

Enhance Member Education and Training

Goal statement: Invest in members and staff to ensure everyone is aligned on the values that guide ICC Austin and the culture ICC Austin is striving to create.

Questions:

- Do you ever feel, or do you think prospective members might feel, excluded, not welcome, or unsafe?
 - Houses not ADA accessible
 - Community and culture in houses may be intimidating
 - Not enough reliable conflict mediators
 - Not enough access to education services
 - Not enough interhouse connection
 - Lack of institutional memory
 - No shared language on or specific ways to talk about social justice
 - No set way to contact conflict mediators
 - Disconnect between board and general membership

Enhance Member Education and Training

Questions:

- What should ICC Austin do to ensure current and future members live in a place that is inclusive, welcoming, and safe?
 - Consistently hear membership opinions to garner the community culture
 - Mid-semester anonymous survey on education
 - Turnover between different groups is the same
 - Racial make ups is equal to American population
 - Different people running for officer positions
 - More international students running for officer positions
 - No early termination of contracts
 - Everyone feels comfortable coming forward if harassed
 - Safe spaces/support groups for different identities

Sample Initial Strategies

- Enhance recruitment, onboarding, and training of members
- Align member education with best practices
- Encourage accountability & communications between members
- Develop and operationalize core values
- Establish organization-wide accountability and expectations for house officers
- Enhance officer training, development, and support
- Establishment of inclusivity/ social justice officer

Enhance Member Education and Training

Questions:

- Assuming we fix any problems, how would we know we are inclusive, welcoming, and safe?
 - Conflict mediation training
 - Mandatory new member training
 - List of outcomes of member reviews
 - More informative community outreach
 - Market ICC in more culturally diverse areas
 - Safe space to discuss social justice
 - Direction from board about how to talk about social justice
 - A place where people can informally input their thoughts/feelings
 - Updated training for continuing members
 - More standardized prospective member process
 - Required meeting for prospective members
 - Shared Vocabulary for social justice issues
 - More discussion/guidelines on substance use
 - Ruth Schulze = Substance Free
 - More understanding of members about social justice/history
 - Mandatory anti-oppression training for all members
 - Non-face to face conflict mediations
 - Hearing new member concerns
 - External facilitators or social justice issues
 - More discussion about house culture for new members
 - More training times/opportunities
 - More consideration for international students
 - Normalize conflict mediation
 - More centralized interhouse communication
 - More thorough house initiation

Develop External Awareness and Relationships

Goal statement: Improve the ICC Austin reputation so that it is viewed as a welcoming and inclusive space and develop mutually beneficial partnerships.

Questions:

- How would you describe our relationships and reputation with the outside world?
 - Barely existent
 - Unknown to outside world other than through parties
 - Associated with west campus and whiteness
 - Most people don't know how ICC functions
 - Disconnected from larger coop community
 - Dirty houses, dirty hippies
 - Party Houses --- Not good
 - Dirty drugs
 - Rich white hippy kids
 - The appearance of houses diminishes our reputation
 - Lack of responsibilities within houses
 - Defined boundaries between the houses
 - A cheap place to live
 - A place where standards are lowered

Develop External Awareness and Relationships

Questions:

- What could we do to improve?
 - More outreach to Huston-Tillotson
 - Take note of Berkley's formal relationship with school board
 - More ICC events on campus for recruitment/info
 - Reach out to other cooperatives
 - Advertise through more well known groups on campus
 - Develop relationships with non-traditional college students to increase their presence
 - More outreach between different departments at local universities
 - Simplify ICC policy
 - Table in central location
 - Free events/workshops, resource fairs
 - Alternatives to parties, community events
 - Connect more with Coop movement
 - Outreach to highschool students and incoming Freshman
 - More educational resources and training
 - More info on how a Coop actually works
 - Community resources, shared bikes, composting
 - Improved tabling
 - House dinners to discuss board meetings, going ons
 - Substance awareness training
 - Community based scholarships
 - Relationships with organizations concerning marginalized comms
 - Improve how the houses look externally
 - Separate reputations between houses
 - Create substance free house
 - Do volunteer work in the community
 - Seek out more diverse membership through relationships with diverse organizations

Develop External Awareness and Relationships

Questions:

- Assuming we fix any problems, how would we know that we have beneficial and reputable external relationships?
 - If people move in who don't know anyone at ICC
 - Other orgs want to be involved and utilize ICC space
 - Have ICC work with community organizations that have similar goals
 - Change reputation from being only about parties towards being about a democratically run coop
 - Improve outside knowledge about ICC
 - Involvement from ALL houses on social justice movement
 - Events for non-members to get involved with ICC (not parties)
 - Better communication between houses
 - More education for incoming members about the culture/values/mission of ICC
 - Outreach to other schools than just UT

INVEST IN FACILITIES

Goal statement: Create a living space that members are proud of and feel a sense of shared responsibility to for current and future members.

