

# Do Or Die - Workshop Recipe

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# Workshop Recipe

**This workshop has been designed to be flexible, repeatable and accessible to all rebels and groups of rebels. Here we have laid out everything you will need to know to feel confident in bringing this to your group and holding the discussion. You do not need to read everything right now, and some of it you will already know!**

1. **The Dish - *Aims of the Session***: This discussion will bring Rebels from not knowing which direction to focus their energy at to understanding XR's trajectory and identifying their place in it.
2. **Ingredients & Tools - *The Practicalities of Holding a Workshop***: Building your delivery team, guides to the technology & our accessibility resources.
3. **The Kitchen - *Holding the Space***: Strategy can be a volatile subject with many opinions, here we have resources to help you hold a valuable discussion and ensure the safety of everyone involved.
4. **Your Twist - *Personalising the Workshop***: Since this workshop is designed to be replicated in a variety of ways here are some suggestions on how you can shape the session to fit your group.
5. **Steps / Method**:
  - ***Gathering the Crew***: Templates to help with event creation and social media along with a promotion checklist & ideas for reaching the rebels who may not be the usual faces.
  - ***Measuring the Ingredients***: Steps to take to be fully prepared to give this workshop, including holding a practice run to ensure your team can deliver!
  - ***Throw it in the Pan***: Link to the Script & Slides for the session, including facilitator's prompts and directions.
  - ***Dinner is Served***: Suggested next steps after the workshop, including sending out follow up emails with all the key signposts!

## The Dish - Aim of the Session

**Just imagine that we have some artsy photos here of chocolate melting over strawberries, a bubbling pot of hearty chilli, or a sweaty rebel glued to the road!**

So what juicy meal are we trying to make here?

- We hope that this discussion will bring Rebels from not knowing which direction to focus their energy at to understanding XR's trajectory and identifying their place in it.
- We hope that participants can make connections with each other around the things they want to do going forward.
- We hope this session will also clarify what the key aims of the 2021 strategy are and who came together in the assembly to build it.

The session itself could be done in 2 ½ hours but will likely last 3 hours if you allow for questions and interactions. It has 2 breaks scheduled in and is in manageable chunks.

## Ingredients & Tools - The Practicalities of Holding a Session

**Some of us have held many an XR workshop and some of us are newer to it. Here we have a complete resource of everything we think you will need to pull this off no matter what your level of experience!**

### Holding a Workshop Recipe (with added chocolate!)

**Let's start at the top - you need a team!**

These are the ingredients:

- **Host x1:** They hold the Zoom account, open the session & admit people from waiting room
- **Facilitators x2:**
  1. These are your friendly faces, they deliver the content and guide participants through the discussion
  2. If you want [facilitation training](#) please attend one on a Thursday at 6:30pm.
- **Breakout room Tech x1:** They organise rebels into the Breakout Rooms and open them when necessary. Click [here](#) to learn how to manage Breakout Rooms and allocate participants.
- **Chat monitor x1 (can add more to taste):** Keep an eye on the chat for any questions, tech issues and reply if possible/highlight to Facilitators q's they can't answer
- **Note Taker x1:** An ordered typer to note down key things, and ensure BO feedback is recorded in harvest doc.

**As with most recipes we have various tools in the kitchen we need to know how to use! (Don't ask us how a slow cooker works though!)**

#### Zoom

- In this Workshop we have a short video clip to share, so any good chef needs to know how to share their [Screen](#) / [Sound](#) / [Optimising for Video Clip](#) / [How to broadcast a message into Breakout Rooms](#)

- Too many chefs in the kitchen can be very loud! Here is how to use [electronic hand signals](#) and XR hand signals such as raising a hand or showing appreciation!

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- Our workshops always make heavy use of Break out rooms so here is [how to create BO rooms and set timings.](#)
- Share your discussion with people who can't be there! Find out [how to video your session](#) and here are the places you may want to share them:

1. [How to upload video to YouTube](#)
2. [How to add subtitles to your YouTube video](#)

## Harvest Document

We use harvest docs extensively in our Workshops, however this time we will be setting up a little differently as we have so many break out rooms.

- We suggest the facilitators create a Harvest Doc with the scope questions of their choosing - Make copy of [this template](#).
- Then we suggest they:

1. Take a blank document
2. Name it
3. Share with the participants in the session
4. Then before each Breakout session add the question at the bottom
5. Allow space for each BO room to take notes by numbering the BO room to identify where they need to type notes.

This way it is clear for the groups where to type and they don't get distracted by the next discussion question that will be coming up. (Prompts for this will be in the script)

**Although many kitchen tools are designed for the average distribution of humans, some of us need to alter these tools to make use of them.**

When creating your Zoom event, be sure to include a contact for you so that rebels with specific needs can reach out prior to the workshop to let you know.

## BSL:

- We have a great team of BSL interpreters in XR, if a rebel requests this addition then you can email them on [xr.bsl@protonmail.com](mailto:xr.bsl@protonmail.com). They will need to know the length of the

session, the time and date, a copy of the script beforehand, and be invited to the trial run to ensure the full team is able to work together.

- For practicality we use Zoom's feature, where the rebel needing the interpreter pins the translator's video so that they are always in view, the interpreters work in pairs to switch out on a regular basis and the session techie needs to ensure the interpreter is in the same Break out Room as the rebel in need.

### **Real-Time Transcription:**

- Zoom has a great feature of real time transcription where it converts the words said in the session into text for a rebel to read. This needs to be activated in your Zoom account setting **before** the session. Here is how to do that: [Transcription Instructions](#). Note that this option, although great, doesn't work too well with stronger accents! To save the Transcript after the workshop - here's how to do that [here](#).

**Although we want this recipe to be clear for any rebel, we are only human so if you need any expert chefs here are their contacts!**

Contacts:

- If you are struggling to find facilitators you can ask for help here: [Facilitators Telegram](#).
- If you want [facilitation training](#) please attend one on a Thursday at 6:30pm.
- No techy? Use this channel on Mattermost to request tech support - [Tech Reception channel](#)
- Each region has their own Strategy Assembly Rep, if you have questions about the content we recommend contacting them,
- Regional Team / Local Group - [find your group on the Hub](#).

## **The Kitchen - *Holding the Space***

**You wouldn't cook in a dirty kitchen and likewise you don't want to enter into a deep discussion without considering the comfort and safety of those involved.**

### **Inform your Rebels**

Wipe down the surfaces and start with a clear space. For everyone's comfort it is good to outline the workshop ahead of time so that people know what to expect and can prepare themselves. So make sure this is clearly stated in your promotion and any emails your Rebels may receive before the event.

This workshop roughly looks like:

- 30 mins of content followed by Break out Session (Each BO Session is 20mins)

- 10 min Break
- Two further BO Sessions
- 10 min break
- Final 2 BO Sessions then Round off

You may also wish to share the Scope Questions you have chosen for each Break out Session ahead of time, this would allow rebels to think in the days before the Workshop about the content and have these questions in mind as they read the Strategy.

### **Include all your Rebels**

No one wants to be barred from the kitchen when it smells this good! Look over the [XR Principles of Inclusivity](#) and be sure to include a contact email in your promotion materials so that rebels can reach out to you if they have any additional needs. This is a big part of the Strategy itself and we must walk the walk!

### **Prepare for a Smooth Workshop**

Sometimes things interrupt our flow, whether it's unexpected tech issues, disruptive behaviours or our emotions. We welcome all people but not all behaviours, our emotions are important and valid and sometimes we need space to feel them, and technology - well we can't help acts of kitchen mayhem!

Here are some resources that it would be good to familiarise yourself with in case one of these situations arises.

1. If something stressful does happen here are some Suggestions on [Grounding Exercises](#)
2. If someone is being disruptive or needs some emotional space here is a [De-escalation Process](#).

### **Break Out Rooms**

Rebels who are newer to our use of breakout rooms may have some anxiety about being thrown into a small space with strangers. It can be daunting! So in the spirit of informing Rebels beforehand to allow them time to prepare we have written up a guide:

1. [How to run a Breakout Room](#), which goes through the roles of "facilitator" and "notetaker" as well as why we cap the size of the Rooms for the length of time we have.
2. [How to Actively Listen](#), It's important when having discussions that we listen to each other and not be thinking ahead to what we are going to say next. Sometimes it doesn't feel natural, but some Rebels may want to add a spice to the mix that you hadn't considered!

# Your Twist - Personalising the Workshop

**A recipe wouldn't be too useful if you could only make it on the 2nd Wednesday of the month under a full moon in rural Spain now would it?**

This workshop is designed to be replicated in a variety of spaces and we fully understand that holding this in a Local space may be very different to holding it in a National space, and that holding it with a focussed Working Group will differ greatly from holding it in a cross-circle space.

There are 4 Break Out Sessions in this Workshop, so we will be having 4 different, but related conversations. But a prompt that would inspire creativity in the South West Actions Circle may confuse and feel unnatural in the XR Cambridge General Meeting. So what we have done is offer suggestions for each Break out session and hope that within them you either find one that sparks your passion or you find the inspiration to shape your own. You know the most about your group!

## Break Out Session 1 - Radical Inclusion

**Framing:** We are looking in this section for people's initial responses to the strategy, starting to pinpoint the things they find interesting and diving into the radical inclusion. Voicing how they and their group may platform more diverse voices and accommodate for access needs in everything we do.

- “Responding to what you have heard, what stands out/feels important or relevant to you personally?”
- “How might your group implement these strategies, what could you change?”
- What caught your eye in the strategy, what do you think is inspiring that you may be able to use to galvanise support this year?
- “How could your crew improve inclusion and accessibility in your spaces?”
- “What support or training might you need for your group to be as powerful as possible?”
- “How might your crew work within the movement of movements in the face of climate breakdown, and government oppression?”
- How might your team support LGs in applying the strategy?
- Think of your Group / Community, you know these people, how might you inspire and energize them around this strategy?

## Break Out Session 2 - Taking Action

**Framing:** Now we want rebels to get stuck into their action ideas. Thinking about nonviolence, support roles, arrestee support, targets, tactics and how to make them as inclusive as possible.

- “What is needed in your local group to build on where you are right now?”
- “What would you or your Local Group like to focus on in Nonviolent Direct Action? How can you escalate your ideas?”
- “How might your group coordinate with these UK-wide and national actions?”
- “How might you work with neighbouring Local Groups, and how might you collaborate with other movements?”

- “How might you use these shared moments to inspire your own actions calendar?”
- “How might you target your local pillars of power: education, banking, fossil fuel companies, media”
- “How might you maximise all Truth Telling opportunities throughout the year? What support do you need?”

### **Break Out Session 3 - Mobilising your Community**

**Framing:** Here we hope rebels will think about the communities around them, the mobilisation techniques and how we might bring the truth to as many people as possible and inspire them to act. Emphasis should again be on what they as individuals can do or how they can help their groups mobilise.

