

*Sustainability is about Survival. The Goal of resilience is to Thrive.*



# NASCO Institute: Cooperative Resilience

November 11-13, 2016 • Ann Arbor, MI

# WELCOME TO NASCO INSTITUTE!

Welcome to the 40th Annual Cooperative Education and Training Institute! This gathering would not be possible without our dedicated staff, board of directors, presenters, volunteers, and, of course, you!

We hope that before you return home you will try something new, expand your cooperative skills toolbox, make lasting connections with fellow co-ops, and use this year's conference theme to explore the ways that you and your cooperatives are connected to a resilient, global movement.

Finally, we value your input and participation in NASCO's governance. We encourage you to dive in and attend the Annual General Meeting (Saturday during lunch and Sunday morning), take part in caucuses (Friday and Saturday evenings), run for a position on the board as Active Member Representative (during the Saturday night Banquet), and commit to taking action to keep the momentum rolling throughout the year.

Sincerely,  
The NASCO Staff

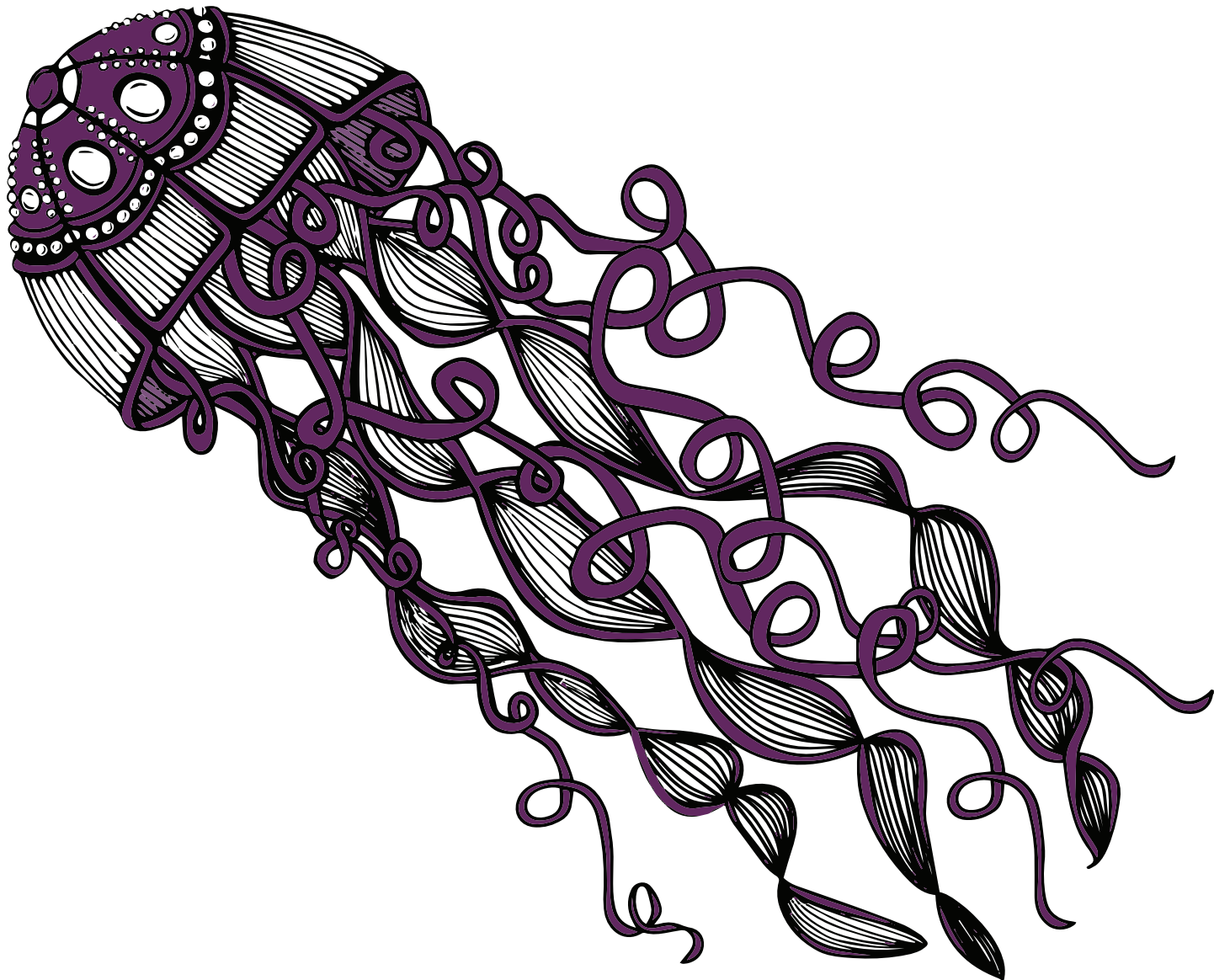
# **CONFERENCE THEME:** *Cooperative Resilience*

As the wealth gap continues to grow and our systems of production and consumption are increasingly revealed to be unsustainable, people around the world are building alternative structures to a degrading and dehumanizing economy.

Cooperatives are robust and resilient organizations that succeed in times of crisis. Rather than prioritizing shareholder profits, they are driven by the needs and desires of their member-owners. As they provide necessary goods and services, they can provide hope that a just and sustainable economic system rooted in democracy and solidarity is possible.

In service of their members, cooperatives provide dignified jobs and business ownership to undocumented and low-income people, create access to healthy food in communities that have been neglected by grocery corporations, keep money local by providing communities with strong financial services and access to capital, unite small farmers banding together to sell their goods at market, and drive away the predatory landlord by providing affordable resident-controlled housing.

This year's Institute focuses on the innovative and resilient nature of cooperatives, and how these qualities are essential to adapt in a changing world as we build the next economic systems.





# NASCO BOARD OF DIRECTORS

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ICC Ann Arbor

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ICC Ann Arbor

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Boulder Housing Coalition

**Tristan Laing**  
Campus Cooperative Residence, Inc

## ARTIST'S STATEMENT

Mo Kessler is an Appalachian artist and community organizer living in Greensboro, North Carolina. They graduated from the Maryland Institute College of Art with a BFA in Sculpture and a profound love for the city of Baltimore. Mo's work explores the effects that trauma has on the brain, our communities, and our society as a whole, and connects the survival activities of the brain to the survival activities of our communities. In these connections is where the work leaves the canvas and hits the streets, viewing organizing as an extension of new media creation and three dimensional work. This "Organizing as Art" concept builds upon the work of Black Mountain College, the Situationist, Culture Jammers, and other Anti-Capitalist artists who have come before and seeks to highlight the unending breath of possibility, creativity, and resilience of front line communities.

Jellyfish are considered the 'crows of the ocean' for their superior ability to adapt to the disruption of their habitats caused by human activity. Jellyfish are growing in numbers where other species are depleting, and are being found in places that scientists had previously deemed as oceanic "dead zones." As horrendous, shameful and profound our human activity is on the ocean's creatures, the jellyfish adaptation transcends sustainability to exhibit true resilience.

Communities who are living in the sacrifice zones, the "dead zones" of capitalism, find ways to push from survival to resilience each and every day. They are the human crows and jellyfish of our world and the lessons they hold are innumerable, invaluable, and indispensable.

## ONLINE RESOURCES

To facilitate your continuing education, we're uploading all supporting materials from this year's courses to our online Shared Resource Library – check out these resources and explore the full library at [www.nasco.coop/resources](http://www.nasco.coop/resources).

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# ACCESSIBILITY STATEMENT

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

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

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

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

We appreciate your help in making the 2016 NASCO Institute an event that is welcoming and accessible to all who attend.

Conferences can be overwhelming. If you need to take a moment to get away from the crowd and sit quietly, meditate or take a nap, we will have a quiet space available all day Saturday and Sunday. From the Union's front entrance, continue forward past registration to the end of the main hall, to find the Crofoot Room on your left.

# COMMUNITY AGREEMENTS

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

## **ONE DIVA, ONE MIC**

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

## **NO ONE KNOWS EVERYTHING; TOGETHER WE KNOW A LOT**

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

## **MOVE UP, MOVE UP**

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

## **WHAT'S SAID HERE STAYS HERE; WHAT'S LEARNED HERE LEAVES HERE**

Respect confidentiality. Don't share people's personal stories outside of a workshop, but do share the lessons that you learn. Also, don't use what you've heard to shape your full conception of a person or an organization.

## **WE CAN'T ALL BE ARTICULATE ALL OF THE TIME**

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

## **BE CURIOUS**

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

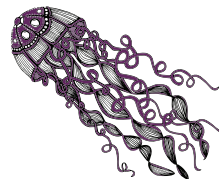
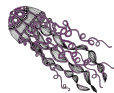
## **EXPECT AND ACCEPT A LACK OF CLOSURE**

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

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

# SCHEDULE AT A GLANCE

<b>FRIDAY</b>		
10:00 AM	Friday Event Check-In Begins	Main Lobby
10:30 AM- 5:30 PM	Staff & Managers Pre-Conference	Pond
10:30 AM - 5:00 PM	“Youth, Worker Co-Ops, And The Post-Capitalist Workplace” Day-Long	Kuenzel
10:45 AM - 6:00 PM	Detroit Tour	Meet in Main Lobby
11:00 AM	Registration Opens	Main Lobby
1:00 PM & 3:00 PM	Tours Of The Inter-Cooperative Council	Meet in Main Lobby
6:00 PM - 7:45 PM	Staff & Faculty Dinner	Off-site, by invitation
8:00 PM - 10:00 PM	Collective Liberation Caucus	Kuenzel
8:00 PM - 10:00 PM	Film Screening: <i>Holding Ground: The Rebirth of Dudley Street</i>	Pond





<b>SATURDAY</b>		
8:00 AM	Registration Opens	Main Lobby
9:00 AM - 9:30 AM	Coffee - Warming Up	Main Lobby
9:30 AM - 11:00 AM	Course Block 1	See pages 24-27
11:15 AM - 11:45 AM	Conference Kick-off	Ballroom
11:45 AM - 12:45 PM	Keynote Presentation: "Changing the world in a world that is changing"	Ballroom
1:00 PM - 2:30 PM	Lunch	On the town
	Annual General Meeting - Part 1	Ballroom
	Development Luncheon	Parker
	NP Family Reunion	Wolverine
2:30 PM - 4:00 PM	Course Block 2	See pages 28-31
4:15 PM - 5:45 PM	Course Block 3	See pages 32-35
6:00 PM - 8:00 PM	Banquet & Hall of Fame Ceremony	Ballroom
8:00 PM - 10:00 PM	Cooperative Game Night	Kuenzel
8:00 PM - 9:00 PM	Interfaith Celebration	Pond C
8:00 PM - 9:00 PM	Caucus Block 1	See page 18
9:00 PM - 10:00 PM	Caucus Block 2	See page 18

<b>SUNDAY</b>		
8:30 AM - 9:00 AM	Coffee - Warming Up	Main Lobby
9:00 AM - 10:30 AM	Course Block 4	See pages 36-39
	Diversity Congress	2105 B
10:45 AM - 12:15 PM	Course Block 5	See pages 40-44
	Annual General Meeting - Part 2	Ballroom
12:15 PM - 1:30 PM	Lunch Plenary: "From Resilience to Reparations"	Ballroom
1:45 PM - 3:15 PM	Course Block 6	See pages 46-49
3:30 PM - 4:00 PM	Cider & Goodbyes	Art Lounge

# FRIDAY PROGRAMMING

Friday, November 11th

## **STAFF & MANAGERS PRE-CONFERENCE**

The problems faced by the staff, managers, and administrators of group equity cooperatives are unique and the number of peers is small. For this reason, we offer an all-day program which serves as a collective learning forum for co-op staff, managers, and administrators from across Canada and the United States. A staff-specific full day program allows more space for participants to connect with one another and dig deeper into specific issues. The pre-conference will be held in the Pond room at the University of Michigan Student Union, followed by a catered dinner held off-site.

### **SCHEDULE:**

10:30am - 10:45am - Welcome, Overview of Program

10:45am - 11:15am - Personal Introductions

11:15am - 12:15pm - Co-op Introductions

12:15pm - 1:00pm - Brief Lunch (provided, on-site)

1:00pm - 5:00pm - Democratizing Co-op Finance\*

5:00pm - 5:10pm - Moving Forward, Reviewing Conference Program

5:10pm - 5:30pm - Reflecting, Setting Intentions

5:30pm - 6:00pm - Break

6:00pm - 7:45pm - Staff & Conference Presenter Dinner (provided, off-site)

## **\* DEMOCRATIZING CO-OP FINANCE**

How many of your cooperative's decisions are based on financial knowledge and expertise? Who traditionally participates in those conversations? Who has financial knowledge and expertise in your co-op? Why? How do we get everyone to participate equally and meaningfully in your co-op's financial decisions? Traditional power structures often show up in our organizations, especially regarding finance, undermining our abilities to be have truly democratically run organizations.

Following a morning of co-op connections and professional relationship-building, Annie Sullivan-Chin (A Bookkeeping Cooperative) and Alex Fischer (Open Bookkeeping) will lead co-op staff and financial officers through a strategy session focusing on the importance of increasing overall financial literacy and creating financial structures as a way to empower all co-op members in collective decision making. We will share and practice successful training techniques to leave members excited, engaged, and educated. A follow-up session titled "Teaching Financial Literacy in your Co-op through Popular Education" will be held during the general conference.

This session is open to all professional co-op staff and any board officers who are responsible for financial education.

## **INTER-COOPERATIVE COUNCIL TOURS**

Meet at Registration, tours leave at 1:00pm and 3:00pm

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

## **DETROIT TOUR**

Meet at Registration 10:45am

Departing the University of Michigan Student Union in Ann Arbor on Friday at 10:45am and returning by 6:00pm, tour participants will visit and learn about the history of Detroit and how cooperative and community-based organizations are serving the Detroit community and changing the local economy. This year's tour is led by the Center for Community-Based Enterprise (C2BE), a cooperative development organization in Detroit. Participants will visit several of C2BE's projects, learning how worker-ownership is affecting the lives and communities of Detroit residents - this program will be supplemented by C2BE's Sunday workshop, "The Story of a Detroit Cooperative Developer."

## **COLLECTIVE LIBERATION CAUCUS**

Anderson D

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

## **FILM SCREENING: HOLDING GROUND: THE REBIRTH OF DUDLEY STREET**

Pond

The Friday Night Film Festival is an Institute tradition. This year, we're screening *Holding Ground: The Rebirth of Dudley Street*. In 1985, African-American, Latinx, Cape Verdean, and European-American residents in Roxbury, MA united to revitalize their community. The Dudley Street Neighborhood Initiative went on to gain national recognition as residents fought to close down illegal dumps, gain unprecedented control of land from City Hall, and create a comprehensive plan to rebuild the fabric of their community. Through the voices of committed residents, activists, and city officials, this moving documentary shows how a Boston neighborhood was able to create and carry out its own agenda for change.

# INSTITUTE HIGHLIGHTS

## **COOPERATIVE GAME NIGHT**

Kuenzel

Join us for a fun-filled evening as we play “Co-opoly: The Game of Cooperatives” and other games created by the Toolbox for Education and Social Action - we may even get to test-play their new game, “Rise Up: The Game of People and Power!” Make a new friend and sharpen your cooperative skills all at once! This is guaranteed to be a good time.