Questions:

- Do ICC Austin members have a sense of shared responsibility and a culture of stewardship regarding house conditions?
 - No interhouse communication
 - Not enough bread
 - Apathy for long term goals
 - Lack of institutional memory
 - Lol no, the houses are falling apart
 - Maintenance officer lacks skills/knowledge to create culture of stewardship
 - Houses get trashed during parties
 - Some houses do better job than others
 - Labor holiday a good thing
 - Too much responsibility put on the individual houses for work to be done
 - No passing on of institutional knowledge between members
 - Lots of broken stuff
 - Kitchen orientation needed
 - Differing priorities, too much reliance on MO
 - More interest in big projects
 - Poor workmanship in houses
 - Need for longterm cleanliness plan
 - Improve “dream board”
 - Composting

INVEST IN FACILITIES

Questions:

- What could we do to improve?
 - Gardens at each house
 - Separation of growing responsibilities
 - Less loud parties
 - ICC wide maintenance archive
 - ICC wide education officer chat
 - More ICC wide events
 - Subgroups/clubs on interests/identities
 - Potlucks
 - Share knowledge between houses
 - Inter-house labor
 - Labor rotation by house
 - ICC house labor hours
 - Room condition forms at move in/out
 - Bigger projects during labor holiday
 - More assistance for big projects (\$\$\$, knowledge, help)
 - Maintenance officer education from Chris
 - Redo floors
 - Improve upon labor hours
 - Maintenance officers providing help during hours
 - Take a census of everything that's broken
 - One big project per labor holiday
 - Beautification holiday
 - Semesterly labor in addition to weekly labor
 - Increase maintenance budgets
 - Fix screens, replace windows, insulate house
 - ICC should pay for more difficult projects
 - More maintenance staff
 - Keep log of broken things to detect patterns

INVEST IN FACILITIES

Question: What could we do to improve? (continued)

- Connect members to utilities
- Publicize ICC reimbursement for projects
- Royals new fence
- Educate about cost of water use/environmental impact
- Sustainability
- More energy efficient windows
- Insulation/plumbing
- MO group training
- Garden officer
- Improve flooring
- MO trainings
- Re-think parties

INVEST IN FACILITIES

Questions:

- Assuming we fix any problems, how would we *know* a sense of shared responsibility and a culture of stewardship exists?
 - We need a clear platform through which we can ask for assistance between houses
 - When its as comfortable to reach out to other houses as it is your own
 - Knowing names of people in other houses
 - Knowing houses requests to ICC will be filled
 - Create a standard to measure against
 - Toilets don't clog regularly
 - Ceilings don't collapse
 - Can walk around barefoot without getting injured
 - No cracks in buildings
 - Cooler inside than outside during summer
 - Maintenance officers teach others how to fix things
 - Culture of stewardship – every officer writes down their knowledge before they leave
 - No rodents/cockroaches
 - Broken things get fixed ASAP
 - Have maintenance survey
 - Problems in room. Specific. House history
 - People helping out unprompted
 - Develop minimum standards
 - Provide examples of things other houses have done
 - House MO manual that is specific to the house
 - Way for ICC to tell houses how much energy they are using
 - Royals switch/plug in kitchen
 - Houses feel prepared to take on large scale problems

A Vision for ICC Austin

Discuss and Jot down essential elements of an ICC Austin Vision Statement:

- Equality -Intolerance of intolerance -anti bigotry
- Respect for identities -Environmental conversation
- Anti-capitalism -Community -Acceptance -Friendship
- Sustainability -anti-fascism -anti-authoritarianism
- Democratic -anti-oppression -transparent -intersectionality
- Empowering -awareness of visible and invisible disability
- Support -accountability -direct communication
- Non-judgmental -affordability -anti-racism
- Civil engagement -inclusiveness -clean
- Outreach -good intent -enthusiastic participation
- Connectivity -communal -educational
- Humanitarian -safe space -personal growth
- Sustainable -justice -accepting -accessible
- Direct action - conflict mediation -communication
- Collaboration -resisting hierarchy -egalitarian
- Anti-capital -political affluence -multicultural -tolerance

Voting for favorite Vision Statement:

A: 48

B: 13

C: 31