

# COMMON INTEREST: Co-ops Investing in Community Wealth

NASCO Cooperative Education & Training Institute

October 30-November 1st, 2015, Ann Arbor, MI





# Common Interest: Co-ops Investing in Community Wealth

Communities around the world are working together to create more just, resilient, and sustainable economies that nourish people and the planet. Students are calling for their universities to move their funds to more ethical investments; communities are creating healthy, just, local, and sustainable food systems; and cities across the United States and Canada are using Participatory Budgeting processes to engage people in direct democracy for decisions about public funds.

Cooperatives, as member-controlled enterprises, see investment as more than just generating money: it's about increasing economic democracy, building community wealth, and sustaining our communities. As cooperators, we understand that resilient movements invest in education; we see the firsthand results of investing in our broader communities

through our labor and our resources; we know that we must invest in youth and leadership; and our cooperatives invest in one another, because we know that we cannot do this work alone.

How is your cooperative investing in the future? Do you support developing leaders and encourage people to take on new responsibilities? Are you building the economic power to survive and grow for future members? How does your cooperative support and engage with the communities where you are located?

What legacy are we leaving the next generation of cooperators, just as we inherited the labors of our movement elders? The next wave of the cooperative movement is building, and you're a part of it.

## Welcome to NASCO Institute!

Welcome to the 38th 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 momentum rolling throughout the year.

Sincerely,  
The NASCO Staff



## NASCO Board of Directors

Alex Green *Rep. to NP*  
ICC Ann Arbor

Alexandria Collins *Diversity Congress Co-Chair*  
Berkeley Student Cooperative

Dan Newton  
MSU Student Housing Cooperative

Jennifer E. Scott *Diversity Congress Chair, President*  
River City Housing Collective

Kit Fordham  
Riverton Community Housing

Lana Wong *Treasurer*  
Waterloo Co-operative Residence Inc

Leila Benedyk *Active Member Rep.*  
Oberlin Student Cooperative Association

Maya Menlo  
ICC Ann Arbor

Michael Eugenio *Rep from NP, Development Officer*  
Qumbya Cooperative

Mingwei Huang  
Madison Community Cooperative

Nick Harvey *Secretary*  
Cartier Square Co-operative

Scarlett McIntosh *PlanCo Representative*  
Berkeley Student Cooperative

Topaz Hooper *People of Color Caucus Chair*  
Boulder Housing Coalition

Vivian Onuoha  
Berkeley Student Cooperative

## About the Artist

Roan Boucher is a multimedia artist and a worker-owner at the consulting and facilitation cooperative AORTA (Anti-Oppression Resource and Training Alliance). To learn more about Roan's art, visit [www.roanboucher.com](http://www.roanboucher.com); to learn more about AORTA, visit [www.aorta.coop](http://www.aorta.coop).

Dandelions symbolize life, hope, and community. They are brilliant at spreading their seeds, and are able to survive and thrive even in harsh conditions. Widely perceived as a weed, dandelions are actually a rich source of nourishing food and medicine. As such, dandelions felt like a fitting metaphor for our networked, grassroots, and resilient cooperative communities and movements - constantly seeding new collective strategies and providing resources and livelihoods for our communities.

## 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 <http://s.coop/ceti2015>, or explore the full library at [www.nasco.coop/resources](http://www.nasco.coop/resources).



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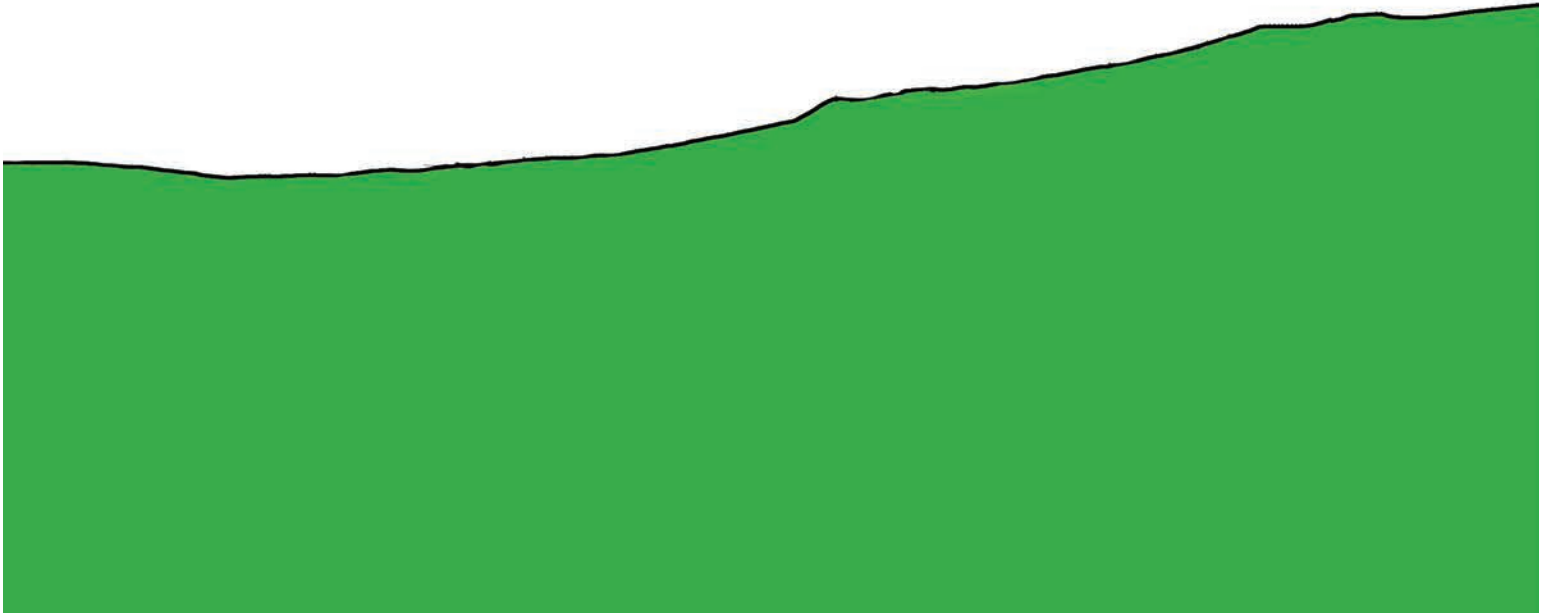
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# Accessibility Statement

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

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

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

Much of the power to foster a safe and respectful atmosphere lies within you, the participants. For this reason, racist, sexist, classist, homophobic, transphobic, or other oppressive language or behaviors are unacceptable. Resources for allyship and interrupting oppression can be found beginning on page 53.

We appreciate your help in making the 2015 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.





# Community Agreements

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

## **One Diva, One Mic**

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

## **No One Knows Everything; Together We Know A Lot**

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

## **Move Up, Move Up**

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

## **What's Said Here Stays Here; What's Learned Here Leaves Here**

Respect confidentiality. Don't share people's personal stories outside of a workshop, but do share the lessons that you learn. Also,

don't use what you've heard to shape your full conception of a person or an organization.

## **We Can't All Be Articulate All of the Time**

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

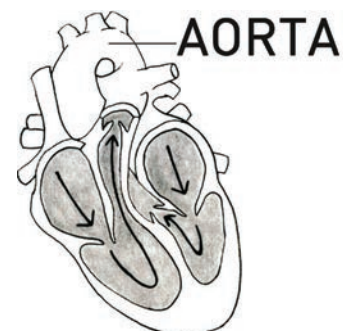
## **Be Curious**

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

## **Expect and Accept a Lack of Closure**

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

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





## Schedule at a Glance

<b>Friday</b>		
9:30 AM - 11:00 AM	Staff & Managers Pre-Conference breakfast	Ann Arbor Friends Meeting House
11:00 AM	Staff & Managers Pre-Conference begins	Ann Arbor Friends Meeting House
11:00 AM	Registration Opens	Main Lobby
10:45 AM - 6:00 PM	Detroit Tour	Meet in Main Lobby
1:00 PM & 3:00 PM	Tours of the Inter-Cooperative Council	Meet in Main Lobby
8:00 PM - 8:30 PM	Institute Kickoff	Art Lounge
8:30 PM - 10:00 PM	Collective Liberation Caucus	Anderson D
8:30 PM - 10:00 PM	Film Screening: <i>Own The Change</i>	Nakamura House, 807 State Street

<b>Saturday</b>		
8:00 AM	Registration Opens	Main Lobby
9:00 AM - 10:30 AM	Course Block 1	See page 19
10:40 AM - 12:20 PM	Course Block 2	See page 21
12:30 PM - 1:30 PM	Keynote Presentation	Ballroom
1:30 PM - 2:45 PM	Lunch	On the town
	Development Luncheon	Parker
	NP Family Reunion	Kuenzel
2:45 PM - 4:15 PM	Course Block 3	See page 25
4:25 PM - 5:55 PM	Course Block 4	See page 27
6:00 PM - 7:50 PM	Banquet & Hall of Fame Ceremony	Ballroom
8:00 PM - 10:00 PM	Cooperative Game Night	Kuenzel
8:00 PM - 9:00 PM	Interfaith Celebration	Pond C
8:00 PM - 9:00 PM	Caucus Block 1	See page 15
9:00 PM - 10:00 PM	Caucus Block 2	See page 15

<b>Sunday</b>		
9:00 AM - 10:30 AM	Course Block 5	See page 29
	Annual General Meeting - Part 1	Kuenzel
10:45 AM - 12:15 PM	Course Block 6	See page 31
	Annual General Meeting - Part 2	Kuenzel
12:15 PM - 1:30 PM	Lunch Plenary	Ballroom
12:15 PM - 1:30 PM	Diversity Congress Luncheon	Tappan
1:45 PM - 3:15 PM	Course Block 7	See page 34
3:30 PM - 4:00 PM	Cider & Goodbyes	Art Lounge



# Course Tracks

## Developing New Co-ops

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

- » Creating a New Co-op - 1 - The Development Process
- » Creating a New Co-op - 3 - Incorporation & Bylaws
- » Creating a New Co-op - 4 - Budgets & Feasibility
- » Creating a New Co-op - 5 - Finding a Property that Fits your Group's Needs
- » Creating a New Co-op - 6A - Purchasing a Property
- » Creating a New Co-op - 6B - Negotiating a Master Lease
- » Getting Tax Exemption
- » Intentionally Making Your Cooperative a Part of its Neighborhood
- » Planning for Growth and Renovation

## Investment & Community Wealth Building

Cooperatives, as member-controlled enterprises, see investment as more than just generating money: it's about increasing economic democracy, building community wealth, and sustaining our communities. As cooperators, we understand that resilient movements invest in education; we see the firsthand results of investing in our broader communities through our labor and our resources; we know that we must invest in youth and leadership; and our cooperatives invest in one another, because we know that we

cannot do this work alone. This year's Theme Track focuses on impacts that cooperatives can have by investing in their members, investing in one another, and by investing in their broader communities.

- » Capital Needs Assessments: Maintaining our Properties for Generations to Come
- » Community Wealth Building Showcase
- » Cooperative Investment: Strengthening Ourselves and Each Other
- » Cooperative Loan Funds Investing in Cooperative Business
- » Creating Democratic Money Systems with Local Currencies and Other Alternatives
- » Creating the World We Want: A Case Study of Novel Financing & Capacity Building in Montréal's First Student Housing Cooperative
- » Credit Unions and the Cooperative Movement
- » Do We Own It?
- » Grappling with Racial Inequality, How Can We Create a Better World?
- » Intentionally Making Your Cooperative a Part of its Neighborhood
- » People United for Sustainable Housing (PUSH Buffalo)
- » Planning for Growth and Renovation
- » Principled Living: Cooperation Among Cooperatives
- » Reinvest in a Just Transition: How Your School Can Support Cooperative Economic Development
- » Saving the World: Tools for Activists and Organizers
- » Womxn & Wealthbeing

## 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.

- » Board Member Roles & Responsibilities
- » Budgets, Governance, and Anti-Oppression
- » Capital Needs Assessments: Maintaining our Properties for Generations to Come
- » Co-op Staff Evaluations
- » Cooperative Governance: A Look at Policy Governance Principles Applied to Student Cooperative Housing
- » Cooperative Investment: Strengthening Ourselves and Each Other
- » Creating the World We Want: A Case Study of Novel Financing & Capacity Building in Montréal's First Student Housing Cooperative
- » Member-Staff Relations (roundtable)
- » Negotiating with Institutions: A Collaborative Case Study
- » Planning for Growth and Renovation
- » Strategic Planning Through Collaborative Design
- » Transforming Your Executive Committee Into True Cooperative Leaders: A Framework for Effective Leadership Trainings
- » When it Hits the Fan: Preparing for the Worst

### 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.

- » Anti-Oppression and Fair Housing Law
- » Anti-Racism for Collective Liberation
- » Budgets, Governance, and Anti-Oppression
- » Cooperating against Rape Culture to Avoid Collective Oppression
- » Grappling with Racial Inequality, How Can We Create a Better World?
- » Lies About Allies: Creating Cooperative Solidarity
- » One Size Fits None: Dismantling Ableism Within Housing Cooperative Labor Structures
- » Toward Co-ops as Revolutionary Spaces for Challenging Gender Norms of Domesticity
- » What is Restorative Social Justice?
- » Womxn & Wealthbeing

### Staff & Managers Track

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

- » A Culture of Leadership for Democratic Organizations
- » Ask an Auditor
- » Capital Needs Assessments: Maintaining our Properties for Generations to Come
- » Cooperative Governance: A Look at Policy Governance Principles Applied to Student Cooperative Housing



- » Cooperative Investment: Strengthening Ourselves and Each Other
- » Member-Staff Relations (roundtable)
- » Negotiating with Institutions: A Collaborative Case Study
- » Strategic Planning Through Collaborative Design

## 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.

- » Advanced Meeting Facilitation (roundtable)
- » Anatomy of a Budget
- » Anti-Oppression and Fair Housing Law
- » Board Member Roles & Responsibilities
- » Budgets, Governance, and Anti-Oppression
- » Campus Cooperative Education for a Resilient Future
- » Capital Needs Assessments: Maintaining our Properties for Generations to Come
- » Cooperative Investment: Strengthening Ourselves and Each Other
- » Cottage Industries: Creating Live/Work Cooperatives
- » Creating the World We Want: A Case Study of Novel Financing & Capacity Building in Montréal's First Student Housing Cooperative
- » Difficult Decisions: Asking a Member to Leave (roundtable)
- » Food on a Budget (roundtable)
- » Foundational Facilitation Skills
- » Intentionally Making Your Cooperative a Part of its Neighborhood

