# XR-MK – Agenda Jan 8th 2020

**Location:** Trinity Centre

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| **Item** | **What** | **Notes** |
|  | 7.30 – 8pm | Intro for New Members |
|  | 8 - 9.30 pm | Full Meeting |
| 1. Check In (10) | Welcome new membersAnything to raise?Actions – see Appendix 1 | AOB? |
| 2. Practical Arrangements (10) | MinutesMeeting Agreements - See Appendix 210 Principles - See Appendix 3 | Highlight: Meet commitments, address issues when they arise, no blame and shame, slow down yes |
| 3. Task Updates | Wellbeing - Climate CaféAction - HS2, ElectionLobbying - Task and FinishAdmin - bank account, website (inc. engagement stats)Group roles – changesOthers? | People’s assembly task group was set up at last meeting – is anything happening?Role of county coordination – needs othersRole on local group coordination – any activity? Arts - currently mothballedTraining & Outreach – no recent activity – TBC for Jan/FebGroup might like to start a separate Biodiversity group? |
| 4. Strategy Focus | See Appendix 4 for central XR Updates | Current focus: Actions, Lobbying, Unity (culture) and Wellbeing, Networking with Non-XR Groups.Discuss ongoing changes with central XR strategyAgenda item suggested to discuss group structure (coordinators / task based) |
| 5. Training/Events | 9th Jan- Rojava and Democratic Confederalism10th Jan- Demand action – Australian embassy11th Jan – Banbury Action (Mass Migration)13th/14th Jan - XR Future Democracy Circles14th Jan – Divestment meeting Aylesbury14th Jan – People’s Assembly Training - Woking18th Jan – Luton Action (Airport expansion)19th Jan – 2040 screening21st Jan – Climate Café24th Jan – Sharing circle Winslow23rd Jan – Task & Finish – Energy | NVDA training & DNA training are neededPolice liaison training also neededSome details have been shared of ‘Rebel Academy’ to be set up - details awaitedAffinity Group Training |
| 6. Admin | Comms – Website & updates Emails – Action Network (on hold)Bank accountFundraising & reimbursement | New member info – was started but dropped – any volunteers?Comms – follow up with Peter O’Toole to help with comms (he commented on a post in Dec about this)Action Network – Set up call with Oxford – what is the status? |
| 7. AOB |  |  |
| 8. Next meeting | 1st Weds of each month? | Are more regular zoom calls needed |
| 9. Check Out |  |  |

Vision reminder: Let us take a moment to consider why we are here. Let’s recall our love for the whole of humanity, in all corners of the world. Let’s remember our love for this beautiful planet that feeds, nourishes and sustains all life. Let’s recollect our sincere desire to protect all this, for now and for generations to come. As we act today, may we find the courage to bring this sense of peace and appreciation to everyone we encounter, to every word we speak, and to every action we make. In this emergency. Together. Rooted in love. We are all we need.

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**Appendix 1 – Nov Meeting Actions**

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| Chair to send agenda by email | DONE |
| JM to send out TW’s court statement on email | DONE |
| All non Facebook users – please consider getting an account to keep up to date | ONGOING |
| Training (global justice) - JM to check who raised it and follow up. | CLOSE WITH NEW WEBSITE MANAGEMENT |
| JM to post known events and liaise with RO to confirm. | DONE |
| JM to set all up new task groups on basecamp (task coordinators will need to provide emails) | DONE |
| JM to ask PP about safeguarding | NOT BEING DONE – CLOSE |
| Hourglass - LC to call out for help on FB | DONE |
| Calendar management – All to add their own events  | CLOSE WITH NEW WEBSITE MANAGEMENT |
| JM to circulate note on comms platforms  | NOT YET DONE |
| Trade wars – JM to post | DONE |
| One work fair - JM to post | DONE |

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**Appendix 2 - Suggested Meeting Agreements**

* Practice using hand signals for communication in meetings The time-keeper may draws a small circle in the air using both hands, to signal ‘round off what you’re saying please, your time is up’.
* Use ‘I’ statement – speak only for yourself. Saying ‘I find it difficult when…’ instead of ‘it’s really difficult when…’ can help in owning our experience and not generalising.
* Respect everyone’s opinion
* Let people self-identify, including using their preferred pronouns Members self-define (for example, using they/their, she/her, he/his, other personal pronoun)
* Ask questions (no such thing as a silly question)
* No offensive language – even in joke form
* Slow down your ‘yes’ and return tasks if you can’t do them. Really think about your capacity to take on a task before you say yes, prevent burn out
* We are all crew. If you have a great idea or see something that could be improved, go for it!  There is no-one ‘in charge’ who automatically will take this on.
* Solutions focussed
* Encourage all voices
* Time keeping (appoint a timekeeper).  Be concise. ‘Wait, why am I talking?’