- “How might our group mobilise in our communities?”
- “Which of these mobilisation methods most appeals to you?”
- “How could your Group organise to mobilise using more than one method?”
- “What would you say to your family and friends to get them actively engaging with the crisis?”
- What have you heard today that sparked your interest, is there a certain aspect that you may be interested in exploring?
- What have you heard that you may be able to lend your skills and energy towards, how might you help your group to meet the strategic goals?

### **Break Out Session 4 - What is my next step?**

**Framing:** Ideally we want Rebels to be able to identify their next step, whether it is small like “Invite my congregation to the Heading for Extinction Talk” or big like “Form a team to design a series of actions around air pollution in my area.” It could be that you wish to offer your skills in accountancy to strengthen the movement or that you wish to continue the rich discussions you’ve just experienced with your LG but bringing the Workshop to them.

- “What will my next step be? What support do I need to do this?”
- “My personal strategic goal is...”
- What have you heard that you may be able to lend your skills and energy towards, how might you help your group to meet the strategic goals?

## **THE WORKSHOP**

### **Gathering the Family**

**Nothing brings people together like the promise of good food! It’s the foundation of community, the sharing of bread (sorry coeliacs!) and telling of stories, everyone wants a slice of the gluten free cake!**

Promotion can be hard, so we want to do most of the work for you!

## Create the Zoom Event with Registration

[Here](#) is the guide on how to set up a Zoom meeting with pre-registration, we want to enable registration so that we can email all attendees afterwards and also give them the necessary information before the Workshop!

Once they register they will be shown a confirmation screen, [here's](#) what you need to include in the description for that. Once you've set up the event Zoom will ask you to customise the email attendees will receive. You should also paste the description in here so it ends up in their inbox. Don't want them to lose those useful links!

## Tell People about it!

- [Here](#) we have a list of templates you can use to promote the event.
- These include Markdown for some sexy Mattermost posts, Long descriptions for Facebook events and short invitations for Twitter. Feel free to make your own and think about where you can advertise to attract some different folk along (as much as we love our "usual suspects!")
- We have also thrown together some images to use on Social Media, but again if you fancy your hand at making your own then we highly recommend XR France's [graphics generator](#).

## Remember the key things to include in the promotion are:

1. What is the Workshop - make it sexy!
2. When is the Event?
3. How do you sign up?
4. What do you need to do beforehand.
  - Read the [Strategy Document!](#)
  - Have a look at the discussion points / scope questions.
  - How do Break Out Rooms Work?
5. What the Structure is / What to expect?
6. How to contact the Organisers about access needs etc.?

## Consider promoting the Event in these Channels

Although there may be other spaces you can use to reach your rebels!

1. Social Media (Facebook / Twitter / Instagram etc).
2. Your Mailing List.
3. Mattermost.
4. Messaging Apps (Telegram / WhatsApp / Signal etc).

## **Reaching the “Unusual Suspects”**

We all know who the familiar faces are in our groups, but how can we reach beyond them? Consider ways to ensure the invitation is “planted” in Local Groups, maybe you can drop by a general meeting or two... Reach out to XRYouth and see if they are up for promoting the event... Or consider using Rebel Ringers to call the rebels who may not be checking social media or Mattermost! Sometimes a verbal invite means a lot!

## **Measuring the Ingredients**

**So you are ready to get cooking, let's get all the stuff out of the cupboards and make sure we have it ready!**

### **Identify the Team**

Is everyone ready, do they know what they have to do? Check the basics, does the note taker have access to the Harvest Doc? Does Techie know how to create Break Out Rooms and talk attendees through Pinning? Do the facilitators have the Script to hand? Who will be sharing their Screen? If it's not the Host then ensure they are made Co-host or screen sharing is enabled on the day!

### **Harvest Document**

Make sure you have a pre-existing doc with your chosen questions on it and space for each Break out Room to type. Remember we will be sharing a blank doc with the Rebels to start with and the questions will be pasted in before each Break out Session. [Harvest Template](#).

### **Follow Up Email**

Have your follow up email ready to send after the session. You will want to include:

- The Harvest Document.
- The Strategy Documents.
- The Complete Session Pack (Slides, Script & Instructions).
- Any Next Steps specific to your group.
- Contact Details.

Aim to have this sent out within 24hrs of finishing your session.

### **Run a Test!**

This is a long workshop with quite tight timings, you will want to have at least a short practice with the full team. Make sure the techies know how to open break out rooms smoothly by setting them up in advance, that everyone knows what their prompts are and it's clear how the facilitators will share the load. When holding a 3hr session there is nothing worse than losing 30 mins to confusion!

### **Join the Zoom early to land**

Invite the team to join the call 30 mins before the session. This will allow you to straighten out any last things, to fully land in the space and be ready to greet the incoming rebels. Make sure that when you are joining the session that your zoom name is something that identifies you as part of the facilitation team! Otherwise you may be stuck in the waiting room!

## **Rename Role Holders**

Once in the Zoom session we recommend renaming everyone in the facilitation team to display their role, this way Rebels will know who to message if they are having a problem.

## **Throw it all in the Pan**

**Time to mix it all together and throw it in the pan. Season to taste and get it sizzling hot, these discussions are pure gold!**

So you now have everything you need to get cracking!

- [Do or Die Script](#)
- [Do or Die Slide Deck](#)

**Please take copies of each of these before you make any edits as these templates will be shared with many people!**

Take a breath, count to ten, and welcome your rebels with some tunes! You've got this.

Timings and Prompts for facilitation team are in the Script for the session. Keep an eye on the time. This Workshop can be 2 ½ hours long but will likely run to 3 hours if you're not careful.

If you are running low on time consider:

### **Clarifying Questions:**

You can shorten these to a couple of minutes by asking rebels to put any questions they have in the chat. Facilitators can then answer them as they see them or answer them later in the session, even at the end.

### **Feedback from Break Out Sessions:**

I'm sure we have all experienced workshops where the feedback sections take a long time, especially when you have a lot of Break Out Rooms. Here are a few suggestions to make these shorter!

1. **Longest:** Asking someone from each break out group to feed back the key points from their discussions **can take 2 mins per BO room (even when asking rebels to be quick!).**

2. **Mid Length:** Ask rebels to post their key points in the chat and if they want to say them in the session to raise their hand or zoom hand. You can then call on as many people as you have the time for. **You'll want to call on at least 2-3 people - 4-6 mins.**
3. **Shortest:** Ask rebels to post their key points in the chat, then the facilitators can mention them as they pop up. **Can take as long as you want. You can start the breaks while people are still typing!**

## **Dinner is Served!**

**All your rebels are now lying back in a food coma, hopefully they haven't eaten too much! As they go off to digest all that you have offered them take a moment to reflect on your gathering before clearing up.**

### **Palate Cleanser - Follow Up Email**

You should have it already written, just copy it into an email and send it off. Consider it sowing the seeds as everything Rebels need to carry this discussion forward is in there, and you deserve a rest!

### **Gratitude - Debrief**

Before stacking the plates take some time to look back at the beautiful meal your Rebels devoured. Book in a debrief session a day or two after the session where you can meet with your team to discuss how it went, what you learned and anything you'd change. If you have any suggestions on improving the Workshop please let us know! [XRStrategyVoices@protonmail.com](mailto:XRStrategyVoices@protonmail.com).

### **Doing the Dishes - Answering the Questions**

There is something meditative about cleaning up after a party. During the session you asked rebels to post any questions they had about the Strategy itself into the chat. Please send a copy of the questions to [XRStrategyVoices@protonmail.com](mailto:XRStrategyVoices@protonmail.com) and if there is something overwhelming then please highlight it to your Strategy Rep, we want to ensure people understand the Strategy when it first lands with them.

Work with your Strategy Rep or connect with others to try to answer each question. Ideally you'll be able to email out the answers to your attendees after a week or so. Don't push yourself to get it done in a day but make sure not to drop it.

It would be extra amazing if you could also post the answers to the questions on the [Rebel Toolkit](#). For more information on how to add resources to the Toolkit check out our [guides](#).

# Workshop Timeline Guide

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# Do Or Die

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## **DO OR DIE** (Short Version)

### **Extinction Rebellion UK April 2021**

This document is adapted for accessibility!

☐ Open the summary sidebar on the left for easy navigation, and for specific needs please also see the following versions:

☐ [Audio version \(Soundcloud\)](#)

☐ Captioned Video (coming soon)

☐ BSL version (coming soon)

☐ Welsh version (coming soon)

## **BACKGROUND AND INTRODUCTION**

**“It’s not, we’re going to be wiped out and nature will reclaim the world - we’re taking everything with us”** — Josh, 13

For 4 months, 30+ rebels from around the UK spent 100+ hours on zoom discussing strategy, with workshops from over 30 internal and external [advisors](#). We discussed everything from animal agriculture to zeroth demands.

We represented:

- ☐ XR London & South East
- ☐ XR East of England
- ☐ XR Midlands
- ☐ XR Cymru Wales
- ☐ XR North East and Cumbria
- ☐ XR Scotland
- ☐ XR South-West
- ☐ XR South-East
- ☐ XR North
- ☐ XR Internationalist Solidarity Network

- ☐ UK Nonviolence
- ☐ UK Regenerative Circle
- ☐ XR Faith Voices
- ☐ Movement of Movements
- ☐ XR Youth
- ☐ UK Media and Messaging
- ☐ XR Working Class
- ☐ Justice Steering Group
- ☐ Disabled Rebels Network
- ☐ UK Strategic Finance Circle
- ☐ UK Actions Circle

We were selflessly supported by the Strategy Assembly Support Network. Thank you.

And thank you to local group rebels for staying rebellious in one tough lockdown 2020. You are the superheroes of this movement. **we love you.**

# ☐ LOVE LETTER TO THE MOVEMENT

This is especially for all those Bipoc Rebels who have left the movement. We thank you. We heard you. Hear you. And feel your absence. And to those still hanging on - we need you.

This letter was triggered by George Floyd's death but goes so much deeper. We are humans of colour, culture and identities regularly silenced. We are also known as Bipoc. We Bipoc people wrote a love letter to the movement and placed it at the top of the XR strategy for all to see. Putting us Bipoc first means we, XR, aren't falling for the trap of division used by the powerful to separate us.

No one should be left behind. Other oppressed groups are suffering right now - our disabled, youth, Lgbtq+ and working class rebels. They are not all spoken to directly in this letter but we want to say that your struggle is our struggle. We will work together. And we will strive together. [Read all our Love Letter here.](#)

Image: Two black rebels marching in the protests against Shell during the 2020 September Rebellion, both with fists raised in salute.

# ☐☐ A THANK YOU LETTER TO THE MOVEMENT

Dearest Rebels, Interested People, Sceptics, anti-XR people, Trump,

We are Radical Love. Radical Inclusion. Radical Support. Radical Trust

Pssst. This strategy is imperfect. It's inevitable! It was our first attempt at co-creating a strategy with 30+ strangers, with differing levels of experience. At this point, it's good enough. And it's just a document, it can change, just as XR UK evolves to truly embrace what we must do to succeed as a movement, in the face of ever-increasing dangerous oppressions and marginalisation.

