

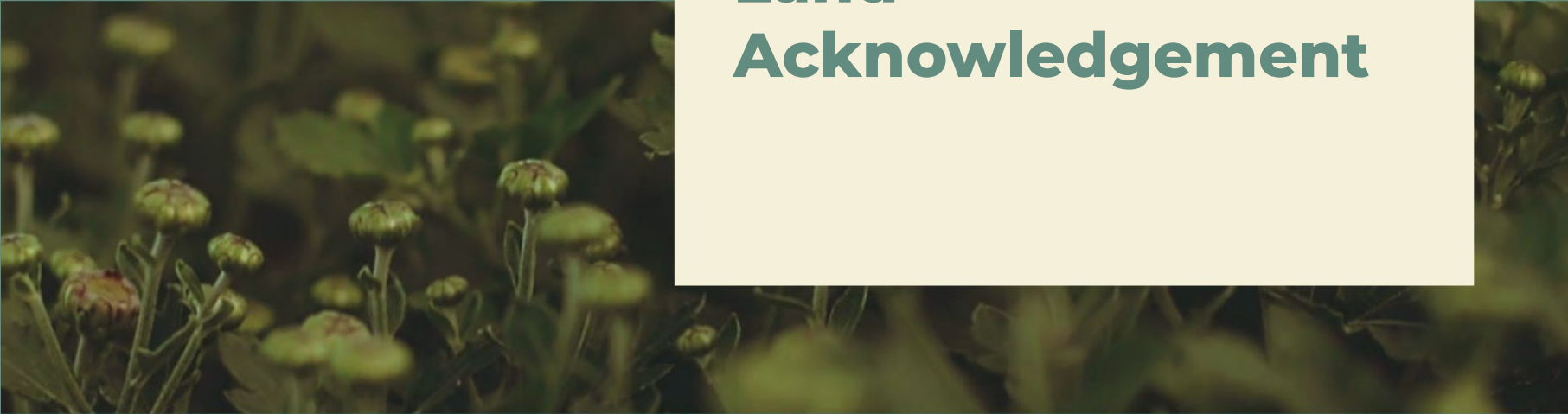


# Building Racial Justice in Co-operatives

JEDI principles in action

**Welcome to our  
session**

**Land  
Acknowledgement**





**Susanna Redekop**

Facilitator



**Local Food and Farm Co-ops**

[www.localfoodandfarm.coop](http://www.localfoodandfarm.coop)

@localfoodfarmcoops



**York University, Masters of  
Environmental Studies**



**Freedom Dreams  
Co-operative Education**

@freedomdreamscoop



**CWCF, JEDI Committee**

# Building meaningful equity

## Inclusion vs. progress



Diversity hire enters company



Hired for visibility, little impactful power



Issue inevitably arises due to stagnant structure



No proper recourse, diversity hire labeled problematic



Company wonders why they can't retain BIPOC workers



Diversity hire leaves company



No substantial change, company tension

“Why can't we retain more diverse staff?”

# Our Speakers



**Reba Plummer**

President, CWCF

**Lucenia Ortiz**

Director, Multicultural Health Brokers Co-op



**Wunmi Akinlosotu**

CEO, Blooming Ladies Co-op



**Mike DeGagne**

Co-Founder, Black River Worker Co-op  
Northeast Regional Coordinator, LFFC



## JEDI Committee Members



**Victor Beausoleil**  
Executive Director,  
SETSI



**Christine Clarke,**  
Founder,  
Freedom Dreams Co-op



**Laurie Cook**  
iMOVE



**Hazel Corcoran**  
Executive Director,  
CWCF



**Kaye Grant**  
Communications Manager,  
CWCF



**Reba Plummer**  
President,  
CWCF



**Susanna Redekop**  
Communications Coordinator  
Local Food and Farm Co-ops

**Taodhg [Tim] Burns**

**Alexi Rodriguez**  
iMOVE

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# MULTICULTURAL HEALTH BROKERS COOP EDMONTON, ALBERTA



Click to add text  
Click to add text

## **BUILDING ORGANIZATIONAL CAPACITY FOR RACIAL EQUITY**

**DR. LUCENIA ORTIZ**

**BOARD MEMBER, MCHB COOP**

# WHO WE ARE



- We are a workers coop that provides community-based health education, early childhood and family support services to over 30 culturally diverse communities in Edmonton and area
- We have over 100 bicultural and bilingual workers called **cultural brokers**
- We work to enhance the health and well-being of families and nurture their efforts at building community so they could thrive, and actively contribute to their new homeland.



