CWCF JEDDI Action Plan (2025)
Reviewed by JEDDI Committee, April 17, 2025

Long-term Objective: a worker co-operative movement in Canada which is diverse, inclusive and just, evidenced by more participation by people representing the full diversity of the country in the worker co-op movement.

Shorter term Objectives:

a. Outreach and engagement: Increased awareness about co-operatives and worker co-operatives in Black, Indigenous, and other People of Colour ("BIPOC") communities and other Equity-Denied Groups (EDGs), in partnership with BIPOC and other organizations whose activities CWCF would also promote. Increased awareness of each community's connection to or history with the worker co-op model.
b. Development Support: BIPOC and EDG groups and developers have support by way of capacity building, knowledge, mentoring, sponsorship to attend events, and resources for self-development and to feel empowered to engage in worker co-op development.
c. Existing Worker Co-ops: Increased employment/membership of BIPOC and other EDGs within worker co-ops. Increased number of BIPOC and EDG customers and communities who are served.
d. An increased number of EDGs feel a sense of belonging in the worker co-op movement. We may define belonging as "a feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you…" (Cambridge Dictionary, 2024)
e. CWCF: Increased engagement and participation of racialized and other EDG communities/organizations with CWCF, and of CWCF in racialized and other EDG communities/ organizations.

Funding:

To support the objectives, set up two granting pools:

a. Bursary pool for people to take the Academy and/or co-op development or co-op management training, with priority given to BIPOC and other EDG applicants. (CWCF to provide funding of $5,000 in 2025) shared among applicants based on set criteria, and seek additional funds from sponsors.)
b. Worker Co-op Racial Justice Granting Pool, given to BIPOC communities provided from CWCF reserves and Vancity, in the amount of $12,000 for 2025) to support activities based on pre-defined criteria.
c. Solidarity pricing for the CWCF Conference to increase accessibility to BIPOC and other EDG folks to attend.

Activities:

a. CWCF to create partnerships and find ways to work in reciprocity:
    i. Encourage the launch of Caucus groups where there is interest among members and allies for co-operators who are Black, Indigenous, other People of Colour. Connect with Black WC caucuses in the US to learn from them.

    ii. Include more BIPOC & other EDG people as presenters in Conference sessions and webinars.

    iii. 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.

    iv. Develop a "JEDDI in your Worker Co-op Educational 101" session.

    v. Support the promotion of the Worker Co-op model to youth and school groups.

    vi. Promote and showcase BIPOC and EDG groups at the CWCF Conference.

    vii. Develop and promote "Funding Support for Grant writing".

b. Outreach:
    i. Continue to build affinity of EDGs to the Co-op model through (a) session(s) that discuss the history of EDGs (i.e. women, queer, BIPOC, people with disabilities etc.) with the Co-op/Worker Co-op model. Then, a section at the end on how to get involved/ continue the legacy … leading them to the upcoming sessions below for that continuation. Maybe this could be the JEDDI Cmte Launch session or something similar. We did this a bit with the JEDDI project but could focus more on a broader spectrum of EDGs this time
    ii. Hold at least two sessions/year on Starting a Worker Co-op in conjunction with a BIPOC organizations or individual. The *"What is a Worker Co-op?"* webinar is now being led by Juliet 'Kego Ume-Onyido, offered multiple times per year. Include more diverse examples of Worker Co-ops, with some from the US (Canadian examples to include: MCHB, Glitter Bean, & Co-operative Cleaners of Ont.). Continue to promote the *What is a Worker Co-op?"* webinars in BIPOC and EDG communities.
    iii. 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, including a list of BIPOC and other EDG Co-op developers.

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 support to a BIPOC enterprise to convert to a worker co-op.

iv. Seek additional funding in conjunction with BIPOC organization(s), e.g. through Co-operators, to enable enhanced support and technical assistance to BIPOC-led worker co-op development. [1]

d. Existing Worker Co-ops:
   i. Research, define, and share effective practices on existing worker co-ops finding BIPOC worker-owners.[2]

   ii. Identify and search out support for management or technical training for existing EDG-led worker co-ops. CWCF would need to help find these resources.

   iii. Research, define, and share effective practices on reaching BIPOC customers. One idea may be to review what content from JEDDI Business Conversion project events attracted which EDG groups the most.