- » Introduction to Consensus Decision Making
- » Labor Accountability (roundtable)
- » Member Debt (roundtable)
- » Member Recruitment and Outreach (roundtable)
- » Member-Staff Relations (roundtable)
- » Negotiating with Institutions: A Collaborative Case Study
- » Ongoing Member Training (roundtable)
- » Strategic Planning Through Collaborative Design
- » The Elephant in the Room: Creating a Healthier, Happier Co-op Through Proactive and Inclusive Dispute Resolution
- » The Lemonade Stand: Create your First Financial Statements from Lemons and Sugar
- » This is Delegated to the Ones I Love
- » This Is How We Do It: Housing Cooperative Governance
- » Toward Co-ops as Revolutionary Spaces for Challenging Gender Norms of Domesticity

## We're All In This Together - Connecting to the Cooperative Movement

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

- » Advancing Cooperative Economies in the South from Slavery and Genocide to Today
- » Applying Lessons Learned from the History of the African American Cooperative Movement
- » Campus Cooperative Education for a Resilient Future
- » Cooperative Investment: Strengthening Ourselves and Each Other



- » Cottage Industries: Creating Live/Work Cooperatives
- » Credit Unions and the Cooperative Movement
- » Do We Own It?
- » History of Group Equity Housing Cooperatives
- » People United for Sustainable Housing (PUSH Buffalo)
- » Principled Living: Cooperation Among Cooperatives
- » The Critical Role of Women in U.S. Cooperative History and Lessons for Today's Work
- » Worker-Owned Co-ops and Workplace Democracy





# Friday Programming

## Staff & Managers Pre-Conference

The problems faced by the staff, managers, and administrators of group equity cooperatives are unique and the number of peers is small. For this reason, we offer an all-day program which serves as a collective learning forum for co-op staff, managers, and administrators from across Canada and the United States. A staff-specific full day program allows more space for participants to connect with one another and dig deeper into specific issues. All Pre-Conference sessions, including the Faculty and Staff Dinner, will be held at the Ann Arbor Friends Meeting House: 1420 Hill St, Ann Arbor, MI 48104.

### Schedule:

- 9:30 AM - Breakfast, Warming Up
- 11:00 AM - Introductions, Setting the Stage
- 11:30 AM - Co-op Updates
- 12:15 PM - Lunch (on your own)
- 1:00 PM - A Culture of Leadership for  
Democratic Organizations, Matt Hancock  
(Praxis Consulting Group, Inc.)
- 5:00 PM - Winding Down, Moving Forward
- 6:00 PM - Staff & Faculty Dinner
- 8:00 PM - Institute Kick-off (at  
UMich Student Union)

## Inter-Cooperative Council Tours

*Meet at Registration, tours leave at 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

*Meet at Registration, tour leaves at 10:45am*

Departing the University of Michigan Student Union in Ann Arbor on Friday at 11:00 am and returning around 5:00 pm, tour participants will visit and learn about the history of Detroit and how cooperative and community-based organizations are serving the Detroit community and changing the local economy. The tour is co-organized by The Cooperation Group and The James and Grace Lee Boggs Center to Nurture Community Leadership. More information will be posted on our website as the tour schedule is finalized. An additional fee of \$25 per person, payable with registration, covers round trip transportation with local tour guides and lunch.

## Collective Liberation Caucus

*Anderson D*

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

## Film Screening: *Own the Change*

*Nakamura House, 807 State Street*

OWN THE CHANGE  
building Economic Democracy One Worker Co-op at a Time



The Friday Night Film Festival is an Institute tradition. This year, we're screening *Own the Change: Building Economic Democracy One Worker Co-op at a Time*. *Own the Change* is a 20-minute documentary that gives an overview of what a worker co-op is, how it can transform lives and communities, and the realities of



starting one. Watch as we go through concrete steps for building economic alternatives by creating worker-owned cooperatives. Learn how to use *Own the Change* to find and build support for worker cooperatives in your community. A discussion with the filmmakers from the Toolbox for Education and Social Action will follow. Participants will engage in asset mapping, explore their readiness to form a worker co-op, and leave with an enhanced sense of who in their community can assist with next steps.

## Institute Highlights

### Cooperative Game Night

Kuenzel

Join Brian Van Slyke and David Morgan (Toolbox for Education & Social Action) for a fun-filled evening as they share the games that they've created ("Co-opoly: The Game of Cooperatives" and "Loud and Proud"). Make a new friend, learn how David 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

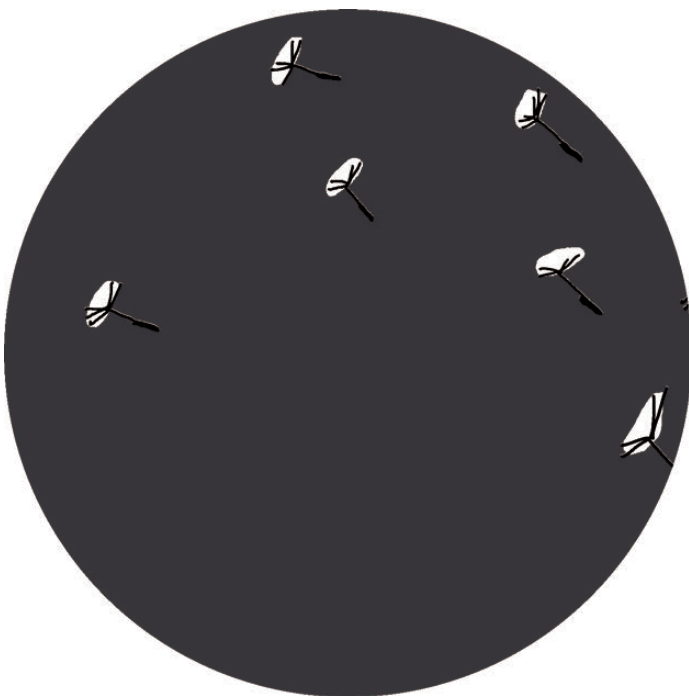
Every year, the Banquet is a time for all participants of Institute to share the same space in reflection, over a hearty meal. We welcome new members to the movement and, in the Hall of Fame Ceremony, recognize individuals who have shown outstanding commitment to the cooperative movement through their 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

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

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





## **Diversity Congress**

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 co-chair who will join the Diversity Congress Chair to serve a 1-year appointment on the NASCO Board.

## **Identity-Based Caucuses**

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 Annual General Meeting (AGM). Caucus participants elect a caucus chair to keep each caucus active throughout the year and to be an official representative to NASCO's Diversity Congress on Sunday and to report to the AGM. The People of Color Caucus session at 9:00 pm on Saturday will appoint a representative to a one-year term on the NASCO Board of Directors.

Caucuses will be held on Saturday evening in two blocks - the following caucuses will each be held at 8:00 pm and then repeated at 9:00 pm: Queer & Trans Caucus; People with Disabilities Caucus; People of Color Caucus; Working Class Caucus; and Women's Caucus. We've chosen to schedule caucuses in this way so that so that participants may attend multiple caucuses and representation in caucuses is less affected by scheduling conflict.

Would you like to attend a caucus that isn't listed above? Organize one! Participants are welcome to reserve the Guerrilla Workshop & Caucus rooms throughout the weekend for any caucus that they'd like to hold. Guerrilla Caucuses are an

excellent tool for carving out space to meet with others who share your identities and experiences. Guerrilla Caucuses are encouraged, however please note that these caucuses are not currently empowered to appoint representatives to the Diversity Congress or NASCO Board of Directors.

## **Guerrilla Workshop & Caucus Spaces**

### *Pond C and Opera Lounge*

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

## **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.

## **NASCO Annual General Meeting**

### **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 (rek@nasco.coop) or get in touch with the folks at the conference Registration Table..

- » 9:30am - Welcome to the AGM  
& Review of Agenda
- » 9:35am - Introductions & Co-op Reports
- » 9:55am - Report on Fiscal Year 2014-2015
- » 10:05am - AGM Representative  
Roles & Responsibilities
- » 10:25am - Short Break
- » 10:30am - Introduction to NASCO  
Strategic Planning Process
- » 10:35am - Discussion: NASCO  
Plan for Inclusion
- » 10:45am - Caucus Reports
  - » 11:05am - Business Agenda
  - » 11:05am - Active Member  
Representative election results
  - » 11:10am - Bylaws Decisions
  - » 11:10am - Proposal to Replace Bylaw 6.3
  - » 11:35am - Proposal to Remove Bylaw  
5.2 and Add Bylaw 6.48 and 6.49
- » 11:55am - Concluding Items
- » 12:15pm - Adjourn

## **Day-Long Intensive: Anti-Racism for Collective Liberation**

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.

## **Saturday Keynote**

### *Ballroom*

**Building Community Wealth: Connecting Our Co-ops to the Movement for Social and Economic Justice**

This year's keynote will touch on some of the challenges we face at our current crossroads. If we look around us, it is not difficult to find inspiring, community-based efforts of economic empowerment. And yet we also know that, both in Canada and the United States, we are often swimming upstream against strong currents that are degrading our environment and concentrating wealth and political control among an ever shrinking elite.

What does it mean to invest in community wealth and how do we find our common interest? What



might a truly multiracial, multicultural movement for cooperation and community wealth look like? We know we are far from a democratic economy. And we tend to forget that most social change work is not glamorous -- more than a half-century of civil rights organizing preceded the 1963 March on Washington, for instance. But maybe, slowly, step by step, through efforts to build community wealth across the world, a new vision of what may be possible is emerging.



Steve Dubb's roots in co-ops go back to when he joined the Berkeley Student Co-op in 1986, where he was a member-owner for three years. From there, he went on, in graduate school

at UC San Diego, to be a part of the Groundwork Books Collective from 1989 to 1998. From 2000 to 2003, Steve served as executive director of NASCO. Steve has remained active in NASCO ever since, serving on NASCO's board from 2006 to 2008 and remaining an informal advisor to board and staff.

Since 2004, Steve has worked for The Democracy Collaborative, where much of his work has centered on building the theory and practice of "community wealth" as a strategy to empower low-income communities and communities of color. At the Collaborative, Steve was written a number of books and reports and developed the Community-Wealth.org website and e-newsletter. In addition, Steve has worked on developing strategies to build community wealth in many cities, including Atlanta, Baltimore, Cleveland, Denver, Jackson, Jacksonville, Minneapolis, New Haven, New Orleans, Pittsburgh, Portland (OR) and Washington, DC. Steve is also part of the Collaborative's Learning/Action Lab team that is currently partnering with Native American organizations to develop employee-owned businesses and social enterprises in Indian Country.

## Sunday Lunch Plenary

### Ballroom

#### Democratizing Higher Education: How Campus Organizing Can Fight Privatization

In 2015, many universities function as for-profit businesses, foisting the costs of education onto students, families, campus workers, and professors while simultaneously making record high returns on their investments. During this plenary session, the Responsible Endowments Coalition will be diving into the history of how this model became the dominant structure for universities, how embracing the values and principles of the co-operative movement can shift the direction of higher education to one that centers families and workers, and what people right now are doing to make that happen.



Lauren Ressler has been fighting to address social and economic injustice for nearly a decade. Currently she supports the national Private Prison Divestment Campaign and Fossil Free

Divestment Campaign in her role as Campaigns Director for the Responsible Endowments Coalition. Prior to her time at REC, she worked to address the student debt crisis and make higher education accessible to all. In 2011, she was involved in resisting the development of coal export terminals in her home state of Washington. Lauren spends a lot of her time thinking about ways to build community ownership and creating tools to better help people talk about the economy.



Ian Trupin works with student groups around the country who are demanding that their schools divest from private prisons and fossil fuels. As a student, Ian



worked on a successful campaign that led Brown University to divest from HEI Hotels and Resorts, a hotel chain notorious for its labor rights abuses, as well as numerous campus and international solidarity campaigns with Brown Student Labor Alliance. This involvement led to an interest in endowment justice which he pursued as a student representative on Brown's advisory committee on investor responsibility. A proud Tanzanian-American, Ian seeks to bridge corporate campaigns against the prison industrial complex and other exploitative, extractive industries, with social movements and alternative economic models, including the inspiring philosophy of ujamaa. Ian enjoys traveling, learning about history, cooking, and southern African music.

### **Cooperative Skills Roundtables**

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

### **Cider & Goodbyes**

#### *Art Lounge*

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





# Course Schedule

## Friday Staff & Managers' Day-Long Program

### A Culture of Leadership for Democratic Organizations

Matt Hancock

*Ann Arbor Friends Meeting House*

As democratic organizations, co-ops operate at the intersection of market pressures and social values.

In order to create mutual value for co-operators and the community, democratic organizations must also be profitable and competitive in the marketplace.

Lessons from best practices in the United States, Spain and Italy point to the important role leadership plays in sustained co-op success. The understandings that co-op members or staff may have of traditional leadership hierarchies may be seen as a conflict with the unique mission of these democratic, social enterprises.

These same co-ops may also find that there are too few resources available to help them find their own interpretations of these structures, or alternatives.

This workshop will focus on strategies for developing a culture of collective leadership in democratic organizations. Focusing on leadership culture allows co-operators to build, sustain and grow organizations that enhance workplace democracy and community values while being profitable and competitive in the marketplace.

This interactive workshop provides participants with a framework for thinking about leadership in strong and healthy workplaces serving democratic organizations, as well as specific strategies and tools for developing and practicing collective leadership. In particular, this workshop will focus on ways of incorporating mentorship (staff-to-staff and staff-to-members) into the process of leadership development, and the vision of collective leadership.



## Course Block 1

Saturday, 10/31, 9:00 AM-10:30 AM

### Anti-Racism for Collective Liberation - 1 of 4

Leslie Leyba; Julian Marszalek

2105 A

In this interactive day-long intensive training on Saturday, facilitators 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 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.

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.





## Ask an Auditor

Brian Dahlk

*Anderson C*

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.



## Cooperative Investment: Strengthening Ourselves and Each Other

Corey Walters

*Pendleton*

One of the most important questions facing cooperatives is how we use our resources. Of course in the early days they go mostly toward covering expenses and trying to stay afloat. However, we also want to fulfill cooperative principles like 'cooperation among cooperatives' and 'concern for community'. We'll talk to people from cooperative systems that differ in size and structure to see how they use their resources, from internal investments to charitable donations, and lending on a local and national level. We'll attempt to answer questions such as 'At what threshold are you ready to invest outside and how is that system managed?', 'How do you balance excess resources with trying to exist at cost?' and 'How do you think about growth within your co-op?'