## **BANQUET & HALL OF FAME**

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

## **DEVELOPMENT SERVICES LUNCHEON**

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

## **NASCO PROPERTIES FAMILY REUNION**

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

## **GUERRILLA WORKSHOP & CAUCUS SPACES**

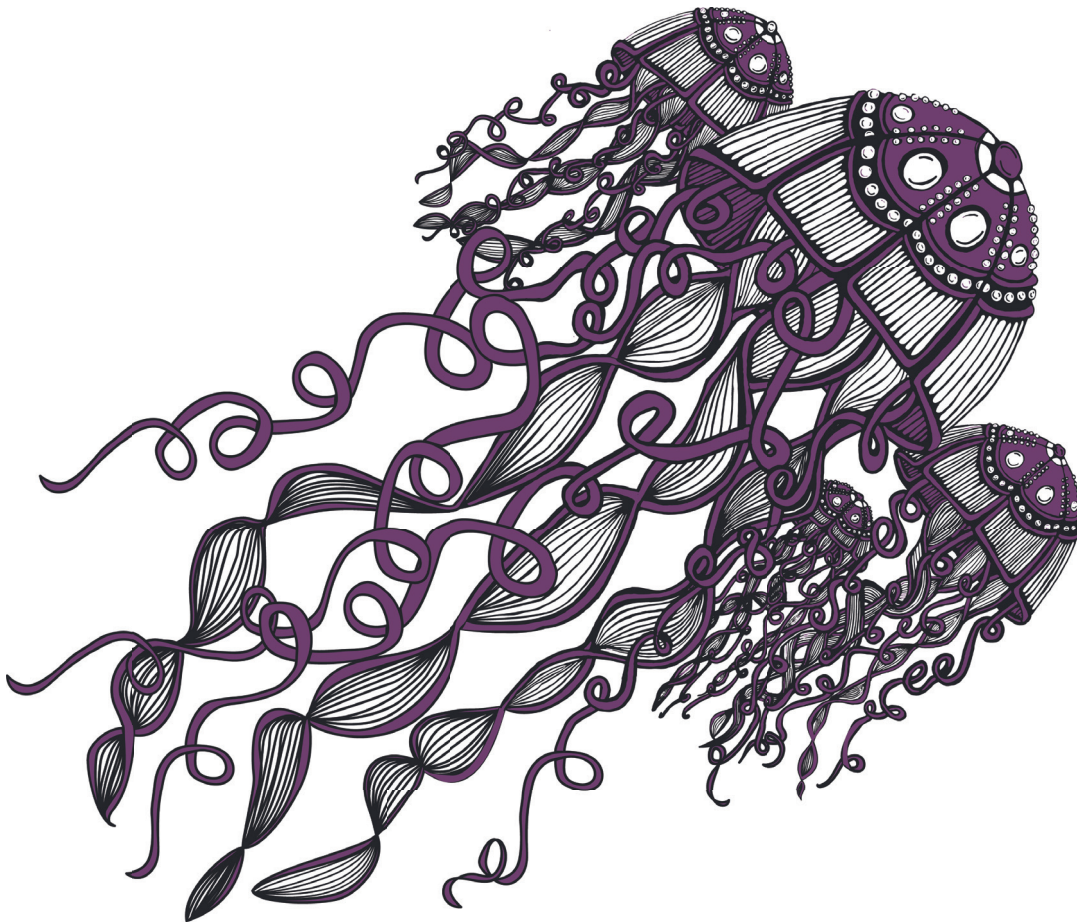
Pond C and Opera Lounge

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

## THE COMMONS

Art Lounge

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





## **NASCO ANNUAL GENERAL MEETING**

The Annual General Meeting (AGM) is where NASCO members can voice their opinions and engage in NASCO's governance. This get-together gives delegates a chance to think and speak together as a broad and diverse membership about the future we envision for NASCO's co-op education, development, and organizing. It is also the forum for active members to nominate and elect an Active Member Representative (AMR). The AMR is elected by active member co-ops at Institute and serves a one-year term on the NASCO board of directors.

AGM delegates will receive a reduction in their registration fees (1 per co-op). The AGM will take place on Saturday during lunch and on Sunday during Course Block 5. Lunch will be served for registered delegates on Saturday. All are welcome to attend the AGM. Voting privileges will be limited to one delegate per NASCO active member co-op. If you have questions about participating in the AGM, please contact Rek Kwawer (rek@nasco.coop) or get in touch with the folks at the conference Registration Table.

### **PART ONE - SATURDAY 1:00PM - 2:30PM**

- 1:00pm - Welcome to the AGM & AGM rep roles & responsibilities
- 1:05pm - Introductions & Check-ins
- 1:15pm - Membership overview
- 1:25pm - Membership year in review
- 1:40pm - Annual Report
- 1:50pm - Membership & NASCO
- 2:00pm - Member Engagement Working Session
- 2:20pm - AMR process & Closing
- 2:25pm - Adjourn

### **PART TWO - SUNDAY 10:45AM - 12:15PM**

- 10:45am - Welcome back & Review of Agenda
- 10:50am - Check-ins
- 11:00am - Overview of Procedure for AGM
- 11:05am - President report
- 11:10am - Plan for Inclusion
- 11:20am - PlanCo Report
- 11:25am - Break
- 11:30am - Caucus Reports
- 11:45am - Saturday lunch session report back
- 11:55am - AMR election results
- 12:00pm - Elections Process/Reminder
- 12:05pm - Conclusion
- 12:10 pm - Adjourn

## **SATURDAY KEYNOTE**

Ballroom

“Changing the World in a World that is Changing”



As we see social alienation, economic crisis, international contention, and the growing social movements in response to it all, many of us are moved to try to change the world. But, to state the obvious, the world is not just sitting there waiting for us to change it. In fact, the world is changing every day and we cannot stop it. The challenge, then, is how can we change a world that is already in motion.

In his keynote presentation, Ed Whitfield will explore how we go about changing the world for the better, recognizing the motion and counter-motion all around us. Ed will talk about how the access to tools and resources is the key to the power to direct change along the path we care about, toward a wholesome, equitable, sustainable and just world.

Ed Whitfield is a social critic, writer, and community activist who has lived in Greensboro, North Carolina since 1970. He is co-founder and co-managing director of the Fund for Democratic Communities (F4DC).

Originally from Little Rock, Arkansas, Ed’s political activism started with attending Little Rock Central High School and beginning to do anti-war work as a teenager. Ed retired after 30 years in industry before becoming involved with philanthropy. He now speaks and writes on issues of cooperatives and economic development while continuing to be interested in issues of war and peace, as well as education and social responses to racism. Ed serves on the boards of the New Economy Coalition and The Working World.

While he spends much of his time practicing bass guitar, Ed can often be found playing jazz or blues flute along with singer-songwriters and bands in Greensboro and wherever he goes in the world. He recently won the “Plays the Most Instruments” award at Greensboro’s long-running Open Mic night.

## SUNDAY LUNCH PLENARY

Ballroom

“From Resilience to Reparations”



Sometimes surviving isn't enough. For the last one hundred years, Black people in the United States have seized the cooperative model as a means to come together economically and withstand the theft of their land, bodies, and property, and in some cases outright sabotage of their businesses and economic livelihood. African-Americans were resilient. What's important about this history is that cooperatives created a means for African Americans to not merely endure, but to build a scaffolding for liberation. Through co-ops, Black people experienced autonomy and independence, self-help, financial literacy and participation, and economic democracy— all on their own terms.

In a powerful conversation, Autumn Brown (Anti-Oppression Resource & Training Alliance), Esteban Kelly (US Federation of Worker Cooperatives), Dr. Jessica Gordon Nembhard (author: “Collective Courage: A History of African American Cooperative Economic Thought and Practice”), and Ed Whitfield (Fund for Democratic Communities) will explore the prospect of reparations and a vision for cooperatives as a cornerstone of productive wealth-creation in Black communities. Our panel will reflect on the significance of the inclusion of cooperatives in the recent policy platform from the Movement for Black Lives, titled “A Vision for Black Lives Policy Demands for Black Power, Freedom & Justice.” Together we'll consider how to move from resilience to reparations in a framework of collective liberation, where everyone is free because everyone is governing their work and their lives.

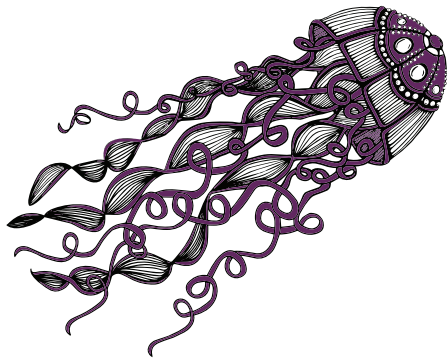
## **COOPERATIVE SKILLS ROUNDTABLES**

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

## **CIDER & GOODBYES**

Art Lounge

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



# IDENTITY-BASED CAUCUSES

Saturday November 12th, 8:00pm - 9:00pm, 9:00pm - 10:00pm

## WHAT ARE IDENTITY-BASED CAUCUSES?

Caucuses are spaces for participants with shared identities to raises issues, build connections, and organize for change: within NASCO, their own co-ops, and our larger communities. NASCO maintains email groups for each caucus so the conversations can continue year round.

Caucuses are not spaces for people who do not share an identity to learn about issues affecting that group or offer their support (i.e. “be an ally”). Check out one of the workshops on these topics instead!

## CAUCUS LOCATIONS

Queer & Trans Caucus.....	Anderson AB
People with Disabilities Caucus.....	Anderson C
People of Color Caucus.....	Anderson D
Women’s Caucus.....	Pond AB
Working Class Caucus.....	Wolverine

## CAUCUS TIMES

The five Saturday evening caucuses listed above will be held from 8:00pm - 9:00pm and from 9:00pm - 10:00pm. These caucuses have two sessions, allowing people to attend different caucuses for their different identities. In these cases, each session will select a co-chair.

*Note: the co-chair appointed during the 8:00pm - 9:00pm People of Color Caucus shall serve a two-year term on the NASCO board of directors as the People of Color Caucus Chair.*

## WHY ISN’T THERE A CAUCUS FOR X IDENTITY?

Would you like to attend a caucus that isn’t listed above? Organize one! Participants are welcome to reserve the Guerrilla Workshop rooms throughout the weekend for any caucus that they’d like to hold. However, only the above recognized caucuses are able to make appointments to the Diversity Congress.

## WHAT IS THE DIVERSITY CONGRESS?

The Diversity Congress, which meets on Sunday morning at 9:00 AM, connects caucuses to the governance of NASCO as a whole organization.

The Diversity Congress is composed of two elected representatives (“chair” and “co-chair”) from each identity-based caucus, plus three current board members.

It elects two representatives to the NASCO board (“co-chairs”) for two-year terms. The chair of the People of Color Caucus is also appointed to the NASCO board for a two-year term.



This year, in total, three caucus chairs/co-chairs will be appointed to the NASCO board.

The Diversity Congress is also an opportunity to share concerns, discuss solutions, and plan action steps for bringing issues to the NASCO Board and/or the Annual General Meeting.

### **I'M INTERESTED IN SERVING ON THE NASCO BOARD AS A CAUCUS REPRESENTATIVE. WHAT ARE THE RESPONSIBILITIES OF THAT?**

As a board director of NASCO, you will be responsible for the stewardship of a bi-national, educational non-profit with five full-time employees, serving over 50 co-ops and thousands of cooperators.

Board directors are expected to attend two, weekend-long board meetings per year which will take place in various cities around the US or Canada, typically in March and June. Travel and accommodation costs are covered by NASCO after a deductible (waivable), but food is not covered.

Directors are expected to attend a 2-hour phone board meeting in September.

Directors are expected to serve on at least one committee, which typically involves 1-2 hours of work per month, including phone meetings.

Directors are strongly encouraged to volunteer or present at the NASCO Institute conference each year, attend the Annual General Meeting, and support fundraising activities for the organization.

The board elects five officers who have additional duties.

You will need regular access to email and a phone. Regular communication is key! You will be given training on serving on a non-profit board of directors, as well as orientation to NASCO's history, programs, and governance.

### **WHERE DID THIS SYSTEM COME FROM?**

Various groups of co-op members began organizing caucuses at Institute beginning in the 1990s in order to build power and promote action within NASCO and member co-ops to address oppression of marginalized groups.

In 2005, after years of hard work from many driven caucus leaders, the NASCO membership amended the bylaws to require that the People of Color Caucus Chair automatically be appointed to the NASCO board of directors. In 2006, the membership created two additional seats for to be filled by identity-based caucus chairs.

# COURSE TRACKS

*Courses grouped by themes*



## **LIVING IN COMMUNITY, WORKING FOR JUSTICE**

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

- Addressing Sexual Trauma & Abuse Within Our Communities - Part 1
- Addressing Sexual Trauma & Abuse Within Our Communities - Part 2
- Anti-Oppression and Fair Housing Law
- Beyond Call-outs: Deepening Anti-Oppression Activism
- Co-op Youth Combating Oppression
- Community Agreements and Creating Safe(r) Spaces (Roundtable)
- Confronting Sexual Violence in Cooperatives: Anti Violence Interventions in Co-ops and Beyond
- Confronting Sexual Violence in Cooperatives: Survivor Support
- Consent-based Decision Making
- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 1
- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 2
- Member Recruitment and Outreach (Roundtable)
- One Size Fits None: Dismantling Ableism within Cooperative Labor Structures
- Own your Books!: Demystifying Financial Planning & Cultivating Democratic Engagement
- QueerTopia
- Troubleshooting Meeting Facilitation (Roundtable)
- Words Matter: How Paying Attention to Documents Can Make Cooperatives Stronger

## TOOLS FOR RUNNING YOUR CO-OP

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



- All Things Food: How to Manage a Cooperative Kitchen
- Anti-Oppression and Fair Housing Law
- Board Roles and Responsibilities
- Campus Cooperative Education For Community Resilience
- Co-op Knowledge Hub: Find out where to learn, read and find resources on all things co-op
- Co-op Staff Evaluations
- Collaboration in a Struggling Cooperative
- Community Agreements and Creating Safe(r) Spaces (Roundtable)
- Consent-based Decision Making
- Difficult Decisions - Asking a Member to Leave (Roundtable)
- Do it Together! Participatory Co-op Education
- Do Your Part(y): Co-op Fundraisers
- Food on a Budget (Roundtable)
- Foundational Facilitation Skills
- Games and Theories: An Experiential Examination of Cooperation vs. Competition
- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks
- Labor Accountability (Roundtable)
- Member Debt (Roundtable)
- Member Recruitment and Outreach (Roundtable)
- Ongoing Member Training (Roundtable)
- Own your Books!: Demystifying Financial Planning & Cultivating Democratic Engagement
- Policy Governance in Action
- Resources for a Healthy Membership
- Sharing More: Making the Move from Co-op to Commune
- Simmer Down: Resolving Co-op Conflicts
- Strategic Planning Through Collaborative Design
- Teaching Financial Literacy in your Co-op through Popular Education
- The Cooperative Check-in: Tools for Mental Health Management
- The Importance of Good Stewardship
- Troubleshooting Meeting Facilitation (Roundtable)
- Understanding Co-op Finances
- Waste Not, Want Not
- Words Matter: How Paying Attention to Documents Can Make Cooperatives Stronger



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

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

- A New Economy Taking Root
- Brewing Together: Building the Cooperative Brewery
- Campus Co-ops and the “(Re-)Co-op-tation” of the University
- Co-op Knowledge Hub: Find out where to learn, read and find resources on all things co-op
- Co-op Youth Combating Oppression
- Cooperatives Investing in Cooperatives
- Developing Co-ops with Incarcerated and Returning Citizens
- Get to Know the 2016 NASCO Board Candidates
- History of Group Equity Housing Cooperatives
- Living Our Values: Stories and Strategies to Build Community Wealth
- NASCO Properties Members Assembly!
- The Story of a Detroit Cooperative Developer



## **THEME TRACK: “COOPERATIVE RESILIENCE**

The 2016 Institute is structured around the theme of “Cooperative Resilience,” This theme brings together a variety of programming that explores the innovative and resilient nature of cooperatives, and how these qualities are essential to adapt in a changing world as we build the next economic systems. This track is sponsored by the Fund for Democratic Communities.

- Campus Cooperative Education For Community Resilience
- Capitalism, Conditions, & Consciousness - Part 1
- Capitalism, Conditions, & Consciousness - Part 2
- Co-op Youth Combating Oppression
- Collaboration in a Struggling Cooperative
- Defending the Commons in the Privatized Public University
- Developing Co-ops with Incarcerated and Returning Citizens
- Do We Own It?
- Living Our Values: Stories and Strategies to Build Community Wealth
- Permaculture in Cooperatives: Practices for Practical Resilience
- Sustainable Building Practices
- The Importance of Good Stewardship
- Waste Not, Want Not

## **DEVELOPING NEW CO-OPS**

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



- Creating a New Co-op – 1 - The Development Process, Part 1
- Creating a New Co-op – 2 - The Development Process, Part 2
- Creating a New Co-op – 3 - Incorporation & Bylaws
- Creating a New Co-op – 4 - Budgets & Feasibility
- Creating a New Co-op – 5 - Finding a Property that Fits your Group's Needs
- Creating a New Co-op – 6A - Purchasing a Property
- Creating a New Co-op – 6B - Negotiating a Master Lease
- Getting Tax Exemption
- Pathways to Expansion for Larger Co-ops

## **STAFF & MANAGERS TRACK**

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



- Anti-Oppression and Fair Housing Law
- Campus Co-ops and the "(Re-)Co-op-tation" of the University
- Co-op Knowledge Hub: Find out where to learn, read and find resources on all things co-op
- Collaboration in a Struggling Cooperative
- Do it Together! Participatory Co-op Education
- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks
- Member Recruitment and Outreach (Roundtable)
- Member-Staff Relations (Roundtable)
- Ongoing Member Training (Roundtable)
- Pathways to Expansion for Larger Co-ops
- Policy Governance in Action
- Resources for a Healthy Membership
- Strategic Planning Through Collaborative Design
- Sustainable Building Practices
- Teaching Financial Literacy in your Co-op through Popular Education
- The Importance of Good Stewardship
- Waste Not, Want Not



# COURSE BLOCK 1

Saturday November 12th, 9:30am - 11:00am



## ALL THINGS FOOD: HOW TO MANAGE A COOPERATIVE KITCHEN

**Daniel Moglen** (Berkeley Student Cooperative)  
Anderson AB

This presentation will expose the inner workings of co-op food system through the lens of a Kitchen Manager in one of the houses of the Berkeley Student Cooperative (Hillegass Parker House). By looking at aspects including the supply chain, budgeting, meal planning, and food preparation, we will share strategies for reaping the tremendous benefits of food sharing in the co-ops. Be prepared to share your ideas and experiences, as there will be ample time for discussion.