Please receive it with love, it's how it was made. The longer version is a raucous rebellious ride of ideas, deeper delves into movement analysis, strategic solutions, practical inspirations, [just click here!](#)

So, this is not just a strategy. It's a reflection of who we are. XR UK is an amazing group of people, all ages and backgrounds\* uniting against climate breakdown, racism, social injustice, disablism, oppression of gender, race, faith, sexuality and class, exploitation, extractivism and [othering](#). Phew. It's hard work! Take a moment...

We are all epic. All crew.

**[THANK YOU!](#)**

# ☐☐ 2020 - A YEAR OF LOCKDOWN, LOSS AND LOVE

(AND SOME REBEL WELLY)

Covid-19 has been devastating. We all mourn the huge loss of life, despair at the failure of government, their criminal incompetence. We've seen how fragile societal systems are, and know the Climate and Ecological Crisis will destroy us.

The government's version of Build Back Better is to [bail out polluters](#) and an [inadequate 10 point plan](#). [Greenwashing](#) is rampant. Even the British Medical Journal described the

government's response to Covid-19 as [Social Murder](#), and global warming increases [pandemics](#).

But Covid-19 has shown us the government and media have tremendous power to radically inform and change the general public's behaviour, and this can give us [active hope](#).

And XR UK has survived through lockdown, adapting to circumstances with projects like [Digital Rebellion](#) and [Money Rebellion](#). We THANK AND LOVE all those rebels staying active, being rebellious.

Rebels - you are WONDERFUL!!!

Image: XR Birmingham 'Spell it Out' protest in front of Birmingham City Council

# ⚓ WHY WE'RE FRAMING OUR STRATEGY WITH THE PRINCIPLES AND VALUES...

XR Principles and Values are what holds us together in this movement. They are our anchor, our foundation.

Our Ps & Vs need to be practiced daily, part of our everyday work and activism. It's our collective responsibility - as we act with love and rage - to be our best versions of ourselves, and stay true to them. Oh, and say "Sorry" when we mess up!

**2021: The Government are trying to stop us.**

[This is a violation of EVERYONE'S HUMAN RIGHTS.](#)

So, for the children, animals, biodiversity, the Majority World, all the Oppressed, we stand with our [global family](#) in sheer love and rage. And absolute defiance.

Image: A Bristol rebel leads the march from the Bank of England to Parliament

# OUR 2021 STRATEGIC DO OR DIE GOALS

## 1. We have a shared vision of almighty change

### Reality check:

We are part of a bigger world than the clique we may have become, and we are working alongside many other Movement of Movements to bring about climate and social justice. The whole planet is screwed. We can't do this without being part of this Movement of Movements. Crikey, really it will take billions of us around the planet, and that sounds impossible. Isn't XR all about the [Impossible? Hell yeah.](#)

### Strategic Promises:

XR UK will support rebels to protest in the face of this [increasingly authoritarian government](#). We'll support those able to take direct action, and create digital or remote options for radical inclusion. The Strategy Assembly held many [individual visions](#) but **collectively** we agreed this 2021-? strategy:

## THE STRATEGY ASSEMBLY THREE GOALS

Let's come out of lockdown determined to defend the world's children, Majority World, [animals](#), [Biodiversity](#), the land and sea that humans are killing. Let's:

1. **Explode from lockdown with inspirational Non Violent Direct Action**, from local actions to remote options to mass actions, demanding zero carbon by 2025. We won't be intimidated by the government
2. **Each and every rebel to mobilise for actions escalating to COP26**, with all actions designing in safer options for those not able to risk arrest
3. **We are part of a Movement of Movements, one global family**, so to fight this toxic system we must prioritise working with all the oppressed and exploited, and groups protecting our planet's biodiversity and habitat. Check out this nifty [Movement of Movements Directory](#).

And we planned how to achieve them, or it's all just a load of hot air! (Click here for XR UK's [Three Demands!](#)).

# \*\*AND NEVER MIND THEORIES OF CHANGE, HERE'S THE \

STRATEGIES FOR CHANGE\*\*

1. Deliver UK-wide trainings and resources on [Co-liberation](#) - including anti-oppression and unconscious bias, and access and radical inclusion workshops to all Local Groups
2. Prioritise the recruitment of Bipoc, working class, Lgbtq+, disabled and neurodiverse people to positions of power-fullness at all levels, providing wo-mentoring and financial support as much as possible
3. Promote Community Engagement & Empowerment - further resource and support grassroots activism like [Trust the People](#), [Climate Emergency Centres](#), [HS2](#), [Silvertown Tunnel protest](#) and [Deep Water](#)
4. Female leadership. 'Nuff said.

## 2021 - THE VISION FOR ACTIONS

Here's\*\* [XR UK Actions Calendar](#), our [XR UK Campaigns](#) and our [Our Loveable Targets of Power](#):

|  |   |
|--|---|
| <input type="checkbox"/> Media             | <input type="checkbox"/> Fossil Fuels & Oil |
| <input type="checkbox"/> Government        | <input type="checkbox"/> Trade & Industry   |
| <input type="checkbox"/> Banking & Finance | <input type="checkbox"/> Grr.               |

Gimme, gimme gimme some juicy tactics? [You're absolutely welcome!](#) And for remote options for radical inclusion, join [Digital Rebellion](#) and [Money Rebellion](#). Or join one/lots of these dandy [XR Groups](#).

Keep up to date with [Rebellion Broadcast/Broadcast on Telegram](#) and global events - [Global Rebellion Broadcast](#).

We have so much to humbly learn from our global family. Indigenous communities living in harmony with their land, in self-organising communities celebrating eldership and female power, fighting extractivism.

They're the front line of planetary activism - join [XR UK Internationalist Solidarity Network](#).

Image: Skeletons dressed in high-viz jackets, September Rebellion, 2020

**\*\*It's A-COPalypse Now! \*\***

[COP26 is set to fail, 2050 is too late](#). So, **\*\* whether you're planning to rebel in Glasgow, take part in digital mayhem, local actions and outreach or \*\***mass protest, treat this year like it's Do or Die for the planet. [COP a load of this XR UK action](#).

**XR Creative Circle** works at the heart of XR's actions: amplifying our [messages](#) through brilliant design and building creativity into actions; from [Art Blockers](#) and [Paint The Streets](#) to [Protest Architecture](#), [Sound & Music](#) and [Performance](#).

Creative groups are also drivers of mobilisation, community building and regenerative practice. Paint The Streets campaigns and creative actions kept many rebels going through lockdown!

The UK-wide Creative Circle sits within UK Actions. Graphic design (Art group) and Content Creators team (video, photography etc) circles sit within M&M. They work closely together.

**Get connected to creative groups here:** [XRUK Arts - Signposting](#) and/or contact [artsxr@gmail.com](mailto:artsxr@gmail.com)

**\*\*SHOUT OUT TO XRYouth - born 1990+? \*\***[Join XR Youth](#) and [XSolidarityYouth](#). Be [Active](#). Be [Rage](#). Be [Love](#). Be [Inspired](#). Be [Maladjusted](#).

**Do you have children?** But find it hard to attend Local Groups, join parent-friendly XR Families! [On Facebook, twitter, and instagram](#).

**\*\*But if none of all this appeals, why not join \*\***[XRPetitions.com](#)

Image: Money Rebellion. A pane of smashed glass at Barclays London Headquarters, with a sign stuck on "In case of emergency break glass"

## **2. We gotta welcome everyone and every part of everyone**

### **Reality Check:**

We listened to disabled rebels tell us how disappointed they are with the movement, how their needs and rights are ignored on a regular basis throughout XR UK. We sincerely apologise to everyone who's encountered disablism in the movement, or oppression in its many forms, and we ask that everyone reads this [Inclusivity Resource Pack](#). We must recognise where we've failed - and continue to fail - disabled, [D/deaf](#) and [neurodiverse](#) rebels, Lgbtq+ and people with invisible conditions. We must treat everyone with dignity and respect. All needs must be met.

**Strategic Promises:**

XR UK will prioritise the recruitment of disabled, [D/deaf](#), [neurodiverse](#) rebels, people with invisible conditions, Bipoc, women, Lgbtq+ and working class people to positions of power-fullness within the movement. And upskill all rebels in access and inclusion workshops. NOW!

3 Images:

1. XR Families 'Feed-in for Future' protest at the Bank of England
2. A young child drawing alongside an XR flag
3. Children from XR Muslims hang a mobile of paper boats from a tree

## 3. Eek, we set our Mission on what's necessary, and practise Radical Inclusion

**Reality Check:**

80% of rebels in an anonymous survey said they find outreach difficult and don't enjoy it. Cue: grimace. Early 2020 saw the launch of a mass mobilisation project but when Covid-19 hit, it went belly up! Lockdown scuppered traditional outreach and whilst Digital Rebellion has been a great success, many of us have gone a bit zoomicide.

**Strategic Promises:**

Local Groups will be asked to mobilise like their pants are on fire (never mind the house analogy!). Movement of Movements is a priority. LGs can access:

- Full support, resources and inspiring new workshops from LG Development crews, including accessibility training, [Inclusivity Resource Pack](#) here
- A new mass mobilisation campaign for rebels with a bit of extra fire in the belly, providing the wiiiiidest range of options to be truly inclusive, all looked after by the Mother Hub. Ahhhh.
- More ooh la la ways to get back out mobilising, [BANG THIS](#)
  - LGs to hold lots of [People's Assemblies](#) to show the public what real democracy feels like
  - LGs - think BIG because you'll mobilise more people, so follow the new [But KNOW YOUR RIGHTS](#) rebels.

**Strategic Promises: (cont)**

- Fully promote **Cover Your AAS (Activist & Actions Support)** Trainings every Sunday, 3pm designed to empower your XR tribe to run amazing, impactful actions. [Click here](#) to reserve your place, varying weekly from Witnessing Police Behaviour to DeEscalation training (NVD Breathe). Trainings Calendar [here](#).  
And if you're looking for tried and tested ideas, visit [The Rebel Toolkit](#) for brainwaves  
Or, if you need mobilising help, contact [xROUTREACH@PROTONMAIL.COM](mailto:xROUTREACH@PROTONMAIL.COM) - they're so friendly!

3 Images:

1. Marvinna Newton of United for Black Lives and XR's Clare Farrell address the crowd at the Kill the Bill protests in London, April, 2021
2. Animal Rebellion block a road using a slaughterhouse truck, September, 2020
3. A protestor carries a handdrawn sign saying "Trans, Queer, Poor, Young, Old, All Black Lives Matter"

## 4. We sure as heck need a regenerative culture

### Reality check:

Hmmm, for a movement with regenerative practices as a Principle, we're not doing so peachy. As a movement, we're still learning what it means to work in regenerative ways and some rebels are working awful hours suffering high levels of burnout and damaging their personal lives. PS, the planet is bleeped, so we need to centre the spirit sisters of regeneration - transformative adaptation and deep adaptation - in our regenerative practices.

