

COOPER INSTITUTE ACTIVITIES REPORT 2025



With the support of many generous donors Cooper Institute has been active in the community for over four decades.

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Social Justice Forum 2025

On November 15, 2025, members of Cooper Institute and PEERS Alliance came together to host a Social Justice Symposium.

Hosted at the Charlottetown Library and Learning Centre, the event brought together over 60 participants from across Prince Edward Island for a half-day gathering dedicated to understanding and countering the rise of anti-2SLGBTQ+ hate. The event created a space for community dialogue, learning, and collective action.

The symposium was intentionally designed to: support community members to respond to hate with strategy, compassion, & solidarity, strengthen cross-community connections, provide tools for advocacy, communication, and movement-building, and to inspire hope, action, and long-term commitment.

Guest speaker Fae Johnstone began with a “Big Gay Round of Applause,” inviting energy, joy, and collective presence. Instead of a traditional lecture, Fae spoke directly to Queer and Trans Canadians and their Allies, centering three questions:

- Why does this struggle matter to everyone—marginalized and privileged alike?
- How do we organize to win?
- How do we build a better Canada together?

Fae reminded participants that while we often talk about intersectionality, many still treat struggles as separate “bubbles.” She however emphasized that

colonialism actively suppressed Indigenous expressions of gender and sexuality, shaping the systems we resist today. True progress requires understanding that all forms of oppression are interconnected. And that recognizing this interdependence is essential for stronger, more effective collective organizing.

In small groups, participants had rich discussions with one another in response to Fae’s prompts.

Afterwards, each group shared highlights of their conversations:

- **Communication & Movement Strategy** - Leading with love; avoiding reactive or angry responses,
- **Meeting People Where They Are** - Shifting from exclusionary language, recognizing diverse community roles,
- **Intersectionality** - Links between class struggle, trans activism, colonial bias, disability,
- **Local Community Strength** - Awareness of PEI’s activist networks and existing supports, and
- **Internal Reflection** - Ongoing bias-checking and personal awareness.

The atmosphere throughout the day was consistently described as warm, respectful, hopeful, and transformative. Participants appreciated the safe environment, the diversity in the room, and the opportunity to reflect deeply on shared values and shared struggle.



Migrant Justice

Draw the Line

In September, Cooper Institute and 350.org, supported by various other community organizations and unions hosted Draw the Line, an event taking place in Charlottetown and in hundreds of other communities across the country. The organizers had five key demands: Put people over corporate profit; Refuse ongoing colonialism; Stop blaming migrants; End the war machine; End the era of fossil fuels. Following a march in downtown Charlottetown, speakers addressed each of those points at a rally. The event attracted a huge crowd of people, and served to strengthen ties between action-based, justice-seeking organizations in PEI.



Open Work Permit for Vulnerable Workers Workshop

In February, Cooper Institute invited members of community organizations to a training session on how to file applications for Open Work Permits for Vulnerable Workers. Participants heard presentations from an immigration consultant, a public servant, and a member of a community organization who offered advice on filing the emergency applications. They walked through the process of preparing documents for a fictional worker who was experiencing abuse. Since the session, some participants have supported Cooper Institute with actual applications.

Migrant Rights Network

Cooper Institute continues to work closely with the Migrant Rights Network, advocating for immigration policy change at the federal level, demanding full, permanent status for all migrants in Canada. We joined other organizational members of the network for a two-day planning session in Toronto in May.

Members of Cooper Institute contacted and met with PEI MPs to push against bill C-12, which would grant overwhelming power to revoke residency permits from migrants, without process, and disallow

asylum seekers from having a hearing on their case if they've been in Canada for over a year.

In October, ESDC fined Bolero Shellfish Processing Inc. in New Brunswick \$1 million, the largest fine in the history of the Temporary Foreign Worker Program and banned them from using the program for 10 years. As Bolero operates a plant in PEI, migrant justice groups used the opportunity to write to government demanding a process which would guarantee the workers compensation. This letter led to a meeting with senior policy analysts.

Ongoing Support and Events

Through the Migrant Worker Support Program, Cooper Institute visited dozens of groups of workers and engaged with over 100 individual workers in 2025, providing information and support on topics such as immigration paperwork, employment standards, access to healthcare, transportation and translation services. In March we hosted a lunch for workers in Souris, inviting community members in the hope of establishing new community connections.

