

## **CWCF JEDI Action Plan (Approved by the CWCF Board, Sept. 23, 2021)**

**Long-term Objective:** a worker co-operative movement in Canada which is racially diverse, inclusive and just, evidenced by more participation by racialized people in the worker co-op movement.

### **Shorter term Objectives:**

- a. Outreach: Increased awareness about co-operatives and worker co-operatives in Black, Indigenous, and other People of Colour (“BIPOC”) communities, in partnership with BIPOC organizations whose activities CWCF would also promote.
- b. Development Support: BIPOC groups and developers have supports by way of capacity building, knowledge, mentoring, and resources for self-development and feel empowered to engage in worker co-op development.
- c. Existing Worker Co-ops: Increased employment/membership of BIPOC within worker co-ops. Increased number of BIPOC customers / communities who are served.
- d. CWCF: Increased engagement and participation of racialized communities/organizations with CWCF, and of CWCF in racialized communities/ organizations.

### **Funding:**

To support the objectives, set up two granting pools:

- a. New bursary pool for people to take the Academy and/or co-op development or co-op management training, with priority given to BIPOC applicants. (CWCF to provide funding of \$5,000, (over two years, at \$2,500/ year) shared among applicants based on criteria to be confirmed; and seek additional funds from sponsors.)
- b. Worker Co-op Racial Justice Granting Pool, provided from CWCF reserves in the amount of \$20,000 (over two years, at \$10,000/ year)– to support activities based on pre-defined criteria.

### **Activities:**

- a. CWCF to create partnerships, and find ways to work in reciprocity:
  - i. Include more BIPOC people as presenters in Conference sessions generally.
  - ii. Provide bursaries to students (with preference given to BIPOC students) in the WC Academy or other co-op development / management training, based on criteria to be confirmed. Seek additional funds from sponsors.
  - iii. Reach out to BIPOC-led organizations (SETSI, Freedom Dreams, etc.) to do a needs assessment. Then work together to deliver what is needed.
- b. Outreach:
  - i. Hold two sessions / year on Starting a Worker Co-op in conjunction with BIPOC organizations. This would be based on What is a Worker Co-op? webinar but with more focus on how to start a Worker Co-op, potentially leading to the Academy. Include more diverse examples of Worker Co-ops, with some from the US (Canadian examples to include: MCHB, VALU

Co-op, Glitter Bean, & Co-operative Cleaners of Ont.). Deliver these sessions in conjunction with a BIPOC-led organization and/or a BIPOC individual. In addition, continue to promote the What is a Worker Co-op? webinars in BIPOC communities.

- ii. Promote CWCF Conference and services to BIPOC organizations and promote BIPOC organizations' services and activities in CWCF's network.
- c. Development Support:
- i. Promote CWCF's Technical Assistance Grant program and Tenacity Works Fund in BIPOC communities.
  - ii. In conjunction with other organizations, create a resource board for BIPOC worker co-op development.
  - iii. Provide funding to BIPOC Worker Co-ops and Worker Co-op Developers through the Worker Co-op Racial Justice Granting Pool noted above. For projects over a certain amount, they would need to find the rest of the funds. Grants would support activities led by BIPOC organizations, groups, and/or individuals relevant to worker co-op development. One example would be to provide an honorarium to a less experienced BIPOC co-op developer to be mentored by an experienced developer. Another would be to provide supports to a BIPOC enterprise to convert to a worker co-op.
  - iv. Seek additional funding in conjunction with BIPOC organization(s), e.g. through the Investment Readiness Program and/or The Co-operators, to enable enhanced support and technical assistance to BIPOC-led worker co-op development.
- d. Existing Worker Co-ops:
- i. Research, define, and share effective practices on finding BIPOC worker-owners.  
An example: Urbane has done an apprenticeship project, partnered with an NPO; through them they run an apprenticeship program with at-risk youth; they paid all who were involved including the trainees. They were looking for BIPOC and non-males. It has resulted in one person staying at Urbane.
  - ii. Identify and search out supports for training. CWCF would need to help find the resources available for this.
  - iii. Research, define, and share effective practices on reaching BIPOC customers.

