Bring a note or flyer to the Registration Desk, and we can even advertise it for you!

THE COMMONS

Art Lounge

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

COOPERATIVE SKILLS ROUNDTABLES

The Cooperative Skills Roundtables are designed as open, participatory spaces to build knowledge in areas that are key to running your co-op. Knowledgeable facilitators will guide the discussion, but more than anything roundtables will give participants a chance to hear how folks in the room have dealt with challenges at their own co-ops. Everyone will go home with a packet of resources which will also be available on the NASCO website.

DAY-LONG INTENSIVE: ANTI-RACISM FOR COLLECTIVE LIBERATION

2105A

In this interactive day-long intensive training on Saturday, the Catalyst Project will lead participants through developing visions for social change, exploring how institutional racism functions, and examining how white privilege undermines social justice efforts. We'll develop tools to build powerful multiracial movements for collective liberation. This workshop is geared towards white people;

folks of all racial and ethnic identities are welcome to attend. In order to create a productive and interactive learning environment, participation will be limited to 30 people (first come, first served). Participants must attend every session in series and will not be able to attend only part of the course, as it builds on itself throughout the day.

SATURDAY KEYNOTE

Saturday 11/8, 12:30-1:30 PM

Ballroom

Owning our Neighborhoods: Our mission, should we choose to accept it



Ed Whitfield of the Fund for Democratic Communities recently wrote, "Our full humanity is expressed only when we have the capacity and the opportunity to be productive, to do for ourselves, meeting our needs in our communities." The world is having an important moment. The growing climate crisis, the situation in Ferguson, Missouri, and our dwindling economic prospects have made it clear that the status quo cannot continue.

Is there a cooperative solution? Can we be a part of it?

Nikki Marín Baena will guide us through exploring our current context and the potential for our roles moving forward, as well as telling stories from her experience doing cooperative development work as part of a struggle for immigrants' rights.

Nikki Marín Baena comes from a Colombian family and grew up in Paterson, New Jersey. She has lived in several small towns throughout Appalachia, following textile mills with her family. This personal experience fuelled her interest in international trade policy and its effects on individuals. She has a longtime interest in cooperatives and has worked at Firestorm Cafe and Books, a worker-owned cafe in Asheville, NC and Weaver Street Market, a hybrid cooperative grocery store composed of both worker and consumer members in Carrboro, NC. Before arriving in Texas, Nikki worked at the Center for Participatory Change in Asheville, coordinating publications, developing popular education curriculum, and co-coordinating the

organization's cooperative development and multilingual projects. She also worked as an education and policy analyst for Witness for Peace in Oaxaca, Mexico. Nikki currently serves on the Board of Directors of the United States Federation of Worker Cooperatives and the Democracy at Work Institute.

SUNDAY LUNCH PLENARY

Sunday 11/9, 12:15-1:30 PM

Ballroom

Democratic Moments: The Role of NASCO in Merging Means and Ends in Our Movements



From the People's Climate March in New York City to the powerful grassroots response to Mike Brown's murder in Ferguson, MS, the tone of our movement moments seems to be changing. Our generation is waking us all up to the fact that resisting an unjust system is incomplete without a vision of what we put in its place. We are learning that resistance is flawed without the recognition that transitioning to this new political economy requires the leadership of those on the front lines of social, economic, and environmental injustice. In this context, young people with a deep understanding of cooperative economics and the practice of participatory democracy play a critical role. Together, we will explore how to inhabit that role as we leave NASCO Institute, building building broad alliances and leveraging our collective resources.

Rachel Plattus is Director of Youth and Student Organizing at the New Economy Coalition. She coordinates the Youth and Student Network and works to build community, organizational and funder engagement in the New Economy. Before coming to NEC, she worked as a Health Equity Scholar at the Center for Community Health and Health Equity at Brigham and Women's Hospital and as an organizer at Occupy Boston. Rachel is active in climate justice work as a member of a Boston-based organizing collective, Simorgh, and hopes that today's social movements will be places where lots of people want to bring their friends. Through popular education, intersectional organizing and good facilitation, she hopes to

grow communities to embrace and protect what is left of our planet and to build resilience in the face of environmental and economic transformation. Someday she would like to be a heron or a whale. Rachel lives in Jamaica Plain, MA.

NASCO ANNUAL GENERAL MEETING

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.

AGM delegates will receive a reduction in their registration fees (1 per co-op). The AGM will take place on Sunday morning, during Course Blocks 5 & 6. Breakfast will be served for participants. 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 Rek Kwawer or get in touch with the folks at the conference Registration table.

NASCO Annual General Meeting Schedule

- 9:00AM - Introductions
- 9:10AM - Welcome to the AGM & Review of Agenda
- 9:15AM - NASCO Family Reports
- 9:35AM - Co-op Reports (by region)
- 10:00AM - Caucus Reports and Q&A
- 10:30AM - Break
- 10:40AM - Overview of Procedure for AGM
- 10:50AM - Business Agenda
- 10:50AM - Active Member Representative election results
- 10:55AM - Plan for Inclusion Discussion
- 11:05 - Voting Structure Decision
- 11:50 - Dues Structure Discussion
- 12:20 - Board Election Process
- 12:25 - Conclusion

FRIDAY PROGRAMMING

STAFF & MANAGERS DAY-LONG PROGRAM

2105B

This all-day program serves as a collective learning forum for campus co-op staff, managers & administrators from across Canada and the United States. Staff and Managers Track supplements NASCO's spring annual Staff & Managers Conference, where participants share ideas through workshops, discussions, informal networking, and over dinner. This year, we will also be offering Staff & Managers Track programming on Saturday and Sunday. For more information, see our website.

Staff & Managers Program Schedule

10:00 AM - Continental Breakfast

10:30 AM - Introductions, Co-op Reports

12:00 AM - Lunch (on your own)

2:00 PM - Strengths-Based Leading and Other Modern Tools to Manage Remarkably (Nick Coquillard, ICC Ann Arbor)

3:30 PM - Break

3:45 PM - Ask an Auditor (Brian Dahlk, Wegner CPAs)

5:45 PM - Open Space

6:15 PM - Adjourn for Dinner

7:00 PM Dinner (provided)

INTER-COOPERATIVE COUNCIL TOURS – Main Lobby, 1:00PM and 3:00PM

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

DETROIT TOUR – Main Lobby, 10:45AM

Folks had so much fun on the Detroit Tour last year that we're bringing it back again! Departing the University of Michigan Student Union in Ann Arbor at 11:00 am and returning around 5:00 pm, tour participants will visit and learn about cooperative and community-based organizations that are serving the Detroit community and changing the local economy. More information will be posted on our website as the tour schedule is finalized. An additional fee of \$20 per person, payable on-site or with registration, covers round trip transportation with local tour guides.

COLLECTIVE LIBERATION CAUCUS – 2105 A, 8:00PM

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

FILM SCREENING: SHIFT CHANGE – Anderson ABCD, 8:00PM

The Friday Night Film Festival has become an Institute tradition. This year, we're screening SHIFT CHANGE to explore the ways that worker-owned cooperatives can combat economic inequality and create new economic realities. SHIFT CHANGE is an inspiring documentary film produced by award-winning Northwest filmmakers Melissa Young and Mark Dworkin. At a time when many are disillusioned with big banks, big business, and growing inequality in the United States, employee ownership offers one of the solutions for workers and communities. SHIFT CHANGE visits thriving cooperative businesses in the U.S. and Spain, sharing on-the-ground experiences from the worker-owners on the front lines of the new economy. Read more at: www.shiftchange.org/

COURSE TRACKS



TOOLS FOR RUNNING YOUR CO-OP

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



LIVING IN COMMUNITY, WORKING FOR JUSTICE

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



LARGE SOLUTIONS FOR LARGE CO-OPS

Housing cooperatives all share the same DNA (the Cooperative Principles) and have many of the same needs as one another. Large student housing cooperatives, however, experience a number of challenges that set them apart from their smaller counterparts due to their governance structures, staffing needs, liabilities, and sheer size. This course track creates a space for members of large co-ops to build capacities and make connections that are essential to the successes of their organizations.



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 Day-Long Program. The courses on Saturday and Sunday are open to general attendees, however they are specifically tailored for co-op staff, managers, and administrators.



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

This year's Institute theme, "Co-ops for Life: Owning our Future," invites participants to collectively envision potential cooperative futures and chart a course for the unknown. In building a new cooperative reality, 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.

COURSE DESCRIPTIONS

FRIDAY STAFF & MANAGERS' DAY-LONG PROGRAM

ASK AN AUDITOR

Brian Dahlk (Wegner CPAs)

2105 B



Do you have some nitty-gritty co-op accounting questions that you'd like answered (doesn't everybody?). Or have you considered hiring an independent auditor, but you still have questions about what that would entail or how an audit would add value to your co-op? This 'ask the expert' style session, led by Brian Dahlk of Wegner CPAs in Madison, WI, is an open space for participants to ask questions and learn financial best practices from an auditor who is deeply familiar with housing cooperatives.

STRENGTHS-BASED LEADING AND OTHER MODERN TOOLS TO MANAGE REMARKABLY

Nick Coquillard (Inter-Cooperative Council - Ann Arbor)

2105 B



Modern, research-based tools, ideas and philosophies both enliven our work as cooperative leaders, and inspire connections between staff and members. This workshop will highlight three areas from which we as leaders can both personally evolve and positively enhance staff-member relationships to accomplish our coop's and personal goals. We'll discuss the use of StrengthsFinder as a data-driven tool; the philosophy of Brene Brown and several specific concepts she suggests to lead wholeheartedly; and the concept of modern motivation theory as driven by Daniel H. Pink. This workshop will offer specific concepts and suggestions as to how to practically apply them.

COURSE BLOCK 1

Saturday, 11/08, 9:00 AM-10:30 AM

ANTI-RACISM FOR COLLECTIVE LIBERATION (PART 1 OF 4)

Leslie Leyba and Megan Shaughnessy-Mogill (Catalyst Project)

2105 A



This day-long intensive seeks to: support participants in advancing their analysis of white supremacy as a historical and institutional system of oppression and of white privilege as part of that system; promote anti-racism as a proactive, visionary, strategic approach to organizing and movement building; help people understand the importance of organizing to build power in oppressed communities, and the collective liberation approach of white people working in multiracial alliances for overall justice; help people feel excited about anti-racist work and able to articulate for themselves what their stake is in ending white supremacy; and leave with a collective and individual sense of commitment to this work and some concrete next steps. In order to create a productive and interactive learning environment, participation will be limited to 30 people (first come, first served). Participants must attend every session in series and will not be able to attend only part of the course, as it builds on itself throughout the day.

CO-OP LIVING IS HARD

Gabriel Baldwin (Boston Community Cooperatives)

Anderson C



Have you ever experienced moments that were challenging or difficult while living in your co-op house? How about incredibly wonderful, amazing, magical moments? Does being hard make it any less worth it? In this skillshare we will share our stories and insights for living with others more skillfully. By using a variety of formats we will be able to listen and be listened to and record our thoughts with markers and chart paper so that others may learn from our wisdom. You can find more about this subject at CoopLivingIsHard.com.

GENTRIFICATION AND OUR RIGHT TO THE CITY (PART 1 OF 2)

Marisol Cortez, Ph.D. (*Esperanza Peace & Justice Center*)



Kuenzel

Rooted in concrete case studies from San Antonio, TX and core concepts within urban scholarship and community organizing, this course aims to introduce attendees to the topic of gentrification by situating it globally, as a form of urban development specific to neoliberal governance and economics, and nationally in the context of previous "urban removals." The course will also introduce participants to the "right to the city" framework and to a range of related policy solutions and organizing strategies. During the session, participants will be invited to share their experience in using cooperative principles and development as a tactic for resisting gentrification and providing an alternative to neoliberal forms of urban development.

