

FROM PRINCIPLE TO PRACTICE

Co-Designing the Co-operative Sector of the Future

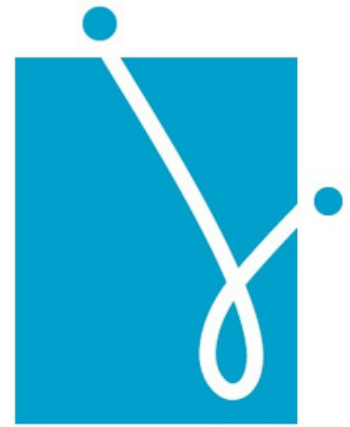


Ontario
Co-operative
Association

Wednesday, January 25, 2023

12:00 - 1:30pm EST

Our Partners



inclusive design
research centre



Our Sponsors



Housekeeping

- Tech issues: send message in chat box to Tech 1 or Tech 2 for support
- Questions: raise hand or write in chat box to "Everyone"
- Session is being recorded and has Closed Captioning
- Transcript, PPT and recording will be shared
- Complete the **short survey** after the session

SESSION 1

Co-operative Principles: A Blueprint for Equity

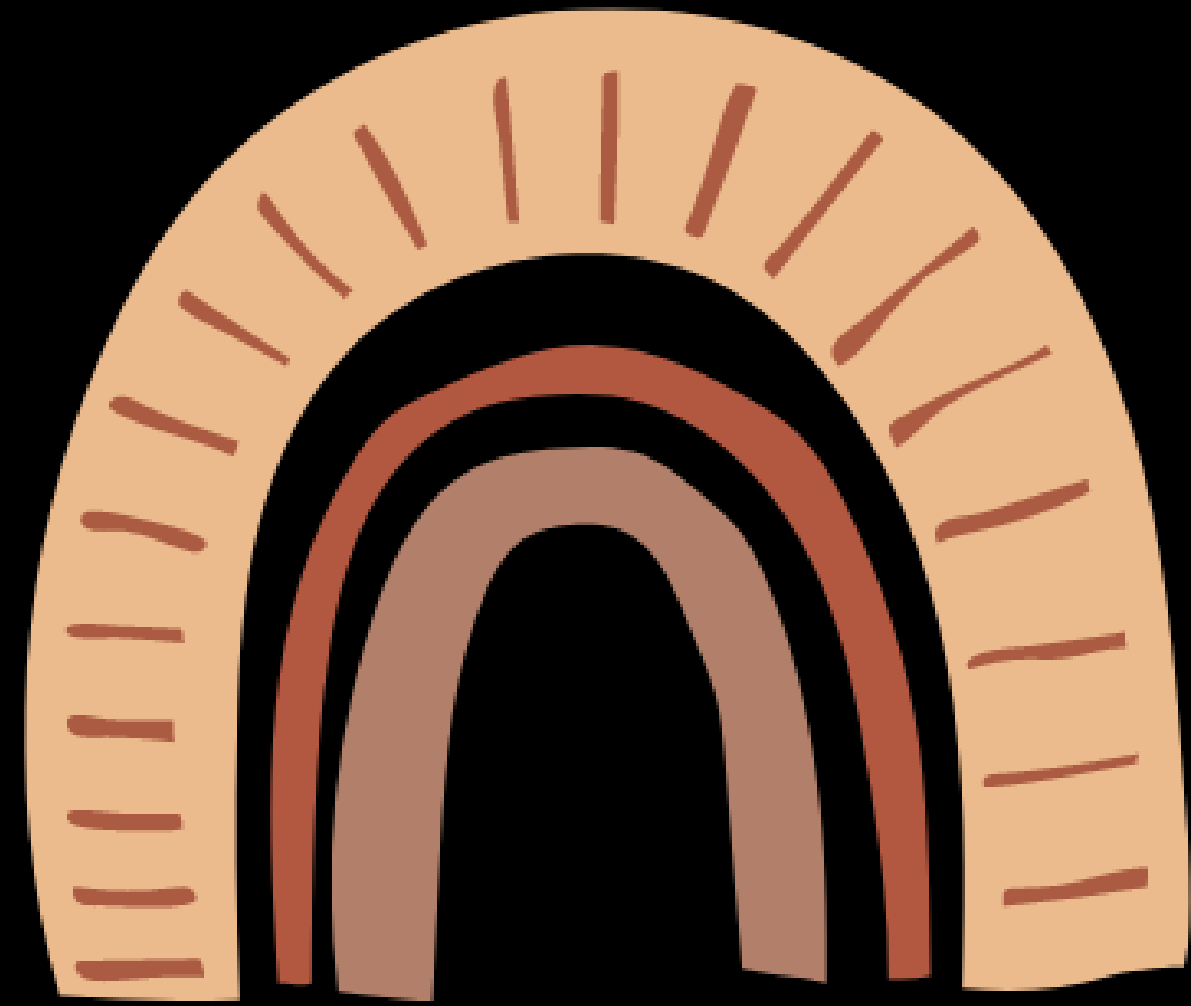


Susanna Redekop



Christine Clarke

Freedom Dreams Co-operative Education



FREEDOM DREAMS

Co-operative education

SESSION 2

**Breaking Down
Barriers: Lessons
for a more
Inclusive
Economy**

February 22, 2023



Esther
Enyolu



Juliette 'Kego
Ume-Onyido



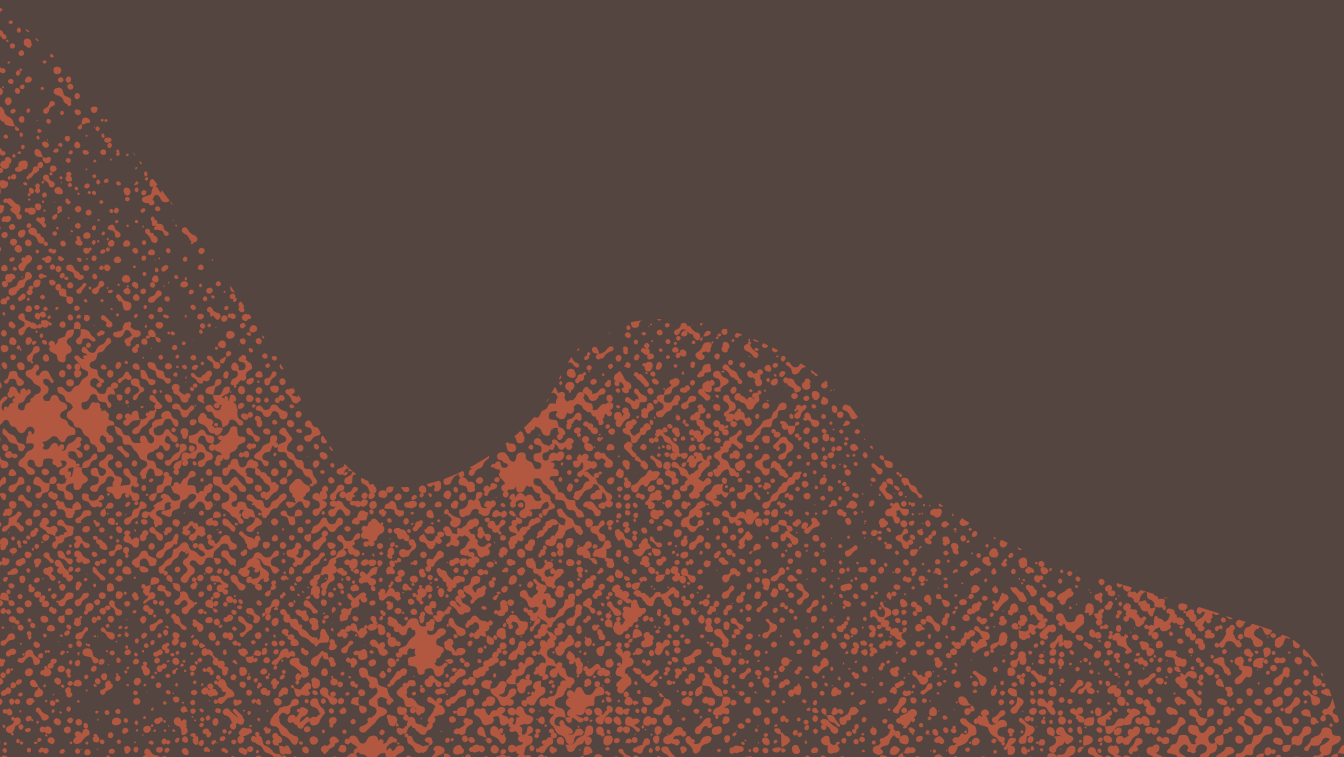
Working to generate social,
economical, and environmental impact
through co-operation.