## Creating a New Co-op - 1 - The Development Process, Part 1

Mark Fick; Corrigan Nadon-Nichols

*Wolverine*

This course will provide an overview of the development process from initial ideas to moving into a property. We will explore the many right (and a few wrong) ways to create a new housing coop, with extra focus on the initial steps: creating a collective vision, organizing your development team, and making a roadmap. This is a two-part course that sets the foundation for the "Creating a New Co-op" series.



## Do We Own It?

Noah Compo; Clinton Parker

*Anderson AB*

It's a familiar site in housing cooperatives, stickers and t-shirts proudly declaring "WE OWN IT".

But...do we? This workshop examines the topic of ownership as both a legal and cultural issue. We will explore how notions of ownership affect community investment, social psychology, and agency within formal systems. We will look at the differences between "group equity" and "limited equity" co-ops, between ownership and control, and discuss a range of ownership models. Finally, we will ask "Who is we?" within the broader context of the cooperative movement and the emerging new economy.



## Foundational Facilitation Skills

Shay O'Reilly

*Kuenzel*

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.



### **Grappling with Racial Inequality, How Can We Create a Better World?**

Rachel Vernon

*Anderson D*

This workshop will take the participant through some realities of race and economics in this country, then move on to discussing how to create a more equitable and inclusive co-op movement.



### **Member Debt (roundtable)**

Brigid Maniates

*2015 B*

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.



### **The Lemonade Stand: Create your First Financial Statements from Lemons and Sugar**

Annie Sullivan-Chin

*Parker*

In this learn-by-doing session, we will walk through the first few weeks of a new lemonade stand business. Using an imaginary initial investment from our co-op members (and their Moms), we will "do business" in groups, making choices about investments and expenses along the way. Each group will track their

progress by creating Income Statements, Balance Sheets, and Cash Flow Statements to tell the story of the choices they made and the results of those choices.



### **When it Hits the Fan: Preparing for the Worst**

Alex Green

*Pond AB*

Owning a home is a lot of responsibility, especially when you're trying to build a community with so many co-ops. Crises sometimes seem to be popping up around every corner. This workshop aims to prepare you for these unexpected twists in cooperative living. We will not only discuss the different emergencies that can surface in a cooperative house but also how to prepare for and respond to them.



### **Course Block 2**

Saturday, 10/31, 10:40 AM-12:20 PM

### **Advancing Cooperative Economies in the South from Slavery and Genocide to Today**

Nikki Marín Baena; David Morgan

*Pendleton*

The Southern Grassroots Economies Project is a collaboration of 9 members and affiliates building a robust regional network committed to advancing a cooperative and sustainable economy in the US South. Come join us to learn more about the work in the South around the Reparations Loan Fund, CoopEcon, and Cooperative Enabling Legislation including wins in Austin and West Virginia. This is a space for critical analysis and mutual inspiration around decolonizing the cooperative economy in the midst of Black Lives Matter and climate change movements. We will also be discussing the success and challenges we have had and sharing our dreams and plans for the road ahead.



This session will be led in-person by David Morgan, with a live video presentation by Nikki Marín Baena.



### **Anti-Oppression and Fair Housing Law**

Daniel Miller

*Parker*

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.



### **Anti-Racism for Collective Liberation - 2 of 4**

Leslie Leyba; Julian Marszalek

2105 A

See course description on page 19.



### **Cooperative Governance: A Look at Policy Governance Principles Applied to Student Cooperative Housing**

Billy Thogersen; Ashleigh Lassiter

*Anderson C*

Do you often feel like your board of directors spends excessive time on things that don't really matter? Do your board meetings tend to be painfully long, rambling, or unsatisfying? Perhaps the problem is that your organization lacks a functional theoretical strategy for governing itself - an all-too-common issue among volunteer boards. After all, with an infinite number of interesting things to discuss and decide,

20

how indeed does a board ensure the most important topics get consideration? This 90-minute workshop will investigate the way a well-meaning, volunteer, non-expert group of board directors with limited time can organize their work using policy governance as a tool to enable the board to hold total accountability for the organization and engage in visionary leadership. The course begins with a 30-minute panel discussion/ Q&A on governance problems, accountability structures, and visionary leadership, leading into a short presentation on the policy governance theory. Then, the conversation shifts to how ICC Austin implemented a new cooperative governance system using policy governance theory as a guide. For the final 30 minutes, the entire group will conduct a mock board meeting using policy governance principles to demonstrate how they might look in practice.



### **Creating a New Co-op - 2 - The Development Process, Part 2**

Mark Fick; Corrigan Nadon-Nichols

*Wolverine*

This course will provide an overview of the development process from initial ideas to moving into a property. We will explore the many right (and a few wrong) ways to create a new housing coop, with extra focus on the initial steps: creating a collective vision, organizing your development team, and making a roadmap. This is a two-part course that sets the foundation for the "Creating a New Co-op" series.



### **Creating Democratic Money Systems with Local Currencies and Other Alternatives**

Adam "Fuzzy" Konner

2015 B

Many people think of money as neutral—just a medium of exchange. But our money system is built on debt, deepens inequality and competition, and drives the



destruction of the environment. In this workshop we will discuss some of the problems with the money system giving rise to the need for new kinds of money and payment. We will see how many communities around the world are taking control of their economies with local currencies, timebanks and other alternative systems. We will also present rCredits, a digital democratic currency and payment system you can start organizing in your community today.



### **Creating the World We Want: A Case Study of Novel Financing & Capacity Building in Montréal's First Student Housing Cooperative**

Terry Wilkings

*Anderson D*

Students face myriad systemic issues: predatory landlords, real estate speculation, and unsafe conditions to name a few. In Montreal, one of North America's largest student cities, we organized a new model of financing and construction to create our first student housing cooperative. This session will elaborate on how we as students can leverage existing support for social economy, ethical investment, and sustainability to express our agency and empower communities both on and off campus. Through investigating a success story, let's exchange on how to amplify our cooperative mindset to influence student initiatives, public policy, and redefine the dominant discourse.



### **Lies About Allies: Creating Cooperative Solidarity**

Maisie Kise; Charlie Anderle

*Kuenzel*

Our workshop aims to look critically at our interpersonal relationships with the goal of building solidarity against oppression in cooperative spaces. We hope to explore the concept of "allyship" and discuss its commodification or nominal use as

currency within cooperative communities, focusing on how we can avoid exploiting the struggle of marginalized people for our own validation. This workshop will offer resources for participants to educate themselves on how to create and hold space for marginalized members of their community. From our discussion, we will be compiling everyone's ideas in a zine to be printed for later distribution.



### **Negotiating with Institutions: A Collaborative Case Study**

Meghan Smith; Corey Walters; Lily Tanner; Ben Pearl  
*Pond AB*

Negotiating with institutions can be prohibitively difficult for many reasons. They have a tendency to not take students seriously as negotiating adversaries, they tend not to understand the needs of cooperative institutions, and sometimes it's just not apparent why or how to negotiate with the institutions you are associated with. However, by failing to present a strong case for our coops and by not recognizing diversionary tactics being used against us, we stand to lose financial and operational ground. We will consider strategies and tactics such as preparation, building coalitions, bringing the other party to the table, framing, identifying oppositional tactics, and reaching an agreement all under the framework of the Center for Student Business' recent negotiation with the University of Massachusetts and the Solar Community Housing Association's recent negotiations with the University of California, Davis.



### **Ongoing Member Training (roundtable)**

Asako Kinase-Leggett

*2105 D*

Cooperatives, especially student co-ops, are often described as revolving doors because their members can be very transient. As a result, it is important to



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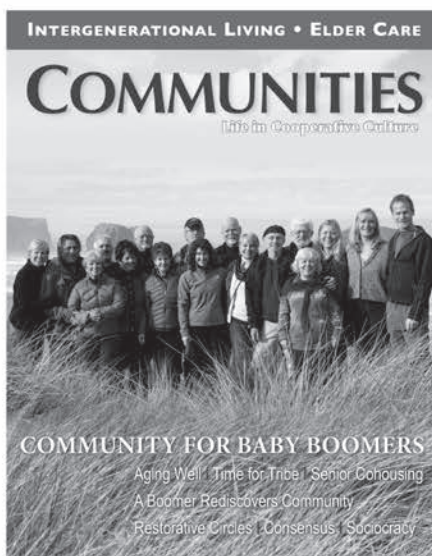
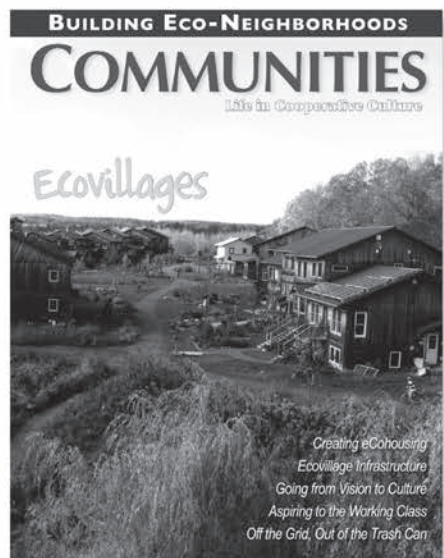
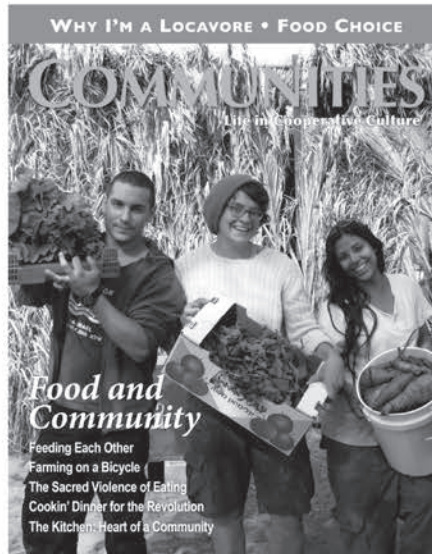
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ensure that everybody is on the same page. Does your co-op have a new member orientation? What about training for your managers and officers? Do you partner with local groups for additional educational support? What sort of resources have you created for your members? This roundtable discussion will focus on creating and maintaining effective, ongoing member training programs.



### **People United for Sustainable Housing (PUSH Buffalo)**

Aaron Bartley

*Anderson AB*

People United for Sustainable Housing (PUSH Buffalo), established in 2005, is a local membership-based community organization fighting to make affordable housing a reality on Buffalo's West Side. The mission of PUSH Buffalo is to mobilize community residents to create strong neighborhoods with quality affordable housing, expand local hiring opportunities and advance economic justice in Buffalo.

PUSH organizes residents of Buffalo's West Side to achieve greater community control. Through action oriented campaigns, PUSH mobilizes residents for direct engagement with irresponsible absentee landlords, government agencies and major corporations. PUSH also advocates for comprehensive reform of housing policy and redevelops West Side housing for occupancy by low-income Buffalonians through the PUSH Community Housing Co-op. PUSH is rooted in the needs and aspirations of low-income people of all backgrounds living on the West Side. We celebrate the incredible diversity of peoples in the neighborhood and encourage broad, democratic participation in our direct action campaigns.



## **Course Block 3**

Saturday, 10/31, 2:45 PM-4:15 PM

### **Anti-Racism for Collective Liberation - 3 of 4**

Leslie Leyba; Julian Marszalek

2105 A

See course description on page 19.



### **Applying Lessons Learned from the History of the African American Cooperative Movement**

Ajowa Nzinga Ifateyo

*Anderson D*

For African Americans, cooperatives were a way to survive in a racist/white supremacist society/economy. It took courage, creativity, and a definite hunger to make cooperatives happen in a hostile world. This workshop will look at the ways cooperative businesses, mutual aid societies and other acts of cooperation grew out of the struggle of Africans for survival in America. The lessons that came from those struggles can still be applied to cooperative work today in communities of color as well as the larger society. We must all cooperate or die.



### **Community Wealth Building Showcase**

Steve Dubb; Aaron Bartley; Christina Jennings

*Pendleton*

How can we apply cooperative and community wealth building principles beyond the confines of our own co-ops? This moderated panel will provide a brief introduction to the concept of community wealth building and will bring together people who are using community organizing, co-op development, social enterprise, community finance, community land ownership, and related tools to build and anchor wealth in communities. Come and learn more about a wide range of methods for building a democratic economy (while displacing corporate capitalism at



the same time!). Who knows? You may even find a career option you hadn't considered. Audience participation is encouraged, so please bring your best community building questions with you.



### **Creating a New Co-op - 3 - Incorporation & Bylaws**

Corrigan Nadon-Nichols

2105 B

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



### **Food on a Budget (roundtable)**

Sharon Burgin

2015 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.



### **Introduction to Consensus Decision Making**

Laird Schaub

*Wolverine*

Making decisions by consensus is an unnatural act. At least it is for people raised in a hierarchic and competitive culture--which is just about everybody. We'll go over the cooperative roots of consensus and explain why it requires unlearning old adversarial responses in order to succeed. We'll go over the essential ingredients of consensus, explain blocking and standing aside, and make the case for why

it's the most efficient form of decision making, once you've learned how to do it well. Really.



### **One Size Fits None: Dismantling Ableism Within Housing Cooperative Labor Structures**

Jennifer E. Scott

*Anderson C*

Oftentimes cooperatives look at accessibility issues (if they look at them at all) from a standpoint of what the member with disabilities cannot do. In this workshop, we're going to investigate how a co-op can proactively deal with their work-credit structure and policies from a standpoint of how all members can actively be involved and contribute to their co-op and its work. We're going to do our best to put the intentionality back into the work of an intentional community when it comes to assessing the ability levels and contribution of all members. We will use examples of co-ops that have faced accessibility issues with work-credit in the past, and look at the ways in which those issues could be reframed to focus on inclusivity rather than ability. Disclaimer: Any problems egregious enough to constitute ADA violations are larger than the scope of advice that either presenter nor (the average) attendees are able to provide.



