

Inclusive Decision Making

Making Decisions Inclusively and Efficiently

Inclusive Innovation Week 2018



We're the hands-on resource for member and worker owned business in the Pittsburgh region

We provide technical assistance with a focus on cooperative, open, and non-hierarchical governance.

Our motto is "*think outside the boss!*"

About the Pittsburgh Chamber of Cooperatives



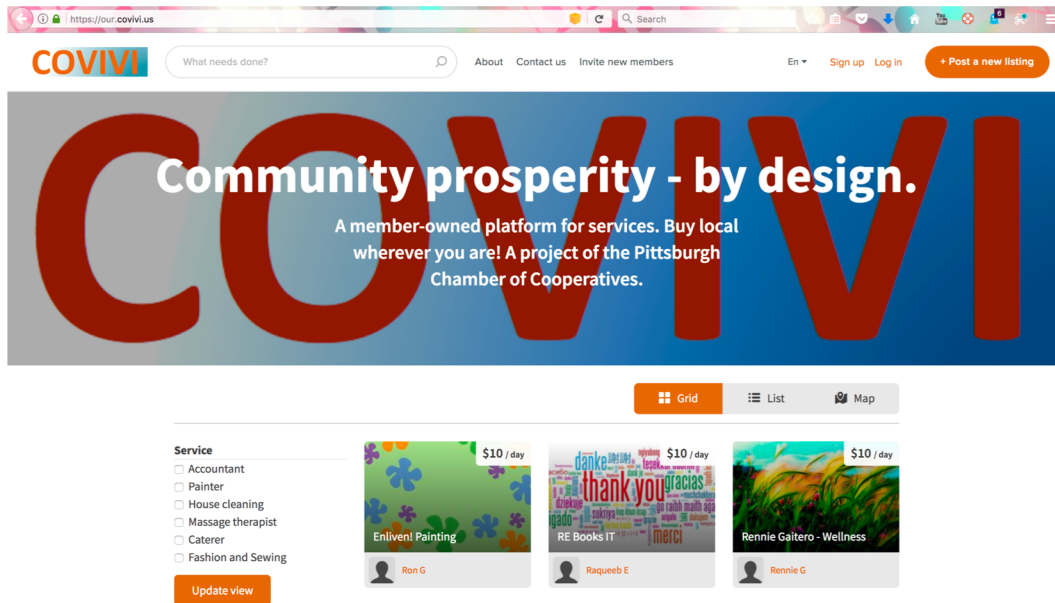
We also facilitate access to the region's legal, business, workforce, real estate, and economic development resources to match your work.

The PCOC can provide (small) startup funding.

There are 17 charter members, plus more each year.

About the Pittsburgh Chamber of Cooperatives





our.Covivi.us

Our experiment...
A platform cooperative

COVIVI



Search for the right service or display your service profile.



Connect with a fellow Covivi member on the work. Pricing is set in your profile.



Confirm your booking and schedule it.



Get it done!

Member-owned COVIVI.US
ALL IN? You win! We all win!

About the Pittsburgh Chamber of Cooperatives



WE'RE SUPPORTED BY ...

Pittsburgh Chamber of Cooperatives members and:



About the Pittsburgh Chamber of Cooperatives



WHAT IS A COOPERATIVE?

A cooperative is a member-owned enterprise that operates to achieve collective economic, social, and/or cultural goals whose governing decisions are made democratically by the members.

Some Background on Cooperatives



BASED ON THE COOPERATIVE PRINCIPLES

- 1 - Open and voluntary membership
- 2 - Member economic participation
- 3 - Democratic member control
- 4 - Autonomy and independence
- 5 - Education, training, and open information
- 6 - Cooperation among cooperatives
- 7 - Concern for community

Some Background on Cooperatives



SOME OF THE COOPERATIVES IN PGH NOW...



THE BIG IDEA BOOKSTORE

antiprofit bookstore and cafe since 2001

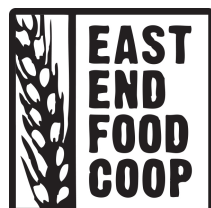


EAST END
COOPERATIVE
MINISTRY



FOURTH RIVER WORKERS GUILD

design • build • grow



Some Background on Cooperatives



What we hope you walk out with:

An understanding of good alternatives to hierarchical decision making and relying solely on past input.

