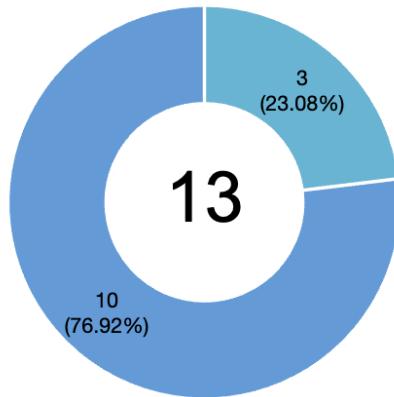


*\*Note that Uriel filled out the evaluation twice, so some questions have 13 responses\**

**Please rate Rebecca's facilitation skills on a scale of 1 to 5, with 1 being "needs improvement" and 5 being "amazing." Provide comments in the text box below.**

Response Rate: 52.00%

By Answer Choice



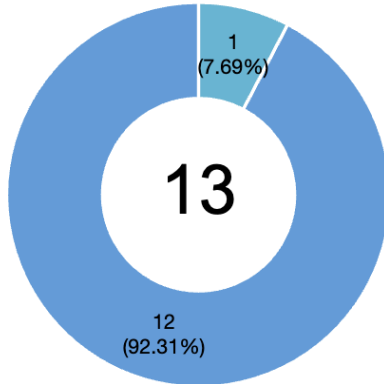
4 (23.08%)  
5 (76.92%)

- 5: Great and setting goals & expectations, while providing space for individual comments and reflections.
- 5: Knowledgeable with a sense of important history, calming with a lot of clarity
- 5: She was able to facilitate some very deep and insightful conversations between all of us.
- 4: There were a few moments of overlapping instructions that I think ran the risk of confusing people especially with the interpretation on hand. Overall, it was good and grounded, I particularly appreciated the offering of circle time.
- 4: Appreciate historical perspective

Please rate **Tori's facilitation skills** on a scale of 1 to 5, with 1 being "needs improvement" and 5 being "amazing." Provide comments in the text box below.

Response Rate: 52.00%

By Answer Choice



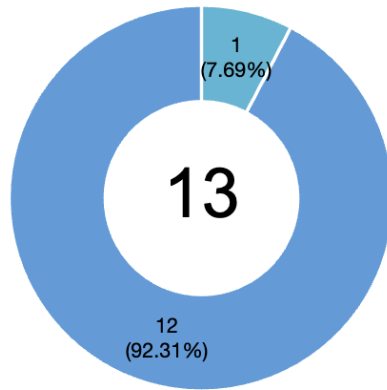
■ 4 (7.69%)  
■ 5 (92.31%)

- 5: Provides insights and experience
- 5: The best trainer in the field I've been around
- 5: She was great and she was funny
- 5: Enthusiastic and energetic. Passionate about the subject matter and firm on the positions on some topics made for a good opportunity to nudge reflection on why we are here and what we need.
- 4: Good energy and projection

Please rate Zen's facilitation skills on a scale of 1 to 5, with 1 being "needs improvement" and 5 being "amazing." Provide comments in the text box below.

Response Rate: 52.00%

By Answer Choice



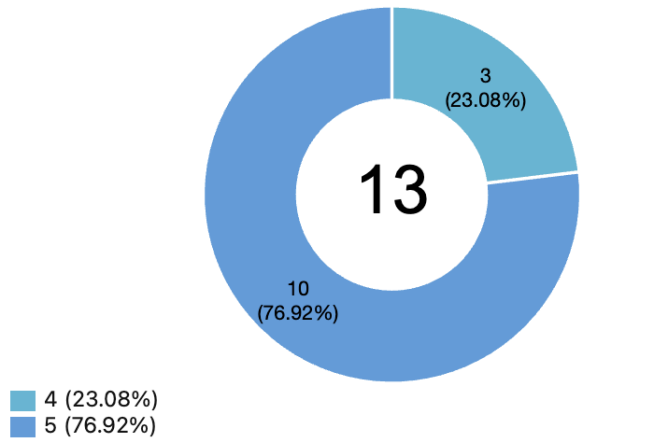
■ 4 (7.69%)  
■ 5 (92.31%)

- 5: Provides knowledge and passion
- 5: Comprehensive detail and information
- 5: Patient and well paced presentation of concepts. Opportunity to ask questions of the material and good space for group reflection.