### Strategic Promises:

Regenerative circle has a new rebel-focused mandate, full of vibrant wellbeing ideas to reboot regenerative practices through all working groups: from national to Local Group to community, faith and identity groups. Practically, XR UK can:

- Better promote decentralised projects like [XR North's Dig For](#) and trespass-defying [This Land is our Land](#).  
Even 75% of the police think the new trespass laws [suck](#)
  - Celebrate existing XR groups more - we are fertile with groups protecting [biodiversity and defending the land](#)
  - Climate activism is hard! Do you need support, we need to advertise more! [Here you go!](#)

## 5. We absolutely have to openly challenge ourselves and our toxic culture

### Reality check:

Does XR UK have a shelf life? 2020 was demoralizing for our lockdown movement. How many big rebellions do we have left in us before rebels feel it's time to try something else? But time is running OUT. Governments and industries [couldn't care less they're Heading us for Extinction](#). WE DO. This year - for our movement and planet - it's DO OR DIE. Here's the [Actions Calendar](#).

### Strategic Promises:

No holding back. Reach for the (north) stars!

Here's our [XRUK Campaigns](#). Those [huggable targets](#), and all-important [juicy tactics](#) - digital disruption, creative high-jacking, obstructing vanity projects, iconic targets and psychological disruption, prefigurative actions.

Image: Protestors hold two signs written in Welsh: “Oh, World! I pledge myself to the world” (A play on the national anthem) and “The truth, standing against the end of the world”

This year, COP year:

- XR UK demands fossil fuel industries commit to a five-year transition to net zero by 2025. And COP must ban funding on all fossil fuel projects by 2025
- Feel the love, Knowsley and Broxbourne rebels and amazing uncelebrated support teams. So, join the continuing campaign against the **Free the Press: London Uprising! June 26th/27th**
  - June 26th: National Demonstration - join XR & other movements in London; to present a list of demands to our failing state: <https://fb.me/e/d3G0aihRh>
  - June 27th: [Free the Press](#) Carry that energy, momentum and solidarity forward joining the dots between corruption, inequality, racism, the CEE and the billionaire press. Time to disrupt the status quo!
  - Join the Free The Press [Telegram](#). Sign up on our [Facebook Event](#)
- **June 11-13th G7 Rebellion Wave:** Cornwall, UK and Global actions
  - Join the [Telegram Broadcast](#)
  - Check out the [Facebook Event](#)
  - Sign up for Actions: <https://xrb.link/y4NKQ1p>
  - Follow the [Rebellion Broadcast](#) for updates on other UK actions
- **Earth Fast Camp** begins 28th August (Global action) <https://earthfast.info/>

# 6. We really, really, really, must value reflection and learning

## Reality check:

ew, it's tough looking in the mirror. The Strategy Assembly was the mother of all magnifying mirrors - did we always practise radical inclusion? Did newer rebels feel as valued as long-standing members? Did we adapt working practices quickly when it started going wonky? Did we show love? These tensions exist through our movement. Then, do we apply critical thinking to each and every action and interaction? How do we even gauge success? When we fail to learn from our inevitable gaffes, we struggle to evolve as individuals and as a movement. Uh-oh.

## Strategic Promises:

We must all take Feedback and Learning more seriously, in our personal relationships and internal power structures:

- [Here's a Personal Power form to give to others](#). Don't be afraid! It's liberating.
- We can be more critical and analytical of actions, to improve impacts. [Start with this!](#)
- We don't have [enough volunteers](#) in UK-wide or national working groups, and our integration skills need some TLC. Everyone should feel equal. They don't. 2021, *everyone* will power-up.
- Improve communications - did you know [Lockdown Rebellion was really quite successful?!](#)

Image: A silver haired woman sits on the road in Parliament Square, refusing to acknowledge the police kneeling on either side of her as they ask her to move.

# 7. We actively mitigate power (sssshhh, we got rid of the 'for'!)

## Reality check:

**nee-nah, nee-nah, nee-nah!** XR UK is slipping into a patriarchal way of working, with process stifling voices and creativity, creating unhealthy workloads that often fall on the women. Bureaucracy is replacing common sense. We passively aggressively discuss internal power without working on how to empower everyone. Sod that. Let's fix this. We need [Co-liberation](#) to set all our magnificence free. Come on, we have toxic societal structures to defeat!

## Strategic Promises:

Female leaderful-ness is the future, creating healthy and nurturing work practices, with Bipoc and women from marginalised spaces at the helm. End of.

Not quite the end of... then, there'll also be [female-designed wo-mentorship](#) to support women into their power.

Mother Love is coming. Psst [Home Secretary](#): we can't stop trying to save lives.

Image: Tensegrity structures block the Broxbourne printing press, synced with sister actions in Knowsley, Merseyside and Motherwell, North Lanarkshire

## 8. We avoid blaming and shaming (even though it's ohhh sooooo tempting)

### Reality check:

after a year of stressful lock-down, tensions are a-plenty, movement-wide. Many of us hate conflict but it's clear leaving issues to fester only escalates them. So, internally we need to embrace [nonviolent communication](#) and use intervention techniques early. These same skills will help us emotionally and publicly deal with what we often feel is pure evil - government, powerful individuals and destructive corporations. [And the 'opposition' Labour party is losing its edge, so we must remain strong and constructive in our opposition.](#) We have a secret weapon. Love.

### Strategic Promises:

not only are we facing protest oppression - [Rest in Peace, Sarah](#), we're also women rising up against gender-violence. Then, there's [systemic racism](#), [modern slavery](#) and [post-Covid anti-green recovery](#). But we'll maintain our nonviolence, swot up on [deescalation skills](#) and [seek help when needed](#). We'll just swear our heads off in private ☹️.

Image: The 'Justice Now' march, including Cardiff and Valleys Black Lives Matter, Justice for Palestine, Stand up for Racism and XR Cymru, XR Bristol and XR South West, September 2020

## 9. We are a nonviolent network, hell yeah!

### Reality check:

we're living under state violence - [130,000 people](#) - mostly disabled and chronically sick - have died due to Austerity since 2010, and the government is using [Covid to silence dissent against climate and social injustice](#). Changes to the law can not stop us. [We will still rise up](#). Being [nonviolent](#) is our movement's backbone and heartbeat, yet many rebels don't know about the [rich UK history of nonviolent protest](#). And with rebels being asked to fully explore MoMs outreach, nonviolence training may inspire others to be brave enough to rise up, together.

**Strategic Promises:** Deliver nonviolent workshops and support materials to all LGs, provide training in [nonviolent communication](#), [Movement of Movements relationship building](#), increase the delivery of NVDA training, and develop alternative versions for different groups of people, like Bipoc, faith groups, families...

3 Images:

1. XR Youth locked on, blocking Clifton Suspension Bridge, Bristol
2. A sign saying: "Sorry for the inconvenience, we're trying to save the world"
3. Rebels slow walking in front of a tanker lorry at Horse Hill oil extraction site

# 10. We are based on autonomy and decentralisation

**Reality check:** agh, XR UK needs money to survive, that's just the reality - in 2020, Voluntary Living Expenses were cut across the movement. To recruit people from marginalised groups, XR UK needs to boost its bank balance, and also decentralise more funds to UK-wide groups. We just don't have enough volunteers in nation and region coordinating groups or national level, so welcoming people into these spaces with great support is vital ([roles from 2 hours a week!](#)).

Many Local Group rebels still feel central working groups are inaccessible and they don't necessarily feel heard, or have great access to resources or centralised help if needed. Every rebel must believe in their full power, and have clearer pathways to achieve it. 2021 will be hard for protest, we'll all need each other to reach our fullest potential.

**Strategic Promises:** Izzy whizzy let's get busy!

- Funds will be better decentralised - the majority is currently spent in support circles, and fund-raising will work with other circles to create an all-singing campaign to boost the bank balance
- It's VITAL we recruit Bipoc, working class, disabled, Lgbtq+ or people on poverty wages, so we must be able to support them with VLE, and wo-mentorship, as much as possible
- Workshops will be created to support people to take their power and fly, and extra care to welcome all our new volunteers, and love-up those who've been slogging away for ages
- The decentralising project can continue connecting national and local working groups, whilst the Systems Realignment can help fix our internal wonky bits
- Local Groups to receive fund-raising resources and support to fill their organic piggy banks.

**Cooley.** If you're able to make a regular donation, please do so [HERE](#).

**THANK YOU SOOOOO MUCH** ☺

3 Images:

1. Money Rebellion: Gail Bradbrook smashes the glass door at Barclays, Stroud
2. Money Rebellion: A woman wearing green & purple colours of the suffragettes is handcuffed outside of Barclays HQ in London
3. A rebel in a wheelchair raises a fist in salute at 'Justice Now' march outside the Home Office building in Cardiff

## RESOURCES AND COOL STUFF

[The Love and Rage Library](#) - we've collated some of our fave inspirations for you, feel the power!

[Glorious Glossary](#) - for all the groups/resources in this strategy, *and* the long version, tuck in. Yum

**Want to contact someone in XR?** Hop on mattermost - [easy, friendly training here!](#)

**What do the kids and young people think?** [Grab a tissue](#)

**And how's about a rouser to end the strategy?!**

☐☐☐ [Extinction Rebellion: Our Story](#)

◆ As ever, we remember and celebrate the life and work of POLLY HIGGINS, female warrior, 1958-2019. FIGHT ECOCIDE <https://www.stopecocide.earth>

*yep, we're not that diverse, 2021 is the year we walk the walk!*

# Useful Tools

# XR Principles of Inclusivity

## [Disability Access Training | Disabled Rebels Network |](#)

[June 2023](#)

In order to build an inclusive approach towards involving all sections of society in the struggle to highlight the Climate Emergence, it is necessary for XR to pay particular attention to five activity areas:

- Organisation and running of meetings
- The production of documentation – including leaflets
- Accessibility of the XR websites
- Accessibility of demonstrations and other activities
- Good practices when communicating with disabled people

Please also read [Diversity and Inclusivity at XR Actions](#) when planning an action.

## [Dyslexia Friendly Style Guide](#)

## What is inclusivity?

An inclusive product, service or environment does not exclude any section of society. Inclusive solutions consider all users and participants, including disabled people, and is a positive step towards a holistic, universal system.

## The Principles of Inclusivity

Link to the original and full [XR Principles of Inclusivity](#) document written by members of the **Disabled Rebels Network**

- Individuals have unique and particular needs in learning, social and campaigning environments.
- Respect each individual's right to express and present themselves relative to their religion, culture, ethnic background, sexual orientation, gender identity, and disabilities.
- Promote inclusivity by reasonably adjusting procedures, activities and physical environments.

- Focus on the learning or support needs of the individual without assumptions or labels.
- Be inclusive in all forms of communication.
- Serve all with sensitivity, respect, and within boundaries of social justice.