MOST of all today...

How to make it efficient!

Today's Agenda



Decision Making for Business:

Making Inclusive Decisions Efficiently

Ron Gaydos, Manager

Ron@PittsburghChamber.coop

412 / 606-1607

www.PittsburghChamber.coop

Raqueeb Bey, Black Urban Gardeners and Farmers of Pittsburgh Cooperative

raqueenp@gmail.org

Dana Harris-Yates, Black Urban Gardeners, Cultural Oasis LLC

culturaloasis@gmail.com

Ryan Haggerty, Work Hard Pittsburgh Cooperative, Haggerty Media

haggertymedia@gmail.org

Our speakers





Ryan Haggerty

Digital media producer in narrative and documentary forms.

Cultural organization board member

In addition to his creative pursuits, Ryan enjoys volunteering in community events, tasting new beers, and being the best at Duck Game.

See more about Ryan at www.HaggertyMedia.com.

*Ryan Haggerty, Work Hard Pittsburgh Cooperative,
Haggerty Media
@haggertymedia*

Who's here to tell their story?





Raqueeb Bey

Urban agriculturist, community activist.

Mother of six phenomenal children.

Grow Pittsburgh's Garden Resource Center Coordinator

Mama Africa's Green Scouts Founder.

Black Urban Gardeners and Farmers of Pittsburgh Co-Op (BUGS FPC)

Community steering committees and working groups to create sustainable food sovereignty solutions for our communities.

*Raqueeb Bey, Black Urban Gardeners and
Farmers of Pittsburgh Cooperative
@bugscoop412*

Who's here to tell their story?





Dana Harris-Yates

was raised farming, gardening, and learning horticulture through passed down Indigenous teachings.

She has also assisted many youth and young adults in becoming entrepreneurs and business startups.

Dana serves as the Vice President for Mama Africa's Green Scouts, BUG's Manager of Operations, and Board Member of Landslide Community Farms..

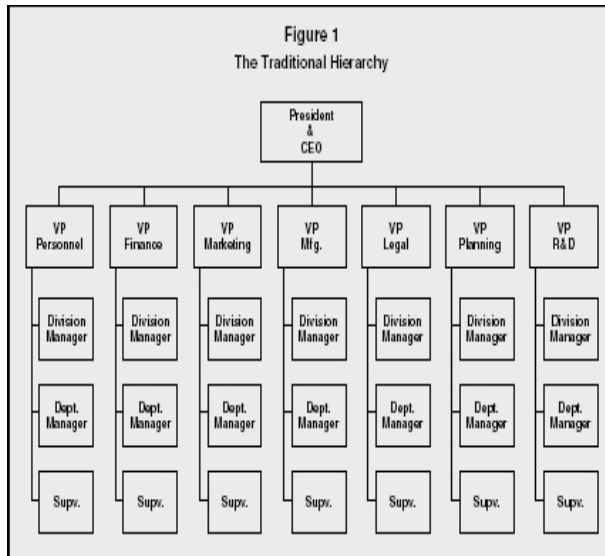
*More information on Dana's business are at
<https://www.facebook.com/culturaloasisllc/>*

*Dana Harris-Yates, Black Urban Gardeners and
Farmers of Pittsburgh Cooperative
@bugscoop412*

