IOS 2024 actions - feedback

This **IOS FEEDBACK SURVEY** allows you to give feedback on the Insure Our Survival week of action and then, once collated, the results, analysis and reflections will also be posted on this page. Results are already being collated, but new submissions still welcome.

DETAILS OF THE FEEDBACK PROCESS

Feedback

The survey above is intended for:

- individuals
- teams/circles/affinity groups/local groups
- people who attended an action
- people who didn't attend an action (we are keen to understand reasons why people couldn't/didn't attend)
- people who took digital actions from home

Analysis

Feedback is anonymised and then reviewed by a small team to ensure it doesn't identify individuals unneccesarily. Personal feedback about individuals is handled privately and removed from the analysis and reporting.

Various tools are used to extract common themes from the large volume of individual feedback we typically receive after major events. Both the summary of feedback themes and the individual anonymised responses are made available for circles/teams to review and reflect on.

All constructive feedback is welcome and the results will be collated and analysed. The summary will then be published here on the Rebel Toolkit in a similar way to the Upgrade Democracy feedback.

Deadlines

There are no hard deadlines for this survey - but collation of initial individual responses will be done on Monday 11th November. The responses from Upgrade Democracy mostly came in very soon after the action and it's very useful to start collating information early.

If some circles/teams have debriefs at a later time than this - it can actually be helpful for that process to have a timely summary of the individual feedback survey responses to drawn upon.

Most reponses come in immediately following mass emails asking for feedback

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Learning

The second stage of this process is for UK circles in particular (or anyone else) to review the feedback and find some insight and learning that will help with future actions or future work supporting actions.

Again, there are no hard deadlines for this stage. Whilst some teams meet frequently and have relatively short learning cycles, others may take longer to reflect on the feedback and the wider learning for XR overall. Some Action Support teams use the immediate feedback from one day's action to improve support for subsequent days for example.

Ultimately, circles/teams are responsible for deciding where they are focusing their improvement efforts. The expectation is that circles/teams will want to be transparent with these plans.

The outputs from this stage of the process will also be made public on this page.

Overview of the week

This XR blog post explains how the week unfolded.

Photos

A collection here from the XR Media team of some of the top images of the London and Regional actions.

Results

These charts are updated regularly (it's a manual process analysing the feedback report)

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Main reasons for non-attendance (including top themes from 'other' category)

1. **Prior personal commitment**: Needing longer notice of actions to plan attendance or lack of support from partners, are significant factors affecting individuals' ability to engage in volunteer work.
2. **Health issues**
3. **Family/caring responsibilities**: such as arranging childcare and the timing of the event being during school holidays.
4. **Travel Issues**: As well as issues with the distance to travel to actions, even living overseas, some participants highlight the negative environmental impact of travelling across the country, indicating a desire for more sustainable practices.
5. **Work commitments**
6. **Cost of attending** and some respondents were **unaware of available travel subsidies**
7. **Too busy with other campaigns/activism**
8. **Design/style/messaging** of action didn't appeal, not understanding the focus on the insurance industry.
9. **Disillusionment with Activism**: A sense of futility, belief that current efforts are ineffective or weak against powerful political and economic forces. There is a recognition of the need for younger generations to take action, with older individuals feeling a lack of energy or hope for change.
10. **Isolation and Lack of Community**: Some individuals feel isolated in their activism, noting that they do not know anyone in local groups, which can hinder their willingness to participate.
11. **Barriers to Participation**: Challenges in becoming active volunteers, such as not being trained or approved, feeling overwhelmed by personal responsibilities.

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Analysis

With the number of responses received, this has required the use of AI tools to extract common themes. Whilst this avoids the potential biases of a human doing the work , AI tools have their own biases about what they consider important. Teams reviewing feedback are encouraged to also read the detailed comments for a more thorough understanding. Contact actionsupport@extinctionrebellion.uk if your team needs access.

Roses / Buds / Thorns

Digital (from home) Actions

Digital Roses

1. **Social Media Engagement**: There is a strong emphasis on sharing content through social media platforms like Facebook, Instagram, and Twitter. Participants found it easy to share videos, events, and messages, indicating that social media is a key tool for outreach and engagement.
2. **Clear Communication**: Many comments highlight the importance of clear messaging and instructions. Participants appreciated well-communicated actions and the advance notice provided for events and activities.
3. **Accessibility of Actions**: The ease of participating in actions, whether online or offline, is a recurring theme. Many individuals noted that the actions were straightforward and accessible, which encouraged their involvement.
4. **Support and Resources**: The availability of support sessions (like Zoom calls) for those less confident in taking action was positively received. This indicates a community-oriented approach to activism, where support is provided to empower individuals.
5. **Diverse Activities**: Participants engaged in a variety of activities, including signing petitions, writing to MPs, leaving reviews, and participating in social media campaigns. This diversity allowed individuals to choose actions that suited their preferences and capabilities.