## Organisation and running of meetings or activities

When considering an accessible and inclusive meeting, there are three aspects you need to think about:

1. Planning and preparation
2. The equipment and information
3. The conduct of the meeting.

### 1. Planning - Choosing a Venue

When considering whether a venue is accessible, the first thought may be to avoid entrances with steps. There are many other aspects to consider or options that you can provide to make the venue accessible. **The information below covers a variety of suggestions however it doesn't cover every aspect.** You will also need to think about different religions / faiths, backgrounds and cultures, e.g. different faiths have specific approaches to alcohol, as well as considering if attendees might be in recovery and possibly won't attend if alcohol is being served on the premises - the best practice is to consider your potential attendees / rebels and if after reading this guide you're unsure of their needs, please search the internet for information:

- Is there a barrier-free pathway to the meeting space?
- Is it easy to reach the meeting space from public transportation? Many disabled people rely on public transportation to get around.
- Have someone stand by the main entrance to direct people to the meeting room and help those needing assistance. This is a courtesy that everyone will appreciate.
- Is there adequate parking, including disabled parking?
- Is there an accessible toilet nearby?
- Consider door width, sharp corners, wheelchair ramps, access to parking for anyone with limited mobility, angle of slopes, toilets, background noise levels, lighting, clear signage.
- Consider the size of the venue in relation to the number of wheelchair users expected to attend. Space is required for wheelchairs to be manoeuvred. As a general guide allow two spaces for every wheelchair user.
- Arrange the seating so that wheelchair users have a choice of where they sit.
- Consider lighting levels for people with visual impairments, as low lighting is a barrier.

- Consider the availability of induction loops or arrange reserved front seating for attendees who are hard of hearing.
- If you have been unable to get an ideal venue, plan how you will overcome issues to accommodate individuals, e.g. arranging help to get people down slopes.
- Consider whether there are crèche facilities if these are required or whether childcare/carer's expenses can be paid as an alternative.
- Brief the Venue staff regarding your needs, including numbers and access requirements.
- If you can, check the accessibility of a venue for yourself. Not only can you then be confident with what you are saying, but you can also answer enquiries more accurately.

## 2. Providing Information and Equipment

- The date and time for a meeting may influence who is able to come.
- The timing of a meeting may also affect people's availability. Those with caring responsibilities may find early starts difficult and those with childcare may need to be home to collect children.
- You should consider your audience and whether you are able to provide expenses or resources for individuals requiring personal assistants, those with caring responsibilities (children and adult) or those with transport costs. Notice periods should be as far forwards as possible to enable people to make arrangements for transport, personal assistance and replacement care.
- On any notices or publicity used for the event, it is important to ensure you use the phrase: "If you require any specific requirements please inform (state a contact by phone, email and preferably address too). This allows people to explain any access/dietary needs (dietary needs may be influenced by faith, health or philosophy).
- Individuals find different formats of information easier to manage. These include large type, Braille, computer disc, audio CD. It is important if you are providing information in a particular format for an individual that you ask which is appropriate for them and not make assumptions.
- Try to use plain English without jargon in all documents including advertising. Consider your community and whether it would be useful to provide written information in different languages.
- If using a loop, check when booking, the area that the loop covers. Check before the meeting that the loop is working.
- If sign language interpreters, lip speakers and deaf blind interpreters are needed, check well in advance for cost and availability.

- It is useful to hold a briefing meeting for speakers to remind them to use microphones/talk through slide presentations etc.

### 3. Conduct - During the meeting

- Ensure those at reception are briefed on issues. If sighted guides are available they should be dedicated members of staff and should be on hand.
- If using PowerPoint presentations or other visual information, ask if people can read it. Don't assume people will read the slides: talk through the information. Have printed copies available.
- At the start of the meeting, raise your hand to attract people's attention. Check access e.g. whether people can hear; if the loop is working; if the people can see and read the PowerPoint slides; if they can see the sign language interpreters.
- When using a microphone, speakers should generally speak close to the microphone and preferably have an opportunity to practice using microphones prior to the event.
- If using a loop, then all speakers must use the microphone including those responding to questions. If the questioner is not within the looped area then the question needs to be repeated using the microphone.
- Even when a loop is not being used, it is good practice to employ a roving microphone. This might seem to slow down proceedings however often it enhances the authority of the Chair and aids the discipline of the meeting thus saving time.
- Allow time for breaks in the meeting. This is important for individuals but also for signers and lip speakers. Signers need a break every 15-20 minutes and if your meeting or event is longer than 75 minutes a break of 15 minutes is recommended.
- Time keeping is essential. Inform people of when to expect the meeting to end and when breaks are.

## **The Production of Documentation - Including Leaflets**

Here are some tips on good practice:

- Offer a good contrast between print and background (e.g. black/blue on white/yellow)
- Avoid glossy or thin paper
- Avoid light type weights and unusual typefaces
- Keep information as concise as possible with short sentences and paragraphs
- Avoid printing text in capitals

- Provide even word spacing and justify text to the left
- Provide 'navigational' aids for the reader (e.g. content lists, clear headings, titled illustrations in appropriate places.)
- Ensure text documents have been generously spaced
- Leave enough space between columns to make sure that text flows easily from column to column

**When considering lay-out and design for posters and leaflets (as well as the points above):**

- Avoid over-elaborate layouts, especially, placing words on top of photographs or drawings
- Highlight where the focus of the information can be found
- Ensure large and clear fonts are used such as Karla >>>[Download here](#)<<<
- Ensure the numbering and symbol protocols are kept simple and understand that some characters are difficult to tell apart for those with visual impairments, e.g., 3 and 8, 6 and 9, 0 and O, S and 5, iv and vi?

Take care to avoid, where possible:

- Words split over lines
- Italics
- Underlining
- The capitalisation of whole sentences
- Narrow line spacing, narrow margins and dense text
- Faint print

## **General Good Practice in Communication and Information**

### **Written Communication:**

- Ensure that the letterhead and contact details are in clear, large, lowercase print
- Ensure that the subject of the poster/leaflet is clear, and that the header makes sense
- Avoid jargon or metaphorical/figurative language
- Avoid acronyms - where they are necessary, state them fully first
- Avoid adverbs and adjectives, they make sentences harder to follow
- Write short sentences with subject and object

- Use the present tense as much as possible
- Try not to use passive expressions: “We offer two services” is easier to understand than “two services are offered”
- Make the purpose of the letter/leaflet/booklet clear in the first sentence.
- At the end of the letter summarize what action you will take and what action the recipient must take
- Ensure that the contact person and their ‘phone number are clear, and in large print
- Where a mixture of graphics and text is used, make sure the layout is clean and avoids confusion
- Ensure that the graphics do not encroach upon the text, ensure that the graphics add to the understanding
- Make sure there is a large print footer saying where and in what other formats you can get the information
- Use sans serif fonts (such as Arial and Calibri - or Karla for some XR flair) and ensure the font is at least 14 point or equivalent

### **Audio information:**

Audio information is especially important for people with a visual impairment, dyslexia, learning difficulties, non-English speakers and people who struggle to understand maps; non-disabled people may also find it reassuring and helpful.

Etiquette for producing your own audio CD: use people with clear speaking voices. Give an introduction and a summary e.g. this is an annual report of 20 pages. Have gaps between sections; state page number at appropriate points so that people can retrieve information; give contact details at the end; if pictures are important to the text describe them. Allow time for taping to be done in stages so that the reader does not sound bored.

## **Accessibility of the XR websites: Accessible website design**

### **Text:**

Use a sans serif typeface, like Karla as it is easier to read. A large font equivalent to Karla 14 is a good size – the alternative is to have a **Large Print** button at the top of the home page.

The text should be colour-contrasted with its surroundings – like black/white, yellow/blue, green/white. Many visually impaired people find it easier to read reverse coloured text – e.g. white characters (#FFFFFF), on racing green (#006600) background

The visited links colour should be a different colour and shade, so that people with colour-blindness or other visual impairments can distinguish it.

### **Images:**

Pictures/pictograms/icons help many people with learning disabilities, but can be a hindrance to people using voice software like Hal/Supernova (text-reader software). Where pictures are included, make sure the alt tags say what they are or what they do (e.g.: click here for Toyota cars)

### **Frames:**

Do not use them!.

### **Tables:**

Tables are inaccessible for many with visual impairments and some screen readers. If tables are necessary, provide both a caption and a summary of its contents.

### **Forms:**

Web-based forms can usually be read by text readers, but it's worthwhile including a "print" button, for people who can't use the online version.

### **Document downloads:**

Ensure documents are available as both a Word document and as a PDF.

### **Structure:**

Make sure website pages have a clear and logical structure.

- Avoid clutter
- Keep the homepage as simple as possible
- Pay particular attention to how you map out the site – the fewer clicks for a person to get to the information they want, the better

## **Accessibility of demonstrations and other activities**

There have always been disabled people engaged in political activities but never to the extent that they are today. It is not possible or practical for organisers of demonstrations or certain other political activities to consider the access needs of all the disabled individuals who may want to take part. Disabled people for their part equally need to understand that with rights come responsibilities and this includes their own safety. Nevertheless in order to be able to make informed choices as to whether or not they can participate, disabled people require as much information as is possible to give.

Disabled people would find it useful to know for example:

- Details of a meeting place (nearest stations, bus routes, parking, etc)
- Agreed route of any marches and their lengths
- Details of a rallying place (nearest stations, bus routes, parking, etc)
- If disabled people are to form a separate contingent that the lead disabled people are able to liaise with identifiable stewards in case of changes in plans or possible emergencies.

# Grounding Exercises

*Explain fight, flight or freeze - adrenaline and its impact - e.g. can lead to panic attacks.*

## **Explain Diaphragmatic Breathing:**

Diaphragmatic breathing is a type of a breathing exercise that helps strengthen your diaphragm, an important muscle that helps you breathe. This breathing exercise is also sometimes called belly breathing or abdominal breathing.

It has a number of benefits that affect your entire body. It's the basis for almost all meditation or relaxation techniques, which can lower your stress levels, reduce your blood pressure, and regulate other important bodily processes.

The most basic type of diaphragmatic breathing is done by inhaling through your nose and breathing out through your mouth.

Diaphragm breathing basics:

- Sit in a comfortable position or lie flat on the floor, your bed, or another comfortable, flat surface.
- Relax your shoulders.
- Put a hand on your chest and a hand on your stomach.
- Breathe in through your nose for about two seconds. You should experience the air moving through your nostrils into your abdomen, making your stomach expand. During this type of breathing, make sure your stomach is moving outward while your chest remains relatively still.
- Purse your lips (as if you're about to drink through a straw), press gently on your stomach, and exhale slowly for about two seconds.
- Repeat these steps several times for best results.

Rib-stretch breathing (use diaphragmatic breathing into your stomach):

- Stand up straight and arch your back.
- Breathe out until you just can't anymore.
- Inhale slowly and gradually, taking in as much air as possible until you can't breathe in anymore.
- Hold your breath for about 10 seconds.
- Breathe out slowly through your mouth. You can do this normally or with pursed lips.

Numbered breathing (use diaphragmatic breathing into your stomach). Numbered breathing is a good exercise for gaining control over your breathing patterns. Here's how you can do it:

- Stand up, staying still, and close your eyes.
- Inhale deeply until you can't take in anymore air.
- Exhale until all air has been emptied from your lungs.
- Keep your eyes closed! Now, inhale again while picturing the number 1.
- Keep the air in your lungs for a few seconds, then let it all out.
- Inhale again while picturing the number 2.
- Hold your breath while counting silently to 3, then let it all out again.
- Repeat these steps until you've reached 8. Feel free to count higher if you feel comfortable.