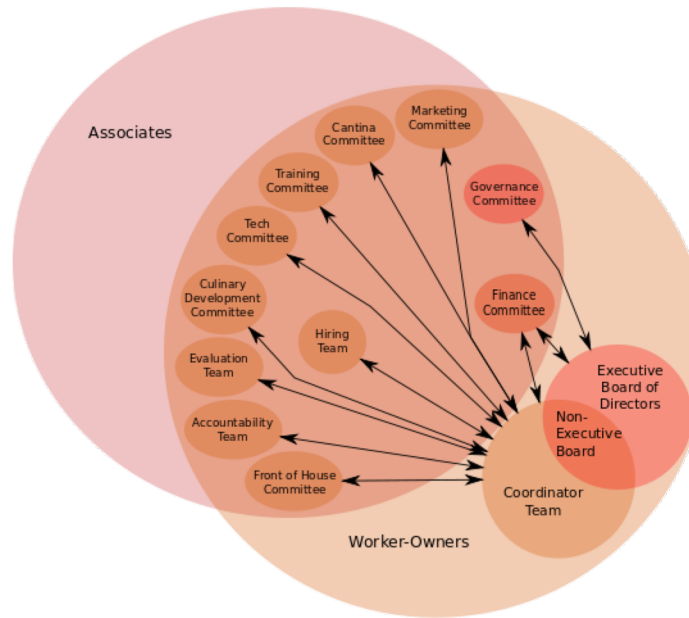
Who's here to tell their story?



The many types ...

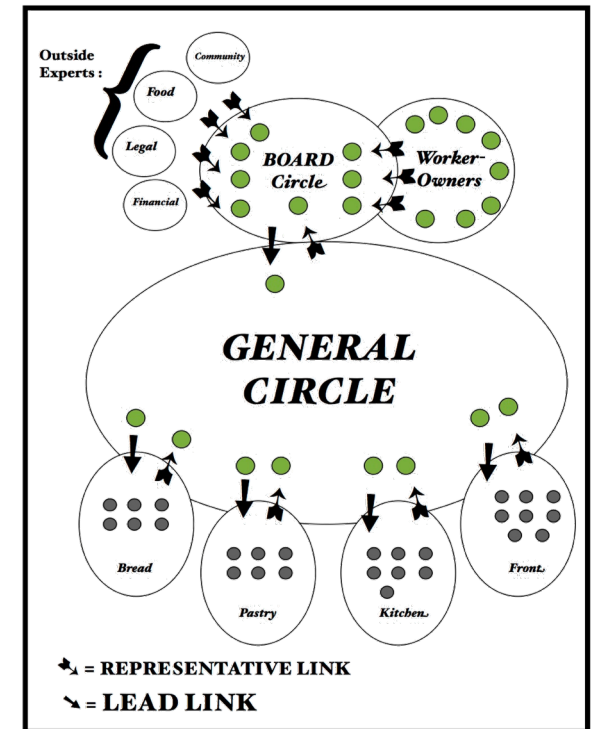


All too common ...



Casa Nueva, a worker-owned restaurant

Sample organizational structure of a worker-owned cooperative



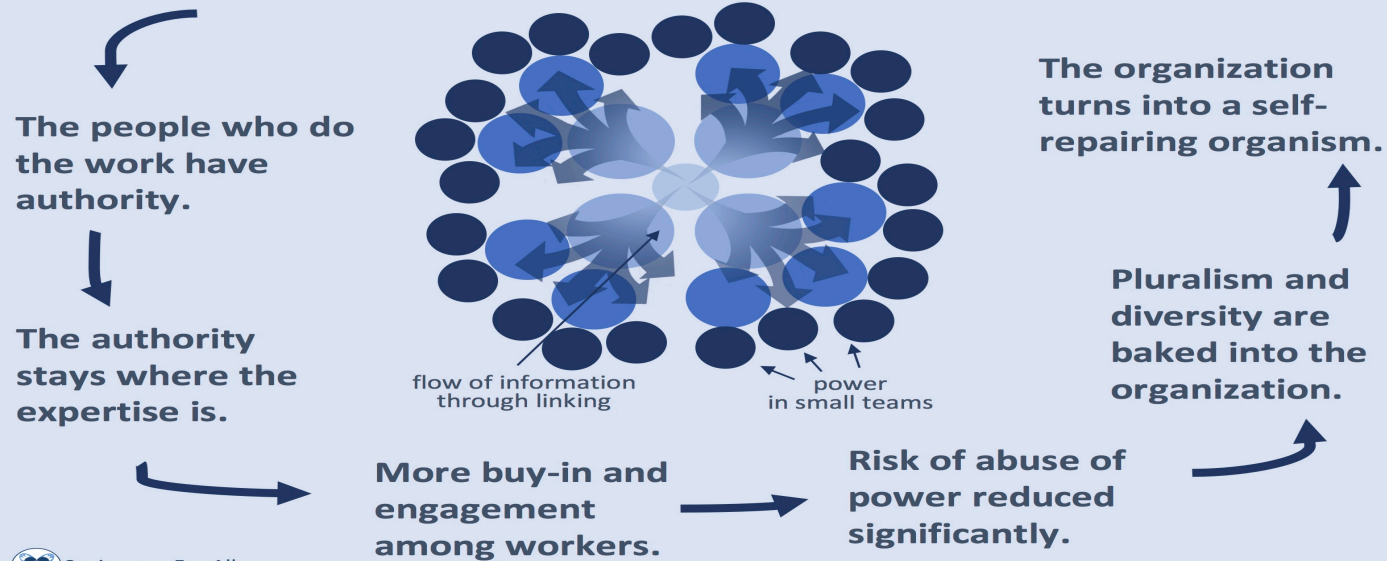
Scorcher Artisan Cooperative, Astoria OR