# WHAT DO WE DO

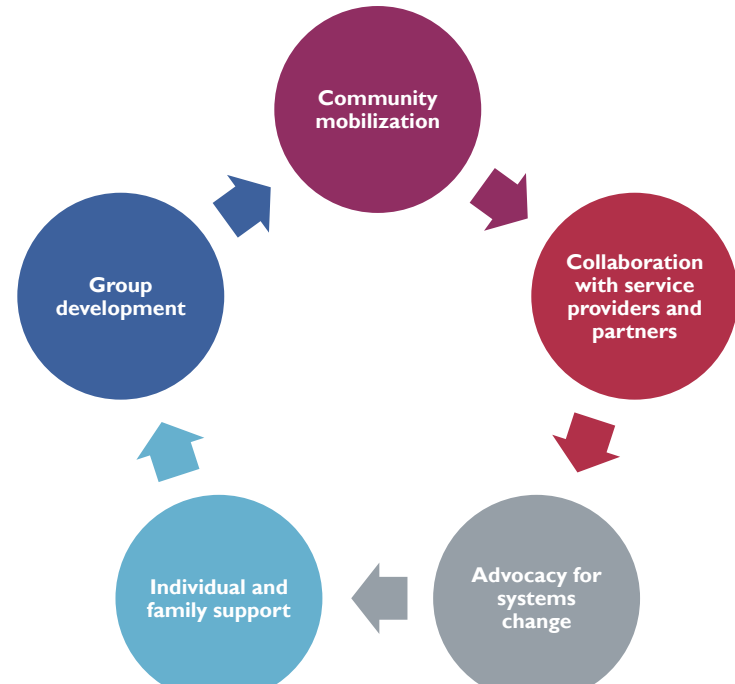
## Our Practice: Cultural Brokering

“the act of bridging, linking, mediating between groups of persons of differing cultural backgrounds for the purpose of reducing conflict and producing change.”  
(Jezewski, 1999)

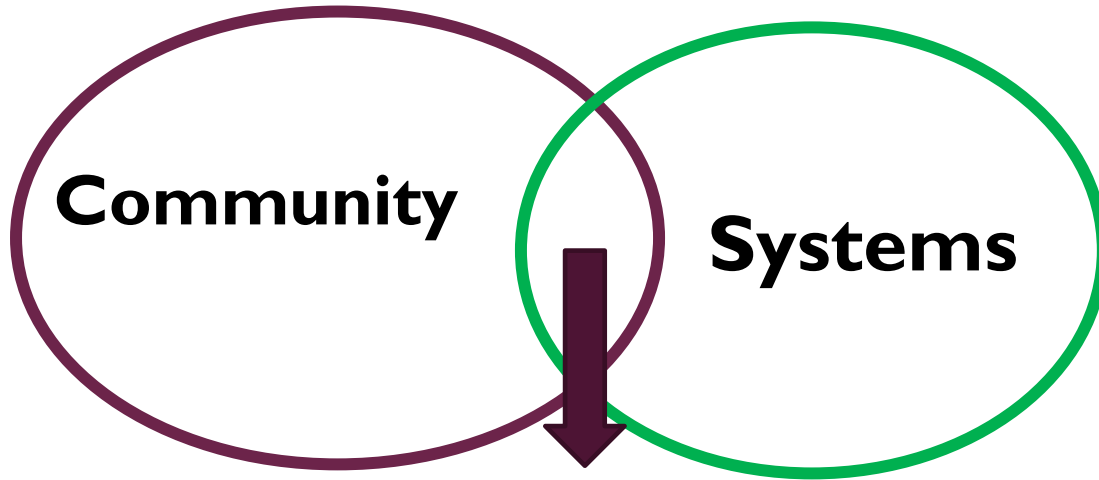
## Cultural Brokers

Bicultural and bilingual workers who come from the communities they serve and understands how the formal Canadian system works; in a unique position to bridge the gap between newcomer families and Canadian society.