TEACHING CONSENT

Sam Paltrow and Katie Leader (*Oberlin Student Cooperative Association*)



Anderson D

Sexualized Violence is an inescapable issue, both on college campuses and other communities. Join us as we share strategies for compiling workshops and facilitating conversations around consent, survivor support, and community accountability that are tailored to your co-op. We will walk through activities and conversation starters we use in our own workshops at Oberlin College, as well as troubleshooting techniques for when discussions do not go as planned. We hope that participants will leave feeling empowered to start conversations about sexualized violence with their own communities.

CRADLE TO GRAVE: A LIFE IN CO-OPS

Kim Penna Garmany (*College Houses and Austin Cooperative Business Association*)



Parker

You know about housing co-ops, you're a member of a credit union, and you shop at the local food co-op, but what other co-ops businesses are out there? This 90 minute workshop will explore how the cooperative business model can meet your needs at every stage of your life, highlighting some especially creative cooperatives.

THE GLOBAL COOPERATIVE MOVEMENT

Jeff Bessmer (*Santa Barbara Student Housing Co-op*)



Anderson AB

This workshop will review the roots and state of the global co-operative movement, from proto-cooperatives 3000 years ago to the 86,000 member Mondragon co-op and beyond. Hundreds of millions of people comprise the co-op movement and share its vision for a more just world. We will lay a conceptual and structural foundation for understanding these co-ops. Furthermore, we will examine some co-ops around the world, including Uganda, Japan, Cuba and more.

STRATEGIC PLANNING THROUGH COLLABORATIVE DESIGN

Maya Menlo and Nick Coquillard (*Inter-Cooperative Council - Ann Arbor*)



Pond AB

Member leaders from the ICC-Ann Arbor will engage participants on the strategic planning journey taken recently by its membership. We will all discuss strategies anchored in Human-Centered Design, Structured Scenario Building, and Community Driven Discovery. Our outcome will result in the sharing of engagement ideas, tools, action plans, project plans and other take-aways that will help you plan effectively and remarkably.

THE DEVELOPMENT PROCESS (PART 1 OF 2)

Mark Fick (*Chicago Community Loan Fund*) and Corrigan Nadon-Nichols (*NASCO*)



Wolverine

This session will serve as an overview of the development process from start to finish, where participants can explore the many right ways to create a new co-op. Participants will also have time to meet one another and learn about the coop development projects represented in the room. There will also be an orientation to all courses in the Development Track.

MEMBER/STAFF RELATIONS (ROUNDTABLE)

Lincoln Miller (*Kalamazoo Collective Housing*)



2105 D

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

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

Valentine About and Mathilde Rudloff (UTILE)

Pendleton

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 2

Saturday, 11/08, 10:40 AM - 12:20 PM

CO-OP MAINTENANCE: KEEPING YOUR HOUSE AROUND FOR THE LONG TERM

Geoff Mayers and Nick Coquillard
(Inter-Cooperative Council - Ann Arbor)

Anderson C

With aging houses, high membership turnover, few skilled members, and large lists of projects that have been put off for too long, many housing co-ops are setting themselves up for trouble down the line. While it may seem daunting at first, your co-op can soften the blow of impending maintenance emergencies by creating new systems that encourage better planning and preventative maintenance. This session provides an overview of several strategies that you can employ to ensure that your co-op is preparing for its future maintenance needs.

"CLEANLINESS IS NEXT TO ____." CREATING HABITABILITY STANDARDS

Michelle Pesce (Berkeley Student Cooperative)

Anderson D

Over the past two years, the Berkeley Student Cooperative (BSC) has recognized the importance of cleanliness for membership recruitment and retention. As a result, in the Fall of 2013 the BSC Board of Directors passed a package of new habitability policies designed to raise the standards of

cleanliness in all units. In this workshop Michelle will share the BSC's habitability policy and talk about the issues this policy was designed to address. Some topics to be covered include: workshift inflation, blown shifts, inspections & follow-up, member accountability and fines.

RESISTING CORPORATE CONTROL AND BUILDING COOPERATIVE POWER

Molly Shea (Beehive Design Collective)

Anderson AB

Seeking themes of power relations and change, this session will look to stories from the frontline of resistance to corporate control in Mesoamerica. To do this, we will delve into the newest intricate beehive graphic - Mesoamerica Resiste. We'll work to find inspiration and power from the stories in the graphic, as well as our own experiences. Find the graphic here: <http://s.coop/beegraphic>

BOARD & MEMBER ROLES & RESPONSIBILITIES

Daniel Kronovet (NASCO Board)

Pond AB

Everyone has heard time and again that board members are "fiduciaries" of their respective organizations -- but what does that mean in practice? Co-op boards often face high levels of turnover, leading to a regular loss of institutional memory -- how can new boards be trained quickly and effectively? Board members often live and work closely with the people they "govern" -- how can the lines of responsibility be clearly drawn? In this workshop we'll cover these questions and more as we explore strategies for creating more nimble and resilient boards.

THE DEVELOPMENT PROCESS (PART 2 OF 2)

Mark Fick (Chicago Community Loan Fund)
and Corrigan Nadon-Nichols (NASCO)

Wolverine

This session will serve as an overview of the development process from start to finish, where participants can explore the many right ways to create a new co-op. Participants will also have time to meet one another and learn about the coop development projects represented. There will also be an orientation to all courses in the Development Track.

ANTI-RACISM FOR COLLECTIVE LIBERATION (PART 2 OF 4)

Leslie Leyba and Megan Shaughnessy-Mogill
(Catalyst Project)



2105 A

This day-long intensive seeks to: support participants in advancing their analysis of white supremacy as a historical and institutional system of oppression and of white privilege as part of that system; promote anti-racism as a proactive, visionary, strategic approach to organizing and movement building; help people understand the importance of organizing to build power in oppressed communities, and the collective liberation approach of white people working in multiracial alliances for overall justice; help people feel excited about anti-racist work and able to articulate for themselves what their stake is in ending white supremacy; and leave with a collective and individual sense of commitment to this work and some concrete next steps. In order to create a productive and interactive learning environment, participation will be limited to 30 people (first come, first served). Participants must attend every session in series and will not be able to attend only part of the course, as it builds on itself throughout the day.

WORKER-OWNED CO-OPS AND WORKPLACE DEMOCRACY (PANEL)

Esteban Kelly (AORTA)



Pendleton

This panel introduces worker-owned cooperatives through narrative tales, stories of structure, and old fashioned Q&A. Worker Co-ops are businesses collectively owned and democratically controlled by their workers. Worker-owned businesses exist in nearly every industry- from engineering to grocery; from graphic design to landscaping, home-cleaning, bike repair, brew pubs, and restaurants. Workers from diverse backgrounds create stable jobs, and raise the standard of living for working people, and promote resilience among communities. This panel will highlight a range of types of worker co-ops, and worker-owners will share stories of self-management from a broad range of cooperative businesses. The panel offers a glimpse of what it can be like to have a co-op career where you can couple your personal talents with your passion for everyday democracy.

GENTRIFICATION AND OUR RIGHT TO THE CITY (PART 2 OF 2)

Marisol Cortez, Ph.D. (Independent Scholar)



Kuenzel

Rooted in concrete case studies from San Antonio, TX and core concepts within urban scholarship and community organizing, this course aims to introduce attendees to the topic of gentrification by situating it globally, as a form of urban development specific to neoliberal governance and economics, and nationally in the context of previous "urban removals." The course will also introduce participants to the "right to the city" framework and to a range of related policy solutions and organizing strategies. During the session, participants will be invited to share their experience in using cooperative principles and development as a tactic for resisting gentrification and providing an alternative to neoliberal forms of urban development.

BIG CO-OP ISSUES - MEMBER ROUNDTABLE

Ben Perez (NASCO Board and Berkeley Student Cooperative)



2105 B

Big co-ops face unique issues. Can we look to other big co-ops for help? This workshop is designed to create conversations between the leadership of larger cooperatives to address common board-level challenges while also building a stronger cooperative network. We will meet co-op leaders from around the country, learn about our peer organizations, and have focus groups in which participants brainstorm problem-solving suggestions for their neighbors. We hope to start conversations - and build organizational relationships - that continue through both Institute and years to come.

BIG CO-OP ISSUES - STAFF ROUNDTABLE

Alex Green (NASCO Board and Inter-Cooperative Council - Ann Arbor)



2105 C

Big co-ops face unique issues. Can we look to other big co-ops for help? This workshop is designed to create conversations between the staff of larger cooperatives to address common staff-level challenges while also building a stronger cooperative network. We will meet co-op leaders from around the country, learn about our peer organizations, and have time to brainstorm problem-solving

suggestions for one another. We hope to start conversations - and build organizational relationships - that continue through both Institute and years to come.

FOOD ON A BUDGET (ROUNDTABLE)

Gabriel Baldwin (Boston Community Cooperatives) and Zane Selvans (Boulder Housing Coalition)



2105 D

Everyone needs to eat, and most people like to eat different foods. How do you satisfy your housemates' needs while also keeping costs down? In this roundtable discussion, participants will share tips and tricks for shopping on a budget and preparing meals that are healthy, hearty, and affordable.

UNDERSTANDING CO-OP FINANCES

Brian Dahlk (Wegner CPAs)



Parker

Would you like to feel more empowered to understand your co-op's financial information and participate in its financial discussions? This workshop is designed for beginners who want to increase their financial literacy, and we will discuss the basic financial concepts that pertain to housing co-ops. Attendees will gain higher levels of financial comprehension and reduce the feelings of confusion around the financial issues their co-ops undertake.

COURSE BLOCK 3

Saturday, 11/08, 2:45 PM - 4:15 PM

COTTAGE INDUSTRIES: LIVE/WORK COOPERATIVES

Matthew Keesan (3B: The Downtown Brooklyn Bed and Breakfast)



2105 B

Building a cooperatively-run business into your housing cooperative can promote sustainability, socioeconomic diversity, and personal development - not to mention liberate you from your day job or reduce your student debt burden. The housing co-op of facilitator Matthew Keesan added a bed and breakfast into their housing cooperative, which provided the co-op with room and board in exchange for about 10 hours of work per week. This session will give an overview of successful living cooperatives with cottage industries. It will also explain the benefits, challenges, and

best practices; and share the co-op's open source model for replicating anywhere!

SURVIVOR SUPPORT SKILLS

Sam Paltrow and Katie Leader (Oberlin College Student Cooperative)



Anderson AB

While it is challenging to get accurate statistics, there is a good chance that most of us know someone that is a survivor of sexual assault. We believe that everyone should have access to information on how to best support each other within our own communities. This workshop introduces tips and techniques for supporting and talking to a survivor. Furthermore, we will explore some practices that might seem they are supportive, but should actually be avoided. We hope that participants will leave with skills they can use with survivors of sexualized violence, and other forms of trauma.

CONSENSUS HEADACHES: RX FOR MEETING MOMENTS THAT ARE A PAIN FOR EVERYONE

Laird Schaub (Fellowship for Intentional Community)



Anderson C

What's your worst meeting nightmare? Yelling and screaming? Participants breaking down in sobs? Sarcastic jokes? Nobody saying a word? Everyone talking at once? How about having no idea how to make things better? We'll look at all these and more. Participants are invited to bring their own consensus horror stories while the facilitator will provide the wooden stakes (and answers).