Temporary Foreign Worker Protection Act

After years of advocacy for legislation to protect migrant workers, we saw the Temporary Foreign Worker Protection Act finally come into effect. In 2025 the provincial government received submissions from the public on how the employer registry should operate. Cooper Institute developed a detailed submission and used it to support various other unions, labour groups, and community organizations on their submissions. We will continue to closely monitor how effective this new legislation is at protecting workers.

Anti-Trafficking Conference

Cooper Institute was one of 30 organizations invited to participate in an Anti-Trafficking Conference in Winnipeg hosted by the Global Alliance Against Trafficking in Women Canada. The scope of the conference was ambitious, covering labour exploitation, Indigenous sovereignty, sexism and human trafficking. Many strong connections were made and a communication network was created.

Public Speaking Engagements and Media Work

Cooper Institute has always been vocal about the issues faced by migrant workers in PEI. In 2025, we visited UPEI classrooms to discuss how those issues unfold in PEI. Similar sessions took place with a large group of parishioners from Trinity Unity Church, another with union organizers in PEI, and at a public event hosted by La Coopérative d'Intégration Francophone. Upon request, Cooper Institute also attended Mexican Independence Day celebrations

hosted by the PEI Community Navigators in Alberton and Emancipation Day Activities hosted by the Black Cultural Society in Charlottetown. We also participated in multiple media interviews regarding issues faced by workers in PEI in 2025.

Tackling Sexual Violence in the Workplace and Supporting Migrant Workers

Over several years there has been consistent and credible reporting of sexual harassment and assault happening in a particular workplace and the victims are women migrant workers. There is fear of reporting incidents as victims believe that they will lose their employment or, at the very least, not be called back to work for the following season. This past February, with funding support from the Atlantic Council for International Cooperation and the collaboration of CLI, RISE and the PEI Rape and Sexual Assault Crisis Centre, Cooper Institute sponsored a panel discussion on this theme. The objective is to increase community awareness and figure out how to make it safe for workers to report incidents like these.

Migrant Worker Resource Centre

This 3-year project, supporting with the Alliance for Mental Well-Being, is directed at the formation of a Centre that can support migrant workers across PEI. Over the past year a reference group was formed to develop a pathway to establishing the Centre. The reference group has met regularly since June. It has also started a series of organizational development workshops in the Fall, facilitated by Catherine Ronahan, to plan how to operationalize the Centre through the Spring of 2026. This continues to build on the work done to support migrant workers by the Cooper Institute collective since 2009.

The PEI Action Team for Migrant Worker Rights continued to meet during 2025 to discuss issues facing migrant workers on PEI. The group was instrumental in supporting events and contributed to submissions to the provincial government on the Temporary Foreign Worker Protection Act.

VRC Seniors' Program on Public Services

Cooper Institute designed and implemented the Voluntary Resource Council's New Horizons for Seniors Project entitled *Seniors' Voice for Public Services*. The project engaged 11 seniors in five training sessions in the fall. The sessions introduced public services as a basic human right, and government funded and operated. Themes included healthcare, safe and affordable housing, and Basic Income Guarantee as public services that contribute to people realizing their right to have the necessities of

life. Seniors who took part in the training are organizing a community symposium for seniors from the wider community. It will be an interactive event on the topics dealt with during the training program, to be held in February 2026.

Basic Income Guarantee

Cooper Institute is a member of three organizations that give high priority to establishing a 5-7-year basic income demonstration program in PEI. Those organizations are the PEI Working Group for a Livable Income, Basic Income NOW Atlantic, and Coalition Canada basic income – revenu de base.

The PEI Working Group for a Livable Income

The PEI Working Group for a Livable Income devoted considerable time and energy to its role as the steering committee for a (federally funded) major project of one of its members, Women's Network PEI. The 2-year project concentrated on identifying the role of Basic Income Guarantee (BIG) in providing options for persons experiencing gender-based violence (GBV). A major goal of the project was the formation of a national feminist coalition around GBV and BIG. The project became known through its logo ACT BIG, which was the identifier of a national conference held in Charlottetown in June.