Please rate Stacey's facilitation skills on a scale of 1 to 5, with 1 being "needs improvement" and 5 being "amazing." Provide comments in the text box below.

Response Rate: 52.00%

By Answer Choice

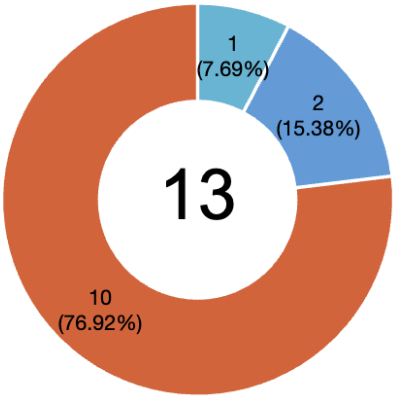


- 5: Knowledgeable
- 5: Brilliant; an anchor with intellectual heft
- 4: A few moments of overlapping instruction and pacing that might have challenged the facilitator, but an overall good experience. The timeline and ecosystem were valuable. They should be a key component of every convening we do in Chicago.

Please rate the usefulness of the guest co-op speakers (Upside Down and ChiFresh) for your work. 1 represents "not at all useful" and 5 represents "extremely useful." Please elaborate on what was useful in the text box below.

Response Rate: 52.00%

By Answer Choice



- 3 (7.69%)
- 4 (15.38%)
- 5 (76.92%)

- 5: Great interview from speakers
- 4: I did not realize how a high touch developer could spend 4+ years with just one coop.
- 4: I thought their real world information and advice was instructive
- 5: They covered a breadth of topics related to cooperative development, whose transferability was much appreciated.
- 5: They were great and Zen's questions were well suited to draw out their reflections on their experience. The cohort Q&A was a great opportunity to draw more details about the experience.
- 5: Inspirational and real

## **Developer Roadmap: What changes would you make to your organization's mission related to cooperative development, if any?**

- Policy & advocacy
- Creo que nuestra misión refleja los valores de educación y condiciones justas. (I think our mission reflects values of education and fair conditions)
- In our current mission we do not have how we aim to help support or build the ecosystem.
- None at this time
- None... for now
- Would like to redo the mission all together with our worker-members whom we didn't have before creating the statement we currently have.
- n/a
- The exercise was very generative for our current co-op & has folks agreeing to have reflection time next week to see how we can better reflect some of the values in my demo statement developed in the workshop.
- I plan to narrow my mission and pivot to a specific body of work that is different from the one I thought I would be doing in this cohort.
- Too soon to tell. Need to discuss internally

## Developer Roadmap: What are the top 3 metrics you would like to track for your development project? ⓘ

- 1. Establishment of LWCA or LLC cooperatives 2. Long term partnerships for policy & advocacy 3. Identify technical assistance providers
- Educación de cooperativas como fundamento básico. Establecer las cooperativas a un éxito humano. Trabajar más en política y abogacía a nivel local y/o estatal. (Cooperative education as a basic foundation. Establish cooperatives for human success. Work more in politics and advocacy at the local and/or state level.)
- Skill development and internal advancement of coop members, # of individuals reached through coop education, communities reached through events
- 1) Acquiring a business; 2) number of desired jobs; 3) level shared ownership responsibility
- # of clients (& returning)--# of worker-members (& returning)--specify Chicago neighborhoods served
- Worker participation in governance. How many workers remain in jobs each year. Amount of profit sharing distributed to cooperative members
- Governance to Operations Hours ratio; Satisfaction with internal participatory processes; Number and frequency of internal conflicts between group members
- As a TA provider, # of Clients helped; Value of our Services; #paid worker owner hours generated from services (initial thoughts)

## Developer Roadmap: Is your model high or low touch? Why? ⓘ

- High touch on Ecosystem development since it ensures long term commitment with partners
- Creo que alto, ya que tratamos no solo de desarrollar cooperativas sino de establecerlas y mantenerlas. (I think high, because we don't only develop cooperatives but also establish and maintain them)
- Low we are interested in bringing more people into the SE, shifting perspectives and sharing tools and practices as a worker led org with a business
- High touch- systems change
- Low touch
- We are high touch because we are doing more than just providing support, they are members of our organization with whom we have built a relationship that goes beyond developing and supporting them, we see each other as family.
- Still not sure--need to discuss with team but I feel most likely LOW except for RELATIONSHIP which we would be high touch
- I think ecosystem support organizations like CCWBE are inherently high-touch because of the nature of being in relationship with each other, switch-boarding connections, and organizing movements inside, outside, and against dominant power structures.
- High touch. We would like to provide the back end admin support so this will require long term relationships, also, as we'd like incubated co-op to have a clear pathway to shared ownership, we'll need to provide ongoing supports.
- Low Touch. I am primarily interested in pull consultation and reflecting back the experiences of coop members to one another rather than guiding them fully through the roadmap.
- Low. We don't have capacity nor funding to do otherwise



