Bartering Network: Resource Guide

Ongoing

Generated November 20, 2026 · 21 open facilities · closed facilities are not listed · call before you go: details change quickly

MA

Jamaica Plain "Time Exchange" [barter network]

Info/Hotline · Open

Boston, Jamaica Plain, MA

Web hourworld.org/bank/?hw=1296
Service Temporary

Not sure how privacy issues are handled, because the app looks cloud–based, but we hear VERY good things about these folks. Maybe people can have an anonymous log in?

from the website:

"We members of the JP community want to support stronger mutual aid networks and a vibrant time bank here in our neighborhood.

There is value in every person. Everyone's needs are valid, and everyone has something to offer, no matter what their traditional "credentials" may suggest. We all have gifts that the market economy may not honor or make use of. We want to find ways to honor those gifts in networks of mutuality.

We realize that different members of the community will participate in mutual aid and time banking for different reasons. Some are motivated by financial concerns, others hope to make community connections, and others bring yet other reasons. We honor and value this diversity.

Lastly, given current large–scale economic and ecological trends, we believe it is an opportune time to experiment with mutual aid, time banking, and alternative forms of exchange."

Campaigns: Bartering Network; Economic Solidarity and Cooperativism

Updated Dec 28, 2019 · https://reliefdb.org/shelters/10142

Boston Area Gleaners (rescuing food and giving it to food agencies)

Donor · Open

Boston–area, MA

Web www.bostonareagleaners.org/recipient–agencies.html
Service Temporary

from the website:

Our Mission: Boston Area Gleaners, Inc. is a 501(c)(3) non–profit organization dedicated to rescuing surplus farm crops for people in need.

How We Do It: We distribute high–quality, locally grown produce to food banks, pantries, and meal programs by working closely with farmers, providing volunteer labor to harvest what would otherwise be plowed under.

Our Goal: To build a sustainable supply chain of nutritious surplus produce from local farms to people in need.

Services offered: Distribution * (ANY/ALL Types); Food * (ANY/ALL Types); Gleaning Program; New "Business" Models; New "business" models, Food Production/Distribution; New "business" models, Sustainable Societies

Campaigns: Bartering Network; Economic Solidarity and Cooperativism; Farmer's Market, Local/Regional; New "Business" Models; Social Change Initiative

Updated Jul 18, 2017 · https://reliefdb.org/shelters/10015

Millstone Housing Cooperative

Shelter · Open

Somverville / Davis Square, MA

Web www.millstonecoop.org
Service Temporary

from the site:

Millstone Co–op is a community of 11 people living in a three–story apartment house in Somerville MA.
History

Founded in 1999, the co–op originally consisted of 8 friends living on two floors pooling money for food (and you can too). Eventually the house incorporated as a 501(c)(3) non–profit housing cooperative, although the house has never been tenant–owned.

In 2005, after a number of members left to start the Seedpod Co–op in Dorchester, the house dropped it's legal status and began functioning as an informal cooperative living arrangement or intentional community. In 2008, the remaining floor joined the co–op, and since then the co–op manages the entire house, with about 11–12 members.
Operation

We value local community, social justice, diversity, and environmental sustainability, and we try to make choices in what we buy, eat, and do that reflect these values. We make decisions by consensus and place an emphasis on open communication. We also engage in random projects, art, music, politics, events and discussions.

Membership includes chore sharing, cooking and attending weekly house meetings. We share house food, eat three vegetarian dinners together per week, host a monthly community potluck brunch, buy food in bulk, get CSA produce, grow vegetables, make bread and yogurt, and raise chickens for eggs. Learn more about what we do and how you can get involved.
About the house:

3 story house, 11 bedrooms, 3.5 bathrooms
Directly on the Bikeway, a 5–7 min walk to Davis Sq T, buses even closer
2 shared kitchens, 2 shared living rooms, 1 shared library/guest room
6, that's right, 6 porches!!
Wireless & wired internet, washer and dryer
Off–street parking for cars and bikes, basement workshop, loads of storage space
Lovely backyard, vegetable garden and four chickens!

Services offered: Advocacy, Housing, Fair Housing; Food, Dairy * (ANY/ALL Types of Dairy Products: Milk, Cheese, Eggs, etc.); Housing, Affordable Housing, Renters Programs; Housing * (ANY/ALL Types); Housing, Co–Housing, Co–Op Housing, Intentional Communities; Social Event *(any/all types) see also category "Events"
Campaigns: Bartering Network; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Edible Communities
Updated Dec 5, 2013 · https://reliefdb.org/shelters/9798

Heirloom Farm CSA (Community Supported Agriculture) (mostly NOT FREE)

Open Business*

Westborough, MA

Web www.heirloomharvestcsa.com
Service Temporary

Services offered: Facilities: Farm, Urban (this site is a farm); Food * (ANY/ALL Types); Food, Locally Produced ($ NOT FREE)
Campaigns: Bartering Network; Economic Solidarity and Cooperativism
Updated Dec 4, 2013 · https://reliefdb.org/shelters/9785

Central Mass PermaCulture Meetup

Walk–in Resource · Standby

Worcester, MA

Service Temporary

the last we heard of this group was this link, which no longer works http://www.meetup.com/Central–Mass–Permaculture/events/155299912/

But we know you're out there! so we're keeping this listing in as inspiration to find you all! please touch base if you know what's happened to the group

Also, here's a greater Boston permaculture Meet up group which looks similar:
https://www.meetup.com/Boston–Permaculture/