As well, Women's Network in cooperation with Cooper Institute managed a smaller project, funded by the PEI Women's Secretariat investigating expected basic income effect on gender-based violence (GBV). Focus groups and interviews were held with people who experience GBV and with service providers. Cooper Institute staff presented on BIG at three of these sessions and developed a handout about how basic income could respond to the needs of people experiencing gender-based violence

From its beginning the highest priority for the PEI Working Group for a Livable Income has been community engagement, the aim of which is to support people committed to speaking and lobbying for a provincial basic income program. Currently this means convincing the PEI and federal governments to establish a basic income demonstration program of 5-7 years which would lead the way for other Canadian jurisdictions to develop programs according to their needs. During the year a number of members of the Working Group were involved in community engagement efforts with four different groups.

The second priority is engagement with the media. During the year we held a media conference, published 4 Op-eds and were interviewed on radio and television.

The third priority is engagement with politicians.

In 2025 this meant meeting with the PEI Minister of Social Development and Seniors and ongoing communication with the four PEI MPs, three of whom have made a public commitment to BIG for PEI. Five members participated in an Ottawa lobby day with MPs and Senators to urge their support for the PEI Proposal. In support, the Honourable Barb Ramsay, Minister of Social Development and Seniors wrote a letter to her federal counterpart supporting the PEI Proposal for a five-seven-year demonstration project.

Senator Kim Pate assisted in organizing lobbyists' meetings with members of the Senate. Speaking at the ACT BIG Conference in June, she publicly announced her endorsement of the 5-7-year proposal for PEI. In turn, the Working Group sent a letter of support to the Senate Committee on National Finance urging them to pass Bill S-206 on to the full Senate for a vote and to encourage all senators to vote in favor of the Bill. The Committee responded that our intervention was entered into the category of witness and would be published on the committee's public website as a written brief, meaning it would be considered as official testimony received by the Committee as part of its pre-study of the bill.

The final effort of the year was a campaign to get signatures for a national e-petition supporting the PEI Proposal which MP Sean Casey will present to the House of Commons in 2026.

The proposal for the 5-7-year basic income demonstration program is in the hands of the Federal-Provincial working group. There is minimal information on the functioning of that working group or of the level of interest of either the federal or the PEI Government in its progress.

Basic Income NOW Atlantic

Basic Income NOW Atlantic is a coalition of organizations and advocates from all four provinces in the region. Basic Income-Nova Scotia (<https://www.big-ns.org/atlantic-canada-basic-income-now>) provides a social media home the group and stores and maintains the Network's consensus statement and basic income promotion toolkits.

In 2025 the Network organized forums on the *Proposal for a Guaranteed Basic Income Benefit for Prince Edward Island* (www.GBIreport.ca), the Relationship Between Labour and Basic Income Guarantee, and Strategies for Lobbying Politicians.



Participants on second day of the ACT BIG Conference in June

Basic Income NOW Atlantic continued to be a strong advocate for the PEI Proposal, presenting at the ACT BIG conference, signing on to a letter asking federal Liberal leadership candidates to support the PEI Project, endorsing the pre-budget statement of Coalition Canada, participating in the Ottawa lobby in October, and promoting the e-petition to the House of Commons in favour of the PEI Proposal.

Coalition Canada Basic Income - Revenu de Base

The Coalition, with representation from all ten provinces and three territories is an advocacy team which includes academics, researchers, policy analysts, community leaders and grassroots people. The Coalition's advocacy focused mainly on federal politicians and pan-Canadian institutions.

In 2025 the Coalition continued to promote the establishment of PEI as an ideal launching place for Basic Income Guarantee as a path toward BIG for all of Canada. That goal had become more specific when the Coalition's proposal committee designed an affordable and politically feasible model in the 2023 *Proposal for a Guaranteed Basic Income Benefit in Prince Edward Island* (www.GBIreport.ca). This proposal supports the establishment of a province-wide 5-7-year demonstration basic income program. It is an evidence-based, statistically tested work that remains the last word on a viable plan for launching Basic Income.

There were many challenges and opportunities on the federal political front in 2025: the resignation of the Prime Minister; the Liberal Party leadership race; the federal election; the formation of a new government; and a new budget. Coalition Canada wrote a letter to all Liberal Party leadership candidates

asking them to take a position on the PEI Proposal. Only one contender, who did not become leader, answered. To prepare for the 2025 federal general election the coalition formed an Election Strategy Committee. They urged the Liberal Party to put basic income in their election platform and prepared a letter for candidates asking for their commitment to the PEI Proposal. They distributed information to as many homes as possible and encouraged BIG supporters to attend nominating meetings and push potential candidates to pay attention to BIG.