### **Strategic Planning Through Collaborative Design**

Maya Menlo; Nick Coquillard

*Pond AB*

A former board president from the ICC-Ann Arbor and the current ICC General Manager will engage participants on the strategic planning journey taken recently by its membership. We will all discuss strategies anchored in Human-Centered Design, Structured Scenario Building, and Community Driven Discovery. Our outcome will result in the sharing of engagement ideas, tools, action plans, project plans, and other take-aways that



will help you plan effectively and remarkably.



### **Toward Co-ops as Revolutionary Spaces for Challenging Gender Norms of Domesticity**

Lauren Beitler

*Anderson AB*

What would it look like for the domestic spaces of our co-ops to be places of radical gender equality? How can we challenge the gendered aspects of labor in our cooperatives? How can we use our cooperative homes as incubators for new ways of expressing gender in the domestic sphere and new ways of conceptualizing domesticity, family, and care? In this course we will talk about the way gender intersects with the divisions of labor in our co-ops, invisible labor, emotional labor, co-ops as support systems for family structures beyond the nuclear family, and other topics as suggested by workshop participants. We will strategize about how to have conversations about gender in our cooperatives.



### **Course Block 4**

Saturday, 10/31, 4:25 PM-5:55 PM

#### **Advanced Meeting Facilitation (roundtable)**

Maya Menlo

*Anderson AB*

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



### **Anti-Racism for Collective Liberation - 4 of 4**

Leslie Leyba; Julian Marszalek

2105 A

See course description on page 19.



### **Campus Cooperative Education for a Resilient Future**

Jeff Noven

*Wolverine*

The co-operative business model and co-operative economics are not taught as subjects in most U.S. undergraduate programs. To address this systemic lack of awareness, our workshop will explore how to launch innovative student-initiated or academically-sponsored courses on the history and significance of co-operatives and how they can be tools for building sustainable, resilient, and socially just communities. We will focus on identifying the obstacles and opportunities to establishing these programs on college campuses and create the space for participants to work together in identifying new ways to embed co-operative education into university curriculum.

Our goal for the workshop is to develop a network of students and educators committed to introducing the cooperative model to a broader audience of young cooperators, entrepreneurs, and changemakers.



### **Capital Needs Assessments: Maintaining our Properties for Generations to Come**

Angela Atwood

2105 B

Co-ops benefit from the work done by previous members, and any co-op relies on today's members to leave their home better than they found it. Being a good steward of your co-op means that you're setting aside time and money to plan for your home's future needs. But how much money is enough? How long can you put off a repair? What is a minor



issue, and what is a symptom of a major problem?

In this session Angela Atwood, General Administrator of the College Houses co-op, will discuss how to make planning and budgeting for future maintenance needs something your members can feel excited about and be proud of.



### Co-op Staff Evaluations

Daniel Miller

*Anderson C*

This session provides an overview of the various reasons to perform staff evaluations, best practices for creating a just and effective evaluation process, and tips to create a positive culture around evaluations.



### Creating a New Co-op - 4 - Budgets & Feasibility

Mark Fick

*Pond AB*

A development budget is a powerful tool for shaping your co-op's vision. Learn how to understand the 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. Do not fear the spreadsheets! They are your friend!



### Labor Accountability (roundtable)

Nick Coquillard

*2015 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.



### Reinvest in a Just Transition: How Your School Can Support Cooperative Economic Development

Lauren Ressler; Ian Trupin

*Kuenzel*

Universities are known as institutions meant to serve the public good, however, since their founding most have benefited from the exploitation of land, labor, and resources of people around the globe. In response to this long history of profiteering, students and allies are collaborating to move university wealth back into community hands through revolutionary projects that build community ownership. Through the newly established Reinvestment Network, it is now becoming possible to invest university money into worker-owned cooperatives being built in places like Black Mesa, Arizona; Detroit, Michigan; and central Appalachia, which have long been sites of extraction. Join us to learn more about how you can organize to build a just transition.



### This Is How We Do It: Housing Cooperative Governance

Austin Pritzkat; Natalie Hartog; Dawson

Weehunt; Marya Case-Ruchala

*Parker*

One of the key things that distinguishes our housing co-op model from other types of group housing or affordable housing is that our co-ops are democratically controlled by our members. Each of our co-ops has a unique governance structure, yet they all meet this basic principle of democratic control. In this panel, board members from medium to large co-ops (over 100 members) will share how their co-ops make decisions, divide responsibilities, and give power to members.





## Womxn & Wealthbeing

Scarlett McIntosh; Alexandria Collins

*Anderson D*

This workshop is an introduction to understanding wealth inequality and classism. Reflecting upon US history, this session will unpack some of the structural inequities womxn face in building wealth. From there we will develop a working definition of “wealth creation” using a holistic lense considering spiritual, economic, and psychological well being.

We will use this information to develop tools to reimagine wealth distribution for marginalized communities. This workshop was created for those who identify as womxn and/or working class, but is open to anyone.

\*Though the majority of the information and statistics shared within the workshop will be US based, we encourage non-American attendees to come and share their thoughts, outlook and historical perspectives.



## Course Block 5

Sunday, 11/01, 9:00 AM-10:30 AM

### Board Member Roles & Responsibilities

Daniel Kronovet

*Parker*

What is a nonprofit board? How does a large board function? What are the rights of the board members, and what are their responsibilities? What are effective processes for recruiting, training, and leading boards? This workshop will go over these questions, as well as allow participants to discuss their particular challenges and share experiences.



### Budgets, Governance, and Anti-Oppression

Alfred Twu

*Anderson C*

Changing processes and resource allocation can create the structural changes to make cultural changes long lasting. In this workshop we will do a line by line discussion of a few real budgets and policies from the Berkeley Student Cooperative and examine their intended and actual effects on making cooperatives more inclusive. Learn how to draft anti-oppressive policy language and budgeting formulas.



### Cooperating against Rape Culture to Avoid Collective Oppression

Jess Harman

*Anderson D*

Rape culture can be defined as a culture in which rape, sexual assault, and abuse are expected and accepted societal norms. Housing cooperatives in the United States exist within rape culture. In order to form sustainable and healthy communities, steps must be taken toward understanding, recognizing, and addressing the manifestations of oppression. In this session, an educational presentation will precede an



interactive discussion and brainstorming conversation about where we're at and where we need to be in order to subvert oppressive norms in our communities.



### Creating a New Co-op - 5 - Finding a Property that Fits your Group's Needs

Jim Jones

*Pond AB*

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.



### Credit Unions and the Cooperative Movement

Clinton Parker; Emma Smalley

*Anderson AB*

One of the things that the Mondragon cooperative system credits to their survival and success is the fact that they connected workers with access to capital through the credit union. In keeping with Rochdale P6 coops of all kinds are stronger when they work together, but classically in the United States there has been a disconnect between credit unions and other kinds of cooperatives. In this workshop we aim to fix that jumping off from the basics of what is a credit union into the details of how can cooperatives, coopers, and credit unions benefit each other and, yes, how to start one. There will be lots of connecting to resources, sharing of lessons and advice, and room for questions.

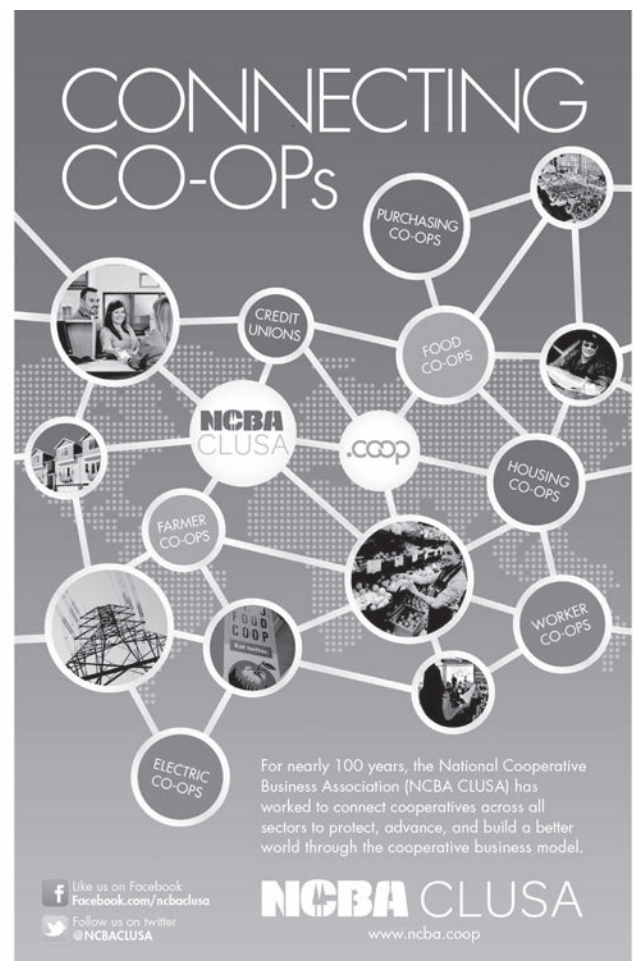


### Difficult Decisions: Asking a Member to Leave (roundtable)

Dave Mitchell

2105 A

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.





## Getting Tax Exemption

David “Rosebud” Sparer; Daniel Miller  
2105 B

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



## Intentionally Making Your Cooperative a Part of its Neighborhood

Eloise Flesh

*Ballroom*

How can a cooperative intentionally strive to involve itself in its neighborhood to have an impact that is larger than itself? An influx in student population to a neighborhood increases economic activity and adds cultural diversity. However it is often conceived that it can disrupt neighborhood life. In response to these concerns UTILE believes that when establishing a new cooperative into an existing social tissue it is imperative to actively collaborate with the community to make sure the cooperative is malleable to the needs of the community. In doing so gentrification can be avoided as the cooperative acts in solidarity with the community, instead of posing a threat to a community by acting in isolated terms. Come to our workshop where we will share our latest findings and techniques for sincere community integration.



## This is Delegated to the Ones I Love

Laird Schaub  
*Wolverine*

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 (bad, bad, bad.)



## Course Block 6

Sunday, 11/01, 10:45 AM-12:15 PM

## Cooperative Loan Funds Investing in Cooperative Business

Mark Fick; Maggie Cohn

*Pond AB*

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



## Creating a New Co-op - 6A - Purchasing a Property

holly jo Sparks; David “Rosebud” Sparer  
2015 B

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? Participants



will learn how navigate from making an offer to closing on the purchase of a residential property.



### **Creating a New Co-op - 6B - Negotiating a Master Lease**

Daniel Miller

2105 A

Come learn how to lower your lease payments, win more autonomy for your coop, and set yourself up for growth in the future. Leasing can be 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.



### **History of Group Equity Housing Cooperatives**

Jim Jones

*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?



### **Member Recruitment and Outreach (roundtable)**

Isabel Suarez

*Anderson C*

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



### **Saving the World: Tools for Activists and Organizers**

Shay O'Reilly

*Wolverine*

Nobody needs to tell us there's a lot wrong with the world. Luckily, if you listen to the media, we're in an age of movements, from #BlackLivesMatter and Fight for \$15 to Climate Justice and the New Economy Movement. What makes a social movement successful, and how do we build power for the long haul? Pulling from a rich history of social movements in the United States and abroad, this workshop will give a brief overview of social change theory (what does it take to win?); the difference between campaigns, strategies, and tactics; and a set of exercises and framing devices for clarifying what you're trying to achieve. Participants will leave invigorated for collective action, and with a greater understanding of how people power can change our destructive paradigms.



### **The Critical Role of Women in U.S. Cooperative History and Lessons for Today's Work**

Ajowa Nzinga Ifateyo

*Anderson D*

Women have always been an integral part of cooperative history --whether benign silent and supportive in the background, or loud and boisterous organizing in the foreground. Many times it is being the loyal backbone of many cooperative organizations. Women's roles in cooperatives have been critical, and today it is even more critical that women recognize their different perspectives, power and influence and use them to educate members, bring fresh perspectives, organize prospective members, create vision and otherwise sustain cooperatives as a way to eliminate poverty and provide income and to create and provide the many services that communities need to truly sustain themselves.





# Campus Corner



Thank you for voting us the **#1 Party Store** in Ann Arbor!

"In need of snacks, drinks household necessities, baking ingredients or, of course, booze - there's no better spot than Campus Corner...long live Campus Corner" - Michigan Daily, 2015

"Campus Corner has everything I need and always knows what I want before I ask!" - Lexy





## **The Elephant in the Room: Creating a Healthier, Happier Co-op Through Proactive and Inclusive Dispute Resolution**

Dave Mitchell

*Anderson AB*

This workshop will focus on conflict resolution not just as a way to deal with a persistent problem, but as a tool of social justice. People encouraged to attend include everyone who has 1) wanted to address conflict in their co-op but has wondered “where do I even start?” 2) come to a realization that the current conflict resolution systems and tools in their co-op have not worked; or 3) felt uncomfortable voicing their concerns within their co-op.



## **Worker-Owned Co-ops and Workplace Democracy**

David Morgan

*Ballroom*

This workshop introduces worker-owned cooperatives through narrative tales, stories of structure, and visions of where the movement is going. 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, engineering to home-cleaning, bike repair, brew pubs, and restaurants. Workers from diverse backgrounds create stable jobs, and raise the standard of living for working people, promote resilience within communities, and increasingly connect with other movements for social justice. This session will highlight a range of types of worker co-ops and share stories of self-management from a broad range of cooperative businesses. Come 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.



## **Course Block 7**

Sunday, 11/01, 1:45 PM-3:15 PM

### **Anatomy of a Budget**

Alex Green

*Pond AB*

Are you someone who needs to work with your co-op's finances, but you sometimes have trouble making sense of it all? A board member perhaps, treasurer, or member of the finance committee? “What am I supposed to do with this thing?!” In this workshop, we won't just rehash the basics, reviewing the different components of a budget. We'll also be covering some helpful ways to use budget information to improve your decision making! We hope to leave you with a newfound budget-reading confidence as well as nifty tools and tricks that would even impress your accountant!



### **Cottage Industries: Creating Live/Work Cooperatives**

Matthew Keesan

**Anderson D**

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





## Foundational Facilitation Skills

Shay O'Reilly

2105 A

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.



## Member-Staff Relations (roundtable)

Nick Coquillard

Anderson C

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



## Planning for Growth and Renovation

Chiji Ochiagha

2105 B

Investing in ourselves includes planning and budgeting for growth and renovation of our cooperatives. We'll look at how this can be achieved for small to medium sized housing cooperatives.



