

An illustration of a waterfall cascading over dark, rounded hills. The water is depicted with purple and blue tones, and small yellow and orange dots are scattered throughout the scene, suggesting stars or light. The background is a dark purple gradient. Two text boxes are overlaid on the scene: one at the top right and one in the middle right.

THE PATH TO UNITY
flows through
ACCOUNTABILITY.

THE PATH TO
healing begins
WITH JUSTICE.

Building a Liberation Culture Through the Solidarity Economy

Canadian Worker Cooperative Federation Conference
November 18, 2022

Agenda

- ★ Introductions
- ★ Welcome and Agreements
- ★ Overview of the SEPP project
- ★ Practice! (breakouts)
- ★ Wrapping up

Introductions!

Who We Are → name, pronouns, place,
and why you're here

Access is a Practice

- Say your name before you speak
- Let someone know if you need support
- Pause for access issues
- Pay attention to the chat
- Interdependence
- Move as you need to
- When we move to breakouts there will be a “quiet room” with no interaction for those who want that

✦ We approach this work today, in this moment:

1. With humility — together we know a lot
2. With care — we pay attention to the impact and consequences of our words/actions on ourselves and others

Why this workshop?

- ★ We are here to learn how to ground our work in the values and principles of the Solidarity Economy, and how to use those values as we navigate conflict at different scales

We are asked to hold three things as context for this work:

1. We're on stolen Native land
2. Our whole system was built on stolen Black lives and labor
3. We are part of the land/earth, not apart from it.

What do we mean by “Solidarity Economy”?

SE rests on our shared values: cooperation, democracy, social and racial justice, environmental sustainability, and mutualism. We seek to create systems that honor the interdependence of all beings, and elevate the needs of those beings over the priorities of systems based on individualism, profit, and private property. It is distinct from the social economy, which according to Michelle Williams includes nonprofits, co-ops, and social enterprises that, “*seek to achieve limited, progressive change within the confines of the current social order by **ameliorating** the effects of market failure, unemployment and poverty.*” Solidarity economy is a “**transformative** vision of society based on democratic self-management, redistribution, solidarity and reciprocity.”

A Solidarity Economy only develops when we work together as a movement, in networks and federations and coalitions that themselves embody Solidarity Economy values. This is where we become truly powerful.

Building a Movement

Ultimately, SE values and goals cannot be achieved without the inclusion of a broad set of actors and a firmer commitment to joint strategy, collective action, and solidarity.

Read more at: [Solidarityeconomyprinciples.org](https://solidarityeconomyprinciples.org)

Why did we do this?

- ★ Tool to build unity & shared culture around solidarity economy
- ★ Deepening our collective understanding of the diversity of forms and viewpoints that make up the solidarity economy

**“It’s time to have a real, good
integrative plan... around where do we
want to be and go, and how do we
love ourselves in the midst...”**

***-Elandria C. Williams, Executive Director, PeoplesHub & Popular
Educator***

People Involved in the Initial Draft

- Annie Sullivan-Chin – ABC Bookkeeping Coop
- Cheyenna Weber – SolidarityNYC
- Dru Oja Jay – The Breach, Solidarity Economy Incubation Zone
- Eli Feghali – New Economy Coalition, Beautiful Solutions
- Esther West – MadWorC, US Federation of Worker Coops (USFWC) Board
- Evan Casper-Futterman – Bronx Coop Development Initiative
- Jamila Medley – former Philadelphia Area Cooperative Alliance Executive Director
- Lauryl Berger-Chun – ABC Bookkeeping Co-op
- Lauren Hudson – SolidarityNYC
- Olivia Geiger – SolidarityNYC
- Olivia Williams – Madison Area Community Land Trust
- Rachel Plattus – Beautiful Solutions, PeoplesHub
- Rebecca Kemble – Union Cab Coop, MadWorC, former USFWC President
- Saduf Syal – NYC Network of Worker Cooperatives
- Thomas Beckett – Carolina Common Enterprise Executive Director

facilitation and consultation support from the following people:

