

SESSION 1 TRANSCRIPT: FROM PRINCIPLE TO PRACTICE
“THE CO-OPERATIVE PRINCIPLES: A BLUEPRINT FOR EQUITY”

[Jennifer Ross] 12:02:12

So. Hello! My name is Jennifer Ross, and I'm the executive director of the Ontario Cooperative Association.

[Jennifer Ross] 12:02:17

Welcome. We have a great turnout for this very first session in our series, from principle to practice co-designing the cooperative sector for the future.

[Jennifer Ross] 12:02:27

We began our initial talks about doing these workshops exactly one year ago.

[Jennifer Ross] 12:02:31

So it's very exciting to finally see it come together.

[Jennifer Ross] 12:02:34

Thank you for joining us today before we go any further.

[Jennifer Ross] 12:02:38

I'd like to acknowledge that the Ontario Cooperative Association resides on the ancestral homelands of the Anishinaabek Peoples.

[Jennifer Ross] 12:02:45

Specifically the traditional territory of the Mississaugas is of the Credit First Nation.

[Jennifer Ross] 12:02:52

We stand on Treaty 3 or "Between the Lakes Purchase" territory.

[Jennifer Ross] 12:02:57

So why are we here and doing this series today? I think we can all agree that there's a lack of proportionate representation of black, indigenous, people of color.

[Jennifer Ross] 12:03:06

Lgbtq2S+, disabled people, in our sector, among owners, members, staff boards of our cooperatives.

[Jennifer Ross] 12:03:24

I also think that we can agree that we all have a responsibility to make diversity, equity, and inclusion, or Dei as it's referred to, part of the foundation of our organizations.

[Jennifer Ross] 12:03:35

Cooperatives, by their very nature, are principal businesses, and have already laid the groundwork for collaborating to create a more DEI oriented economy and society.

[Jennifer Ross] 12:03:46

However, to truly achieve this, we need to develop and implement practices and policies within our organizations that actually support support that goal as well as amend those

practices, policies, and procedures that are not reflective of an inclusive organization or sector.

Here at oca we understand the power of people

[Jennifer Ross] 12:04:08

Coming together to learn from one another, and to effect real change.

[Jennifer Ross] 12:04:12

Our hope for this series is to bring together a diverse group of people to share their real lived experiences in a safe space.

[Jennifer Ross] 12:04:23

And engage participants in meaningful dialogue, dialogue, that will hopefully lead to deeper conversations at your organizations and around your board tables.

[Jennifer Ross] 12:04:33

This series will AIM to provide you with some of the training and tools that will help you...

[Jennifer Ross] 12:04:39

Begin your review, amend and create policies and practices for your own organization, leading to a more diverse, equitable, and inclusive sector, overall

[Jennifer Ross] 12:04:53

So I'd like to first thank our 4 incredible organizations who have partnered with us to make this series not only possible, but also purposeful. Freedom dreams

cooperative education, who are leading today's workshop.

[Jennifer Ross] 12:05:08

The black woman's professional worker Co-OP, and the Woman's multicultural resource and counseling center, whose founders will both speak at our second session in February,

and the inclusive design research center who are here with us today and who

[Jennifer Ross] 12:05:26

Will facilitate the next 2 sessions in February and March you can learn more about each of these organizations on our dedicated website, which has been put into the chat for you.

[Jennifer Ross] 12:05:38

ocap8series.com

[Jennifer Ross] 12:05:42

The series would not have been possible without the generosity of our amazing sponsors. Alterna Savings, Frontline Credit Union,

Gay Lea Foods Co-operative, Iler Campbell LLP, Meridian, Northern Credit Union, Quadro Communications Co-operative.

[Jennifer Ross] 12:05:48

Thank you to the organizations for recognizing the value of these sessions and supporting the initiative.

[Jennifer Ross] 12:05:54

Please take a moment again to learn more about the organizations by clicking on their logos on our dedicated website.

[Jennifer Ross] 12:06:02

Now, just a few quick housekeeping notes. If you have any technical difficulties, please send a direct message in the chat to either tech one or tech 2 not to everyone, and someone will assist you.

[Jennifer Ross] 12:06:16

If you have any questions I believe we're gonna hold them until the end.

[Jennifer Ross] 12:06:21

But you're welcome to raise your hand using the raise hand function, or write in the chat box to everyone, and someone will read your question aloud for you.

[Jennifer Ross] 12:06:30

Today's session is being recorded and has closed captioning, and we will be sharing the recording transcript and Speaker slides with you.

[Jennifer Ross] 12:06:39

After the session. And lastly, please take a few minutes to complete the short survey that you will receive right after this session today, because your feedback is really important to us.

[Jennifer Ross] 12:06:52

I'm pleased to now introduce to you the 2 presenters of our first session, Christine Clarke and Susanna Redekop.

[Jennifer Ross] 12:07:00

Christine Clarke is a co-OP developer, educator, and advocate for cooperatives in the solidarity economy.

[Jennifer Ross] 12:07:07

She believes that the cooperative approaches can build the foundation for just and equitable workplaces and transformative community projects.

[Jennifer Ross] 12:07:16

She is co-founder of Freedom Dreams Cooperative Education, a cooperative development and education hub that shares knowledge and resources about cooperatives and the solidarity economy from a Black, Indigenous and Persons of Color (BIPOC) perspective.

[Jennifer Ross] 12:07:31

She is also a graduate of co-OP zones, Co-OP development training program, sits on the board of directors of the local Food and Farm Cooperative and is on the Jedi Committee for the Canadian Worker Co-OP Federation.

[Jennifer Ross] 12:07:48

Susanna Redekop who is co-presenting With her today has over 10 years of experience, working and consulting for various cooperatives, including grocery food hubs, housing farms, child care, multi, stakeholder co-ops as well.

[Jennifer Ross] 12:08:00

She was previously the communications Coordinator for the West End food Co-OP and for local food and farm co-ops, and has managed communications for the Fair Finance Fund,

[Jennifer Ross] 12:08:11

and The National Farmers Union of Ontario, with their Climate Action Projects.

[Jennifer Ross] 12:08:15

Susannah is the engagement manager for the Canadian community

[Jennifer Ross] 12:08:21

Economic development network on their investment readiness program and also sits on the Jedi Committee for the Canadian worker Co-OP Federation.

[Jennifer Ross] 12:08:30

She is also a co-founder of Freedom Dreams Cooperative Education.

[Jennifer Ross] 12:08:35

Thank you both for joining us. Please take it away.

[Christine - Freedom Dreams Co-operative Education] 12:08:43

And welcome everybody. It's great to see a turnout, and it's great to see some of the community that Suzanne and I've been building through this work joining us today and supporting. I'm going to share my screen

[Christine - Freedom Dreams Co-operative Education] 12:09:12

Nice introduction. So I'm just gonna talk a little bit more about Freedom Dreams and who we are, we're a cooperative development and education Hub that shares knowledge and resources about cooperatives and the solidarity economy from the perspective of Black, Indigenous in person of

[Christine - Freedom Dreams Co-operative Education] 12:09:31

color communities. Our vision is to see those communities with cooperatives that create equitable, sustainable, and dignified employment, contribute to the economic development of their communities and foster justice and equity diversity and inclusion within Canada's co-OP sector

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:00

And I'm Susanna. Thank you so much. So today's workshop is called cooperative principles and blueprint for equity.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:12

We are embarking upon the creation of a toolkit to interpret the cooperative principles through an anti-oppression and cultural inclusion Framework

to support co-ops, credit unions, and collectives, to integrate DEI practices that are in alignment with the cooperative values and identity.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:30

This both prepares us for and strengthens the adoption of the cooperative principle.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:36

Diversity equity, inclusion, which you'll hear throughout this presentation as Dei or Edi.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:40

So we're building concepts that are not bending themselves around to fit these concepts of Dei.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:10:46

But instead, having these key principles and practices integrated, and interwoven through the Co-ops, culture and policy,

thanks, Michelle, so this is what we'll be learning today.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:11:20

What we'll be doing is the work will be starting together is something you can use with all of the other cooperative principles applying a

similar lens to continue this work with your own team. today is meant to be one piece of a larger body of work.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:11:34

So these analytical skills will be we learning today bring our own experiences as well, coming together with our own stories, policies as well as continuous learning.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:11:44

This ongoing approach, Christine...