## Principled Living: Cooperation Among Cooperatives

Thomas Bowen; Christina Jennings

Parker

How is your six appeal? How does your cooperative connect with other cooperatives in your community and across the country? Cooperatives are based on the cooperative principles - all are very important, but we feel Principle 6 is the most important and relevant - Cooperation among Cooperatives. This panel will discuss the importance of connecting with cooperatives in your area to promote the cooperative movement. A variety of panelists will discuss the difference of their cooperative business and how it fits into the cooperative space and promotes the cooperative brand and identity across many sectors.



## Transforming Your Executive Committee Into True Cooperative Leaders: A Framework for Effective Leadership Trainings

Ali Zacharitz

Anderson AB

Executive Committee members are dedicated coopers with lots of added responsibilities – they share knowledge and experience to assist with the Board decision making process, they help set the tone for interactions between staff and members, and they are often the face of the cooperative to both members and the community, among other things. Yet many Executive Committee members end their terms feeling “If only I knew in the beginning what I know now,” while others are overtaken by stress and are unable to complete their terms. In this workshop, we will walk through the components of a successful Executive Committee training and support structure, providing an effective framework for developing comprehensive training and discussing key components of maintaining team cohesion and success throughout terms.





## What is Restorative Social Justice?

B. Anthony Holley; Lisa Stolarski; Brian Donovan

*Wolverine*

This workshop builds upon a world view maintaining that it is the responsibility of all people and especially white people to do everything we can to un-do racism in the United States. All people who are committed to uprooting racism in their lives and in American culture are welcome. This workshop will provide information for discussion about the unequal asset development opportunities available throughout the 20th Century to black and white families, using Detroit as a case study. This history explains a great deal about what is seen today as the class-race demographic disparity between people of African and European descent in the US. Restorative Social Justice provides an opportunity for middle class white Americans to see, in their inherited family assets, the power to interrupt the trajectory of historical racial disparity through socially responsible urban investments and racially equitable giving programs designed to restore and build productive assets in black (to begin with) communities.





## Presenter Bios

### Aaron Bartley

#### *PUSH Buffalo*

Aaron Bartley is the co-founder of People United for Sustainable Housing (PUSH Buffalo), which mobilizes residents to envision and implement sustainable development projects that improve housing conditions and living wage job opportunities in Buffalo. PUSH has advocated successfully for two state-level community development initiatives over the last two years: the Sustainable Neighborhoods Initiative and Green Jobs/Green NY, which dramatically expands access to residential weatherization and is projected to create 30,000 green jobs over the next five years.

Aaron grew up in Buffalo and attended Buffalo Public Schools. He is a graduate of Swarthmore College and Harvard Law School, where he co-founded the Harvard Living Wage Campaign, which resulted in \$10 million in annual wage and benefit increases for the low-income campus workers it represented.

- » Community Wealth Building Showcase
- » People United for Sustainable Housing (PUSH Buffalo)

### Adam “Fuzzy” Konner

#### *Collective Seeds Consulting Cooperative, The Hive, and Sassafras Tech Collective*

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

Arbor where he currently lives, and he held many leadership positions within the ICC Ann Arbor.

- » Creating Democratic Money Systems with Local Currencies and Other Alternatives

### Ajowa Nzinga Ifateyo

#### *Grassroots Economic Organizing (GEO)*

In 2003 in the early days of the founding of the Eastern Conference for Workplace Democracy, Jane Livingston, a cooperator from Maine, nominated Ajowa Nzinga Ifateyo to be a part of the board of the ECWD. Her motive: more women needed to be in the leadership of the cooperative movement. Since her successful election as a member of the ECWD's board called the Eastern Coordinating Counsel, Ajowa went on to become a founding board member of the U.S. Federation of Worker Cooperatives in 2004. She was an ECC member for nine years, and a board member for the USFWC for eight years. She cofounded the Ella Jo Baker Intentionally Community Cooperative in Washington DC in 2003 and lived in that community for eight years, serving as its Secretary and Treasurer for most of her stay. She was also a board member of NASCO and NASCO Development Services. She has also served as Chair of the Democracy at Work Institute and a board member for Ujamaa Collective in Pittsburgh. She primarily works with Grassroots Economic Organizing as a co-editor publishing the GEO newsletter which she has been doing since about 2005. She has a master's degree in Business Administration and in Community Economic Development, both from Southern New Hampshire University. She traveled to Mondragon in 2011 and did and continues to do cooperative organizing in the Washington, D.C. area where she is based. She has a particular interest in internalized superiority and inferiority.

- » Applying Lessons Learned from the History of the African American Cooperative Movement



- » The Critical Role of Women in U.S. Cooperative History and Lessons for Today's Work

### **Alex Green**

*NASCO Board*

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 New Jersey and is a CPA.

- » When it Hits the Fan: Preparing for the Worst
- » Anatomy of a Budget

### **Alexandria Collins**

*Berkeley Student Cooperative*

Alexandria first got involved with NASCO via Berkeley Student Cooperatives. While at Berkeley, she facilitated and organized various womxn's circles surrounding empowerment, spirituality and wellness. She is a practitioner and advocate of indigenous healing traditions and strives to create radical experiences everywhere she goes. She is currently serving a one-year term as NASCO's Diversity Congress Co-Chair.

- » Womxn & Wealthbeing

### **Alfred Twu**

*Berkeley Student Cooperative*

Alfred has been involved in co-ops since 2003, with experience ranging from house level manager, cabinet member, and staff at the Berkeley Student Cooperative (BSC), as well as involvement in the starting and saving of various co-ops such as the Davis Domes and informal communities formed by graduating BSC members.

- » Budgets, Governance, and Anti-Oppression

### **Ali Zacharitz**

*ICC Ann Arbor*

Ali Zacharitz is an alumnus of ICC Ann Arbor and is their former Member Services Coordinator. Through Ali's tenure (2010-2015) at ICC Ann Arbor, she has been a strong advocate for cooperative education. Ali authored policy that institutionalized social justice training for all ICC Officers, led multiple trips to Austin TX, UKSHA, NYC, and Boston for ICC members to learn about the cooperative movement and connect with other coopers, and most recently authored the first ever comprehensive training manual for cooperative executive committees.

- » Transforming Your Executive Committee Into True Cooperative Leaders: A Framework for Effective Leadership Trainings

### **Angela Atwood**

*College Houses*

Angela Atwood is the Executive Director of College Houses, a 527 member student housing cooperative founded in Austin, TX in 1965.

- » Capital Needs Assessments: Maintaining our Properties for Generations to Come

### **Annie Sullivan-Chin**

*A Bookkeeping Cooperative (ABC);*

*Democracy at Work Network (DAWN)*

Annie spent three glorious years as a worker-owner of Pedal People Cooperative in Northampton, MA before moving to New York City where she now resides with her dog Ernie. She began her work at ABC Bookkeeping as an intern with the Democracy At Work Network in 2012, helping ABC craft its cooperative bylaws and operations protocols. Now a full member of ABC and a certified DAWN Peer Advisor, Annie is thrilled to have the opportunity to contribute to the vibrant cooperative movement in NYC and beyond.



- » The Lemonade Stand: Create your First Financial Statements from Lemons and Sugar

### **Ashleigh Lassiter**

#### *ICC Austin*

Ashleigh Lassiter is a cooperative leader and educator currently serving as the Membership Director for ICC Austin where she has worked since March 2014. Ashleigh is focusing her energies on group conflict resolution and student leadership development. She is intrigued by the cooperative business model and is excited to be part of the movement. Prior to her work with ICC Austin, Ashleigh served as the Director of Volunteer Services for St. David's Medical Center. She has seven years of experience in program development, organizational change, volunteer capacity building, and leadership development. Ashleigh is a graduate of the University of Texas and an alumni member of the Colts Drum & Bugle Corps. Ashleigh is active in her community and spends time volunteering with the Texas Master Naturalists, the Lady Bird Johnson Wildflower Center, and serves as a Board director for the Austin Cooperative Business Association.

- » Cooperative Governance: A Look at Policy Governance Principles Applied to Student Cooperative Housing

### **Austin Pritzkat**

#### *Berkeley Student Cooperative*

Austin Pritzkat is the President of the Berkeley Student Cooperative (BSC). The BSC is the largest student-run housing cooperative in the United States with over 1,300 members. Located in Berkeley, California, the mission of the BSC is to provide quality, low-cost, cooperative housing to students, thereby providing an education opportunity for students who might not otherwise be able to afford a university education. Austin is originally from the Los Angeles area and he is

studying Political Science at UC Berkeley with minors in Public Policy and City and Regional Planning.

- » This Is How We Do It: Housing Cooperative Governance

### **B. Anthony Holley**

#### *The Cooperation Group*

B. Anthony Holley is a Co-Director of The Cooperation Group, a nonprofit organization doing cooperative development and community economic development in Detroit. B. Anthony is a community activist, organizer, and developer in the Detroit area. Born and raised on the East Side, B. Anthony attended Detroit Public Schools becoming well-rounded in his academic capacity through the Science Technology Engineering Arts & Mathematics (STEAM) program. After graduating from Hampton University School of Business B. Anthony returned to Detroit, the hometown he loves, where he devotes his time and talents to highlighting grassroots leadership, youth programs, and educational community forums. As co-founder of Conscious Community Cooperative, B. Anthony advocates for cooperative economics, local business, and emergency preparedness for local communities.

- » What is Restorative Social Justice?

### **Ben Pearl**

#### *Solar Community Housing Association*

Ben has been living and working in co-ops in Davis, CA for the past 12 years. Over the past 5 years, serving as a consultant and project manager to the Solar Community Housing Association, Ben has helped SCHA to build the Cornucopia Co-op on land owned by the City of Davis; and to negotiate two 20-year ground leases for The Domes and the Tri Co-operative, two student co-op communities on the University of California, Davis campus.



Ben also currently serves as President of the board of directors of the Davis Food Co-op.

- » Negotiating with Institutions: A Collaborative Case Study

### **Billy Thogersen**

#### *ICC Austin*

Billy Thogersen has been working for the ICC Austin student housing cooperative for a little over fifteen years, both as Facilities Director, and more recently as Executive Director.

- » Cooperative Governance: A Look at Policy Governance Principles Applied to Student Cooperative Housing

### **Brian Dahlk**

#### *Wegner CPAs*

Brian is a CPA who works with several dozen 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

### **Brian Donovan**

#### *The Cooperation Group*

Brian Donovan is a Co-Director of The Cooperation Group, a nonprofit organization doing cooperative development and community economic development

in Detroit. Brian is the former Executive Director of the Austin Cooperative Business Association (ACBA), a regional cross-sector trade association for cooperatives. From 2005-2013 Brian managed the Univ. of Texas Inter-Cooperative Council, a student housing cooperative. Before working in co-ops Brian worked for Apple as the manager of the Inside Sales team serving educational institutions. He also has experience working in state and local politics including managing the campaign for Greg Hamilton, the first African-American Sheriff in Travis County Texas; Greg is currently serving a third term. Brian recently assisted the Austin City Council to in passing a resolution materially supporting cooperatives. He is currently a trustee of the Kagawa endowment at the Cooperative Development Foundation and the KSCR revolving loan at Northcountry Cooperative Development Fund.

- » What is Restorative Social Justice?

### **Charlie Anderle**

#### *UC Davis Tri-cooperatives (Agrarian Effort)*

Charlie Anderle is a first-generation Caribbean-European, genderqueer, trilingual student majoring in African American--African studies and minoring in Art Studio. They are interested in the intersection of cultural arts with social justice and anti-oppression work. Their artwork focuses on themes of Creole identity, queerness, gender dysphoria, and their rage against racism. Charlie is happiest frying plantains, taking baths under the fig tree, and dancing to Erykah Badu with the rest of their little queer family in Agrarian Effort.

- » Lies About Allies: Creating Cooperative Solidarity

### **Chiji Ochiagha**

Santa Barbara Student Housing Cooperative  
Chiji is the Executive Director of the Santa



Barbara Student Housing Cooperative, an non-profit that has five houses and 100 members.

- » Planning for Growth and Renovation

### **Christina Jennings**

*Northcountry Cooperative Development Fund*

Christina Jennings is Executive Director of Northcountry Cooperative Development Fund (NCDF), a cooperatively owned community development loan fund committed to fostering economic democracy by investing in cooperative enterprises. NCDF is a federally certified Community Development Finance Institution (CDFI), which provides financing to consumer, producer, housing and worker-owned cooperatives, with an emphasis on supporting community development within economically challenged and underserved communities throughout the US.

- » Community Wealth Building Showcase
- » Principled Living: Cooperation Among Cooperatives

### **Clinton Parker**

*Good Neighbors Federal Credit Union*

Clinton has been involved in housing coops and the coop movement for five years now. He currently is the sole full time employee of a project starting a low-income community credit union on the west side of Buffalo, NY.

- » Do We Own It?
- » Credit Unions and the Cooperative Movement

### **Corey Walters**

*UMass Center for Student Business*

Corey Walters is currently a full time staff member for the Center for Student Business at the University of Massachusetts where he recently completed his

MBA. 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 of directors.

- » Negotiating with Institutions: A Collaborative Case Study
- » Cooperative Investment: Strengthening Ourselves and Each Other

### **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 seven years 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.

- » Creating a New Co-op - 1 - The Development Process, Part 1
- » Creating a New Co-op - 2 - The Development Process, Part 2
- » Creating a New Co-op - 3 - Incorporation & Bylaws

### **Daniel Kronovet**

*Berkeley Student Cooperative*

Daniel Kronovet is the former President of the Berkeley Student Cooperative, and a former NASCO



board member. Currently a graduate student studying machine learning, Daniel is the chair of the board of a New York City-based nonprofit, Heat Seek, which makes web-enabled temperature sensors for people in underheated, low-income buildings. Daniel has extensive experience training and leading boards.

» 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.

- » Co-op Staff Evaluations; Creating a New Co-op - 6B - Negotiating a Master Lease
- » Anti-Oppression and Fair Housing Law
- » Getting Tax Exemption

**Dave Mitchell**

*Sandcastle Cooperative*

Dave Mitchell is an attorney and co-op trainer based in the San Francisco Bay. Dave focuses on conflict resolution within tight-knit communities and high-tension situations. He discovered co-ops 23 years too late (when he was 23) and has lived in them ever since.