A Little Bit About Structure



Benefits of distributed power

Distribute power down to the most specific group



 Sociocracy For All

www.sociocracyforall.org

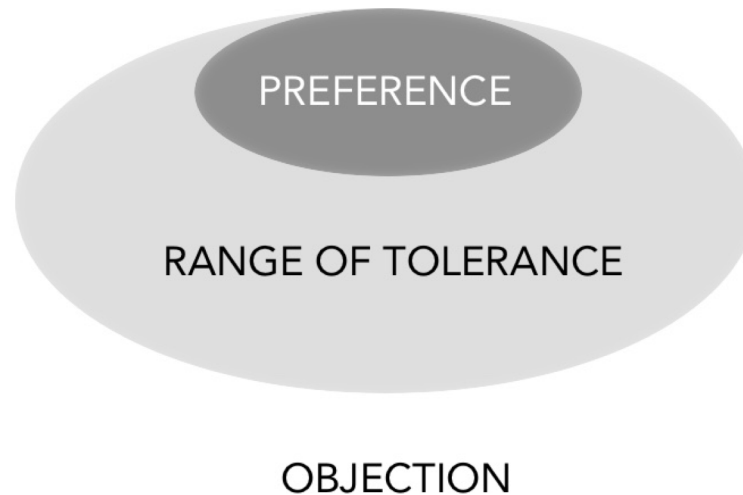
A Little Bit About Structure





A Little Bit About Structure

Consent decision making means you'll accept it even if it's not your preference...

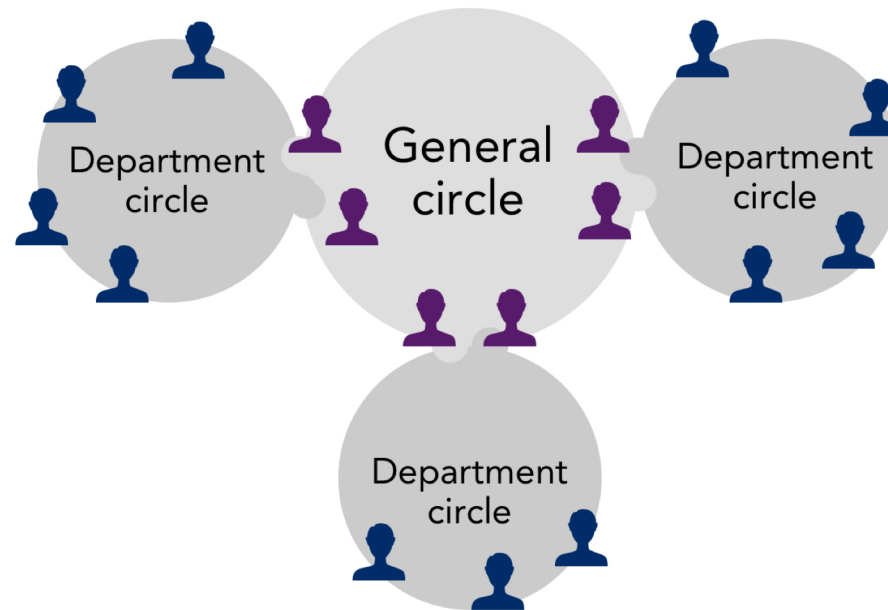


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A Little Bit About Structure



General Circle/ double-linking (delegates from one circle to another...

