

WELCOME

Welcome to Boston Ujima Project! The Boston Ujima Project is organizing neighbors, workers, business owners, and investors to create a new community-controlled economy in Boston. Ujima (oo-JEE-mah) is a Swahili word, and the celebrated Kwanzaa principle for “collective work and responsibility.” Ujima inspires us to take responsibility for our communities, to see our neighbor’s problems as our own, and to build collective power to solve them together. Your membership and your participation are crucial for the creation of a space where every voice is heard and respected, we are able to pool our resources, and we are able to count on each other to grow community wealth and meet our needs. We are excited you are joining us!

RESIDENTS (OR FORMER RESIDENTS WHO HAVE BEEN DISPLACED) OF BOSTON

Any resident of Boston can become a voting **General Member** of Boston Ujima Project. General membership is also open to former residents of Boston who have been displaced.

*Boston Ujima Project is committed to creating a community-controlled economy centered on Boston’s working class communities of color and to ensuring that voices usually unheard are amplified. If you are a Boston resident who is not from or does not connect to our focus neighborhoods, we invite you to consider joining as a Solidarity Member (described below).

RESIDENTS OUTSIDE OF BOSTON

We appreciate that you understand and support the vision and local emphasis of Boston Ujima Project. Individuals residing outside of Boston can become a **Solidarity Member** of Boston Ujima Project. Solidarity Members will be able to support Boston Ujima Project via donations, investments, and participation in events and conversations, but will not be able to officially cast votes as members of the Ujima general body.

ORGANIZATIONS

Only individuals may join Boston Ujima Project at this time. We will invite local organizations to form partnerships. If you are interested in exploring partnership potential, please send an e-mail to info@ujimaboston.com.

MEMBERSHIP CLASSES AND DUES (continues onto page 2)

General	For Boston residents (or former residents who have been displaced) \$25 (\$5 goes to Ujima Capital Fund Loan Loss Reserve)
Grassroots	For members of partner organizations \$15 (\$5 goes to Ujima Capital Fund Loan Loss Reserve)
Youth	For people between the ages of 14 and 24 \$5 (\$5 goes to Ujima Capital Fund Loan Loss Reserve)

Solidarity

For supporters who reside outside of Boston

\$25-\$100 sliding scale (\$5 goes to Ujima Capital Fund Loan Loss Reserve)

Explore the Membership Pack to learn more about what you can expect from joining and supporting Boston Ujima Project. Again, welcome and we're excited you're joining us!

APPLICANT INFORMATION (* = required)

*First Name Middle Name *Last Name

*Address (Building number, Street name, Unit letter/number, City, State, Zip Code)

*E-mail Address *Phone Number

Who in your household/social network has also applied for membership to Boston Ujima Project?

DEMOGRAPHIC INFORMATION (* = required)

Boston Ujima Project is committed to creating a community-controlled economy centered on Boston’s working class communities of color. While you are not required to complete every entry in this section, providing as much information as possible will allow us to work to create and maintain a membership body that is truly representative of Boston’s working class communities of color and to ensure that voices usually unheard are amplified.

*Date of Birth

Gender (you are not restricted to one choice)

Male Female Gender Diverse (gender non-conforming and/or transgender)

Race/Ethnicity (you are not restricted to one choice)

Asian Black Latino Middle Eastern or North African
Native/Indigenous Pacific Islander White Mixed Race
Person of Color

Income (choose one income range that describes your annual wages/salary for one year)

Less than \$10,000 \$10,000 - \$14,999 \$15,000 - \$24,999 \$25,000 - \$34,999

\$35,000 - \$49,999 \$50,000 - \$74,999 \$75,000 - \$99,999 \$100,000 - \$149,999

\$150,000 - \$199,999 \$200,000 or more

Public Benefits (Do you receive public benefits like MassHealth or SNAP?)

Yes No Not Sure

OTHER INFORMATION (* = required)

Occupation:

Employer/Organization:

Do you own a business? Y / N:

Do you hope to start a business? Y / N:

I am already a member of the following Boston Ujima Project grassroots partner organizations (choose all that apply)

Black Economic Justice Institute

Center for Cooperative Development and Solidarity-CCDS; El Centro Cooperativo de Desarrollo y Solidaridad-CCDS

City Life/Vida Urbana

Matahari Women Workers' Center

Upon confirmation of your membership in one or more grassroots or union partnership organizations, you become eligible for a discounted membership.