If your co-op is anything like those Dave has lived in, conflict and feedback can be dirty words ... but they don't have to be—they're what we use to make our communities more safe for us to be ourselves and to thrive. But it's crucial that everyone feels

comfortable to voice their concerns. Dave is interested in the ways that co-ops do this—through group processes, community norms, and shared awareness of the ways individual community members process conflict. Dave's goal is to work with co-ops to be healthier, happier, and more self-sufficient by being proactive about conflict in ways that work for them.

- » Difficult Decisions: Asking a Member to Leave (roundtable)
- » The Elephant in the Room: Creating a Healthier, Happier Co-op Through Proactive and Inclusive Dispute Resolution

**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 nonprofits. 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 nonprofit status.

- » Creating a New Co-op - 6A - Purchasing a Property
- » Getting Tax Exemption

**David Morgan**

*Toolbox for Education and Social Action, US Federation of Worker Cooperatives*

David Morgan has long been involved with social movements—from public space activism to anti-poverty work—that make use of the kind of everyday democracy that is at the core of his work as a worker-



owner at The Toolbox for Education and Social Action (TESA). His background is in cultural organizing, as co-founder of the Groundswell Collective, a group of artists/activists who produced and researched critical cultural works, and as a committee member the HONK! Festival of activist street bands for more than five years. After graduating from Hampshire College, he focused on nonprofit communications work with such groups as the Boston-based housing rights organization City Life/Vida Urbana before becoming involved with the worker cooperative movement. David also sits on the board of the Data Commons Cooperative and the US Federation of Worker Cooperatives.

- » Advancing Cooperative Economies in the South from Slavery and Genocide to Today
- » Worker-Owned Co-ops and Workplace Democracy

### **Dawson Weehunt**

*Inter-Cooperative Council, Austin*

Dawson Weehunt is a Board Officer for ICC Austin. He has been on the board since January and is currently studying Computer Science at Austin Community College.

- » This Is How We Do It: Housing Cooperative Governance

### **Eloise Flesh**

*L'Unité de travail pour l'implantation de logement étudiant (UTILE)*

Eloise Flesh is a student pursuing a bachelor's degree in urban planning at Concordia University in Montréal. She interned at UTILE a non-for profit organization dedicated to researching, developing and promoting student housing cooperatives in Québec. Her work at UTILE aimed at researching how to intentionally and seamlessly integrate a student cooperative into an existing neighbourhood's socio-economic tissue.

She is also a member of the provisional housing committee for UTILE's first student cooperative.

- » Intentionally Making Your Cooperative a Part of its Neighborhood

### **Emma Smalley**

*Lancaster Depew Federal Credit Union*

Emma Smalley is a Credit Union Development Educator from the rust belt revival city of Buffalo, NY. A passionate credit union supporter, Emma believes strongly in the social impact, democratic governance and cooperative principles that root credit unions to their original mission. Emma is the Organizer of a grassroots credit union start up called Good Neighbors FCU (Proposed), that will be a low income designated community development credit union to serve the west side of Buffalo NY.

- » Credit Unions and the Cooperative Movement

### **holly jo Sparks**

*MSU Student Housing Cooperative; Collective*

*Seeds Consulting 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.

- » Creating a New Co-op - 6A - Purchasing a Property



## **Ian Trupin**

*Responsible Endowment Coalition*

Ian Trupin works with student groups around the country who are demanding that their schools divest from private prisons and fossil fuels. As a student, Ian worked on a successful campaign that led Brown University to divest from HEI Hotels and Resorts, a hotel chain notorious for its labor rights abuses, as well as numerous campus and international solidarity campaigns with Brown Student Labor Alliance. This involvement led to an interest in endowment justice which he pursued as a student representative on Brown's advisory committee on investor responsibility. A proud Tanzanian-American, Ian seeks to bridge corporate campaigns against the prison industrial complex and other exploitative, extractive industries, with social movements and alternative economic models, including the inspiring philosophy of ujamaa. Ian enjoys traveling, learning about history, cooking, and southern African music.

- » Reinvest in a Just Transition: How Your School Can Support Cooperative Economic Development

## **Jeff Noven**

*SERC (Student Environmental Resource Center at UC Berkeley)*

Though Jeff Noven is writing his second of two senior theses on issues in cooperative enterprise, he has complemented his academic scholarship with extensive co-op development and education. He cofounded and co-facilitates the only for-credit class on cooperative business at UC Berkeley — Cooperatives: Alternative Business Models for a Resilient Economy, and has served on the board of directors of both the Berkeley Student Food Collective and the Berkeley Student Cooperative. He currently works for Cal's Student Environmental Resource Center as their Development Associate, and come fall

will be graduating and on the job market, wink wink.

- » Campus Cooperative Education for a Resilient Future

## **Jennifer E. Scott**

*River City Housing Collective and NASCO Board*

Jenn is an introverted recluse who is forced out into public a few times each year. When having to be out and about, making good use of time ends up being a priority. This is done by sharing the hobbies and skills that have been honed over the years. In addition to a Netflix addiction, the imagination of a social life via the interwebs, solving crossword puzzles as if there were a paycheck involved, and far too much time spent trying to bake without the usage of grains; these talents include mediation and presentations as former clergy, social justice work, and representing the Diversity Congress as a member of the NASCO Board, currently via the role of Vice President.

- » One Size Fits None: Dismantling Ableism Within Housing Cooperative Labor Structures

## **Jess Harman**

*University of Kansas Student Housing Association*

Jess Harman currently lives at the Ad Astra Co-op in Lawrence, Kansas with 10 other cooperators. Previously, she lived for a year in a sister co-op of Ad Astra called Sunflower House. The years in between were filled with building community and gaining more perspective on the meaning of collaboration and cooperation. With a Bachelor of General Studies in Women, Gender, and Sexuality Studies from the University of Kansas, Jess was just recently promoted to become the Director of Advocacy Services at the Sexual Trauma and Abuse Care Center located in Lawrence, Kansas.

- » Cooperating against Rape Culture to Avoid Collective Oppression



## **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.

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

## **Julian Marszalek**

### *Catalyst Project volunteer*

Julian Marszalek is a social justice activist and organizer, primarily focused on working with other white people to understand the liberatory potential of centering anti-racism in movements for justice. Currently, he's particularly interested in finding ways of organizing men against sexual violence and male supremacy. Julian lives in the San Francisco Bay Area, works construction, and takes every opportunity to jump into water.

- » Anti-Racism for Collective Liberation

## **Laird Schaub**

### *Fellowship for Intentional Community*

Laird has lived over 40 years in community, most of it at Sandhill Farm (MO), an income-sharing rural community that 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.

- » This is Delegated to the Ones I Love
- » Introduction to Consensus Decision Making

## **Lauren Beitler**

### *Qumbya Housing Cooperative*

Lauren is the founder of Chicago Free School, a democratic elementary school on Chicago's south side. Lauren has lived in Haymarket House for the past eight years and has presented in the past about issues of labor, accountability, and gender. She hopes to keep living in co-ops for a long time.

- » Toward Co-ops as Revolutionary Spaces for Challenging Gender Norms of Domesticity

## **Lauren Ressler**

### *Responsible Endowment Coalition*

Lauren Ressler has been fighting to address social and economic injustice for nearly a decade. Currently she supports the national Private Prison Divestment Campaign and Fossil Free Divestment Campaign in her role as Campaigns Director for the Responsible Endowments Coalition. Prior to her time at REC, she worked to address the student debt crisis and make higher education accessible to all. In 2011, she was involved in resisting the development of coal export terminals in her home state of Washington. Lauren spends a lot of her time thinking about ways to build community ownership and creating tools to better help people talk about the economy.

- » Reinvest in a Just Transition: How Your School Can Support Cooperative Economic Development



## **Leslie Leyba**

*Rainbow Grocery; Catalyst Project volunteer*

Leslie Leyba is a 12-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

## **Lily Tanner**

*Solar Community Housing Association*

Lily Tanner is a fourth year student of American Studies and Theatre at the University of California, Davis. She has lived at Agrarian Effort co-op on the UCD campus since June of 2013. Lily has been on the board of the Solar Community Housing Association (SCHA) as a community director since October 2014. In her capacity as a community director, Lily was able to act as a liaison between her house and community of on campus co-ops and SCHA as they worked together to become one mega-organization. Lily's favorite chores are shopping chore and trash chore.

» Negotiating with Institutions: A Collaborative Case Study

## **Lisa Stolarski**

*The Cooperation Group*

Lisa Stolarski is a Co-Director of The Cooperation Group, a nonprofit organization doing cooperative development and community economic development in Detroit. Lisa specializes in cooperative technical assistance and community economic development. Before coming to Detroit in 2013, Lisa worked as Executive Director for the National Cooperative Business Association's domestic development program.

She also developed rural cooperatives in western Pennsylvania for Keystone Development Center. She has served on the boards of Cooperation Works! (National), the US Federation of Worker Cooperatives (National), East End Food Co-op (Pittsburgh) and Mustard Tree Housing Cooperative (Detroit). She was a founding member of Jane Street Housekeeping, a worker-owned cooperative. Lisa holds a Master's in CED from Southern New Hampshire University and has helped to stabilize or launch 12 cooperatives and community-based enterprises throughout her career.

» What is Restorative Social Justice?

## **Maggie Cohn**

*Cooperative Fund of New England*

Maggie Cohn is the Loan and Outreach Officer for the Cooperative Fund of New England in southeastern New England. This year, CFNE celebrates 40 years of lending to cooperative businesses of all kinds. She has served as Executive Director of several non-profits in Boston including the Mission Hill Health Movement and Mission Hill Main Streets; prior to that, she worked at Red Sun Press, a worker-controlled commercial print shop in Jamaica Plain. Maggie serves on the board of the Back of the Hill Community Development Corporation and is a member of Boston Building Resources and Harvest Cooperative Market. She shares her home with her husband and three elderly cats, and prefers to travel by bike.

» Cooperative Loan Funds Investing in Cooperative Business

## **Maisie Kise**

*UC Davis Tri-cooperatives (Agrarian Effort)*

Maisie Kise is a resident of the Agrarian Effort house in the Tri Cooperatives in Davis California. She is a junior at UCD pursuing a degree in Community and Regional Development as well as minors in Gender



studies and Human Rights. Outside of the university (industrial complex), Maisie enjoys improving her writing skills, listening to slam poetry, reading James Baldwin, and drinking red wine out of mugs.

- » Lies About Allies: Creating Cooperative Solidarity

### **Mark Fick**

*Northcountry Cooperative Development Fund*

Mark Fick is the Director of Lending with Northcountry Cooperative Development Fund where he leads the business development, loan underwriting, and portfolio management functions of the organization. As a cooperative lender NCDF provides financing throughout the United States to cooperative housing and small businesses including consumer-, worker-, and producer- owned cooperatives. Mark is a founding member of the Chicago Cooperative Business Alliance, a newly formed cross-sector network of cooperatives in the Chicago area. Over the past twenty-five years, he has been an active leader with a variety of community-based economic development organizations in Minnesota, Wisconsin, and Illinois.

- » Cooperative Loan Funds Investing in Cooperative Business
- » Creating a New Co-op - 1 - The Development Process, Part 1
- » Creating a New Co-op - 2 - The Development Process, Part 2
- » Creating a New Co-op - 4 - Budgets & Feasibility

### **Marya Case-Ruchala**

*Bloomington Cooperative Living*

Marya Case-Ruchala unwittingly began her career in cooperative development in fall 2011 when she became a member of Bloomington, Indiana's housing cooperative, Bloomington Cooperative Living (BCL). An undergraduate business economics and

public policy student intending to simply live with cooperatively minded people and eat curried lentils, Marya was soon immersed in coordinating the co-op's first house purchase and subsequently was elected to the newly formed board of directors. In her three year run as treasurer, she connected with the co-op's primary lender, Northcountry Cooperative Development Fund (NCDF), and coordinated an internship in summer 2014. As of July 2015, Marya works full time as NCDF's loan fund administrator and continues to assist BCL's development in her fourth year serving on the board. Her ongoing work in the cooperative sector is motivated by her drive to change social, political, and economic relationships and systems towards greater inclusion and equitable empowerment as well as her belief in the cooperative model as an agent of change in this respect.

- » This Is How We Do It: Housing Cooperative Governance

### **Matt Hancock**

*Praxis Consulting Group, Inc.*

Matt Hancock, MBA is a Consultant at Praxis , where he assists clients in developing and implementing high-engagement workforce strategies. Matt brings 12 years of domestic and global experience in education, employee- and cooperative-ownership and change management to the team. His key competencies include leadership development, building high performance ownership cultures, process improvement, vision, strategy and governance.

Prior to joining Praxis, Matt was the founder and executive director of Chicago Tech Academy, Chicago's first tech-focused high school. Matt is also a past Board member of several organizations including, most recently, the Freelancers Insurance Company, a for-profit insurer committed to providing affordable, effective health insurance to



freelance and contingent workers in New York.

Matt earned an MBA in Cooperative Economics from the University of Bologna (Italy), where he studied governance, finance and strategy in the region's top employee-owned firms, and a BA in history from Skidmore College. While in Italy, Matt also worked as a consultant at the Institute for Labor, an employer-union sponsored research and consulting firm dedicated to helping small and medium enterprises drive innovation through employee engagement and participation.

- » A Culture of Leadership for Democratic Organizations

### **Matthew Keesan**

*3B: The Brooklyn Bed & Breakfast*

Matthew grew up in a Buddhist community in Rochester, New York, and has lived cooperatively more or less ever since. A serial entrepreneur, Matthew has helped start businesses ranging from internet software to craft chocolate. In 2010, with seven other cooperative members, he co-founded 3B, a bed and breakfast in downtown Brooklyn named one of the Best New Affordable Hotels In The World by Budget Travel.

- » Cottage Industries: Creating Live/Work Cooperatives

### **Maya Menlo**

*NASCO Board*

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

- » Advanced Meeting Facilitation (roundtable)
- » Strategic Planning Through Collaborative Design

### **Meghan Smith**

*UMass Center for Student Business*

Meghan Smith is a student at the University of Massachusetts Amherst. She is in her senior year studying accounting and plans to get her CPA after graduation. She works at the Center for Student Business on campus as a financial consultant for the Sylvan Snack Bar, a student-run collective business. She is also a member of the Board of Student Business, a group of representatives from all 7 UMass co-ops and the CSB that works on community outreach and advocacy projects.

- » Negotiating with Institutions: A Collaborative Case Study

### **Natalie Hartog**

*Oberlin Student Cooperative Association*

Natalie Hartog (she/her/hers) is an undergraduate student and one of 4 officers of the Oberlin Student Cooperative Association in Ohio. As Membership Secretary, she sits on the OSCA Board of Directors; this is her fourth semester as a voting member of the Board.