## Five Spheres of Empowerment



# WHY CULTURAL BROKERING

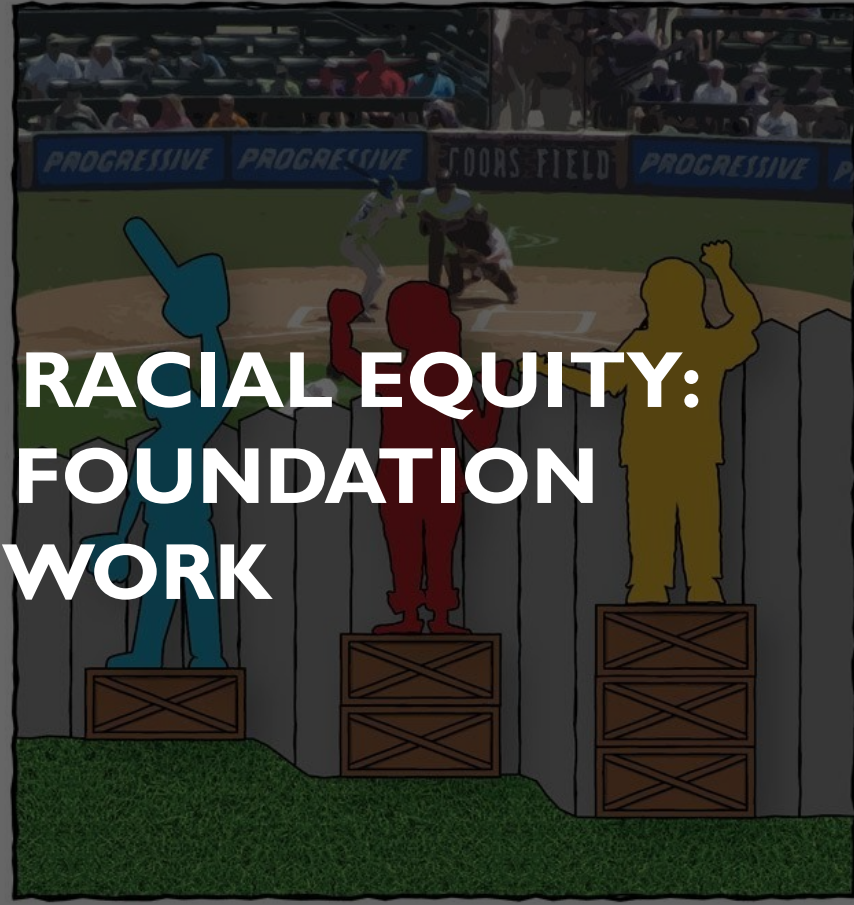


**The Third Space**  
**Cultural brokering and**  
**cultural brokers**

# ANTI-RACISM AND RACIAL EQUITY: THE ESSENTIAL FOUNDATION OF OUR WORK



**EQUALITY**



**EQUITY**

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Center for Assessment and Policy Development)

# RACIAL EQUITY

# CONTEXT AND REALITIES OF OUR COMMUNITIES

- **Pre-migration history**
  - We come from colonized nations
  - We experienced trauma from countries at war or political turmoil
- **Inequities upon arrival**
  - Our prior skills and credentials are not recognized
  - We experience discrimination in employment, housing and education
- **Challenges to long-term inclusion and a sense of belonging.**
  - It takes us ten years before we earn as much as the Canadians.
  - We still need to have a voice and presence in public decision-making.

**We have cultural wealth!**



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# HARNESSING OUR CULTURAL WEALTH TOWARD S RACIAL EQUITY

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## Recruitment and hiring of cultural brokers

- Lived experience of inequities and cultural knowledge
- Essential skills and qualities
  - Workview – a strong sense of what is "just"
  - Power analysis – begin by asking why
  - Motivation – deliberate choice of working in the arena of social justice and change

# **HARNESSING OUR CULTURAL WEALTH TO RACIAL EQUITY**

## **Orientation and Training of cultural brokers**

- **Grounding concepts – systemic roots on inequities (from colonialism to racism)**
- **Understanding how the Canadian health and social system works within the context of power analysis**
- **Position cultural brokering as a practice and process to empower communities and build capacity for resilience and advocacy**
- **Awareness and understanding of the relationship between personal/lived experience and systemic causes**

