

# FREQUENTLY ASKED QUESTIONS

## **Can we purchase a membership for 10 and pass it amongst a group of 10+ women?**

*After one year, Render Free is more than a co-working space, our community of members connect in relationship as a result from building trust over time. For this reason, each individual membership must correspond to one person.*

## **What if our group is informal (ie bookclub, small group, friends)?**

*No problem! This is a great option for both established and unestablished groups.*

## **Can I bring non-members into the space?**

*Yes! Each member gets up to 3 guest passes per month. You can use your guest pass to host clients and meet with colleagues. If your guest does not self-identify as a Black or Brown women, we simply ask that you keep their time in the space succinct. If she does self-identify as a Black or Brown women, she can stay all day! You can even gift your passes and send her with a pass to enjoy our space.*

## **Is there a virtual membership option?**

*Rather than two separate memberships (virtual + on-site), we offer a hybrid membership which features both remote and in-person offerings. Members that connect virtually receive one-on-one and group member care, monthly events streamed live and/or accessible on our Member Portal, and virtual sessions with featured practitioners of color (somatics, cooking classes, yoga etc). Our community includes members local and from out-of-state.*

## **What do I need to know about wellness before becoming a member?**

*We approach healing as devotees, not experts, and invite opportunities to build trust, name our experience and recommit to prioritizing our own health in simple and sustainable ways. The team of Render Free is certified and experienced in facilitating dialogue about these topics (identity development, health, wellness). However, our founder said it best,*

*"My hope is to cultivate and bear witness to a community of Black and Brown women who are practicing the prioritization of their own wellbeing. It is my intention to do so as an example. Not as a professional who feigns know-how but as a Black woman unwilling to sacrifice my whole self even for the sake of advancement, confident in my contribution and honest about my humanity."*

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## **How much does a Group Membership cost?**

*Render Free will provide a quote indicating the price of your membership, determined by the number of individual recipients and the scale of the corporation inquiring. (ie cost for a community led, BIPOC-owned organizations, doing movement work with annual budget at less than \$400K, will be offered our most robust membership at an intentionally discounted price, 30% lower than the regional). Render Free offers four membership tiers. Group Memberships are priced according to the selected membership(s) and number of participants. On average, membership is priced at roughly \$120 per person per month.*

## **What if our organization only has 1 or 2 self-identified Black + Brown women?**

*There is no minimum requirement for a Render Free Group Membership. Purchasing membership for the few Black + Brown women in your community is an important indication of your commitment to address their specific needs and will certainly be acknowledged by prospective employees of color.*

## **Why is Render Free specifically for Black + Brown women?**

*Women of color in the workplace are less likely than their male or white colleagues to be promoted or to receive the support and access they need to advance despite being just as ambitious. The stress of navigating these inequities coupled with social expectation placed upon these women predispose them to physical and emotional health problems, including obesity, diabetes, hypertension, and anxiety.*

*Render Free exists in alignment with our value of antiracism. According to the Alberta Civil Liberties Research Centre, antiracism is: "the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably." (NAC International Perspectives: Women and Global Solidarity).*

*Render Free focuses its resources to care for those most overlooked by systems of inequality and trusts those beyond our community who are changing systems from within.*

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## **What if a member of my team needs to take a call or have a private meeting?**

*While most of our space is open concept and we encourage our members to practice taking up space by answering calls, conducting meetings and making themselves comfortable in community, there are intimate meeting spaces available onsite for reservation. These rooms are great for private meetings, breastfeeding, and moments of meditation or prayer.*

## **Is Render Free a space to network?**

*Our community is made-up of amazing women who invest beauty into the world in various ways - as entrepreneurs, corporate executives, side-hustlers, artists, caregivers, mothers, aunties, sisters and so on. You will inevitably make connections (often with women you've perhaps admired from afar). That beings said, we do not require members to introduce themselves according to their profession.*

## **If I am a non-Black woman of color, is Render Free for me?**

*In alignment with our value of anti-racism (see above definition) we seek to disrupt racial trauma and most specifically anti-Black racism by prioritizing the experience of those historically and most often affected by racial disparities (Black women of African Descent). That being said, our community of Black + Brown women is diverse in ethnicity and race. There are no qualifications to membership outside of self-identification. \*This is true of gender identification as well\*.*

# ADDITIONAL RESOURCES

## **More of Render Free**

[www.renderfree.com/resource](http://www.renderfree.com/resource)

[www.renderfree.com/journal](http://www.renderfree.com/journal)

[www.renderfree.com/featured-interviews](http://www.renderfree.com/featured-interviews)

## **Get to know Render Free**

<https://www.renderfree.com/visit>

[www.renderfree.com/about](http://www.renderfree.com/about)

## **Alternative ways to connect with Render Free**

[www.renderfree.com/day-pass](http://www.renderfree.com/day-pass)

[www.renderfree.com/support](http://www.renderfree.com/support)

## **Other resources + references**

[library.fandm.edu/c.php?g=1045768&p=7588278](http://library.fandm.edu/c.php?g=1045768&p=7588278)

[philanthropynewsdigest.org/news/study-highlights-barriers-black-women-face-in-corporate-america](http://philanthropynewsdigest.org/news/study-highlights-barriers-black-women-face-in-corporate-america)

<https://www.minneapolisfed.org/article/2020/people-of-color-face-systemic-disparities-in-minnesotas-labor-market>