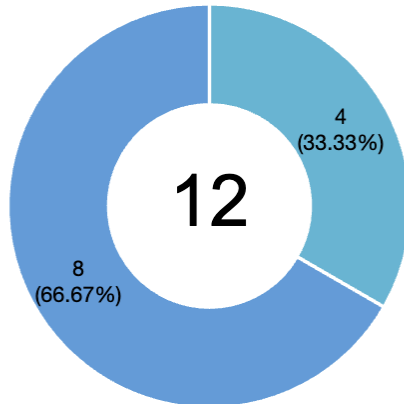
**Ecosystem: Name one person or organization you can call on for cooperative development support. ⓘ**

- Co-op Ed Center
- CTU
- Solidarity Economy Law Clinic
- CWB Hub
- Justice Cream, CCL
- Upside Down Consulting
- DAWI, Mike Tekh Strode
- DAWI (training), Upside Down Consulting (local support)
- Xochitl of Co-op Ed Center
- UIC Law clinic!

Please rate the quality of your small group cohesion on a scale of 1 to 5, with 1 being "needs improvement" and 5 being "extremely cohesive." Are there any changes you would like to see?

Response Rate: 48.00%

By Answer Choice



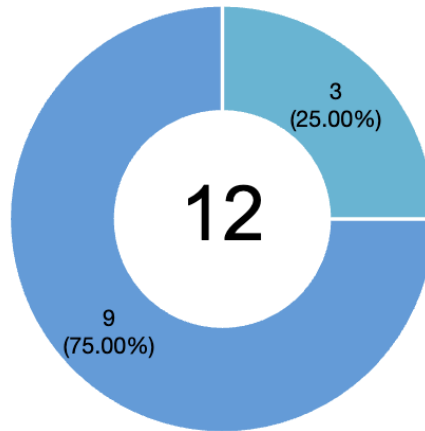
4 (33.33%)  
5 (66.67%)

- 4: I'm looking forward to returning to 2 more in person and how new relationships, knowledge and gaps can start to fill.
- 5: It was one of the most impactful experiences during the entire training. Getting to know and relate the others is priceless
- 5: I appreciated the thoughtful opportunities for connection, reconnection, and check-in. I also appreciated your encouraging tables to switch up every day.
- 4: Difficult to find balance of switching groups up throughout the day to gain breadth of ecosystem exposure & keeping groups more static to open up space to build deeper trust
- 5: There were some valuable conversations had in small group and overall I feel closer to other members of the cohort. I feel like we have more context for one another and a way forward to collaboration.
- 4: Good to mix up the groups, but there are still folks I didn't get to break out with

**Please rate your satisfaction with the interpretation for this workshop. 1 represents "very dissatisfied" and 5 represents "extremely satisfied". Please elaborate in the text box below.**

Response Rate: 48.00%

By Answer Choice



■ 4 (25.00%)  
■ 5 (75.00%)

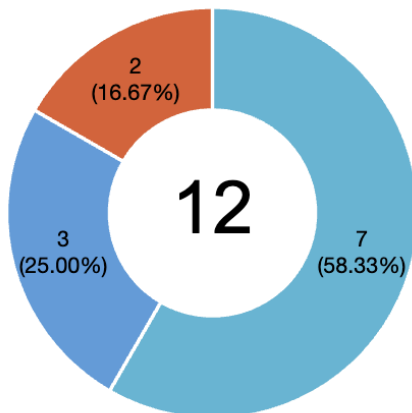
- 4: I liked the translation machines and using the mics regularly made sure everyone can hear.
- 5: The fact that we had, and adhered to, the language justice protocol spoke to our values, ethics and corresponding practice.
- 4: I gave it a 4 only because I didn't have the need to use the services but I did hear good things from the peers that used them.
- 5: Deep gratitude for the LABOR
- 5: They were stellar!
- 5: I only needed it a handful of times, but it was there for me in those moments.
- 4: Very well done considering all the different instruction modes

*NOTE: Both Spanish speakers rated a 5, no comment provided*

Please rate your satisfaction with the location for this workshop. 1 represents "very dissatisfied" and 5 represents "extremely satisfied". Please elaborate in the text box below.