## **HARNESSING OUR CULTURAL WEALTH TO RACIAL EQUITY**

### **Advocacy**

- **Worked with a larger coalition of organizations to demand that Alberta Health Services collect race-based data to reveal racial inequities during COVID**
- **Presented an affordable housing proposal to City of Edmonton to reduce barriers to housing for racialized families**
- **Voice and presence in engaging systems for racial equity**
- **Provision of service regardless of status**
- **Participator research to reveal inequity on housing, health, social services and impact on racialized populations**





QUESTIONS?

# Black River Worker Cooperative



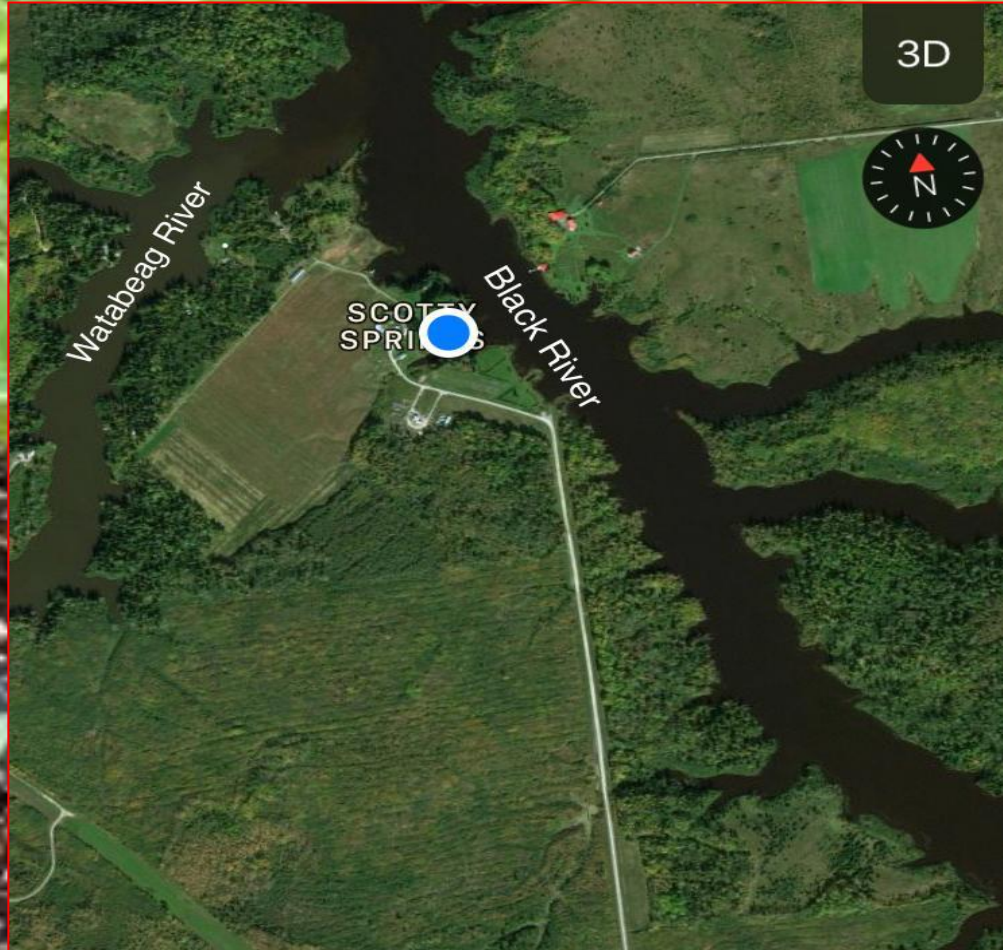
# How we got here

Family farm

Cooperative living

Succession planning

Community and lifestyle  
preservation



# How we make it work

## Not for profit worker cooperative

- Infrastructure
- Employment
- Community

## Co-operative land ownership model

- Land donation
- Co-operative succession planning
- Land stewardship



FAIR FINANCE FUND

“ We often dreamt of a system that valued our environmental impacts as much as our financial forecasts and we found it with the Fair Finance Fund. ”