### **Anchoring or can be used as a check-in or check-out:**

This might be something like, "I'm Full Name. I'm X years old. I live in..... Today is Friday, June 3. It's 10:04 in the morning. I'm sitting at my desk. There's no one else in the room." You can expand on the phrase by adding details until you feel calm, such as, "It's raining lightly, but I can still see the sun. I need a break. I'm thirsty, so I'm going to make a cup of tea."

### **Short grounding:**

Lower your gaze, hands in lap or on diaphragm and take 3 breaths in and out (using diaphragmatic breathing). Feel your feet on the floor, and then starting with your toes, press them to the floor, then the balls of your feet, your arches and the heels. Make a whole foot connection! Then imagine roots growing out of your feet into the earth. Imagine those roots growing longer and combining with all the root systems underground. Feel connected to our earth. Then in your mind, take yourself to a place in nature, somewhere you love or maybe visited recently. Remember what it felt like. How warm or chilly, dry or drizzly, still or windy. Stay with those feelings for a few moments. Then bring yourself slowly back into the space with everyone. And when you're ready, open your eyes or clear your gaze and then if you can, stretch or shake yourself in whatever way you feel comfortable.

### **Longer grounding:**

#### **Cognitive Behavioural Technique (CBT) - The 5 senses.**

- Ask participants to lower their gaze or close their eyes whichever feels comfortable, then to focus on their breathing for the count of 3 breaths in and out.
- Gradually look around themselves and take in their environment and then look at 5 different things as if seeing them for the first time - study each one for a few seconds.
- Then touch 4 different things, again as if feeling them for the first time, taking in temperature and the material they're made from.
- Then listen for 3 different sounds focussing on each one for a few seconds. If in a very quiet space, participants can snap their fingers, clap hands, whistle etc.
- Then smell two things - their clothing, skin, hair, whatever their drinking or an object to hand. Lastly to taste one thing - if nothing to hand then they can lick the back of their hand. This technique takes the person 'out of their mind' - in other words helps them to stop focussing on their thoughts which can break the cycle of panicked thinking and lower

adrenaline.

### **Longest grounding:**

**Emotional Freedom Technique (EFT):** I'd like to invite you to close your eyes, focus on your breath - in and out. And then to just feel into your body, scanning up and down looking for some tension. Do you have tightness, stress or pain anywhere? Is it in your neck, shoulders, lower back or somewhere else? If you can't find anything in your body, then look outside for whatever is causing you tension at the moment. Then tap the side of your hand with the other hand and repeat after me, "Even though I have this tension (or you can name the specific tension, e.g. this headache/back pain/frustration) in my body and life, I deeply and completely accept myself." Repeat this x 3.

Then tap **gently** and **repeatedly**:

- Inside of the eyebrow, where the nose meets the eyebrow, say - this tension (or headache/pain)
- Side of the outside of the eye on the bone, say - this tension.
- Underneath the eye on the bone - this tension.
- Under the nose, above the top lip - this tension.
- Under the bottom lip in the crease above the chin - this tension.
- Feel for your collarbone and then to the outside towards your arm move an inch - this tension.
- Under the armpit and 3 inches below - this tension.
- Lastly, top of the head - this tension. Then drop your hands to your lap and close your eyes or unfocus your gaze and take 3 deep slow breaths. And when you're ready come back into the group.

### **Check outs:**

**List favorites** - List three favorite things in several different categories, such as foods, trees, songs, movies, books, places, and so on.

**Plan an activity** - This might be something you do alone or with a friend or loved one. Think of what you'll do and when. Maybe you'll make your favourite dinner, take a walk somewhere you love, watch a film you've been looking forward to, call a friend. Focus on the details, describing as much as possible.

**List positive things** - Write or mentally list four or five things in your life that bring you joy, visualising each of them briefly.

# De-escalation Process

*We welcome everyone and every part of everyone but not all behaviours. For clarity around this: [here is a link to XR's Principles and Values found on the Rebel Toolkit.](#)*

If there is a disruption to the meeting which can't be handled immediately and promptly we have a process which we have devised.

- For people who feel triggered or stressed we have a safe-space with a person to hand in this meeting who can go into a breakout room with you so you can come back to the meeting and participate. You can contact this person privately via the chat.
- In the case of a major disruption such as a 'zoom-bombing', the person will be immediately removed from the meeting.
- In the case of a person being unintentionally disruptive, we will invite them to a break out room. If they continue and don't accept they will be sent to the waiting room where they can accept to return but first they must go into a breakout room to ensure their wellbeing and that of the groups' is guaranteed.

## **Expected disruption:**

Within the meeting, a rebel has been designated de-escalator / calm-enabler. If someone is feeling triggered they can privately or publicly ask to go to a break out room with them and actively calm down so as to better join the room again later, or not as the case may be. The designated calm-enabler is in the meeting to decide for the benefit of both the person struggling and for the whole group what will happen after the breakout-room session. The breakout-room is confidential but not secret and if the outcomes affect the team in charge of the meeting they will be informed accordingly while keeping any personal details shared confidential.

## **Unexpected disruption.**

We will quickly assess the gravity and potential longevity of the disruption.

Serious disruptions which are obviously there to cause harm will be dealt with immediately and the person will be removed from the main meeting as swiftly as possible by the facilitation team.

Serious disruptions which are caused by triggered human beings participating in the meeting which can not obviously be dealt with in the main meeting will be dealt with in this manner:

The offer of a breakout room is made. If not accepted within 'x' seconds then they will be sent to the waiting room. In the waiting room, an offer to return is made so as to discuss the issue further in a breakout room. The intention is to enable the person to participate in the meeting. The person

in the waiting room must accept the offer to join the breakout room before being allowed back in. If they then refuse\* to join the breakout room once returned they will not be allowed back into the meeting.

The breakout-room is confidential but not secret and if the outcomes affect the team in charge of the meeting they will be informed accordingly while keeping any personal details shared confidential.

# How to Hold a Listening Space

## Introduction

A Circle is a wonderfully versatile held-space which allows us to communicate with others in a way that is non-hierarchical, equal, respectful and connecting. The Circle as a symbol appears in cave paintings dating back 35000 years. Jung discovered that the circle, often in the form of a sun-wheel, appeared in cultures that developed in complete isolation from one another.

When we pull the chairs away from a table and out of linear rows and into a ring where we face one another, we are turning ourselves into a sun-wheel. We assume the shape of the symbol ourselves and the synergy comes with us.

As part of Extinction Rebellion's Regenerative Culture, a talking circle can offer a space for people involved to mutually support, share and process a multitude of thoughts & feelings that emerge through their relationship to climate emergency and associated actions.

We come in connection with our feelings/ Grief as they are arising in our daily lived experiences:

- Awareness of those sickening and dying among us.
- Separation from those we love and are concerned for; just round the corner or in distant places, we cannot meet and hug and cry together.
- The loss of touch and connection.
- The restrictions on choice and freedom.
- Awareness of a planet so horrifically mistreated, she would evolve a way to put a stop to the trauma.
- Awareness that it has taken a human-scaled immediate crisis to prevent us participating in this relentless abuse.

We are driven to online connections - a shadowy substitute for the comfort of solid physical presence - and for now, it is all many of us have access to.

How we hold the space can deeply inform and influence how people share what is alive within them and how people bear witness to that. We have put the following suggestions together to support those who are stepping forwards to hold spaces at this time for others to speak and be heard.

## Host/Facilitator

## **Preparation - Welcoming**

Give yourself 15 minutes or so to create a sense of welcome before the call begins.

If you are pairing with another to help facilitate, connect in with your partner at this point and share how you are preparing for the call.

Turn off all other distractions and devices. The quality of attention you bring to the call has an impact on those who join the room.

Ground yourself into calm with breathing practice and any other techniques which you know support you.

Have fresh water and comfy seating. Check the Zoom link is working and have all you need to hand.

- We advise working with a co-facilitator in order that you are supported in this process and in order that with larger groups are facilitated successfully. This includes working with the uncertainties around the numbers of people and the online technology involved.
- Holding this space can be a vulnerable task and we encourage authenticity from the facilitators around their own emotions through the process to model and encourage this depth as a group.
- Open the zoom room a few minutes early if you can.
- Welcome people as they arrive. Notice how many are arriving by phone and be clear how you will engage them in discussions - by raising their hands in the chat window, or voicing their desire to talk with a word, such as stack or queue.

## **Timings & Technicalities**

- As a facilitator, timing is of optimum importance. It is the facilitator's duty to state the time of the call at the beginning or if there is a possibility of running over. Closing the door to the zoom room is advised to maintain the safety of the container. Please familiarise yourself with this before holding the circle.
- Spreading the time equally among the participants is of great importance so that each person is heard equally. We recommend an alarm to assist with this process. If you are co-facilitating, the timekeeper role could be the job of one of the facilitators.
- We recommend dividing the groups' time into 2 rounds (two opportunities for each person to speak) so that a deepening can occur as a result of, say, hearing the vulnerability of another. Usually the rounds are a longer one to start with, followed by a shorter one.
- Break out groups - if the group is large we suggest splitting the group into break out groups in order that there are small and more intimate groups, ideal for sharing more

deeply and being more effective with time.

## Process

The circle has a beginning, a middle and an end. The host can offer a simple ritual to signify these shifts:

### Beginning

#### Group Agreements

The success of a circle rests on the ability of the participants to understand, contribute to and abide by rules of respectful engagement. Agreements provide trust and an interpersonal safety net for participating. Agreements are the circle's self-governance and create a way for each member to hold both self and each other accountable for the quality of interaction.

Suggested initial agreements would include:

- Confidentiality- Nothing gets taken outside the circle and people don't refer to each others' sharings.
- Listening with curiosity and compassion, without interruption, including without hand signals.
- Speak from the 'I' - only speak from our own experience and within the circle we refrain from commenting about or offering advice/opinion about what another has shared.

Our agreements are what **'carry us through stormy seas'**.

Welcoming all of us and every part of all of us:

Numbness is also welcome in these spaces and we encourage facilitators to acknowledge and be with the numbness that may be appearing in participants as equally as valuable as grief or any other emotional state. This may also be recognised as "not knowing" how I feel about something.

Creating the container (energetically):

1. A grounding meditation, a quote or poem could be an effective means of connecting participants to create a container for the talking circle. It offers a clear transition from whatever was happening before.
2. Asking participants to follow this with a go around of their names, pronouns and very briefly stating something that they are grateful for - for example from nature, or their day so far.
3. When they have finished, ask them to pass on to another person by name, and then mute themselves.

### Middle

Model a little of what it might be like to reflect back some understanding of what was said - track meaning for some or most of what is shared. How might others offer reflections or curiosities - is this invited? Think about how you might feel steady in the space you are holding and offer this - there is no 'right' way...it is a gift to bear witness to what is and not many places to sit with things. Share if you feel uncertain or unsure and if you would welcome people to ask for a pause etc.