Services offered: Advocacy, Environmental; Advocacy, Environmental, Land Preservation; Advocacy, Environmental, Solar; Advocacy, Environmental, Water; Advocacy, Environmental, Wildlife; Agriculture/Farming/Gardening Resource; Disaster Mitigation, Economic, Community; Disaster Mitigation, Environmental; Documentation, Environmental Education; Events, Community Meetings; Information Resource, Alternative Schools/Education; Information Resource * (ANY/ALL Types); Information Resource, Economics, Sustainable; Information Resource, Environmental Education; Information Resource, Environmental Education, Energy Conservation; Information Resource, Environmental Education , Recycling; Information Resource, Environmental Impacts; New "Business" Models; New "business" models, Economic; New "business" models, Food Production/Distribution; New "business" models, Sustainable Societies; Resource Website for "Green" Living Suggestions; Social Event *(any/all types) see also category "Events"; Social Event, Book/Study/Discussion Group; Social Event, Films/Cinema/Movies/Lectures; Social Event, Networking Group *any/all types; Training Classes, Agronomy
Campaigns: 350.org; Alternative Societies; Bartering Network; Community Supported Agriculture (CSA); Economic Solidarity and Cooperativism; Ending Pollution; Environmental Sustainability; Farmer's Market, Local/Regional; Global Warming Relief Supplies/Services; Social Activists/Organizers; Social Change Initiative; Transition Towns (Transition Network)
Updated Dec 28, 2019 · https://reliefdb.org/shelters/9844

Funky Stuff (crafts and arts NOT FREE, worker–owned cooperative, FREE FOOD collection/distribution spot)

Open Business* · Standby

Worcester, MA

Service Temporary

we heard they are closed, but not sure, so changed the status to "standby"

Services offered: Entertainment, Arts; Events, Potluck Meals; Facility: Meeting space; Food * (ANY/ALL Types); Food, Canned ** (ANY/ALL Types) ; Meals, Vegan; Social Enterprise (low–profit BUSINESS); Social Event *(any/all types) see also category "Events"; Social Events, Party / Festival
Campaigns: Bartering Network; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Worcester Roots; Worker Owned Co–Operatives
Updated Dec 28, 2019 · https://reliefdb.org/shelters/9801

Worcester Roots (economic development for social justice, workshops, organizing)

Walk–in Resource · Open

Worcester, MA
Web www.worcesterroots.org/about–2/about
Service Temporary

Co–Op workshops and collective organizing/learning

See materials: http://www.worcesterroots.org/calendar–of–events/co–ops/

WARNING: the online stuff is free, and some events are free, but the hard core training costs hundreds of dollars. I hear it's worth it. But just letting you know...

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Environmental; Advocacy, Human Rights; Advocacy, Social Justice; Agriculture/Farming/Gardening Resource; Business Internship Opportunities for Young Adults; Business Services, Co–Op oriented; Business Services, Counseling for Small Businesses; Business Services, Facilitation / Mentoring / Consulting; Community Garden Program; Counseling, Career Counseling; Demographic Served: Sustainable Communities; Events, Community Meetings; Events, Protest Actions; Facilities: Farm, Urban (this site is a farm); Facility: Meeting space; Facility: Recreation Center; Food, Locally Produced ($ NOT FREE); Information Resource, Economics, Sustainable; Information Resource, Environmental Education; Information Resource, Environmental Impacts; Information Resource: Watchdogs, Environmental, Reports of Greenwashing; New "Business" Models; New "business" models, Economic; New "business" models, Food Production/Distribution; New "business" models, Government; New "business" models, Sustainable Societies; Services, Educational Services (See also Category for School); Social Event *(any/all types) see also category "Events"; Social Event, Book/Study/Discussion Group; Social Event, Networking Group *any/all types; Social Event, Recreation *(any/all types); Support for "All Local" Disasters; Training, Activism; Training Classes, Agronomy; Training Classes, Gardening Instruction; Training Classes, Life Skills, Misc.; Training Classes, Life Skills, Youth; Training, Classes, Online, Higher Ed, Business; Training, Classes, Online, Higher Ed, Business, Specifically Co–Op; Training, Classes, Online, Higher Ed, Economics; Training, Classes, Online, Higher Ed, Finance; Training, Classes, Online, Higher Ed, Governance; Training Classes, Online/Virtual Training; Training Classes, Trade Skills, Training; Training Classes, Vocational; Training, Farming, Organic; Training, Farming, Organic Farming; Trainin, Social Awareness; Youth, After–School, Afterschool Program; Youth, Leadership Development; Youth, Mentor Program; Youth Outreach; Youth Program
Campaigns: 350.org; Alternative Societies; Bartering Network; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Pollution; Environmental Sustainability; Farmer's Market, Local/Regional; Homelessness Relief Services; Neighborhood Network; Occupy Wall Street / Occupy America / Occupy Together; Social Activists/Organizers; Social Change Initiative; Worcester Roots
Updated Apr 21, 2015 · https://reliefdb.org/shelters/9836

Food Not Bombs – Massachusetts Listings (FREE FOOD – SHARING)

Walk–in Resource · Open

MA
Web foodnotbombs.net/massachusetts.html
Service Temporary

Regular food sharing, usually vegan, usually w/music. Donations go to help feed people at rallies and social justice events, and to generally share food in general.

ALL KNOWN GROUPS IN MASSACHUSETTS

This page was updated November 12, 2013
There are 14 known groups in Massachusetts

Beverly
beverlyfoodnotbombs@gmail. com
www. beverlyfoodnotbombs.blogspot.com
meet every Friday infront of the 1st Baptist Church on Cabot Street to cook and Serve at 11am every Friday on the Beverly Commons.

Boston/Cambridge
fnbboston@gmail.com
fnboston@lists.riseup.net
fnbboston.org

Fridays 3:00 PM to 5:00 PM at Park Street Station, Boston.
Sundays 3:00 PM to 5:00 PM at Central Square Station, Cambridge.

Brookline
PrymordyalSoup@aol.com

Greenfield/Franklin County Food Not Bombs
foodnotbombsgreenfield@ gmail.com

Hyannis
rifullgirl58@comcast.net
Sharing meals on Main Street. Email for details.

Lawrence
We share free food every SUN in front of the YMCA
wearethelast77@hotmail.com

Lowell
EVERY Saturday from 12–3 in Kerouac Park on Bridge Street.