**Action Plan Timeline:**

Activity area	Year One (Sept. 2021-Aug. 2022)	Year Two (Sept. 2022-Aug. 2023)
Partnerships	Include more BIPOC people as presenters in Conference sessions generally.	Include more BIPOC people as presenters in Conference sessions generally.
	Seek additional bursary funds from sponsors. Establish bursary fund. (\$2,500) Launch the bursary fund and provide bursaries.	Promote and provide bursaries.
		Conduct needs assessment with BIPOC-led organizations.
		Collaborate to deliver what is needed.
Outreach	Identify BIPOC organizations to partner with to deliver “What is a Worker Co-op” sessions. Conduct two such sessions.	Conduct two “What is a Worker Co-op” sessions in partnership with identified BIPOC organizations from year one.
	Promote CWCF conferences and services to BIPOC organizations	Promote CWCF conferences and services to BIPOC organizations.
	Promote BIPOC organizations’ services and activities in CWCF’s network	Promote BIPOC organizations’ services and activities in CWCF’s network.
Development Support	Promote CWCF’s Technical Assistance Grant program and Tenacity Works Fund in BIPOC communities.	Promote CWCF’s Technical Assistance Grant program and Tenacity Works Fund in BIPOC communities.
		Create a resource board for BIPOC worker co-op development.
	Develop and launch a Worker Co-op Racial Justice Granting Pool; start to provide grants. (\$12,500) <i>This would be to support existing projects led by BIPOC folks: eg the Freedom Dreams Co-op education series, the iMove project in Halifax, perhaps the Solid State Industries project in Surrey, BC. Maximum may be about \$2,500/ project.</i>	Seek additional funding for the Racial Justice Granting Pool.
		Promote the program and provide grants.
Existing Worker Co-ops		Research, define, and share effective practices on finding BIPOC worker-owners.
		Identify and search out supports for diversity training in existing Worker Co-ops.
		Research, define and share effective practices on reaching BIPOC customers.

Total CWCF budget :	\$12,500	\$12,500
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**Appendix:**

**Bursary criteria:**

Bursaries for people to take the Academy and/or co-op development or management training. (CWCF to provide funding of \$5,000.)

- Establish financial need – demonstrate the importance of the bursary to being able to access this training.
- Preference to those who identify as BIPOC – may be a group or individual depending on training
- Determine if the funding improves the capacity of the individual or community to develop their Worker Co-op or more Worker Co-ops.
  - Determine if individual is committed to furthering their development/capacity and will have the ability to participate in the development of a (or some) worker co-operative(s) or influence such development.

May need to ask for reference or referring partners to ensure we can properly evaluate the applicant.

Application form, with some agreement to follow-through and reporting on completion of the funded training.

**Worker Co-op Racial Justice Granting Pool criteria:** (added by JEDI Committee)

Grants will be provided from CWCF reserves in the amount of \$20,000 (over two years, at \$10,000/ year)– to support activities based on predefined criteria.

- Project must be led by BIPOC organizations, groups, and/or individuals (at least in majority).
- Project supports worker co-op promotion, education, and /or development.
  - Worker co-op education webinar series are eligible.
  - This could provide an honorarium to a less experienced BIPOC co-op developer to be mentored by an experienced developer.
  - Another example would be to provide supports to a BIPOC enterprise to convert to a worker co-op; this type of project can also be funded by a CWCF Technical Assistance grant.
- Maximum amount per year is \$2,000 per project.
- Projects may be funded for more than one year.

May need to ask for reference or referring partners to ensure we can properly evaluate the applicant group.

Application form, with some agreement to follow-through and reporting on completion of the funded project.