The Coalition presented a response to the first budget that was released by the new federal government in November. This document was signed by Coalition Canada and 25 other organizations.

PEI Fight for Affordable Housing

Members of Cooper Institute take great pride in the ongoing work they do with volunteers with PEI Fight for Affordable Housing. Access to affordable, stable and safe housing remains a significant barrier for many people in PEI and the need for non-market housing solutions and a unified tenant voice in PEI has never been stronger. In the wake of ongoing illegal rent increases, unmaintained rental units, and attacks on provincial rent controls, PEI Fight for Affordable Housing has been able to push back and fight for housing justice in our communities.

The year began with tenant consultation sessions in Summerside and Charlottetown, with a session in Montague scheduled for a few months later. In the sessions, we heard from tenants who had experienced renovations and illegal rent increases and from tenants whose landlords fail to invest in essential mobility supports. We also heard about maintenance repairs not being done properly or not at all. The sessions led to new connection and helped ground our work throughout the year.

Because there is no legal clinic available to tenants in PEI, many tenants continued to reach out, looking for support and strategic advice for issues with landlords or with general questions about their rights as tenants. Some new tenants joined PEIFAH monthly meetings, bringing important new ideas to the table. On their initiative, with the support of PEIFAH a new Tenant Association was established in a large apartment complex in Charlottetown to help address common issues the tenants were having.

In March, PEIFAH was invited as community partner to Housing Justice Convergence, a 3-day event in Montreal which brought together tenant organizers, housing advocacy groups and community

organizations from across the country to build a unified, grassroots housing movement. The event explored the overlap between housing and many of the other program areas of Cooper Institute, including immigration, poverty and democracy. PEIFAH spoke on a panel about movement building in smaller areas. Following the Housing Justice Convergence, the idea of a National Tenant Organization Fund was developed, and PEI Fight for Affordable Housing was invited to be one of the six representatives on the Advisory Committee. The fund will launch later this year. This was not the only collaborative event for the PEIFAH in 2025. The group was one of the key organizers of the **Draw the Line Protest**.

PEIFAH continues to advocate for public housing in PEI as a member of the Coalition for Public Services, and as a founding member of the national Social Housing and Human Rights group.

Finally, PEIFAH continues to advocate for better policies for tenants across PEI to ensure their housing is affordable and secure. At the beginning of the year, members of the group presented to the provincial



PEI FAH helped to organize, and participated in Draw the Line

Standing Committee on Health and Social Development regarding a proposed Rental Property Conversion Act, aimed at implementing rules for landlords who convert their multi-unit complexes into condominiums. PEIFAH recommended that the government be allowed right-of-first-refusal to purchase properties converted to condominiums, to disallow conversions when the vacancy rate is below a specified threshold (likely 3%), and to give municipalities the power to implement rental-only zoning which would guarantee some units to renters.

Tenants and allies across PEI rallied in September to push back against efforts by Brad Trivers to amend the Residential Tenancy Act to abolish vacancy control and allow for much higher annual allowable rent increases. PEIFAH took a

strong stance against his amendments, publishing a public letter in response. Many people sent messages to the housing minister and MLAs voicing their discontent with the proposed amendments, and to date, it seems the amendments won't be considered.

PEI Coalition for Public Services

Cooper Institute is a founding member of the Coalition for Public Services, which advocates for government owned and operated public services, such as healthcare, education, transit and housing.

Early in the year, meetings were held in St Peter's and in O'Leary. These were well-attended by community and union members who spoke passionately about the benefits of public services in their communities, and how they needed to be expanded. Participants identified a need for more public awareness around the value of public services and the dangers of privatization.

Membership in the coalition grew in 2025, thanks to outreach by CUPE PEI and a well-attended town hall meeting in September. That meeting, held at the Charlottetown Library & Learning Centre, brought together members of 17 different community organizations and unions to share their perspectives and to start to map a way forward for the coalition. It was clear that groups want to connect with and support one another as issues arise and respond to current and ongoing threats to public services. And that the coalition's messaging should make it clear that collectively, we are anti-privatization.