*Audience:* Housing and Dining Co-op Members



## CO-OP YOUTH COMBATING OPPRESSION

**Jesus Lucero** (USA Cooperative Youth Council)  
Parker



The cooperative movement is a beacon of hope but there are some that actively disengage from the negative image associated with many cooperative spaces. Many coops are viewed as exclusive, white-serving, patriarchal, and trendy spaces but these are the exact notions that we should be changing in our systems. Now is the time to change the conversation and install anti-racist tools into our cooperative spaces to truly be an inclusive movement serving the needs of everyone. Join the USA Cooperative Youth Council in a youth led approach to #changetheimage based on our active anti-racist campaign, goals, and strategies.'

*Audience:* Anybody



## COLLABORATION IN A STRUGGLING COOPERATIVE

**Allison Peter** (People's Market) and **Corey Walters** (UMass Center for Student Business)  
Pendleton

Is your collective losing money? Is morale sinking? Are there unhealthy power dynamics? Do things feel like they are coming apart at the seams? Let's look at ways you can use the democratic structures of the cooperative movement to identify problems and move forward in times of crisis. We'll look at communications strategies, emergency financial measures, and balancing sacrifices with mission as we discuss various scenarios your organization may find itself in.

*Audience:* Anybody

## **CONFRONTING SEXUAL VIOLENCE IN COOPERATIVES: SURVIVOR SUPPORT**

**Wren Leader** (Oberlin Student Cooperative Association) and **Alison Kronstadt** (Seedpod Co-op)

2105 A

In this workshop, we will building practical skills for support skills for supporting people who have experienced sexual violence. In the first half of the workshop, we will talk about general dynamics of consent and sexual violence, and brainstorm what effective responses to violence look like. After a short break, we create a body of knowledge about one-on-one Survivor Support.

*Audience:* Anybody



## **CREATING A NEW CO-OP - 1 - THE DEVELOPMENT PROCESS, PART 1**

**Mark Fick** (Shared Capital Cooperative) and **Corrigan Nadon-Nichols** (NASCO) Pond AB

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

*Audience:* Housing Co-ops



## **DO WE OWN IT?**

**Noah Compo** (University of Kansas Student Housing Association) Wolverine

It’s a familiar site in housing cooperatives, stickers and t-shirts proudly declaring “WE OWN IT”. But...do we? In this session we will examine the topic of ownership as both a legal and cultural issue. We will explore how notions of ownership affect community investment, social psychology, and agency within formal systems. We will look at various cooperative ownership models, differences between ownership, control, and use, and discuss ways to build a stronger sense of ownership among co-op members. Finally, we will ask “Who is we?” within the broader context of the cooperative movement and the changing economy.

*Audience:* Anybody





## **FOUNDATIONAL FACILITATION SKILLS**

**Shay O'Reilly** (Resist Spectra)

Anderson D

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

*Audience:* Anybody



## **GONE BUT NOT FORGOTTEN: A ROUNDTABLE ON BUILDING AND GROWING COOPERATIVE ALUMNI NETWORKS**

**Susan Caya** (ICC Ann Arbor), **Halie Albertson** (ICC Ann Arbor), **Syd Burke** (MSU Student Housing Co-op) and **Kim Garmany** (College Houses)

Welker

As important as it is to dedicate our attention to the current membership of our cooperatives, former members can equally serve as invaluable resources. How can cooperatives better engage with former members to secure the future of our organizations? This roundtable seeks to inspire action through collaborative discussion regarding alumni outreach, fund development, volunteer programs, and maintaining or establishing membership records.

*Audience:* Housing Co-ops



## **MEMBER DEBT (ROUNDTABLE)**

**Matthew Bendure** (ICC Austin)

2105 D

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

*Audience:* Anybody

## TEACHING FINANCIAL LITERACY IN YOUR CO-OP THROUGH POPULAR EDUCATION

**Annie Sullivan Chin** (A Bookkeeping Cooperative) and **Alex Fischer** (Open Bookkeeping)

Kuenzel

This workshop will use fun and engaging techniques to introduce you to financial terminology, reading financial statements & how these relate to your housing cooperative and larger decisions. You will go home with an appreciation for understanding finances in your co-op and tools to help share this knowledge with your fellow co-ops.

*Audience:* Anybody



## WASTE NOT, WANT NOT

**Ken Mills** (College Houses)

2105 B

Do you really want to change the world? The injustice that we see all around us motivates us all to do something about it. But in many cases we feel completely powerless to the prevailing power structures. This session will give information that will take us well beyond simple recycling. Landfill diversion, composting, and zero-waste initiatives will provide the cooperative movement and individual communities the strategies needed to move forward in the future, creating a more sustainable economy and environment. This session will inspire co-ops to view what is called trash as a valuable resource. This is a protest that we can win.

*Audience:* Anybody



# COURSE BLOCK 2

Saturday November 12th, 2:30pm - 4:00pm



## **A NEW ECONOMY TAKING ROOT**

**Shavaun Evans** and **Jonathan Rosenthal** (New Economy Coalition)

Anderson D

Throughout North America, there's a New Economy bursting forth through the cracks. The old economy - centuries of economic extraction and a concentration of power in the hands of a few - has failed us. The New Economy scales up visionary ideas like cooperatives and participatory budgeting. It divests in fossil fuels, invests in communities, and puts people and planet first. This session will weave together stories of communities who are (and have long been) making deep change to create a New Economy. We will lean on audience expertise to examine the role we can all play in helping this New Economy take root.

*Audience:* Anybody



## **ANTI-OPPRESSION AND FAIR HOUSING LAW**

**Rek Kwawer** (NASCO)

2105 A



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

*Audience:* Housing Co-ops



## **BOARD ROLES AND RESPONSIBILITIES**

**Rebecca Nole** (Riverwest Cooperative Alliance)

Anderson C

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

*Audience:* Current/Future Co-op Board Members

## **CO-OP KNOWLEDGE HUB: FIND OUT WHERE TO LEARN, READ AND FIND RESOURCES ON ALL THINGS CO-OP**

**Erin Hancock** (Co-operative Management Education, Saint Mary's University)  
Welker

Do you wonder where all of the co-op libraries and resources are? Where can you do a co-op MBA? Who is researching co-ops? Come here for your one stop shop to access a huge knowledge network. This workshop offers you the 10,000 foot view of how to learn everything you want about co-ops, find out where to study and figure out how to pick up resources to serve your own co-op ambitions. Participants will be invited to contribute to this web as well, helping to chart a path to “co-op enlightenment” that each person can customize to fit their needs.

*Audience:* Anybody



## **CREATING A NEW CO-OP - 2 - THE DEVELOPMENT PROCESS, PART 2**

**Mark Fick** (Shared Capital Cooperative) and **Corrigan Nadon-Nichols** (NASCO)  
Pond AB

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

*Audience:* Housing Co-ops



## **DIFFICULT DECISIONS - ASKING A MEMBER TO LEAVE (ROUNDTABLE)**

**David “Rosebud” Sparer** (Herrick & Kasdorf, LLP) and **Kim Garmany** (College Houses)  
2105 D

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

*Audience:* Housing Co-ops







## **FIGHTING THE SYSTEMS: DESTABILIZING SYSTEMIC OPPRESSION IN OUR CO-OPS - PART 1**

**Autumn Brown** and **Marc Mascarenhas** (Anti-Oppression Resource & Training Alliance)  
Kuenzel

In this training, we'll develop shared language and a deeper understanding of how systemic oppression operates so that we can better understand how to transform our housing cooperatives. Together we'll map out what it looks like when systems like white supremacy, patriarchy, classism, homo & trans phobia, ableism, etc influence and affect our day-to-day operations as well as organizational policies and practices. Participants will leave with resources and action steps to make concrete changes that help to break down these systems and build stronger, more resilient cooperatives.

**This is a two-part session. Attendance during both sessions is required.**

*Audience: Anybody*



## **GET TO KNOW THE 2016 NASCO BOARD CANDIDATES**

**NASCO Board**

Pendleton

A panel discussion in which candidates nominated to run for the NASCO Board of Directors will have a chance to answer questions about cooperative leadership, personal experience, and what motivates them to run for the board. In addition to a Question & Answer session with candidates attending the Institute, other candidates may join the discussion through video conference or prepared statements in advance. Current NASCO board members will be present to share their experiences with candidates and conference attendees.

*Audience: Anybody*



## **MEMBER RECRUITMENT AND OUTREACH (ROUNDTABLE)**

**Kerry Alsheimer** (Nickel City Housing Cooperative)

2105 C



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

*Audience: Housing Co-ops*

## **NASCO PROPERTIES MEMBERS ASSEMBLY!**

### **NASCO Properties Board**

Wolverine

NASCO Properties co-op members, this session is for YOU! This will be an opportunity to meet folks from other NP co-ops and discuss a variety of issues relevant to our co-op of co-ops. We will learn how other co-ops approach some of our common challenges, have Q&A time with the NP board and NASCO staff, and brainstorm together how to utilize our collective resources and plan for the future of NASCO Properties. This session will be highly interactive, so come prepared with your questions, stories, and ideas!

*Audience:* NASCO Properties members



## **OWN YOUR BOOKS!: DEMYSTIFYING FINANCIAL PLANNING & CULTIVATING DEMOCRATIC ENGAGEMENT**

**Devin Case-Ruchala** (Bloomington Cooperative Living)

2105 B

Ever voted on a house budget not knowing what exactly you were voting on or why? Feel like financial management is too boring to care about or too complex to understand? Does your co-op need a basic financial plan but don't know where to start? This session seeks to demystify the financial planning and management process in a creative and engaging combination of activity and dialogue. The goal is to empower co-op members with the knowledge to make informed decisions about their co-op's finances and provide tools & resources for financial planning and management. No prior knowledge required; all skill levels are invited to participate.

*Audience:* Housing Co-ops



## **PERMACULTURE IN COOPERATIVES: PRACTICES FOR PRACTICAL RESILIENCE**

**Avery Hardy** (Berkeley Student Cooperative)

Anderson AB

Permaculture is a design philosophy rooted in the idea that we can embrace the mechanisms and philosophies by which nature solves problems. (The forest doesn't need to be tilled and planted and composted, right? It does it all by itself, baby.) If we want to build cooperatives that are not only resilient to the climate crisis but also resilient in the literal sense--able to be sustained without exhaustive effort over the long-term despite inevitable disturbances--we need to reconsider the spatial and ecological dimensions of our co-ops. Permaculture offers a design framework for us to do this, helping us to keep in mind key problem-solving tactics from the natural world to inspire biomimetic solutions that can improve circulation and ease of usage of our common spaces, reduce on-site water usage and waste generation, and generate low-effort and high-yield public and outdoor spaces.

*Audience:* Anybody



SATURDAY, 2:30 PM - 4:00 PM

# COURSE BLOCK 3

Saturday November 12th, 4:15pm - 5:45pm



## **CAMPUS CO-OPS AND THE “(RE-)CO-OP-TATION” OF THE UNIVERSITY**

**Darryl Reed** (Green Campus Co-operative) and **Tristan Laing** (Campus Co-operative Residence Inc.)

Pond AB

Universities and cooperatives have many shared values and historically have cooperated closely. This session examines: (1) the overlap in the values and missions of cooperatives and universities (and colleges); (2) why universities do not cooperate as closely as they used to or should, and; (3) why such cooperation is important for both parties, and; (4) practical efforts and strategies that can be undertaken to encourage mutually beneficial cooperation in education, research, development and commercial relations between universities and coops. (There will be lots of discussion and examples of such successful cooperation.)

*Audience: Anybody*



## **CONFRONTING SEXUAL VIOLENCE IN COOPERATIVES: ANTI VIOLENCE INTERVENTIONS IN CO-OPS AND BEYOND**

**Wren Leader** (Oberlin Student Cooperative Association) and **Alison Kronstadt** (Seedpod Co-op)

Anderson C

In this session, we will be discussing the ways that we can prevent and respond to sexual violence within a cooperative setting. We will start by discussing the ways that rape culture can manifest in cooperative spaces, and, and brainstorm ways to respond to them effectively, as both individuals and institutions. After a break, we will apply the skills that we've learned to work through a hypothetical scenario of sexual violence.

*Audience: Anybody*



## **CREATING A NEW CO-OP - 3 - INCORPORATION & BYLAWS**

**Corrigan Nadon-Nichols** (NASCO) and **David “Rosebud” Sparer** (Herrick & Kasdorf, LLP)

Parker

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

*Audience: Housing Co-ops*

## **DO IT TOGETHER! PARTICIPATORY CO-OP EDUCATION**

**Kim Garmany** (College Houses) and **Erin Hancock** (Saint Mary's University)

Anderson D

Popular Education is an exciting way to approach teaching and learning that encourages using various ways to relay and explore information. As you reflect on your NASCO Institute experience, the session will guide you through a series of participatory activities that you can take back to your co-op or to your working life. There will also be space for folks to share participatory activities that weren't practiced in the workshop.

*Audience:* Anybody



## **FIGHTING THE SYSTEMS: DESTABILIZING SYSTEMIC OPPRESSION IN OUR CO-OPS - PART 2**

**Autumn Brown** and **Marc Mascarenhas** (Anti-Oppression Resource & Training Alliance)

Kuenzel

In this training, we'll develop shared language and a deeper understanding of how systemic oppression operates so that we can better understand how to transform our housing cooperatives. Together we'll map out what it looks like when systems like white supremacy, patriarchy, classism, homo & trans phobia, ableism, etc influence and affect our day-to-day operations as well as organizational policies and practices. Participants will leave with resources and action steps to make concrete changes that help to break down these systems and build stronger, more resilient cooperatives.

**This is a two-part session. Attendance during both sessions is required.**

*Audience:* Anybody



## **FOOD ON A BUDGET (ROUNDTABLE)**

**Michael Eugenio** (Qumbya Co-op)

2105 D

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

*Audience:* Housing Co-ops





### **LIVING OUR VALUES: STORIES AND STRATEGIES TO BUILD COMMUNITY WEALTH**

**Annie Sullivan-Chin** (A Bookeeping Cooperative), **Paul Chander** (Center for Community-Based Enterprises), **Maggie Cohn** (Cooperative Fund of New England), **Dr. Jessica Gordon Nembhard** (John Jay College; author: "Collective Courage: A History of African American Cooperative Economic Thought and Practice"), **Jonathan Rosenthal** (New Economy Coalition), **moderator: Steve Dubb** (NASCO Advisory Board; Democracy Collaborative)

Pendleton

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

*Audience: Anybody*



### **ONGOING MEMBER TRAINING (ROUNDTABLE)**

**Nola Warner** (MSU Student Housing Cooperative)

2105 C

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

*Audience: Anybody*



### **SIMMER DOWN: RESOLVING CO-OP CONFLICTS**

**Morgan Crawford** (NASCO) and **Esteban Kelly** (US Federation of Worker Cooperatives; Anti-Oppression Resource & Training Alliance)

2105 A

Democracy can be difficult. Co-ops, filled to the brim with a diversity of opinions and experiences, can foster amazing opportunities and polarizing conflicts. Fortunately, co-ops are excellent at working together and are in a unique position to deal with disagreement constructively. Join NASCO staff to try on some new strategies and learn how to move from conflict to common ground.

*Audience: Anybody*

## **STRATEGIC PLANNING THROUGH COLLABORATIVE DESIGN**

**Maya Menlo** (NASCO Board of Directors) and **Nick Coquillard** (ICC Ann Arbor)  
2105 B

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

*Audience:* Anybody



## **SUSTAINABLE BUILDING PRACTICES**

**Sasa Duricin** (Waterloo Co-operative Residence Inc.)

Welker

Co-operatives needs are changing. With the changes, Sasa sees opportunity for Co-operatives to answer their economic pressures by managing their accommodation needs to suit the changing world. Key parts of the solution to lower operating costs and increasing bottom-line productivity are more efficient, greener and healthier buildings. These buildings and their “green improvements” will help Co-operatives drive more efficiencies into their communities and organizations.

*Audience:* Anybody



## **THE COOPERATIVE CHECK-IN: TOOLS FOR MENTAL HEALTH MANAGEMENT**

**Shea Akers** (Nickel City Housing Cooperative)

Anderson AB

Creating a Cooperative tool box to help manage mental health as a community. This workshop will be interactive and discussion based to help build upon our natural abilities to learn, soothe and help each other.

*Audience:* Anybody





# COURSE BLOCK 4

Sunday November 13th, 9:00am - 10:30am



## **ADDRESSING SEXUAL TRAUMA & ABUSE WITHIN OUR COMMUNITIES - PART 1**

**Jess Harman** (University of Kansas Student Housing Association)  
Anderson AB

We are currently living in a society which not only expects, but accepts that sexual violence is going to occur. A society which more often than not fails to believe victim-survivors by blaming them for their assault. By another name, we are living in a 'rape culture.' By understanding the issue of sexual violence, consent, and rape culture, we can learn what we can do individually and as a community to support victim-survivors while addressing and preventing sexual violence from occurring within our spaces.