6. **Impact of Digital Tools**: The use of digital tools and platforms for activism was noted, with many participants expressing that they could still contribute despite not being able to attend physical events. This highlights the role of technology in modern activism.
7. **Personal Experiences and Limitations**: Some participants shared their personal limitations (e.g., health issues, last-minute responsibilities) that affected their ability to engage fully, yet they still found ways to contribute, showcasing resilience and adaptability.
8. **Targeted Campaigns**: There was appreciation for targeted campaigns that focus on specific industries (like the insurance and fossil fuel industries), suggesting that strategic targeting can be effective in advocacy efforts.

Digital Thorns

1. **Communication Barriers**: Many individuals expressed difficulties in communication due to lack of access to necessary tools (e.g., English SIM card for phoning, WhatsApp issues). This highlights the importance of reliable communication channels in organizing and participating in actions.
2. **Social Media Challenges**: There is a recurring theme of frustration with social media platforms. Users found them complicated, overwhelming, and sometimes ineffective for engagement. This includes issues with spamming, account restrictions, and the complexity of managing multiple platforms.
3. **Public Perception and Personal Image**: Concerns about how one's political views might affect personal relationships were noted. Some individuals preferred to keep their political discussions separate from their personal social media to avoid alienating friends.
4. **Technical Difficulties**: A significant number of participants reported feeling overwhelmed by technology and digital tools. This includes difficulties with understanding formats, using apps, and engaging with online actions, suggesting a need for more user-friendly resources.
5. **Isolation in Participation**: Feelings of isolation were expressed, particularly when individuals attended events alone or felt unsupported by their social circles. This indicates a need for better community building and support systems.
6. **Need for Simplified Resources**: There is a clear demand for simplified, accessible resources for those who are not tech-savvy. Suggestions included creating basic guides or hand-held attachments to help individuals engage more effectively.
7. **Frustration with Action Outcomes**: Some participants felt that their efforts did not lead to significant outcomes or that actions were not impactful, leading to a sense of disillusionment.

Digital Buds

1. **Engagement and Communication**: There is a strong emphasis on the need for better communication and engagement strategies, such as having more tables with leaflets for discussions, and utilizing digital platforms like Zoom and email to reach out

to participants.
2. **Digital Options**: The importance of maintaining digital options to complement physical actions is highlighted, suggesting a hybrid approach to activism.
3. **Targeted Actions**: Suggestions for targeted actions, such as emailing specific companies or politicians, indicate a desire for more focused advocacy efforts.
4. **Visibility and Awareness**: The need for visibility in activism is mentioned, along with the idea of using television dramas to raise awareness about environmental issues, making them more relatable to the public.
5. **Community Building**: There is a desire for community connection, with mentions of wanting to meet like-minded individuals and share inspiration.
6. **Regular Updates**: The call for regular updates and insights suggests that keeping the community informed is crucial for maintaining engagement and respect for the organizations involved.
7. **Response to Political Climate**: The data reflects a concern about the political climate, particularly regarding the rise of far-right movements, and a call to redouble efforts in activism in response to these challenges.
8. **Planning and Organization**: There is a need for better planning of digital actions, allowing participants to prepare and engage more effectively.

Feedback from non-attendees

Non-Attendee Roses

1. **Public Engagement and Perception**: There is a strong emphasis on ensuring that initiatives do not irritate or alienate the public. The actions were designed to be peaceful, family-friendly, and engaging, which helped in garnering public support and awareness.
2. **Effective Communication**: The importance of clear messaging and communication is highlighted. The back office was well organized, and key messaging was praised for being excellent. Social media guidance was also noted as effective, with a focus on informative and user-friendly content.
3. **Creativity and Visual Impact**: The use of creative visuals, costumes, and theatrical elements in actions was appreciated. The actions were described as attention-grabbing and memorable, contributing to a strong visual presence in media coverage.
4. **Digital and Social Media Strategy**: The campaign effectively utilized digital platforms for outreach and engagement. Livestreaming and social media posts allowed those unable to attend in person to feel involved, and the digital toolkit provided valuable resources for participants.
5. **Regional and Local Actions**: There was a successful strategy of having both national and local actions, which helped in spreading the message and engaging different communities. The coordination between local groups was noted as a positive aspect.

6. **Targeting Specific Industries**: The focus on targeting the insurance industry was seen as a clever strategy, with actions designed to raise awareness about their role in environmental issues. This approach was viewed as more effective than targeting the public directly.
7. **Positive Feedback and Global Awareness**: The actions received positive feedback both locally and internationally, raising awareness about environmental issues and demonstrating a commitment to non-violent activism.
8. **Inclusivity and Participation**: The campaign encouraged participation from individuals who could not attend in person, fostering a sense of community and collective action. The use of digital tools allowed for broader involvement.