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**Appendix 3 - 10 Principles and Values**

1. We have a shared vision of change. Creating a world that is fit for generations to come.

2. We set our mission on what is necessary. Mobilising 3.5% of the population to achieve system change – using ideas such as “Momentum-driven organising” to achieve this.

3. We need a regenerative culture. Creating a culture which is healthy, resilient and adaptable.

4. We openly challenge ourselves and our toxic system.Leaving our comfort zones to take action for change.

5. We value reflecting and learning. Following a cycle of action, reflection, learning, and planning for more action. Learning from other movements and contexts as well as our own experiences.

6. We welcome everyone and every part of everyone. Working actively to create safer and more accessible spaces.

7. We actively mitigate for power. Breaking down hierarchies of power for more equitable participation.

8. We avoid blaming and shaming. We live in a toxic system, but no one individual is to blame.

9. We are a non-violent network. Using non-violent strategy and tactics as the most effective way to bring about change.

10. We are based on autonomy and decentralisation. We collectively create the structures we need to challenge power.

Anyone who follows these core principles and values can take action in the name of Extinction Rebellion.

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**Appendix 4 – Central XR Updates**

1. The **XR UK CrowdJustice Fund** is open and a deadline is fast approaching; there are different processes for accessing the fund depending on whether your case is completed or pending:

1. Case completed by 31st December,2019 - not deadline is 6th January!!: <https://rebellion.earth/2019/12/09/legal-crowdfunder-tops-400000-how-to-apply-for-financial-help>
2. Trial scheduled by 31st December, 2019 - <https://docs.google.com/document/d/15tdmnOdBSEpjSceSFcmyZYcjJJw4UJbwf4VqdmBVgy4/edit>
3. Plea Hearing in 2020 - <https://docs.google.com/document/d/1piVUT9iQs7DIkmZ66Srmx7SqpK6IV4LN1PQzNpy0Nrk/edit?usp=sharing>

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**2. XR UK Actions Strategy**

Webversion [here](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h0/9Dp-2Bb5Em-2BnxogOooZLrb63KiERZFE7bCZn53UXzTDMGTKZ5RF67I-2BTBK9nELaO-2F3Bv1SKtjL9cfAejAN0Gr0Sm8A4lEYM1IFCuMqwGPkIJML1-2Ff550ss0qaNxXsc2bwdmrS-2B448fGD6AZ7G8qtPqEdzU608zK1L-2B2OpbJlW9beYKC5vkyX0hLrLlhH91R3HrG7eHCrfCNfpXyFbJDUz5MovuhfHK0HvnNhzkU4X-2Bs5p8o5WUsIE6DmFhc-2BbiaHa-2FzQMNzIh13nAJyeT8YLgVPuK9mUC6GU3cYqF9L0woukDWgYDGza5LUiZz-2BwychrST/T_KM)

*"The future of humanity and indeed, all life on earth, now depends on us.”*- David Attenborough

This is the year. **The decisions made over the next 12 months will define the future of our world**. The stakes have never been higher as time runs out to act on the climate and ecological emergency.

The crisis is only getting worse. At the time of writing, Australia is on fire. Floods are destroying homes up and down the UK, and our precious biodiversity – the very systems that supply our food and vital resources – is collapsing. We are hovering at the point of no return. **And yet our Government continues to pave the way for our extinction**.

If they won’t do what’s necessary to safeguard our future, then we must.

It is down to all of us this year to act.

**In 2019 we achieved more than anyone would have thought was possible**. We saw tens of thousands of people of all colours, ages, beliefs and backgrounds join together in active rebellion. Meanwhile, millions of young people, listening to the science, left their classrooms and called on the Government to protect their future. The climate and ecological emergency has never been so far at the front of people’s minds.

