



Cooperative Movement: Movin' and Shakin' Coop Style (For an internal coop audience)

Created by Erin Hancock, Summer 2016

1. Training Session Information	
Group size: 6-30	Facilitators: 1-2 main, up to 4 floaters to support small group discussions depending on group size
Topic: Cooperative Movement	Length of Session: 2 hours 40 mins

2. Learning Objectives
<p>What do we want the participants to know and/or be able to do?</p> <ul style="list-style-type: none"> -Understand the history of the coop movement -Learn ways to engage currently in/with coops outside of their housing coop involvement -See a future for themselves that involves coops -Be exposed to a plethora of ways to live cooperatively in different realms of their lives moving forward (i.e. worker coops, credit unions, daycare coops.....funeral coops)

3. Set Up
<p>A. Learning Environment</p> <ul style="list-style-type: none"> -Open room, seating for everyone (in circle, horseshoe or all facing the front with ability to easily move to face each other) -Projector -Table for supplies for the facilitator to access easily
<p>B. Resources / Materials</p> <ul style="list-style-type: none"> -Computer -Projector (and speakers) -Handouts -Scrap paper and pens -Chart paper and markers -Printout of the resource page for everyone and workshop feedback forms for everyone -Water and snacks on the tables
<p>C. Items to Prepare Before the Session</p> <ul style="list-style-type: none"> -Review the facilitator's checklist -Inform yourself about types of coops (ica.coop, ncba.coop, www.uwcc.wisc.edu) -Review the ppt, videos (check links) and other materials you will be presenting -Confirm projector works, can hook up to computer and speakers too -Flipcharts with principles and values (2 separate), as well of types of coops, schedule on wall if you wish -Modify the ppt with new examples if you would like -Confirm a local person to come for the interview/Q&A (ask NCHC board for contact information for people) -Print out the handouts, workshop feedback forms, resource pages (confirm number of participants) -If more than one facilitator, determine who will facilitate which sections

4. Schedule		
TIME	TOPIC/ACTIVITY	MATERIALS/NOTES
15 mins	<p>Opening</p> <ul style="list-style-type: none"> -Welcome participants -Review objectives for the workshop 	<ul style="list-style-type: none"> -Post the schedule on wall if desired (very high level, not detailed), then the community agreement once developed

	<p>-Post a “parking lot” page for things that we want to capture (maybe for a future workshop or if there is extra time at the end) so we can list them somewhere throughout and not get off topic</p> <p>-Review community agreements (more details in the “community agreements” document) for the meeting and have people add as they go around to start the workshop, stating their names, pronouns as well as a response to an icebreaker question (such “in 1-3 sentences, what is the essence of a coop?” or “1 word that comes to mind when you think coop”)</p> <p>-Request a volunteer to be a vibes checker</p> <p>-Point out the principles and values on the wall (from previous workshop), invite people to review them on their own. Emphasize coops as a model based on values and principles with lots of diversity across the movement in terms of: economic activity, ownership model, governance model, etc. Key similarities: one member one vote (not more money, more say), principles and values (although can be played out differently).</p>	<p>-Post principles and values on the wall to reference (don't speak to them in depth).</p>
25 mins	<p>Birth of the movement, coops today and an international perspective</p> <p>-Introduce that we will watch a few great movies that help put the whole movement in perspective.</p> <p>The Rochdale pioneers are known as the initiators of the modern cooperatives that we know today. This is about that history, why and how they got started and where that small initiative has grown to today (5 mins): https://www.youtube.com/watch?v=DNVzOsZt6ew</p> <p>Coops in the USA. This is a video put together by the National Cooperative Business Association for the USA, the national association of all different types of coops (of which NASCO is a member and has held a board seat) (5 mins 30): https://www.youtube.com/watch?v=lgh1qcFHo-4</p> <p>From the international movement, the Mondragon area in the Basque region of Spain is seen as a marvel of cooperative economics, having an astonishing size of a cooperative economy. You'll see the different types of coops and what people think about how their economy is run (3 minutes): https://www.youtube.com/watch?v=8ZoI0C1mPek</p> <p>Cooperatives and international development - This is a video from the Canadian Co-operative Association, an association supported by Canadian cooperatives to help coops in developing nations be started and supported. This video shows a bit more about what is happening in developing countries with coops (2 minutes): https://www.youtube.com/watch?v=avg790fz0So</p> <p>Debrief questions popcorn style: a)What stands out to you? b)What do you see about the movement? c)Was anything surprising?</p>	<p>-Projector, computer, load the videos ahead of time on different tabs, speaker if needed</p>
20 mins	<p>Types of coops</p> <p>-Show 2 lists: 1 showing coop types based on economic activity and 1 based on ownership type and simply read the different types:</p> <p><u>-Economic activity types (unlimited types in this category):</u> Financial – like credit unions Natural resource/agricultural- dairy cooperatives Service – car share, bike share</p>	<p>-Prepare charts on wall (flip chart) with lists both types of categories.</p> <p>-Prepare chart on flip chart with 5 examples in left column and blank middle column for</p>