- » This Is How We Do It: Housing Cooperative Governance

### **Nick Coquillard**

*ICC 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.

- » Labor Accountability (roundtable)
- » Member-Staff Relations (roundtable)
- » Strategic Planning Through Collaborative Design

### **Nikki Marín Baena**

*Democracy at Work Institute; Northcountry Cooperative Development Fund; Southern Grassroots Economies Project*

Nikki Marín Baena grew up in a Colombian immigrant family in North Jersey. Textiles took her from the Northeast all around Appalachia. While she was an art student at the University of North Carolina-Chapel Hill, she got her feet wet in co-ops when she started working at Weaver Street Market in Carrboro, NC as a grocery stocker. From there, she was hooked. She went on to work with worker co-ops owned by immigrant women in the mountain of western North Carolina, and then spent a couple of years working to expand public awareness of worker co-ops in Texas. Nikki currently wears multiple hats with the Democracy at Work Institute, Southern Grassroots Economies Project, and Northcountry Cooperative Development Fund. She loves working with church ladies more than almost anything else.

- » Advancing Cooperative Economies in the South from Slavery and Genocide to Today

### **Noah Compo**

*University of Kansas Student Housing Association (UKSHA)*

Noah Compo wants to know your intentions. A current member of the UKSHA housing cooperatives in Lawrence, KS, Noah enjoys exploring the intersection between personal narratives and bureaucratic systems. Noah recently graduated from the University

of Kansas, where he studied Anthropology and Peace & Conflict Studies. He has served on the UKSHA board since 2011, worked with the Nickel City Housing Cooperative in Buffalo, NY, and is a current member of the NASCO Properties board.

- » Do We Own It?

### **Rachel Vernon**

*CoFED*

Rachel is of Yaqui, Mescalero Apache, Mexicana, and Caucasian descent. She has a Master's Degree in Ethnic Studies which focuses on community-owned food systems among American Indians living in Oakland, California. She received her Bachelor of Arts degree from Stanford University in 2008, with a major in Comparative Studies of Race and Ethnicity. She currently works for the Cooperative Food Empowerment Directive (CoFED). CoFED strives to build community wealth through food cooperatives. To that end, CoFED brings tools and trainings to campus communities to create strong cooperatively-run food businesses. They engage with a dynamic network to promote thriving, equitable, and resilient local economies.

- » Grappling with Racial Inequality, How Can We Create a Better World?

### **Scarlett McIntosh**

*Berkeley Student Cooperative*

Scarlett has lived communally in households ranging from 5-50 people, ages 3-40, intentions from substance free to anti-oppression, and from Philadelphia to Cape Town, South Africa. A large portion of those experiences were spent in the Berkeley Student Cooperative starting in 2012 where she was introduced to NASCO Institute. Post-BSC, Scarlett participated in the NASCO Cooperative Internship Network in Philly introducing a broader



perspective to the co-op movement and co-ops in other sectors. Scarlett is currently serving a 3-year term on NASCO Board. Scarlett lives and works as a teacher for adults with disabilities in the Berkeley/Oakland area and daydreams about being a midwife and organizing a Reproductive Justice Co-op.

» Womxn & Wealthbeing

### **Shay O'Reilly**

*Center for Earth Ethics*

Shay is an educator, preacher, and faith-based organizer who recently graduated with a Master of Divinity from Union Theological Seminary in the City of New York. A long-time activist, he learned organizing from campaigns for paid sick days, universal healthcare, reparations for slavery, and climate justice. Shay now works at the Center for Earth Ethics at Union, where he collaborates with other people of faith to build a movement to take on our intertwined ecological, economic and spiritual crises. He lives in Brooklyn with his husband.

- » Foundational Facilitation Skills
- » Saving the World: Tools for Activists and Organizers
- » Foundational Facilitation Skills

### **Steve Dubb**

*Democracy Collaborative*

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

Since 2004, Steve has worked for The Democracy Collaborative, where much of his work has centered on building the theory and practice of "community wealth" as a strategy to empower low-income communities and communities of color. At the Collaborative, Steve was written a number of books and reports and developed the Community-Wealth.org website and e-newsletter. In addition, Steve has worked on developing strategies to build community wealth in many cities, including Atlanta, Baltimore, Cleveland, Denver, Jackson, Jacksonville, Minneapolis, New Haven, New Orleans, Pittsburgh, Portland (OR) and Washington, DC. Steve is also part of the Collaborative's Learning/Action Lab team that is currently partnering with Native American organizations to develop employee-owned businesses and social enterprises in Indian Country.

» Community Wealth Building Showcase

### **Terry Wilkings**

*Concordia Student Union*

Current President of the Concordia Student Union in Montreal Quebec, Terry Wilkings studies Economics and at the School of Community and Public Affairs. He has worked in collaboration with a diverse array of nonprofit groups to establish the Popular University Student Housing fund (PUSH) which is co-financing the first student housing cooperative in Montréal. His interests focus on autonomous community economic development and alternatives to austerity politics.

- » Creating the World We Want: A Case Study of Novel Financing & Capacity Building in Montréal's First Student Housing Cooperative

### **Thomas Bowen**

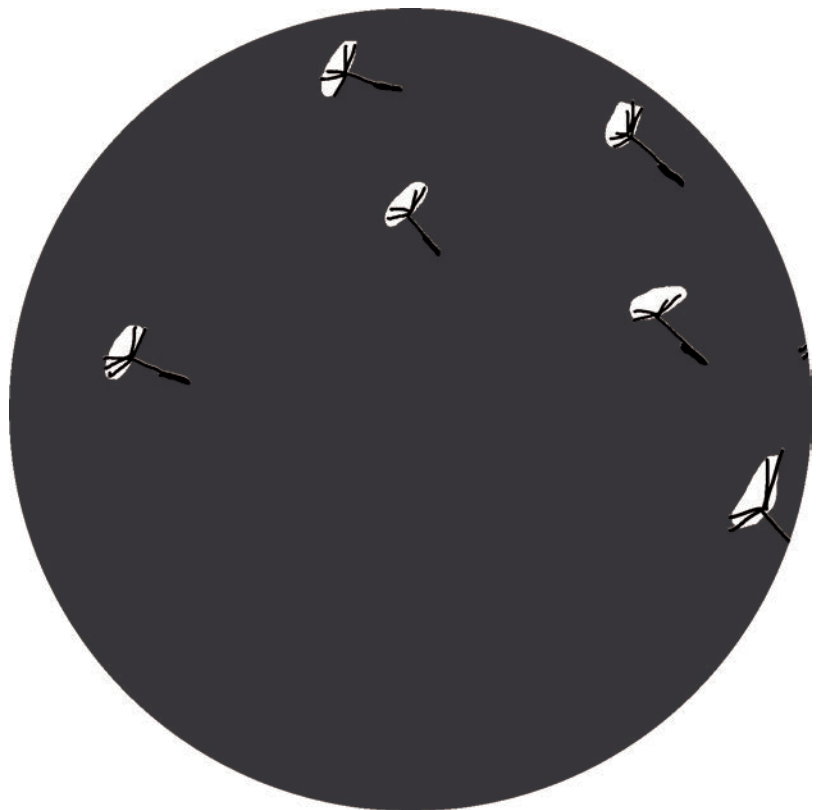
*NCBA CLUSA*

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 Chief Operations Officer. He is a member of two food cooperatives and two credit unions, so he practices what he preaches! Bowen graduated from Johnson and Wales University with an Associate's Degree in Culinary Arts (yes, he's a chef) and later from the University of Maryland with a Bachelor's Degree in Communications and Marketing. Thomas was is an alumni of the Filene i3 program and involved with the Association of Cooperative Educators. He lives in North Bethesda, MD with his partner, Jay. His astrological sign is Cancer; he likes long walks on the beach, sunsets and extra dirty vodka martinis with extra olives.

» Principled Living: Cooperation  
Among Cooperatives





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## BECOMING AN ALLY

### Who is an Ally?

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

### Characteristics of an Ally

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

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



# GUIDELINES FOR BEING STRONG WHITE ALLIES

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

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

1. **Assume racism is everywhere, every day.** Just as economics influences everything we do, just as gender and gender politics influence everything we do, assume that racism is affecting your daily life. We assume this because it's true, and because a privilege of being white is the freedom to not deal with racism all the time. We have to learn to see the effect that racism has. Notice who speaks, what is said, how things are done and described. Notice who isn't present when racist talk occurs. Notice code words for race, and the implications of the policies, patterns, and comments that are being expressed. You already notice the skin color of everyone you meet—now notice what difference it makes.

2. **Notice who is the center of attention and who is the center of power.** Racism works by directing violence and blame toward people of color and consolidating power and privilege for white people.

3. **Notice how racism is denied, minimized, and justified.**

4. **Understand and learn from the history of whiteness and racism.** Notice how racism has changed over time and how it has subverted or resisted challenges. Study the tactics that have worked effectively against it.

5. **Understand the connections** between racism, economic issues, sexism, and other forms of injustice.

6. **Take a stand against injustice.** Take risks. It is scary, difficult, and may bring up feelings of inadequacy, lack of self-confidence, indecision, or fear of making mistakes, but ultimately it is the only healthy and moral human thing to do. Intervene in situations where racism is being passed on.

7. **Be strategic.** Decide what is important to challenge and what's not. Think about strategy in particular situations. Attack the source of power.

8. **Don't confuse a battle with the war.** Behind particular incidents and interactions are larger patterns. Racism is flexible and adaptable. There will be gains and losses in the struggle for justice and equality.

9. **Don't call names or be personally abusive.** Since power is often defined as power over others—the ability to abuse or control people—it is easy to become abusive ourselves. However, we usually end up abusing people who have less power than we do because it is less dangerous. Attacking people doesn't address the systemic nature of racism and inequality.

10. **Support the leadership of people of color.** Do this consistently, but not uncritically.

11. **Learn something about the history of white people who have worked for racial justice.** There is a long history of white people who have fought for racial justice. Their stories can inspire and sustain you.

12. **Don't do it alone.** You will not end racism by yourself. We can do it if we work together. Build support, establish networks, and work with already established groups.

13. **Talk with your children and other young people about racism.**



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

## Classism Defined

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

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

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

## What Dominant Groups Can Do About Classism

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

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



# WHAT EVERY SUPER-RAD STRAIGHT ALLY SHOULD KNOW

## TEN WAYS HOMOPHOBIA AFFECTS STRAIGHT PEOPLE

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

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

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

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



# Be an Ally to Disabled People

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

## respect

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

## language

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

a community resource—please distribute widely

created by disability rights activists

for more info: eclare@gmavt.net or www.eliclare.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](http://www.raggededgemagazine.com))

a community resource—please distribute widely

created by disability rights activists

for more info: [eclare@gmavt.net](mailto:eclare@gmavt.net) or [www.elicclare.com](http://www.elicclare.com)





# Action Steps for Being a Trans Ally

by Samuel Lurie, Transgender Training and Advocacy; [www.tgtrain.org](http://www.tgtrain.org)

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

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

## **Don’t make assumptions about a trans person’s sexual orientation.**

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

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

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

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

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

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

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



## How to Ask for Consent

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

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

### Defining Consent

There are four things that consent needs to be:

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

### What is coercion?

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

### What consent could look like in daily life...

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

### To remember...

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

### What to do if someone discloses:

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



# 10 THINGS MEN CAN DO TO PREVENT GENDER VIOLENCE

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

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

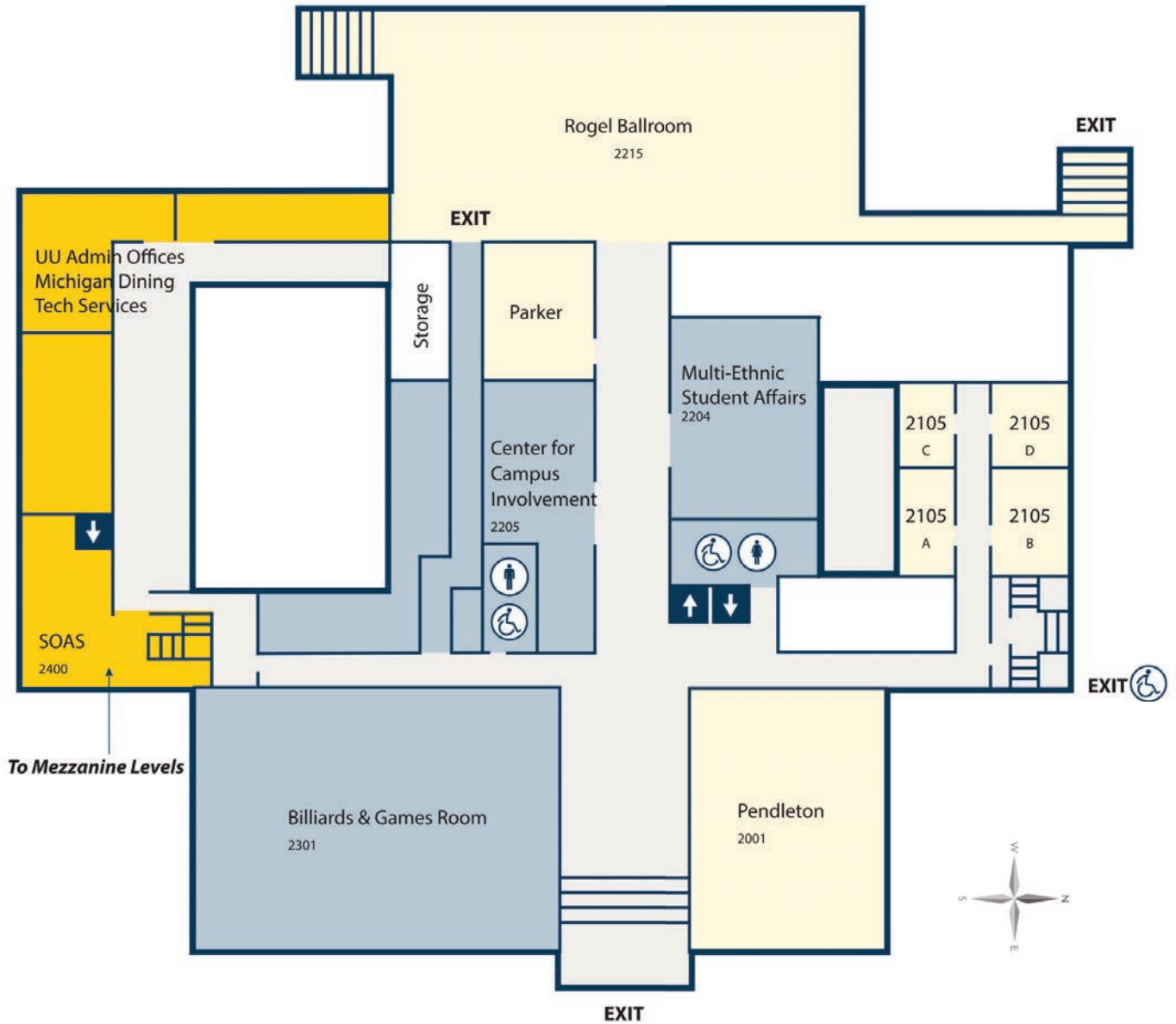


## Conference Floor 1





## Conference Floor 2





Ann Arbor Restaurant Guide 2015



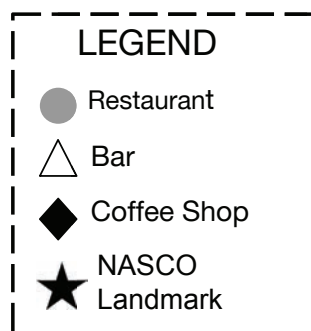
1: Kerrytown (Vail, Mich, Minnies, etc)  
2: State Street/Campus Area