I would like to become a member of one or more of the following Boston Ujima Project grassroots partner organizations:

Black Economic Justice Institute

Center for Cooperative Development and Solidarity-CCDS; El Centro Cooperativo de Desarrollo y Solidaridad-CCDS

City Life/Vida Urbana

Matahari Women Workers' Center

MEMBERSHIP INFORMATION (* = required)

*Membership Class (Choose a membership class.)

<p>▶▶ General Membership \$25 For Boston residents (or former residents who have been displaced)</p>	<p>▶▶ Grassroots Membership \$15 For members of partner organizations</p>	<p>▶▶ Youth Membership \$5 For people between ages 14 - 24</p>	<p>▶▶ Solidarity Membership \$25 - 100 (sliding scale) Non-voting membership for supporters who are not residents of Boston</p>
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Our Gifts

What gifts, skills, labor, abilities, and passions would you consider sharing with members of the Ujima community?

GETTING INVOLVED (* = required)

Ujima Caucus: I'm interested in being part of one or more caucuses (choose all that apply)

LGBTQ People of Color Youth Women of Color

Volunteer with Ujima

Ujima Project depends on the support of our members to build our community together. Please consider sharing your time and expertise as an Ujima volunteer!

Anchor Institution Outreach

Help engage hospitals, universities or major corporations to support Ujima Businesses and programs.

Arts & Cultural Organizing

Help create and curate arts and social events, and advance cultural organizing strategies for the Ujima network.

Business Support

Support Ujima entrepreneurs and businesses as an advisor, coach, volunteer or intern.

Coalitions, Policy and Grassroots Organizing

Help create action alerts for members, and work collaboratively with Ujima staff on our policy and coalitional efforts.

Evaluation

Help measure Ujima's economic impact and democratic process.

Investor Relations (Forthcoming)

Help Ujima connect intentionally with investors, thanking them and establishing genuine and personable touches.

Health and Community Care

Help develop a framework and establish

Member Engagement and Organizing

Help Ujima organize and work collaboratively to produce events, orientations, and more to enhance the member experience overall.

Member Fund Management Committee (Forthcoming)

Help review the health of the Ujima Fund, businesses within the pipeline, and investments.

Outreach and Media Creation

Help with outreach and recruitment in your community and networks, and support internal Ujima member organizing to keep information flowing and people involved. Help design visual materials, videos, and other media to support the Ujima ecosystem.

Participatory Planning (Forthcoming)

Work collaboratively with Ujima staff to maintain and develop new democratic processes, support our Assemblies and more.

Time Banking Outreach

Help develop mutual support programs like Time Banking and Skills Sharing to help Ujima members meet our own needs.

The Study Team (Forthcoming)

Help develop a space of deep learning and study with Ujima members.

Ujima Neighborhood Economic Study Group

The Ujima Neighborhood Economic Study Group is a member-led group that does in-depth economic research on topics identified by the working-class Black and brown communities of Boston.

 I have read the Code of Ethics and pledge my best faith efforts to comply.

Total Amount Due:

Please make checks payable to “Center for Economic Democracy” and note “Boston Ujima Project membership” in the memo.

Mail to: Boston Ujima Project, 434 Massachusetts Ave., Suite 201, Boston, MA 02118

*Signature: _____

*Date: _____

Welcome to Boston Ujima Project! Thank you!

Numbers 1-5 are adapted from Jemez Principles for Democratic Organizing.

On December 6-8, 1996, forty People of Color and European-American representatives met in Jemez, New Mexico, for the “Working Group Meeting on Globalization and Trade.” The Jemez meeting was hosted by the Southwest Network for Environmental and Economic Justice with the intention of hammering out common understandings between participants from different cultures, politics and organizations. As these principles have been uplifted and followed by communities and social justice organizations around the world, they help us build true solidarity as communities and help us practice the future we seek to create.