Metrowest
Based out of Ashland and Framingham
foodnotbombsmetrowest@ gmail.com

Northampton
foodnotbombspv@gmail.com

Fridays
Around 3:00 pm in Pulaski Park
(right near the Academy of Music Bus Stop)
Meals and groceries

Sundays
Around 3:00 pm in Pulaski Park
(right near the Academy of Music Bus Stop)
Meals and groceries

Southbridge
southbridgefoodnotbombs@ gmail.com
google.com/ site/southbridefoodnotbombs/

Worcester
We cook every Saturday at noon and serve food at 2 behind City Hall.
Contact: 774–239–2670
Email us at: fnbworcester@gmail.com
And visit our facebook site at: www.facebook.com/pages/Worcester–Food–Not–Bombs

Pioneer Valley
foodnotbombspv@gmail.com
Fridays
Around 3:00 pm in Pulaski Park
(right near the Academy of Music Bus Stop)
Meals and groceries

Sundays
Around 3:00 pm in Pulaski Park
(right near the Academy of Music Bus Stop)
Meals and groceries

Services offered: Advocacy, Environmental; Demographic Served: Artists/Artist Communities; Demographic Served: Homeless; Demographic Served: Hungry; Demographic Served: LGBT (Lesbian, Gay, Bisexual, Transgender); Demographic Served: Low Income Folks; Demographic Served: Seniors / Elderly; Demographic Served: Social Peers; Demographic Served: Sustainable Communities; Demographic Served: Teens; Demographic Served: Teens, Troubled; Demographic Served: Victims of Economic Injustice, Urban; Distribution * (ANY/ALL Types); Food * (ANY/ALL Types); Meals * (ANY/ALL Types) ; Meals, Vegan; New "business" models, Economic; New "business" models, Food Production/Distribution; New "business" models, Sustainable Societies; Recycling, Food; Support for "All Local" Disasters
Campaigns: 350.org; Alternative Societies; Bartering Network; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Environmental Sustainability; Food Not Bombs; Global Warming Relief Supplies/Services; Green–Rainbow Party; Homelessness Relief Services; Occupy Wall Street / Occupy America / Occupy Together; Social Activists/Organizers; Social Change Initiative
Updated Dec 2, 2013 · https://reliefdb.org/shelters/9748

Rent Camping Gear from people (NOT FREE, but small $)

Info/Hotline · Open

MA

Web gearcommons.com
Service Temporary

Services offered: Camping Gear * (ANY/ALL Types); Directories, Directory of Services, City/Town; Directories, Directory of Services, National; Directories, Directory of Services, Regional; Directories, Directory of Services, Statewide; Directories of Services & Programs * (ANY/ALL Types); Directories, Online Database Resource; Recycling, Services * (ANY/ALL Types); Resource Website for "Green" Living Suggestions
Campaigns: Bartering Network; Economic Solidarity and Cooperativism
Updated Dec 5, 2013 · https://reliefdb.org/shelters/9800

Time Trade Circle (Bartering Network – NO MONEY)

Info/Hotline · Open

MA

Web timetradecircle.org
Service Temporary

from the site:

The Time Trade Circle is a local bank - but we keep track of time. When you spend an hour of your time performing a service for somebody else, we credit you with one Timebank Hour. You can cash in that Timebank Hour on a service provided by another member of our bank. Whether you give a music lesson, take care of someone's pet, volunteer at a community center, or help someone get to a doctor's appointment, one actual hour equals one Timebank Hour.

Services offered: New "Business" Models; New "business" models, Economic; New "business" models, Sustainable Societies; Recycling Network, Database for Trading/Re-use (NO FEE); Volunteer Opportunities, In General * (ANY/ALL Types)
Campaigns: Alternative Societies; Bartering Network; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Social Change Initiative; Transition Towns (Transition Network)
Updated Dec 2, 2013 · https://reliefdb.org/shelters/9752

WWOOF-USA (WorldWide Opportunities on Organic Farms) Volunteering/Food Exchange (Massachusetts)

Info/Hotline · Open

"Green" Resource
MA

Phone 949-715-9500
Contact .
Email info @ wwoofusa.org
Web www.wwoofusa.org/Farms
Service Temporary

From the website:

One-half day of volunteer help is traded for food and accommodation, with no money exchanged. The WWOOF-USA Host Farm Directory lists more than one-thousand organic farms (not necessarily USDA certified organic) and gardens across the country. The Host Farm profile contains information about the location, general responsibilities, and lifestyle of the host. Any farm, community, or garden project in the US that is willing to host and accommodate volunteers can participate in our program. We encourage all types of volunteers and hosts who can cooperate to strengthen sustainable agriculture worldwide to be a part of WWOOF-USA. The program is open to anyone 18 years of age or older, regardless of experience.

WWOOF farms offer a variety of educational opportunities, including growing vegetables, keeping bees, building straw bale houses, working with animals, making wine, and much more. With over a thousand farms in all 50 states, the US Virgin Islands and Puerto Rico, there is something for everyone. You can preview the Directory of Farms before becoming a member on this website.

Flower CSAHow it works

A WWOOF member contacts the Host Farms to discuss hopes and expectations to form an agreeable arrangement. WWOOFing is a way to learn practical farming skills, be part of the organic agriculture movement, and experience the heart of American agrarian culture.

Once you become a WWOOFer by joining the organization, you will receive online access to the Directory of Host Farms. You can choose to also receive a printed and bound Directory of Host Farms mailed to you. Next, contact the farms you are interested in visiting to check availability and arrange a stay. WWOOFers generally volunteer for half a day in exchange for meals, accommodation, and education. The length of a farm stay is determined by you and the host, and can vary from a few days to a season. The key to a mutually beneficial experience is lots of clear and open discussion about hopes and expectations before arriving at the farm- we recommend using the telephone to have a conversation.

WHY WWOOF?

WWOOF offers a rare opportunity for people to share their knowledge and efforts with others from a variety of backgrounds. It relies on trust, respect, and hard work. Read below to determine if WWOOF is right for you.
Hosts welcome willing WWOOFers onto their property to help get work done with the intention of sharing knowledge and meeting new people while growing food for local communities.