COOPERATIVE RESISTANCE: SAFE SPACE AND MOVEMENT BUILDING

Marcel Jones (Berkeley Student Cooperative)



This workshop will take a critical look at how the cooperative movement should be rooted within an anti-oppression framework. The workshop will hold conversations around what it means to build a safe space and how safe spaces can build movements. Workshop attendees will also discuss identity/community themed cooperatives (like an African American Theme House) and the importance of cross-cultural dialogues. The workshop will be interactive and include videos, presentations, and current events!

CAPITALISM, CONDITIONS & CONSCIOUSNESS (PART 1 OF 2)

Shay O'Reilly (Union Theological Seminary)

Anderson D



What do mountaintop removal, school privatization, student and credit card debt, Global South sweatshops, hungry children, skyrocketing city rents, and “shitty little jobs” have in common? All are produced by capitalism in the 21st Century. Too often, we mystify the workings of a capitalist political economy, and fail to reckon with the economic system that underlies so many of our struggles – but you can't fight an enemy you don't know. This workshop will give participants a working understanding of how capitalism developed and functions, before moving into an overview of current economic trends towards greater inequality, poverty, racial disparities, and deprivation.

DEVELOPMENT BUDGETS AND FEASIBILITY

Mark Fick (Chicago Community Loan Fund)

Pond A



A development budget is a powerful tool for shaping your co-op's vision. Learn how to look at a development budget for your new co-op, to present that budget to lenders or other partners, and use the budget to look at your co-op's options.

DEVELOPMENT PROJECT WORKSHOP

Corrigan Nadon-Nichols (NASCO)

Pond B



Have you hit a roadblock in your co-op development project? This session will provide one-on-one time with experienced developers to analyze problems and create solutions. Participants should have a draft development budget for their project.

FUTURISTIC DREAMING & DESIGN: IMAGINING THE INCLUSIVE AND REVOLUTIONARY FUTURE OF COOPERATIVES (PANEL)

Yahya Alazrak (CoFED)

Pendleton



By 2050 the United States will consist of a majority non-white population, and the changes in technology and the economy will have altered the fabric of our daily lives. What will that mean for the future of the cooperative movement? How might low to moderate income

communities, people of color, the disabled, and the LGBTQ community lead and design an inclusive and revolutionary future? Imagine the potential of cross-sector collaboration and efficacy of the cooperative movement. Join science fiction enthusiasts, community advocates, and cooperative practitioners in exploring how we can work together today to make a promising future our reality.

ANTI-RACISM FOR COLLECTIVE LIBERATION (PART 3 OF 4)

Leslie Leyba and Megan Shaughnessy-Mogill (Catalyst Project)

2015 A



This day-long intensive seeks to: support participants in advancing their analysis of white supremacy as a historical and institutional system of oppression and of white privilege as part of that system; promote anti-racism as a proactive, visionary, strategic approach to organizing and movement building; help people understand the importance of organizing to build power in oppressed communities, and the collective liberation approach of white people working in multiracial alliances for overall justice; help people feel excited about anti-racist work and able to articulate for themselves what their stake is in ending white supremacy; and leave with a collective and individual sense of commitment to this work and some concrete next steps. In order to create a productive and interactive learning environment, participation will be limited to 30 people (first come, first served). Participants must attend every session in series and will not be able to attend only part of the course, as it builds on itself throughout the day.

LEGALIZING COOPERATIVE LIVING

Zane Selvans (Boulder Housing Coalition)

Wolverine



Like many university towns, Boulder, Colorado has laws which prohibit more than a few unrelated people from living together. These laws increase the cost of housing and functionally mandate an energy intensive way of life. They are also fundamentally unjust, and disenfranchise a significant population of lower income citizens who share housing in Boulder illegally. These laws also make it very difficult to create new housing cooperatives. This workshop will explore the political context of the occupancy limits and detail our ongoing campaign to legalize several types of

affordable, sustainable, shared housing in Boulder, including equity, group equity, and rental cooperatives.

MEMBER RECRUITMENT & OUTREACH (ROUNDTABLE)



David "Rosebud" Sparer (Herrick & Kasdorf LLP) and Jennifer Scott (NASCO Board and River City Housing Collective)

2105 D

This roundtable discussion will serve as a space for participants to share their experiences in building inclusive homes and respectfully reaching out to communities that are underrepresented in their co-ops' membership.

COURSE BLOCK 4

Saturday, 11/08, 4:25 PM - 5:55 PM

WHAT'S DISABILITY GOT TO DO WITH IT?



Layla Oghabian (NASCO Board and Berkeley Student Cooperative)

Anderson AB

This workshop will begin with a brief introduction to the Disability Rights Movement and an examination current federal laws and regulations that protect the rights of people with disabilities. It will then transition into common barriers encountered by people with disabilities and common myths about disability access. By way of discussion and Socratic methods participants will unveil discrepancies and barriers within their own student cooperative. This foundation will help to provide the tools and resources necessary to become an effective advocate on behalf of people with disabilities within your student cooperative, university and in society alike.

FORMING A CORPORATION AND GETTING TAX-EXEMPTION



David "Rosebud" Sparer (Herrick & Kasdorf LLP) and Daniel Miller (NASCO)

Pond AB

Why do co-ops become legal corporations? What does it take to incorporate? What are the pros and cons of different legal statuses? What does non-profit status do for a co-op, and does your co-op qualify? Come learn the answers to these questions and more, with specific examples to help your co-op.

BUDGETING FOR BIG CO-OPS

Alex Green (NASCO Board and Inter-Cooperative Council - Ann Arbor)



Anderson C

This workshop will focus on strategies for members and board members of larger coops to understand their coops budget and use it as a tool to support the needs of the membership. We will discuss how to focus on the issues that are most important, while ensuring that smaller details are still handled appropriately. We will also provide some context for larger coops to compare their financial situation to other coops and housing businesses.

CAPITALISM, CONDITIONS & CONSCIOUSNESS (PART 2 OF 2)



Shay O'Reilly (Union Theological Seminary)

Anderson D

What do mountaintop removal, school privatization, student and credit card debt, Global South sweatshops, hungry children, skyrocketing city rents, and "shitty little jobs" have in common? All are produced by capitalism in the 21st Century. Too often, we mystify the workings of a capitalist political economy, and fail to reckon with the economic system that underlies so many of our struggles — but you can't fight an enemy you don't know. This workshop will give participants a working understanding of how capitalism developed and functions, before moving into an overview of current economic trends towards greater inequality, poverty, racial disparities, and deprivation.

ANTI-RACISM FOR COLLECTIVE LIBERATION (PART 4 OF 4)



Leslie Leyba and Megan Shaughnessy-Mogill (Catalyst Project)

2105 A

This day-long intensive seeks to: support participants in advancing their analysis of white supremacy as a historical and institutional system of oppression and of white privilege as part of that system; promote anti-racism as a proactive, visionary, strategic approach to organizing and movement building; help people understand the importance of organizing to build power in oppressed communities, and the collective liberation approach of white people working in multiracial alliances for overall justice; help people feel excited about anti-racist work and able to articulate for themselves what their stake is in ending white supremacy;

and leave with a collective and individual sense of commitment to this work and some concrete next steps. In order to create a productive and interactive learning environment, participation will be limited to 30 people (first come, first served). Participants must attend every session in series and will not be able to attend only part of the course, as it builds on itself throughout the day.

INSTITUTIONALIZED PATRIARCHY: FRAMING OUR RESISTANCE



Esteban Kelly (AORTA)

Kuenzel

In this workshop, we will chart the effects and accumulation of patriarchy on our individual interactions, and on co-ops as connected to broader institutionalized structures. Together, we will take a close look at how patriarchy intersects with other systems of oppression. Using popular education approaches, we will share our collective histories of resistance to Patriarchy and Male Supremacy as central to framing our visions of new possibilities forward.

STAFF CONTRACTS: WHAT IS AN EMPLOYMENT CONTRACT, WHY MIGHT YOU WANT ONE, AND HOW TO SUCCESSFULLY NEGOTIATE



Ali Zachritz and Maya Menlo (Inter-Cooperative Council - Ann Arbor)

Wolverine

Many larger co-op systems have paid staff, and they are often the glue in that system. They help ensure continuity of projects and drive daily operations. It is important to have a healthy, mutually beneficial relationship between leadership, members and staff. A mutually agreed-upon staff contract can help ensure that all players are receiving the structure and support they need in their role as either employee or employer. In his workshop, we will discuss what an employment contract is, who may be interested in one, pros and cons, and some strategies for how to successfully negotiate a contract.

DIFFICULT DECISIONS - ASKING A MEMBER TO LEAVE (ROUNDTABLE)



Nick Coquillard (Inter-Cooperative Council - Ann Arbor)

2105 D

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

BEING THE INSTRUMENT FOR CHANGE (ROUNDTABLE)



Vivian Onuoha (NASCO Board and Berkeley Student Cooperative)

2105 B

This moderated discussion is a space for People of Color to create ideas for further inclusion and empowerment in their cooperative communities. We will focus on sharing techniques to further the People of Color voice and involvement in the student cooperative movement. We will be brainstorming solutions to increase involvement and inclusive practices in house politics, food discussion, and culture. There will be a series of discussion questions and activities prompting participants to think about how they would like to see their cooperative grow to be inclusive to all forms of diversity. This session is open only to people who identify as People of Color.

THE FORGOTTEN HISTORY OF GROUP EQUITY HOUSING COOPERATIVES



Jim Jones (Collective Seeds Consulting Cooperative)

Parker

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?

YOU ARE NOT ALONE: A COOPERATIVE TRADE ASSOCIATION FOR YOU

Thomas Bowen (NCBA CLUSA)



Pendleton

For almost 100 years, NCBA CLUSA has been serving the multi-sectors of the cooperative movement. There is a trade association for cooperatives. Find out about the many aspects of NCBA CLUSA International and what they are doing for cooperatives in this country and around the globe. This is also an opportunity to see what is on the agenda for the year ahead for NCBA CLUSA and what is on the horizon for cooperatives.

COURSE BLOCK 5

Sunday, 11/09, 9:00 AM - 10:30 AM

THIS IS DELEGATED TO THE ONES I LOVE

Laird Schaub (Fellowship for Intentional Community)



Anderson AB

For large groups working with consensus, it is crucial that they learn to delegate effectively (or the meetings will never end). This workshop will break down what work should/must be done in plenary and what can/should be delegated to a committee or manager. We'll lay out the essentials of a clear mandate, and the proper sequence of consideration that will empower committees and managers, yet keep their work in balance with whole group responsibilities. We'll talk about groups whose work is re-done in plenary and runaway committees who do way more than they were asked.

GREETINGS FROM THE NEW ECONOMY: JUST, SUSTAINABLE COMMUNITIES CAN REPLACE CAPITALISM (PART 1 OF 2)

Rachel Plattus, Esteban Kelly, and Mike Sandmel (New Economy Coalition)



Kuenzel

For the majority of people, the old economy isn't working. Capitalist extraction poisons our water, air, and land while concentrating power in the hands of a few. Throughout North America, communities are creating a new economy that puts people, place, and the planet first by weaving economic democracy into new structures and practices. The New Economy scales up existing practices like localism, the

commons, and the cooperative economy while building new institutions. This introductory session demystifies the internal logics of the capitalist economy, lays out the principles of a just transition to a New Economy, and tours through inspiring examples.

MEMBER DEBT (ROUNDTABLE)

Cola' Bickford (Nickel City Housing Co-Op)

2105 D

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



WHAT'S IN A BUILDING? FINDING A PROPERTY THAT FITS YOUR GROUP'S NEEDS

Jim Jones (Collective Seeds Consulting Cooperative)

Wolverine

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.