- The talking circle - dividing time up equally and setting out break out groups, as described above.
- Reminding participants that the more they can tune in to and express how they are feeling rather than what they are thinking, the more full may be their experience of sharing their truth and being witnessed and acknowledged in this.
- Reminding participants that there is also no requirement to use words. Simply breathing and being with what is there within us really welcomed.

Pay attention to the conversation, and also, have some attention to others either waiting to speak or who are very quiet. If you see people being moved to tears you can call a restorative pause. You might want to invite people to return to some breaths together in honour and validation. In this pause, remember to people that tears are normal and needed. They are a sign of life and emotions shifting and flowing and are a very human communion with the element of water.

As facilitators we could wonder out loud, allowing people to start bringing up feelings.

- What truths are proving too hard to talk about with those around you?
- What sort of anxieties are arising in people?
- Who have been the rocks in people's lives - where are they now and what arises when you think of them?

These kinds of courageous conversations almost sustain themselves. As people start to engage with the dialogue, the facilitator can step back, thanking people when they have finished speaking and calling in the next person.

## **Closing**

Around half way through the call, I begin to listen out for a moment to connect with what's next. Perhaps it is an invite for people to share the type of self care they are finding that supports them, or perhaps it is to invite people to connect to what matters to them most in these times - something they might wish to maintain when the immediate restrictions of this crisis are lifted.

If the group has split into break out groups, we suggest bringing the group back together towards the end, so that we may express all together what it is that resources us. E.g. walking in nature, having a hot bath, speaking to a loved one - an invitation to remember these things and resort to them when we are emotionally/energetically challenged.

We do this to give time for participants to integrate some of their experience of sharing and of witnessing, as well as to tune in to what we might need now. We have stepped into openness and

vulnerability, and potentially pain, and rather than step out of the circle and close ourselves down for protection, we can step out and into self-care and compassion.

## **Ending**

Make sure you have made sufficient time for the ending.

Group check out: A time to briefly share final feelings at the end of the call. It is the facilitator's role to frame the amount of time remaining. The check-out is passed from one participant to the next - i.e. the person who goes first will choose someone to go next, etc. For the facilitators this is an opportunity to be at least a little sighted of how each participant is doing, so that additional support might be offered after and outside of the session.

If you can be available for 15 mins after the ending, then any one who is struggling or needs some other support can be heard in a boundaried way. This may be necessary for you and your co-facilitator to offer.

## **What next after attending this training session and reading this document?**

You might find some or all of the following helpful in supporting yourself as you step into holding a listening space. Do offer that which feels right for you and do include within this what you offer to yourself in the way of support. There is not a strict wrong or right of this, only some suggestions born of experience. And no hierarchy of expertise that you have just entered onto the bottom rung of. That is a concept born of a disempowering system. But there is wisdom and support for you as you step in ("in", not "up").

- Taking some time to ask yourself "why am I really considering offering to hold a listening space for others? In what ways does this serve my needs?" Listening carefully to what comes up in you and sharing this with another person who can hear you non-judgmentally, to support your widening insight into what you are stepping in to and why.
- Attending other listening circles to both support yourself and experience others holding them.
- Speaking with others who are holding listening circles, to gain further insights.
- Asking others who are holding listening circles if you can support them when they hold a circle (i.e. being the second not first person holding the circle / the shallow rather than deep end first)
- Asking another who you have supported to hold a circle to then come to support you when you hold your first circles.
- Attending regular 'Holding the holders' group sessions. These are offered as spaces for you to decompress, debrief with each other, learn and feel held. These are held by Sandy from XR Trained Emotional Support Network.

## **Supporting information around Trauma:**

These are initial notes around awareness of how trauma can affect people and suggested resources for self educating.

**The conditions for psychological trauma are rife at the moment, so underlying traumatic events may break through much more easily. Many have lost access to their normal support networks, resources etc.**

One person expressing anger/rage, triggering another person's trauma history of being raged at. A person triggered into primal screams of pain/anguish triggering other people's early experiences of terror by, for example, witnessing domestic abuse as a powerless child.

[Here](#) is a chart about the stages of hyper-arousal in the nervous system that happen when one is in trauma and the dangers associated with it.

Please make sure you have lists of national helplines that you can put in the chat, and any other XR Grief/ Sharing circle offerings, including:

- [This](#) gives links to Wales, Scotland and England.
- [Rape crisis and sexual abuse support.](#)
- XR Support: Trained Emotional Support Network. Please email Herve at : [XR-TESN@PROTONMAIL.COM](mailto:XR-TESN@PROTONMAIL.COM)
- [In The Rooms](#) is a free online recovery tool that offers 130 weekly online meetings for those recovering from addiction and related issues. We embrace multiple pathways to recovery, including all 12 Step, Non-12 Step, Wellness and Mental Health modalities.
- [Centre for Anxiety Disorders and Trauma](#)
- [CPA](#) are offering support to people who are affected by the ecological, biodiversity and climate crises. Some CPA members will offer 3 free sessions of Therapeutic Support by phone or skype. More sessions could be negotiated with the person directly, depending on availability.
- [Samaritans](#) are a confidential emotional support service for anyone in the UK and Ireland. The service is available 24 hours a day for people experiencing feelings of distress or despair, including those which may lead to suicide. Call them on 116 123 for free or email Samaritans on [jo@samaritans.org](mailto:jo@samaritans.org).
- [National Suicide Prevention Support Grassroots – Preventing Suicide Together.](#) The UK leader in suicide prevention, this website also includes the Stay Alive App which offers help and support, both to people with thoughts of suicide and to people concerned about someone else.
- [International Association for Suicide Prevention \(IASP\)](#) This resource provides a list of helplines organised by countries.
- [Cruse Bereavement Care:](#) helpline 0808 808 1677(Mon-Fri,9.30-5pm, and till 8pm Tues-Thurs) offering free advice, information and support to anyone struggling with grief. You can also email [helpline@cruse.org.uk](mailto:helpline@cruse.org.uk).

- [We](#) support people bereaved by sudden death. There are many causes of sudden death. COVID-19, other communicable diseases or undiagnosed medical conditions, suicide, road crashes, terrorism and conflict, natural disasters and drownings, and accidents in the workplace and home.
- [Hope Again](#): helpline: 0808 808 1677 (Mon-Fri, 9:30-5pm). Hope Again is Cruse's website for young people, offering information, vlogs, podcasts, and stories.
- [Mind](#): Infoline: 0300 123 3393 (Mon-Fri, 9am-6pm, not bank holidays). This offers information regarding mental health problems; where to get help; treatment options; and advocacy services, or you can email: [info@mind.org.uk](mailto:info@mind.org.uk) or Text: 86463.
- [Survivors of Bereavement By Suicide](#): helpline 0300 111 5065 (9am-9pm every day).
- [Sands](#): helpline 0808 164 3332 (9.30am-5.30pm Mon-Fri and to 9.30pm on Tues and Thurs) for those affected by still birth or neonatal death. You can also email them at [helpline@sands.org.uk](mailto:helpline@sands.org.uk).
- Good Thinking Tools and resources for anxiety, sleep, low mood and stress (NHS approved) can be found [here](#).

It is really useful to be familiar with using Zoom so online tutorials are available including : <https://embodiedfacilitator.com/resources-for-embodiment/>.

## Summary

A suggested circle might run like this:

- Welcome
- Group Agreements/housekeeping/timings/welcoming all and every part of us
- Opening Ritual, Poem - for example a grounding meditation
- Names and Gratitudes
- Break out groups
- Deep sharing space - timed in 2 rounds.
- Coming back together
- Resourcing ideas
- Check out - brief sharing on where we individually are now
- Closing and thanks

# Making Documents Accessible

[Making-documents-accessible-pg1.jpg](#) Alt text: 1. Use styles to identify headings

Using heading and styles throughout a document automatically creates a searchable document with easy navigation. Screen readers used by the Blind and partially-sighted use these headings to create chaptered sound files, which are much easier to search and edit.

[Making-documents-accessible-pg2.jpg](#)

Alt text: 2. Choose an accessible font.

Text clarity is important for all users. However, if you have a learning difficulty or disability it is vital to accessing the resource. When deciding on a font style, choose a clear font with space around each character letter with no flicks or tails on the letters. These are much easier to read for many people, but particularly those with sight problems.

There are many accessible sans serif fonts that can be used. Below are a few examples: Calibri, Arial, Verdana.

Below are a few examples of inaccessible serif fonts which should be avoided: Bradlet Hand ITC, Algerian, Times New Roman. [Making-documents-accessible-pg3.jpg](#)

[\]\(https://rebeltoolkit.extinctionrebellion.uk/uploads/images/gallery/2022-08/Making-documents-accessible-pg3.jpg\)](https://rebeltoolkit.extinctionrebellion.uk/uploads/images/gallery/2022-08/Making-documents-accessible-pg3.jpg) [

[Making-documents-accessible-pg4.jpg](#) (<https://rebeltoolkit.extinctionrebellion.uk/uploads/images/ga>)  
Alt text: 3. Use left alignment and bigger spaces between lines of text.

Left aligning text reduces eye movements and enables you to read the text easily. It is particularly helpful for those with partial sight or those who use a keyboard (rather than a keyboard and mouse) to navigate the text.

1.5 spacing or higher increases the space around text, making it much easier for those with sight problems to view. Breaking up dense blocks of text in this way can also make information less overwhelming and easier to read for those with learning differences affecting reading and writing, such as dyslexia.

[Making-documents-accessible-pg5.jpg](#)

Alt text: 4. Use accessible ways of highlighting text.

**Embolden text:** Yes, this is the best way to empathize text. The text remains clear but still stands out to the user.

**Underline text:** Underlined text can interfere with the clarity of the text, particularly if there is a movement of the text due to dyslexia or scotopic sight conditions.

**Italicise text:** Italicised text reduces the space between words, affects the clarity of each character, and changes the shape of the words.

**Use of colours:** Colours can be used but be careful with your choices. Avoid using red and green together.

**Use of all of the above:** This would be difficult for most users to read with comfort and is inaccessible for many users with a specific learning difficulty or disability.

# Dyslexia Friendly Style Guide

**Written and compiled by Nicki - External Coordinator Disabled Rebels Network**

If you're producing a written document with fancy backgrounds and tonnes of images, it's good practise to link a plain text version near the beginning of the document for visually impaired and dyslexic rebels.

## Readable fonts

- Use sans serif fonts, such as Arial, as letters can appear less crowded.
- Alternatives include Verdana, Tahoma, Century Gothic, Trebuchet, Calibri, Open Sans.
- Font size should be 12-14 point or equivalent (e.g. 1-1.2em / 16-19 px). Some dyslexic readers may request a larger font.
- Larger inter-letter / character spacing (sometimes called tracking) improves readability, ideally around 35% of the average letter width. If letter spacing is excessive it can reduce readability.
- Inter-word spacing should be at least 3.5 times the inter-letter spacing.
- Larger line spacing improves readability and should be proportional to inter-word spacing; 1.5/150% is preferable.
- Avoid underlining and italics as this can make the text appear to run together and cause crowding. Use bold for emphasis.
- Avoid text in uppercase/capital letters and small caps, which can be less familiar to the reader and harder to read.