[Christine - Freedom Dreams Co-operative Education] 12:11:55

That's what makes us a good team. So equity is based on a key idea.

[Christine - Freedom Dreams Co-operative Education] 12:12:01

And that's what's called in this Pgc practices to operationalize diversity, equity, and inclusion they don't need to venture far.

[Christine - Freedom Dreams Co-operative Education] 12:12:11

The 7 core principles already provide a values based framework to support the work of Edi, which can then be incorporated into action as it relates to every principle,

so of all the principles, I think we all do kind of make this obvious connection between dei and principal number one voluntary and

[Christine - Freedom Dreams Co-operative Education] 12:12:32

open membership. which states that co-ops are open to all, we're able to use services without discrimination.

[Christine - Freedom Dreams Co-operative Education] 12:12:42

But those same links that aren't so obvious in fact, exist for all of the other principles.

[Christine - Freedom Dreams Co-operative Education] 12:12:49

So, for example, if you wanted to build equitable Co-OP practices around principle 2, Democratic member control.

[Christine - Freedom Dreams Co-operative Education] 12:12:54

You can examine the ways that even consensus decision making can replicate unequal power dynamics, And then integrate Dei approaches in order to challenge and overcome that,

[Christine - Freedom Dreams Co-operative Education] 12:13:04

or if you wanted to build co-OP policy and practice around

principle number 3, member economic participation, you can start by exploring how marginalized communities have experienced economic exclusion and

the ways in which that impacts the willingness to Engage in economic systems, even those that present themselves as democratic, such as co-ops do.

[Christine - Freedom Dreams Co-operative Education] 12:13:28

So in this work that we're embarking on\, it allows you to use the principles to identify the barriers that are preventing realization of

EDI(Equity, Diversity and Inclusion) in your co-OP,

[Christine - Freedom Dreams Co-operative Education] 12:13:47

and from there you could then Arrive at all the practices to challenge and overcome these barriers, because the principles are already the foundation

from which you build your co-ops and credit unions, employing them in this way points toward a more integrated approach to edi

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:06

And this is how we're going to do it. We at freedom dreams co-operative education initiative, We are women of color.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:12

And the cooperative workspace to be clear, we are not EDI experts.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:18

We partner with experts in the EDI field, we've partnered with Challenge Accepted, which is an anti-oppression based education organization led by a team with

lived experience to support the literary view of the cooperative principles,

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:35

and to support our work in developing practices and resources for our toolkit we're researching and documenting best practices from BIPOC led, and Allied co-ops across North America.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:41

And we're workshoping each principle to gather feedback, refine our approach to this work.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:47

Starting with the first principle as an example for all of us to get the ball rolling

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:14:52

And so for who this community is, for our community of users, including startup co-ops building in these EDI approaches from the launch of the Co-OP and the Get-go,

existing co-ops implementing measurable approaches to better integrate their EDI policies and put those policies into practice within Their work,

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:15:10

grassroots organizations, incorporating collective ownership and democratic decision making into their projects.

Not all organizations have to be incorporated as cooperatives to work cooperatively or to benefit from this kind of an approach.

[Christine - Freedom Dreams Co-operative Education] 12:15:28

So what We're doing in our time together is demonstrate what the framework looks like in practice, and we'll do that through principle number one, voluntary and open membership

and we'll show you how an EDI approach when applied to this principle can assist your co-OP in

[Christine - Freedom Dreams Co-operative Education] 12:15:47

creating policy aims at attracting and retaining a diverse membership to your co-OP.

[Christine - Freedom Dreams Co-operative Education] 12:15:53

Let's start with what is P1, Voluntary and open membership.

[Christine - Freedom Dreams Co-operative Education] 12:15:57

So I'll read from the International Cooperative Alliances definition, cooperatives are a voluntary organizations open to all procedures able to use their services and willing

to accept the responsibilities of membership without gender social racial political or religious discrimination. there's already

[Christine - Freedom Dreams Co-operative Education] 12:16:20

An obstacle here, an implicit assumption that if we were to just follow this definition, actually might limit the effectiveness of the policies and practices you adopt

under voluntary and open membership. in reading that can you spot it like just kind of within yourself, I think

[Christine - Freedom Dreams Co-operative Education] 12:16:42

I can spot what that implicit assumption might be.

[Christine - Freedom Dreams Co-operative Education] 12:16:46

We're gonna get into that. But I also wanted to say that when you read the ICA's guidance notes on the cooperative principles and states that the guide is based on

contemporary,

[Christine - Freedom Dreams Co-operative Education] 12:17:05

terms that for the 20 first century, what I like about the guidance notes is it all states that our guide is living

[Christine - Freedom Dreams Co-operative Education] 12:17:12

Document. It has the flexibility to adapt and change as our understanding of the terms we use to define our lives.

[Christine - Freedom Dreams Co-operative Education] 12:17:19

to fit society changes. This is an example of that.

[Christine - Freedom Dreams Co-operative Education] 12:17:25

There's something here where, when we talk about EDI and truly applicable approaches, there's a term here that actually needs to be unpacked,

because the way we think about EDI is actually shifted and moved forward.

[Christine - Freedom Dreams Co-operative Education] 12:17:41

So we're actually gonna unpack this in our first breakout room.

[Christine - Freedom Dreams Co-operative Education] 12:17:49

So the Oca Team will organize everyone in breakout rooms shortly

[Christine - Freedom Dreams Co-operative Education] 12:17:56

But I just wanted to provide context for what we're gonna be doing.

[Christine - Freedom Dreams Co-operative Education] 12:18:00

So the Ica guidance on the first principle, emphasizes the importance of open membership without discrimination.

[Christine - Freedom Dreams Co-operative Education] 12:18:08

Yeah, it's contemporary EDI discourse.

[Christine - Freedom Dreams Co-operative Education] 12:18:11

We're hearing more and more emphasis being put on approaches rooted in anti-oppression.

[Christine - Freedom Dreams Co-operative Education] 12:18:18

So the question that we want you to unpack in your room is, what's the difference between non-discrimination and anti-oppression, is the difference between the 2 negligible?

[Christine - Freedom Dreams Co-operative Education] 12:18:29

Is there even a difference We should be aware of, and how much if there isn't difference?

[Christine - Freedom Dreams Co-operative Education] 12:18:35

How much can that difference truly impact the policies and practices we create

[Christine - Freedom Dreams Co-operative Education] 12:18:41

Use what you need to to answer this question together. You can use your current understanding.

[Christine - Freedom Dreams Co-operative Education] 12:18:46

You can use your lived experience, if you had resources that you bookmark, or that you have on your bookshelf, you can use that. You can Google.