Being a WWOOF host may be right if you:
* will provide a safe, comfortable, and welcoming environment for a volunteer
* are participating in organic or sustainable activities
* have projects and tasks that you could use help with
* are interested in sharing your knowledge and daily life with volunteers

One–half day's work on a farm by a WWOOFer is exchanged for food and accommodation from the Host. Your trade agreement can be defined any number of ways: Work hours, days, length of stay, meal arrangements and accommodations vary greatly, and it is each host's and volunteer's joint responsibility to form a clear agreement.

Being a WWOOFer may be appropriate if you:
* are a respectful and courteous guest in the homes and on the lands of others
* are interested in learning about sustainable and organic farming methods
* are willing to work hard on projects and tasks presented to you

Have questions? Try reading the FAQs or feel free to contact us directly at info @ wwoofusa.org. We are available in the office from 9 to 5, Monday through Friday: 949–715–9500

Services offered: Advocacy, Environmental; Agriculture/Farming/Gardening Resource; Directories, Organic/Local Food Producers/Users; Documentation, Environmental Education; Food * (ANY/ALL Types); Food, Fresh, Organic ($ NOT FREE); Food, Fresh, Vegetables * (ANY/ALL Types); Food, Locally Produced ($ NOT FREE); Food, Organic ($ NOT FREE); Information Resource, Economics, Sustainable; Information Resource, Environmental Education; Resource Databases for Supplies/Services (NO FEE); Resource Website for "Green" (incl socially just) Products/Services; Resource Website for "Green" Living Suggestions; Service, Bartering; Training, Farming, Organic Farming; Training, Green Energy, Development of Energy Creation Facilities; Volunteer Opportunities, In General * (ANY/ALL Types); Volunteers, Elder/Senior Volunteers (This facility accomodates Elder Volunteers); Volunteers, Groups of Volunteers (This facility accomodates Groups of Volunteers); Volunteers, Individual Volunteers (This facility accomodates Individuals Volunteers); Volunteers, Short Term Volunteer Opportunities; Volunteers, Youth Volunteers (This facility accomodates Youth Volunteers) ; Volunteer, Volunteer Referral Services; Volunteer, Volunteer Registry, Online
Campaigns: Bartering Network; Ending Pollution; Global Warming Relief Supplies/Services; Northeast Organic Farming Association
Updated Oct 14, 2010 · https://reliefdb.org/shelters/6521

MD

Community Forklift (building material re–use, local distribution, organizing)

Volunteer Camp · Open

MD

Web communityforklift.com
Service Temporary

Services offered: Building Materials, Green Building Materials; Construction, Building Material Reclaim/Reuse/Recycle; Construction, Deconstruction Services; Demographic Served: Sustainable Communities; Information Resource, Recycling Methods; New "business" models, Economic; New "business" models, Sustainable Societies; Recycling, Building Materials * (ANY/ALL Types); Recycling, Random Stuff; Recycling, Recycling Network & Gift Recycling; Recycling, Services * (ANY/ALL Types); Support for "All Local" Disasters
Campaigns: Alternative Societies; Bartering Network; Ending Extreme Poverty; Ending Pollution; Environmental Sustainability; Global Warming Relief Supplies/Services; Social Activists/Organizers; Social Change Initiative
Updated Apr 2, 2013 · https://reliefdb.org/shelters/9678

OR

Free Geek [free or low cost computers for people/orgs]

Volunteer Camp · Open

OR

Web www.freegeek.org/about
Service Temporary

Free Geek is a 501(c)(3) organization with a mission to sustainably reuse technology, enable digital access, and provide education to create a community that empowers people to realize their potential.

Computers help us in many ways, but the move toward a digital future isn't without its share of hurdles. Many individuals lack the resources necessary to purchase a computer or get the training required to use digital technology. At the same time, the rapid pace of technology consumption and turnover means that over 2 million tons of hazardous e–waste is created each year in the

United States. Free Geek's goal is to divert technology that would otherwise be recycled or thrown away, refurbish it, and give it back to our community at no or low cost.

Services offered: Communications, Equipment * (ANY/ALL Types); Computer, Equipment * (ANY/ALL Types); Recycling, Batteries; Recycling, Cell Phones; Recycling, Computers & Electronics; Recycling, Services * (ANY/ALL Types); Social Enterprise (low-profit BUSINESS)
Campaigns: Bartering Network; Co-Operative Businesses, Coops, Co-ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Gross Inequity; Ending Pollution; Environmental Sustainability; New "Business" Models; Social Change Initiative
Updated May 3, 2021 · https://reliefdb.org/shelters/10429

RI

Community Email list for sharing, announcements, etc

Info/Hotline

Providence, RI
Web groups.yahoo.com/neo/groups/fort_thunder/info
Service Temporary

Services offered: Events, Community Meetings; Information Resource, Neighborhood Network; Information Resource, Sharing Networks/Timebanks; New "Business" Models; New "business" models, Sustainable Societies; Recycling, Recycling Network & Gift Recycling; Resource Bank; Social Event, Networking Group *any/all types; Social Events, Party / Festival
Campaigns: Alternative Societies; Bartering Network; Economic Solidarity and Cooperativism
Updated Dec 4, 2013 · https://reliefdb.org/shelters/9758

Worldwide

Barter / Alternative Exchange Networks INDEX

Info/Hotline · Open

Service Temporary

http://www.helpinghiredhands.com/

http://barterhours.org/

http://www.bartme.com/

http://www.barternews.com/barterquest_redeems_barter_points_for_cash.htm

http://www.barter-works.com/

http://www.u-exchange.com/

http://www.realfriendsandfamily.org/bartersystem1.html

http://www.barterfair.org/

Services offered: Disaster Mitigation, Economic, Community; New "Business" Models; New "business" models, Economic; Service, Bartering
Campaigns: Alternative Societies; Bartering Network
Updated Mar 4, 2013 · https://reliefdb.org/shelters/8964

Tech Workers Coalition [Tech Workers Rights, Community Guidelines]

Volunteer Camp · Open

Web techworkerscoalition.org
Service Temporary

[see updates at above link]

A Tech Workers' Bill of Rights
Last updated 16 Dec 2020

Technology wields immense power. It fosters connection, creativity, and curiosity across the globe. Alongside the human connections fostered through tech, however, we see tech companies abusing privacy, reproducing inequality, surveilling already over-policed communities, exploiting workers and the environment, and stoking hatred and violence in our world. It is vital that workers gain the ability to shape the products we build and the work we do.