- 1. Be Inclusive**
- 2. Let People Speak for Themselves**
- 3. Work Together In Solidarity and Mutuality**
- 4. Build Just Relationships Among Ourselves**
- 5. Commitment to Self-Transformation**
- 6. Integrity In Our Actions**
- 7. Commit to Repair Any Harm**
- 8. Responsibility for Our Decisions and Their Consequences**

RIGHTS

All Boston Ujima Project members have the right to:

- Vote on bylaws
- Elect a Board of Directors
- Run for the Board of Directors
- Run for a seat on the Investment Committee
- Run for a seat on the Standards Committee
- Vote on organization-wide decisions
- Participate in neighborhood assemblies
- Participate in citywide assemblies
- Participate in a working group

RESPONSIBILITIES

Boston Ujima Project members should:

- Use best faith efforts to comply with Boston Ujima Project's Code of Ethics
- Take advantage of educational opportunities to become better informed
- Make thoughtful decisions that positively impact all members
- Participate as fully as possible in committees, working groups or caucuses they have joined
- Stay up to date on and support Boston Ujima Project events
- Stay up to date on background information pertaining to votes taken
- Serve as an ambassador of Boston Ujima Project with neighbors, peers, and colleagues

BENEFITS

All Boston Ujima Project members may find the following useful:

- Social returns of investment fund
- Financial returns of investment fund
- Inspiring community events and gatherings
- Time trade & Skills share
- Business Alliance
- Worker Services Network
- Good Business Directory
- Alternative currencies and discounts at Ujima businesses

Alternative Currencies and Discounts at Ujima Businesses

Misdirected consumer retail spending leaves locally owned companies in uphill competition with less responsible, more extractive corporations. The Ujima Project will introduce an alternative electronic currency that incentivizes purchasing within our network of Good Businesses by offering consumer discounts to Ujima members. Inspired by the successes of existing local currencies, Ujima's organizes mission driven consumers to support certified Good Businesses while making shopping at those companies more affordable. Local currencies will also facilitate local supply chain alignment by providing similar discounts to businesses that purchase within the Ujima Business Alliance.

Good Business Alliance and Directory

Ujima's members will establish community standards - like living wages, inclusive hiring, local purchasing, environmental practices and affordability - to draw a line between extractive businesses and the community companies we choose to support. Certified companies would be listed in a Good Business directory/phone app, receive a seal for storefront display, and enjoy free community promotions. Companies can also join Ujima's Business Alliance to gain access to finance capital, technical assistance, cooperative purchasing, and other joint ventures to strengthen operations and market share. Ujima's Good Business Alliance allows our communities to support co-ops and enterprises that exemplify the practices we fight for in the dominant economy.

Financial and Social Returns of Investment Fund

Working class entrepreneurs, cooperative enterprises, community land trusts and affordable housing developers could benefit from access to patient startup and growth capital. Meanwhile substantial government assets, nonprofit endowments, and personal savings are invested in extractive Wall St. corporations like Exxon, Walmart and the Corrections Corp. of America. The Ujima Capital Fund will pool savings and investments from our community members and leverage our collective equity to secure additional capital from university endowments (divest-invest), union pension funds and foundation PRIs. As we build a multi-tranche capital fund, the Ujima Project will model a democratic allocation process that places the power of investment in the hands of everyday people. Ujima members will convene through neighborhood assemblies and business summits to collectively budget investment capital to meet local enterprise, housing and consumer needs. The participatory budgeting of finance capital challenges the capitalist prerogative to maximize private profits through investment, and instead organizes a "financial commons" to serve the self-determined needs of communities.

Inspiring Community Events and Gatherings

As a new collaborative, Ujima Project has pooled and invested \$20,000 to date to fund 5 Black and immigrant owned businesses through a pilot participatory budgeting processes. Over 350 working class Boston residents of color have participated in our investment processes, workshops and events. From speech karaoke to help honor Martin Luther King's contribution to the labor movement, to an inventive dinner conceived by a local, adventurous culinary collective, to a party just because, Ujima, via community gatherings, seeks to embody the open spirit that best displays a sense of collective stakes.

Skills Share and Time Trade

Ujima members will access a Time Bank that allows for individuals to trade their skills and labor with their neighbors on an hour-to-hour exchange.

Worker Services Network

Small businesses often lack the resources to provide strong supports and benefits for their employees. The lack of unions in most small and medium sized businesses also leaves employees without protections against workplace abuse and exploitation. Ujima will create a Worker Services Network as a required program for certified Good Businesses to organizes human resource offerings like group health insurance purchasing, an internal staffing agency, and workplace mediation services to grow employee satisfaction and workplace security. The Worker Services Network evolves strategies for organizing private sector employees who would otherwise lack access to essential benefits, services and voice.