3: South Campus/Frat Row (Nakamura, Lester, Debs, Black Elk, Luther)



# Kerrytown

## GUIDE



### 1. Zingerman's Delicatessen - 422

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

### 2. Ann Arbor Farmer's Market - 315

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

### 3. \aut\ BAR - 315 Braun Ct (off N. 4th).

Gay-owned and operated bar. Features a smoke-free cafe downstairs. \$\$

### 4. Bar 327 Braun Court - 327 Braun

Court (surprised?). Hipster bar, handcrafted cocktails. \$\$

### 5. No Thai! - 226 N. 4th Ave. Popular

Thai food. Vegan friendly. \$

### 6. The Broken Egg - 221 N. Main St. A

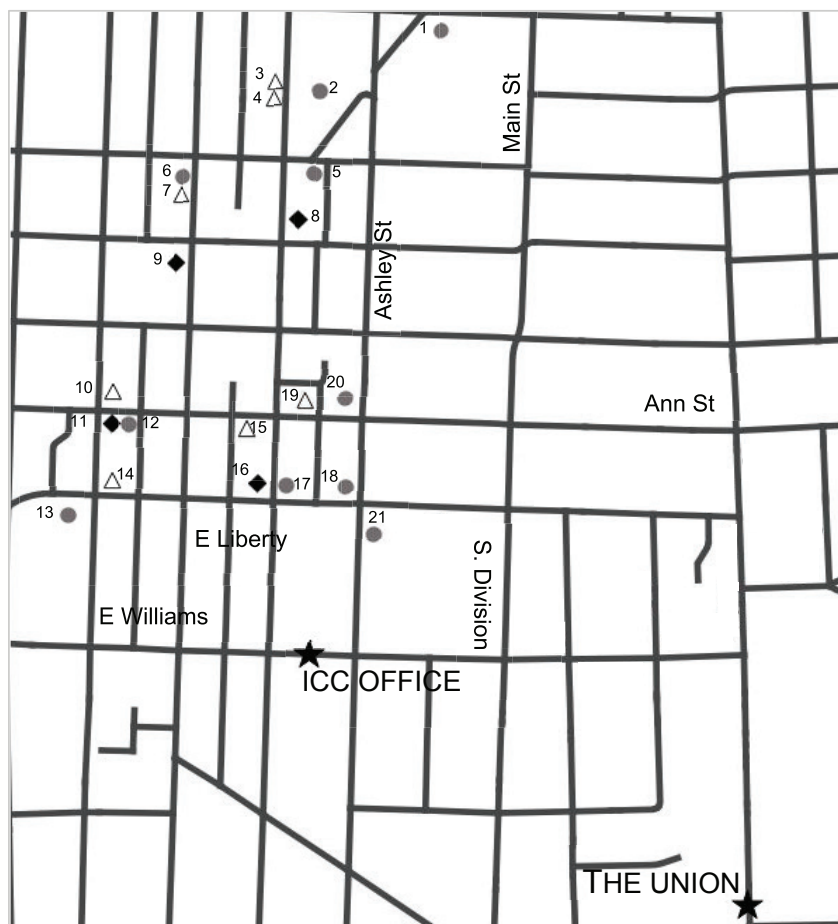
staff favorite! Open for breakfast and lunch until 3 pm. \$\$

### 7. Heidelberg Restaurant - 215 N. Main

st. A favorite of many co-ops, this dungeon-like bar offers inexpensive beer. \$

### 8. People's Food Co-op and Cafe

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



### 9. Crazy Wisdom Bookstore & Tea Room

- 114 S. Main. Wide selection of tea, coffee, and light meals. Often house local music. Independent bookstore inside. \$

### 10. Grizzly Peak Brewing Co - 120 W.

Washington St. Handcrafted beer/root beer and fancy pub food. Vegetarian friendly. \$\$

### 11. Sweetwater's Coffee and Tea - 604 E

Liberty St. Free wi-fi. Pastries, and shakes. \$

### 12. Frita Batidos -117 W Washington St.

Fun, modern Cuban street food and colorful cocktails. \$\$

### 13. Fleetwood Diner - 300 S. Ashley St.

Student favorite. Friendly, cheap, classically seedy. Open 24 hours. Vegetarian friendly. Try their Hippy Hash! \$

### 14. 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. \$

### 15. 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. \$\$

### 16. Elixir Vitae (Previously Cafe Ambrosia)

117 E Liberty St. Coffee and Teas with a friendly vibe. A NASCO favorite. \$

### 17. Cloverleaf Restaurant - 201 E. Liberty

St. Standard diner fare. Smoking section. \$

### 18. Afternoon Delight - 251 E. Liberty St

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

### 19. Mash - 211 E Washington. Speakeasy-

type bar, specializes in whisky, bourbon, and blues music. \$\$\$

### 20. Blue Nile Ethiopian - 221 E. Washington

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

### 21. Earthen Jar - 311 S. 5th Ave

Inexpensive Indian buffet. Pay by the pound. Kosher and vegan friendly. \$



# Central Campus

## GUIDE

### LEGEND

- Restaurant    △ Bar
- ◆ Coffee Shop
- ★ NASCO Landmark

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

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

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

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

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

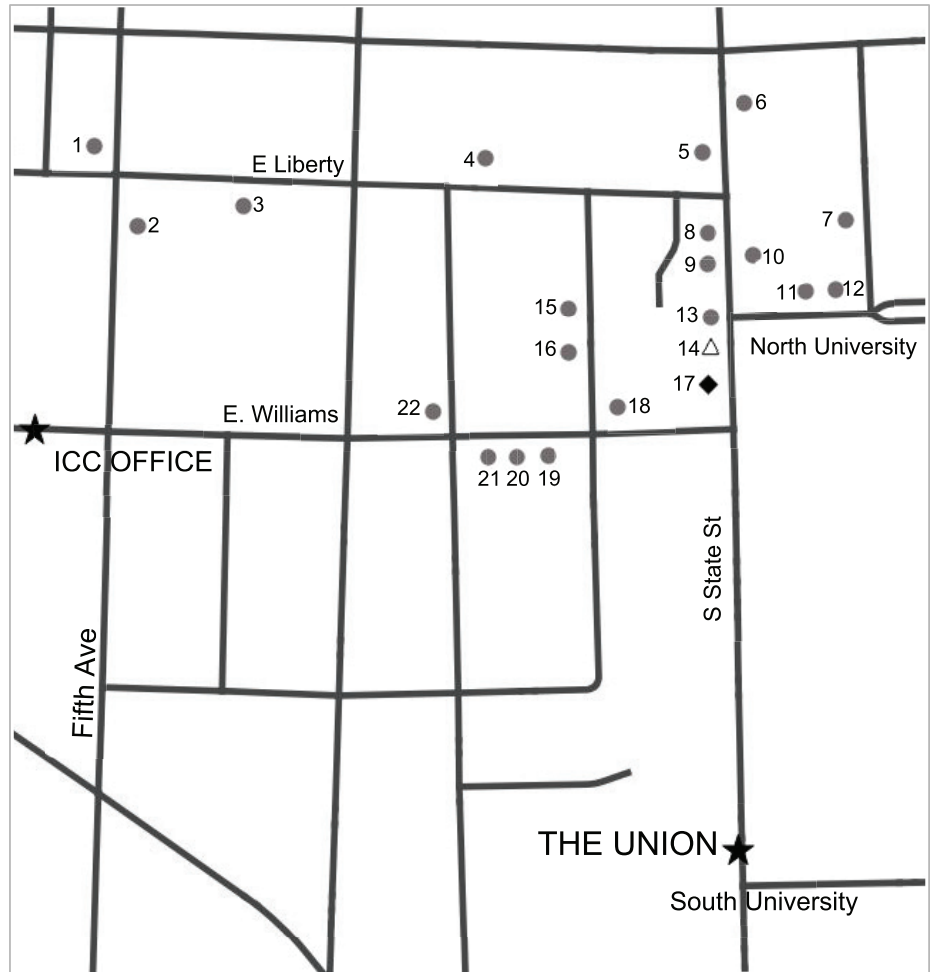
**6. Totoro Sushi** - 215 S. State St.  
Good sushi, good service. \$\$

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

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

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

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



**11. Miya Restaurant** 715 N. University Ave.  
Sushi & Japanese/Korean entrees. Vegan friendly. \$\$

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

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

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

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

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

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

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

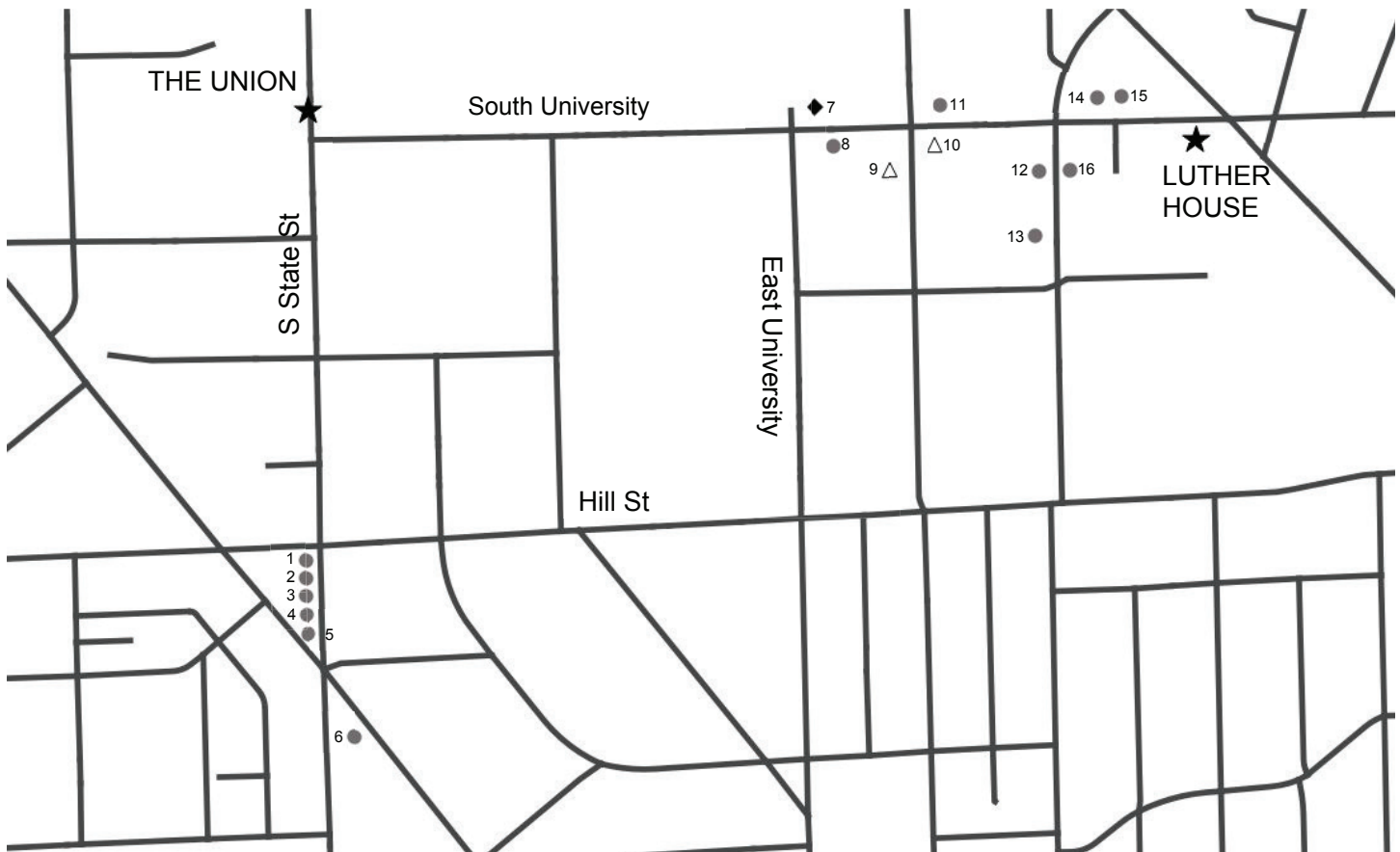
**19. Cottage Inn** 512 E. William St. Full-service Italian restaurant. Vegetarian friendly. \$\$

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

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

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





## South Campus

### GUIDE

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

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

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

**4. Rod's Place** - 812 S State st. Hearty Korean dishes and frozen yogurt.

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

**6. Ali Baba's** - 601 Packard St. Cheap food, friendly and quick service. Mediterranean cuisine. \$

**7. Espresso Royale Cafe** - 324 S State St and 1101 South University. A campus favorite. Vegan-friendly. \$

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

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

**10. Brown Jug Bar & Grill** - 1204 S University. Ann Arbor Tradition. Cozy and comfortable. \$

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

**12. Saigon Garden** - 1220 S. University. Vietnamese cuisine. Vegan friendly. \$\$

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

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

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

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

### LEGEND

- Restaurant    △ Bar
- ◆ Coffee Shop
- ★ NASCO Landmark



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