The truth is out.

**But we’ve made mistakes, and we need to grow into ourselves as a movement**. The October Rebellion was our toughest challenge yet. Our tactics struggled to cut through increased opposition from the media, police and our Government. Despite ordinary people sacrificing their time and liberty in the biggest act of nonviolent civil disobedience in recent British history – with the arrests of scientists, school teachers, grandparents, grandchildren, rabbis, priests and politicians – our simple demands for urgent action have not been met.

In 2020 we need to do things differently.

**UK STRATEGY – ACT NOW 2020**

After two months of intense debriefing and listening, we are finding a new way forward. Throughout December, as part of an inclusive process, new and diverse voices were brought together to create an action plan for the coming year. In January, working groups across the movement will be coming together to align their strategies.

The final UK Action Strategy for 2020 will launch at the end of January. Below you can read an outline of that strategy so far. It’s now time to add your voice and help finalise our plan for the rest of the year.

Institutions – political, media, industry – might have begun to admit the truth, but they’re still failing to act. So, now it’s up to us to show them how. The plan going forward is simple: it’s time to make specific demands, on a local, regional and national level, calling for the changes our planet needs to see. And if we don’t get them? We’ll take matters into our own hands and make those changes happen ourselves.

**ACT NOW – TRAINING AND LEARNING**

This year we must train and empower more rebels than ever before and build this movement together – because our decentralisation is our strength. Rebellion is a way of life, not just a one-off event.

On a local and regional level there will be a focus on training, resourcing and empowering rebels to demand specific changes of their local institutions. Be it calling for a car free city centre to help our children breathe, an end to local airport expansion, or the halting of a new coal mine, in 2020 our priority is for local groups to become powerful enough to demand those changes themselves. We create our active, ongoing rebellion together.

**PEOPLE’S DEMAND**

On the UK level it’s time to replace the status quo’s empty words and symbolic statements with real change. We’re going to create a People’s Demand of the new government. For the first three weeks of January we’ll be consulting with experts inside and outside of XR, as well as listening to the wider public, to help select specific intermediate demands which will help us reach our goals. After those three weeks, one People’s Demand will be chosen to focus our UK wide strategy on in Spring. It could be to demand an immediate moratorium on airport expansion, an end to all fossil fuel subsidies, a permanent ban on coal – but most importantly it will be up to the movement to decide.

Stay tuned for further updates on the People’s Demand in the next few weeks!

**THE NEXT REBELLION**

Once we’ve chosen the People’s Demand in January we’ll put the government on notice: start moving to meet our demands, or we’ll return to the streets with more disruption and compassion than ever before.

Whatever happens, this year’s Rebellion will be different. It has to be. Throughout our debrief and reflection process it’s been clear that we need new, more inclusive tactics. We need practised, empowered rebels across the whole of the UK. That’s why we’re building a Mass Mobilisation of ordinary people across the country. **Read more about it**[**here**](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h1/cidj-2Bve7daPPm09dFhiTNfJweDUWjAoBSeD-2FGeVN75GFIi7OTSiLB9gsWHnJTfCY9wtv8Ir7-2BzYUM-2B3-2BbyxA-2BmnXZT1LIAknaunvPe01ISeOn-2B1uuhgt4-2B8JC1i88WAe0nomnwYTmPgB5zzGd96kJmH9W-2Bsh4yq8MOoLwjS-2BI2P1zNd5NZ51cbbmBhJqwRVMrdMAIvT-2BlHMfQxHpzc2TRdk1TAgBSKpZKVNzeIODS5N7hZAZyrUJl7GOl2uANy0lJTMSZQPvnafq5nkkMmGpZKIwz6KlRVRuD-2Bcc1-2BCntBGuJavdPBVWh2cb8oKAxIqR3LPeqXhaNy1i3JPqHordog-3D-3D/d2v1)**and get involved**[**here**](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h2/CA0gLXQEKb6jqGkD7RqZiT8OBkXPvclblsAC2tjBY6RO78F1qBs1Yf6FmkSHKdjNQZcOFNd8yKofHXcULBO2oGGB-2FAUPVyBHD7H7bvxH79nxqdqyqvoZ-2BWGyA6dh6vHqYGeuY8cs5hwtiTMGoDRjy2v2oEZE4tVeFmk21vicvWwVB-2FFhLlhxAMtvFaILXtvHTW9CnP7bs8-2FRxDZZJA3a4kfWp7S4a74o313ADys1mM9LQZVwGwq38SHS-2BSh8WfZRm-2FxNeUwho3JRZrjPt5wYYIwHkFIMUDLiI8GkrGu1-2B-2BPWcoPHLTG3xBzJHEW13pSd/f53N).

