HARRIET TUBMAN EFFECT INITIATIVE

Whether you're joining as an individual, bringing your organization into membership, attending an affinity group, or participating in an HTE gathering, there is a place for you in this ecosystem.







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1. Organizational Membership — 7+ Leaders
Core organizational community · $6,000 annually
A deeper partnership for larger organizations seeking ongoing leadership coaching, quarterly Research and Strategy Think Tanks specific to their workplace, and access to HTE's community of researchers and practitioners.

Includes up to 10 flexible coaching hours, which can be used for individual sessions, urgent workplace support, or group office hours between quarterly gatherings. The proposed enrollment cap is 15 participating leaders.

2. Organizational Membership — 3–6 Leaders
Core organizational community · $1,863 annually
An accessible partnership for smaller organizations that want to strengthen their workplace practices and invest in the development of their leaders.

Includes monthly community Playmaker Coaching, four quarterly workplace-specific think tanks, three flexible coaching hours, six annual DEIA Retreat tickets, and access to HTE's larger ecosystem.

3. Individual Membership with Coworking
Core individual community · Pricing varies by membership offering
A consistent home for people doing the personal and professional work of dismantling systemic oppression. Members have access to coaching, HTE's community of practice, research resources, and coworking spaces where they can connect and collaborate.

Unlike organizational membership, the primary relationship is with the individual and their development, rather than a team or workplace.

4. **Affinity Group Attendance**

Focused community participation · Membership not necessarily required

Affinity groups bring together people with shared identities, lived experiences, or professional challenges to create spaces for solidarity, mutual support, and collective learning. They are a way to participate in specific areas of HTE's work without necessarily committing to the full membership ecosystem. Attendance policies can be set for each group.

5. Engagement with Larger HTE Events

Public and community-wide participation HTE's annual conference, DEIA retreats, cultural events, and larger learning experiences invite people and organizations into the broader movement. These events create opportunities to encounter HTE's research, meet community members, and participate in collective conversations and experiences. Some are included in membership, while others may offer public registration.

Pathway	Primary relationship	Level of commitment
Organizational 7+	HTE ↔ Larger workplace	Annual, ongoing
Organizational 3–6	HTE ↔ Small workplace	Annual, ongoing
Individual + coworking	HTE ↔ Individual	Ongoing membership
Affinity groups	HTE ↔ Shared community	Group-specific
Larger events	HTE ↔ Wider public	Event-based

There are many ways to be in community with Harriet Tubman Effect. Our organizational and individual memberships form the core of our community, creating sustained opportunities for coaching, research, collaboration, and personal and workplace transformation.

Our affinity groups create focused spaces for solidarity, learning, and collective problem-solving. Our larger events bring the wider community together to share ideas, deepen relationships, and participate in the work of dismantling systemic oppression.

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Coworking Membership Options



The Harriet Tubman Effect (HTE) offers two coworking membership options designed for individuals seeking a welcoming, collaborative, and community-centered workspace.

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Option 1:
Community Coworking Membership

$600 annually ($50/month equivalent)

Ideal for individuals seeking flexible access to a shared workspace without the commitment of a dedicated desk.

Membership Includes:

- Access to two communal desks, available on a first-come, first-served basis.
- Access to a comfortable community nook for informal work and connection.
- A small, designated storage space for personal work materials.

This membership provides shared workspace access, not an assigned desk or private office. Members are expected to leave communal workstations clear after use.

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Option 2:

Dedicated Desk Membership

$500 monthly

Ideal for individuals who want a consistent workspace and the freedom to establish their own professional environment.

Membership Includes:

- **A dedicated personal desk in a shared office with other dedicated-desk members.**
- **Freedom to personalize your workspace with your own aesthetic, decor, and work essentials.**
- **A consistent workspace that remains yours throughout your membership.**

Find Your Space at HTE

Whether you prefer the flexibility of community coworking or the consistency of a dedicated desk, HTE offers a professional environment rooted in creativity, connection, and community

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Shared Amenities — Included with Both Memberships

Both coworking memberships include access to:

- **Two soundproof meeting pods for private calls and virtual meetings.**
- Wi-Fi throughout the coworking environment.
- **A full kitchen with coffee, tea, an espresso machine, occasional communal snacks, and beverages in the refrigerator.**
- ADA-accessible bathroom.
- **Conference rooms: Up to two complimentary hours per month, available between 9:00 AM and 5:00 PM on a first-come, first-served basis.**
- **12th-floor common area: A large shared space for working, gathering, and connecting.**
- **2nd floor café area for additional informal workspace and breaks.**