As tech workers, we represent a range of job roles, work environments, and salary levels. We are the creative, technology, academic, and office workers who deserve a say in the products and services we build. We are warehouse workers facing dangerously inadequate workplace safety protocols. We are customer service representatives squeezed to work more and more hours with insufficient pay and benefits. We are part time, gig and contract workers of all kinds who want to to protect our livelihoods in a highly competitive landscape.

The Tech Workers' Bill of Rights aims to protect and support everyone under the tech industry umbrella, no matter their job level or title, income, education, background or life experience. Additionally, in an industry where leadership is overwhelmingly homogenous, we strive to amplify the voices of the most vulnerable and oftentimes most invisible workers in this industry.

We commit to prioritizing the voices of those workers who have been marginalized within the tech industry through discrimination based on gender or gender presentation, race, class, age, ability, personal beliefs, immigration status, sexual orientation, neurodiversity and other differences.

The Tech Workers' Bill of Rights is undergirded by the core values of equity, empowerment, representation accountability, safety, autonomy, fairness, and freedom. Through our Bill of Rights we not only commit to upholding these values, but also to building a more just and equitable future for all tech workers.

Equity

Workers deserve fair and inclusive work environments free from all discrimination. Workers have the right to a harassment–free workplace regardless of race, class, age, ability, personal beliefs, immigration status, sexual orientation, neurodiversity or any other differences. Employers should provide accommodations for workers with disabilities and should work towards creating a diverse and inclusive workplace.

Empowerment

Workers should have input in decision making around their working conditions. Changes in working conditions should not solely be decided by and handed down from the top. Workers should have meaningful input and be included in discussions when working conditions change. This could include but is not limited to, working hours, office/remote conditions, equity, paid time off, benefits, and contracts.

Representation

Workers should have a meaningful say in business decisions, including company strategy and ethical standards. Our responsibility in the tech industry should be to people, communities, and the environment rather than solely to profit. This means that workers should have the protected right to individually and collectively raise concerns about products, initiatives, features, or their intended use that is, in their considered view, unethical.

Accountability

Workers deserve equality and transparency when it comes to hirings, firings, and Human Resource (HR) practices. Workers should have full transparency into hiring practices, employee evaluations, promotions and raises, HR processes (including processes around sexual, racial, and other forms of harassment and discrimination), and salary and benefits, including executive salary and benefits. All workers deserve due process before firing, to know if they are on a performance improvement plan, and the ability to raise questions, concerns, and counterpoints. Workers deserve full transparency and upfront communication when it comes to decisions around restructuring and layoffs.

Safety

Workers have the right to safe working conditions. Workers have the right to a physically and emotionally safe and accessible work environment, with, at minimum, an office space compliant with commonly accepted accessibility practices. Workers have the right to work in a cooperative environment that does not pit workers against one another. If workers feel unsafe coming into the office, employers should make every effort to allow them to work remotely. Workers should be free from overly–broad non–disclosure agreements that silence victims and hide unsafe workplace conditions.

Fairness

Workers deserve equal pay for equal work. Workers should be paid at least a living wage for their work, without regard to any discriminating personal attribute such as those mentioned above. Workers should be free to discuss their compensation with their coworkers without fear of repercussion. Workers have the right to full transparency around promotions and raises, and explicit criteria to achieve them. Regardless of job classification, whether full–time or independent contractor, on–site or remote, workers are entitled to fair and equitable pay and working conditions and should be compensated for any excessive hours worked.

Freedom

Workers should be free to express themselves, dissent, and organize without fear of repercussion or retaliation. Workers have the right to a workplace that is free of retaliation from management or other employees. Regardless of employment status, workers deserve the ability to freely discuss salary and benefits, job security in the face of disagreement, input into employment contracts, and equal protections for organizing. Employers should not conduct active, targeted monitoring of communication between workers. Workers should be free to speak about their lived experiences, without the restrictions of non–disparagement clauses. Workers should never be forced into mandatory arbitration, so as to retain their full legal rights.

This Tech Workers' Bill of Rights was created by people with varied experience in the tech industry, and in life. This is the first iteration of a living document that we are working to improve, evolve, and include more voices in. Whether you see yourself reflected in this document, don't see yourself here but want to, or have questions or ideas to get involved, please join us. We want to hear from you in order to grow our collective voice in order to make the tech industry better for everybody!

The Tech Workers' Bill of Rights is endorsed by:
The Tech Workers Union 1010.
Kickstarter United.
Tech Workers Coalition.
Silicon Valley DSA and CODE–CWA

***

Our Values and Code of Conduct

The Tech Workers Coalition seeks to redefine the relationship between tech workers and Bay Area communities. Through activism, civic engagement, direct action, and education, we work in solidarity with existing movements towards social justice and economic inclusion.

Membership

We are open to all workers in the tech industry, friends and allies. We believe in respect, compassion, understanding and inclusion. We expect all community members to act in accordance with these values.

We reserve the right to reject membership based on the following:

* Being employed in a management role (i.e. with firing power)
* Employed in a role that is in support of the prison–industrial complex (police, prosecutors, prison industry, etc)
* Your desire to be part of TWC is compromised by a business interest. For example, you want access to our members to promote your product, or to do user testing
* You work as a journalist

If you have any questions about this, feel free to reach out via email.

Values of Participation

Show up. We value all forms of participation, but the most important way to participate is through in–person participation in events, actions, and meetings, as possible. We get things done by people showing up.