- Jessica Gordon Nembhard – Grassroots Economic Organizing Collective, Professor of Community Justice & Social Economic Development at John Jay College, City University of New York
- Jim Johnson – Grassroots Economic Organizing Collective
- Marcia Lee – PeoplesHub

Website: www.solidarityeconomyprinciples.org

SOLIDARITY ECONOMY PRINCIPLES

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THE PATH TO UNITY
flows through
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THE PATH TO
healing begins
WITH JUSTICE

[Spanish](#)

[French](#)

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Solidarity Economy Principles

1. Collective Care, Accountability & Relationship
2. Shared Resources & Shared Vision
3. **Liberation Culture**
4. Democracy & Process
5. Education & Leadership Development

Full document at:

solidarityeconomyprinciples.org

SE Values

- * cooperation
- * democracy
- * social and racial justice
- * environmental sustainability
- * mutualism

Principles & Practices Handouts

In addition to the full exposition of the principles and practices on the website, we developed the following reference materials in google docs and pdf formats:

- A 1-page listing of principles with theme descriptions on the back
<https://docs.google.com/document/d/1ki5CbhDZuH9rHLns1EVqCvWmSzksr8-x9asBJCqOKyQ/edit#heading=h.r14bmbyw7p7y>
- ✦ A long version of theme descriptions, principles and practices
https://docs.google.com/document/d/1qtQbQKBbJPaoxth1B_lztdz_GtUKwunmUF9ZzEpVyHA/edit#heading=h.r14bmbyw7p7y

Reflection & Organizing Tool & Facilitation Guide

This tool is intended to:

- support your organization to reflect internally on where you are, where you want to grow, and how you want to prioritize that growth and intentional change
- support your organization to participate in a larger community of practice
- support all of us to build solidarity economy movements, which requires alignment in our politics and actions

No SE entity follows every principle and practice at all times. There is no perfect score or right answer.

Link to Reflection & Organizing Tool: https://docs.google.com/document/d/1rgllkQLt_lcrKr-Fdelts9ySgcZAQiMOCmQbjKYsgkY/edit?usp=sharing

Link to Facilitation Guide:

https://docs.google.com/document/d/1qeRqK2D_el_6XIGhGx52o6KjAGeuiCsgZAHELtSVH8k/edit

Analog version of the tool. Online version coming soon!

THEME: EDUCATION & LEADERSHIP DEVELOPMENT

21. How does your organization maintain a commitment to ongoing learning and member education? What practices are you using?

How is your organization doing on this issue? ___ 🍎 ___ 🌱 ___ 🌿 ___ 🌳
... and how could it grow?

In order to grow in these ways, what support, resources, or information do you/ your organization need? What are your next steps?

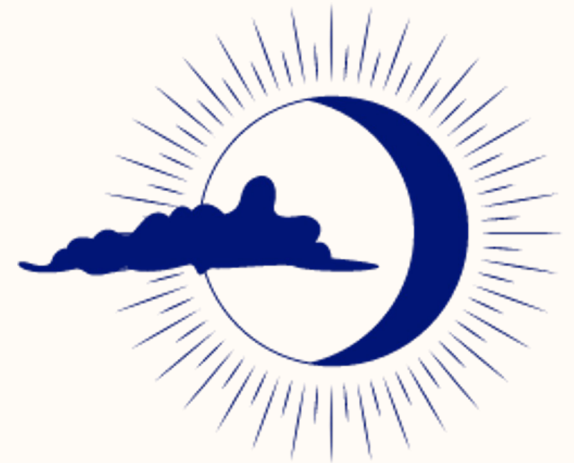
22. What ways are you encouraging collective learning specifically? What practices are you using?

How is your organization doing on this issue? ___ 🍎 ___ 🌱 ___ 🌿 ___ 🌳
... and how could it grow?

In order to grow in these ways, what support, resources, or information do you/ your organization need? What are your next steps?