In July, Charlottetown water and sewer workers went on strike, demanding job security, respectful negotiations and fair wages. Led by CUPE PEI, members of the coalition (and of Cooper Institute) supported workers, showing up on the picket line and by organizing a rally and public meeting., followed by a strongly worded open letter addressed to the Charlottetown Mayor and Council. The letter was critical of the City's refusal to meet and negotiate in good faith, the hiring of private contractors as the strike wore on, and the use of police to take action against striking workers. The strike finally ended in November.

Islanders for Proportional Representation

In 2025 Cooper Institute and Citizens' Alliance of PEI began a campaign to revive Islanders for Proportional Representation. The plan was to first establish a base of community-based organizations which would constitute the core planning committee.

At present representatives of seven organizations

sit around the table. We decided on a two-layer organization: the planning committee, which will meet monthly and the network which will meet three times a year for in-depth and wider knowledge development and action around advocacy for Mixed Member Proportional Representation for PEI.

To date a number of actions have been directed at politicians: party leaders Matt MacFarlane and Robert Mitchell as well as PC contenders Ledwell and Lantz. A subcommittee was formed to create a 2026 PEI electoral map of 18 districts to conform to the requirements of MMP.

Coalition for the Protection of PEI Lands

In 2025 the Coalition for the Protection of PEI Lands engaged in a flurry of activity. The Coalition held one community forum, wrote open letters to the Premier and Minister of Lands, sent letters to the editor; and created a series of excellent podcasts, all thanks to the devoted work of Coalition members.

The Coalition made two presentations to the Standing Committee on Natural Resources and Environmental Sustainability and held an impressive media conference. Thanks to the investigative and communication skills of one of its members, the coalition has exposed in many ways the inadequacy of the Island Regulatory and Appeals Commission (IRAC) as an effectual entity for land protection.

Throughout the year the Coalition repeated earlier demands for a public inquiry into major corporations' land acquisitions in PEI. The investigation is now designated as the "Buddhist Land Transactions". The Coalition circulated a petition supporting this effort.

The Coalition formed in 2018 to engage community and government in concerns about corporations gaining ownership and control of PEI lands. It was clear that corporations were violating the Lands Protection Act through the formation in interlocking corporations, all with the same source of capital. Meanwhile, the cost of an acre of farmland runs as high as \$8,000. This could be contributing to why Statistics (2021) found P.E.I.'s total acreage of land dedicated to farming had dropped by 12.3 per cent – or close to 71,000 acres between 2016 and 2021. This means that 38 acres are lost every day or approximately 14,000 acres every year.

The Coalition encourages residents to be better informed about the threats to the land and about the root causes of these threats. What is just as important as knowing, is the commitment of people find their inner power to do something about it.

Community Connections

Members of the Cooper Institute collective support many organizations in various ways:

Atlantic Council for International Cooperation

PEI Parkinson Association

Breaking the Silence Maritimes-Guatemala Solidarity Network

P.E.I. Supported Decision-Making Coalition

Voluntary Resource Council

BIPOC USHR

National Farmers Union

Coalition for the Protection of PEI Water

Coalition for the Protection of PEI Lands

Coalition Canada basic income - revenu de base

Basic Income NOW Atlantic Canada Network

Latin American Mission Program (LAMP)

Peers Alliance

PEI Action Team for Migrant Workers' Rights

PEI Coalition for Public Services

PEI Fight for Affordable Housing

PEI Seed Alliance

PEI Working Group for a Livable Income

Cooper Institute, is another fundraiser. For many years she has organized and implemented an annual mailout in which she encourages people to sign up as sustaining monthly donors. This work over the years results in an assured revenue of over \$17,000 per year which covers our overhead costs.

Cooper Institute encourages donors to continue with their generosity. With your help we can keep up and expand our work. Donations can be made by using the “donate” button on our website www.cooperinstitute.ca. Contributions can also be made by: pre-authorized monthly donations; an annual contribution; a memorial for a deceased family member or friend; a bequest in your Last Will and Testament. Cooper Institute is a registered charity (Registration #10114 4541 RR0001).

Cooper Foundation, also a registered charity, helps to provide long term support for Cooper Institute's work. Thank you, Irene, for directing donations to the foundation as well as to Cooper Institute! For information on donating to Cooper Foundation, contact ireneburge7@gmail.com.

Our donors are great spirit boosters. Thank you all.