[Christine - Freedom Dreams Co-operative Education] 12:18:57

It right if you need to. In your rooms. Google a definition of nondiscrimination or answer your question.

[Christine - Freedom Dreams Co-operative Education] 12:19:04

If you even just wholesale

[Christine - Freedom Dreams Co-operative Education] 12:19:08

Search. What's the difference between because you have to remember that when you go back to your co-ops in your organization you'll have to incorporate

all of those things in order to do this work, because even the best EDI consultant that you hire isn't able to do

[Christine - Freedom Dreams Co-operative Education] 12:19:27

All of this work for you, so we'll get the Oca.

[Christine - Freedom Dreams Co-operative Education] 12:19:33

Team to put everyone into groups of 5, and we'll have everyone work on this for about 10 min.

[Christine - Freedom Dreams Co-operative Education] 12:19:41

Susanna is gonna drop a link in the chat to an open document created.

[Christine - Freedom Dreams Co-operative Education] 12:19:48

Please use this document to track your responses, and it will be a document that everyone can keep as a resource to refer back to

[Christine - Freedom Dreams Co-operative Education] 12:19:59

In the document Suzanne shared. So you'll be put into rooms by number, and in the document Suzanne shared, you could click on the link

top of the the top of the page to be taken to the table for your groupx. before we leave the shared space does anyone

[Christine - Freedom Dreams Co-operative Education] 12:20:19

have any questions about what we'll be doing

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:21

I have a question here from Sabina, asking, saying that the mic is not working.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:29

Can they participate in group by chat? Yes, of course you can.

[Christine - Freedom Dreams Co-operative Education] 12:20:30

Absolutely.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:31

Thank you. And then Michelle, for our tech, thank you for being able to do breakout rooms.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:39

Can we do? 9 breakout rooms, please

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:44

Then 5 per room in that case, but I think that should be fine.

[Christine - Freedom Dreams Co-operative Education] 12:20:48

Okay.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:20:48

Okay. Great. Thank you.

[Christine - Freedom Dreams Co-operative Education] 12:20:52

And Suzanna and I will dip in and out of rooms to just to check in.

[Christine - Freedom Dreams Co-operative Education] 12:20:58

See how everybody's doing with the exercise

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:21:03

Go ahead and launch. Thank you.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:21:07

Okay. So you should be able to see the bottom of your screen you're the option to be able to join the rooms.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:21:14

We'll see you back here shortly.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:21:30

If anyone's having trouble joining a room, please let us know, and our tech support will help you with that

-Breakout rooms-

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:31:50

Okay. Hi, lisa. So as everyone's just starting to come back I'll invite you to think about and reflect on some of those things, that were discussed in your groups,

I believe everyone will be back in just another moment or 2.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:32:07

Let me get that beautiful flood of faces and people

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:32:16

That's some really great interesting points that I just kind of, was a fly on the wall for those conversations just popping in.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:32:24

It's interesting to get like a little, you know, glimpse on some conversation, but really not the whole context.

[Christine - Freedom Dreams Co-operative Education] 12:32:34

Alright! Do we have everybody back? Okay, perfect. Thank you. I wasn't able to jump into all of the rooms.

[Christine - Freedom Dreams Co-operative Education] 12:32:43

But thanks, Susanna. There were some interesting insights that I was hearing, and the various levels of experience with with these questions

surrounding diversity, equity, and inclusion, and I want to remind you, engaging in this work part of that commitment and

[Christine - Freedom Dreams Co-operative Education] 12:33:04

Consistency is that unlearning and learning that you do.

[Christine - Freedom Dreams Co-operative Education] 12:33:08

You know, as part of your personal development so when I said, You can Google, this, and that's the place to start right right,

if you're not familiar with these definitions, start then and then start building your resources so that when you come into a space with other folks,

you have a basis from which you can understand

[Christine - Freedom Dreams Co-operative Education] 12:33:29

What's getting presented. I'm gonna get. Maybe one group.

[Christine - Freedom Dreams Co-operative Education] 12:33:35

One or 2 groups to just volunteer to share what the difference between nondiscrimination and anti-oppression in just a point form.

[Christine - Freedom Dreams Co-operative Education] 12:33:46

A quick point for Rundown, and then I'll go into into a bit more of an expansion on this.

[Christine - Freedom Dreams Co-operative Education] 12:33:54

Can I get a volunteer, which is from one of the groups

[Christine - Freedom Dreams Co-operative Education] 12:34:04

And again, if not, that's also okay. Because you do have that document.

[Christine - Freedom Dreams Co-operative Education] 12:34:11

And that's document is yours. You can see what other groups discussed, and you can even refer back to that.

[Christine - Freedom Dreams Co-operative Education] 12:34:18

Michelle, lovely to see your hand, and how you doing

[Michelle Chin-Dawe] 12:34:26

Hi! Good! Thanks! How are you?

[Christine - Freedom Dreams Co-operative Education] 12:34:28

Good.

[Christine - Freedom Dreams Co-operative Education] 12:34:31

What would you like to share

[Michelle Chin-Dawe] 12:34:32

So , we had mostly cameras off, so I can't remember who that somebody mentioned, not knowing the difference.

[Michelle Chin-Dawe] 12:34:41

So I totally did just Google it. So the Google definition, first thing that came up for nondiscrimination was we shouldn't be treated on a fairly or differently,

or denied our rights because of our gender age race religion beliefs sexual orientation disability or anything else when I

[Michelle Chin-Dawe] 12:34:59

Google, Anti-opression. The first thing that came up was anti-opression is the strategies, theories, actions, and practices that actively challenge systems of oppression

[Michelle Chin-Dawe] 12:35:09

On an ongoing basis. In one's daily life, and then social justice and change work and note that, I added, was that non-discrimination kind of reminds me of color blindness.

[Michelle Chin-Dawe] 12:35:20

When people say that I don't see color, I don't see race, I don't discriminate, again...

[Michelle Chin-Dawe] 12:35:30

Anybody has a way to kind of appease, or kind of Be polite about the subject, but I don't personally think that that's necessarily the same as confronting the actual systems of oppression

that keep people away from certain sectors or anything like that.

[Michelle Chin-Dawe] 12:35:42

So I think at first I did definitely think they were very similar, but a quick Google search highlighted this little nuance, showing it's quite different.

[Michelle Chin-Dawe] 12:35:52

So thank you for that exercise, and this is great so far. By the way.

[Christine - Freedom Dreams Co-operative Education] 12:35:56

Wonderful. Thank you. Michelle. I don't even feel like I need to expand on anything.

[Christine - Freedom Dreams Co-operative Education] 12:36:00

There Michelle captured the difference between the 2. and the 2 words that I do want to

[Christine - Freedom Dreams Co-operative Education] 12:36:08

Highlight, though, is in what Michelle is saying. It's important to recognize that when we just employ approaches that are nondiscriminatory,

it's actually passive, whereas when we engage in approaches that are based in anti-oppression, it is active right, it is taking response it is

[Christine - Freedom Dreams Co-operative Education] 12:36:26

Confronted, recognizing and confronting systems of of oppression.

[Christine - Freedom Dreams Co-operative Education] 12:36:30

So it's important to remember this distinction, because if we're only creating policy based on non-discrimination, we're not getting to the root of the problem.

[Christine - Freedom Dreams Co-operative Education] 12:36:39

And any policy that we draft it's not going to be comprehensive.

