

People's Market

Universal Working Agreement

People's Market Planning Committee Values

- ***Democracy Building Toward Consensus*** -whenever possible we work for consensus. ●
- ***Equitable Access to Locally Grown Food*** -is a right all should have. We strive to bring that to our community.
- ***Support for Underserved and Low-Income Communities*** -in local food access through SNAP and other accessibility measures.
- ***Working Toward Anti-Racism*** -in our planning, in the Market, and in our community. ●
- ***Restorative Justice Practices*** -when conflict arises we move towards understanding. ●
- ***Seeking Diversity and Inclusion*** -because the more diverse the voices at the table are, the more inclusive of new ideas and new ways of being and doing we can be. ●
- ***Cooperative Economics*** - we are joined with the community and all of us are the producers and consumers of our market products.
- ***Collective Values*** -because we believe in compassion, dignity, and respect for all people.
- ***Meaningful Collaboration*** - with like-minded groups or organizations especially those that support marginalized people.
- ***Earnest Dialogue*** -using active listening to move towards lifting up the voices of marginalized people within our group, market, and community.
- ***Solidarity*** -with marginalized people, especially those who feel unsafe in the city market.

Space Creation:

- We are building a working cooperative to include vendors and community members, all working toward a common vision guided by our values
- We do not tolerate racism, sexism, ableism, homophobia, transphobia, or other oppressive ideologies.
 - These behaviors trigger our restorative justice and mediation processes. ● We make space for people to learn and grow, understanding that mistakes are part of learning. At the same time, we expect people to recognize and acknowledge when they have a negative impact on other people, and to work to repair that harm.
- While we value individual work with praise and credit, our work is all about our collective product, The People's Market & the Board that governs the market. ○ WE not I mentality, we all work on the collective product together.

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- We use restorative justice and mediation as ways to work through conflict.

- See the conflict and restorative justice section

Group Problem Solving:

● Conflict

- We prioritize consensus despite disagreements.
- We focus on meeting people where they are while being mindful that where some people are is unhealthy for marginalized people to tolerate or deal with.
- If/when called out, it is important to acknowledge the behaviors being called out.
- Mediation -see Restorative Justice Mediation section
- VENDOR & VOLUNTEER conflicts should not lead to a public (outside of the VENDORS & VOLUNTEERS) discussion of these conflicts.
 - This not only tarnishes the People's Market goals and brand, but it impedes restorative justice and mediation processes.
- If VENDORS & VOLUNTEERS encounter a conflict with an outside organization that People's Market is working with, they should bring it up to the whole planning committee to get the help needed.
 - The contracts and or working agreements should cover conflicts & restorative justice with outside organizations.

Restorative Justice:

● Reporting Abusive Behavior

- Survivors and victims are believed and supported.
- Abusive behavior will not be tolerated by any member.
- All reports of abuse by VENDORS & VOLUNTEERS are taken seriously and investigated by the PMPC.

● Mediation - Is triggered at the behest of the involved parties

- If VENDORS & VOLUNTEERS are in conflict with each other and it is not easily resolved among each other, please bring this conflict to the entire PMPC. ○ The best course of action when a dispute or feud arises is to negotiate a resolution that works for both parties and that will improve the relationship between the two parties as well.
- Other VENDORS & VOLUNTEERS or PCPM members can act as mediators for conflict.
 - Or outside mediation can be brought in to help
 - Outside mediation can consist of local restorative justice organizations or social justice organizations who focus on mediation or licensed arbitrators. ○ If VENDORS & VOLUNTEERS involved in conflict refuse mediation, removal or limited participation might be triggered.

Cyber Security/Technology:

- All documents for the VENDORS & VOLUNTEERS are internal documents unless they are voted and agreed upon to be shared documents to the public or other specific people. ● No individual or group can be added to our google drive or given access to internal documents unless PCPM votes to admit access to them.
- All documents are the property of the People's Cooperative Market; sharing, using them or disseminating them to other groups, organizations, or individuals triggers our restorative justice and mediation measures.

● Social Media

- VENDORS & VOLUNTEERS members are encouraged to bear in mind People's Market goals in online and social media spaces: social media activity should show care and respect for all, even in instances of disagreement, and members should make other's safety, privacy, and sense of welcome a priority, particularly for those most vulnerable.
- VENDORS & VOLUNTEERS members will not use social media to discuss internal matters, but will come to the group with those issues in order to find resolution as well as protect the group from outside unfair scrutiny.
- Public Critique of Other Markets, Groups/Organizations
 - We agree to present a public narrative that focuses on the good we are doing.
 - If there is a need to speak publicly about any social issue regarding the market, local politics or any other matter the PMPC will vote on the public response needed.

SIGNATURE: _____ DATE: _____

