

## COMMUNITY CONNECTIONS: Anti-Oppression in Co-op Planning and Practices

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(breaks as needed)

€Introductions (including who we are): name, where you're from, what work you or your co-op have done around anti-oppression, where you feel like such efforts have stalled out? (15-20 minutes)

€Ground Rules/Go over agenda (3-5 minutes)

€Framing: What do we mean when we say anti-oppression and why is it important to make our co-ops the best they can be. (a combination of "this is what we mean when we say anti-oppression" and a group brainstorm. Same with why it's important for co-operative business, both the internal and the external) (20 minutes)

-internal list of our own key points of what anti-oppression is and why its important to co-ops (i.e. understand power, privilege, and oppression; it's NOT "bring people of color, working class, local, queer, etc folks" into *our* movement, seeing co-ops as political spaces that challenge capitalist modes of organizing and therefore need to also support community organizing, it builds our movement by connecting with other movements, co-ops, and community-based businesses interested in people over profit etc etc) Also emphasize this is LONGHAUL work. Not quick easy results but totally worth it for long term business loyalty, co-op branding, expertise, ICA co-op principles etc.

€Case Studies: Go through 3-ish examples for folks of different types of co-operative organizations that have either started from an anti-oppression analysis position or incorporated one, both successfully and with limited success (we learn from this too!). Examples range from small grocery store co-op, like People's Market, to big organizations like NASCO, and something else. Models that show different ways of having this conversation with the local community and learning to listen to their cultures, needs, and realities. Diverse models of internal co-op reorganization and strategic planning- but arranged so it reaches folks in the room who are working in all different co-operative fields. More handouts on this stuff. (30 minutes)

€Group Work: Have folks break out into groups kinda like we do in iccoppo at institute on the either the co-operative field they are in or the type of issues they are facing(brainstorm issues folks are marinating on). I think we should have some guiding/jumping off point questions for the group but let them mostly go where they want. Guiding questions could be What have been obstacles for your co-op to being anti-oppressive? What are community struggles happening around where your co-op is located? What from the case studies resonates with you and your work, what is different? Etc. From here we will work with groups to construct strategic goals and action plans, from staff support/ retention of traditionally marginalized people, committing to staff trainings, evaluations or surveys of how people the people who work/shop at your co-op found out about it and planning around reaching these markets better and coalitioning with like-minded organizations and taking/fostering leadership from underrepresented voices, (45 min)

€Report backs, sharing strategies and analysis (15 min)

€Closing and Check Out (5-10 minutes)