[Christine - Freedom Dreams Co-operative Education] 12:36:43

It's not going to be meaningful. It's not going to be sustainable, whereas when we draft them on principles of anti-oppression questions,

we're seeking to bring equity to the power imbalances that exist between people and that are reinforced

[Christine - Freedom Dreams Co-operative Education] 12:36:59

By society.

[Christine - Freedom Dreams Co-operative Education] 12:37:02

I'm gonna share my screen again

[Christine - Freedom Dreams Co-operative Education] 12:37:13

Okay.

[Christine - Freedom Dreams Co-operative Education] 12:37:21

So some takeaways, when you're thinking about that particular EDI approach, anti- oppression versus discrimination, and how you can use your understanding of that to inform your policies and practices.

[Christine - Freedom Dreams Co-operative Education] 12:37:35

Here's some points that you want to use as a guideline.

[Christine - Freedom Dreams Co-operative Education] 12:37:39

So you want to make sure that in your policies and practices you are going beyond discrimination to address systemic oppression.

[Christine - Freedom Dreams Co-operative Education] 12:37:48

You want to make sure that what you build in draft is recognizing the intersectional and multi fold impacts of the trauma and violence associated with

systemic oppression, and you also recognize the comprehensive work that's required to counteract pervasive and powerful

[Christine - Freedom Dreams Co-operative Education] 12:38:07

Dynamics of systemic oppression within any organization, including co-ops.

[Christine - Freedom Dreams Co-operative Education] 12:38:12

So to bring these into an example that Michelle just mentioned.

[Christine - Freedom Dreams Co-operative Education] 12:38:17

That All of these connects to.

[Christine - Freedom Dreams Co-operative Education] 12:38:26

It's not enough to say I'm color blind, you know, My doors are open to all, and that in itself will guarantee this kind of equanimity.

in order to draft comprehensive, sustainable policys you actually need to go beyond that and make sure that you're recognizing the differences in the language and meaning ,

[Christine - Freedom Dreams Co-operative Education] 12:38:42

if you don't know how To recognize all of these things, that is work that you, your Co-OP, will have to do,

[Christine - Freedom Dreams Co-operative Education] 12:38:49

either through your own learning or bringing on a Dei consultant, bringing on an elder in your community, or bringing on someone with lived experience, including within the Co-OP.

[Christine - Freedom Dreams Co-operative Education] 12:38:58

You call up membership or community members that have the lived experience of this, and, you know, feel equipped and comfortable to share that knowledge with you and your co-op

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:39:15

Thank you, Christine. I just want for a brief moment to be able to emphasize that that last piece that Christine said,

because each of you have your Co-OP, your organization within a very specific community that has very very specific needs.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:39:33

And that will differ from place to place, from community to community, from Co-OP to co-op.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:39:39

So really emphasizing that this is necessary for you to do, to bring back to your team, to your Co-OP, to your community.

to understand what those needs are,

and to seek out experts in those specific demographics and fields that you're looking to be able to connect with; paid Experts I should say.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:39:58

So our breakout session was also a sampler of

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:02

What this work will look like. Let's go back and go deeper and see what the basis for all of this is.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:08

The why, the what and the how of it.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:13

As Christine said, this is comprehensive work, and requires a personal and professional commitment, and investment in your co-ops.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:19

Resources are important to understand the purpose. So why? Why is your Co-OP committed to voluntary and open membership?

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:27

Why are you undertaking that? Why, moving beyond your personal perspective or your co-OP, into those communities and bringing that ripple effect

into those communities that you want to serve with the EDI work Specifically.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:41

Finally, take these first 2 steps to help you with the last one identifying and challenging implicit biases and assumptions.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:40:50

That will lead you to more relevant and effective policy and practice, it'll help you recognize when policies you create are not working and when you're,

in fact, replicating the same harms you're seeking to combat.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:41:03

And why- interrogating Is that last key step. We need to always be revisiting, questioning, understanding
This

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:41:10

so some takeaway questions to consider. Do these reality seem familiar to you?

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:41:16

Is this happening in your organization? Again- Why?

[Christine - Freedom Dreams Co-operative Education] 12:41:33

Thank you for that.

[Christine - Freedom Dreams Co-operative Education] 12:41:39

What is this work, this series OCA is hosting is called principles into practice. This is what we're doing.

[Christine - Freedom Dreams Co-operative Education] 12:41:43

And in this specific framework that we're building, we're putting the principles into practice by
recognizing that the 7 co-op principles

do provide this values based framework to support the Edi.

[Christine - Freedom Dreams Co-operative Education] 12:41:58

But values are only the start of the journey. They only gain power as they're implemented, as they're
enacted and implemented

[Christine - Freedom Dreams Co-operative Education] 12:42:07

Time and time again. So this work is a practice consistently identifying and applying EDI approaches to
each principle.

[Christine - Freedom Dreams Co-operative Education] 12:42:16

So we just look at discrimination versus anti-oppression.

[Christine - Freedom Dreams Co-operative Education] 12:42:21

Here are 4 other Dei approaches, so you can look at the difference between equality and equity, or acknowledge and seek to bring equity to the oppressive dynamics between power and privilege.

[Christine - Freedom Dreams Co-operative Education] 12:42:37

This work could be about seeking to confront and challenge the nature of systemic oppression, or that third one recognizing intersectionality in the harms and the opportunities of different lived experiences within our society.

[Christine - Freedom Dreams Co-operative Education] 12:42:53

For bringing the understanding of EDI approaches, such as those to inform the policies and practices we create...

[Christine - Freedom Dreams Co-operative Education] 12:43:03

We also do this in a committed consistent and active manner.

[Christine - Freedom Dreams Co-operative Education] 12:43:08

So this isn't it when it comes to a particular policy.

[Christine - Freedom Dreams Co-operative Education] 12:43:12

This isn't a set it and forget it Situation,

[Christine - Freedom Dreams Co-operative Education] 12:43:17

this isn't, We went to a Co-OP, we went to this workshop, and now we're good, right?

[Christine - Freedom Dreams Co-operative Education] 12:43:22

You want to make sure that you're bringing in an understanding of Dei approaches such as these, and really reflecting on

how can we use those as a foundation to inform what we create for each principle?

[Christine - Freedom Dreams Co-operative Education] 12:43:36

How can we use those to inform what we create for voluntary membership.

[Christine - Freedom Dreams Co-operative Education] 12:43:45

Equally important is how to do this work. So we're providing you with a house.

[Christine - Freedom Dreams Co-operative Education] 12:43:52

This is one framework of many that you can use in order to approach edi in your organization.

[Christine - Freedom Dreams Co-operative Education] 12:43:59

But beyond the framework there's actually also the infrastructure, so to speak, how is your co-OP going to do this right?

[Christine - Freedom Dreams Co-operative Education] 12:44:05

What's the work plan for it? How this actually looks- what it actually looks like in your co-OP?

[Christine - Freedom Dreams Co-operative Education] 12:44:10

What is the investment of time, labor, and financial resources that you're committed to making?

[Christine - Freedom Dreams Co-operative Education] 12:44:18

Do you need to bring in external consultants to help you?

[Christine - Freedom Dreams Co-operative Education] 12:44:22

Whether that's elders, community members, your existing Co-OP membership.

[Christine - Freedom Dreams Co-operative Education] 12:44:27

Hiring a Dei consultant, looking to toolkits such as this one that we're evolving and developing, or other toolkits that exist on line.

[Christine - Freedom Dreams Co-operative Education] 12:44:39

Or can you rely on the internal knowledge and lived experience with your co-OP staff and membership?