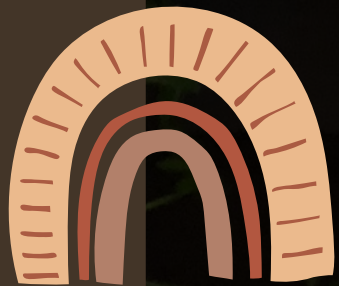
ONTARIO.COOP



FREEDOM DREAMS

CO-OPERATIVE EDUCATION





Meet Christine.

Co-founder, Freedom Dreams Co-operative Education
Co-op developer: BIPOC-led co-ops, workplace justice



Meet Susanna.

Co-Founder + Facilitator, Freedom Dreams
Food systems pollinator, co-operator, researcher



The Co-operative Principles

A Blueprint for Equity

Freedom Dreams Co-operative Education is embarking on the creation of a toolkit that interprets the co-op principles through an anti-oppression and cultural inclusion framework to help co-ops and credit unions integrate DEI practices that are in alignment with the co-operative identity.



- **Analytic skills**

Analyzing the Co-op Principles with a DEI perspective, starting with Principle 1

- **Bringing our experiences**

Coming together with our own co-ops' stories, policies, experiences to think about and to share with others

- **Continuous learning**

An ongoing approach with dedication to continuous learning/un-learning/re-learning to bring back to your team in order to be effective