*Audience: Anybody*



## **CAMPUS COOPERATIVE EDUCATION FOR COMMUNITY RESILIENCE**

**Grace Lihn** (Berkeley Student Food Collective)  
Anderson D

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

*Audience: Anybody*

## **CAPITALISM, CONDITIONS, & CONSCIOUSNESS - PART 1**

**Shay O'Reilly** (Resist Spectra)

Kuenzel

What do epipen price surges, school privatization, student and credit card debt, fracking, hungry children, rising seas, and “shitty little jobs” have in common? All are produced by capitalism in the 21st Century. Too often, we mystify the workings of a capitalist political economy, and fail to reckon with the economic system that underlies so many of our struggles — but you can't fight an enemy you don't know. This session will give participants a cursory working understanding of how capitalism developed and functions, with a particular insight towards the necessity of fossil fuels to our political economy, before moving into an overview of current trends towards greater inequality, poverty, racial disparities, and ecological catastrophe — trends that collective resi(lience/stance) may help us overcome.

*Audience:* Anybody



## **CO-OP STAFF EVALUATIONS**

**Rek Kwawer** and **Daniel Miller** (NASCO)

Wolverine

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

*Audience:* Co-ops with Staff; Board Members



## **COMMUNITY AGREEMENTS AND CREATING SAFE(R) SPACES (ROUNDTABLE)**

**Devin Case-Ruchala** (Bloomington Cooperative Living)

Anderson C

Community agreements are important and powerful tools that co-ops use to hold themselves accountable to their shared norms, values, boundaries, and aspirations. If there are implicit codes of conduct where you live, we especially invite you to explore making them explicit! In this roundtable, participants will share their struggles and success in setting community agreements and discuss strategies for making their spaces safe (or at least safer).

*Audience:* Anybody





**COOPERATIVES INVESTING IN COOPERATIVES**

**Maggie Cohn** (Cooperative Fund of New England) and **Mark Fick** (Shared Capital Cooperative)

Pendleton

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

*Audience: Anybody*



**CREATING A NEW CO-OP - 4 - BUDGETS & FEASIBILITY**

**Brian Dahlk** (Wegner CPAs)

Parker

A development budget is a powerful tool for shaping your co-op’s vision. Learn how to understand the development budget for your new co-op, to present that budget to lenders or other partners, and use the budget to look at your co-op’s options. Do not fear the spreadsheets! They are your friend!

*Audience: Housing Co-ops*



**GAMES AND THEORIES: AN EXPERIENTIAL EXAMINATION OF COOPERATION VS. COMPETITION**

**Paxus Calta** and **Maximus Thaler** (Federation of Egalitarian Communities)

2105 A

This workshop is aimed at examining the complexity of cooperation through a series of cooperative, competitive, and player-defined games. We will be asking some big questions such as what brings about selfishness, vs. altruism? How do we establish trust? To what extent can rules substitute trust? When do we take initiative? What is group morale and how do we preserve it? We will use games, theoretical discussion, and personal reflection to try to realize what we can know and what we could apply to our various communities.

*Audience: Anybody*

## **PATHWAYS TO EXPANSION FOR LARGER CO-OPS**

**Corrigan Nadon-Nichols** (NASCO)

Welker

Many housing cooperatives consider expansion to be a worthy goal for furthering their mission and increasing financial stability. However as co-ops grow in scale, they face additional obstacles and opportunities that complicate the development process. In this session, we will examine several successful expansion projects at larger co-ops and analyze under what circumstances expansion is a worthwhile goal.

*Audience:* Large Housing Co-ops



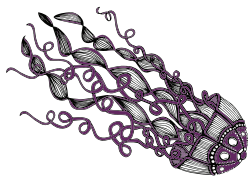
## **POLICY GOVERNANCE IN ACTION**

**Lana Wong** (Waterloo Co-operative Residence Inc.)

Pond AB

The Policy Governance model provides a framework to help boards focus on organizational long term vision and ensure accountability towards their membership. What is unique about Policy Governance that guides good governance? Can Policy Governance model satisfy all governance needs of democratic organizations like co-operatives? WCRI had been using Policy Governance for close to a decade, what are some challenges that remain unaddressed by the model? In this session, we will cover the theory of the model, build an annual calendar for a Policy Governance board, and identify and address shortcomings of the model.

*Audience:* Co-op Board Members and Staff



# COURSE BLOCK 5

Sunday, November 13th 10:45am - 12:15pm



## **ADDRESSING SEXUAL TRAUMA & ABUSE WITHIN OUR COMMUNITIES - PART 2**

**Jess Harman** (University of Kansas Student Housing Association)  
Anderson AB

We are currently living in a society which not only expects, but accepts that sexual violence is going to occur. A society which more often than not fails to believe victim-survivors by blaming them for their assault. By another name, we are living in a 'rape culture.' By understanding the issue of sexual violence, consent, and rape culture, we can learn what we can do individually and as a community to support victim-survivors while addressing and preventing sexual violence from occurring within our spaces.

*Audience: Anybody*



## **BEYOND CALL-OUTS: DEEPENING ANTI-OPPRESSION ACTIVISM**

**Nico White** (NASCO Properties Board of Directors)  
Wolverine

You've banned oppressive speech from your house, you've hosted informative social justice workshops, yet your co-op is still plagued with inequality. What gives? This presentation will explore deeply rooted forms of oppression that are more difficult to identify and "call out." We will examine the causes and symptoms of power imbalances in cooperative spaces, and work to develop solutions that emphasize collective growth and empowerment. This session will focus on scientifically tested and proven ways of reducing prejudice, redistributing power, and promoting inclusivity.

*Audience: Co-op Members*



## **SHARING MORE: MAKING THE MOVE FROM CO-OP TO COMMUNE**

**Anthony Beck** (Federation of Egalitarian Communities)  
Anderson C

For those to whom cooperation is a life path, not just a phase, what comes after life in co-ops? What more can be shared? How about money? Income sharing communities (aka communes) build upon and expand the sharing already practiced in co-ops, collectivizing many, instead of only a few aspects of life. Sharing more enables a low impact, fulfilling and varied life that would not otherwise be possible. Cooperative skills built in housing co-ops are directly applicable to life as a communitarian, making commune life a natural next step for those wishing to deepen their commitment to cooperation.

*Audience: Anybody*

## **BREWING TOGETHER: BUILDING THE COOPERATIVE BREWERY**

**Matthew Bendure** (4th Tap Brewery)

Pond AB

This session will provide a brief history on the first year anniversary of the 4th tap cooperative brewery, the first worker-owned, production brewery in Texas. The products of a long standing and vibrant home-brewing scene in Austin, founders John Stecker and Chris Hamje partnered with Cooperation Texas, the Austin Cooperative Business Association, Wheatsville Co-op and numerous other cooperative organizations in both Texas and abroad to create a brewery focused on health, happiness, and, mostly importantly, worker-owned and managed. While we will examine 4th tap in detail - its inception, funding, partnerships and the ups and downs of its first year in business-we will also look to the larger, national cooperative craft brewery scene that is growing rapidly. By studying 4th tap in detail while placing it within the context of the larger brewery-cooperative movement, we may gather invaluable insights into the creation and sustainability of cooperative enterprises more broadly.

*Audience:* Anybody



## **CAPITALISM, CONDITIONS, & CONSCIOUSNESS - PART 2**

**Shay O'Reilly** (Resist Spectra)

Kuenzel

What do epipen price surges, school privatization, student and credit card debt, fracking, hungry children, rising seas, and “shitty little jobs” have in common? All are produced by capitalism in the 21st Century. Too often, we mystify the workings of a capitalist political economy, and fail to reckon with the economic system that underlies so many of our struggles — but you can't fight an enemy you don't know. This session will give participants a cursory working understanding of how capitalism developed and functions, with a particular insight towards the necessity of fossil fuels to our political economy, before moving into an overview of current trends towards greater inequality, poverty, racial disparities, and ecological catastrophe — trends that collective resi(lience/stance) may help us overcome.

*Audience:* Anybody



## **MEMBER-STAFF RELATIONS (ROUNDTABLE)**

**Steve Dubb** (NASCO Advisory Board; Democracy Collaborative)

2105 C

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

*Audience:* Co-op Staff







## CREATING A NEW CO-OP - 5 - FINDING A PROPERTY THAT FITS YOUR GROUP'S NEEDS

**Jim Jones** (Collective Seeds Consulting Co-op)

Welker

Sure, you found the perfect house. But should you buy it, or even rent it, given your local zoning codes? And how does cost factor in, not to mention community? What you can buy or should buy may be very different from what you want to buy. Figuring out what to look for in advance will help to keep you from many a heartache! This workshop will look at the interactions between city requirements, cost, community-building, location, size, sources of funding, political support, and many other factors that influence the nature of the building you should be looking for.

*Audience:* Housing Co-ops



## DEVELOPING CO-OPS WITH INCARCERATED AND RETURNING CITIZENS

**Dr. Jessica Gordon Nembhard** (John Jay College; "Collective Courage: A History of African American Cooperative Economic Thought and Practice")

Pendleton

This participatory workshop addresses racism, exploitation, and humanism through alternative economics in the criminal justice system. Dr. Jessica Gordon Nembhard will start people thinking about and discussing building cooperatives in prisons with incarcerated members, and outside with members who were formerly incarcerated and to support re-entry. She will open by setting the context of exploitation against and marginality of people of color in the criminal justice system, and the roles economic and community justice can play. She explores this kind of inclusivity of the co-op model, and furthers the discussion about how to address prison reform/abolition in a solidarity economy framework and broaden the strategies for working with returning citizens. She will include information about Italian social and worker co-operatives in offender rehabilitation, along with Italy's enabling laws; and Canadian and Puerto Rican examples of using cooperatives in and outside prisons. She will engage participants in discussion about how to bring these models to the US.

*Audience:* Anybody



## GETTING TAX EXEMPTION

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

Parker

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

*Audience:* Anybody

## QUEERTOPIA

**Cel Scherle** (Federation of Egalitarian Communities)

2105 A

QueerTopia or Queer in Utopia is a workshop and discussion about the queer experience within communal living. Through a number of exercises the group will share experiences, challenges, and also brainstorm possible solutions.

*Audience:* Queer People Only



## THE IMPORTANCE OF GOOD STEWARDSHIP

**Maggie Cohn** (Cooperative Fund of New England), **Daniel Miller** (NASCO),

**Noah Compo** (University of Kansas Student Housing Cooperative), and

**Aparaajit Sriram** (Providence Eastside Association for Cooperative Housing)

Anderson C

Stewardship is an ethic that embodies the responsible planning and management of resources. The purpose of this workshop is to encourage all co-ops to leave their houses in good shape for future groups. There are various ways to get assistance and support -- through shared resources (bookkeeping systems, ability to compare financials, property management, access to maintenance money, sharing materials and policies between coops, etc.) as well as from consultants and membership organizations. This workshop will encourage co-ops to find and utilize appropriate resources and to be good stewards of their cooperatives.

*Audience:* Anybody



## WORDS MATTER: HOW PAYING ATTENTION TO DOCUMENTS CAN MAKE COOPERATIVES STRONGER

**Avery Edenfield** (Utah State University)

2105 B

Cooperative documentation has meaning beyond words on a page; texts are not neutral documents. Paying attention to drafting, revising, and interpreting processes can give insight to underlying personal dynamics, revealing tension, disagreement, exclusions, or contradictions. We will review data from a longitudinal study of a cooperative where Dr. Edenfield analyzed texts written by founders, the Board of Directors, and staff. This study shows the texts' social effects extended for years, sometimes nearly invisible to those involved. Participants will learn about the importance of writing and interpreting processes, as well as strategies for ensuring those processes are democratic, transparent, and inclusive. Together, we will brainstorm writing practices to apply the lessons learned from this research.

*Audience:* Anybody





## **TROUBLESHOOTING MEETING FACILITATION (ROUNDTABLE)**

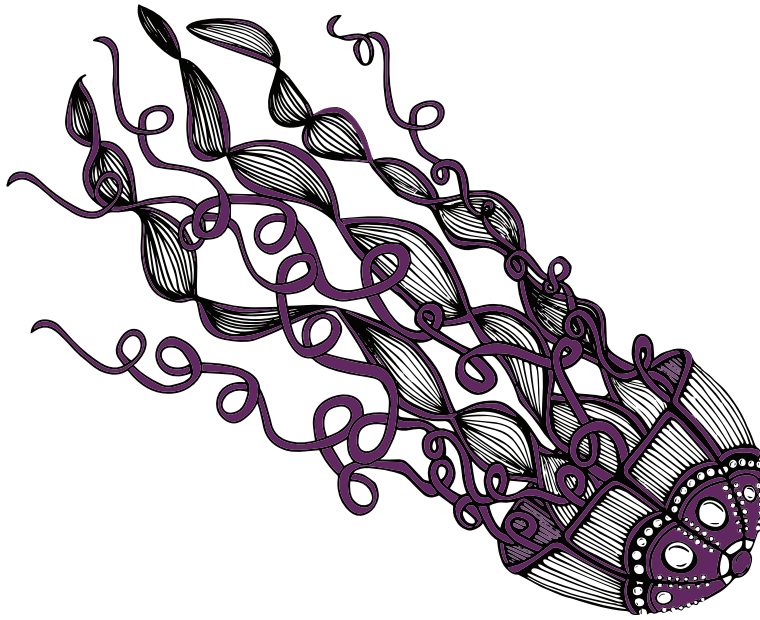
**Marc Mascarenhas-Swan** (AORTA)

2105 D

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

*Audience:* Anybody

Building Cooperative Skills; Applied Anti-Oppression



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# COURSE BLOCK 6

Sunday, November 13th 1:45pm - 3:15pm



## CONSENT-BASED DECISION MAKING

**Sky Blue** (Fellowship for Intentional Community, Federation of Egalitarian Communities)

Kuenzel

Co-ops are places where we get to see what real democracy looks like. They are also places where our idealism gets tested in the day to day of living and working together, with all the challenges, logistical, interpersonal, and otherwise, that present themselves. Solid decision-making processes that take everything into account, and that make sure everyone is heard, considered, and empowered, are crucial for a successful co-op. This workshop will cover the fundamentals of consent-based decision-making (i.e. consensus and similar methods).

*Audience:* Anybody



## CREATING A NEW CO-OP - 6A - PURCHASING A PROPERTY

**holly jo Sparks** (MSU Student Housing Co-op; Collective Seeds Consulting Co-op) and **David "Rosebud" Sparer** (Herrick & Kasdorf, LLP)

2105 B

The process of purchasing a property can be complex and intimidating. What are closing costs? Who do you have to pay, and how much? Where is the money coming from, and where does it go? Participants will learn how navigate from making an offer to closing on the purchase of a residential property.

*Audience:* Housing Co-ops



## CREATING A NEW CO-OP - 6B - NEGOTIATING A MASTER LEASE

**Daniel Miller** (NASCO)

Welker

Come learn how to lower your lease payments, win more autonomy for your coop, and set yourself up for growth in the future. Leasing can be good option for a new co-op to build its business history, or for an existing co-op to explore expansion. But most landlords are unfamiliar with housing co-ops, and you will need to educate and negotiate to get the best terms for your co-op.

*Audience:* Housing Co-ops



## **DEFENDING THE COMMONS IN THE PRIVATIZED PUBLIC UNIVERSITY**

**Kat Perkins** and **Kaitlin Oki** (Solar Community Housing Association)

Anderson D

What if the economy wasn't a green-eyed, money-grabbing monster but the outcome of the decisions we make and the actions we take? What if changing the ways we talk about economy could transform us from hostages into agents of change? Drawing on inspiration from decades of resistance against privatization at the University of California Davis as well as the work of feminist economic geographers J.K. Gibson-Graham, this session will create a space for co-ops to become co-conspirators in reclaiming the commons.

*Audience:* Anybody



## **DO YOUR PART(Y): CO-OP FUNDRAISERS**

**Cola' Bickford**, **Kerry Alsheimer**, and **Eric Guralny** (Nickel City Housing Cooperative)

2105 A

Planning a successful party requires many different considerations, including budgeting, outreach, and distribution of labor as well as adherence to co-op policies and local ordinances, establishing a safe space and making sure someone is on-point in case somebody pees on the band. This workshop will delve into the nitty-gritty of all of these details.

*Audience:* Housing Co-ops



## **HISTORY OF GROUP EQUITY HOUSING COOPERATIVES**

**Jim Jones** (Collective Seeds Consulting Cooperative)

Parker

This session will cover a history of group housing cooperatives in North America. It will take a look at both student and community based cooperatives, starting in 1873 and continuing to the present. Questions we will address include: How did we all get here? Why aren't there co-ops like ours in other countries? What events in our country have influenced and affected our cooperatives?