[Christine - Freedom Dreams Co-operative Education] 12:44:47

These are all "or"s, but they're also "and"s.

[Christine - Freedom Dreams Co-operative Education] 12:44:50

You likely need all 3 to really do this work in a committed and consistent way, and a takeaway question that you can use to keep yourself on track.

[Christine - Freedom Dreams Co-operative Education] 12:45:01

would be how can we start or continue this work within our Co-OP Organization?

[Christine - Freedom Dreams Co-operative Education] 12:45:05

What might that look for us today tomorrow and in the coming year?

[Christine - Freedom Dreams Co-operative Education] 12:45:13

So now that we've gone deeper into this framework.

[Christine - Freedom Dreams Co-operative Education] 12:45:18

Why, the what, and how? With that, with more of a grounding, we're gonna go into another breakout room that actually builds on the first one

this time we're going to look specifically at how you can use this framework and that anti-oppression versus discrimination that we discussed

In the first one to improve our policy making.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:45:44

Awesome. Thanks, Christine. So yes, as Christine was saying, we're gonna be taking what we learned so far,

of interrogating that language or the first co-op principle, voluntary and open membership, and we're going to apply that to improve a policy.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:02

Think through what we learned in this first round, feel free to go back to the link

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:06

If that's in the chat. By the way, look at what your group wrote.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:11

Look at what other groups wrote. I mean, after all, the sharing space is

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:14

Well, cooperative. we can share and look at others.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:19

It's part of the learning journey to be able to continue that open learning space.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:25

And so the policy we're gonna go over is "all our welcome here".

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:46:30

But first Christina will outline some guidelines to help us put this policy into action.

[Christine - Freedom Dreams Co-operative Education] 12:46:37

So here's some guidelines that will help you do this exercise of improving a policy so that it more aligns with Dei approaches, and anti-oppression.

[Christine - Freedom Dreams Co-operative Education] 12:46:52

You want to look at one of the current barriers that the communities that you're seeing to attract and retain into your co-op-

[Christine - Freedom Dreams Co-operative Education] 12:47:02

What are they facing? So, to give you an example, Suzanne said, you each have your respective communities, and the makeup of that community, and the needs are gonna look different.

[Christine - Freedom Dreams Co-operative Education] 12:47:13

So as an example, let's say you want to be a better service to 2SLgbtq+

[Christine - Freedom Dreams Co-operative Education] 12:47:17

members in your co-operative community.

[Christine - Freedom Dreams Co-operative Education] 12:47:21

You want to be the type of Co-OP that makes members from those communities feel welcome to use your services or apply to be members or workers of your co-OP.

[Christine - Freedom Dreams Co-operative Education] 12:47:31

You then may want to actually go from generalized statements of "our door is open" zone to a more specific problem or practice that serve the needs of those communities.

[Christine - Freedom Dreams Co-operative Education] 12:47:43

So before you even do that, you need to understand what are the current barriers for 2SLgbtq+

[Christine - Freedom Dreams Co-operative Education] 12:47:51

Communities in the workplace. What are those barriers?

[Christine - Freedom Dreams Co-operative Education] 12:47:55

Why are they barriers for your organization? And what are the ways you can turn those barriers into opportunities,

and also opportunities to have different voices at the table?

[Christine - Freedom Dreams Co-operative Education] 12:48:08

Remember, this isn't about deciding one way to make 2SLgbtq+ members feel more comfortable without listening to Individuals tell you what makes them comfortable...

[Christine - Freedom Dreams Co-operative Education] 12:48:17

So you wanna understand What are the current variables?

[Christine - Freedom Dreams Co-operative Education] 12:48:24

You also wanna look at what dynamics, of cooperativeism or equity and inclusion already exist in our practice

by those communities, and that ties into what I just said.

[Christine - Freedom Dreams Co-operative Education] 12:48:38

So you might want to research what are some policies that, for example, 2SLgbtq+ led businesses and co-ops have already created and defer to those.

[Christine - Freedom Dreams Co-operative Education] 12:48:55

So "there's no solution for us, without us" is an important concept.

[Christine - Freedom Dreams Co-operative Education] 12:49:00

Here, you want to listen to those voices and see what are the solutions that we built for ourselves and the integrate those in your co-op.

[Christine - Freedom Dreams Co-operative Education] 12:49:10

It's also important here to build relationships and reciprocity. Right?

[Christine - Freedom Dreams Co-operative Education] 12:49:15

You know that idea of an external consultant specifically when it comes to okay, you want to go out into your community and find members of that

community to help you in this work...It's important that it's not transactional.

[Christine - Freedom Dreams Co-operative Education] 12:49:26

If you're only doing it because you need, You know, groups from marginalized communities to join your co-op or to use your services.

[Christine - Freedom Dreams Co-operative Education] 12:49:36

Build relationships. You know, build relationships of care, of true concerns that you can truly understand.

[Christine - Freedom Dreams Co-operative Education] 12:49:44

What are these dynamics? What are these barriers, and how can we be of service?

[Christine - Freedom Dreams Co-operative Education] 12:49:50

And that also connects into that third one, that listening piece right?

[Christine - Freedom Dreams Co-operative Education] 12:49:56

That it's important for you that if you don't have this lived experience, even if you do have this lived experience

to always invite in, always defer to voices from those communities to help you craft those policies.

[Christine - Freedom Dreams Co-operative Education] 12:50:14

So in our breakout rooms we really will kind of be able to do the first 2 together. What are the current barriers? What dynamics already exist among those communities?

[Christine - Freedom Dreams Co-operative Education] 12:50:33

So use those same resources you used during the first breakout rooms. Your current understanding, your lived experience, resources that you have already read, or refer to Google.

[Christine - Freedom Dreams Co-operative Education] 12:50:42

Use all of these to help you within your group. So this exercise I'm gonna put it back to Susanna, and she'll show you that we've actually created a generic policy that we're gonna ask you to improve.

[Christine - Freedom Dreams Co-operative Education] 12:50:56

If you wanted in your groups to even create a hypothetical co-OP and get specific.

[Christine - Freedom Dreams Co-operative Education] 12:51:02

For example. Oh, yes, we do want to welcome more to 2sLgbtq+ members in our co-op.

[Christine - Freedom Dreams Co-operative Education] 12:51:07

You can feel free to do that. Really. What we want to get you to do in this exercise is to really just focus it on how we can go from these more generalized passive approaches to EDI into specific and actionables. again, you'll have 10 min in this room.

[Christine - Freedom Dreams Co-operative Education] 12:51:26

And Susanna and I will jump in and out, but we'll take questions in a second to see if folks are clear.

[Christine - Freedom Dreams Co-operative Education] 12:51:41

But we're also going to give you an example of an actual policy that a organization has put into practice that

extends this idea of going from discrimination, from a nondiscriminatory approach to an Anti-oppression approach.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:00

Thanks, so much Christine, so yes, we'll be using an example of policy That's created from a place of equality, this non discriminatory framework.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:14

If you notice passive wording. "All are welcome" on,For example, a sign over the front door of a business.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:21

The business might wonder why You only see certain demographics shopping at your store. Are they mostly white middle class, single, coupled.