General Assembly

The General Assembly is Ujima's highest governing body and is made up of all voting members of Ujima. Ujima's General Membership will be responsible for developing a Citywide vision for businesses and infrastructure that could benefit residents from across the City or impact multiple neighborhoods. It is made up of all voting members of the Ujima Project and has the following powers:

- Vote on or change Ujima's Governing Charter
- Vote on representatives to the Ujima Board of Directors
- Set "Good Business Standards" for businesses we want to support
- Vote on the goals for our collective investments
- Endorse campaigns and causes to mobilize behind

Neighborhood Assemblies

A Neighborhood Assembly includes at least 50 Ujima members who live in a specific neighborhood. Neighborhood Assemblies are sponsored by at least one Ujima Grassroots Partner organization. Each Neighborhood Assembly is responsible for developing a Neighborhood Investment Plan. The Neighborhood Plan outlines the economic development goals for a specific neighborhood of Boston. The Neighborhood Plan will consider land and businesses.

Member Caucuses

Ujima Members can join one or more caucuses. Caucuses are created to ensure that decisions are accountable to those who have been historically denied voice and choice. Caucuses will be empowered to help guide major decisions.

People of Color Caucus
Women of Color Caucus
LGBTQ Caucus
Youth Caucus

Ujima Project has 5 standing Working Groups that are empowered with specific powers and responsibilities. These groups are made up of different Ujima Stakeholders to ensure we are drawing on the diverse strengths of our community

Culture Committee (Forthcoming)

CC is responsible for ensuring that Ujima maintains its commitment to radical inclusion, democracy and justice within our organization. CC helps set our Community Standards, and is responsible for evaluating our programs, resolving conflicts, and building healthy organizational dynamics.

Community Standards Committee (CSC)

Ujima Community Standards Committee is a democratically elected group of local businesses and community leaders, responsible for proposing the Good Business Standards based on member input; stewarding the invitation and intake process of businesses into the Alliance; and ensuring ongoing accountability by the businesses to the Standards.

Grassroots Partnership Committee (GPC) (Forthcoming)

GPC is made up of member-led social and economic justice organizations rooted in Boston's working class communities of color. GPC helps organize Ujima's Neighborhood Assemblies and advocacy campaigns.

Investment Committee (IC)

IC oversees Ujima's Capital Fund, and works with Ujima's Fund Director to develop strategy, conduct due diligence, and facilitate education and decision making by the community. IC includes investment professionals and advisors.

Ujima Good Business Alliance (UGBA)

UGBA members are made of cooperatives, small businesses and community land trusts that meet Ujima's Good Business Standards. Members can apply for capital and receive a range of supports to grow and thrive.

Workers Services Network (Forthcoming)

Employees of Ujima Businesses can receive support from Ujima's Worker Services Network. The network will provide access to workforce trainings, workplace mediation services, and education about labor rights and resources.

Black Economic Justice Institute

We are focused on addressing economic justice by uniting citizens, labor, faith, foundations, corporate partners and community organizations to develop and win campaigns that promote economic justice for all. We are about building strong, diverse, sustainable neighborhoods in Boston.

<http://www.bejii.org>

Center for Cooperative Development and Solidarity-CCDS; El Centro Cooperativo de Desarrollo y Solidaridad-CCDS

The Center for Cooperative Development and Solidarity CCDS is the umbrella non-profit organization for worker owned cooperatives in East Boston.

El Centro Cooperativo de Desarrollo y Solidaridad-CCDS es una organización sin animo de lucro que sirve como sombrilla a cooperativas de trabajadores dueños en East Boston.

<http://www.ccdseastboston.org>

City Life/Vida Urbana

City Life/Vida Urbana is a grassroots community organization committed to fighting for racial, social and economic justice and gender equality by building working class power. We promote individual empowerment, develop community leaders and build collective power to effect systemic change and transform society.

<http://www.clvu.org>

Matahari Women Workers' Center

Matahari Women Workers' Center is a Greater Boston organization where women of color, immigrant women, and families come together as sisters, workers, and survivors to make improvements in ourselves and society and work towards justice and human rights. Our goal is to end gender-based violence and exploitation.

<http://www.mataharijustice.org/>