# Headings and structure

Use headings and styles to create consistent structure to help people navigate through your content. In Word, you'll find these tools in the 'Home' tab:

## Headings

- Use a font size that is at least 20% larger than the normal text. If further emphasis is required, then use bold.
- Use formatting tools for text alignment, justification, indents, lists, line and paragraph spacing to support assistive technology users. In Word, you'll find these tools in the 'Layout' tab:
- Add extra space around headings and between paragraphs.
- Ensure hyperlinks look different from headings and normal text

## Colour

- Use single colour backgrounds. Avoid background patterns or pictures and distracting surrounds.
- Use sufficient contrast levels between background and text.
- Use dark coloured text on a light (not white) background.
- Avoid green and red/pink, as these colours are difficult for those who have colour vision deficiencies (colour blindness).
- Consider alternatives to white backgrounds for paper, computer and visual aids such as whiteboards. White can appear too dazzling. Use cream or a soft pastel colour. Some dyslexic people will have their own colour preference.
- When printing, use matt paper rather than gloss. Paper should be thick enough to prevent the other side showing through. [Nicki's-image.jpg](#)

## Layout

- Left align text, without justification.
- Avoid multiple columns (as used in newspapers).
- Lines should not be too long: 60 to 70 characters.
- Use white space to remove clutter near text and group related content.

- Break up the text with regular section headings in long documents and include a table of contents.

## **Writing Style**

- Use active rather than passive voice.
- Be concise; avoid using long, dense paragraphs.
- Use short, simple sentences in a direct style.
- Use images to support text. Flow charts are ideal for explaining procedures. Pictograms and graphics can help to locate and support information in the text.
- Consider using bullet points and numbering rather than continuous prose.
- Give instructions clearly.
- Avoid double negatives.
- Avoid abbreviations where possible; always provide the expanded form when first used.
- Provide a glossary of abbreviations and jargon.

# Dyslexia and Colour Blindness Friendly Style Guide

## Readable fonts

- Use sans serif fonts, such as Arial as letters can appear less crowded. Alternatives include Verdana, Tahoma, Century Gothic, Trebuchet, Calibri, Open Sans.
- Font size should be 12-14 point or equivalent (e.g. 1-1.2em / 16-19 px). Some dyslexic readers may request a larger font.
- Larger inter-letter / character spacing (sometimes called tracking) improves readability, ideally around 35% of the average letter width. If letter spacing is excessive it can reduce readability.
- Inter-word spacing should be at least 3.5 times the inter-letter spacing.
- Larger line spacing improves readability and should be proportional to inter-word spacing; 1.5/150% is preferable.
- Avoid underlining and italics as this can make the text appear to run together and cause crowding. Use bold for emphasis.
- Avoid text in uppercase/capital letters and small caps, which can be less familiar to the reader and harder to read.

## Headings and structure

Use headings and styles to create consistent structure to help people navigate through your content. In Word, you'll find these tools in the 'Home' tab:

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- Add extra space around headings and between paragraphs.
- Ensure hyperlinks look different from headings and normal text

## Colour

### Colour blindness and web design [info here](#)

- Use single colour backgrounds. Avoid background patterns or pictures and distracting surrounds.
- Use sufficient contrast levels between background and text.
- Use dark coloured text on a light (not white) background.
- Avoid green and red/pink, as these colours are difficult for those who have colour vision deficiencies (colour blindness).
- Consider alternatives to white backgrounds for paper, computer and visual aids such as whiteboards. White can appear too dazzling. Use cream or a soft pastel colour. Some dyslexic people will have their own colour preference.
- When printing, use matt paper rather than gloss. Paper should be thick enough to prevent the other side showing through.



## Layout

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- Avoid double negatives.
- Avoid abbreviations where possible; always provide the expanded form when first used.
- Provide a glossary of abbreviations and jargon.

# Set Up Tools

# How to Run a Breakout Room Session

Clearly explain that two people need to volunteer to facilitate and take notes on the [Harvest doc](#).

## Facilitator

- Preferably - needs to have some experience in facilitation
- How to monitor the room for hand signals, and the chat for Stacks
- Understand the difference between hand signals:

[2021-04-20.png](#)

- Know the round off hand sign and not be afraid to use it
- To actively encourage under-contributors to contribute
- To have a timer ready and set to manage each contribution

## Note-taker

- Be on a device where they can access the Harvest doc and type on to it and add all contributions
- Be able to type at a certain speed and be confident to ask contributors to slow down if needed
- Be able to either succinctly feedback the key points verbally or to add these to the chat

# Zoom Event Description

*Paste this text with your contact details into the Zoom registration, and again into the email when prompted.*

The XR UK Strategy Assembly has spent the last 5 months considering and designing our 2021 Strategy. Now it is time to hit the ground running.

This Do Or Die Strategy Workshop is the starting block. Come join us to learn more about the strategy and discuss the various aspects and goals and how they relate to our group!

Once you have completed this workshop you will not only know the direction XR is taking but you will have identified your own next step to help reach our strategic goals!

Before attending we recommend you read the Do Or Die Strategy Document - **[LINK](#)**

During the session we will be focusing on Radical Inclusion, Nonviolent Direct Action and Mass Mobilisation. We recommend considering how these aspects of the strategy may affect you or how you may be able to push your group towards these strategic goals.

The session itself will be contained within 3 hours:

1. Considering the Strategy and how we got to it
2. Radical Inclusion Discussion & Break Out Session
3. BREAK
4. NVDA Discussion & Break Out Session
5. Mass Mobilisation Discussion & Break Out Session
6. BREAK
7. Internal Growth Discussion & Break Out Session
8. Finding your next step Discussion & Break Out Session
9. Declaring Intent

If you have any specific needs which need to be met for you to participate please don't hesitate to reach out to the facilitators on **(Insert Contact Details)**.

If you are newer to our use of breakout rooms and have some anxiety about being thrown into a small space with strangers you should check out these resources so you know what to expect:

[How to run a Breakout Room](#), goes through why we do things the way we do and what roles are necessary within Break Out Rooms to ensure it runs smoothly.

How to Actively Listen: It's important when having discussions that we listen to each other and not be thinking ahead to what we are going to say next. Sometimes it doesn't feel natural, but some Rebels may want to add a spice to the mix that you hadn't considered!

# Do Or Die Workshop - Promotion Templates

*Promotion can be hard, so we want to do most of the work for you!*

We have created a template for you to use on each promotion platform. Feel free to create your own personalised ones but if you need inspiration or something to just copy then here you go!

**Mattermost:** uses a very simple coding language called Markdown

## STEPS:

- Please add your details in the green sections and delete any of the green text and brackets. PLEASE DON'T DELETE THE OTHER BRACKETS AS THEY ARE PART OF THE CODE - make sure there aren't any spaces between your inserts and the black brackets.
- Add any additional links e.g. links to documents, workshop outline etc. Put the name of the link into square brackets [ ] immediately followed by the actual link in round brackets ( ) - no spaces. This will make your link nice and neat
- To post this broadcast in Mattermost, please copy everything between the red lines and then paste in your channel(s) The first post is date specific and the second if generic.

SAW

2021-04-23-(1).png

2021-04-23.png

Please share this far and wide. You can find a template version [here](#)

If you'd like to repost this broadcast in any of your Town Squares, please use this [link](#) and copy/paste the contents.

## Facebook:

Shareable Post (Share with FB event):

XXXXX XR Do Or Die Strategy Workshop! XXXXX

Register Here: (Insert Zoom Registration Link)

Join us for a 2 hour workshop where we will explore the 2021 Strategy and find our own next step to reach our strategic goals!

### **Event Description:**

BANNER IMAGE:

[2021-04-23-\(2\).png](#)

The XRUK Strategy Assembly has spent the last 5 months considering and designing our 2021 Strategy. Now it is time to hit the ground running.

REGISTER HERE: **(Insert Zoom Registration Link)**.

This Do Or Die Strategy Workshop is the starting block. Come join us to learn more about the strategy and discuss the various aspects and goals and how they relate to our group!

Once you have completed this workshop you will not only know the direction XR is taking but you will have identified your own next step to help reach our strategic goals!

Before attending we recommend you read the Do Or Die Strategy Document - **LINK**.

The Workshop will be 2 hours long, with 2 breaks included, a full outline of the structure is available here: **(Insert Zoom Registration Link)**.

### **Twitter:**

IMAGE:

[2021-04-23-\(3\).png](#)

📄 XR Do Or Die Strategy Workshop! Register Here: **(Insert Zoom Registration Link)**.

Join us for a 2 hour workshop where we will explore the 2021 Strategy and find our own next step to reach our strategic goals!

**(If you need to shorten your Zoom Link here is a tool)**

### **Instagram:**

IMAGE:

[2021-04-23-\(3\).png](#)

📄\*\*XR Do Or Die Strategy Workshop!\*\*📄

Join us for a 2 hour workshop where we will explore the 2021 Strategy and find our own next step to reach our strategic goals!

Sign Up Here: **(Insert Shortened Registration Link Using This Tool)**

#DoOrDie #ClimateEmergency #ClimateCrisis #TellTheTruth #ActNow #CitizensAssembly  
#RebelForLife #RebelForLove #SystemChangeNotClimateChange #ExtinctionRebellion

## Telegram/Signal/Whatsapp:

IMAGE:

2021-04-23-(3).png

\*\*\*\*\*XR Do Or Die Strategy Workshop!\*\*\*\*\*

Join us for a 2 hour workshop where we will explore the 2021 Strategy and find our own next step to reach our strategic goals!

- [Read the Strategy: \(Insert Strategy Link\)](#)
- [Register Here: \(Insert Zoom Registration Link\)](#)
- [Share on Facebook: \(Insert FB Event Link\)](#)
- [Contact Us:](#)

## Email:

Dear Rebels,

We will be running the Do or Die Strategy Workshop and would love you to come!

The XRUK Strategy Assembly has been working hard for the past 5 months considering and designing our 2021 Strategy and now it's time for all of us across the Movement to decide how best to continue this work. Please join us to learn more about the strategy and discuss the various aspects and goals and how they relate to our group!

We've included the link to the Strategy below so you can get familiar with it before you attend the workshop; and then during the workshop you and other rebels can explore the key questions together and identify what you can do as a group and as an individual, to help implement the plan.

This Do Or Die Strategy Workshop is the starting block. Once you have completed this workshop you will not only know the direction XR is taking but you will have identified your own next step to help reach our strategic goals.

- Read the Strategy: **(Insert Strategy Link)**
- XR Do Or Die Strategy Workshop! Register Here: **(Insert Zoom Registration Link)**

The workshop is 2 hours long with 2 breaks to give us plenty of time to explore the 2021 Strategy and find our own next step to reach our strategic goals!

Looking forward to sharing this exciting development with you.

With love and courage,