FFF Client  
Black River Co-op  
Matheson, ON

# What do we do?

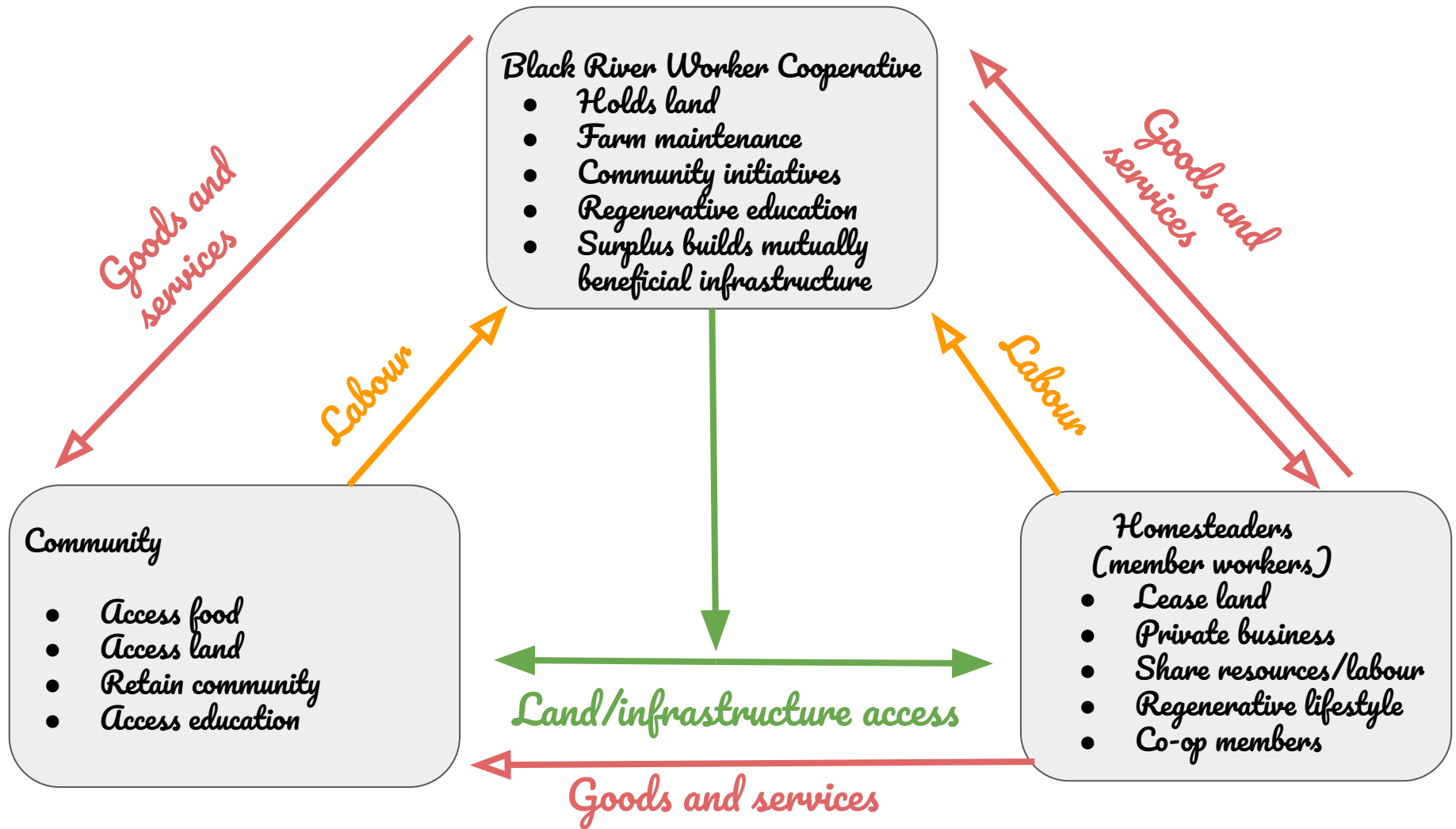
## Cooperative

- Food security initiatives
- Education
- Cooperative modeling
- Alternative economics
- Regenerative agriculture

## Individual

- Black River Foraging Co.
- Northbound Bloom
- Big Mike Grow Greens
- Tynnella Ent