Expect best intentions. Aspire to acting in friendship—make TWC comfortable, welcoming, supportive, respectful, sincere, and open.
When giving feedback, keep it constructive. We value honesty, but only for the purpose of improvement, not for the sake of cruelty. On the opposite side of the spectrum, sugar–coating feedback in order to spare someone's feelings is not necessarily constructive either. The goal is to be supportive, honest, and thoughtful.

Relevance. Our Slack is a workspace and we hope to keep it unobtrusive and accessible. Work to stay on–topic and take digressing conversations into other spaces—new channels, private groups, other platforms, etc.
Harassment and Abuse

We believe disagreement and differences of opinion are a natural part of community and are important to work through when building community, strategizing, and learning from one another, but we do not tolerate harassment in any form. Participants who engage in harassment or abuse may be removed from the group at the discretion of the organizers.

Harassment includes, but is not limited to

* Unwelcome comments regarding a person's lifestyle choices and practices
* Deliberate intimidation or antagonism
* Exclusionary jokes or comments
* Unwelcome sexual attention or physical contact
* Sustained disruption of meetings, events, or online discussion
* Continued one–on–one communication after requests to cease
* Comments that reinforce social structures of domination (related to gender,
gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion)
* Threats of violence
* Abuse includes, but is not limited to Trolling, misdirection, and disrespectful use of resources and access

If you have been harassed or have witnessed abuse, please bring this to the attention of the group organizers (in meetings).

While in practice most actions from moderators and administrators will be friendly reminders, they should act on complaints/ reports quickly and involve other team members if necessary. They should take appropriate, usually private, action if they see any abuse or harassment. They must be sensitive to cultural differences, time zones, etc., but take prompt action when necessary.

Be Mindful of What You Say and Write

TWC participants should be mindful of what they write and say in public TWC meetings and in pseudo–public channels like Slack. Be aware that Slack maintains records of our conversations indefinitely. Do not say anything in a non–private channel that you do not want becoming public. Participants should also be aware that members of the press may be present or in Slack channels. While we ask them to keep what they read and hear off the record, we cannot control what they publish.

Projects

We organize much of our efforts and organization in projects. Projects are organized by one or two individuals who are responsible for being a point of contact to the broader organization, and reporting back to the larger group during our organizational meetings.

Projects are a touchstone for new members who want to participate, and we encourage project teams to reach out to new participants.

Projects should form their own topics within Slack. Many start with the prefix #proj–. See Project/Discussion Channels.

Slack

Etiquette

Manage your notifications. TWC Slack can become quickly overwhelming without proper notification management. We recommend turning off notifications for all but your own name and any specific words or terms of interest to you. (To do this, open Slack, click on the team name, then 'Preferences' and 'Manage.'). Only join channels you wish to follow—have no shame in leaving or muting a channel that you don't have the desire or time to participate in.
Use direct messages. Members of this Slack range in expertise, talent, and experience. Feel free to reach out to folks with specific questions or needs.This is also a good space to take tangential conversations—no need to do everything in public.

Avoid @channel or @here in #general or high traffic channels unless your message is important to everyone in that channel Channel Guide

Channels come and go on Slack, but here are some long–living channels:

#articles: interesting reads
#calendar: TWC events calendar items
#events: things going on that you might want to know about (not limited to TWC events)
#general: general announcements
#meetings: conversation about our org–wide meetings
#workplace–conditions: conversations about working conditions and experiences in the tech industry

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Human Rights; Advocacy, Social Justice; Advocacy, Social Justice, Fair Labor/Worker Rights; Advocacy, Worker Rights; Assistance * (ANY Type of: Referrals or "How to" Assistance); Assistance, for non–profits (In General); Community Outreach Programs; Community Service Program; Community Standards, List of; Demographic Served: Sustainable Communities; Documentation, Capitalism (the ruthless sort), Issues with & Solutions to; Documentation, Standards, Health & Human Rights; Documentation, Volunteer Management Guidance; Education, Cultural; Education, Soveriegnty; Education, Traditional Ways; Education, Unschooling; Event Listings; Events, Community Meetings; Events, Protest Actions; Information Resource * (ANY/ALL Types); Information Resource, Constitutional Rights; Information Resource, Economics, Sustainable; Information Resource, How to Organize; Information Resource, Management Advice; Information Resource, Watchdog Site, Social Justice; Information Resource, Watchdog, Transparency & Accountability; Market/Industry Significance; New "Business" Models; New "business" models, Economic; New "Business" Models, Education; New "business" models, Government; New "business" models, Sustainable Societies; School * (ANY/ALL Types); Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Social Event *(any/all types) see also category "Events"; Social Event, Networking Group *any/all types; Social Event, Solidarity; Training, Activism; Training * (ANY/ALL Types of Instruction) ; Training Classes, Business Skills; Training, Government Policy; Training Government, Training on How it Works; Training, Micro–Economic Entrepeneurship; Volunteer Opportunities, In General * (ANY/ALL Types); Youth, Leadership Development; Youth, Mentor Program
Campaigns: 2026 Venezula Earthquakes; Agaric Technology Collective, a worker–owned cooperative [Co–op]; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Bartering Network; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; Helping People Suffering from the Gaza Occupation; New "Business" Models; Social Activists/Organizers; Social Change Initiative; Unions
Updated Jul 1, 2023 · https://reliefdb.org/shelters/10580

WWOOF (WorldWide Opportunities on Organic Farms) Volunteering/Food Exchange

Info/Hotline · Open

"Green" Resource
Web www.wwoof.org/index.asp
Service Temporary

See website to link to regional websites for this incredible farming/food bartering network...

Not all countries represented. That leaves an opportunity for YOU to serve YOUR country by starting a local network!