What we'll learn



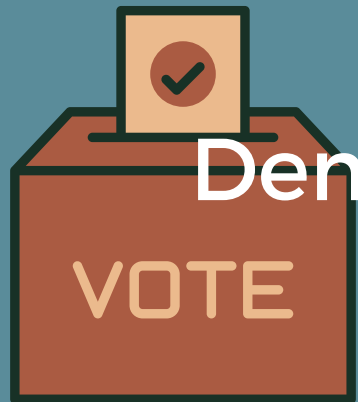


Co-operative Principles



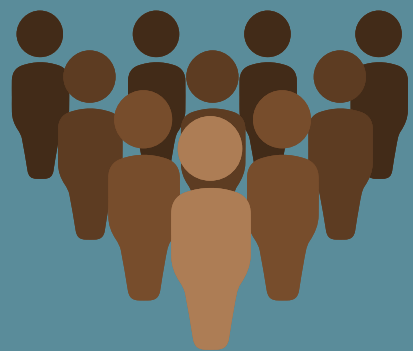
Voluntary & Open Membership

The people join of their own will without discrimination



Democratic Member Control

The people set policy and make decisions



Member Economic Participation

The people decide where the money goes



Autonomy & Independence

The people control their own and their co-op's destiny



Education, Training & Information

The people care for one another; we stand in solidarity with each other



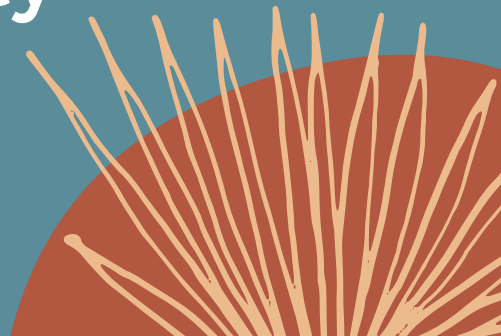
Co-operation Among Co-operatives

The people connect locally to globally to strengthen the co-op movement



Concern for Community

The people commit to each one, teach one

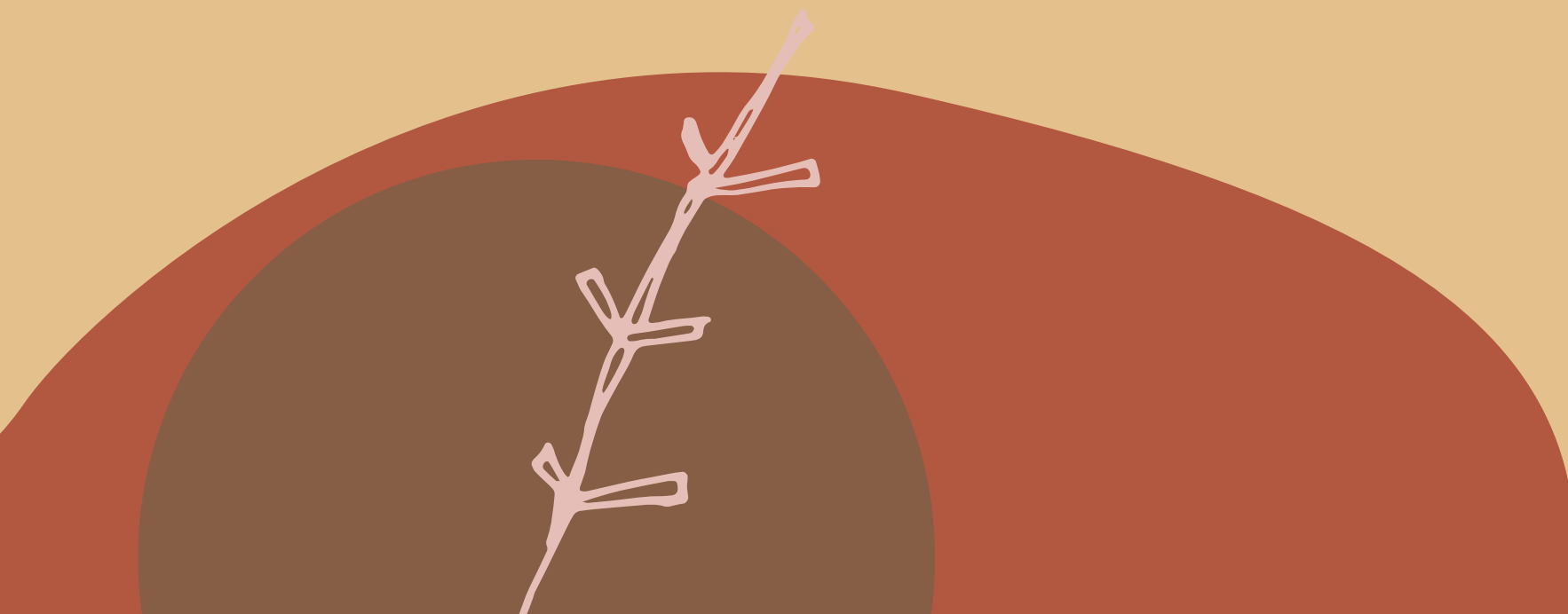


Methodology

- Partner with diversity, equity and inclusion professionals with lived experience to undertake a literature review and identify theory, practices and resources
- Research and document best practices from BIPOC-led and allied co-operatives
- Workshop each principle to gather feedback; refine and evolve