Seated: Joe Byrne, Marie Burge, Irene Burge, Irene Doyle. Standing: Eliza MacLauchlan, Ryan MacRae, Cory Pater, Henry Luyombya, Ann Wheatley, Josie Baker, Hadil Haddad. Missing from photo: Debbie Theuerkauf, Carlie Howell, Reg Phelan.

Fundraising

2025 marked the seventh year for Des Duffy to carry out his astonishing work as volunteer fundraiser for Cooper Institute. Once again, Yvonne Gallant, Des' spouse, enhanced this work. And once again, both Des and Yvonne, like all skilled fundraisers, made their own generous donations. Over the years, the Duffy campaign has helped provide for such basic needs as staff salaries. The 2025 fundraising efforts had amazing outcomes, raising \$77,000. Des was never shy about asking his family and other friends to support our work in PEI. Besides their financial support Des and Yvonne are loyal friends of Cooper Institute and of its individual members. They encourage us and have many ways of expressing their appreciation of our work and of us personally. A heartfelt thank you to Des and Yvonne!

Irene Burge, a founding and current member of

Connect with Cooper Institute

Call us at 902-894-4573 or find us on FaceBook. Or visit us in person at 81 Prince St., Charlottetown.

You can also find us here: www.cooperinstitute.ca



Coalition Building

The most common general forms of cooperation for social change among organizations and individuals are networks and coalitions. Though many groups use these terms interchangeably, some networks may actually function as coalitions, and some coalitions carry on as networks.

Networks generally aim to set up connections among like-minded groups, usually for the purpose of sharing their positions and information with each other and to enhance mutual support, while coalitions tend to offer ways of *working together*, incorporating various perspectives.

In forming a new Coalition, we strive to bring together a wide range of groups and individuals. Our presence gives notice to the community and to policy makers that there is a new voice in PEI dedicated to vigilance, resistance, and proactive engagement to protect collective human rights and to propose new ideas and solutions.

The value of working as a coalition is that it promotes cooperation and provides opportunities for sharing knowledge and strategies. It is an environment in which we learn with, and from, each other. It is an efficient use of time and energy, lessening the duplication of efforts.

We define a coalition mindset as one which: prefers collaboration over competition; opts for shared knowledge rather than the division of learners and teachers; values the gifts of each person within the context of the community; sees the big picture; thrives on difference but ignores manufactured differences such as political ideologies; discourages members from taking individual ownership of processes and programs; and provides space for everybody.

The coalition vision is one which sees in horizontals, in circles, in spheres, and webs rather than in hierarchies such as pyramids and traditional flow charts.

The best coalition decisions are made when everyone has access to, and takes ownership of, the same knowledge about the issue in question. And when every member takes ownership of the new knowledge that has been created. To quote Don Mazer, a member of a number of PEI coalitions:

“A coalition is an effective, interesting and enjoyable way to work. There is a good distribution of work, a diverse range of knowledge and expertise and lots of positive energy with mutual support and new people to inspire us. There is lots of solidarity, feelings of effectiveness and power. We always know that we speak with and for many people and groups.”

Coalitions seem to function best with a minimum of formal structures. Roles within the coalition depend on specific talents of the members, and on each person’s available time for specific tasks. Together we can contribute to the creation of new and just solutions.

Examples of coalitions in which Cooper Institute is involved in some way:

PEI Coalition for Public Services

PEI Working Group for a Livable Income

Coalition for the Protection of PEI Water

Coalition for the Protection of PEI Lands

Islander for Proportional Representation

Basic Income NOW Atlantic Provinces

PEI Action Team for Migrant Workers’ Rights

Coalition Canada basic income - revenu de base

Migrant Rights Network

Atlantic Council for International Cooperation

Canadian Council for Refugees

Social Housing and Human Rights

PEI Fight for Affordable Housing

National Tenant Organizing Fund

PEI Coalition for Supported Decision-Making

Members of Cooper Institute Collective may individually participate in many rights-based coalitions. However staff members represent Cooper Institute in selected coalitions, which constitute their day-to-day work (both paid and volunteer). Each staff person is a program coordinator of Cooper Institute’s work within these particular coalitions. Added to this, it is mainly staff and one retired staff, who keep a Cooper Institute presence and participation in other important coalitions, not listed as formal work.