BEYOND FACEBOOK : TECHNOLOGICAL NETWORKS FOR OUR COMMUNITIES (ROUNDTABLE)

Laurent Levesque (UTILE)

2105 B

In this roundtable, co-op managers and staff are invited to reflect around the use of the Web and mobile technology to facilitate community living and co-op management. A number of for-profit software tools already exist for student housing management. However they offer little benefit to residents and the community. We will ask: What tools do co-ops already use to foster member interaction? What would a co-op-specific and not-for-profit tool look like? How could the co-op movement jump on the bandwagon and promote technological empowerment?



WHAT'S FOOD GOT TO DO WITH IT? FLEX YOUR PURCHASING POWER AND SHOW THE LOCAL ECONOMY SOME LOVE!



Yahya Alazrak (CoFED)

Pond AB

This workshop is designed for students in cooperative housing that want to learn how you can better support and integrate the local food system within your campus community. Both in terms of what you purchase, and different ways to expand your purchasing to offer a service to the surrounding community. You might be able to incubate a bulk buying club with serious discounts, and building on your existing infrastructure, with a lot less effort. Learn how students have connected beyond university walls to support local farmers, cooperative businesses, and the community. Spend time reflecting and designing what this could mean for you and your housing cooperative and the tangible difference you can make!

CO-OPS AND THE UNIVERSITY: NEGOTIATING THE FRAGILE TERRAIN



Steve Dubb (Democracy Collaborative)

Parker

This workshop will discuss how to define, leverage, and maintain relationships between your co-op and adjacent or affiliated colleges. Sometimes there are conflicts, including some that can endanger a co-op's existence. Yet co-ops also provide universities with many benefits, which your co-op might be able to leverage into partnerships that can greatly benefit your co-op and even facilitate expansion. Bring your own stories, both positive and negative, and we can discuss such challenges as leases, growth, marketing, contracts, liability, academic support, navigating crises, and institutionalizing community.

COURSE BLOCK 6

Sunday, 11/09, 10:45 AM - 12:15 PM

FOUNDATIONAL FACILITATION SKILLS (PART 2 OF 2)



Shay O'Reilly (Union Theological Seminary)

Anderson D

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

COOPERATIVE HOUSING MODELS

*Matt Meyer (Cooperative Development Institute)
and Linda Brockway (National Association of
Housing Cooperatives)*



Anderson AB

Have you ever wondered what the differences are between different cooperative housing models? This session will look at the similarities and differences between co-ops that are limited equity, market rate, and rental, as well as mobile home cooperatives, cohousing, and anything else you can think of. We'll also look at where the NASCO "group equity" model fits into all of this.

RAINBOW GROCERY'S SELF-MANAGEMENT MODEL

Leslie Leyba (Rainbow Grocery Cooperative)



Anderson C

Since 1975, Rainbow Grocery in San Francisco has embraced democratic self management by elected representation. By fulfilling the job duties often ascribed to "Managers", elected bodies harness the power of worker/owner commitment and help cultivate skills and leadership among cooperators. Workshop participants will examine Rainbow's system and emerge with a renewed understanding of the importance of collective decision-making, accountability processes, and clearly defined roles. For those who seek to "flatten" or

"horizontalize" their cooperatives or democratic workplaces, we hope that Rainbow's unique organizational structures and systems will prove useful and inspirational.

INSTITUTIONALIZING SOCIAL JUSTICE EDUCATION: PLANTING SEEDS TO KEEP INCLUSION AND IDENTITY PART OF THE CONVERSATION



Ali Zachritz and Ryan Dougherty (Inter-Cooperative Council - Ann Arbor)

Wolverine

Many coop systems are deeply, historically radical. Our founders were the first to start inter-racial housing, protesters of war, discriminatory businesses, and unjust laws. We've been safe havens for LGBTQ folks. Yet, many of us have seen microaggressions and ignorance push some members of the community to the outskirts. ICC Ann Arbor noticed this and we've been working to change the problem from the inside out. In 2012, the Board passed legislation to institutionalize Cooperative Leadership Training, - a social justice training required for all officers that includes training around mental health, sexual harassment/assault, effective communication, and safe-space. In this workshop, we will tell our story - how we used data to explain the issues at hand to the Board, the groups we worked with to develop the training, and how it's evolved in just two years. We will save plenty of time for Q&A, brainstorming, and breaking into small groups.

STAYING AFLOAT: BALANCING A COOPERATIVE MISSION WITH FINANCIAL STABILITY



Corey Walters (The Center for Student Business at the University of Massachusetts)

Parker

As cooperatives, we struggle to be true to our collective mission and communal values while also trying to make sure that we have the financial resources to continue long into the future. How do you accomplish both of those tasks both as members and managers of your respective cooperative organizations? Come prepared with your problems or solutions to share so we can examine this issue from multiple angles. We can talk about new accounting/budgeting techniques, methods for getting recalcitrant members to understand financial stability, techniques for long range planning, or anything else that can help you or your coop.

PURCHASING A PROPERTY



holly jo Sparks (Collective Seeds Consulting Cooperative and MSU Student Housing Cooperative) and David "Rosebud" Sparer (Herrick & Kasdorf, LLP)

Pond AB

The process of purchasing a property can be complex and intimidating. What are closing costs? Who do you have to pay, and how much? Where is the money coming from, and where does it go? How will you know if you're prepared? Come learn the answers to these questions and more, and talk to seasoned professionals to make sure your co-op is ready.

NEGOTIATING A LEASE



Daniel Miller (NASCO) and Emily Ng (Urban Homesteading Assistance Board)

2105 A

Come learn how to lower your lease payments, win more autonomy for your co-op, and set yourself up for growth in the future. 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. But most landlords are unfamiliar with housing co-ops, and you will need to educate and negotiate to get the best terms for your co-op.

SECURING GRANT FUNDING FOR YOUR CO-OP



Matt Lechel (Kalamazoo Collective Housing) and Lincoln Miller (Boulder Housing Coalition)

2105 B

Interested in learning about successful grant-writing techniques for your co-op? What types of projects can you write grants for? How do you identify local and regional foundations to fund your grant request? This workshop will feature successful examples from co-ops on grant writing strategies. Bring your grant questions to discuss, and leave with resources for grant writing in your community for your co-op.

LABOR ACCOUNTABILITY (ROUNDTABLE)



Lisa Stolarski (Conscious Community Cooperative) and Lauren Beitler (Qumbya Cooperative)

2105 D

It's 7:00 AM, you're hurrying to get ready for class, and you jump in the shower only to find that your housemate *still* hasn't cleaned the bathroom ... if this sounds familiar, then

you're invited to participate in this roundtable discussion on systems for building accountability around member labor and strategies for enforcing community norms.

GREETINGS FROM THE NEW ECONOMY: JUST, SUSTAINABLE COMMUNITIES CAN REPLACE CAPITALISM (PART 2 OF 2)



Rachel Plattus, Esteban Kelly, and Mike Sandmel (New Economy Coalition)

Kuenzel

For the majority of people, the old economy isn't working. Capitalist extraction poisons our water, air, and land while concentrating power in the hands of a few. Throughout North America, communities are creating a new economy that puts people, place, and the planet first by weaving economic democracy into new structures and practices. The New Economy scales up existing practices like localism, the commons, and the cooperative economy while building new institutions. This introductory session demystifies the internal logics of the capitalist economy, lays out the principles of a just transition to a New Economy, and tours through inspiring examples.

COURSE BLOCK 7

Sunday, 11/09, 1:45 PM - 3:15 PM

ANTI-OPPRESSION AND FAIR HOUSING LAW



Daniel Miller (NASCO)

Anderson C

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

AUSTIN COOPERATIVE BUSINESS ASSOCIATION



Brian Donovan (Austin Cooperative Business Association)

Anderson AB

In cities, towns, and regions across the United States, members of cooperatives are organizing new, powerful, cross-sectoral alliances that are radically shifting how cooperatives see one another, work together, and create lasting impacts on their local economies. This session will showcase the emergence of the Austin Cooperative Business Association (ACBA), highlight the importance of housing co-ops in its successful launch, and discuss other cross-sectoral organizing across the United States.

CELEBRATING SUCCESS! STORIES OF CO-OP DEVELOPMENT (PANEL)



Corrigan Nadon-Nichols (NASCO)

Wolverine

Co-ops from several recently formed co-ops will share their stories of success (and failure) in the development process, followed by Q&A.

BUILDING DEMOCRATIC ORGANIZATIONS THROUGH DEMOCRATIC EDUCATION



Brian Van Slyke (Toolbox for Education and Social Action)

Anderson D

It is becoming widely recognized that democratic organizations and economies are best cultivated through democratic education. However, creating democratic, popular education experiences for cooperatives is no easy task. As a result, this session will address the following questions: What is democratic and popular education? What is the old model of education, and how is it harmful for co-ops? What does democratic education look like, and how can you use it to strengthen or start your co-op?

REVOLUTIONARY PARTIES



Feonix Fawkes (Acorn Community)

2105 A

Parties are the mirrored distillation of culture, where the proverbial rubber hits the road. Cleverly crafted social, cultural, and physical environments can build movements and shift thinking, demonstrating how having fun can be politically potent. In this workshop, you'll learn how to spark both progressive activism from participants and

demonstrate a respectful yet fun culture, utilizing anti-oppression concepts to create a participatory culture; how to provide safe space to practice consent culture and non-normative expressions of gender, sexuality, and relationships; and how to build community through unique and meaningful expressions of creativity.

ONE SIZE FITS NONE

Jennifer Scott (NASCO Board and River City Housing Collective)



Pond AB

Oftentimes cooperatives look at accessibility issues from a standpoint of what a person with disabilities cannot do. In this workshop, we're going to discuss cooperative structure and policies from the standpoint of where and how people of all levels of ability can contribute to an intentional community. This workshop will aim to leave participants feeling like they can create a co-op that is more accessible to all.

GLOBAL CO-OP MANAGEMENT DIALOGUE AND CASE STUDIES

Jeff Bessmer (Santa Barbara Student Housing Co-op)



2105 B

American co-operatives are generally isolated from the broader and very active dialogue on co-op management. This workshop will give a brief overview of the global co-operative movement and its central and foundational ideas. Then we will review examples of co-ops that have used these concepts to improve their organizations and discuss how these ideas may be relevant for our co-ops.

KEY PERFORMANCE INDICATORS: GUIDING EVALUATION AND DRIVING IMPROVEMENT



Maya Menlo (Inter-Cooperative Council - Ann Arbor)

Parker

A Key Performance Indicator (KPIs) is a performance measurement that organizations may use to evaluate its success, or the success of a particular activity in which it is engaged. After a year of planning, the Membership Committee at ICC-Ann Arbor has found that KPIs can be a valuable tool for co-op houses and organizations in order to improve and standardize various aspects of house operations, enhance communication, and encourage houses

to be as cooperative as they can be. This workshop will outline KPIs, suggest alternative possible uses for a KPI system, and detail the creation of the ICC's KPI system.

INTRODUCTION TO COMMUNITY WEALTH BUILDING (PANEL)

Steve Dubb (Democracy Collaborative)



Pendleton

What do cooperatives, community development financial institutions, and community land trusts have in common? They are all local forms of building wealth through democratic mechanisms that collectively organize business. This session will provide a brief introduction to these and other forms of community wealth building and discuss ways to link these institutions at the local level to build and anchor wealth in communities while displacing corporate capital and other undemocratic forms of business organization.