Services offered: Advocacy, Anti–Poverty; Advocacy, Environmental; Agriculture/Farming/Gardening Resource; Directories, Organic/Local Food Producers/Users; Facilities: Farm ("available" = this site is a farm); Food * (ANY/ALL Types); Food, Fresh, Organic ($ NOT FREE); Food, Fresh, Vegetables * (ANY/ALL Types); Food, Locally Produced ($ NOT FREE); Information

Resource, Environmental Education; Resource Databases for Supplies/Services (NO FEE); Resource Website for "Green" (incl socially just) Products/Services; Resource Website for "Green" Living Suggestions; Service, Bartering; Training * (ANY/ALL Types of Instruction) ; Training Classes, Agronomy; Training Classes, Gardening Instruction; Training Classes, Life Skills, Misc.; Training Classes, Life Skills, Youth; Training Classes, Vocational; Training, Employment, Job Skills, Youth; Training, Farming, Organic Farming; Training, Green Energy, Development of Energy Creation Facilities; Training, Services, Employment / JobTraining ; Volunteer, Long–Term Volunteer Opportunities; Volunteer Opportunities, In General * (ANY/ALL Types); Volunteer Opportunities, International; Volunteers, Elder/Senior Volunteers (This facility accomodates Elder Volunteers); Volunteers, Individual Handicapped Volunteers (This facility accomodates Handicapped Volunteers); Volunteers, Individual Volunteers (This facility accomodates Individuals Volunteers); Volunteers, Short Term Volunteer Opportunities; Volunteer, Volunteer Referral Services

Campaigns: Bartering Network; Ending Extreme Poverty; Ending Pollution; Environmental Sustainability; Global Warming Relief Supplies/Services

Updated Oct 14, 2010 · https://reliefdb.org/shelters/6522

Other locations

http://www.barterfair.org/ (Bartering Exchange...like Craig's List, but only for trading)

Info/Hotline · Open

Web www.barterfair.org
Service Temporary

Campaigns: Alternative Societies; Bartering Network

Updated Mar 4, 2013 · https://reliefdb.org/shelters/9644

Indigenous Mutual Aid Network [groups to get/give help]

Info/Hotline · Open

Web www.indigenousmutualaid.org/directory
Service Temporary

from the link above [see live links for the text below at the link above]:

"Indigenous Mutual Aid is an information and support network with an anti–colonial and anti–capitalist framework. We exist to inspire and empower autonomous Indigenous relief organizing in response to COVID–19.

We seek to grow the organizing of this effort into a collective hub of organizers from throughout what we recognize as Turtle Island.

Indigenous Mutual Aid is an information and support network with an anti–colonial and anti–capitalist framework. We exist to inspire and empower autonomous Indigenous relief organizing in response to COVID–19.

We seek to grow the organizing of this effort into a collective hub of organizers from throughout what we recognize as Turtle Island.
Please connect to our Slack channel (send an email to request an invite: indigenousmutualaid@protonmail.com) to connect, share, & build.

As our communities have a deep history with organizing to support each other in times of crisis, we already have many existing Mutual Aid models to draw from. This looks like a small crew coordinating their relatives or friends to chop wood and distribute to elders. It looks like traditional medicine herbal clinics or sexual health supply distribution. It looks like community water hauling efforts or large scale supply runs to ensure elders have enough to make it through harsh winters. Basically any time individuals and groups in our communities have taken direct action (not through politicians or indirect means) and supported others, not for their own self–interests but out of love for their people, this is what we call “mutual aid.”
Our concept of mutual aid does not exclude our non–human relatives or the land. For more info on what Mutual Aid is (and isn’t) please see “Let’s Talk Mutual Aid” by Regan De Loggans. Check out our piece here and these too:
A Mutual Aid Explainer Video
Submedia’s: What Is Mutual Aid?
Big Door Brigade: What is Mutual Aid

Check out our guide on How to Start an Indigenous Mutual Aid relief project.

This project is currently maintained by volunteers with Indigenous Action, Táala Hooghan Infoshop, and Kinłani Mutual Aid based out of the Southwestern region of the so–called “United States.”"

Services offered: Support for "All" Disasters; Support for "All Local" Disasters
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Bartering Network; Black Lives Matter; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Pollution; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; First Nations / Native Americans; Food Not Bombs; Green–Rainbow Party; Indigenous Mutual Aid; International Community, Middle Eastern, Palestinian; Lucy Parsons

Center; Occupy Wall Street / Occupy America / Occupy Together; Quakers; Rainbow Community; Seed Bank / Seed Exchange / Seed Library / Seed Preservation; Social Activists/Organizers; Social Change Initiative; Tribal Communities; Worcester Roots; Worker Owned Co–Operatives
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10391

Seeding Soildarity [Indigenouse Mutual Aid / Advocacy]

Volunteer Camp · Open

Web seedingsovereignty.org
Service Temporary

from the website [see live links at the website]:

Seeding Sovereignty; an Indigenous–led collective, works to radicalize and disrupt colonized spaces through land, body, and food sovereignty work, community building, and cultural preservation. By investing in Indigenous folks and communities of the global majority, we cross the threshold of liberation together.

Rise with us. Grow with us.
What we're doing:
FACE THE FUTURE X FEAR THE KIDS MASK CAMPAIGN

FACE THE FUTURE X FEAR THE KIDS MASK CAMPAIGN
We're currently working to provide near 60,000 masks to Indigenous youth across 68 nations and 6 states after receiving a request from a representative at FEMA.

Join our buy one, give one mask drive and help to protect Indigenous students today!
MUTUAL AID artwork by Ade Cruz

MUTUAL AID artwork by Ade Cruz
In response to the escalating COVID–19 global pandemic Seeding Sovereignty has launched a long–term mutual aid program, now in its second phase called:

The Indigenous Impact Community Care Initiative.
LEARN ABOUT TRUTHSGIVING

LEARN ABOUT TRUTHSGIVING
November is recognized as Native American Heritage Month, a time that invites non–Natives to learn through the lived experiences of Indigenous folks throughout the so–called United States.
While many non–Natives celebrate Thanksgiving, our collective recognizes Truthsgiving.

DONATE TO INDIGENOUS IMPACT COMMUNITY CARE INITIATIVE FUND

Vulnerable communities are hit hardest by crises – especially those that purport to affect everyone.

Indigenous communities remaining strong and resilient during this global pandemic despite chronic, deep poverty, a youth suicide epidemic, violence to womxn, and myriad COVID–19 health complicating illnesses. Our communities will be last to receive desperately needed PPE, medical care and support.