If you want your business to be more welcoming to young families.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:34

For example, having a kids section for them to play in helps relieve parents to do a little shopping.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:39

This example I thought about as well, too. I used to co-manage West End food Co-OP. We were the only grocery store that had children size, shopping carts, which was a huge hit.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:52:51

Everyone loved them, because also the kids would help with the shopping, and they would be empowered about their food choices

and it was a way for us to be able to do something actionable to make it more welcoming space for families.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:06

So in this example, think about your specific demographics, and who you might want to be explicitly making feel welcoming your co-OP,

then do something active to specifically demonstrate that you're working to change that narrative.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:20

the example I have up here is from bike pirates. It's a collective community-run bike shop in Toronto, which, funny enough, is not actually an incorporated co-OP.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:27

And it also shows us an example that you can use cooperative methods, Policies, practices, without necessarily having to stick to being incorporated.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:38

They are collective community run bike shop, and since 2008 have been dedicating Sundays to having women and trans folks only.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:47

Why do you think this is? I'm gonna actually just put the link to bike pirates and their policy here into the chat in case you want to see.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:53:57

So in this policy they clearly state they're working to create a positive space, a safe learning space for communities underrepresented in the cycling community, who often would not feel as safe or comfortable doing this work during regular open hours.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:12

They also recognize their other oppressions are important barriers to participation in their shop and the community more widely so you can read the whole page if you like to.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:21

What's great about this is, you know, creating that space that's specifically for these communities.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:29

Also helps empower them to hopefully have them feel that they can enter within hours of all sorts.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:35

But how this very specific space means that it's a very safe space for them to be able to do that.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:41

Okay. So I'm going to put the link for the second breakout rooms into the chat here.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:49

But before I do, I'm gonna put the policy that we want to be looking at and critiquing here.

[Susanna (she/her) - Freedom Dreams Co-op Education] 12:54:56

So the policy is "all our welcome to use the services of our Co-OP, regardless of race, color, gender, sexual orientation, marital status,

religion, national origin, age, physical or mental disability, or other grounds protected by law".

-Breakout rooms-

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:03

Take a moment. Think about some of the things that your group had discussed.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:09

Some of the topics that came up. Some of those different ways to rethink these policies.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:16

Rethink these principals in general, and just wait for everyone else to come back

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:27

There we go. It's a flood. It's a lot of people

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:33

Welcome back everyone, Thank you, Sophie.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:43

Yeah, I hope you had some great conversations in your groups.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:46

I hope that this is a fun exercise. You know, rethinking how we sort of think.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:08:52

It's not often, but we really get to interrogate the kind of the co-op principles we take for granted.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:09:00

You know the fact that we're based on this But don't really look at them again...

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:09:03

until maybe it's co-OP week or something.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:09:06

But it's important to be able to do so.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:09:08

You know its something that we have all in common that our organizations are based on.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:09:14

So a couple of takeaway questions...

[Christine - Freedom Dreams Co-operative Education] 13:09:17

Did we want to maybe just invite or share the Google Doc and invite maybe one contribution with the time we've got.

[Christine - Freedom Dreams Co-operative Education] 13:09:39

Does anybody want to share either the process that you and your group went through, or some of the items that you discussed around this?

[Christine - Freedom Dreams Co-operative Education] 13:09:51

Even if you didn't necessarily come out with a completely reimagined policy.

[Christine - Freedom Dreams Co-operative Education] 13:09:59

Just even talking about what that process was like, of interrogating that policy, we'd love to hear your experience.

[Christine - Freedom Dreams Co-operative Education] 13:10:08

Does anyone want to volunteer to share?

[Deirdre (they/them) CHFC] 13:10:23

Hi, our group had a really great conversation, so, thanks to my group members, it was lovely, and our process actually kind of

started by talking about the bike Co-OP policy.

[Deirdre (they/them) CHFC] 13:10:36

And we we discussed how we kind of wondered how, where that policy came from, who informed it, and what and how effective it has been

because we were recognizing that a couple of things, the needs of Cis women and trans People are not the same,

[Deirdre (they/them) CHFC] 13:10:57

and so putting them together is an interesting tactic, and also putting like trans women and trans Men in the same space is interesting.

So we kind of wondered, like, yeah, is that working?.

[Deirdre (they/them) CHFC] 13:11:15

Is that a good, Is that actually a good policy? And then also, what are they doing to educate like the Cis dudes,

who make people feel uncomfortable about how to be inclusive in the space when when it isn't women and trans day, and then we took some of those thoughts

[Deirdre (they/them) CHFC] 13:11:32

And we kind of applied it to the other things that we were thinking about. so like, what are you actually doing?

[Deirdre (they/them) CHFC] 13:11:36

What are the actions that you're taking, and how are you demonstrating how people can be welcomed and supported in joining?

[Deirdre (they/them) CHFC] 13:11:48

so just like someone mentioned. I think it was Jesse mentioned that if you put all of those, all those identities that are

listed in the in the policy there, race, color, gender, sexual orientation, etc., in one bucket like how are you meeting the

needs of all those different groups how could you Possibly, and they're intersecting needs When people have multiple identities.

[Deirdre (they/them) CHFC] 13:12:05

So that's kind of where our our thoughts came from, and you can see our notes for breakout room one.

[Christine - Freedom Dreams Co-operative Education] 13:12:11

Thank you. Deirdre. Well, I just wanna uplift this, the way your discussion started because absolutely-interrogating existing policies, You know, whether it's your own co-ops or other examples that you find.

[Christine - Freedom Dreams Co-operative Education] 13:12:31

We often have, you know, wanting to find or build out resources.

[Christine - Freedom Dreams Co-operative Education] 13:12:35

When you do actually see more of examples of policies and bylaws, particularly around equity and inclusion,

and using that to be able to not only see examples, but interrogate them.

[Christine - Freedom Dreams Co-operative Education] 13:12:50

A lot of those questions that you asked, it makes me think that that's work that you could do within your communities

to answer those questions, to see what would actually make members of your communities feel comfortable, because that's

what we are as co-ops.

[Christine - Freedom Dreams Co-operative Education] 13:13:13

the whole shebang is, you know, creating businesses and services to meet the needs of our community members.

[Christine - Freedom Dreams Co-operative Education] 13:13:20

So thank you so much for sharing that, that became the springboard through which you had had that conversation.

[Christine - Freedom Dreams Co-operative Education] 13:13:26

And really with that spirit of interrogating and evolving.

[Christine - Freedom Dreams Co-operative Education] 13:13:31

Well, thank you.

[Christine - Freedom Dreams Co-operative Education] 13:13:39

We've got 15 more minutes, We're gonna do a Q and A session,

[Christine - Freedom Dreams Co-operative Education] 13:13:44

but also throughout this presentation, when we got deeper and looked at the what, why and the how we talked about some takeaway questions that you could bring back to your co-OP to guide you through this work.

[Christine - Freedom Dreams Co-operative Education] 13:14:00

Just gonna share my screen, and Susanna will Go through those.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:12

So with these takeaway questions, just wanting us to be able to think about these things.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:18

Do these realities seem familiar to you? Do you see this happening in Your organization.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:22

And why might that be, and what are some of those concrete actions your Co-OP has taken to approach this kind of work.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:29

What are their goals, and what are their impacts?

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:34

And you know, in what ways are these rooted in An understanding of EdI, an understanding of those anti-oppression type of a framework.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:47

Why, what and how a gain right? How can you continue this for everything you're working on in your organization.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:14:53

What might that look like for you today tomorrow, and into the going future as well.

[Christine - Freedom Dreams Co-operative Education] 13:14:58

Thanks, Susanna. We've got about 10 min for question and answer Period, and this is an open space.

[Christine - Freedom Dreams Co-operative Education] 13:15:10

It could be questions that you had about the content, questions that you have for us,

[Christine - Freedom Dreams Co-operative Education] 13:15:23

It could be feedback that you give about your experience within this space together.

