

Wendy  
Holm



Manuel  
Mariño



Sonja  
Novkovic



Marcelo  
Vieta



Tom  
Webb



Bob  
Yuill



March 11, 2015

Tom Webb and I, together with colleagues Peter Hough and Ryszard Stocki, just returned from an exceptionally successful three-day workshop at ANAP's Centro Niceto Perez (Güira de Melena, Artemisia Province) to finalize the statement set that will be used to build a Cuban version of the worker Coop Index.

Day one of the workshop (February 12) focused on discussions with members of three pilot cooperatives that will participate with Centro Niceto Perez in the development of the Cuban Coop Index for worker cooperatives. In addition to farmers, participants included ANAP's Vladimir Novas, Armando Hernandez Romaro, ANAP educators and regional representatives, and members of the Project's Cuban Advisory Team (Mavis Alvarez and Gonzalo Gonzales). Days two and three (February 13 and 14) focused on engaged discussions between Canadian advisors, ANAP educators, ANAP Nacional representatives and members of the Cuban Advisory Team (Alvarez) to develop an agreed-upon set of Coop Index statements in Spanish and English. The workshop was exceptionally successful.



In the words of Tom Webb: *The Index being developed with the Cubans rests on a questionnaire to be filled out by co-operative members. It is a series of more than a hundred statements to which respondents react with agreement or disagreement. The statements relate to the various key operating functions of the cooperative. The quality of the statements is essential. The workshop started with a set of statements based on ones used successfully outside Cuba with worker owned co-operatives. The group first developed a shared understanding of how Cuban agricultural co-operatives functioned so the statements would reflect Cuban co-operative reality. The second achievement of the workshop was to ensure that workshop participants understood how each statement contributed to the development of an accurate picture of how well the co-operative was functioning and how the statements as a set would be analyzed. The statements were also carefully reviewed to ensure that they were rendered in clearly understandable Cuban Spanish. The product of the workshop is a set of statements that have been honed and polished to work well in Cuba.*

Following the Workshop, Webb, Holm, Hough and Stocki delivered a Thursday panel discussion on the Coop Index at the Saint Mary's University Cuba Coop Tour program of lectures and field visits (Feb 16-20) at the Hotel Nacional. Organized by Wendy Holm, this event attracted an international gathering of coop leaders; program and participant profiles attached.

The \$11,000 CAD to support this workshop – all participants were volunteers - was provided by the Canada Fund for Local Initiatives (Canadian Embassy, Havana) and facilitated through the kind cooperation of OXFAM Cuba and OXFAM Canada.

We are now fundraising to carry on this important work: bringing back the agreed-upon set of questions to Canada to be incorporated in the software, tested, then brought back to ANAP's Centro Niceto Perez in a third workshop to a) trial the Cuban version of the Worker Coop Index with ANAP's pilot coops and further calibrate (if necessary) and b) train the trainers (Niceto Perez educators) in its use as a diagnostic tool to support the advancement of Cuban coops. Next step is to evaluate the development of a Coop Index tool for producer cooperatives (CCS's) – this may be the same tool or it may require some further design/development. Once the Coop Worker Index tool is functioning, it will be made available to Havana UBPC Cooperative Vivero Alamar. All contributions are supported with a charitable tax donation receipt. Below are links that provide further background on this project. Attached is the Project Schematic, Project Budget and Profiles of the Canadian Advisory Team. Please also feel free to call Wendy to discuss at 604-417-2434.

[December 2014 Update – Planning for the Feb 2015 Workshop](#)  
[August 26 2014 Update - Dr. Jesus Cruz joins as Cuban Advisor](#)  
[June 6 2014 Report - Meetings with ANAP Concerning Coop Index](#)  
[March 2014 Fundraiser](#)

[March 2014 Fundraiser \(Español\)](#)  
[February 2014 Workshop Report - Escuela Niceto Perez](#)  
[February 2014 Workshop Report \(Español\) - Escuela Niceto Perez](#)  
[October 2013 Project Update - Project Launch](#)

Warm co-operative regards...

Wendy Holm, MMCCU, [wendy@wendyholm.com](mailto:wendy@wendyholm.com)  
Manuel Mariño, Regional Director, ICA Americas ([direccion@aciamericas.coop](mailto:direccion@aciamericas.coop))  
Dr. Sonja Novkovic, Saint Mary's University [snovkovic@smu.ca](mailto:snovkovic@smu.ca)  
Dr. Marcelo Vieta, University of Toronto [marcelo@vieta.ca](mailto:marcelo@vieta.ca)  
Tom Webb, Saint Mary's University [twebb@auracom.com](mailto:twebb@auracom.com)  
Bob Yuill, Scottish Agricultural Organizations Society [bob.yuill@saos.coop](mailto:bob.yuill@saos.coop)