	<p>Retail – grocery like Lexington Coop Community – employment collaborative to help people with developmental delays get jobs (organized by their families) Education – some Montessori schools Health – clinics run as worker coops by the practitioners or run by the patients Housing Tech ... <u>Ownership types:</u> Worker - Breadhive Consumer - REI Producer – Ocean Spray Multi-stakeholder – like community centers in some cases</p> <p>-Activity: Provide some examples and have people determine the economic type and the ownership type (see sheet in folder entitled “coop examples”) as a large group.</p> <p>-Show two videos: -Video on worker coops - Own The Change: Building Economic - Democracy One Worker Coop at a Time (22 mins total, show 3 min clip at beginning): https://www.youtube.com/watch?v=8G1-SYMatNc -Coop housing (3 minutes): https://www.youtube.com/watch?v=mc04jfN8iic</p> <p>-Ask if there are questions or comments based on what people have seen. Keep an eye on time.</p>	<p>economic area and blank right column for ownership model.</p> <p>-Print a copy of the types of co-ops for yourself to read during activity</p> <p>-Have videos loaded</p>
25 mins	<p>Intersection with other movements and social/civil rights</p> <p>-Discuss overlap with the <u>environmental</u> movement – Principle 7 is “Concern for Community”, about consideration for community today and also sustainability (economically and environmentally) for the future</p> <p>-Some say cooperatives are an alternative to <u>capitalism</u> and others say they operate within it. Consider the limitations, intentions and principles of coops and capitalism. Where do they intersect? Are coops failing if they do capitalism well? Or succeeding?</p> <p>-<u>Racial justice</u>(Jessica Gordon Nembhard video on Laura Sanders Show (show clip 5 mins if you have time) - https://www.youtube.com/watch?v=TVIghQMkBg or 1 min quick clip https://www.youtube.com/watch?v=DaBvmnAves</p> <p>-<u>Worker’s rights</u> – Argentina coop takeovers – The Take Documentary https://www.youtube.com/watch?v=cOCsfEYqsYs (10 mins, show first 5 mins)</p> <p>-Break the group into small groups 2-5 depending on group size and give them 5 mins to discuss. Small group discussion questions: a)Where do issues overlap between coops and other key social movements? b)What values match between coopers and other people with commitments to community improvement?</p> <p>-Report back and flipchart key ideas – 1 per group.</p>	<p>-Post small group discussion questions on the wall</p>
10 mins	<p>“5 minute” break</p>	
10 mins	<p>Cooperative lifeline (timeline)</p> <p>-Explain that this is time to think about the trajectory of your life moving forward in terms of your coop involvement. Explain we are doing a “Vote with your feet” exercise. Draw an imaginary line (or put</p>	

	<p>down masking tape) down the middle of the room. Ask everyone to stand on the line then ask them to step to the “yes” side or “no” side as you go through the questions. Each time ask if people want to share why they chose that side. Draw out the quieter people.</p> <p>Questions: Would you....</p> <ul style="list-style-type: none"> a) Buy your groceries from a coop grocer? b) Work in your profession in a worker coop? c) Start a worker coop? d) Do your banking at a credit union? e) Live in another coop house after NCHC? f) Join the board of a coop? g) Support coops by seeking out services from them? h) Advocate with local governments or agencies for favorable support for coops? i) Attend meetings at a coop you are a member of? <p>...</p> <p>-Wrap up question to the group - Any reflections, comments, things you noticed?</p>	
30 mins	<p>Local coop person interview/discussion</p> <p>-Interview on their type of coop (worker), likely Breadhive or credit union starting with questions from facilitator then taking questions from the group</p> <p>Questions (add or modify as you wish):</p> <ul style="list-style-type: none"> -How did you get involved with coops? -What attracted you to the coop model? -What does your coop do? <p>-...then anything about the principles, how their coop is different from other business models, challenges, if they work with other coops, etc.</p>	(Have a guest invited and prepare questions ahead of time in terms of their experience and share them with them or generate them together)
10 mins	<p>Mock up a coop</p> <p>-Tell the group they have time to discuss what matters to them. The whole point of a coop is it is homegrown and anyone can be a leader or member or start one. Remind them how both a brewery coop and Breadhive started in OI Wondermoth. Tell them they get a chance in small groups to mock up a coop. Ask them what type of need would you fulfill together, how would you structure yourselves, what would be your priorities/values/key activities? Is there anything in your life that doesn't quite meet your needs in terms of products, services, how things are run that you would like to see done cooperatively? They will have 1 minute to report back their idea. (7 mins)</p> <p>-Report backs (3 mins)</p>	-Have paper and pens for people to use in their small groups
10 mins	<p>Closing</p> <ul style="list-style-type: none"> -Ask the participants for a “check out” go-around where they can indicate anything they still want to learn about coops or a coop they want to join. They can also share a nugget of wisdom they learned. -Thank everyone for their participation, sharing, etc. and summarize any key points or achievements of the day and state next steps if relevant. -Hand out workshop feedback forms and collect them on their way out. -Hand them resource page (in the google drive) and let them know they will be getting a copy by email too. 	<p>-Printed resource pages (1 copy per person)</p> <p>-Workshop feedback forms for each person (reminder: there are 2 per page when printing – cut ahead of time)</p>

5. Assessment by Participants

Add a summary of feedback below here as well as the date delivered so we can keep a record over time as we deliver and improve it.

August...
Summary:

6. Facilitators Reflections on the Session

What changes could be made to make the session more effective? Include the date and summary below from a short debrief session between the facilitators or individually if facilitated by only 1.

Additional resources:

<https://www.youtube.com/watch?v=Igh1qcFHo-4>