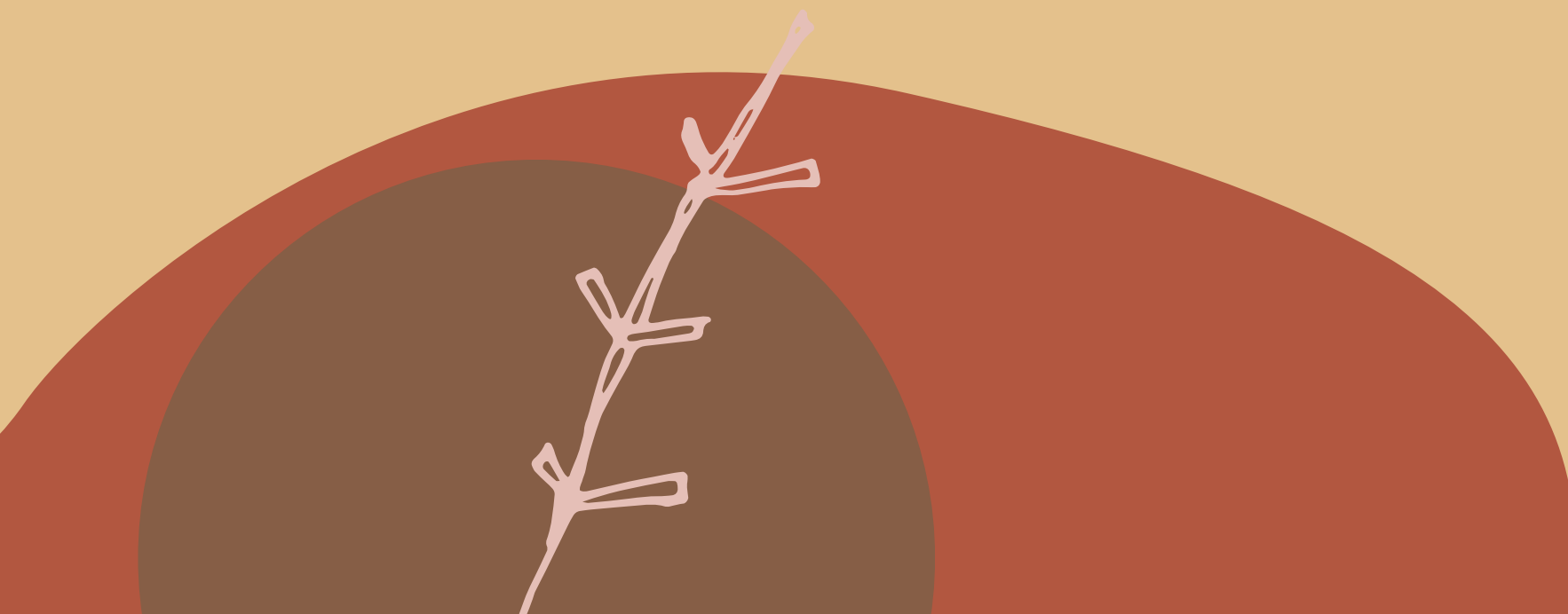
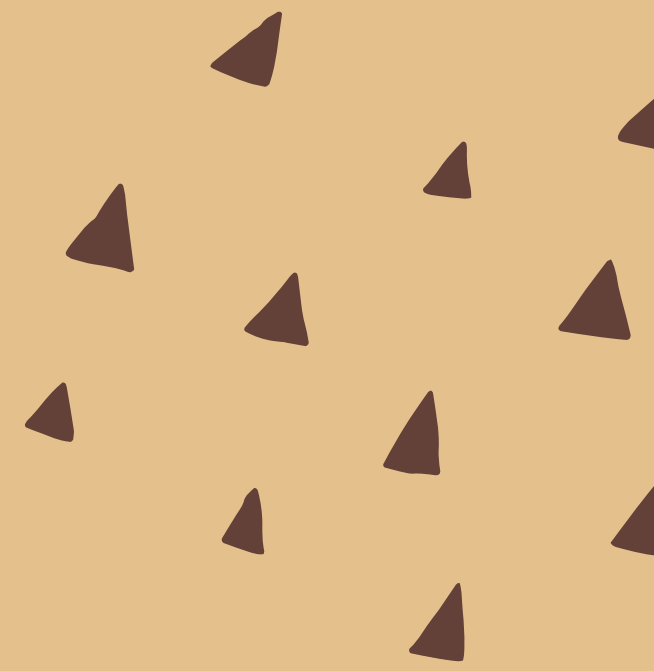
Co-op Principle #1

CHALLENGE **ACCEPTED**



Community of Users

- **Start up co-ops** looking to build DEI into their organizational structures from the get-go
- **Existing co-ops** looking for implementable and measurable approaches to integrating DEI into their organizations
- **Grassroots organizations** looking to incorporate collective ownership and democratic decision-making into their project work





CHALLENGE ACCEPTED

Voluntary & Open Membership

Co-operatives are voluntary organisations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.



What's the difference between
non-discrimination and anti-
oppression?