To put power behind the People’s Demand and give it the weight it needs, we need to choose a date and begin planning for our biggest mass mobilisation yet, uniting rebels everywhere. As a movement seeking to empower and include, it’s crucial we choose this date together.

[Fill in the poll now](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h4/cidj-2Bve7daPPm09dFhiTNfrtilLmtSmGj4Ae5AqFIhs-2B5uLD85w-2Fhn6vsKcq714Er6ECbwa8CW-2BnjEtPt4KScYE6WnfR-2BM-2BGxlFRWLPtX5-2Bii1BAv2ABmBlCOZcPbFB4wqqOKRoJNmkgNLPyRyhJYO3X-2BOFbaV8Bm-2F9CKPg1fozU017O6X5K46qvZrcKy-2FnKREeVCmAMUd4MyAg-2FX1EbpF4xjXSeuMQYV-2FbPWterORDL4OQk1s8s2wgBWg5foSp142rxOyI5WqinVSNyLVLr02JvTwM-2BP9lDAUyhnWyyZcCs9XMCe7D9D85jLCuACYOTKlbL62DjsE-2FASiTxDsh8scYMXxocd60H91T6V3iOUtTJouD38AIH38vwpote4jJS/jLR4) to say when YOU want the next unified Rebellion to start. This poll will close at 12pm on Monday 14th of January.

**ALL ROADS LEAD TO COP26**

Whether or not we achieve the unthinkable and force the Government to take responsibility, 2020 has one huge date we can’t ignore. In November the world’s leaders gather in Glasgow for COP26 – one of the world order’s last chances to avert the worst consequences of ecological breakdown. We must be there in our droves.

**2020 Timeline overview:**

January

* Focus on training, community outreach and UK wide strategy process
* Choosing the People’s Demand
* Choosing the next Rebellion date
* Launch of finalised ACT NOW 2020 strategy to movement
* Beginning the ACT NOW 2020 strategy in local groups

Spring

* UK-level coordinated actions targeting the People’s Demand
* Local focus on ACT NOW demands of local councils

Summer

* The next big Rebellion (choose the date above!)

November

* COP26

So much is riding on this year and we want to get this right. Help make the change we desperately need: Let your voice be heard and together we’ll make this a year for the history books.

**2020 is going to be big.**

To have the best chance of achieving these aims (and ultimately mitigating the worst effects of the ecological emergency), we’re going to need your help. More than anything we need your energy – we need ordinary people to realise the impact and power we can have when we join together.

Everybody has a different way of helping. For some it’s blocking roads; for some it’s laptops, emails and meetings; for some it’s supporting a relative or friend. All of this is equally invaluable.

You know best how you can help. If you can help directly, please see how to join us [here](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h6/9Dp-2Bb5Em-2BnxogOooZLrb65B2vsXa-2FXr8v68InYZtrDzZ04Toqu-2F9k4bWGXDVJjAKolvB8Jan33IXlA6IyC20PB4xoDCJFQYsiNFdwIhRufthF911-2B6gBOeYlvhGO2YoQ4VObaZCcojk7C-2B8VR-2FIYcHrfaLEugojb-2BMbOmvKaKBZ6nwoFAeke-2FdiTolUULXFl85GJXzF3wg6WTFpXkDZG-2FeI-2Ft3RsRn-2FpbfaWeDWH-2BdJLvVE0QbxEklVoMAfzGmPXBp-2B4nqHgdgKdQXXkG7Umw4jwWzrgHdXplr-2BTUuPEGFE-3D/rRgI) (or just keep up the great work!). If you can help by giving money, [we appreciate whatever you can give](https://u1584542.ct.sendgrid.net/mps2/c/2QA/ni0YAA/t.2y1/PYG2w4hYRwaUrzdXwAWXvw/h7/auasmELgl30paSIR2qSOVloryX0Z0Ebp-2FMSinhskjc8ZhMNEnV6SmKJzmWIhlFP0loUUII16kfmrxyNJWJkzNsjclPgp5WTaJ03EOjqd2kmqrsx9OJEgW57eT4IMBWCwIGQgWBAH98tEhw2kHybOsPfu-2B5ssHGwWQtYXrBAHfwuhRWn-2BgLsL7dyWeYcN17nk5Nw6Bp8DrBI84212z8uWafNWJx0JgrgdHsnhlz-2FDOTIhBTlccdB5HShoaBpjRD44ymbJMxfuHoiHd4PKXqN6Nw-3D-3D/r9d4).