ONGOING MEMBER TRAINING (ROUNDTABLE)

Matt Meyer (Cooperative Development Institute) and Molly Shea (Beehive Design Collective)



2105 D

Cooperatives, especially student housing co-ops, are often described as revolving doors because their members can be very transient - as a result, it is important to ensure that everybody is on the same page. Does your co-op have a new member orientation? What about training for your managers and officers? Do you partner with local groups for additional educational support? What sort of resources have you created for your members? This roundtable discussion will focus on creating and maintaining effective, ongoing member training programs.

PRESENTER BIOS

ALEX GREEN

NASCO Board and Inter-Cooperative Council - Ann Arbor

Alex currently sits on the NASCO Board. He has worked as the Finance Director at ICC Ann Arbor and is a four-year alumnus of the co-op, serving as President and VP of Finance/Treasurer while there. Alex has visited many student housing co-ops, including BSC, College Houses, ICC-Austin, SHC, COUCH, UKSHA, and Wash U in St. Louis Co-op. He also played a key role in the creation of Ann Arbor's student food stand. He currently lives in Ann Arbor, MI and is a CPA.

Big Co-op Issues - Staff Roundtable

Budgeting for Big Coops

ALI ZACHRITZ

Inter-Cooperative Council - Ann Arbor

Ali Zachritz is a recent alumus of ICC Ann Arbor and graduate of University of Michigan. She's served as the VP of Education, VP of Recruitment & Retention, and as a Board Representative. In her time at the ICC Ali was a staunch social justice advocate and worked hard to bring systematic changes to the ICC educational programming around safe space. She's sad to leave the coop systems but is hoping to continue community living post-ICC

Staff Contracts: What is an employment contract, why might you want one, and how to successfully negotiate

Institutionalizing Social Justice Education: Planting Seeds to Keep Inclusion and Identity Part of the Conversation

BRIAN DAHLK

Wegner CPAs

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

co-op movement by providing financial advice, conducting financial audits and reviews, and preparing tax returns.

Ask an Auditor

Understanding Co-op Finances

BRIAN DONOVAN

Austin Cooperative Business Association

Brian Donovan is the Executive Director of the Austin Cooperative Business Association (ACBA), a regional cross-sector trade association for cooperatives. He has worked for cooperatives since 2005. Brian has participated in the startup or reorganizing of several organization. He has experience working in political campaigns as well as lobbying to improve policies at the state and local level.

Brian believes the cooperative business model to be the best way to make our economy more fair and equitable and intends to spend the rest of his career expanding cooperative opportunities wherever he goes.

Austin Cooperative Business Association

BRIAN VAN SLYKE

Toolbox for Education and Social Action

Brian Van Slyke is the founder of The Toolbox for Education and Social Action (TESA) and the creator of Co-opoly: The Game of Cooperatives. He has been involved in co-op education since 2007 and has started two co-ops. He has created workshops, programs, and resources on issues ranging from people's history to social movements, cooperative economics, and more. Brian believes the cooperative business model to be the best way to make our economy more fair and equitable and intends to spend the rest of his career expanding cooperative opportunities wherever he goes.

Building Democratic Organizations through Democratic Education

COLA' BICKFORD

Nickel City Housing Co-op

Cola's involvement in cooperatives started slowly--beginning with a simple membership in the Lexington Cooperative Market in Buffalo, without really

knowing much of anything about what a cooperative was. Their involvement grew from there, blossoming into becoming the house and organizational treasurer for the Nickel City Housing Cooperative for the past two and a half years (also becoming the NASCO Properties representative for the past half year), as well as being on the Supervisory Committee at the Buffalo Cooperative Federal Credit Union, and being down for anything coopy or collaborative around town.

Member Debt (roundtable)

COREY WALTERS

The Center for Student Business at the University of Massachusetts

Corey Walters is currently the Business Development Coordinator for the Center for Student Business at the University of Massachusetts where he is also an MBA student. 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. 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 for three of his four years. Professionally, Corey has been a chef, farmer, and musician.

Staying Afloat: Balancing a Cooperative Mission with Financial Stability

CORRIGAN NADON-NICHOLS

NASCO

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

The Development Process Part 1-2 Development Project Workshop; Celebrating

Success! Stories of Co-op DevelopmentAfloat: Balancing a Cooperative Mission with Financial Stability

DANIEL KRONOVET

NASCO Board

Daniel Kronovet is a current NASCO Board Member and former President of the wonderful Berkeley Student Cooperative. During his 2.5 year joyride within the leadership of the BSC, Daniel helped train over 80 new board members and dealt with more "Big Co-op" problems than he would probably like to admit. Having just moved from Los Angeles to New York, Daniel will soon be studying for a PhD in Organizational Behavior. In his spare time, Daniel amuses himself by blogging his various idiosyncrasies and keeping up-to-date on the latest goings-on in international affairs, economics, technology, and culture.

Board & Member Roles & Responsibilities

DANIEL MILLER

NASCO

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

Forming a Corporation and Getting Tax-Exemption; Negotiating a Lease

DAVID "ROSEBUD" SPARER

Herrick & Kasdorf, LLP

David "Rosebud" Sparer has been an attorney in Madison Wisconsin since 1979. He lived in a housing co-op for 18 years. During the more than 30 years he has been an attorney he has focused on representing and assisting cooperatives and non-profits. He has assisted housing co-ops, grocery co-ops, farmer co-ops, and worker co-ops, with everything from initial organizing, negotiating leases, litigation, contract negotiations to purchasing or selling real

estate, and dealing with zoning. During this time he represented housing co-ops all over the country in obtaining non-profit status.

**Forming a Corporation and Getting Tax-Exemption
Purchasing a Property
Member Recruitment & Outreach (roundtable)**

EMILY NG

NASCO Development Services Board and Urban Homesteading Assistance Board (UHAB)

Emily Ng is Director of Member Services with the Urban Homesteading Assistance Board (UHAB) which organizes, develops, preserves, and supports low-income, resident-controlled housing cooperatives throughout New York City. Prior to joining UHAB, Emily was one of twelve founders of the Nickel City Housing Co-op in Buffalo, NY and was among the first group to inhabit 208 North Street (also known as Ol' Wondermoth). She is a member of Divine Cooperative, a community housing co-op in Brooklyn, NY and serves on the board of NASCO Development Services (NDS).

Negotiating a Lease

ESTEBAN KELLY

AORTA and the New Economy Coalition

"Esteban Kelly is a co-founder of AORTA, a worker co-op of educators that strengthen cooperatives and social justice groups. He also works at the New Economy Coalition and is a co-founder of the Philadelphia Area Cooperative Alliance (PACA). Esteban is a mayoral appointee to the Philadelphia Food Policy Advisory Council. Esteban has served on many cooperative boards, including at the Democracy at Work Institute, the U.S. Solidarity Economy Network, the U.S. Federation of Worker Cooperatives, Mariposa Food Co-op, the LCA landtrust, and NCBA. Esteban is a previous Director of Education and Board President of NASCO where he was inducted into the Cooperative Hall of Fame in 2011."

Institutionalized Patriarchy: Framing our Resistance

Worker-Owned Co-ops and Workplace Democracy (panel)

Greetings from the New Economy: Just, Sustainable Communities Can Replace Capitalism

FEONIX FAWKES

Acorn Community

Feonix Fawkes is a community organizer in Washington, DC where she dabbles in live music, intentional communities, food rescue, group house olympics, community gardens, partner dance, socially conscious business, consent + sex positive activism, and the dark arts. She was awarded an art grant from the Transformus festival in 2013 to install a radical post office and is responsible for organizing parties, social events and festivals in the DC area. Feonix has been an associate member of Acorn community and a denizen of The Keep Collective since 2011 and believes that well crafted parties are a powerful tool of social transformation.

Revolutionary Parties

GABRIEL BALDWIN

Boston Community Cooperatives

Gabriel Baldwin has served on the board of Boston Community Cooperatives (Seedpod Coop) for the past two years and previously served on the Unitarian Universalist Community Cooperatives (Lucy Stone Coop) board. Recently, Gabe co-created a healthy living coop in Boston with a group of enthusiastic individuals. Prior to this venture Gabe lived in the Spirit of 76 Coop in Medford, MA. He was involved with the creation of BostonCoops.org, and also the Meetup.com page "Boston Coop Assembly." Gabe has recently become interested in how people can more skillfully live together. His most recent project is CoopLivingIsHard.com.

Co-op Living is Hard; Food on a Budget (roundtable)

GEOFF MAYERS

Inter-Cooperative Council - Ann Arbor

Geoff Mayers is the Director of Annual Maintenance for ICC Ann Arbor. In this position, Geoff trains and assists houses in maintaining and improving their homes. As the staff representative to the Maintenance Committee, Geoff regularly conducts skill training sessions for all maintenance managers and interested members. Geoff also works with contractors to address more technical projects and with city inspectors to ensure the buildings stay up to housing code.

Co-op Maintenance: Keeping Your House Around for the Long Term

HOLLY JO SPARKS

MSU Student Housing Cooperative

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

Purchasing a Property

JEFF BESSMER

Santa Barbara Student Housing Co-op

Jeff Bessmer is Executive Director of Santa Barbara Student Housing Co-op, chairs the NASCO Planning Committee, and sits on the NASCO Development Services board. He has managed four student housing and grocery co-ops since 2007 and holds a Masters of Management: Co-operatives and Credit Unions degree. Jeff has managed 6 co-op development projects and directed two others.

Global Co-op Management Dialogue and Case Studies; The Global Cooperative Movement

JENNIFER SCOTT

River City Housing Collective

Jenn is an introverted recluse who is forced out into public a few times each year. Since she has to be out and around, she may as well make good use of her time in public by sharing a few of the hobbies and skills she has honed over the years. When allowed to indulge in her hermit lifestyle she spends far too much time baking, being addicted to Netflix, imitating a social life on the interwebs, and solving crossword puzzles like its her job.

One Size Fits None

JIM JONES

Collective Seeds Consulting Cooperative

Jim Jones has worked with group housing cooperatives for

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

What's in a Building? Finding a Property that Fits your Group's Needs

The Forgotten History of Group Equity Housing Cooperatives

KATIE LEADER

Oberlin College Student Cooperative

Katie Leader is currently one of the Sexual Offence Policy Advocates for the Oberlin Student Cooperative Association (OSCA). When she's not studying Biology at Oberlin, she is advocating for and supporting survivors on campus and teaching workshops on sexual consent, survivor support, mental health, and how to navigate college misconduct policy. Katie also enjoys playing the fiddle and wandering around in the woods.

Teaching Consent; Survivor Support Skills

KIM PENNA GARMANY

College Houses and Austin Cooperative Business Association

Kim started her cooperative career at 21st St. Co-op as a freshman. For four years, Kim fell deeper in love with her co-op. After graduating, Kim joined the College Houses staff. Shortly after, she was elected to the NASCO Board of Directors, where she served as the Development Director and the Financial Sustainability Co-chair. As a graduate student, Kim explored worker cooperatives by completing her thesis on leadership development in the Cooperative Business Institute at Cooperation Texas. She serves as the Membership & Development Director at College Houses and as the President of the Austin Cooperative Business Association's Board of Directors.

Cradle to Grave: A Life in Co-ops

LAIRD SCHAUB

Fellowship for Intentional Community

Laird has lived 40 years at Sandhill Farm (MO), an

income-sharing rural community he helped found. He is also the administrator of the Fellowship for Intentional Community—a clearinghouse for information about North American communities of all stripes. In addition to being an author and public speaker, he's also a meeting junkie and has parlayed his passion for good process into a consulting business on group dynamics. His specialty is up-tempo meetings that engage the full range of human input, teaching groups to work creatively with conflict, and at the same time being ruthless about capturing as much product as possible.