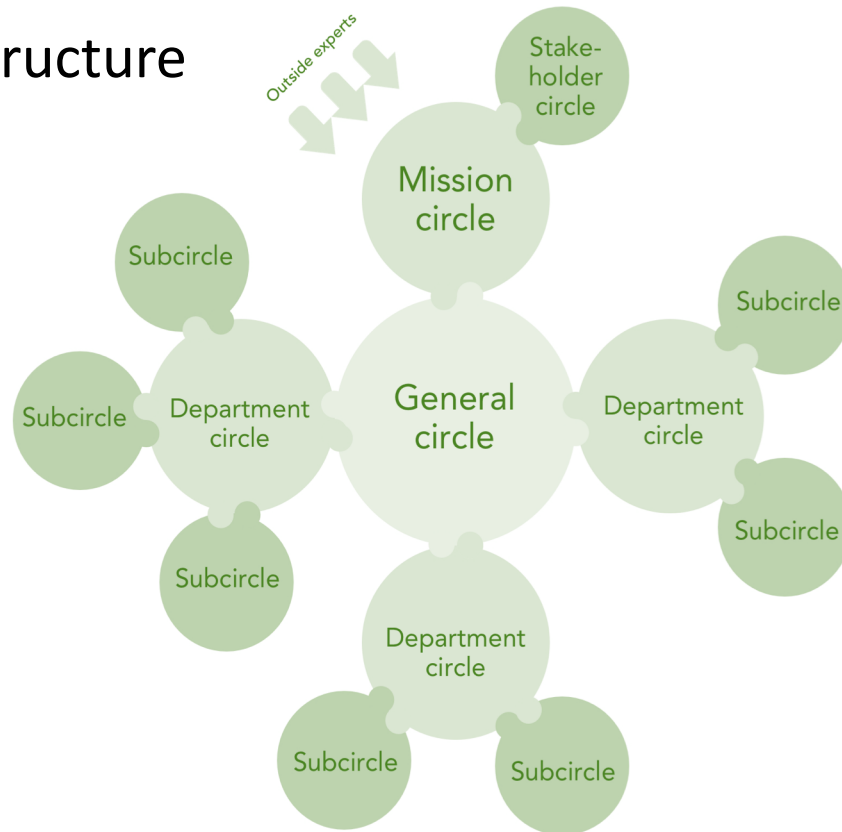


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- Governance



Organizational structure
filled out...