- Going beyond 'discrimination' to address 'systemic oppression'
- Recognition of the intersectional and multi-fold impacts of the trauma and violence associated with systemic oppression
- Recognition of the comprehensive work required to counteract pervasive and powerful dynamics of systemic oppression within any organization, including co-ops.

Takeaway

Why do this work?

- **Define your why.** Why is your co-op committed to voluntary and open membership? Why is it important to seek these changes at an organizational level? Why is it important to seek these changes at a systemic level?
- **Understand the why.** What are the experiences of communities living under systemic oppression? What are current barriers and their impacts on marginalized communities in the Canadian Co-op Sector?"
- **Interrogate your why.** Look to identify and challenge implicit biases and assumptions.



What is this work?

- **Principles into Practice.** Recognizing the 7 Co-operative Principles provide a values-based framework to support the work of EDI, which must be incorporated into action as it relates to every principle.

Equality vs. Equity

Power & Privilege

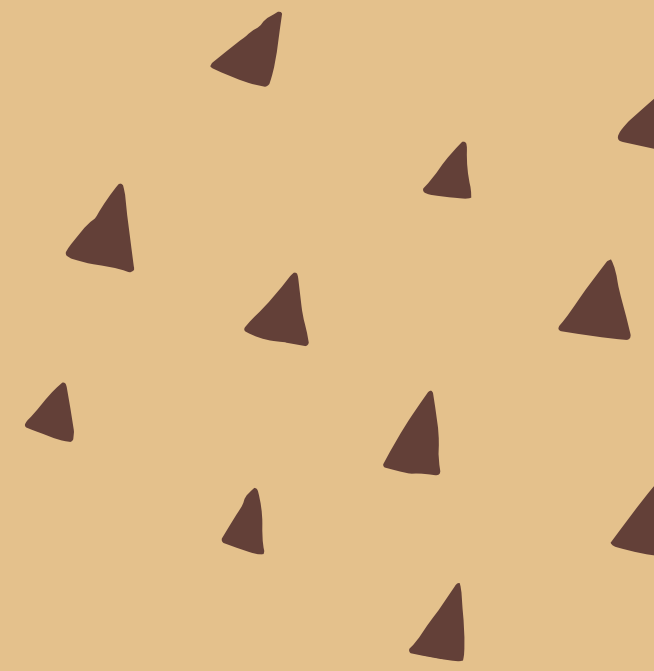
Intersectionality

Systemic Oppression



**Voluntary &
Open Membership**


The people join of their own
will without discrimination



How to do this work?

- **Investment**
- **External consultants**
- **Internal knowledge and lived experience**

How do we enact EDI approaches when it comes to maintaining Voluntary & Open Membership?



Apply what we've learned so far to improve a Voluntary and Open Member policy so it's built on an anti-oppression vs. non-discrimination approach.

ALL ARE
WELCOME
HERE

- **What are the current barriers?**

Consider why these are barriers to you and your organization. Can you turn these into opportunities?

- **What dynamics of cooperativism already exist and are practiced by marginalized communities?**

Defer to these. Build relationships and reciprocity.

- **Listen to your community.**

Bring in a paid consultant from the community you're trying to reach to assist in crafting policy.

Equality to Equity

Steps to consider to go from equality to an equity lens when looking at your policies

Equality vs. Equity

WOMEN +
TRANS
SUNDAYS

BIKE PIRATES



"Our ultimate goal at Bike Pirates is to create an anti-oppressive environment for people to learn and work together every day that the shop is open. Trans and Women Sundays began when several people involved in Pirates came together with encouragement from other community members to ask for dedicated shop time. Women and trans folks are often heavily discouraged from developing their mechanical skills, and the cycling community tends to be pretty cis dude-centered. We believe that providing shop hours specifically for women and trans folks to learn from each other is an important way of making Bike Pirates a safer space for a broader range of people. As Sunday participants gain experience, we hope that they may feel more comfortable coming into the shop other days of the week as well."

Source: <https://bikepirates.com/tw/>

- Why do this work?

Do these realities seem familiar? Is this happening in your organization? Why?

- What is this work?

What are some concrete actions your co-op has taken? What are their goals, what are their impacts?