Consensus Headaches: Rx for Meeting Moments That are a Pain for Everyone This is Delegated to the Ones I Love

LAUREN BEITLER

Qumbya Cooperative

Lauren Beitler has lived in Haymarket House (Qumbya Cooperative) for 7 years. She is the founder of the Chicago Free School, a democratic school for children ages 3 to 14. She enjoys sharing her experience in the areas of cooperative group process and accountability.

Labor Accountability (roundtable)

LAURENT LEVESQUE

UTILE

Laurent Levesque coordinates UTILE, a non-profit dedicated to cultivating more student housing co-ops in the province of Québec. He has studied urban planning at Université du Québec à Montréal and finally joined Facebook in 2014 after 7 years of resistance. In 2013, he visited student housing co-ops and non-profits in Europe to learn how they organize community living and realized that there were too few technologies in use to serve this purpose.

Beyond Facebook : Technological Networks for our Communities (roundtable)

LAYLA OGHABIAN

NASCO Board and Berkeley Student Cooperative

Over the past two years, Layla has served on the board of directors of the Berkeley Student Cooperative (BSC) and NASCO. In this capacity, she has facilitated anti-oppression and discrimination workshops to over 500 university students in campuses from the west coast to the midwest. She has gained much insight on how to tackle the adversity

faced by members of minority groups and how to effectively advocate for change. Layla works as a paralegal for Disability Rights Advocates (DRA). There, Layla has gained valuable skills and knowledge on how to create social change and advance equal rights for people with all types of disabilities.

What's Disability Got To Do With It?

LESLIE LEYBA

Catalyst Project and Rainbow Grocery Cooperative

Leslie Leyba is an 11 year veteran/devotee of cooperatives and cooperative organizing. Formerly a staff member at the US Federation of Worker Cooperatives, she has been a worker/owner at Rainbow Grocery Cooperative for 8 years. She lives in Oakland, CA with her adorable cats and has an enduring obsession with labor issues, democratic self-management, and group process.

Anti-Racism for Collective Liberation

Rainbow Grocery's Self-Management Model

LINCOLN MILLER

Boulder Housing Coalition

Lincoln Miller has been involved with co-op development for 17 years. He created the Boulder Housing Coalition (BHC), a 501(C)3 Community Housing Development Organization, co-founded the Masala Co-op and worked on the acquisition of Masala for the the BHC. He led the acquisition of the Chrysalis co-op for the Boulder Housing Coalition. This created the first permanently affordable cooperative housing system in Colorado. As the current Executive Director of the BHC, he is working towards the acquisition of an 8 unit apartment co-op and 104 Community Land Trust Units. He currently serves on the NASCO Properties board and the Lots In Common Board.

Securing Grant Funding for Your Co-op

Member/Staff Relations (roundtable)

LINDA BROCKWAY

National Association of Housing Cooperatives

Linda Brockway is currently the Treasurer of the National Association of Housing Cooperatives, Inc., and has served on the Board of Directors for over fourteen years. Ms. Brockway is a national speaker for the United States Department of Housing and Urban Development, and has spoken for the National Association of Housing

Cooperatives, Midwest Association of Housing Cooperatives, The National Association of Housing and Redevelopment Officials, NCBA, and numerous local associations. Ms. Brockway has also worked with the partnering agencies to provide cooperative members with assistance in meeting the cooperative's goals.

Cooperative Housing Models

MARCEL JONES

Berkeley Student Cooperative

A student organizer at UC Berkeley and resident of Afro House (part of the Berkeley Student Cooperative), Marcel Jones is a cooper dedicated to communal resistance and cross-cultural coalition building. Marcel has experience in multiple organizing spaces within the Bay Area and on college campuses. Current efforts that Marcel is working on include connecting the struggles against Mass Incarceration and Mass Deportation/Detention, increasing resources for Black students, and increasing people of color cooperatives. Coming from a power to the people mentality and an intersectional framework, Marcel believes in leading with dreams rooted in a critical analysis of our realities.

Cooperative Resistance; Safe Space and Movement Building

MARISOL CORTEZ, PH.D.

Independent Scholar

Marisol Cortez, Ph.D. works on environmental issues and social justice as a scholar, community organizer, and creative writer. After graduating in 2009 with her PhD in Cultural Studies, she organized with the Southwest Workers Union around local climate and energy issues. She writes and organizes around issues of environmental justice, on land use politics and gentrification struggles, as well as cooperative alternatives to conventional forms of urban "development."

Gentrification and Our Right to the City

MARK FICK

Chicago Community Loan Fund

Mark Fick is a co-founder of the Stone Soup Cooperative in Chicago and the Senior Loan/Program Officer of the Chicago Community Loan Fund. Mark's work at CCLF is focused on lending to affordable housing, cooperatives, and

other community-based organizations. Mark also coordinates the CCLF technical assistance and training program to provide workshops, technical resources and referrals to community developers. He serves on the board of the Northside Community Federal Credit Union and has served on the board of NASCO Development Services. Mark has worked with numerous cooperatives, collective enterprises and community organizing efforts to create humane, viable alternatives to the bloody capitalist mess in which we find ourselves.

The Development Process Part 1-2 Development Budgets and Feasibility

MATHILDE RUDLOFF

UTILE

Having obtained a bachelor's degree in economics, Mathilde Rudloff is currently studying urban planning at the University of Montreal. She has been a member of the UTILE's Research Committee since January 2014, and she is currently working towards building a student housing policy for Montreal. In doing so she has taken up an interest in student housing policies worldwide - specifically, how they are made and how they are put into operation.

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

MATT LEHEL

Kalamazoo Collective Housing

Matt Lechel is the Executive Director of Kalamazoo Collective Housing, a housing coop focused on providing affordable, sustainable housing in Kalamazoo. Matt teaches at Western Michigan University and is also employed by Volunteer Kalamazoo. Matt serves as the board president of the People's Food Co-op and as a board member of The I.D.E.A. Association.

Securing Grant Funding for Your Co-op

MATT MEYER

Cooperative Development Institute

Matt Meyer works as a housing program organizer for the Cooperative Development Institute of New England. He provides technical assistance to manufactured housing cooperatives in Massachusetts and development consultation for new co-ops in Boston. He is also a

co-founder of the Lucy Stone Cooperative in Boston.

Cooperative Housing Models
Ongoing Member Training (roundtable)

MATTHEW KEESAN

3B: The Downtown Brooklyn Bed and Breakfast

Matthew grew up in a Buddhist community in Rochester, New York, and has lived cooperatively more or less ever since. In 2010, with seven other cooperative members, he co-founded 3B, a bed and breakfast in downtown Brooklyn. Named one of the Best New Affordable Hotels in the world by Budget Travel, and featured in the New York Times, Edible Brooklyn and Paris Review, 3B is the first American business certified to meet Wagemark's international wage standard.

Cottage Industries: Live/Work Cooperatives

MAYA MENLO

Inter-Cooperative Council - Ann Arbor

Maya Menlo is the proud President of Ann Arbor's Inter-Cooperative Council (ICC) and a radical resident of Benjamin Linder Cooperative House. She has served as the ICC's Vice President for Membership and as a Board Representative. In her work at the ICC, Maya strives for inclusion and affordability, and likes to keep things as queer and quirky as possible. In addition to her role as a housing co-op aficionada, Maya is a spicy food fanatic, labor activist, budding community organizer, University of Michigan student, ardent feminist, and 8tracks fiend.

Staff Contracts: What is an employment contract, why might you want one, and how to successfully negotiate

Key Performance Indicators: Guiding Evaluation and Driving Improvement

Strategic Planning Through Collaborative Design

MEGAN SHAUGHNESSY-MOGILL

Catalyst Project

Megan Shaughnessy-Mogill is an organizer and social worker, and has been a volunteer with the Catalyst Project (based in the San Francisco Bay Area) for many years. She is also active in Palestine-solidarity, transformative justice, and prison abolition movements.

Anti-Racism for Collective Liberation

MICHELLE PESCE

Berkeley Student Cooperative

Michelle Pesce is the Operations Assistant for the Berkeley Student Cooperative. She has been involved with co-ops since 2009. Before she was hired as professional staff she was the Workshift Manager for Casa Zimbabwe, the 2nd biggest co-ops in the BSC (124 members!). As Operations Assistant, Michelle works with student managers and members to educate them on how to keep their houses clean and safe. Co-op topics to discuss with her: kitchen sanitation/food safety, bed bugs, temporary house closures, manager training, and succulent propagation!

"Cleanliness is next to ____." Creating Habitability Standards

MIKE SANDMEL

New Economy Coalition

"Mike Sandmel is the Manager of Coalition Engagement for the New Economy Coalition. Raised by politically active Unitarian Universalists, Mike began organizing as a high school freshman working on a successful town wide living wage campaign. He founded and managed the NYU Bike Share, the first ever bike-sharing program in New York City. Mike came to NEC in January 2013 as a youth and student organizer. In that time he has helped organize dozens of campus-based events and online conversations, the ReRoute national youth and student conference, New Economy Week, and the CommonBound conference."

Greetings from the New Economy: Just, Sustainable Communities Can Replace Capitalism

MOLLY SHEA

Beehive Design Collective

Molly is a member of the Beehive Collective, facilitator, and self defense teacher. She lives in Columbus, OH in an intentional community, and works at a worker owned bakery. As a story teller within the Beehive, she spends time with a wide variety of folks sharing the graphics and metaphors held within our graphics, and bringing out a groups knowledge of power and change making.

Resisting Corporate Control and Building Cooperative Power; Ongoing Member Training (roundtable)

NICK COQUILLARD

Inter-Cooperative Council - Ann Arbor

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

**Strategic Planning Through Collaborative Design
Strengths-Based Leading and Other Modern Tools
to Manage Remarkably
Co-op Maintenance: Keeping Your House Around
for the Long Term
Difficult Decisions - Asking a member to leave
(roundtable)**

NIKKI MARÍN BAENA

Cooperation Texas

Nikki Marín Baena comes from a Colombian family and grew up in Paterson, New Jersey. She has lived in several small towns throughout Appalachia, following textile mills with her family. This personal experience fuelled her interest in international trade policy and its effects on individuals. She has a longtime interest in cooperatives and has worked at Firestorm Cafe and Books, a worker-owned cafe in Asheville, NC and Weaver Street Market, a hybrid cooperative grocery store composed of both worker and consumer members in Carrboro, NC. Before arriving in Texas, Nikki worked at the Center for Participatory Change in Asheville, coordinating publications, developing popular education curriculum, and co-coordinating the organization's cooperative development and multilingual projects. She also worked as an education and policy analyst for Witness for Peace in Oaxaca, Mexico. Nikki currently serves on the Board of Directors of the United States Federation of Worker Cooperatives and the Democracy at Work Institute.

Saturday Keynote

RACHEL PLATTUS

New Economy Coalition

Rachel Plattus is Director of Youth and Student Organizing at the New Economy Coalition. She coordinates the Youth and Student Network and works to build community, organizational and funder engagement in the New Economy. Before coming to NEC, she worked as a Health Equity Scholar at the Center for Community Health and Health Equity at Brigham and Women's Hospital and as an organizer at Occupy Boston. Through popular education, intersectional organizing and good facilitation, she hopes to grow communities to embrace and protect what is left of our planet and to build resilience in the face of environmental and economic transformation.

