We gather on the ancestral, unceded territories of the sovereign x<sup>w</sup>məθk<sup>w</sup>əy'əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations.

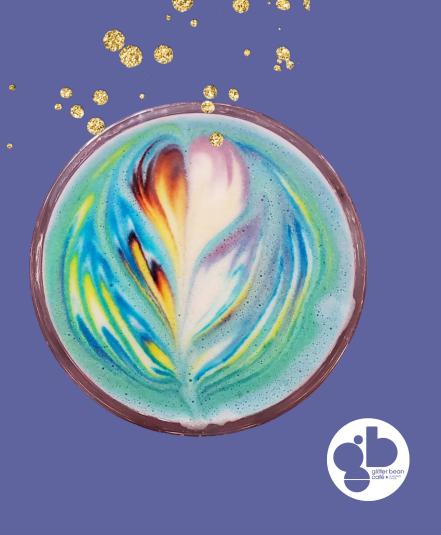
# Hello!

I'm Rosa (she/her) Member, Glitter Bean Program Assistant, ICCM



Glitter Bean Cafe
queer-centric
unionized
worker owned

In Kjipuktuk, Mi'kma'ki



workplace democracy dignity of work queer liberation racial justice intersectionality



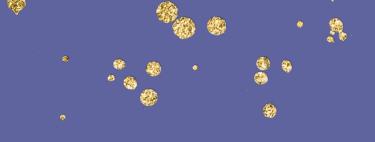












### Purpose

- Stable, safe employment
- center queer, trans, BIPOC communities
- horizontality, accountability
- anti-oppression
- arts, healing, learning



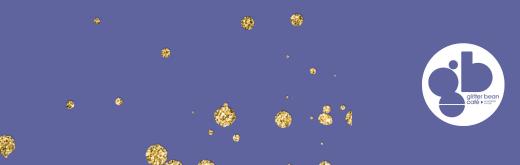
## Membership

- short probation
- higher wages
- \$1000 share
- participation



## Union co-op

- support continuous harmonious operations
- set terms and conditions of employment
- grievance settlement
- financial and in-kind support
- political voice



We offer • specialty drinks baked goods • light fare • alcoholic beverages • pay it forward • Just Us! retail



# We offerspace to study

- venue rental
- events
- catering



ŝ







#### communityfridgehfx • Following

**communityfridgehfx** We are so excited to share that the community fridge has been painted!! Thank you so much to @eelisabethstudio and her lovely volunteers for taking the time to do such an incredible job creating this work of art! We hope that it brings a smile to everyone who visits the fridge **VVV** 

29w



•••









#### glitterbeanMENU

D	DRIP COFFEE	2.25/2.45
R	COLD BREW	5.00
	AMERICANO.	
	CAPPUCINO	4.00 -
K	LATTE	4.50/5.50
S	DON'T SEE YOUR FAY DRINK? ASK YOUR	BARISTAL
E	3-PACK COOKIES	.7.50***
0	3-PACK CINN, BUNS	9.00

# takeout only

# PHASE 5 INFO BELOW

# MASK UPDATE

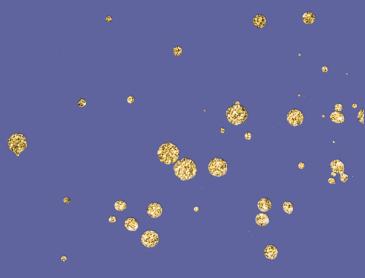
## Recovery support

- Just Us! provides management advisory services, flex payment terms
- CWCF grant to hire co-op advisor
- SEIU provided financial support
- Rent deferral



## Recovery

- board functionality
- member engagement
- hired 5 staff
- liquor license, expanded menu
- expanded hours
- marketing push







#### Future

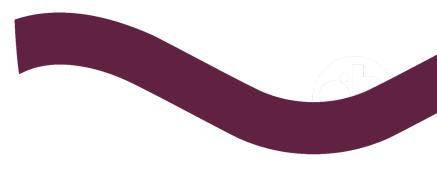
build capacity in financial management,
 business continuity planning

- deepen member participation in governance, management, operations
- strengthen bonds
- celebrate our wins



# P5 co-op education

- Online, part-time degrees in co-op management
- Certificate program
- Short courses
- Co-op study tours
- Research





International Centre for Co-operative Management