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**Strategy Update / Consultation:**

It is the mandate of XR UK’s Strategy Stewardship Team (SST), not to design or to conceive the content of strategy, but to **facilitate the production of a movement-wide strategy** by helping working groups to integrate their strategic contributions into a whole that is greater than the sum of its parts.

Here is an update on where we are with that right now.

## The story so far:

A first [overarching strategy](https://u1584542.ct.sendgrid.net/mps2/c/CwE/ni0YAA/t.2y4/cG0OaL1gRoG0bBgzU6TvZA/h0/cidj-2Bve7daPPm09dFhiTNfJweDUWjAoBSeD-2FGeVN75G1edc59YprPIUkNsqB7Cs96-2Bx8d98u34IPeNW0qKKMaiDdJxMuYPGfbcJY8KSK5c2-2BZIgMhbAcamiQg3lVR5bSvJw718X3br0rGQw1dZPC78evfsKgcwGgQ1MnK8UtIq9fUnWtcKRmiJ6EFEiICoYJJ-2FS3V0QNmZ5-2BrHK4UN82yOdXmrJt-2F3Z3C0QFiJ35kPu5InFgSD70QqjF5ikjnH9XasMwKHfDHuKp3OAsu-2FpGVksWnqkE8FyE4M0vkXr3GejGaN3RSHX32mkL0OP8ZjxuvPTwXnitF5PdlDDmP8sjuA-3D-3D/GV7P) was developed in August and September in a movement-wide consultation process facilitated by the SST. [Summaries](https://u1584542.ct.sendgrid.net/mps2/c/CwE/ni0YAA/t.2y4/cG0OaL1gRoG0bBgzU6TvZA/h1/cidj-2Bve7daPPm09dFhiTNfJweDUWjAoBSeD-2FGeVN75Hzs9I7qhXj2B7mWfY-2BOc9ogmyqxAPEiQm-2Fx20TLhLm32uOsbl5iawe7pK7feWobM42RzUcqt4sot1SKRYYwqF0mh7WzHXEXdM1-2FoIJzytQOvV7BEJM7KEw9VhefXugQQSgi7XtU2-2BN4grSh5t3Hk3hdFljzUvTEiO2utZ-2BjjXDgb8Tk6hkNhHRQhV-2B7I49pUjP9Ac91J6O6-2BRkSW9SI82ry1fzDsNtJVJ5C7BUruwXNENkgJeh124iivbCKrSg0C7vW-2FEtIFucgfXF-2BCf9ZnP-2BVNhbmKgQ7iYXp2m8GAxn3Q-3D-3D/1XoX) [of it](https://u1584542.ct.sendgrid.net/mps2/c/CwE/ni0YAA/t.2y4/cG0OaL1gRoG0bBgzU6TvZA/h2/cidj-2Bve7daPPm09dFhiTNUdISG6A0zAzt8lUGehGu8D9gqq0WITKLrWNxpj-2BPggpHmflu2vW3JrI9nVmAYdBkX01IYLBbWIphd2qRciFplpk-2F6Uhv67-2FWUISfhgHhqYMlF3d6N3RJYtj60QGnurDcfm7-2Fzhuq-2FcFb0E9bRMtHxWTGqU0F3pdxG85UKeHisO5JVC7qTe-2BVIcjFgjpnl5M3JV2T2Wx-2BiF7CVKsnCk565krvMk1krYY8pDBXoP0T22XIalLi7dNn7H8t2EIF-2FCu9SJHqpFXOhXiRkC6o-2BMjpJBfzhwA6r4TXcZZSFusFHOIkVvB4uRtjtjiJEiDusPVLw-3D-3D/3Fy-) were produced and presented to the movement in October. (This may have gone unnoticed by many, as people were pretty busy doing other stuff).