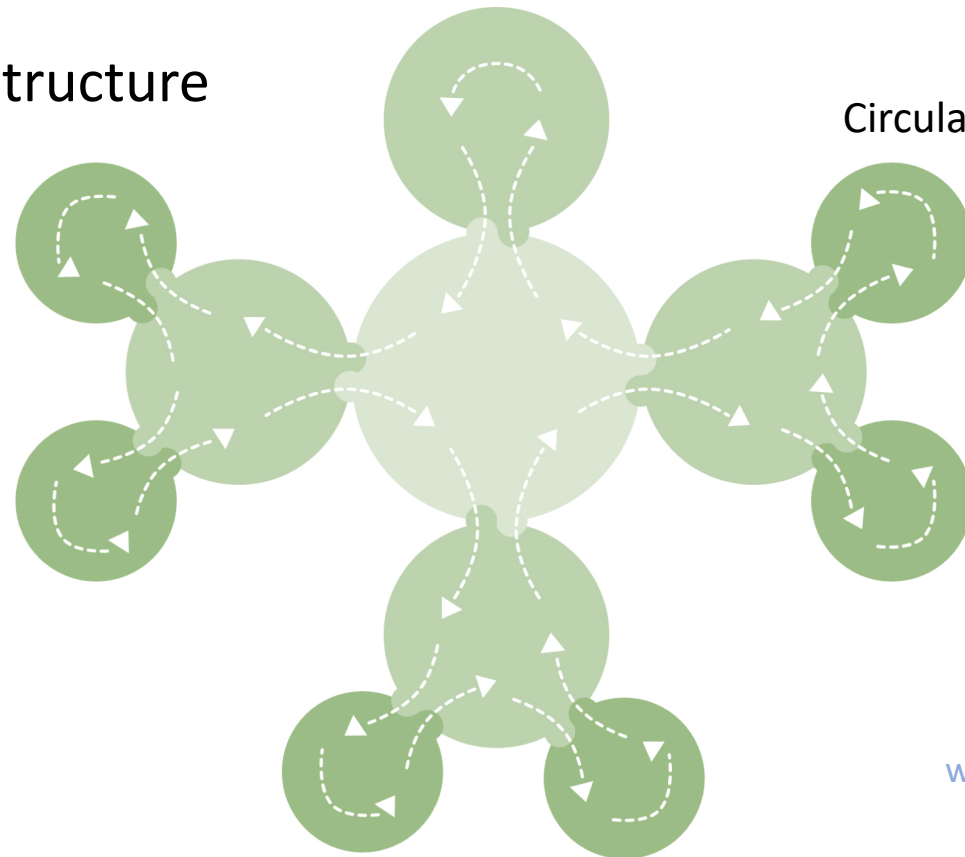


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Organizational structure

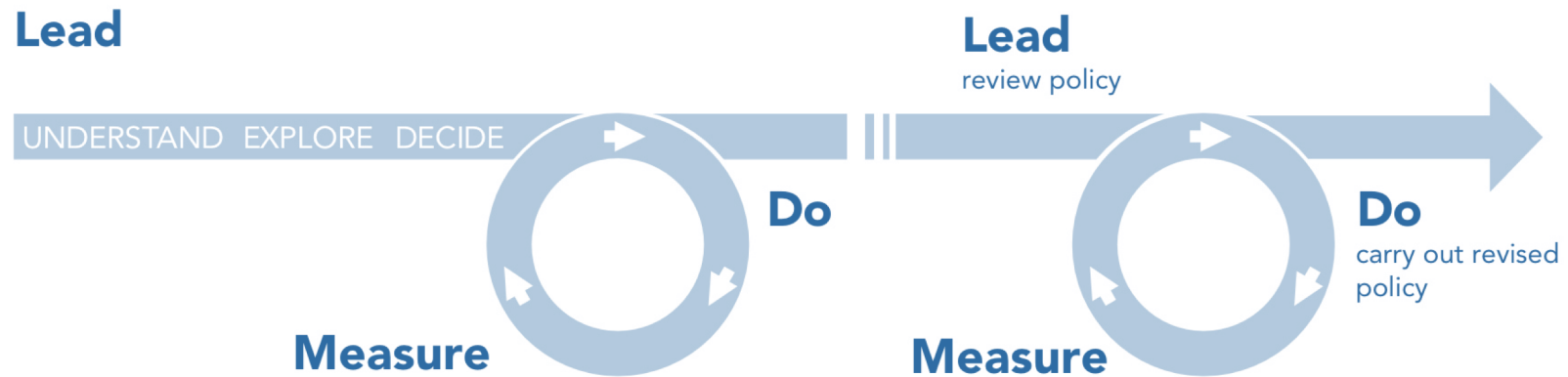


Circular hierarchy

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Feedback, as in many organizations, is important...

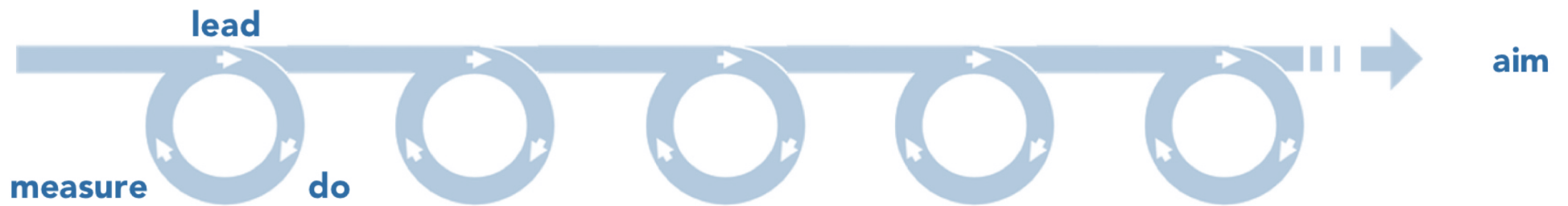


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Feedback needs to be continuous to ensure people are heard and solutions work.