*Audience:* Housing Co-ops







## LABOR ACCOUNTABILITY (ROUNDTABLE)

**Ratih Sutrisno** (NASCO)

2105 D

It's 7:00 AM, you're hurrying to get ready for class, and you jump in the shower only to find that your housemate \*still\* hasn't cleaned the bathroom ... if this sounds familiar, then you're invited to participate in this roundtable discussion on systems for building accountability around member labor and strategies for enforcing community norms.

*Audience:* Anybody



## ONE SIZE FITS NONE: DISMANTLING ABLEISM WITHIN COOPERATIVE LABOR STRUCTURES

**Jennifer Emily Scott** (NASCO Board of Directors)

Anderson C

Oftentimes cooperatives look at accessibility issues (if at all) from a standpoint of what the disabled member cannot do. In this workshop we will be investigating how a co-op can proactively adjust their work-credit structures and policies from a position of how every member can actively be involved and participate to both the co-op and its work. We will try to put the intentionality back into the work of an intentional community in regards to assessing both ability levels and contributions from all members. Using examples from cooperatives which have faced accessibility issues with work credit in the past we will look at ways of re-framing those issues with a focus on inclusivity rather than ability. Workshop Disclaimer: Any problems egregious enough to constitute ADA violations are larger than the scope of advice that neither the presenter nor the (average) workshop attendees are able to provide.

*Audience:* Housing Co-ops



## RESOURCES FOR A HEALTHY MEMBERSHIP

**Nola Warner** (MSU Student Housing Cooperative) and **Patti Kardia** (ICC Ann Arbor)

Anderson AB

Productive (happy and healthy!) members need lots of resources to enhance their cooperative living experience. This workshop will explore the five must-have resources for members: 1. Informative contract & member documents (constitution, bylaws, articles, Code of Operations/Standard Operating Procedures); 2. Clear behavioral expectations; 3. Ongoing education and training; 4. Methods for holding each other accountable to agreements; and 5. Transparent governance and decision making. We will discuss these resources in detail, brainstorm the range of resources that cooperatives share with their members, strategize about potential resources our cooperatives are under-utilizing, and will bring home concrete ideas and plans.

*Audience:* Co-ops with Staff

## THE STORY OF A DETROIT COOPERATIVE DEVELOPER

**Halima Cassells** and **Paul Chander** (Center for Community Pendleton)



How can you connect to the cooperative movement? How can a cooperative development organization connect to its community? This session will explore these questions through a case study of the Center for Community-Based Enterprise (C2BE), a cooperative development organization in Detroit. Issues to be examined include: community-based cooperativism, relationship-building, collaboration, leveraging and negotiating privilege, traversing spaces, new culture, organizational sustainability, and Detroit's social dynamics and transformative potential. Speakers include C2BE Outreach and Connectivity Coordinator Halima Cassells, a community artist/activist from Detroit, and C2BE Law Fellow Paul Chander, a community lawyer who recently moved to Detroit.

*Audience: Anybody*

## UNDERSTANDING CO-OP FINANCES

**Brian Dahlk** (Wegner CPAs)  
Wolverine



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

*Audience: Anybody*

# PRESENTER BIOS

## **ANTHONY BECK**

Federation of Egalitarian Communities

Anthony Beck is an engineering graduate turned communitarian working with the Federation of Egalitarian Communities, which he was recently introduced to as a NASCO intern. He is a contributor to the Point A project, which seeks to establish income sharing communities in the urban centers of the East Coast, spread the meme of radical sharing, and help young communes flourish. Previous to joining forces with the FEC, Anthony was a resident-member of the Solar Community Housing Association, during which time he also served on their board of directors.

- Sharing More: Making the Move from Co-op to Commune

## **SKY BLUE**

Fellowship for Intentional Community:  
Federation of Egalitarian Communities

Sky Blue has been a member of Twin Oaks Community, a housing collective, a student housing cooperative, a co housing community, and two small worker co-operative businesses over the last 18 years. He currently works as the Executive Director for the Fellowship for Intentional Community. He's visited dozens of communities and cooperatives, in the US and in Europe. Living in community and furthering the larger cooperative movement has been a primary focus of his entire adult life. He's played a formal or informal role in a number of organizations, as well as forming or developing groups. At Twin Oaks he's had many jobs, including, manager of the Twin Oaks Communities Conference. He also serves as one of the Twin Oaks delegates to the Federation of Egalitarian Communities.

- Consent-based Decision Making

## **DEVIN CASE-RUCHALA**

Bloomington Cooperative Living

Devin Case-Ruchala is on the board of directors of Bloomington Cooperative Living (BCL), a 47 member housing co-op in Bloomington, IN. They joined BCL in 2012 as the co-op was in the process of purchasing its first house, and worked for the next three years as the elected Treasurer to maintain financial stability following the purchase and expansion. They spent the last year working with Shared Capital Cooperative, a national cooperative loan fund, and wear various other hats in the co-op sector helping to build the cooperative movement from a variety of angles including public policy, co-op financing, and education.

- Own your Books!: Demystifying Financial Planning & Cultivating Democratic Engagement
- Community Agreements and Creating Safe(r) Spaces (Roundtable)

## **NICK COQUILLARD**

Inter-Cooperative Council, Ann Arbor

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

- Strategic Planning Through Collaborative Design

## **SASA DURICIN**

Waterloo Co-operative Residence Inc.

Sasa Duricin holds over twelve years of Property and Facility Management experience within the Residential and Commercial sectors, bringing an in-depth knowledge of, and expertise in the areas of Client Liaison and Service, Preventative Maintenance, Property Change Management, Health and Safety, and Personnel Management. With successes in the identification, communication, management and mitigation of risk in pursuit of service excellence, Sasa Duricin currently works as

Facilities Manager at WCRI-Waterloo Co-operative Residence Inc. one of the largest student housing co-operatives in North America.

- Sustainable Building Practices

### **JESSICA GORDON NEMBHARD, PHD**

Grassroots Economic Organizing, Southern Grassroots Economies Project, Eastern Conference for Workplace Democracy, John Jay College

Dr. Jessica Gordon Nembhard, author of *Collective Courage: A History of African American Cooperative Economic Thought and Practice* and 2016 inductee into the U.S. Cooperative Hall of Fame ([www.heroes.coop](http://www.heroes.coop)), is a political economist and Professor of Community Justice and Social Economic Development (in the Africana Studies Department at John Jay College, City University of NY). She is also Director of John Jay's McNair Post-Baccalaureate Achievement Program, and an affiliate scholar with the Centre for the Study of Co-operatives (University of Saskatchewan, Canada). Dr. Gordon Nembhard has numerous publications on cooperative economics, community economic development, credit unions, wealth inequality, community wealth, and Black political economy. In addition, she is the 2014 recipient of the "ONI Award" from the International Black Women's Congress, and the 2011 recipient of the "Cooperative Advocacy and Research" Award from the Eastern Conference for Workplace Democracy. She is a member of the Southern Grassroots Economies Project, the US Federation of Worker Cooperatives, the Eastern Conference for Workplace Democracy, and The Federation of Southern Cooperatives/Land Assistance Fund, as well as a board member of the Association of Cooperative Educators, Grassroots Economic Organizing (GEO) Newsletter, Green Worker Cooperatives, and the US Solidarity Economy Network; and the Chair of the Shared Leadership Team of Organizing Neighborhood Equity (ONE) DC. Gordon Nembhard is a former board member of the National Economic Association (past President and past Treasurer), a founding board member of the Political Economy Research Institute, University of Massachusetts, Amherst (currently on the advisory board), and a co-founder of the Democracy Collaborative. Jessica is the proud mother of Susan and Stephen, and the

grandmother of Stephon and Hugo Nembhard.

- Developing Co-ops with Incarcerated and Returning Citizens
- Sunday Plenary Presentation: From Resilience to Reparations
- Living Our Values: Stories and Strategies to Build Community Wealth

### **JESS HARMAN**

University of Kansas Student Housing Association

Jess Harman is thoroughly enjoying life at the Ad Astra Cooperative in Lawrence, Kansas. When she lived down the road at Sunflower House a few years ago, she obtained a Bachelor in Women, Gender, & Sexuality Studies from the University of Kansas. After graduating, she began her career path in the anti-violence field which has included working at a domestic violence agency, serving as the medical case manager for HIV-positive clients, and as a rape crisis advocate. She is currently the Director of Advocacy Services at The Sexual Trauma & Abuse Care Center located in Lawrence.

- Addressing Sexual Trauma & Abuse Within Our Communities - Part 1
- Addressing Sexual Trauma & Abuse Within Our Communities - Part 2

### **MAYA MENLO**

NASCO Board

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

- Strategic Planning Through Collaborative Design

### **DANIEL MOGLEN**

Berkeley Student Cooperative

Daniel Moglen is a doctoral student in Linguistics, studying second language acquisition, as well as the Kitchen Manager for Hillegass Parker house, a 58-person graduate student coop in Berkeley, California. He has held this position for 3 semesters, and will continue in this position in the Spring semester. What he enjoys the most about

the position is the gratification of knowing that everyone is eating well.

- All Things Food: How to Manage a Cooperative Kitchen

### **REBECCA NOLE**

Riverwest Cooperative Alliance

Rebecca Nole has 17 years experience in co-op organizing, co-op leadership development and governance. Through her work she has been involved with student housing, food, worker and consumer co-operative organizations. She has sat on numerous non-profit and co-operative boards of directors and committees and has held offer positions including president/chair, vice president, secretary and treasurer. Currently, Rebecca is president of the Riverwest Cooperative Alliance - a cooperative development and training organization in Milwaukee WI where she is also pursuing a PhD in geography. Her research is focused on city-sponsored cooperative development initiatives and in particular is examining the current investment in worker cooperative development by the City of New York.

- Board Roles and Responsibilities

### **KAITLIN OKI**

Solar Community Housing Association

Kaitlin Oki is a co-oper in Davis, California where she studies Sustainable Agriculture and Food Systems. She serves on the Board of Directors of the Solar Community Housing Association and participates in movements striving to radically change her local educational, agricultural, and economic systems. A few of Kaitlin's favorite things are meetings, second breakfast, and euphemizing any collectively executed household task as "a party."

- Defending the Commons in a Privatized Public University

### **KAT PERKINS**

Solar Community Housing Association

Kat Perkins is a co-oper in Davis, California where she studies Sustainable Agriculture and Food Systems. She serves on the Board of Directors of the Solar Community Housing Association and participates in movements striving to radically change her local educational, agricultural, and

economic systems. A few of Kat's favorite things are meetings, second breakfast, and euphemizing any collectively executed household task as "a party."

- Defending the Commons in a Privatized Public University

### **ALLISON PETER**

People's Market

Allison Peter has been a co-manager at People's Market for the last 3 years. During that time she has cultivated an interest in the cooperative model and collective management while holding many roles within the business and learning about business sustainability and democratic leadership. Allison is a senior at the University of Massachusetts, Amherst where she studies Sustainable Business Management and hopes to continue working in cooperatives when she graduates.

- Collaboration in a Struggling Cooperative

### **CEL SCHERLE**

Federation of Egalitarian Communities

Cel Scherle is a member of the Twin Oaks Community and a former member of Baltimore Free Farm. He is heavily involved in projects with the Federation of Egalitarian Communities such as Point A. Also, Cel is an artist, designer, and graduate of the Maryland institute College of Art.

- QueerTopia

### **COREY WALTERS**

UMass Center for Student Business

Corey Walters is currently the Interim Director for the Center for Student Business at the University of Massachusetts. He works with seven student-run cooperative businesses consulting with and training student co-managers in areas such as financial management, long-range planning, operations and democratic leadership. As an undergrad, he attended Oberlin College, where he was the Membership Director of the Oberlin Student Cooperative Association and served on the OSCA board of directors.

- Collaboration in a Struggling Cooperative



## **NICO WHITE**

NASCO Properties Board

Nico White originally hails from the root vegetable conglomerate of co-ops in Boulder, Colorado. They currently live in Santa Cruz, California, where they are pursuing their PhD in sociology at UCSC. Nico joined the NASCO Properties board in 2015 and is passionate about integrating social justice activism with community living.

- Beyond Call-outs: Deepening Anti-Oppression Activism

## **AVERY EDENFIELD, PHD**

Utah State University

Dr. Avery Edenfield is an assistant professor in technical communication at Utah State University. Her research agenda works at the intersections of professional communication and community-embedded workspaces. Her interests include philosophies of participation, rhetorics of empowerment and democracy, and community engagement in professional communication. Most recently, Dr. Edenfield has been involved in cooperative development in Wisconsin. She is looking to expand her research into Utah, her new home.

- Words Matter: How Paying Attention to Documents Can Make Cooperatives Stronger

## **DANIEL MILLER**

NASCO

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

- Creating a New Co-op – 6B - Negotiating a Master Lease
- Getting Tax Exemption
- The Importance of Good Stewardship
- Co-op Staff Evaluations

## **CORRIGAN NADON-NICHOLS**

NASCO

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

- Creating a New Co-op – 1 - The Development Process, Part 1
- Creating a New Co-op – 2 - The Development Process, Part 2
- Creating a New Co-op – 3 - Incorporation & Bylaws
- Pathways to Expansion for Larger Co-ops

## **DAVID “ROSEBUD” SPARER**

Herrick & Kasdorf LLP

David “Rosebud” Sparer is an attorney who works in Madison, Wisconsin. He has been involved with co-ops for 40 years. A significant part of his legal practice involves working with co-ops. He works with all sorts of co-ops - housing co-ops, worker co-ops, grocery co-ops, etc. This involves everything from helping them create their organization, to issues related to successful operation, including member relations, to litigation. He also works with non-profits helping them obtain non-profit status, and has successfully done this with dozens of housing co-ops around the country. He lived in a housing coop in the 70s through the 90s in Madison. His other primary area of practice is tenants’ rights litigation. He has also been a serious Buddhist and Tai Chi practitioner for over 40 years.

- Getting Tax Exemption
- Creating a New Co-op – 3 - Incorporation & Bylaws
- Creating a New Co-op – 6A - Purchasing a Property
- Difficult Decisions - Asking a Member to Leave (Roundtable)

## **HOLLY JO SPARKS**

MSU Student Housing Co-op; Collective Seeds Consulting Co-op

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

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

## **SHEA AKERS**

Nickel City Housing Co-op

Shea Akers has been a part of NASCO since 2009 and actively works with youth and mental health issues. She cannot stand cooking, enjoys folk music, and dreams of a cat cooperative in her future.

- The Cooperative Check-in: Tools for Mental Health Management

## **HALIE ALBERTSON**

Inter-Cooperative Council, Ann Arbor

Halie Albertson served as the Alumni & Membership Assistant and NASCO Intern at the ICC last summer and previously lived at SBSHC in Santa Barbara and CCRI in Toronto, ON.

- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks

## **KERRY ALSHEIMER**

Nickel City Housing Co-op

Kerry Alsheimer has lived at Nickel City Cooperative's Ol' Wondermoth for a little over 2 years. At each Halloween Party since she moved in, she has been instrumental in booking bands, making bad puns and promoting the event. She

has also booked bands and performers for Ol' Wondermoths porch party during Buffalo's pride parade. Additionally, Kerry ran a series for a few months in the Fall of 2015 called Ol' Wondermusic that spotlighted up and coming local musical artists once per month. It was through this that she started to learn about cooperatives and interaction with different forms of media. She is currently working on an effective media policy for NCHC.

- Member Recruitment and Outreach (Roundtable)
- Do Your Part(y): Co-op Fundraisers

## **LIZ ANDERSON**

US Federation of Worker Cooperatives

- Day-Long Intensive: "Youth, Worker Cooperatives, and the Post-Capitalist Workplace"

## **MATTHEW BENDURE**

ICC Austin; 4th Tap Brewery

Matthew Bendure is a graduate student in the Department of American Studies at the University of Texas at Austin. A former ICC Austin member and part-time volunteer with the 4th tap Brewery cooperative, his research interests include the development and proliferation of cooperative businesses following the demise of the New Left, temp labor, technological utopias, and bathing rituals within intentional communities of the late 1960s and early 1970s.

- Member Debt (Roundtable)
- Brewing Together: Building the Cooperative Brewery

## **COLA' BICKFORD**

Nickel City Housing Co-op

Cola' Bickford has been involved with the Nickel City Housing Coop since 2012. Though no longer living at either of the two houses, they remain on the board as the organizational treasurer and involve themselves wherever possible in whatever work is necessary to help the organization grow and thrive, from NCHC's yearly Halloween party to ongoing policy discussions. Also the chair of the supervisory committee at the Buffalo Cooperative Federal Credit Union, they enjoy being one of the many passionate cooperators in the burgeoning Buffalo cooperative movement.