- How to do this work?

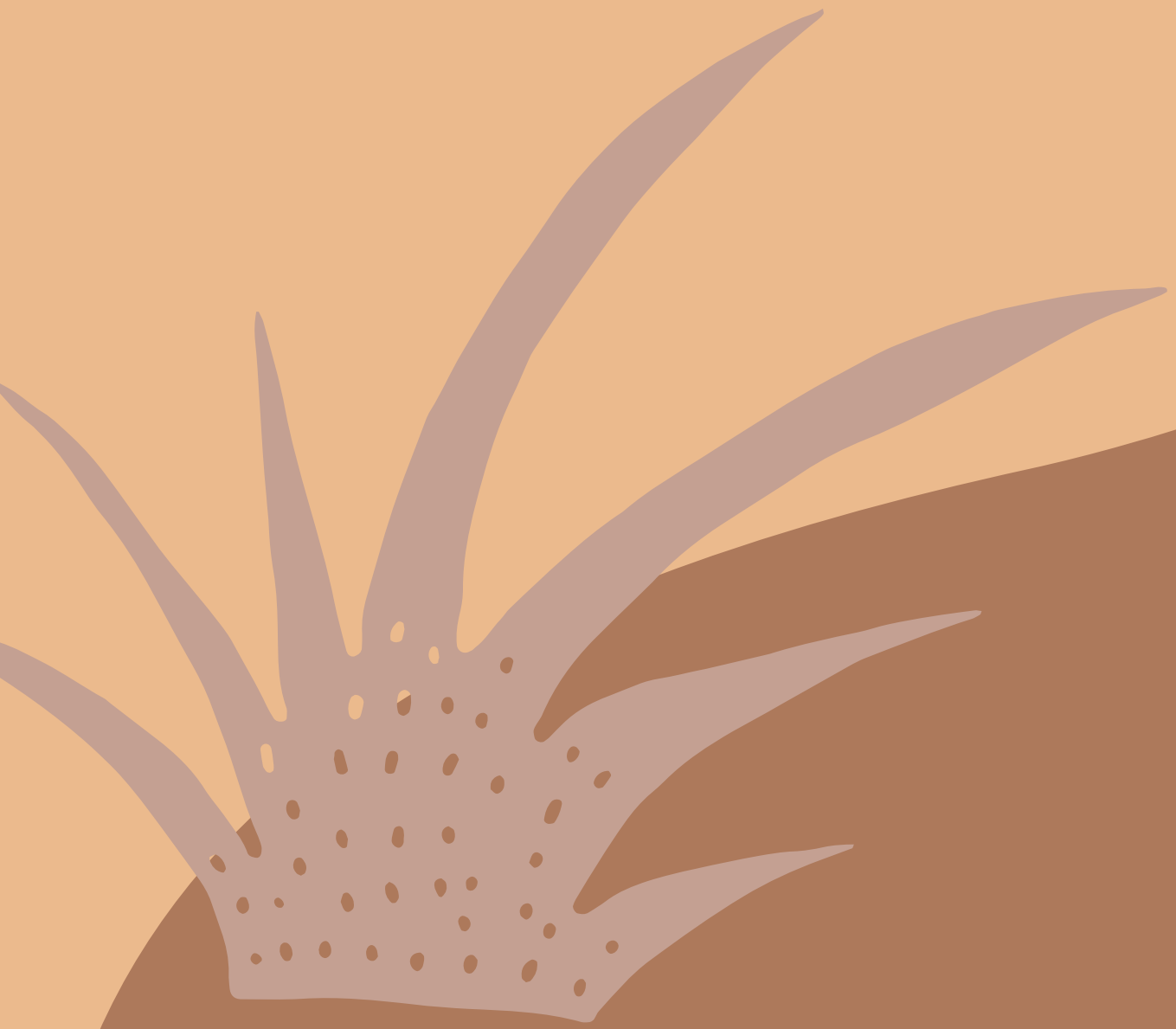
How can you continue this work within your co-op / organization? What might that look like for you today, tomorrow, and in the coming year?

Takeaway

Questions

Q + A

We want to hear from you!





Thank you!

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