Are you interested in training people to Prepare for Action?

We are always on the look out for people who can offer Prepare for Action training.

Learning about nonviolent direct action is one of the essential foundations for being a rebel and there is always demand for the training.

If you are interested in joining our team of trainers, we will give you support, an opportunity to shadow a trainer, or help to develop your training skills.

We run the sessions in pairs so don't feel that you need skills in everything. We can help you to learn how to manage the Zoom session and break out rooms. And if you think it would help we can also arrange for someone to deal with the tech for you.

As well as the online course there are in-person training scripts for local training and short 'Street scripts' for people who want to give a taster session at an event. There is coaching and support for in-person training.

The way that we offer PfA training is evolving and our audience is widening, so why not contact us and find out more at PfA@extinctionrebellion.uk.

Prepare for Action Facilitator Notes 29:03:26

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1. **Introduction**

These notes are for people who are facilitating a Prepare for Action (PfA) Workshop using the video recording.

The video is publicly available and you don’t need to be a part of Extinction Rebellion to use it. It is important that anyone joining any type of action knows how to maintain peaceful civil disobedience.

This workshop is based on Extinction Rebellion training which began in 2019 and has been regularly updated to reflect our own evolution and changes to the law.

2. **Who is the workshop for?**

PfA includes some challenging concepts and assumes that participants want to know how to prepare to take action. Some people may already have prior experience of protests and could be looking for a refresher.

People who are completely new to climate activism may like to join an Intro to XR, Get Involved or The World We Want talk. Another route to PfA training is to find regional and local group on the map on our website where in person training may be available.

3. **Preparation**

We expect that all attendees will abide by our rebel code during the workshop.

The video can be used in-person or on-line. You don’t need slides and script, just to know how to share the video.

You will need to be able to screen share the video in a zoom meeting or onto a screen in an in-person meeting.

Watch the video beforehand to familiarise yourself, if you have any questions contact us here.

Three activities called Spectrum Line, Deescalation and Making Quick Decisions will require your active facilitation (see instructions below).

These activities are enriched by the discussion and experience that participants bring- it deepens everyone’s learning.

There are also two places where we invite a pause for thought. You will need to pause the video and invite people to consider the question. You may wish to ask for responses or for people to post in the chat.

The links and notes below the video and information on the Rebel Toolkit will be kept up to date.

You may also like to prepare by visiting a key source of information; the Prepare for Action section in the Rebel Toolkit. This is publicly available information.

If you have any questions you can use our contact email.

XR is primarily run by volunteers and we rely on donations. Please encourage people to make a donation to XR UK.

4. **Timings and breaks**

This video is based on a 90 minute workshop. How long your session lasts will vary depending on the number of participants and whether your session is live or online.

It is important to take as many breaks as you think your participants need e.g if you have any participants who are disabled or vulnerable they may need more breaks.

You may also wish to extend breaks if your group is relatively new and you are using the session for team building.

We have not indicated where breaks might be, but the video has sections, pauses for thought and (as a rough guide) slide 21 is half way through the material.

5. **Running an online workshop**

If online, insert RTK link https://rebeltoolkit.extinctionrebellion.uk/books/design-develop-and-deliver-training/page/guidance-for-using-zoom-in-talks-training-and-workshops

- Check in your Zoom account settings that Closed Captions (CC) have been enabled, so that people can switch them on when the meeting launches.

- As part of our safeguarding policy switch the chat to everyone so that people can’t message each other directly. To do this click on chat, use the the three dots in the corner and switch it to ‘everyone’ If you think you would be unable to respond to the chat during the video say you will answer all questions at the end (if they haven’t already been dealt with during the session).

- Ask people to at least have their microphone on in Break Outs, as a silent participant is unsettling for others. If they are unhappy with this, keep the attendee who is unwilling to actively participate in the main room with you.

- To get the most out of the workshop we recommend that you pause where green slides prompt discussion . These are moments for reflection and to share ideas and experiences. Newer rebels can gain a great deal from the more experienced participants at such times.

- Check that any participant who is under 18 or vulnerable has an appropriate adult with them. Check that the appropriate adult is present in the beginning and at times during the session. If the participant is unaccompanied keep them in the main room when doing Break Outs or invite them to come to another session with an appropriate adult.

- As we refer to facilitators throughout the workshop please introduce yourself before the video begins. We suggest that you say that you are effectively the ‘third trainer’ and will be leading them through parts where they workshop.

- You can share the link to the YouTube video in the zoom chat at the end of the session- explain that all the links they need are in the description under the video. Remind people to save the chat or click on the link in the chat.

- If your session is in person it is a good idea to ask for people’s contact details.