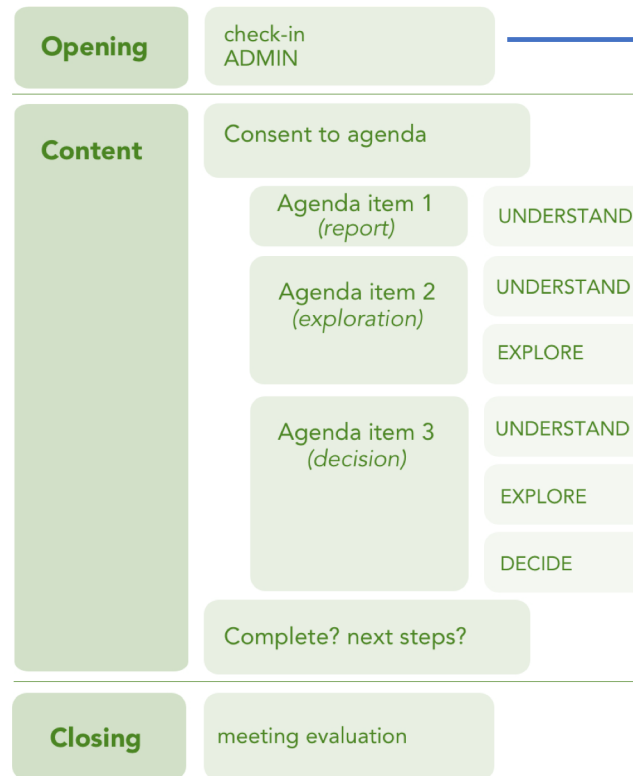
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Meeting format:

This is a good format to understand situations, explore solutions, and decide on what to do.



ADMIN:

Attendance

Duration

Minutes

Information/announcements

Next meeting date

More here:

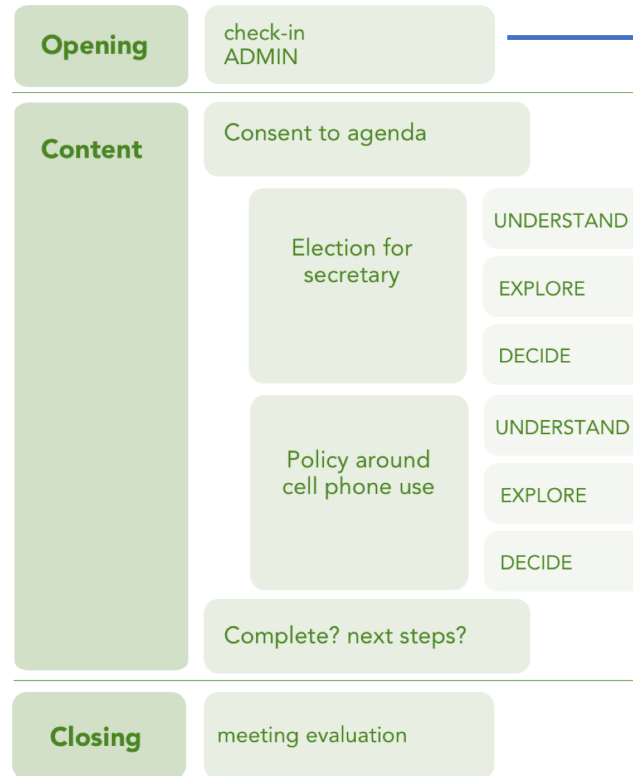
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Governance



Meeting format:

With
election/selection
and policy decision
formats included.