Sunday Lunch Plenary

**Greetings from the New Economy: Just, Sustainable
Communities Can Replace Capitalism**

RYAN DOUGHERTY

Inter-Cooperative Council - Ann Arbor

Ryan Dougherty is a research associate at the University of Michigan and longstanding member of the Inter-Cooperative Counsel (ICC) in Ann Arbor. During his time in the ICC, Ryan has collaborated with others to bring forth member's experiences through community-based research to create and advocate for policy and programming to make our homes safer and more inclusive. Ryan's research and activism primarily focuses on educating others on mental health including the role social identities, power, and oppression have in shaping people's wellbeing.

**Institutionalizing Social Justice Education: Planting
Seeds to Keep Inclusion and Identity Part of the
Conversation**

SAM PALTROW

Oberlin Student Cooperative Association

Sam Paltrow is a recent graduate of Oberlin College where she was both a Sexual Offense Policy Advocate (SOPA) for the Oberlin Student Cooperative Association (OSCA) and a staff member at the Sexual Information Center (SIC). Through these positions she spent a lot of time counseling peers and designing and teaching workshops on survivor support and reproductive justice. She now lives in the Southwest where she works as a counselor in an abortion

clinic.

**Teaching Consent
Survivor Support Skills**

SHAY O'REILLY

Union Theological Seminary

Shay is an educator and faith-based organizer working towards his Master of Divinity at Union Theological Seminary in the City of New York. A child of the anti-war movement, he studies poverty, liberation theology, social ethics, and economics; he has learned organizing from campaigns for paid sick days, universal healthcare, reparations for slavery, repentance from racism, and climate justice. In between working several jobs, Shay enjoys cooking for friends and his husband, but he really misses co-op living.

**Capitalism, Conditions & Consciousness
Foundational Facilitation Skills**

STEVE DUBB

Democracy Collaborative

Steve Dubb is an alumnus of the USCA in Berkeley and Groundwork Books in San Diego. Steve was Executive Director of NASCO from 2000 to 2003 and a NASCO board member from 2006 to 2008. He currently works at The Democracy Collaborative of the University of Maryland (<http://www.community-wealth.org>) where he does research on co-ops and other forms of community-based economic enterprise.

**Co-ops and the University: Negotiating the Fragile
Terrain
Introduction to Community Wealth Building (panel)**

THOMAS BOWEN

National Cooperative Business Association CLUSA International (NCBA CLUSA)

"Thomas Bowen began his career in the cooperative movement with Envision Credit Union in Tallahassee, Florida. Growing up in Upstate New York surrounded by dairy and farmer co-ops and raised by parents who insisted that he join his local credit union, Bowen was destined to work in the co-op community. He has held many roles in the credit union movement, from teller to Vice President of Communications. Bowen also worked at a really cool

marketing firm before landing at NCBA CLUSA International in the role of Director of Membership.

Bowen graduated from Johnson and Wales University with an Associate's Degree in Culinary Arts and later from the University of Maryland with a Bachelor's Degree in Communications.

**You are Not Alone: A Cooperative Trade
Association for You**

VALENTINE ABOUT

UTILE

Finishing her Master's degree in Urban Planning at the University of Montréal, Valentine About is currently doing some research for UTILE (Unité de travail pour l'implantation de logement étudiant) concerning the impact of student populations and studentification on the urban environment. In doing so, she has developed a special interest in student housing situations and the different coop movements around the world.

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

VIVIAN ONUOHA

NASCO Board

Currently, Vivian Onuoha is a board member for NASCO. As a former assistant facilities manager for Cloyne Court in the Berkeley Student Cooperatives, Vivian continues her involvement in building and training co-ops. Today, she facilitates anti-oppression workshops for student housing cooperatives across the country.

Being the Instrument for Change

YAHYA ALAZRAK

CoFED

Yahya is an organizer and cooperator based in the south out of Greensboro, NC. Having spent 4 years as a part of the Greenleaf Coffee Cooperative at Guilford College, and moving into his second year with CoFED, it's turning out he might be working with co-ops for life! And he couldn't be more excited. Pulling from his background as a student body president/clerk, Community and Justice Studies degree, and love for the cooperative model; he brings passion and skill to the field for CoFED. Yahya firmly believes that if this work is going to be successful it has to be intersectional and build

equity for all. If you want to talk about co-ops, food, or organizing (mostly on the east coast) feel free to give him a holler!

What's Food Got to Do With It? Flex Your Purchasing Power and Show the Local Economy Some Love!

ZANE SELVANS

Boulder Housing Coalition

Zane serves on the Board of Directors of the Boulder Housing Coalition (BHC), a 501(c)3 non-profit community housing development organization that creates permanently affordable rental cooperatives in Boulder, Colorado. Zane lives in one of the BHC co-ops, and also serves on the City of Boulder's Transportation Advisory Board. He has been engaged in many other aspects of city and county politics, including climate and energy policy, land-use planning, sustainability, and affordable housing. In his day job he works on reforming Colorado's system of electric utility regulation to address the climate change impacts of our energy system.

Legalizing Cooperative Living; Food on a Budget (roundtable)

ALLYSHIP RESOURCES

10 THINGS MEN CAN DO TO PREVENT GENDER VIOLENCE

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

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

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



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!

BECOMING AN ALLY

Who is an Ally?

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

Characteristics of an Ally

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

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

GUIDELINES FOR BEING STRONG WHITE ALLIES

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.**

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

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.

restaurants

cost & location key

** close to the union

\$ under 8 dollars/person

\$\$ 9-15 dollars/person

\$\$\$ over \$15 dollars/person

****Afternoon Delight**

251 E. Liberty St

Salad bar, homemade soups, fresh deli sandwiches, and more. Vegetarian and Vegan friendly. \$

Ahmos Gyros and Deli

341 E. Huron St

Deli, subs, salads, gyros, and pita. \$

Ann Arbor Farmers Market

315 Detroit St

Sample Michigan's local produce and baked goods, 7 am to 3 pm Saturdays.

cozy cafes

****Amer's**

Inside the Union
The morning essentials.
Vegetarian friendly.

Cafe Ambrosia

326 Maynard
A NASCO favorite. Free
wi-fi and fair trade coffee.

Cafe Verde

214 N. Fourth
Fair trade cafe. Vegan friendly.

Crazy Wisdom

114 S. Main
Wide selection of tea, coffee
& light meals. Independent
bookstore inside.

Eastern Accents

214 S. 4th
Asian pastries & specialty teas.

****Espresso Royale Caffe**

324 S. State
A campus favorite.

Rendez-Vous Cafe

1110 S. University
International cafe & juice bar.
Free wi-fi.

Sweetwater's

604 E Liberty or 123 S.
Washington
Free wi-fi. Pastries.
Open 'til midnight.

Ali Baba's

601 Packard St

Cheap food, friendly and quick service. Mediterranean cuisine. \$

Angelo's Restaurant

1100 Catherine St

Famous Ann Arbor breakfast spot for 40 years. Open 7 am to 2 pm Sundays, 6 am to 3 pm every other day. Crowded on weekends. Vegan friendly. \$\$

****Au Bon Pain**

Inside the Union. Sandwiches. \$

The Bar

327 Braun Court

Hip coffee shop. \$

Big Ten Burrito (BTB)

810 S. State St

Good quality, cheap food, especially for late-nights. \$

Blue Nile Ethiopian

221 E. Washington St

Traditional Ethiopian dishes. Vegan friendly. Lunch specials and carryout available. \$\$\$

Broken Egg

221 N. Main St

A staff favorite! Open for breakfast and lunch until 3 pm. \$\$

Bruegger's Bagels

709 N. University Ave

Fresh bagels and breakfast specials. \$

Cafe Verde

214 N. 4th Ave

Attached to and run by the People's Food Co-op. Fair trade cafe, hot bar & salad bar, pastries, muffins and a grab-and-go deli. Vegan friendly. \$

Campus Corner Convenience Store

818 S. State St

Student hot-spot for forgotten necessities. \$\$

China Gate Chinese Restaurant

1201 S. University Ave

Chinese food, popular with the U of M crowd. Vegan friendly. \$\$

Clover Leaf Diner

201 E. Liberty St

Standard diner fare. Smoking section. \$

****Cottage Inn**

512 E. William St

Full-service Italian restaurant. Vegetarian friendly. \$\$

****Earthen Jar**

311 S. 5th Ave

Inexpensive Indian buffet. Pay by the pound. Vegan friendly. \$

Fleetwood Diner

300 S. Ashley St

Friendly, cheap, classically seedy. Open 24 hours. Vegetarian friendly. \$

****Frank's Diner**

334 Maynard St

Diner food and friendly staff. Vegetarian friendly. \$

Good Time Charley's

1140 S. University Ave

American-style food, sandwiches, burgers, and salads. Closed Sundays. \$

Happy's Pizza

600 S. Main St

Cheap pizza and other goodies. \$

Hawker's Deli

211 S. State St

Delicious deli sandwiches. \$

****Jerusalem Garden**

307 S. 5th Ave

Cheap and delicious Middle Eastern food. Vegan friendly. \$

Lab

505 E Liberty

Very hip, locally owned coffee shop with awesome coffee, tea, and beer. \$

****Madras Masala**

328 Maynard St

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

****Miya Restaurant**

715 N. University Ave

Sushi & Japanese/Korean entrees.

restaurants

Vegan friendly. \$

****Mr. Greek's Coney Island**

215 S. State St
Breakfast, Coney dogs, salads.
Vegetarian friendly. \$

Mr. Spot's Diner

808 S. State St
Kid-friendly, sandwiches and
fries. \$

Neopapalis

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

****New York Pizza Depot**

605 E. William St
& 1106 S. University Ave
Pizza, pasta, and all-you-can-eat
lunch buffet. Vegetarian friendly.

No Thai

226 N. 4th Ave &
1317 S. University Ave
Thai food. Vegan friendly. \$\$\$

Noodles & Company

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

Oasis Mediterranean Grill

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

People's Food Co-op

216 N. 4th St
Buy fresh fruit, cheese, organic
groceries. Fabulous soup and
salad bar, a cozy cafe attached.
It's a co-op! Vegan friendly. \$

Pita Pit

615 E University
Pita sandwiches. Vegetarian
friendly. \$

Pizza Bob's

814 S. State St
Best milk shakes in town.
Subs and pizza are good too! \$

Pizza House Restaurant

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

****Raja Rani**

400 S. Division St
Indian restaurant with a great
lunch buffet. Right across the
street from ICC headquarters on
William Street. Vegetarian and
vegan friendly. \$\$\$

Red Hawk Bar & Grill

316 S. State St
Sandwiches, homemade soups,
salads. Variety of beer on tap. \$\$\$

Cafe Rendez-Vous

1110 S. University Ave
Coffee, sandwiches, and wi-fi.
Open 'til 3 am. \$

JC Rich

1313 S. University St
Korean food. Vegan friendly. \$\$\$

Rod's Diner

812 S. State St
Charbroiled chicken, burgers and
buffalo wings. \$

Sadako Japanese Restaurant

1321 S. University
Japanese food and bar, and sushi
bar. An Ann Arbor favorite. \$\$\$

Saigon Garden

1220 S. University Ave
Vietnamese cuisine. Vegan friendly.
\$

****Starbucks**

Inside the Union. Corporate
coffee franchise. \$

****Silvio's Organic Pizza**

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

Tios

401 E Liberty
Mexican food. Vegetarian friendly.
\$\$\$

****The Jerk Pit**

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

Tk Wu \$\$\$

510 E. Liberty St
Chinese food. Vegetarian friendly.

Totoro Sushi

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

Tubby's Grilled Sandwiches

800 S. State St
Sandwiches and salads. Some
veggie options. \$

Zingerman's

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

favorite bars

****Ashley's**

338 S. State St
Probably the best alcohol
selection in the world. Over 65
different beers on tap and 50
single-malt whiskeys, near the
Union.