The original plan was to immediately proceed with concretising this very broad strategy, but following the October Rebellion it became clear that there is a need for aligning different perspectives on how we create change and how we define success.

Therefore in late November and early December, the SST facilitated three days of strategy workshops in which representatives from all the main circles were invited to discuss and compare their ‘Theories of Change’ – their understanding of how society works and, based on that understanding, how we will bring about the changes we need.

These workshops proved more successful than hoped; instead of a clash of different tactical approaches, there was agreement that we should combine the work of different working groups into an [‘Ecology of Theories of Change’](https://u1584542.ct.sendgrid.net/mps2/c/CwE/ni0YAA/t.2y4/cG0OaL1gRoG0bBgzU6TvZA/h3/cidj-2Bve7daPPm09dFhiTNfJweDUWjAoBSeD-2FGeVN75EFbczG6FXjLHvZ4WHzopf3HX2Bxn9vth1X6KqcDoGXINuEDQMeB4fJn1rVWMAL65gbxfXeYTMNIMMhv4agJdkjldT49EmRTADBfKWHYEfz83tbHYjf7fLdKW-2F14tFAKvgya8YoyG2kovSBQfvyoNUi09NTXvOxKV2yF-2FJfQEpi-2FXs4AHbmntjkHFpC-2BAHbgPqBrL6BPKrWv7QzPEVbBm-2FXRKxC20umrPVD2Qcp7mhQns6Y7zJ7UWRTxU2OTQFOLdwMcKwcH6uOt-2BpDgoADZs72GQZ-2BjY-2BwC50UF0IXM2U07Q-3D-3D/ClPk), where tensions could be held and made productive.

Perhaps an example will help:

If, for example, Media & Messaging are keen to promote the narrative that our corrupt government is responsible for the climate and ecological emergency, and to persuade people that what we need in order to deal with the crisis is a more participatory form of democracy, we can say they are using a ‘message-oriented’ Theory of Change.

And if, in the meantime, the Actions Circle are keen to apply pressure on the government by creating a dilemma action that will present the government with high economic and reputational costs unless it agrees to negotiate with us, we can say they have a ‘pressure-building’ Theory of Change.

Now these two Theories of Change are perfectly compatible – indeed, it could be argued that one cannot function properly without the other.

It is, however, possible that the two theories could come into conflict with each other. If, for example, Actions Circle were to produce actions in which rebels are perceived as acting in a very undemocratic way. We would then appear to be contradicting our own messaging. Or if M&M was to send out the message that rebels will probably call off their actions before they really bite, they would be undermining the work of Actions.

But this kind of clash can easily be avoided if we have close strategic coordination between working groups. This was the kind of understanding the working groups reached at the December workshops – that different Theories of Change used by different working groups should be coordinated, and in this way potentiate each other.

However, the workshops did not result in any concrete strategy proposals, nor did they produce any guidelines that were more than a general aspiration. Participants also felt an urgent need for greater inclusivity and wider participation.

## What happens now:

The SST is now following a **two-track process** that will address the above shortcomings:

1. The first line of development is to **make strategy more concrete**.

This means producing an **action strategy and timeline** for 2020, including dates and goals for the next Rebellion, so that rebels can start planning and taking time off. This was done by Actions Circle, and the timeline was published on 1st January 2020.

The ‘Action Strategy 2020’ will then be taken to a ‘Strategic Directions’ workshop (7th and 8th January 2020) at which representatives of national working groups will produce cross-circle **strategic directions** within the framework provided by Actions. In this way, the Rebellion will enjoy the full thrust of a well-coordinated movement behind each action.

The results of this workshop will then be sent out for **consultation** across the whole of the UK movement. This consultation will take the form of a detailed online survey, sent out on the 10th and evaluated by the 15th of January 2020.