- Do Your Part(y): Co-op Fundraisers



## **AUTUMN BROWN**

Anti-Oppression Resource & Training Alliance

Autumn Brown is a mother, organizer, theologian, artist, and facilitator. The youngest child of an interracial marriage, rooted in the complex lineages of counter-culturalism and the military industrial complex, Autumn is a queer, mixed-race woman who identifies closely with her African, European, and white lineages, and a gifted facilitator who grounds her work in healing from the trauma of oppression. Autumn brings over 10 years of experience facilitating organizational and strategic development with community-based and movement organizations, and training organizers in Consensus Process, Facilitation, and Racial Justice. She lives in the Avon Hills of the great state of Minnesota with her partner, three brilliant children, a large and ridiculous dog, and many birds and other forms of wildlife.

- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 1
- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 2
- Sunday Plenary Presentation: From Resilience to Reparations

## **SYD BURKE**

NASCO Board; MSU Student Housing Co-op

Syd Burke is the Alumni Coordinator and current member at MSU SHC and NASCO Development Officer.

- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks

## **HALIMA CASSELLS**

Center for Community-Based Enterprise (C2BE)

Halima Cassells is Detroit-based artist/community advocate who crosses who traverses many diverse circles, and occupies a myriad of roles that are unified by a deep and unwavering devotion to fostering community inter-connectivity. Halima designs spaces for authentic engagement, and artistic expression, as well as engenders ideas of new economy. In addition to her role at C2BE as Outreach and Connectivity Coordinator, Halima works as an independent artist and assumes leadership roles at O.N.E. Mile project, Oakland

Avenue Artists Coalition, Incite Focus Fab Lab, North End Soup, and the Free Market of Detroit.

- The Story of a Detroit Cooperative Developer

## **SUSAN CAYA**

Inter-Cooperative Council, Ann Arbor

Susan Caya has been involved in various co-op organizations since 1975. She began working for the food co-op sector in 1981 and in 1989, she began working for the Inter-Cooperative Council at the University of Michigan in Ann Arbor as their first Education Coordinator. She remained a staff member with ICC until 2014, when she finally retired. But alas, as fate would have it, in 2015, she was offered a part-time job for the newly created position of ICC Alumni Outreach Coordinator. Too good of an offer to pass up, Susan is, now, the Staff Liaison to the Alumni Team, working with members to develop and maintain the ICC Alumni Program.

- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks

## **PAUL CHANDER**

Center for Community-Based Enterprise (C2BE)

Paul Chandler is a community lawyer who provides technical legal assistance, community education, and collaboration to build a solidarity economy in Detroit, anchored by a network of cooperatives and other democratic workplaces. Paul has a B.A. in political science and a minor in public policy from UCLA, where he founded the General Relief Advocacy Project. Paul also has a J.D. from Columbia Law School, where he co-founded the Student Public Interest Network. Paul has also completed the Worker Cooperative Developer Fellowship with the Democracy at Work Institute. In his free time, Paul writes and raps.

- The Story of a Detroit Cooperative Developer
- Living Our Values: Stories and Strategies to Build Community Wealth
- Detroit Tour

## **MAGGIE COHN**

Cooperative Fund of New England

Maggie Cohn represents the Cooperative Fund of New England in southeastern New England. She previously served as executive director of community non-profits, including Mission Hill Health Movement, Boston Collaborative for Food & Fitness, and Mission Hill Main Streets. In the 1990s, she worked at Red Sun Press, a worker-controlled print shop in Boston. Maggie serves on the boards of the Back of the Hill Community Development Corporation and the Cooperative Development Institute. She is a member of Boston Building Resources, Harvest Cooperative Market, Dorchester Community Food Co-op and Urban Greens Food Co-op. She holds a BA in Studio Arts and an MS in Community Economic Development.

- The Importance of Good Stewardship
- Cooperative Loan Funds Investing in Cooperative Business

## **NOAH COMPO**

University of Kansas Student Housing Association

Noah Compo wants to know your intentions. Believing that each of our personal stories do and should affect how we work together, Noah is eminently preoccupied with the intersections between personal narratives, bureaucratic systems, and group behavior. Noah currently lives in Lawrence, KS and works as Executive Staff for the University of Kansas Student Housing Association (UKSHA). Noah has lived in cooperative housing since 2011 and joined the NASCO Properties Board in 2014, where he currently serves as Vice President.

- Do We Own It?
- The Importance of Good Stewardship

## **MORGAN CRAWFORD**

NASCO

Morgan Crawford, Director of Education at NASCO, is all about co-ops. First introduced to cooperatives through living in student and community housing co-ops in California and Iowa, he now organizes educational events and programs for the members and staff of cooperatives in the U.S. and Canada, builds relationships with regional and national cooperative organizations, and facilitates the

empowerment of young cooperative leaders. Morgan strives to support the development a cooperative movement that is universally accessible, socially just, economically democratic, and environmentally sound. He is a governance nerd, a passionate educator, and a lover of effective and supportive meeting facilitation. Morgan also serves as co-facilitator of the Eastern Conference for Workplace Democracy and the co-secretary of the Association of Cooperative Educators.

- Simmer Down: Resolving Co-op Conflicts

## **BRIAN DAHLK**

Wegner CPAs

Brian Dahlk has been involved with campus co-ops for many years. He worked for nine years as the financial coordinator for Madison Community Cooperative; served on the boards of directors of NASCO Development Services and NASCO Properties; and is a former member of campus co-ops in Madison, WI and Santa Cruz, CA. Brian is an accountant who currently works at Wegner CPAs in Madison, performing audits, financial reviews, and tax returns for dozens of co-ops all across the country.

- Creating a New Co-op – 4 - Budgets & Feasibility
- Understanding Co-op Finances

## **STEVE DUBB**

NASCO Advisory Board: Democracy Collaborative

Steve Dubb's roots in co-ops go back to when he joined the Berkeley Student Co-op in 1986, where he was a member-owner for three years. From there, he went on, in graduate school at UC San Diego, to be a part of the Groundwork Books Collective from 1989 to 1998. From 2000 to 2003, Steve served as executive director of NASCO. Steve has remained active in NASCO ever since, serving on NASCO's board from 2006 to 2008 and remaining an informal advisor to board and staff. Since 2004, Steve has worked for The Democracy Collaborative, where much of his work has centered on building the theory and practice of "community wealth" as a strategy to empower low-income communities and communities of color.

- Living Our Values: Stories and Strategies to Build Community Wealth

## **SHAVAUN EVANS**

New Economy Coalition

Shavaun Evans is the Network Organizer for the New Economy Coalition. NEC is a network of more than 170 organizations imagining and building a future where people, communities, and ecosystems thrive. Prior to NEC, Shavaun collaborated with farmers, students, and food service workers to challenge existing policies and build more sustainable, people-powered food and farm systems. She currently lives in her hometown of Louisville, KY where she is an active member of Kentuckians for the Commonwealth.

- A New Economy Taking Root

## **MARK FICK**

Shared Capital Cooperative

Mark Fick is the Director of Lending with Shared Capital Cooperative where he leads the business development, loan underwriting and portfolio management functions of the organization. Shared Capital works to build economic democracy by providing financing throughout the United States to cooperatively owned enterprises including consumer, worker, and producer owned cooperatives. Previously Mark was the Director of Lending Operations with the Chicago Community Loan Fund where he was responsible for providing financing and technical assistance to affordable housing, social enterprises and community-based organizations in the Chicagoland area.

- Cooperative Loan Funds Investing in Cooperative Business
- Creating a New Co-op – 1 - The Development Process, Part 1
- Creating a New Co-op – 2 - The Development Process, Part 2

## **ALEX FISCHER**

Open Bookkeeping

Alex Fischer is a queer bookkeeper, business owner, farmer and community organizer/educator living in Brattleboro, VT. In 2012, Alex started Open Bookkeeping, a bookkeeping and financial consulting business, with the goal of supporting the financial viability of justice-based organizations and economies to create healthy alternatives to capitalism. Alex spends a lot of time thinking about financial literacy as a key to challenging

traditional power structures, building rural queer networks, the role of white folks in dismantling racism and white supremacy, and puppies. They hold an MBA in Managing for Sustainability from Marlboro College.

- Teaching Financial Literacy in your Co-op through Popular Education
- Staff & Managers Day-Long: Democratizing Co-op Finance

## **KIM GARMANY**

College Houses

Kim Garmany has been involved with College Houses since 2001 as a member, alumni and, for the past eight years, a staff member. She graduated from the University of Texas with a BA in English and a teaching certificate in 2007 and earned her MS in Organizational Leadership & Ethics from St. Edward's University in 2011. Kim supports and leads the organization's anti-oppression, accessibility, education, community outreach and fund diversification efforts. She is proud to serve the national cooperative community as a Board Director for the National Cooperative Business Association.

- Do it Together! Participatory Co-op Education
- Gone but Not Forgotten: A Roundtable on Building and Growing Cooperative Alumni Networks
- Difficult Decisions - Asking a Member to Leave (Roundtable)

## **ERIC GURALNY**

Nickel City Housing Co-op

Eric Guralny has been living at Nickel City Housing Cooperative's Ol' Wondermoth house for about one and a half years. During that time he has taken an active role as a party organizer plying his creative skills to make decorations, design posters, and make themed drinks for events. He had a hand in designing Nickel City's float for Buffalo's 2016 pride parade and holds a board position with Nickel City. Eric's hobbies include cooking, reading, and being a Warlock.

- Do Your Part(y): Co-op Fundraisers

## **ERIN HANCOCK**

Co-operative Management Education, Saint Mary's University

Erin Hancock has participated in the co-operative movement in a variety of capacities from co-op developer to manager and board member. Before joining the Co-operative Management Education team at Saint Mary's University, she served as the Manager of Research and Education for Co-operatives and Mutuals Canada. She has also been involved in research and education through managing the Measuring the Co-operative Difference Research Network, serving as Vice President of the Canadian Association for Studies in Co-operation, chairing the Canadian Co-operative Research Network, training credit union boards for the African Confederation of Co-operative Savings and Credit Associations among others. She was a co-founder of the Co-operative Enterprise Council of New Brunswick and has served as staff or board member of several other co-op associations including NASCO and NASCO's member Nickel City Housing Co-op in Buffalo, NY.

- Co-op Knowledge Hub: Find out where to learn, read and find resources on all things co-op
- Do it Together! Participatory Co-op Education

## **AVERY HARDY**

Berkeley Student Cooperative

Avery Hardy is a student at UC Berkeley double majoring in Forestry and Natural Resources (in the College of Natural Resources) and City & Regional Planning (in the College of Environmental Design). She is an affirmed and committed feminist, co-oper, dirty hippie, mountain lover, and dirt connoisseur who is fascinated by questions of how we can make this developed surfaces of this fragile blue planet more ecologically valuable, inspiring, and equitable. She is a resident of Lothlorien in the Berkeley Student Cooperative.

- Permaculture in Cooperatives: Practices for Practical Resilience

## **JIM JONES**

Collective Seeds Consulting Co-op

Jim Jones has worked with group housing cooperatives for over 40 years, serving as manager for the ICC in Ann Arbor, College Houses and ICC in Austin, the MSU-SHC in East Lansing, and

nationally with NASCO/NASCO Properties/NASCO Development Services. He is currently working to develop a housing cooperative system and a brewpub co-op in Grand Rapids, Michigan. He has also written a book on the history of the Austin cooperatives, and he is working on a definitive history of group housing cooperatives in North America. Jim was inducted to the CDF Cooperative Hall of Fame in 2009.

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

## **PATTI KARDIA**

Inter-Cooperative Council, Ann Arbor

Patti Kardia joined the staff of ICC Ann Arbor last year as the Member Services Coordinator - mostly working on updating and leading the ICC's educational programming. Patti is a member of Great Oak Co-housing, and a former member of the ICC - having lived on North Campus in Bag End as an undergrad. In addition to a long-standing commitment to social justice issues, Patti began training facilitators as an undergraduate student at U-M (for a women's studies class,) and continues to facilitate meetings and groups at every opportunity. Besides being a meeting junkie, Patti enjoys gardening, playing with the kids in her community, reading, and fairies.

- Resources for a Healthy Membership

## **ESTEBAN KELLY**

US Federation of Worker Cooperatives: Anti-Oppression Resource & Training Alliance

Esteban Kelly is the Executive Director for the US Federation of Worker Cooperatives, and is an important leader and creative force in solidarity economy and co-op movements. He has served on numerous boards including the USFWC, the US Solidarity Economy Network, the National Cooperative Business Association (NCBA-CLUSA), and the Cooperative Development Foundation (CDF). He is a co-founder and current board President of the cross-sector Philadelphia Area Cooperative Alliance (PACA), and recently worked at the New Economy Coalition as Development Director and then Staff Director. Esteban is a mayoral appointee to the Philadelphia Food Policy Advisory Council, following eight years as a worker-



owner at Mariposa Food Co-op institutionalizing its staff collective and expanding food access in West Philly.

- Day-Long Intensive: “Youth, Worker Cooperatives, and the Post-Capitalist Workplace”
- Sunday Plenary Presentation: From Resilience to Reparations
- Simmer Down: Resolving Co-op Conflicts

## **ALISON KRONSTADT**

Seedpod Co-op

Alison Kronstadt is a writer and anti-violence activist from Silver Spring, Maryland. She recently graduated from Oberlin College, where she majored in Creative Writing, co-founded a spoken word poetry team, and worked as a Sexual Offense Policy Advocate for her cooperative association for a year and a half. She is currently a member of Seedpod Coop in Boston, Massachusetts, where she works at the after-school program of a bilingual elementary school, and hopes to volunteer with a local queer anti-intimate partner violence organization.

- Confronting Sexual Violence in Cooperatives: Anti Violence Interventions in Co-ops and Beyond
- Confronting Sexual Violence in Cooperatives: Survivor Support

## **REK KWAWER**

NASCO

Rek Kwawer, Director of Operations at NASCO, got involved with cooperatives as a student in the Oberlin Student Cooperative Association, and later left school to live cooperatively and develop an affordable housing cooperative with Boston Community Cooperatives. Prior to joining the NASCO staff, Rek was the Member Services Coordinator at Madison Community Cooperative, and was a member of both the NASCO Development Services and NASCO Properties Boards. Rek loves talking about cooperatives, creating organization systems, and vegan baking.

- Anti-Oppression and Fair Housing Law
- Co-op Staff Evaluations

## **TRISTAN LAING**

NASCO Board: Campus Co-operative Residence, Inc.

Tristan Laing is is Toronto-based graduate student studying co-operative governance at the Ontario

Institute for Studies in Education. He is a veteran co-operative leader and current Chair at Campus Co-operative Student Residences. He also serves as current the president of the Ontario Student Co-op Association, and was elected to the NASCO board in 2016 where he currently chairs the Membership Engagement committee.

- Campus Co-ops and the “(Re-)Co-op-tation” of the University

## **WREN LEADER**

Oberlin Student Cooperative Association

Wren Leader is senior at Oberlin College majoring in Biology. During their time there, they worked as a Sexual Offense Policy Advocate for their cooperative association, and helped found Oberlin’s student-run sexual violence prevention program. Their more recent activism has been inspired heavily the Transformative Justice/Community Accountability movements, particularly the work of INCITE, Mia Mingus, and Leah Lakshmi Piepzna-Samarasinha. As a nonbinary person heavily involved in the trans community, Wren has seen the ways that sexual violence--especially intimate partner violence--can function in activist communities, and the importance of an oppression-explicit model for addressing harm.

- Confronting Sexual Violence in Cooperatives: Anti Violence Interventions in Co-ops and Beyond
- Confronting Sexual Violence in Cooperatives: Survivor Support

## **GRACE LIHN**

Berkeley Student Food Collective

Grace Lihn is a student at UC Berkeley studying food systems politics and conducting independent research on cooperative enterprise. The foundation of her academic work is in the intersection of food production, cooperative business, and urban planning. She has previously taught classes about cooperative business models and led the board of directors at the Berkeley Student Food Collective, a nonprofit cooperatively-managed grocery store and community empowerment hub for food-related education projects. Currently, Grace serves as the Experiential Learning Fellow for the Berkeley Food Institute and works to advocate for hands-on food education projects on university campuses. She hopes to continue studying cooperatives and

business management through graduate programs in Europe, with the goal of creating university curriculum and degree programs in Cooperative Business.

- Campus Cooperative Education For Community Resilience

### **JESUS LUCERO**

USA Cooperative Youth Council

Jesus H. Lucero works with the USA Cooperative Youth Council and is a recent graduate of Luther College in Iowa completing his degree in Psychology while double minoring in Music and Women's and Gender Studies. After spending a lot of his time in student government, working with residential life, and other student organizations on campus; the next step was to level up and move into a world of direct action and education and has found his home in the cooperative movement.