Our Indigenous Impact Community Care Initiative works in partnership with Apache, Pueblo, and Navajo communities in New Mexico, in addition to Paiute, Lakota, Dakota, and Ojibwe communities around the country, where need is critical to immediately provide personal protective equipment and reusable masks to communities, distribute healthy food to elders and families, redistribute money to fund essential aid to those in need providing on–the–ground care to LGBTQIA+/Two Spirit and unsheltered relatives, and send Indigenous authored books to quarantined families.

We are committed to our intergenerational knowledge keepers and language bearers who sustain our communities, ways of knowing and provide grandparent and future ancestor medicine. Their Indigenous knowledge can help our global community during this climate crisis.

Indigenous peoples are on the frontlines and protect living forests, waterways and resist extractive projects for us all. During the COVID–19 crisis we are helping them first. Please join us!

Services offered: Advocacy, Environmental; Advocacy, Environmental, Energy; Advocacy, Environmental, Water; Advocacy, Environmental, Wildlife
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Bartering Network; Black Lives Matter; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Pollution; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; First Nations / Native Americans; Indigenous Mutual Aid; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10393

WWOOF–USA (WorldWide Opportunities on Organic Farms) Volunteering/Food Exchange

Info/Hotline · Open

"Green" Resource
Web www.wwoofusa.org/Farms

Service Temporary

From the website:

One–half day of volunteer help is traded for food and accommodation, with no money exchanged. The WWOOF–USA Host Farm Directory lists more than one–thousand organic farms (not necessarily USDA certified organic) and gardens across the country. The Host Farm profile contains information about the location, general responsibilities, and lifestyle of the host. Any farm, community, or garden project in the US that is willing to host and accommodate volunteers can participate in our program. We encourage all types of volunteers and hosts who can cooperate to strengthen sustainable agriculture worldwide to be a part of WWOOF–USA. The program is open to anyone 18 years of age or older, regardless of experience.

WWOOF farms offer a variety of educational opportunities, including growing vegetables, keeping bees, building straw bale houses, working with animals, making wine, and much more. With over a thousand farms in all 50 states, the US Virgin Islands and Puerto Rico, there is something for everyone. You can preview the Directory of Farms before becoming a member on this website.

Flower CSAHow it works

A WWOOF member contacts the Host Farms to discuss hopes and expectations to form an agreeable arrangement. WWOOFing is a way to learn practical farming skills, be part of the organic agriculture movement, and experience the heart of American agrarian culture.

Once you become a WWOOFer by joining the organization, you will receive online access to the Directory of Host Farms. You can choose to also receive a printed and bound Directory of Host Farms mailed to you. Next, contact the farms you are interested in visiting to check availability and arrange a stay. WWOOFers generally volunteer for half a day in exchange for meals, accommodation, and education. The length of a farm stay is determined by you and the host, and can vary from a few days to a season. The key to a mutually beneficial experience is lots of clear and open discussion about hopes and expectations before arriving at the farm– we recommend using the telephone to have a conversation.

WHY WWOOF?

WWOOF offers a rare opportunity for people to share their knowledge and efforts with others from a variety of backgrounds. It relies on trust, respect, and hard work. Read below to determine if WWOOF is right for you.
Hosts welcome willing WWOOFers onto their property to help get work done with the intention of sharing knowledge and meeting new people while growing food for local communities.

Being a WWOOF host may be right if you:
* will provide a safe, comfortable, and welcoming environment for a volunteer
* are participating in organic or sustainable activities
* have projects and tasks that you could use help with
* are interested in sharing your knowledge and daily life with volunteers

One–half day's work on a farm by a WWOOFer is exchanged for food and accommodation from the Host. Your trade agreement can be defined any number of ways: Work hours, days, length of stay, meal arrangements and accommodations vary greatly, and it is each host's and volunteer's joint responsibility to form a clear agreement.

Being a WWOOFer may be appropriate if you:
* are a respectful and courteous guest in the homes and on the lands of others
* are interested in learning about sustainable and organic farming methods
* are willing to work hard on projects and tasks presented to you

Have questions? Try reading the FAQs or feel free to contact us directly at info@wwoofusa.org. We are available in the office from 9 to 5, Monday through Friday: 949–715–9500

Services offered: Advocacy, Anti–Poverty; Advocacy, * (ANY/ALL Types); Agriculture/Farming/Gardening Resource; Community Garden Program; Community Outreach Programs, Rural; Community Outreach, Public Awareness, Humanitarian Issues; Community Service Program; Directories, Directory of Services, City/Town; Directories, Directory of Services, National; Directories, Directory of Services, Regional; Directories, Directory of Services, Statewide; Directories of Services & Programs * (ANY/ALL Types); Distribution * (ANY/ALL Types); Distribution, Supplies, Regional Distribution; Facilities: Farm ("available" = this site is a farm); Facilities: Farm, Urban (this site is a farm); Food * (ANY/ALL Types); Food, Fresh, Vegetables * (ANY/ALL Types); Food, Locally Produced ($ NOT FREE); Resource Databases for Supplies/Services ($ FEE–BASED, NOT FREE); Resource Databases for Supplies/Services (NO FEE); Resource Website for "Green" (incl socially just) Products/Services; Resource Website for "Green" Living Suggestions; Service, Bartering; Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Services, Employment, Internship Program; Training * (ANY/ALL Types of Instruction) ; Training Classes, Agronomy; Training Classes, Gardening Instruction; Training Classes, Life Skills, Misc.; Training Classes, Life Skills, Youth; Training Classes, Vocational; Training, Employment, Job Skills, Youth; Training, Farming, Organic Farming; Training, Green Energy, Development of Energy Creation Facilities; Volunteer Opportunities, In General * (ANY/ALL Types); Volunteer Opportunities, International
Campaigns: Bartering Network; Ending Extreme Poverty; Northeast Organic Farming Association
Updated Oct 14, 2010 · https://reliefdb.org/shelters/6520