Meanwhile, our new wave of **DNA trainings** will be updated to include the latest strategic thinking and guidelines. DNA workshops for the ‘training of trainers’ are set to start at the beginning of January.

1. The second line of development is focused on movement-wide participation and will work to foster a **widely shared understanding**:
* of how different Theories of Change can and need to complement each other,
* of how we understand and practice Nonviolence,
* of what we have learned from the October Rebellion and how to apply that.

We will be working with the new Feedback & Learning Culture Circle to analyse the **debrief** received after the October Rebellion and also working on the

movement-wide analysis of **critiques** of XR. We will also be processing inputs from XR **Movement of Movements**.

A series of **consultations and workshops** with national and regional teams and members of local groups will help to create shared understanding and coordinate strategic integration across the movement. The result will be an updated version of the strategy document, produced in February 2020. The process will include Global South representation and a language review for diversity, accessibility and decolonisation.

The updated strategy document will be **reviewed and approved** by an online panel in February 2020 and submitted for scrutiny by a Rebels’ Assembly in February/March 2020, before being sent to Anchor Circle in March.

In order to secure **implementation of the plan**, the SST intends to set up a committed core team with fixed office hours. We will also facilitate recurrent forums for strategy review, and consult regularly with key strategy contributors.

## What can your working group do to participate in the process?

### Right Now

The **‘Strategic Directions’ Workshop**is taking place on **7th and 8th January 2020.** We would like to invite a maximum of 2 representatives from each of the following circles, which will be significantly impacted by and/or need alignment with the Action Strategy 2020:

**Actions, Communities, Feedback & Learning Culture, Guardianship & Visioning, Media & Messaging, Political**, **Regenerative Cultures, Relationships, XR Youth, Internationalist Solidarity Network, Self-Organising System**

Each of the above-named groups is invited to consult internally, and if appropriate with its subgroups, to find suitable representative(s) who are available to attend the January workshop. We will try to ensure a gender balance and representation of under-represented groups.

To obtain your calendar invitation, names and contact details of representatives should be sent to SST’s external coordinator, Abigail Cheverst.

### **From January:**

**Strategy workshops** with representatives from national and regional teams will be held in January and February 2020. Please start considering who would like to attend from your national or regional team. If you are interested in taking part, please contact Abigail Cheverst.

At the same time, an **online strategy panel** will be set up using a modified sortition process. The panel will contain representation from across the movement and will feed directly into the strategy process. In order to submit your name to be put into the sortition process for the panel please contact Luke Flegg.

We will also be working with the Embedding Nonviolence team to explore **definitions of nonviolence** across the movement. If you would like to be involved in this process, please contact Paolo.

Lastly, **People’s Assemblies** will be held to allow local and regional groups to input into the Theory of Change development process. Please contact Abigail Cheverst if your group would like to participate.

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It is in XR’s DNA that only real democracy can allow us to survive this climate emergency. Whilst our third demand insists on this at the top of this country’s power structure, we think we can only win if it's practiced at the bottom too. We are training and supporting local groups to run a large amount of people's assemblies, start [local democracy working groups](https://docs.google.com/document/d/1CH-c4ovkDcbn8fhQdp7wfOiAI2kpVa_G1ZcO5Facj9o/edit?usp=sharing), and to begin running community assemblies in order to spread participatory democracy into wider society. Ultimately these activities may lay the foundations for reclaiming local political authorities, as we work with our communities to take back council seats - as the people, for the people.

*Only resilient, empowered and trusting communities will be able to rise up against this deadly system and survive the fallout of the climate crisis.*

Beyond any party political allegiance the common feeling across the UK is alienation from decision making. By working to restore agency to people, we will also be working to build the movement we need, whether it is called XR or not.

We think this is how we build genuine trust with people disaffected from politics, and a deep, resilient network of people to take us out of this wreckage.

If you want to know more about the plan to do this, and feed in your ideas, join our **Democracy Mobilisation** Zoom chat on December the [19th](https://zoom.us/j/756567400) at 7pm or the [20th](https://zoom.us/j/394648615) at 8pm.

This is organised by the [XR Future Democracy Hub](https://www.xrdemocracy.uk/) WG and friends thereof.

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Internal 'organisers' newsletter: <https://actionnetwork.org/forms/internal-newsletter-subscription?clear_id=true>