'aut/ Bar

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

Arbor Brewing Company

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

Brown Jug Bar & Grill

1204 S. University Ave
An Ann Arbor tradition.
Cozy and comfortable. \$

Heidelberg

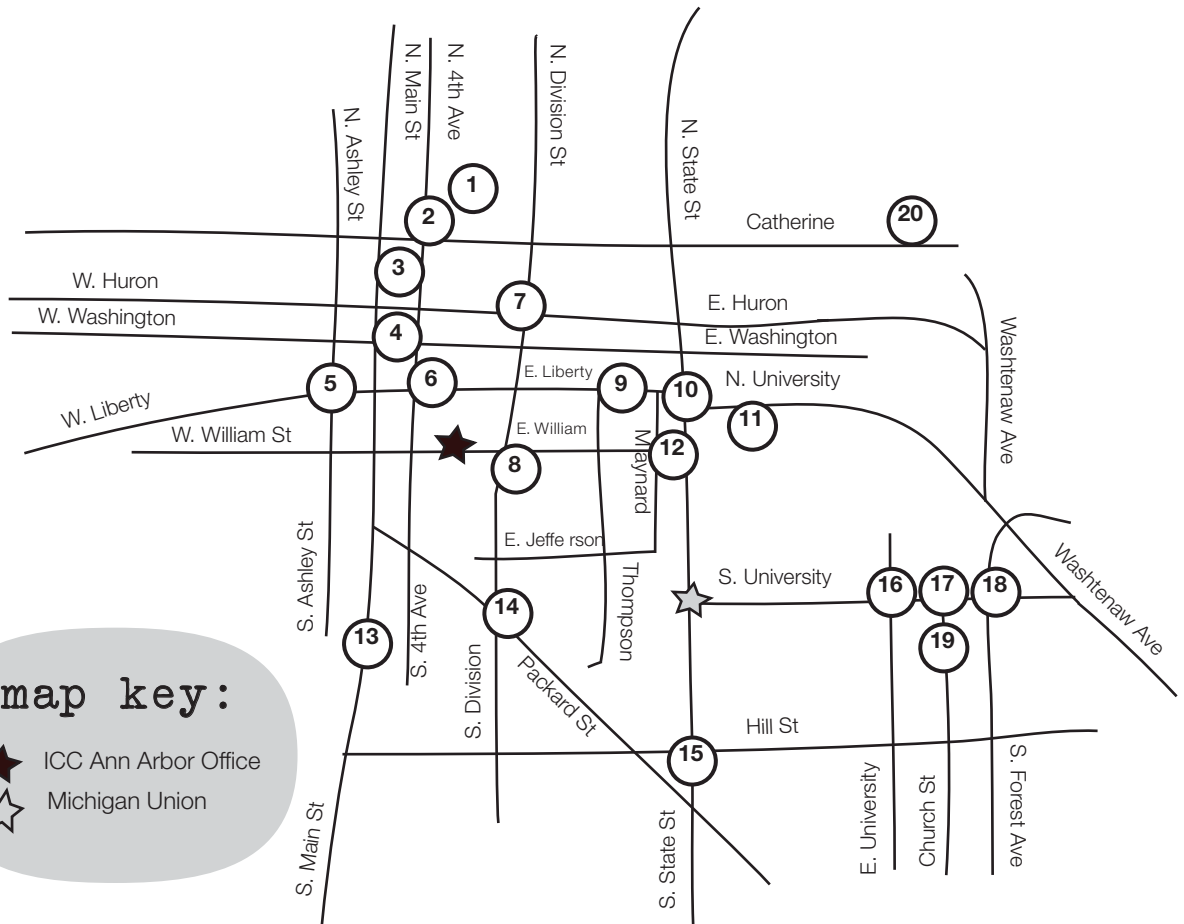
215 N. Main St
A favorite of many co-ops,
this dungeon-like bar offers
inexpensive beer.

Grizzly Peak Brewing Co.

120 W. Washington St
Handcrafted beer & root beer
and fancy pub food. Vegetarian
friendly. \$\$\$

Old Town Tavern

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



map key:

- ★ ICC Ann Arbor Office
- ☆ Michigan Union

eat, drink & be merry

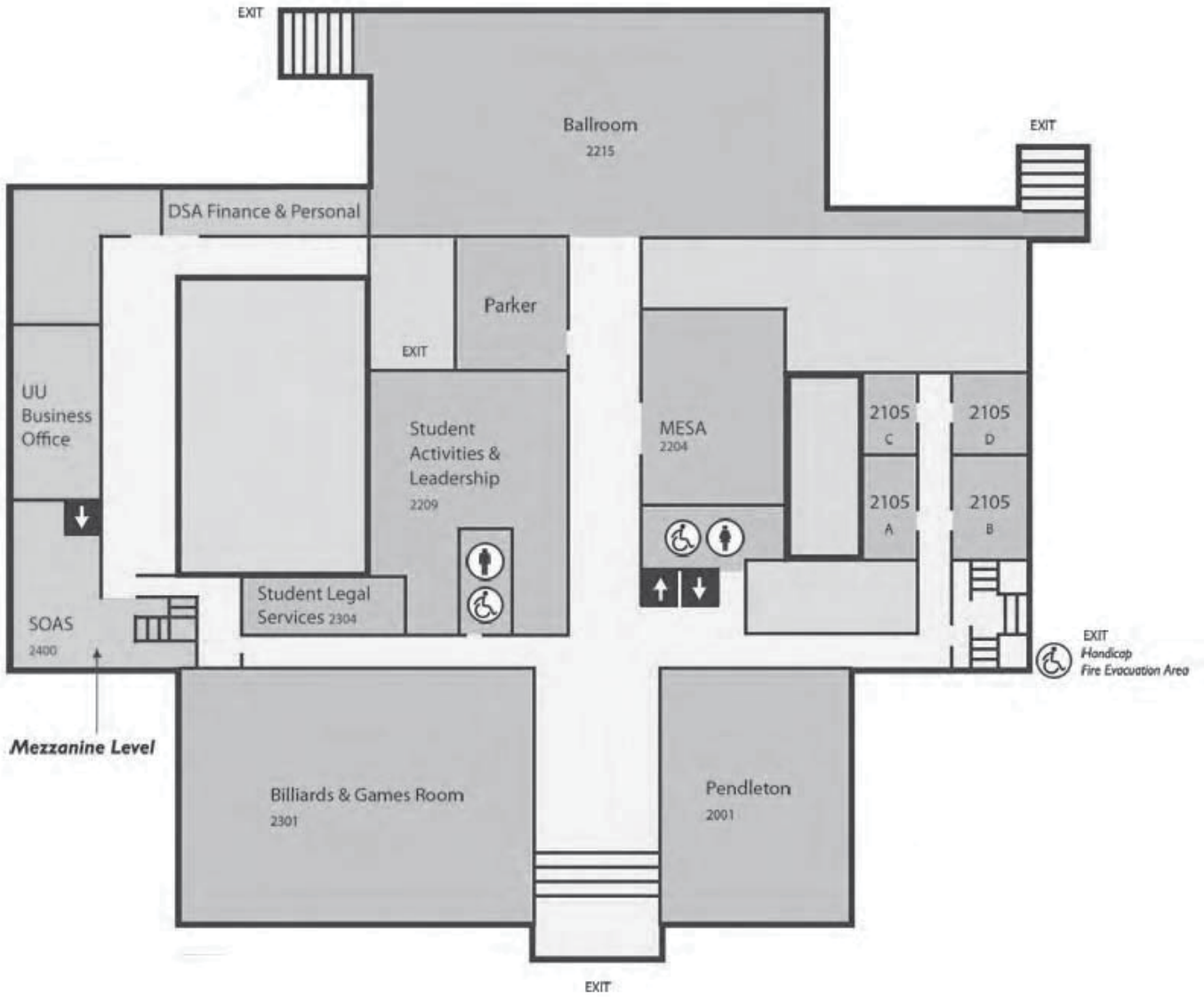
restaurants, cafes, and bars in ann arbor
by location (see inside for descriptions)

- | | |
|--|---|
| <ul style="list-style-type: none"> 1) Zingerman's 2) Aut Bar, Ann Arbor Farmer's Market 3) People's Food Co-op/Cafe Verde, No Thai, Broken Egg, Heidelberg 4) Kai Garden, Sweetwater Cafe, Blue Nile Ethiopian, Ann Arbor Brewing Company, Grizzly Peak Brewing Company 5) Fleetwood Diner, Old Town Tavern 6) Cloverleaf Diner, Afternoon Delight, Jerusalem Garden, Earthen Jar 7) Ahmos Gyros and Deli 8) Raja Rani Restaurant, Cottage Inn Pizza 9) Tk Wu, Tios, Frank's Restaurant, Madras Masala, Cafe Ambrosia 10) Amer's Mediterranean Deli, Red Hawk Bar & Grill, Totoro Sushi, Cosi, Noodles & Company, Espresso Royale Caffe, Stucchi's Ice Cream, Ben and Jerry's Ice Cream 11) New York Pizza Depot, Ashley's Pub 12) Silvio's Organic Pizza, Bruegger's Bagels, Miya Restaurant, Jamaican Jerk Pit | <ul style="list-style-type: none"> 13) Happy's Pizza 14) Campus Corner Convenience Store, Pizza Bob's, Rod's Diner, Big Ten Burrito, Mr. Spot's Diner, Tubby's Grilled Submarines, Ali Baba 15) Espresso Royale Caffe, Good Time Charley's, Rendez-Vous Cafe, Oasis Mediterranean Grill 16) China Gate Restaurant, The Brown Jug 17) Saigon Garden Vietnamese Restaurant, JC Rich Korean Restaurant, No Thai, Sadako Japanese Restaurant 18) Pizza House 19) Angelo's Restaurant |
|--|---|



Gender Neutral Restroom: Located on third floor immediately next to elevators. We apologize that the Union has been unable to honor our requests for a more convenient location. Room 4016: Take elevator or stairs to fourth floor. The conference room is hard to miss.

2nd Floor





ICC Co-ops	Other Houses	Venues
1. Black Elk 902 Baldwin	17. Heiwa 530 Miller Ave	A. Michigan Union 530 S. State St.
2. Debs 909 E. University	18. Hotel Midwest* 1508 Jewett	B. Yellow Barn 416 W. Huron
3. Gregory 1617 Washtenaw	19. Friends House 1420 Hill St.	C. ICC Office 337 E. William St.
4. Baker 917 S.. Forest	20. Sunward Cohousing** 424 Little Lake Drive	
5. King 803 Kingsley	20. Great Oak Cohousing** 500 Little Lake Drive	
6. Lester 900 Oakland		
7. Linder 315 N. State St.		
8. Luther 1510 Hill St.		
8. ICC Education Center 1520 Hill St. (behind Luther)		
9. Michigan 315 N. State St.		
9. Minnie's 307 N. State St.		
10. Nakamura 807 S. State St.		
11. O'Keefe, Renaissance (North Campus)		
12. Osterweil 338 E. Jefferson		
13. Owen 1017 Oakland		
14. Ruths' 321 Thayer		
15. Truth 1057 Washtenaw		
16. Vail 602 Lawrence		

*Jewett is about 1.5 miles southeast
Packard on the right

**Little Lake drive is about 4.5 miles west
on Jackson on the left, off Parkland Place.

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