[Christine - Freedom Dreams Co-operative Education] 13:15:30

Your experience in the breakout rooms, any burning little questions that are on your mind.

[Christine - Freedom Dreams Co-operative Education] 13:15:36

This is the space for it. So yeah, I'm gonna open up that floor for any questions.

[Christine - Freedom Dreams Co-operative Education] 13:15:44

And also to the Oca. Team. If there were any questions in the chat we could answer them now.

[Christine - Freedom Dreams Co-operative Education] 13:15:50

Hey! Michelle!

[Michelle Chin-Dawe] 13:15:54

Hey? I just had a quick question. Thank you for the session.

[Michelle Chin-Dawe] 13:15:57

It was awesome, and both of you are amazing, and I learned so much and just the even the first 10 min.

[Michelle Chin-Dawe] 13:16:05

Yeah. So my question is very.

[Christine - Freedom Dreams Co-operative Education] 13:16:06

Disclaimer. We don't know Michelle at all.

[Christine - Freedom Dreams Co-operative Education] 13:16:09

We just met Michelle. That was completely so. Thank you.

[Michelle Chin-Dawe] 13:16:11

No, but really, purely, yeah, it was really well done. I think I've I've attended this sort of webinars in the last couple of years for school, and I really like how you guys presented and engaged us.

[Christine - Freedom Dreams Co-operative Education] 13:16:16

Thanks. Michelle

[Michelle Chin-Dawe] 13:16:25

So just kudos to you. Thank you. Now, I do have a pretty specific question.

[Christine - Freedom Dreams Co-operative Education] 13:16:26

Thank you.

[Michelle Chin-Dawe] 13:16:30

What suggestions might you have? And maybe even anybody who's attending?

[Michelle Chin-Dawe] 13:16:34

If you're the minority in an organization, and you want to gently move towards a more anti-oppressive focus policy.

[Michelle Chin-Dawe] 13:16:44

Recognizing that your policies can be very all encompassing and similar to the one that we just critiqued Actually, But you want to get everybody on board with that shift.

[Michelle Chin-Dawe] 13:16:54

But feel like there might be a little bit of a disconnect, and you don't want to be the only one that's kind of pushing for that kind of change.

[Michelle Chin-Dawe] 13:17:02

Do you have any suggestions?

[Christine - Freedom Dreams Co-operative Education] 13:17:05

This is a hard one, particularly when you find yourself as the only person representing a community.

[Christine - Freedom Dreams Co-operative Education] 13:17:19

a diverse community, a global majority community or a member of the 2SLgbtq+ Community, when you're the only one, and you're the only one feeling that discomfort,

[Christine - Freedom Dreams Co-operative Education] 13:17:32

And then you try to raise that within an organization. I'm gonna actually try to answer from my lived experience on this one,

[Christine - Freedom Dreams Co-operative Education] 13:17:46

because I have found it difficult When these questions aren't even on the table, or when they've been on the table But in a generalized, performative way, and

no space is actually created for you to bring the discomfort of your experience to challenge what's happening in your organization.

[Christine - Freedom Dreams Co-operative Education] 13:18:10

I suppose that from that perspective what is required is not so much for the person who is experiencing the discomfort and the question,

to try to convince their co-workers that this is important, and this needs to be adopted,

[Christine - Freedom Dreams Co-operative Education] 13:18:30

I feel like that just leads to burnout and exhaustion, and it leads to that person who's feeling that discomfort And that question just leaving.

[Christine - Freedom Dreams Co-operative Education] 13:18:38

because on top of their labor that they're contracted to do,

[Christine - Freedom Dreams Co-operative Education] 13:18:43

There's all this extra labor having to try to convince everyone else in their Co-OP or with their organization that, hey, we could be doing better.

[Christine - Freedom Dreams Co-operative Education] 13:18:53

So what that said, I actually think the responsibility is on the leadership and members of of the organization

to take more of an allyship role and the will to be actively doing this work.

[Christine - Freedom Dreams Co-operative Education] 13:19:08

So that said, It's about the folks who hold an ally position when we talk about that approach of power and privilege.

[Christine - Freedom Dreams Co-operative Education] 13:19:16

Those who are in that privileged position, to be doing that groundwork, so that when that person comes in it is already actively being worked on.

[Christine - Freedom Dreams Co-operative Education] 13:19:28

So I don't have per say, recommendations for a marginalized person on how you should convince your organization to practice Dei,

I put that responsibility on the organization itself.

[Christine - Freedom Dreams Co-operative Education] 13:19:38

But I'm also open to any other perspectives on this, particularly from those in the space who feel comfortable sharing,

who are from communities who are not part of those dominant identities to contribute and answer to this question.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:19:59

Before we go to the next question. I just wanted to uplift what you would just, said Christine, and also, Michelle.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:20:09

I'm going to share our freedom dreams, Youtube channel because it may be a very good idea to have them watch what we do,

because our channel also has the series that we did a year ago.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:20:26

Where, in the very first episode, Christine, I go over some of these things, and including what it looks like when a person

of color enters into an institution that's trying to be more diverse.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:20:39

But they're not set up to be, and why?

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:20:42

It's important to have a cooperative approach to include people of color, include whatever demographic you're looking to be able to reach in decision-making processes, and that's the unique part about being a cooperative.

[Ayanna Inniss] 13:21:01

Hi, so I'm Josh, I'm Ayanna's son.

[Ayanna Inniss] 13:21:06

But yeah, just to kind of build on the last, the last question.

[Ayanna Inniss] 13:21:10

And you know, it is, That's a really tough situation that you described There,

[Ayanna Inniss] 13:21:13

but I think maybe to add our own 2 cents, just to take a look for for allies and people who might might share that kind of outlook.

[Ayanna Inniss] 13:21:23

We're not necessarily in this alone, and there are a lot of people who are trying to be proactive.

[Ayanna Inniss] 13:21:29

They're not always easy to find, but that doesn't mean that it's not worth looking for.

[Christine - Freedom Dreams Co-operative Education] 13:21:35

Thank you so much for that contribution. Yes.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:21:39

Also, how awesome is it to have, like a mother son combination joining us today!

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:21:43

How beautiful! Just had to say that.

[Christine - Freedom Dreams Co-operative Education] 13:21:46

Alright. We have, Jennifer, and then we'll go to Serena

[Jennifer Ross] 13:21:52

Thanks, mine is more of a statement or a thought process, not a question I don't think there's an answer, but there might be some.

[Jennifer Ross] 13:22:01

Input so we as the Ontario Cooperative Association, serve the general public.

[Jennifer Ross] 13:22:06

Let's call it when I fill out, you know, forms and applications, and they ask what our service area is.

[Jennifer Ross] 13:22:13

It's always the general public, and they list a lot of marginalized communities and all of those things within it.

[Jennifer Ross] 13:22:18

And we would like to try to be able to serve everyone.

[Jennifer Ross] 13:22:21

So when we are developing programs or processes or things like that, we're often trying to serve that general public.

[Jennifer Ross] 13:22:31

But this process has let us to realize, I guess, or re-acknowledge, that within the general population there is a lot of diversity,

and all of those people and groups have diverse needs.

[Jennifer Ross] 13:22:46

So we need to think about how we can kind of do broad, but also, you know, include everyone, but also include the marginalized communities as well.

[Jennifer Ross] 13:22:58

So it's a very interesting kind of approach that we have to almost try to do both At the same time.