- Co-op Youth Combating Oppression

### **MARC MASCARENHAS-SWAN**

Anti-Oppression Resource & Training Alliance

Marc Mascarenhas-Swan was born in England, but has spent the last 17 years in the San Francisco Bay Area. Marc has 25 years of experience as a participant, facilitator, educator, and organizer in political collectives, housing cooperatives and squats, worker cooperatives, childcare collectives, and activist groups. Marc was for many years part of the white, anti-racist group Heads Up Collective, which worked to support and develop anti-racist consciousness in mostly white global justice/anti-war sectors, and organized as allies with groups working for social justice in communities of color. Marc has worked for over 20 years as a professional chef, and converted his long term catering business into a worker owned cooperative. He has two amazing kids that he tries to spend as much time as possible with. He really wishes that he liked to garden.

- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 1
- Fighting the Systems: Destabilizing Systemic Oppression in Our Co-ops - Part 2
- Troubleshooting Meeting Facilitation (Roundtable)

### **KEN MILLS**

College Houses

Ken Mills was introduced to College Houses in 1997 as a member while attending The University of Texas. Upon graduation with a degree in Geography, Mr. Mills was hired by College Houses in 1999. His current position is Operations Director for College Houses. Areas of emphasis in which Mr. Mills leads the organization are: Contract negotiations, Food Operations and Zero Waste initiatives.

- Waste Not, Want Not

### **SHAY O'REILLY**

Resist Spectra

Shay O'Reilly is an organizer and facilitator based in Brooklyn, NY. A graduate of Union Theological Seminary, he assisted in the formation of the Center for Earth Ethics there and now organizes against fossil fuel infrastructure, as a way of opposing both climate change and capitalism. He lived in River City Housing Collective for 2.5 years, and maintains memberships in food co-ops, credit unions, and consumer co-ops.

- Capitalism, Conditions, & Consciousness - Part 1
- Capitalism, Conditions, & Consciousness - Part 2
- Foundational Facilitation Skills

### **DARRYL REED**

York University; Green Campus Co-operative

Darryl Reed is Professor of Business and Society at York University (Toronto). He is the also President of the Green Campus Co-operative. He is the past President of the Canadian Association for Studies in Co-operation. He does research on cooperative and fair trade movements.

- Campus Co-ops and the "(Re-)Co-op-tation" of the University

### **JENN SCOTT**

NASCO Board

Jenn Scott, a former clergy member and disability support advocate, is getting ready to start her fourth year on the NASCO board. With NASCO, she has served stints as Diversity Congress Chair, Vice President, and President, and currently is greatly enjoying the first experience as a member of NASCO's Member Engagement Committee after spending three years immersed in the Inclusion Committee's work. Currently serving an underpaid



internship as doctor's office table-warmer, Jenn is poking and prodding the limits of how far a bubble-life can be stretched without popping - please don't be alarmed by any personal protective equipment, it is for Jenn's safety and there are no contagious factors to others. One of the ways Jenn manages the ups and downs of bubble life is by stress-baking: one memorable Friday night in her former co-op, Jenn made a full gross of 144 cupcakes, four loaves of brown butter bourbon banana bread (say five times fast and there MIGHT be a loaf in your future), two industrial trays of THE best cinnamon rolls in the world (no, you can't have the recipe), a pan of mocha brownies, a pan of red wine brownies, and 3 balsamic caramel apple pies - by Monday morning no proof remained. Mostly, though, Jenn is a quirky human who believes in hearing out all the voices in a room and amplifying the ones most tuned to consensus, inclusion, and social justice whom you should totally get to know!

- One Size Fits None: Dismantling Ableism within Cooperative Labor Structures

### **ANNIE SULLIVAN-CHIN**

A Bookkeeping Cooperative

Annie Sullivan-Chin has been a worker-owner, bookkeeper, and consultant at A Bookkeeping Cooperative since 2013. She began her work with ABC as an intern with the Democracy At Work Network, helping ABC craft its cooperative bylaws and operations protocols. She is now a certified DAWN Peer Advisor, providing customized technical assistance to worker-owned and democratically-managed organizations throughout the country. Annie developed her accounting expertise in the classroom at Baruch College as well as on the job with dozens of clients over the last three years. She is also an experienced facilitator and trainer, with a passion for building capacity in the solidarity economy movement through financial literacy and the empowerment of workers everywhere.

- Teaching Financial Literacy in your Co-op through Popular Education
- Living Our Values: Stories and Strategies to Build Community Wealth
- Staff & Managers Day-Long: Democratizing Co-op Finance

### **NOLA WARNER**

MSU Student Housing Co-op

Nola Warner is the Member Services Coordinator for the MSU Student Housing Cooperative. She has a background in peace-making, organizing, and mediation through the Wesley Intentional Living Center, the Kalamazoo Peace Center, her current Co-op, and the Kalamazoo Nature Center Student Environmental Co-op. She is passionate about peace, environmental education, conservation, comedy, localization, and cooperatives. She wants to talk to you about obscure Saturday Night Live references. She's lived in Alaska, Louisiana, North Carolina, and Michigan, and loves her husband, dog, and house plants.

- Resources for a Healthy Membership
- Ongoing Member Training (Roundtable)

### **LANA WONG**

Waterloo Co-operative Residence Inc.

Lana Wong was introduced to co-ops in 2009 while living at Waterloo Co-operative Residence Inc (WCRI). Having served on the WCRI board since 2011, and NASCO board since 2013, Lana is still very interested in all things related to governance. Outside of working as a financial analyst at an energy management company, Lana supports board functions, introduces student co-ops to other co-ops, and thinks about the future of the sector.

- Policy Governance in Action

### **JONATHAN ROSENTHAL**

New Economy Coalition

Jonathan Rosenthal is the Executive Director of the New Economy Coalition. He has spent over 30 years working to transform the power of business from a destructive force of accumulation into a healing force honoring the interconnectedness of all people and our earth. He co-founded Equal Exchange, Oké USA, and Belmont-Watertown Local First.

- A New Economy Taking Root
- Living Our Values: Stories and Strategies to Build Community Wealth

## **PAXUS CALTA**

Federation of Egalitarian Communities

Paxus Calta studied game theory at Cornell. They uses fantasy role playing games as part of home schooling techniques. Calta is a political activist, blogger, communard and recruiter for income sharing communities. They founded the Point A project to catalyze more income sharing communities in urban areas in the North East US, and is responsible for Binghamton, NYC, Newark NJ and Richmond VA.

- Games and Theories: An Experiential Examination of Cooperation vs. Competition

## **MAXIMUS THALER**

Federation of Egalitarian Communities

Maximus Thaler is a Ph.d candidate in evolutionary biology at Binghamton University. Their research focuses on organismality and biological definitions of self – a biosemiotic approach to the evolution of cooperation. Maximus is a founding member of the Cambium Research Institute – a collaborative scholarly community. They have written a cookbook on dumpster diving, and has founded of two food justice cooperatives – The Gleaners Kitchen (a dumpster fueled mobile catering service) and The Genome Collective (a collective house in Binghamton NY).

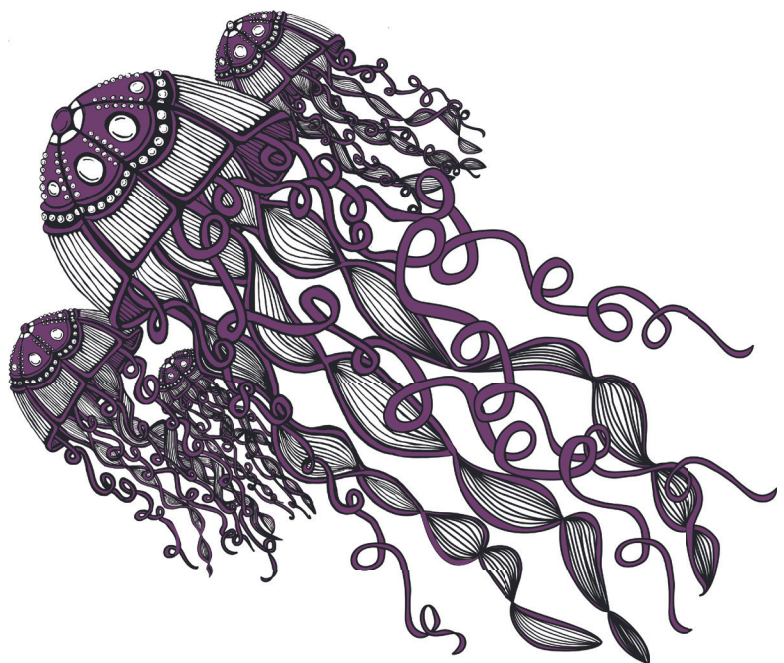
- Games and Theories: An Experiential Examination of Cooperation vs. Competition

## **RATIH SUTRISNO**

NASCO

Ratih Sutrisno, Director of Community Engagement at NASCO, is the newest addition to the NASCO Staff. She first became involved in cooperatives while living at the Students' Co-op in Minneapolis while pursuing a degree in Environmental Sciences, Policy and Management at the University of Minnesota. She participated in the NASCO Cooperative Internship Network and spent a summer in Lawrence, KS as the University of Kansas Student Housing Association's Cooperative Design Intern. Ratih is interested in hearing your co-op story, what you are passionate about, and how we can connect those things to the cooperative movement. She would love to cook a meal with you, preferably in a co-op kitchen with some good jams playing.

- Labor Accountability (Roundtable)



# ALLYSHIP RESOURCES

## BECOMING AN ALLY

### Who is an Ally?

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

### Characteristics of an Ally

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

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

# GUIDELINES FOR BEING STRONG WHITE ALLIES

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

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

- 1. Assume racism is everywhere, every day.** Just as economics influences everything we do, just as gender and gender politics influence everything we do, assume that racism is affecting your daily life. We assume this because it's true, and because a privilege of being white is the freedom to not deal with racism all the time. We have to learn to see the effect that racism has. Notice who speaks, what is said, how things are done and described. Notice who isn't present when racist talk occurs. Notice code words for race, and the implications of the policies, patterns, and comments that are being expressed. You already notice the skin color of everyone you meet—now notice what difference it makes.
- 2. Notice who is the center of attention and who is the center of power.** Racism works by directing violence and blame toward people of color and consolidating power and privilege for white people.
- 3. Notice how racism is denied, minimized, and justified.**
- 4. Understand and learn from the history of whiteness and racism.** Notice how racism has changed over time and how it has subverted or resisted challenges. Study the tactics that have worked effectively against it.
- 5. Understand the connections** between racism, economic issues, sexism, and other forms of injustice.
- 6. Take a stand against injustice.** Take risks. It is scary, difficult, and may bring up feelings of inadequacy, lack of self-confidence, indecision, or fear of making mistakes, but ultimately it is the only healthy and moral human thing to do. Intervene in situations where racism is being passed on.
- 7. Be strategic.** Decide what is important to challenge and what's not. Think about strategy in particular situations. Attack the source of power.
- 8. Don't confuse a battle with the war.** Behind particular incidents and interactions are larger patterns. Racism is flexible and adaptable. There will be gains and losses in the struggle for justice and equality.
- 9. Don't call names or be personally abusive.** Since power is often defined as power over others—the ability to abuse or control people—it is easy to become abusive ourselves. However, we usually end up abusing people who have less power than we do because it is less dangerous. Attacking people doesn't address the systemic nature of racism and inequality.
- 10. Support the leadership of people of color.** Do this consistently, but not uncritically.
- 11. Learn something about the history of white people who have worked for racial justice.** There is a long history of white people who have fought for racial justice. Their stories can inspire and sustain you.
- 12. Don't do it alone.** You will not end racism by yourself. We can do it if we work together. Build support, establish networks, and work with already established groups.
- 13. Talk with your children and other young people about racism.**

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

## **Classism Defined**

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

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

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

## **What Dominant Groups Can Do About Classism**

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

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



# WHAT EVERY SUPER-RAD STRAIGHT ALLY SHOULD KNOW

## TEN WAYS HOMOPHOBIA AFFECTS STRAIGHT PEOPLE

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

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

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

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



# Be an Ally to Disabled People

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

## respect

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

## language

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

a community resource—please distribute widely

created by disability rights activists

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

## access

- **Work to create** accessibility in your community, workplace, and place of worship. Ramps and elevators are vital, but access doesn't stop there.
- **Access means** creating an inclusive and welcoming space for all members of your community:
  - Ensure** that people with mobility aids and/or personal attendants can use the bathrooms.
  - Minimize** the presence of scented products and other triggers for people with chemical sensitivities with the goal of creating scent-free space.
  - Offer** printed materials in alternative formats, such as Braille, large print, and audio.
  - Provide** sign language interpreters and real time captioning.
  - Choose** locations for community events near public transportation.
  - Offer** sliding scales at events that cost money.
  - This is not an exhaustive list, only a starting place.**
- **Understand** that no single accommodation will work for all disabled people. One solution doesn't fit all, but increased access does benefit everyone.
- **Take your lead** from disabled people. We know what works best for us.
- **Be creative.** Don't use lack of money as an excuse not to create access.

## activism

- **Educate yourself.** Read about the disability rights movement. Attend disability culture events.
- **Recruit** members of the disability community to leadership positions within your organizations.
- **Confront** disability stereotypes and oppression ableism wherever you encounter them.
- **Integrate** disability issues into your understanding of racism, classism, sexism, homophobia, and transphobia. These systems of oppression are all interrelated.

## resources

- Fleischer, Doris Zames and Zames, Frieda, *The Disability Rights Movement: From Charity to Confrontation* (Philadelphia: Temple University Press, 2001).
- Linton, Simi, *Claiming Disability: Knowledge and Identity* (New York: New York University Press, 1998).
- *Ragged Edge Magazine Online* ([www.raggededgemagazine.com](http://www.raggededgemagazine.com))

a community resource—please distribute widely  
created by disability rights activists  
for more info: [eclare@gmavt.net](mailto:eclare@gmavt.net) or [www.eliclare.com](http://www.eliclare.com)



# Action Steps for Being a Trans Ally

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

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

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

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

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

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

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

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

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

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

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

## How to Ask for Consent

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

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

### Defining Consent

There are four things that consent needs to be:

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

### What is coercion?

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

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

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

### To remember...

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

### What to do if someone discloses:

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

# 10 THINGS MEN CAN DO TO PREVENT GENDER VIOLENCE

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

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

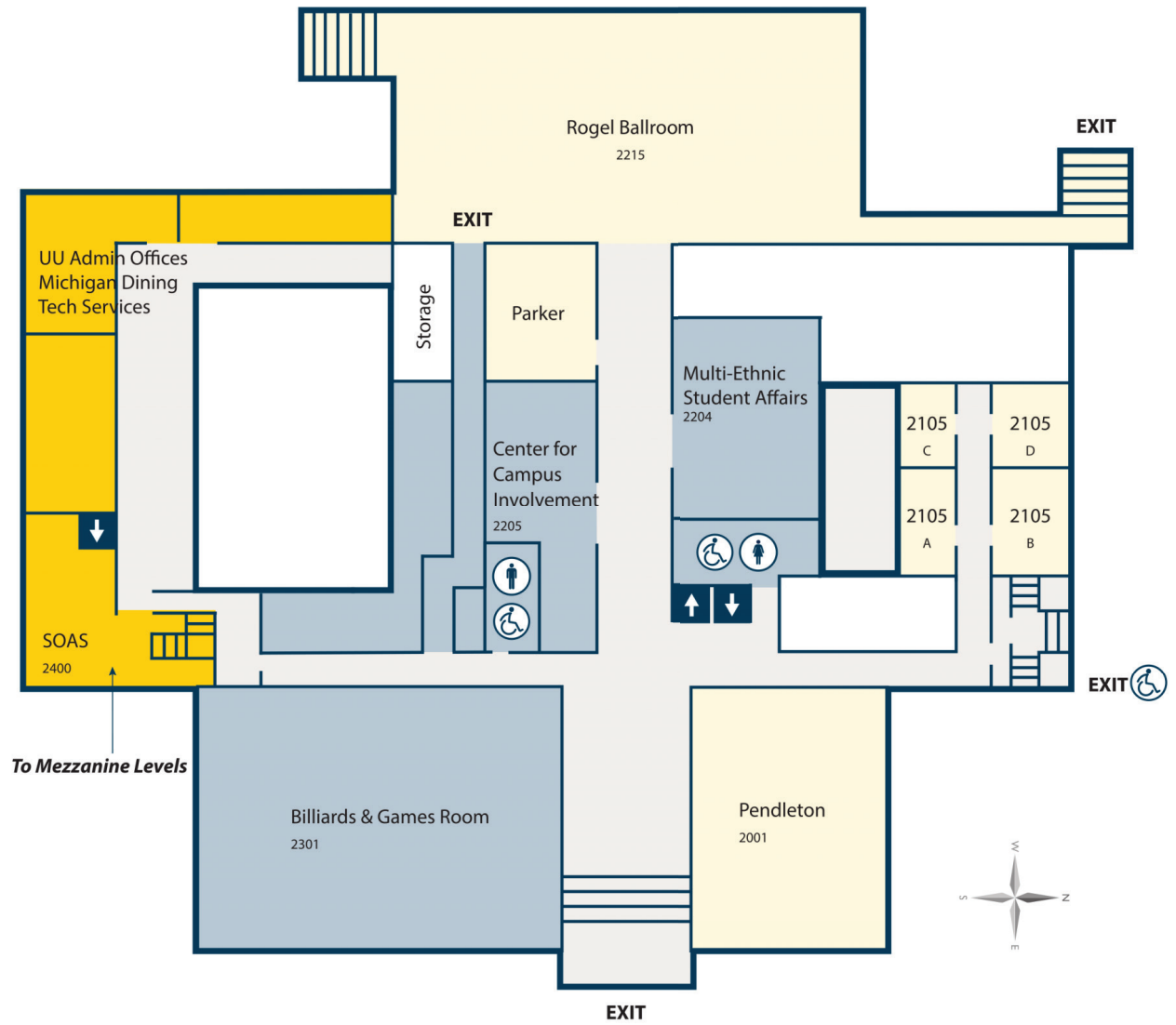
# MAPS

## CONFERENCE FLOOR 1

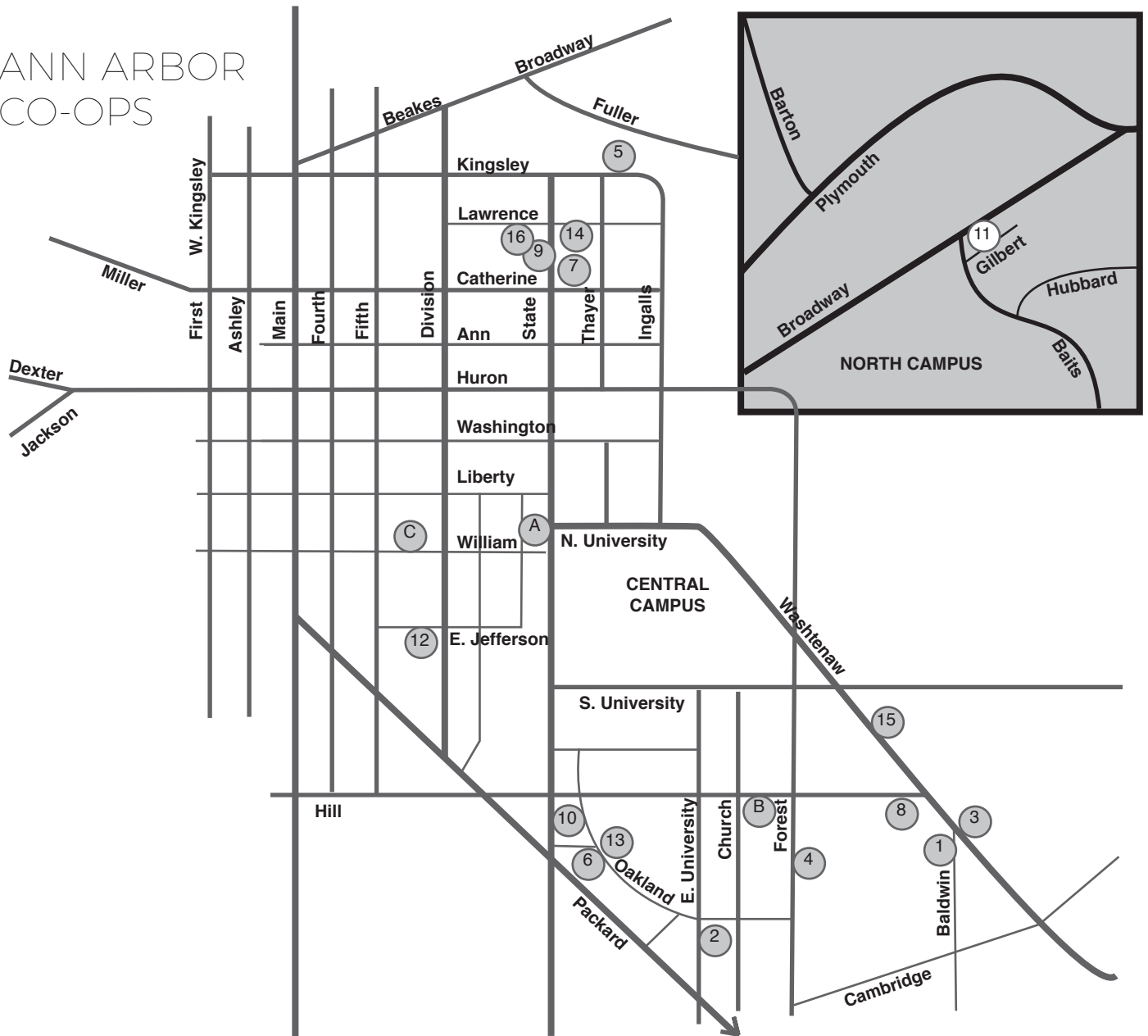




# CONFERENCE FLOOR 2



# ANN ARBOR CO-OPS



## ICC Co-ops

### 1. Black Elk

902 Baldwin

### 2. Debs

909 E. University

### 3. Gregory

1617 Washtenaw

### 4. Baker

917 S.. Forest

### 5. King

803 Kingsley

### 6. Lester

900 Oakland

### 7. Linder

315 N. State St.

### 8. Luther

1510 Hill St.

### 9. Michigan

315 N. State St.

### 9. Minnie's

307 N. State St.

### 10. Nakamura

807 S. State St.

### 11. O'Keeffe, Renaissance

(North Campus)

1500 Gibert Ct.

### 12. Osterweil

338 E. Jefferson

### 13. Owen

1017 Oakland

### 14. Ruths'

321 Thayer

### 15. Truth

1057 Washtenaw

### 16. Vail

602 Lawrence

## Other Sites

### A. Michigan Union

530 S. State St.

### B. Friends Meetinghouse

1420 Hill St.

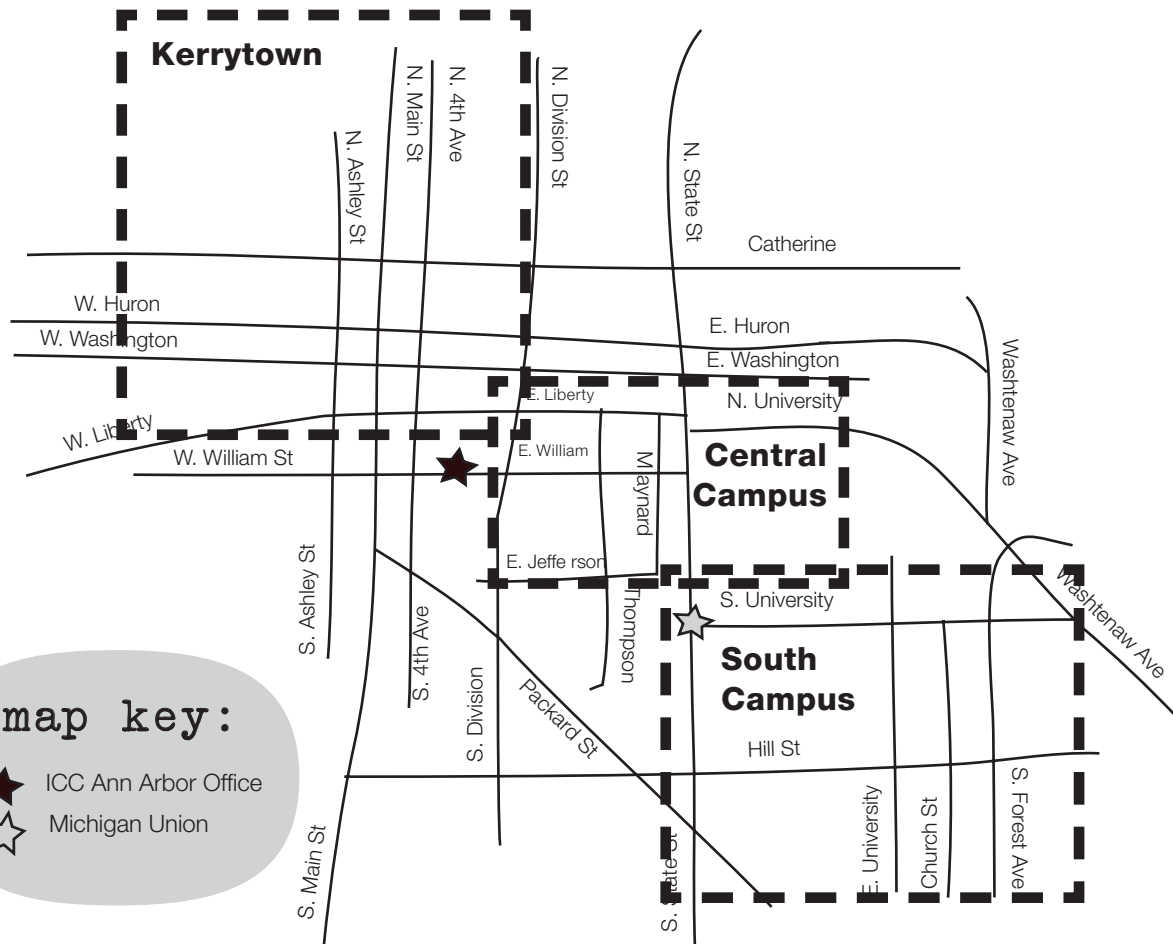
### C. ICC Office

337 E. William St.

### D. Paolo Friere Education

Center

1522 Hill St.



map key:

- ★ ICC Ann Arbor Office
- ☆ Michigan Union

eat, drink & be merry

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

**Kerrytown**

- \aut\ BAR
- Afternoon Delight
- Ann Arbor Farmer's Market
- Arbor Brewing Company
- Bar 327 Braun Court
- Blue Nile Ethiopian
- Cloverleaf Restaurant
- Crazy Wisdom Bookstore & Tea Room
- Earthen Jar
- Elixir Vitae (Previously Cafe Ambrosia)
- Fleetwood Diner
- Frita Batidos
- Grizzly Peak Brewing Co
- Heidelberg Restaurant
- Mash
- No Thai!
- Old Town Tavern
- People's Food Co
- Sweetwater's Coffee and Tea
- The Broken Egg
- Zingerman's Delicatessen

**Central Campus**

- Afternoon Delight
- Amer's Delicatessen
- Ashley's
- Bruegger's Bagels
- Cottage Inn
- Earthen Jar
- Espresso Royale Cafe
- Frank's Diner
- Jamaican Jerk Pit
- Jerusalem Garden
- Madras Masala
- Miya Restaurant
- Neo Papalis
- New York Pizza Depot (NYPD)
- Noodles & Company
- Red Hawk Bar & Grill
- Sava's
- Silvio's Organic Pizza
- Tios
- TK Wu
- Tomukun Noodle Bar
- Totoro Sushi

**South Campus**

- Ali Baba's
- Big Ten Burrito (BTB)
- Brown Jug Bar & Grill
- Campus Corner Convenience Store
- China Gate Chinese Restaurant
- Espresso Royale Cafe
- Good Time Charley's
- No Thai
- Oasis Mediterranean Grill
- One Bowl
- Pizza Bob's
- Pizza House Restaurant
- Quickie Burger
- Rich JC Korean
- Rod's Place
- Sadako

# RESTAURANT GUIDE

## cost key

\$ under 8 dollars/person

\$\$ 9-15 dollars/person

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

### **Afternoon Delight**

251 E. Liberty St  
Salad bar, homemade soups,  
fresh deli sandwiches, and  
more. Vegan friendly. \$

### **Amer's Delicatessen**

312 S State St.  
Delicious variety of salads,  
sandwiches, and frozen yogurt.  
Lots of Vegan choices. \$

### **Ann Arbor Farmer's Market**

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

### **Big Ten Burrito (BTB)**

810 S. State St.  
Good quality, cheap food,  
especially for late-nights. Vegan  
friendly. \$

### **Blue Nile Ethiopian**

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

### **Bruegger's Bagels**

709 N. University Ave.  
Fresh bagels and breakfast  
specials. \$  
Campus Corner Convenience  
Store  
818 S. State St.  
Student hotspot for necessities  
and liquor. \$

### **China Gate Chinese Restaurant**

1201 S. University.  
Chinese food, popular with the U  
of M crowd. Vegan friendly. \$

### **Cloverleaf Restaurant**

201 E. Liberty St.  
Standard diner fare. Smoking  
section. \$

### **Cottage Inn**

512 E. William St.  
Full-service Italian restaurant.  
Vegetarian friendly. \$\$

### **Crazy Wisdom Bookstore & Tea Room**

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

### **Earthen Jar**

311 S. 5th Ave  
Inexpensive Indian buffet. Pay  
by the pound. Kosher and vegan  
friendly. \$

### **Elixir Vitae (Previously Cafe Ambrosia)**

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

### **Espresso Royale Cafe**

324 S State St.  
A campus favorite. Vegan  
friendly. \$

### **Fleetwood Diner**

300 S. Ashley St.  
Student favorite. Friendly, cheap,  
classically seedy. Open 24 hours.  
Vegetarian friendly. Try their  
Hippie Hash! \$

### **Frank's Diner**

334 Maynard St.  
Diner food and friendly staff. \$

### **Frita Batidos**

117 W Washington St.  
Fun, modern Cuban street food  
and colorful cocktails. \$\$

### **Good Time Charley's**

1140 S. University Ave.  
American-style food,  
sandwiches, burgers, and salads.  
Closed Sundays. \$

### **Jamaican Jerk Pit**

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

### **Jerusalem Garden**

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

### **Madras Masala**

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

### **Mama Satto**

715 N. University Ave.  
Sushi & Japanese/Korean  
entrees. Vegan friendly. \$\$

### **Mash**

211 E Washington.  
Speakeasy-type bar, specializes  
in whisky, bourbon, and blues  
music. \$\$

### **Neo Papalis**

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

### **New York Pizza Depot (NYPD)**

605 E. William St.  
New York/Chicago style pizza.  
Vegetarian friendly. \$

### **No Thai**

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

### **Noodles & Company**

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

### **Oasis Mediterranean Grill**

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

### **One Bowl**

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

### **People's Food Co-op and Cafe Verde**

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

### **Pizza Bob's**

814 S. State St.  
Best milkshakes in town. Subs and pizza are good too! \$  
Pizza House Restaurant

### **618 Church St.**

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

### **Quickie Burger**

800 S State St.  
An Ann Arbor staple: simple and delicious burgers, curly fries, and the best veggie burger in town. Vegan friendly. \$

### **Red Hawk Bar & Grill**

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

### **Rich JC Korean**

1313 S. University St.  
Snug spot with simple Korean menu. Vegan friendly. \$\$

### **Rod's Place**

812 S State St.  
Hearty Korean dishes and frozen yogurt. \$

### **Sadako**

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

### **Sava's**

216 S State St.  
Locally sourced, contemporary food. Their brunch includes homemade poparts! \$\$

### **Silvio's Organic Pizza**

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

### **Sweetwater's Coffee and Tea**

123 S. Washington  
Free wi-fi. Pastries, and shakes. \$

### **The Broken Egg**

221 N. Main St.  
A staff favorite! Open for breakfast and lunch until 3 pm. \$\$

### **Tios**

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

### **TK Wu**

510 E. Liberty St.  
Popular Chinese restaurant. \$\$

### **Tomukun Noodle Bar**

505 E Liberty.  
Upmarket noodle dishes - ramen, udon, and Pho. Big servings! \$\$

### **Totoro Sushi**

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

### **Zingerman's Delicatessen**

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

## favorite bars

### **Ashley's**

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

### **/aut/ BAR**

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

### **Arbor Brewing Company**

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

### **Bar 327 Braun Court**

327 Braun Ct. (surprised?)  
Hipster bar, handcrafted cocktails. \$\$

### **Brown Jug Bar & Grill**

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

### **Heidelberg**

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

### **Grizzly Peak Brewing Co.**

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

### **Old Town Tavern**

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

# THANKS TO OUR DONORS!



This year, we were able to raise about \$9,000 to support nearly 80 NASCO Institute attendees. This could not have been possible without the support of our very generous Low Income Scholarship Fund donors. We extend our heartfelt gratitude and appreciation to:

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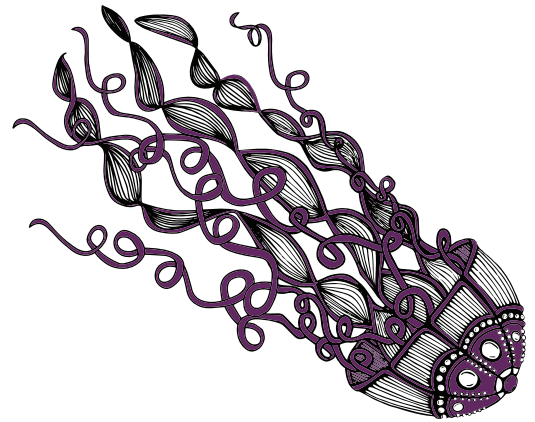
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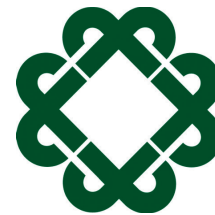
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