

## COCO BOARD CANDIDATE STATEMENTS 2018

### **Caitlin Hayward**

My name is Caitlin Hayward, and I'm a Toronto-born person in love and getting to know my chosen community of Montreal. I work in food security, in a job and with a team that I love, and that challenges me on a daily basis.

I'm inspired by both the breadth and depth of what COCo does; I appreciate that community organizations often need specific and technically-minded help, such as that offered by Commu-IT, but also need help to think about the big, complex and important questions like anti-racism efforts and how we work in solidarity and as allies to often-marginalized communities.

Most of my working life has been in not-for-profit organizations, and I am constantly amazed by our sector's amazing capacity for thoughtful, socially conscious, and innovative work within our communities. Likewise, I am very aware of the particular challenges of working hard at problems that seem to have no foreseeable solutions, without the financial, moral and political support that our communities need.

In 'real' terms, this translates to several years of experience doing lots of different things; program evaluation, writing and assessing grants, research and policy work, dealing with budgets, and working on any number of HR issues, including organizational re-development and governance re-structuring. I have experience as a board member as well as staff in community-based NGOs, and have some insight into the importance of both roles.

I believe my experience and knowledge will be helpful to COCo, but more personally, I try to always bring a thoughtful and human-oriented perspective to any group, and work well with others to bring plans to full fruit. (Boards and staff members in community organizations are tasked with difficult and important work, and sometimes the relationships within and between these groups is tricky!) As a white cis-woman, I'm also working on balancing the places where I need to work harder to support the leadership of others, and the times/spaces where it's important to make my thoughts known

### **Julia Couture-Glassco**

My name is Julia Couture-Glassco, I'm 30 years old, I'm originally from a small town outside Québec City called Ste-Brigitte-de-Laval, but have been enjoying life in Montreal for over 10 years. I grew up in a bilingual household, with parents who helped me develop a deep love for the outdoors, traveling, and learning from my environment.

Je travaille présentement chez Femmes Autochtones du Québec, une association dont le mandat est de représenter et défendre les droits des femmes autochtones à travers la province. En tant que non- autochtone, je me sens incroyablement privilégiée de faire partie de cette équipe, qui me permet d'apprendre énormément à tous les jours. C'est un milieu riche et stimulant, et c'est une très bonne expérience pour moi d'apprendre au quotidien sur mon rôle d'alliée - je suis là pour appuyer mes collègues, être à l'écoute, et contribuer d'une façon qui respecte l'approche anti-coloniale et anti- oppressive de l'organisme et du féminisme autochtone, sans prendre une place qui ne m'est pas due.

My experience in social and community development extends to the areas of food security, international cooperation, and work with adults living with disabilities. I completed a graduate diploma in Community Economic Development, which provided me with a good understanding

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of the history of the community sector in the province, and the ways in which the various struggles - and the policies that have emerged from these struggles - have shaped today's organizations. This has also led me to be on the board of a Concordia-based organization, the Sustainability Action Fund, and I have been part of the HR committee within this board.

In more recent years, I've had the chance to benefit from the services offered by COCo. Whether it be through organizational development training with my work team, participating in Diversité d'Abord, or doing the Co-Clic-Co training on social media, I've had the opportunity to live the "COCo experience" firsthand, and truly appreciate the benefits from the incredibly rich knowledge of the team. This has also helped me better understand the positive impact these trainings can have on individuals, groups and entire communities.

C'est pourquoi je serais honorée de faire partie du C.A. de COCo. Mes nombreuses expériences dans les milieux communautaires, autochtones et étudiants, combinés avec mon intérêt marqué pour le développement organisationnel et l'intégration d'un féminisme intersectionnel dans toutes les facettes de mon travail, font de moi une excellente candidate pour le conseil d'administration. Je suis créative, j'adore rendre mon milieu de travail amusant, et je suis convaincue de pouvoir contribuer de façon positive au travail de l'organisme.

### **Rio Victoria**

My name is Rio and I am applying for the role of board of directors at COCo.

Before moving to Montreal in 2015 I was involved with a variety of community organizations in Halifax, Nova Scotia. During my BA in Philosophy and Religious studies at University of King's College and Dalhousie University, I sat on the board of directors for NSPIRG (Nova Scotia Public Interest Research Group). Here I was trained to actively challenge oppression in all forms, working to stabilize and support social and environmental justice projects. I moved to Montreal in 2015 to study Event and Show Management and Sound Design at Trebas Institute. Since moving to Montreal in 2015 I have also participated in various events and initiatives at QPIRG Concordia, and have been involved with various underground groups with activist themes.

From 2011 - 2015 I founded and directed two not-for-profit organizations and various projects, all of which were missioned to cultivate creative spaces for artists and community members to meet, collaborate and share their art and music. In my first year in Montreal I have started an organization with essentially the same mission, lune noire (previously known as mtl nümün). lune noire is a multimedia collective that hosts a series of collaborative and artistic events around the lunar cycle. lune noire also produces multimedia content including a quarterly arts and culture publication *phâses*, and video band interviews and artist profiles. In 2017 I was contracted to work at the English Language Arts Network (ELAN) as the Communications Assistant. I continue assisting ELAN with various initiatives.

I love being involved in constructive organizations and collaborating with the community to improve upon the shared experience, and ultimately the understanding of self and environment. I am trained in financial management, teambuilding, facilitation and non-violent communication. I also have experience in policy development. En plus je parle couramment le français!