# Bartering...

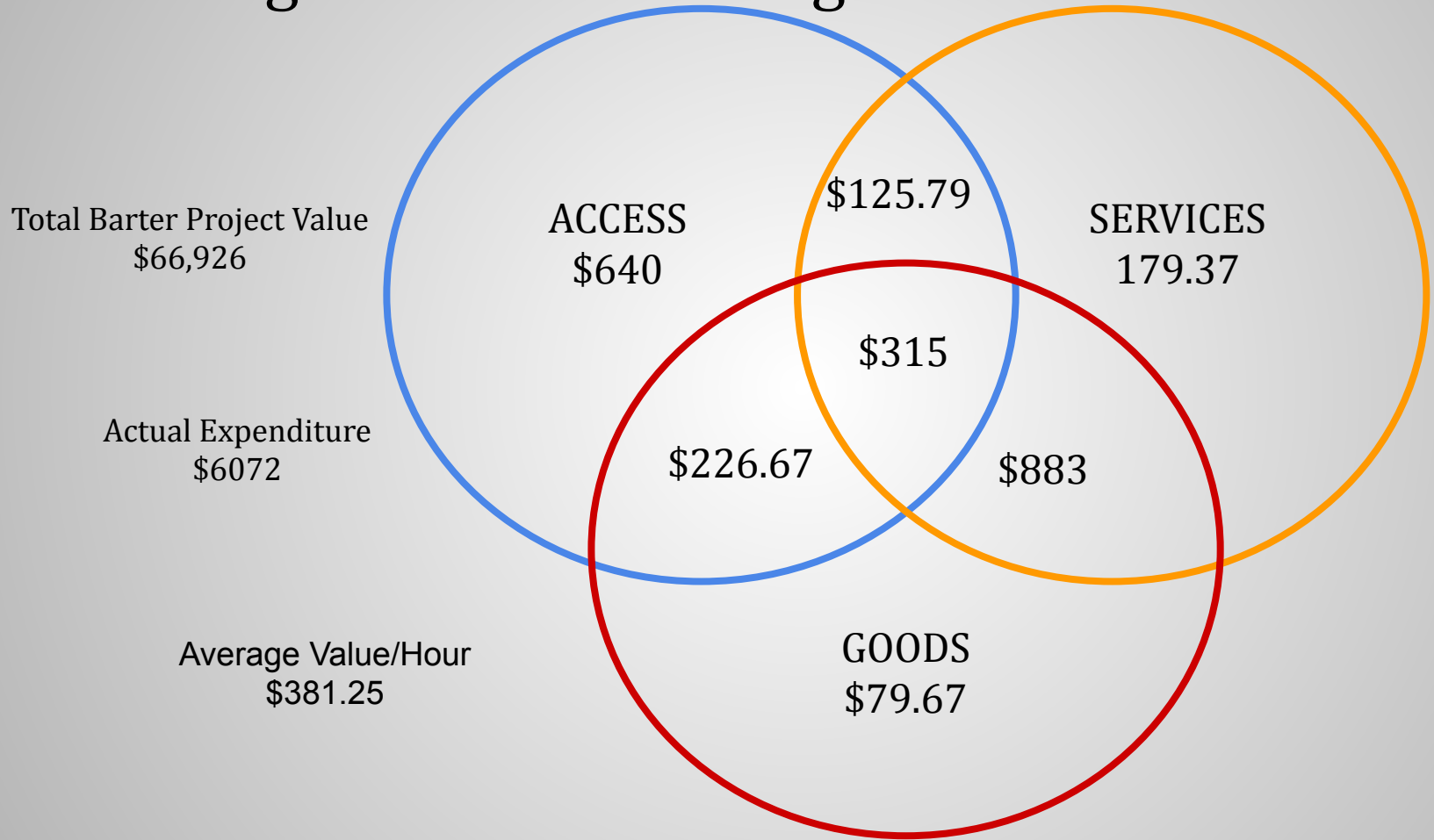
In trade, **barter** (derived from *baretor*<sup>[1]</sup>) is a system of exchange where participants in a transaction directly exchange goods or services for other goods or services without using a medium of exchange, such as money.<sup>[2]</sup> Economists distinguish barter from gift economies in many ways; barter, for example, features immediate reciprocal exchange, not delayed in time. Barter usually takes place on a bilateral basis, but may be multilateral (i.e., mediated through a trade exchange). In most developed countries, barter usually only exists parallel to monetary systems to a very limited extent. Market actors use barter as a replacement for money as the method of exchange in times of monetary crisis, such as when currency becomes unstable (e.g., hyperinflation or a deflationary spiral) or simply unavailable for conducting commerce.