Action Plan Timeline:

Activity area	**May 2025 to April 2026**
Partnerships	Continue to include more BIPOC / EDG people as presenters in Conference sessions generally.

[1] CWCF sought and received funding from the Investment Readiness Program (IRP) for a 2-year JEDDI Business Conversion project, and hired Janielle Maxwell as the Project Coordinator. Janielle did wonderful work on this project, whose results and continuing impacts are profiled at this link on our website.

[2] 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.

	Seek additional bursary and grant funds from sponsors to increase the funds available. Continue to promote the bursaries and grants.
	Make Conference more accessible by providing sliding scale / solidarity pricing options for BIPOC / EDG peoples.
	Support the development of a Black Co-operators Caucus
Outreach	Conduct two "What is a Worker Co-op" sessions in partnership with identified BIPOC organizations.
	Promote CWCF conferences and services to BIPOC organizations
	Promote BIPOC organizations' services and activities in CWCF's network
	Increase connections with BIPOC organizations and Co-operatives and Mutuals Canada (CMC) to promote the worker co-op and cooperative model more generally to BIPOC and EDG communities.
Development Support	Promote CWCF's Technical Assistance Grant program and Tenacity Works Fund in BIPOC communities.
	Improve and update the resource board for BIPOC worker co-op development
	Promote the JEDDI Training Bursaries and BIPOC Project Grants
	Update and promote the JEDDI Business Conversion Directory.
	Support UNB Research Project: the conditions with which EDG-led (particularly racialized) WC's struggle
Existing Worker Co-ops	Research, define, and share effective practices on reaching BIPOC worker-owners.
	Identify and search out supports for diversity training in existing Worker Co-ops.
	Offer webinars for sharing of best practices in attracting applications from EDG individuals to work in worker co-ops and also to ensure a successful transition of these workers. Offer diversity training to WC members to ensure they are ready to accept new EDG members.
	Develop a JEDDI in your Worker Co-op educational 101 session
Total CWCF budget :	$17,000, plus staff time and contractor time for webinars

Appendix:

JEDDI Training Bursary criteria:

This fund prioritizes individuals who identify as Black, Indigenous or other People of Colour (BIPOC) communities and other Equity-Denied Groups (EDGs) who require financial assistance to pursue training in either co-op management or development.

Bursaries are to be used to offset program fees for the CWCF Worker Co-op Academy, the CoopZone Co-op Developer training programs, or other professional development and training opportunities in the Canadian co-op sector (upon approval). CWCF will provide up to $1,000 per individual or group.

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- Establish financial need – demonstrate the importance of the bursary to being able to access this training.
- This fund is allocated to individuals who are Black, Indigenous or other People of Colour (BIPOC), or groups which are majority BIPOC and other Equity-Denied Groups (EDGs) – 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 the 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.

We may need to ask for references or referring partners to ensure we can properly evaluate the applicant.

Successful applicants must commit to completing a short funding impact assessment survey upon completion of their training program of choice.

Racial Justice Project Grant criteria:

The Racial Justice Project Grant fund was established in 2022, as a part of the Racial Justice Action Plan drafted by CWCF's Justice, Equity, Diversity, Decolonization, & Inclusion (JEDDI) Committee. This Action Plan has the long-term objective of a worker co-operative movement in Canada which is racially diverse, inclusive, and just.

This granting pool is allocated to projects led by individuals who are Black, Indigenous or other People of Colour (BIPOC), or by groups which are majority BIPOC.

Projects must support racial justice in the worker co-op sector in Canada via promotion, development and/or education initiatives.

- Project must be led by BIPOC organizations, groups, and/or individuals (at least in majority).
- Project support 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 support 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.

Successful applicants must commit to completing a short funding impact assessment survey & project report upon project completion, and in the case of continuing or new worker co-ops to joining CWCF at a nominal dues level for at least two years.