Solidarity Economy Principles theme 3: Liberation Culture

We believe Fannie Lou Hamer: “Nobody is free until everybody is free.” Our commitment to building a Solidarity Economy is about the liberation of all from systems of domination. We must attend to the ways that those systems operate within us and within our organizations and enterprises, or else we risk replicating the very things we are working to transform. We commit to addressing the harm created by systemic oppression, including the ways we and our communities are both harmed by and benefit from dominance, privilege, and oppression. We understand this work takes place on a scale from the local and interpersonal level to that of global networks.



Solidarity Economy Principles theme 3: Liberation Culture

PRINCIPLE: We build movements, not projects. Even as we organize to build our co-ops, land trusts, and other enterprises, we do so not for their own sake, but for the larger goal of social transformation.

PRINCIPLE: We build relationships on solidarity and cooperation, not competition, because despite our particularities we are all in this together.

PRINCIPLE: We shift culture with our language, practices, expectations, and pedagogy.

PRINCIPLE: We respect nature because we are nature. We organize as though our survival as humans is based on clean water, clean air, healthy soil, and respect for all living beings.

PRINCIPLE: We make robust commitments to racial justice within and outside our organizations by moving beyond performance to actually shifting power and addressing legacies of harm while creating opportunities for repair.

PRINCIPLE: We acknowledge the history of patriarchy and misogyny as a root of capitalist exploitation and we seek to address these behaviors as they appear in our organizations and ourselves.

PRINCIPLE: We support workers' rights and the liberation of poor and working people.

PRINCIPLE: We incorporate disability justice principles into our organizations and incorporate access as a value, practice, and culture.

PRINCIPLE: We move with reverence for life and intentionally make room for joy, pleasure, grief, and connection.



Practice!

- ★ Reflection tool questions—> we'll do one together, then move into breakouts



[Link to Jamboard](#)

How is your organization working to build relationships on solidarity and cooperation rather than competition?



In order to grow in these ways, what support, resources, or information do you/your organization need?

Group 1

• How is your organization practicing commitment to racial justice? Name specific practices

Group 3

• How is your organization incorporating disability justice ideas into your work? Name specific practices

Group 2

How is your organization recognizing the full humanity of its members and community by making room for joy, grief, pleasure, and connection? Name specific examples

Group 4

How is your organization addressing patriarchy and misogyny? Name specific examples

Group #1

How is your organization practicing commitment to racial justice? Name specific practices



In order to grow in these ways, what support, resources, or information do you/your organization need?

Group 1 Notes

★ See jamboard

Group 2

How is your organization recognizing the full humanity of its members and community by making room for joy, grief, pleasure, and connection? Name specific examples



In order to grow in these ways, what support, resources, or information do you/your organization need?

Group 2 Notes

★ See jamboard

Group 3

How is your organization incorporating disability justice ideas into your work?

★ Name specific practices



In order to grow in these ways, what support, resources, or information do you/your organization need?

Group 3 Notes

★ See Jamboard

Group 4

How is your organization addressing patriarchy and misogyny? Name specific examples



In order to grow in these ways, what support, resources, or information do you/your organization need?

Group 4 Notes



Whole Group Harvest notes

- ★ Group 1 - How is your org practicing commitment to racial justice? - thinking of indigenous justice in Canada. Hearing directly from indigenous people. Acknowledging that they're on unceded territory. Pre-Acorn. Need buy in from the orgs to resource the conversations and activities.
- ★ Group 2 - How is your org recognizing full humanity of members & community? - Accessibility for neurodivergent folks. Moving contractors to employees and employees to members. Flexible work schedules, 30 hour work week, vacations. Seedling/Sapling. Incorporate neurodivergence, move to living wage, need a dedicated HR person to support according to a plan. Move from reaction to planning.

- ★ Group 3 - How is your org incorporating disability justice? - Design justice in tech industry but disability justice is at the acorn stage. Acorn. Need resources and information to develop those ideas in their work.