Response Rate: 48.00%

By Answer Choice



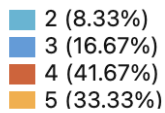
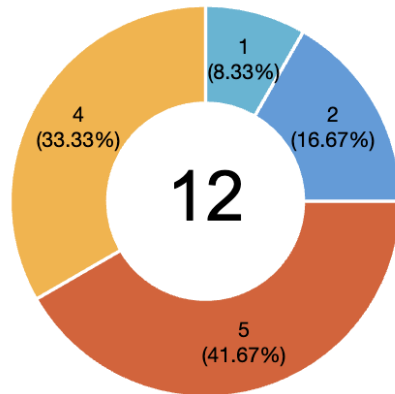
3 (58.33%)  
4 (25.00%)  
5 (16.67%)

- 3: Parking is an issue :(
- 3: I would prefer a more community owned space. Like a coops space?
- 4: It was good. The fact the parking garage didn't make it easy to take an elevator was problematic
- 4: UIC is a great place to have it. It's a long travel for me only because of the traffic.
- 3: I'm neutral here--grateful for a sheltered space and accommodations regardless
- 4: Personally convenient for me, and despite being right off the train the parking options are very expensive, especially during the week.
- 3: The network connectivity was challenging in this space which made it difficult a times to be fully present. The absence of centrality in the city also made it difficult to arrive from such a far point. I am not advocating a change at this time because that might disrupt others.
- 3: There is no perfect venue in a large city like Chicago. Could use a bigger room. Moving around during exercises was cramped

Please rate your satisfaction with the food for this workshop. 1 represents "very dissatisfied" and 5 represents "extremely satisfied". Please elaborate in the text box below.

Response Rate: 48.00%

By Answer Choice

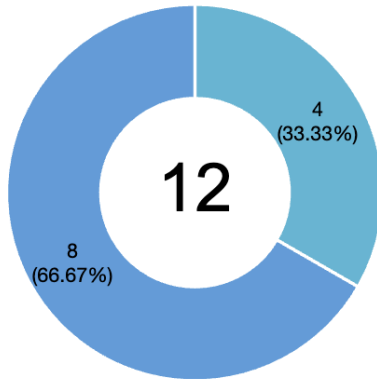


- 2: Non sugary juices, granola and more dairy free breakfast that's not just fruit.
- 3: Not enough protein for those who don't eat meat, e.g.fish, alternative meat products.
- 4: I loved the vegetarian options. I just needed a little bit of salsa.
- 4: Actual good vegetarian options! The breakfast foods were too sugar-y.
- 5: It was cool.
- 4: Good variety. Great to have a hot lunch. Need more savory (non sweet) options at breakfast

As a whole, how much did you learn that will be useful to your work? 1 represents "nothing at all" and 5 represents "a great amount." Please elaborate on what you learned in the text box below.

Response Rate: 48.00%

By Answer Choice



4 (33.33%)  
5 (66.67%)

- 4: I'm trying to figure out how to bring these lessons back to our team as a coop member that can benefit from additional resources
- 4: Learned some very important tools
- 5: Very useful And it reinforced the areas that we're doing right and it also helped me identify the areas that need improvement. Thank you.
- 5: Relationship building was/is key and was accomplished.
- 4: Look forward to sharing with my team, unsure how, as the content is rich

## What could we do to make the workshop even better next time? ⓘ

- N/a I had a great experience, I have much to take for reflection and planning
- Creo que el estacionamiento fue un punto, no malo pero fue complicado. (I think parking is one point, not bad but it was complicated)
- Even more story sharing there's so much wisdom in the room. I appreciated the small group work
- Go from 9am - 4pm instead of 5pm
- Accessibility -Parking lot
- Have a meditation session.
- You all have a real good thing--looking forward to continued learning and the opportunity to connect the Earthseeds to similar learning experiences.
- No notes :)
- A different schedule: Wed (full), Thurs (full), Fri (half)
- No more feedback at this time.
- A dinner on night 2 is a great idea, even if optional. Some more breaks, slightly later start time.