

**L**A Co-op Lab was established in 2015 to build capacity for a more equitable and democratic economy. Our aim is to advance worker ownership in Los Angeles as one way to push back against inequality, gentrification, and the gig economy and to help people who are often excluded from good jobs to collectively create their own and meet community needs.

We achieve this through education, coaching, financing and network building. We offer classes and workshops online and in-person to provide groups with the tools they need to create the building blocks of a democratic, worker-owned business. Our free office hours are open to anyone who signs up and our more in-depth coaching is guided by principles of “radical inclusion” that ensure that our resources target those who historically have never fully benefited from what the economy has to offer.

L.A. Co-op Lab is a proud founding member of the Seed Commons financial cooperative and peer network. ([seedcommons.org](http://seedcommons.org)).

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STEP FIVE  
**Choose a  
Decision  
Making  
Process**

**and facilitate it well**

**W**hen workers have decision-making power within a democratic structure — well, there are a lot of decisions to be made, so we better get good at it. In this booklet, L.A. Co-op Lab explores two key developmental spheres of democratic decision-making:

- The first is about figuring out what kind of process your co-op will use to make what kind of decisions.
- The second is about how to navigate and facilitate that process so that group decision-making can become a more creative, inclusive, and productive endeavor.