<a href="#">In Kind service provider</a>	Recipient	Location	Discription	Capitalist Value (\$)	Actual Charge (\$)	Provider time expenditure (hours)	Provider expenditure (\$)	Catagory	Description
Mandy Hutter	Black River Cooperative	Matheson	Comprehensive drone Imagery for Lot 5	\$2,500.00	\$0.00	8	\$118.78	Goods, services,	Lumber/construction of outhouse/storage
Anti-Hunger Coalition	Black River Cooperative	Matheson	Providing Gourmet fingerling seed potato in partnership for northern food security projects	\$5,116.80	\$0.00	2	\$0.00	Access, Services	Access to land, equipment and farmers for growth and development of seed stock
Michel Brousseau	Black River Cooperative	Matheson	Engineered greenhouse structural design	\$1,700.00	\$1,500.00	10	\$0.00	Goods	Fresh vegetables
July									
Radical Gardens	Black River Cooperative	Matheson	2 tickets to the dinner in white	\$320.00	\$0.00	2	\$160.00	Goods	Foraged rose petals and saskatoon berries
Stonehaven Masonry	Black River Cooperative	Matheson	Equipment rental	\$1,000.00	\$0.00	1	\$0.00	Access	Farm equipment rental
Tom Taylor	Black River Cooperative	Matheson	Laying foundation block	\$7,000.00	\$0.00	26	\$0.00	Access, Services, Goods	Vegetabables, Campsite, Carpentry
Clint Fasciano	Black River Cooperative	Matheson	Plywood	\$500.00	\$0.00	1	\$0.00	Access	Sawmill
August									
Stonehaven Masonry	Black River Cooperative	Matheson	Laying foundation block	\$3,000.00	\$0.00	18	\$20.00	Goods, Access	Custom lumber milling, vegetables, use of equipment
Alvin Martin	Black River Cooperative	Matheson	Gravel	\$4,000.00	\$0.00	20	\$100.00	Access	Use of 25 acres



Project Value	Actual Project expenditure (\$)	Combined time expenditure (hours)	Combined Savings (\$)	Actual Project cost	BRC In-kind value (\$/Hour)	Combined In-kind value (\$/hour)
\$5,000.00	\$237.56	16	\$4,522.44	\$477.56	\$282.65	\$282.65
\$6,116.80	\$100.00	32	\$5,536.80	\$580.00	\$152.23	\$173.03
\$1,900.00	\$0.00	20	\$1,600.00	\$300.00	\$169.00	\$80.00
\$640.00	\$160.00	10	\$330.00	\$310.00	\$25.00	\$33.00
\$2,000.00	\$0.00	2	\$1,970.00	\$30.00	\$985.00	\$985.00
\$14,000.00	\$400.00	46	\$12,910.00	\$1,090.00	\$315.00	\$280.65
\$700.00	\$20.00	5	\$605.00	\$95.00	\$105.00	\$121.00
\$6,000.00	\$120.00	30	\$5,430.00	\$570.00	\$226.67	\$181.00
\$7,000.00	\$100.00	24	\$6,540.00	\$460.00	\$985.00	\$272.50
\$1,600.00	\$40.00	10	\$1,410.00	\$190.00	\$230.00	\$141.00
\$110.00	\$0.00	2	\$80.00	\$30.00	\$45.00	\$40.00
\$7,500.00	\$0.00	19	\$7,215.00	\$285.00	\$1,485.00	\$379.74
\$52,566.80	\$1,177.56	216	\$48,149.24	\$4,417.56	\$417.13	\$247.46

# Tracking value in bartering



**Q&A**

## **Miro Board & Breakout rooms**

[https://miro.com/app/board/o9J\\_ljYStOI=/](https://miro.com/app/board/o9J_ljYStOI=/)