Invitations to Keep Going

- ★ **Help build the toolkit:** Your ideas, your wisdom, your hard-won practices, they matter. Please share them!
- ★ **Request a workshop for your organization or community.**
Ask us for support.
- ★ **Join the SEPP Community of Practice:** Coming at the end of January 2023 we'll have a way for you to formally commit to aligning with the principles within a supportive community of others who share that commitment.

contact@solidarityeconomyprinciples.org



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Solidarity Economy Principles

1. Accountability & Relationship
2. Shared Resources & Shared Vision
3. Liberation Culture
4. Democracy & Process
5. Education & Leadership Development

Full document at:

[Solidarityeconomyprinciples.org](https://solidarityeconomyprinciples.org)

Solidarity Economy Principles

1. Accountability & Relationship

PRINCIPLE: Trust and accountability are the core of Solidarity Economy work. We value relationships over transactions and single outcomes.

PRACTICES

PRINCIPLE: We hold space for movement reflections and accountability to each other and our values.

PRACTICES

PRINCIPLE: We respect the traditions and legacies of the work we are doing.

PRACTICES

PRINCIPLE: We don't throw people/orgs away, and we don't let harm slide. We embrace conflict as generative and clarifying.

PRACTICES

Full document at:
[Solidarityeconomyprinciples.org](https://solidarityeconomyprinciples.org)

Solidarity Economy Principles

2. Shared Resources & Shared Vision

Full document at:

[Solidarityeconomyprinciples.org](https://solidarityeconomyprinciples.org)

PRINCIPLE: Autonomy and Independence (cooperative principle #4): Cooperatives are autonomous, self-help organisations controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their autonomy. We understand this co-op principle of autonomy and independence to be applicable to all forms of Solidarity Economy organizing whether informal or formal.

PRACTICES

PRINCIPLE: Create abundance, not scarcity. SE organizers should cooperate to access resources across all levels – internationally, nationally, regionally, and locally.

PRACTICES

PRINCIPLE: Financial and data transparency is essential to our democratic practices and to learning as a movement.

PRACTICES

PRINCIPLE: Invest in Solidarity Economy and Cooperative entities directly.

PRACTICES

Solidarity Economy Principles

3. Liberation Culture

PRINCIPLE: We acknowledge the history of patriarchy and misogyny as a root of capitalist exploitation and we seek to address these behaviors when they appear in our organizations and ourselves.

PRACTICES

PRINCIPLE: Support workers rights and poor and working people.

PRACTICES

PRINCIPLE: Incorporate disability justice principles into your organization and incorporating access as a value, practice, and culture.

PRACTICES

Full document at:

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PRINCIPLE: Our relationships are built on solidarity and cooperation, not competition. This doesn't mean our individuality and particular points of view are erased. It means we engage each other in all our particularities as comrades who share values and a broad vision for working together to achieve a common goal rather than as opponents in a battle for spoils.

PRACTICES

PRINCIPLE: We shift culture with our language, practices, expectations, and pedagogy.

PRACTICES

PRINCIPLE: We are nature, not apart from nature. Our continued collective existence as humans is based on clean water, clean air, healthy soil, and respect for all living beings.

PRACTICES

PRINCIPLE: Our organizations must have a robust commitment to racial justice.

PRACTICES

Solidarity Economy Principles

4. Democracy & Process

PRINCIPLE: We practice democracy in all aspects of our work.

PRACTICES

PRINCIPLE: Subsidiarity: Decision-making and organizing work should be done at the most local level possible, by those directly impacted by the decisions.

PRACTICES

Full document at:

[Solidarityeconomyprinciples.org](https://solidarityeconomyprinciples.org)

Solidarity Economy Principles

5. Education & Leadership Development

Full document at:

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PRINCIPLE: We commit to ongoing education. In the co-op tradition this is Cooperative Principle #5: Member Education. This allows members to contribute effectively to the development of their enterprises/organizations, and to inform the general public (particularly young people and opinion leaders) about the nature and benefits of solidarity and cooperation.

PRACTICES

PRINCIPLE: We value collective learning to examine, adapt and improve in response to challenges, opposition and new ideas.

PRACTICES

PRINCIPLE: We democratize educational practices. Everyone is a learner and everyone is a teacher.

PRACTICES

PRINCIPLE: We continually build new leadership within our organizations.

PRACTICES