[Jennifer Ross] 13:23:03

And how do we do that? So rhetorical in a way, I'm not expecting an answer.

[Jennifer Ross] 13:23:08

I just wanted to put it out there

[Christine - Freedom Dreams Co-operative Education] 13:23:10

Thank you for sharing Jennifer, now Serena.

[Serena Sopic] 13:23:16

Yeah, I was more a contribution to the last question I talked about, how do you get that message to go to the decision makers?

[Serena Sopic] 13:23:24

We're beginning our journey to really understand our EDI policies, etc.

[Serena Sopic] 13:23:31

And what I found is that innately, as humans, we all naturally want to be inclusive.

[Serena Sopic] 13:23:35

We all naturally want to be diverse, like the sentiment exists within all of us, and I think that for us what worked is educating through research to help others, I'd say because those of us who are digging into it on a daily basis we can recognize why it's important.

[Serena Sopcic] 13:23:58

But bringing that knowledge and that awareness through the organization, to help bring along the right voices and get the right eyes onto the the work.

[Serena Sopcic] 13:24:13

Can really kind of advance what you're trying to do.

[Serena Sopcic] 13:24:17

I truly believe it. Looking to change management exercise. It's not kind of business case exercise where you propose a new product.

[Serena Sopcic] 13:24:26

It's a change management. It's the right eyes.

[Serena Sopcic] 13:24:30

It's cross organization. And that's really like educating and bringing it forward.

[Serena Sopcic] 13:24:34

The research will help.

[Serena Sopcic] 13:24:39

So it's not really a question. It was more a contribution to the previous question

[Christine - Freedom Dreams Co-operative Education] 13:24:43

Thanks, Serena, and that's really important. Because going back to Michelle's question.

[Christine - Freedom Dreams Co-operative Education] 13:24:49

you know we need Allyship. We need organizations to look at this work through that lens that Serena just mentioned,

not in this one office or workshop, or one off, you know, We looked at this in January, and won't look at this again.

[Christine - Freedom Dreams Co-operative Education] 13:25:09

Because as Susanna mentioned, the thing to realize is, that limits opportunity, that limits the opportunities for folks coming from You know, racialized,

[Christine - Freedom Dreams Co-operative Education] 13:25:17

or it limits our opportunities when there's not a lot of organizations that are investing in this work in a substantive and comprehensive and an organizational way.

[Christine - Freedom Dreams Co-operative Education] 13:25:34

So we need that part to step up, you know, in order to create those opportunities.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:25:53

So if we can have a 2 min question from Tonya.

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:25:56

Hi! Tonya!

[Tonya Earle(she/her)] 13:25:58

Hi Susanna

[Susanna (she/her) - Freedom Dreams Co-op Education] 13:26:00

How is my housing co-OP manager?

[Tonya Earle(she/her)] 13:26:05

So it's it's not really a question. It's more of just like a a quick statement just to tie into what Jennifer Ross had stated

about working with the the community at large.

[Tonya Earle(she/her)] 13:26:22

So as just a quick little takeaway, that I want to meet with everyone and thank you for you guys organizing.

[Tonya Earle(she/her)] 13:26:29

This has been a super informational piece of work and information that I hope to share with our Co-OP community Here.

[Tonya Earle(she/her)] 13:26:41

I would just like to say that it is very important, for organizations to understand their clients,

[Tonya Earle(she/her)] 13:26:54

Their community individually, because, as I discussed in our breakout group, it's important to...there's many intersectional pieces within your organization

and your entire community at Broad, and it's very important to understand where people are at the current state that they are in, in their life that's the huge Takeaway.

[Tonya Earle(she/her)] 13:27:17

that I live with everyone, because just making broad statements and comments and policies, it's so big like, how do you help each individual

like each person, family, etc., client and organization.

[Tonya Earle(she/her)] 13:27:38

So I would emphasize that it's more of a focus, like client focus.

[Tonya Earle(she/her)] 13:27:47

Individual information gathering should be more focused on the the individual or client base.

[Christine - Freedom Dreams Co-operative Education] 13:27:55

Thank you for closing us out with that Tonya. It's a great way to close this out, and in one of the breakouts, I did jump into

Tonya's breakout room and your group was really talking about the importance of dei consultants who can really come in and

Help your organization to have that focus-it is really key.

[Christine - Freedom Dreams Co-operative Education] 13:28:12

So with that said, we're going to leave you before we put it back to the OCA to really close this out.

[Christine - Freedom Dreams Co-operative Education] 13:28:25

If you want to learn more about what we're doing, freedomdreamscoop.ca

[Christine - Freedom Dreams Co-operative Education] 13:28:29

or Facebook and Instagram [@freedomdreamscoop](https://www.instagram.com/freedomdreamscoop).

[Christine - Freedom Dreams Co-operative Education] 13:28:35

You can also email us at freedomdreamscoop@gmail.com

[Christine - Freedom Dreams Co-operative Education] 13:28:40

so that question about Dei consultants, as Susanna said, we're co-OP developers and educators.

[Christine - Freedom Dreams Co-operative Education] 13:28:46

We build reciprocal relationships with EDI consultants.

[Christine - Freedom Dreams Co-operative Education] 13:28:49

So if you have immediate needs, if you want recommendations for professionals who could do that work with your Co-OP email us,

and we're happy to give you those recommendations.

[Christine - Freedom Dreams Co-operative Education] 13:28:58

If you want to learn more about this framework blueprint for equity lesson, email us at freedomdreamscoop@gmail.com

[Christine - Freedom Dreams Co-operative Education] 13:29:05

And we're happy to chat with you about it.

[Christine - Freedom Dreams Co-operative Education] 13:29:07

Thank you, everybody. And over to Oca. To Jennifer

[Jennifer Ross] 13:29:13

Yeah, thank you. Thank you. To Christine and Susannah.

[Jennifer Ross] 13:29:17

I think we've got one more slide that we want to throw up on the screen here.

[Jennifer Ross] 13:29:21

But you've really provided us with a lot of groundwork and framework for us to expand on this moving forward.

[Jennifer Ross] 13:29:29

So thank you for providing us with some of the great tools expanding on principle one to include Dei.

[Jennifer Ross] 13:29:36

The scope of Dei, and for setting a strong foundation for our next session.

[Jennifer Ross] 13:29:41

So speaking, of which we would love to continue this journey with all of you.

[Jennifer Ross] 13:29:47

The series was designed in 3 parts, so if you have not already done so, please register for the next session.

[Jennifer Ross] 13:29:55

That's happening on February 22nd at noon.

[Jennifer Ross] 13:30:00

You can find that on the P8 website, <https://www.ocap8series.com/> or also on Oca's website as well, we look forward to sharing Esther and Juliet's incredible

stories with you and engage in a meaningful conversation around how we can start breaking down some of the barriers that we may or may not

know about to inclusion, and in the cooperative economy as a whole.

[Jennifer Ross] 13:30:16

they are the presenters for our next session,

so you'll receive a copy of the slides recording and the transcript from today's session over the next couple of days.

[Jennifer Ross] 13:30:33

Once we've organized them. Please don't forget to take a few minutes to complete the survey that you'll receive as well,

and you know, bring what you've learned today back to your your co-ops into your colleagues into your communities and we look forward to seeing you Again at our next session.

[Jennifer Ross] 13:30:47

Thank you, everyone for joining us today again.

[Jennifer Ross] 13:30:51

Thank you to Christine and Susanna as well. Have a great afternoon. Everyone