- Here is the local group sign-up information add link https://rebeltoolkit.extinctionrebellion.uk/books/action-network-for-xr/page/local-group-sign-ups

- If If participants are happy to share their email with you, email the links and other information after the event.

- It is a good way to break the ice if you do check-ins before the video. Depending on numbers this can be done in Break out Rooms or in the main Room. Their name, preferred pronoun, and what they hope to get out of the session should cover it.

- Check outs can be how they are feeling, and what they are going to do next (next steps).

6. **Running an In-Person workshop**

- If your group is new or there are people new to your group, you might like to ask people to do a brief check in e.g. their name including preferred pronoun and what they hope to get out of the session before you start the video.

- You will need to know how to share the video on a screen and how to pause whilst leading discussions

- Check if people need closed captions and if so, enable captions using the CC button below the video.

- Breaks/timings Guidance about breaks is above but you can also ‘read the room’ or negotiate break times with attendees.

- Safety Check that any participant who is under 18 or vulnerable has an appropriate adult with them.

- Links It is possible that some of your attendees will not be able to make a note of links. If you have their email address you can send them or you can also produce a handout of essential links/QR codes. There is a document in the Rebel Toolkit that you can print off.

- Bust cards it would be a good idea to print off the latest bust cards for your region or nation for people to take away.

- Future meetings You may wish to give information about your next meeting.

- Donation We have mentioned donations to XR in the video, please remind people. XR is almost entirely run by volunteers and funds are critical.

- Check out It is always good to end with a 'how are you feeling and what are you going to do with what you have learned today?' Speaking an intention out loud gives it more meaning. People may also wish the get together with others with similar intentions

7. **Preparation for the Spectrum Line - A light bulb moment (slides 13-18)**

This is the part of the video where you will need to lead your group through an important and thought provoking exercise. You will need to do a little preparation before the session. When you watch the video in preparation for the session please pay particular attention to slides 13-18.

You can choose to use the video or to pause it entirely and read out the progressions yourself. Both are perfectly fine. Reading it out yourself will allow you to check understanding and go at the groups pace as well as adding energy to the room. This might be preferable but using the video –pausing after each progression will have the same effect.

Online delivery:

- Pause the video

- Check that people know how to use the chat, if people are unsure you can have a practice.

- You can read out the progressions

- Or you can pause the video after each reveal so that people can take time to decide what score to give.

- It is essential that they don't press send until they have all three scenarios. This way you will have X 1,3,2, B 2,2,5 D5,5,5, making it much easier for example to ask D to explain their responses and then X to give their reasoning (after the third progression has been given). Reflecting on others reasoning is of great value,

- If you choose to use the video to give the examples you will need to be ready to pause the video between examples and prompt a conversation about peoples scores after they have pressed send.

- If you choose to read out the scenarios yourself you can to skip the video to slide 19 after you have finished.

8. **In-person delivery:**

- Please check out slides 13 to 18.

- You can prepare the room with markers where the ends of the spectrum line will be. To save time later on you might like to tell people where the ends are are before you start the video.

- This is a practical exercise about non violence and is a ‘light bulb’ moment for many people. If you have anyone who has limited mobility they can remain seated and call out their position.

- You will need to pause the video between progressions to give people time to move. Or you might prefer to read out the examples and progressions yourself, returning to the video at slide 18 when you have finished

- You can ask people about their choices after each progression, especially outliers or wait until you have given the three options, Perhaps look for the person who thinks all examples are violent, and then ask someone who tends towards the other end to give their perspective.

9. **Deescaltion practice**

Not everyone relishes role play so, encourage people to see the the break out or the room as a safe space.

Timings are critical. You will need to use break out rooms in a zoom, or ask pairs to spread out around your room. Twos are best, but depending on numbers, groups of three are OK. In this case the third person is an observer and can give feedback. After 2 minutes ask people to swap roles. If they are a group of three the change over will need to be quicker.

Some people find role playing upsetting. If people are uncomfortable doing this, they can split into pairs and discuss the issue using active listening. This means taking turns to listen. Giving full attention without thinking about what they are going to say when it’s your turn, and without interrupting.

Always give the option not to take part

10. **Decision-making practice**

This is intended to be an almost non-verbal exercise. In this scenario there are likely to be police or security guards close by. So the proposal process and hand signals will allow for speed and privacy. Remind people that there will have been an action briefing beforehand and so to focus on the decision making process rather than the value of the action. Depending on numbers and timings

you can place people in break outs of about 6.

You can ask for feedback about the process first, and the decision they made if you have time.

If you have any questions here is a contact email

10. **Endings**

If your session has been a part of an action briefing, you can pass over to the action planners to talk specifics.

If not you may like to spend a few moments discussing the ‘what next’ question that we pose at the end and sign posting people wherever it is appropriate.
