

Diversity Cooperative of Workers

Steps Taken to Date:

- Initial Joint Venture Agreement
- Role & structure of Cooperative
- Legal support & role
- Meeting with management and board
- Set up focus groups with Diversity staff
- Design presentation

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Diversity Food Services

- Is a Social Enterprise
- Owned by two non-profit community organizations
 - University of Winnipeg Community Renewal Corporation (UWCRC)
 - Supporting Employment and Economic Development Winnipeg

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What is a social enterprise?

	Traditional Business	Social Enterprise
Income	Income is earned by selling a good or service	Income is earned by selling a good or service
Ownership	Owned by private investors	Owned by community organization or a group of community members
Goals	Financial goals are the most important Profits go the owners	Financial goals and social goals are both important Profits are used to benefit the community by supporting the social goals of the organization or the business

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What are our goals?

Financial Goals

- Self-supporting
- Profitable
- Can support social goals

Social Goals

- Local & organic, fair-trade, healthy
- Hiring from Community
- Quality of Job
- Share ownership

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Reasons to share ownership with employees (workers)

- Increase involvement & caring
- Get worker views on policy decision-making
- A way to share profit
- Create opportunities for learning: Food industry, Business Ownership, Cooperatives

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Diversity Food Owner's Proposal

- To sell shares in Diversity Food Services
- to a **democratic cooperative** that is
- owned by the workers of Diversity Food Services

Diversity Food Services would then have three owners

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What is a Cooperative?

- It is owned by a group of people who use it to:
 - Provide jobs
 - Buy from it or **get services**
 - Sell to it
- ... And share any profits or losses

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What is a democratic cooperative?

Important decisions:

- ❖ Membership Criteria
- ❖ Distribution of Profits

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Membership Criteria

Proposed:

- Cost of Membership – \$500
 - Affordable and allows group to buy more shares of Diversity Food
- Options for paying for share
 - \$20 gives voting rights then pay by payroll deductions over one or two years (\$10 a week or \$5 a week)
- Probationary Period
 - Based on hours worked (time to be sure of commitment)
- Attends Coop Education

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Distribution of Profits

Proposed:

- Based on hours worked at Diversity Food Services
- Attendance at Cooperative Meetings
- Attend Educational Workshops

Higher value would be on the last two because individual's can decide

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Potential Risks & Benefits

Risks

- Could lose money
- Meetings take time
- Making decisions with others can cause tension

Benefits

- Have a say in policy decisions
- Opportunities to Learn
- Get a portion of any profits

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Rights & Responsibilities

Rights

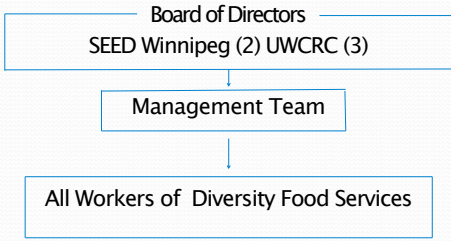
- Elect member to sit on the board of Diversity Food
- Review business information
- Have a say in your coop's operation
- Receive a portion of any profits

Responsibilities

- Attend Cooperative meetings
- Learn about your Cooperative and Diversity Food
- Maintain confidentiality
- Work to make the Cooperative successful for everyone

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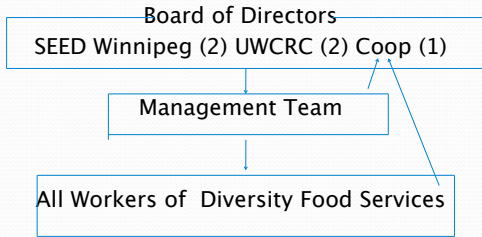
Diversity Food Services – Now



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Diversity Food Services – Proposed

(Based on number of shares)



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Questions

- Do you think workers will be interested?
- What parts do you like?
- Why do you think workers might want to join the coop?
- Why would workers not join the coop?

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