ADMIN:

Attendance
Duration
Minutes
information/announcements
Next meeting date

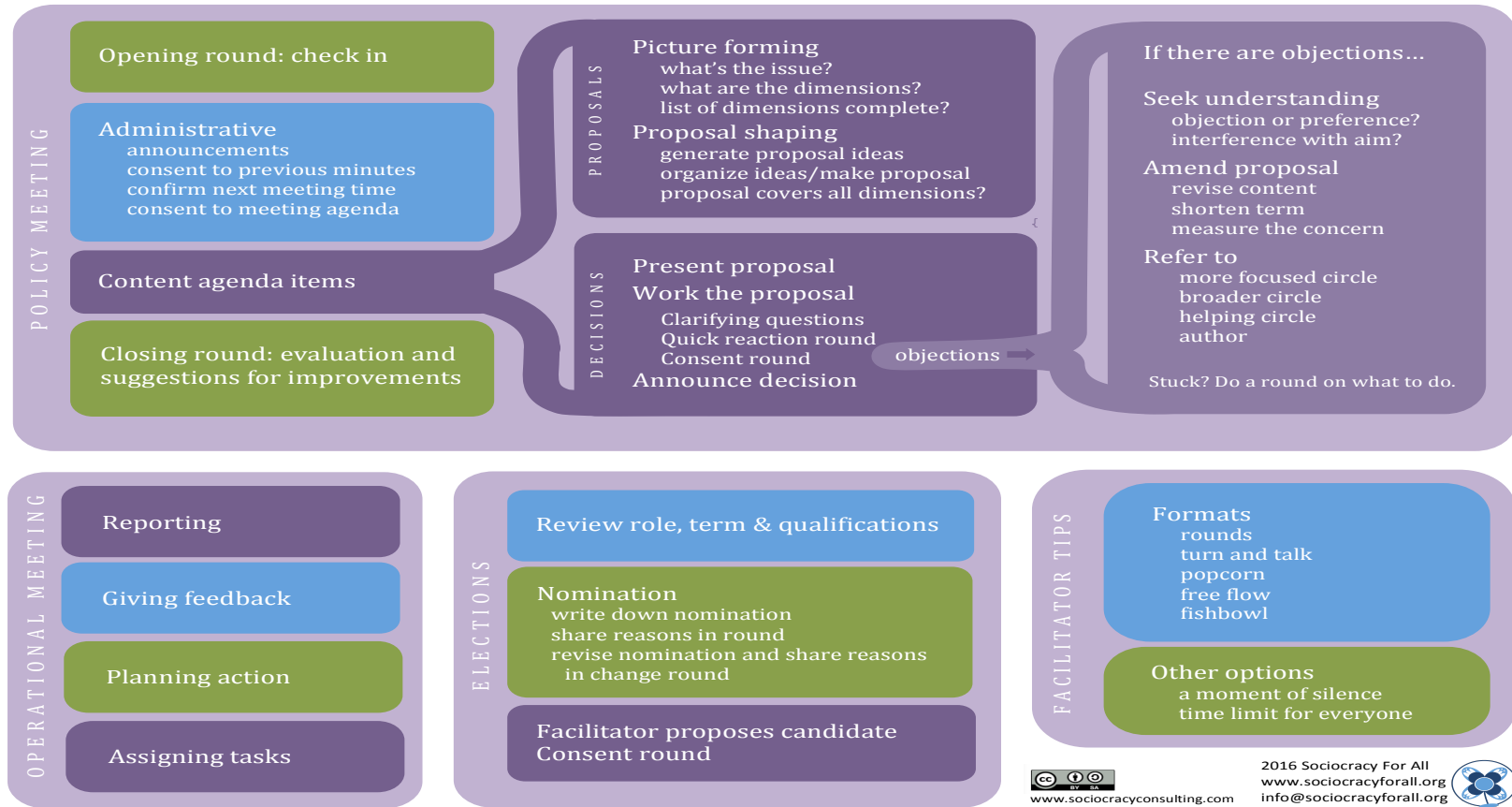
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Governance



A road map for many types of meetings



Governance



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