Non-Attendee Thorns

1. **Organizational Issues**: Many participants expressed concerns about the disorganization of events, including poor planning and lack of engagement from members. There were mentions of actions being poorly timed and not well-coordinated.
2. **Media Coverage**: A significant number of comments highlighted the lack of media coverage for the actions, with participants feeling that the press did not adequately represent their efforts or the urgency of the climate crisis.
3. **Participation Barriers**: Several individuals noted barriers to participation, such as work commitments, mobility issues, and the need for more advance notice about events. Some felt that the actions were not accessible to a broader audience.
4. **Relevance of Actions**: There were mixed feelings about the relevance and impact of the actions, with some participants feeling that the focus on insurance did not resonate with the average person and that the actions did not feel vital or exciting.
5. **Demographic Concerns**: Some comments pointed out the lack of diversity within the movement, particularly regarding the age and racial demographics of participants, and the need to reach out to younger and more diverse groups.
6. **Emotional Responses**: Participants expressed feelings of frustration, sadness, and burnout regarding their involvement in the movement, indicating a need for better support and engagement strategies.
7. **Desire for Change**: Despite the criticisms, there was a clear desire among participants to be more involved and to see more effective actions that could lead to real change in the climate crisis.

Non-Attendee Buds

1. **Planning and Coordination**: There is a strong emphasis on the need for advanced planning for actions, particularly regarding staffing and scheduling. Suggestions include providing at least three months' notice for events to accommodate participants' schedules, especially for those with work commitments.
2. **Diversity of Actions**: Participants express a desire for a variety of action types, including flash mobs, themed events (e.g., Halloween), and local grassroots initiatives. There is a call for actions to be spaced out throughout the year and for more regional

diversity, moving beyond a London-centric focus.
3. **Public Engagement and Awareness**: Many comments highlight the importance of raising public awareness through creative and engaging methods, such as social media campaigns, public disruptions, and themed events. There is a suggestion to link actions to broader social justice issues to resonate more with the public.
4. **Targeting Corporations**: There is a clear call to focus on corporations that contribute significantly to environmental destruction, particularly fossil fuel producers. Participants suggest that actions should aim to embarrass these entities and raise awareness about their impact on climate change.
5. **Sustainable Practices**: The need for promoting sustainable practices and reducing reliance on fossil fuels is a recurring theme. Suggestions include advocating for public transport, reducing plastic use, and highlighting the environmental impact of transportation methods.
6. **Collaboration and Networking**: There is interest in collaborating with other organizations and extending efforts to partners in Europe. Building networks for collective action is seen as beneficial.
7. **Digital Engagement**: The importance of maintaining digital engagement and home-based actions alongside physical events is emphasized. Participants suggest that online actions can complement in-person efforts and reach a wider audience.
8. **Feedback and Improvement**: Participants express a desire for feedback mechanisms to improve future actions, including better messaging and publicity about the outcomes of previous actions to encourage more involvement.
9. **Education and Local Focus**: There is a call for continued education at the local level, using local data and examples to illustrate the impact of climate change and the importance of activism.

London Actions

London Monday Roses

1. **Organization and Planning**: The event was noted for its well-organized structure, including clear meeting points, effective route planning, and thorough briefings for stewards. Participants appreciated the pre-event communication and the overall coordination on the day of the event.
2. **Visual Impact and Creativity**: The use of visuals, such as banners, flags, costumes, and theatrical elements (like the die-in and the pink boat), played a significant role in conveying the protest's message. The creativity in the presentation helped to engage the public and media effectively.
3. **Community and Inclusivity**: There was a strong sense of camaraderie among participants, with many noting the friendly atmosphere and the inclusion of diverse groups, including older participants and those from the global south. The event fostered a community feeling, with many expressing joy in being part of a collective action.

4. **Engagement and Outreach**: Participants actively engaged with the public through leafleting and conversations, which were seen as effective in raising awareness about the protest's goals. The outreach efforts were well-received, with many passersby showing interest in the materials distributed.
5. **Wellbeing and Support**: The presence of a wellbeing team and provisions for comfort (like chairs and food) were highlighted as important aspects of the event. This focus on participant wellbeing contributed to a positive experience for those involved.
6. **Police Interaction**: The relationship with law enforcement was generally described as positive, with police being unobtrusive and supportive, which contributed to a safe environment for the protest.
7. **Impactful Actions**: Specific actions, such as the die-in and occupations, were noted for their effectiveness in drawing attention to the protest's message. The theatricality of these actions helped to create memorable moments that resonated with both participants and the public.
8. **Music and Performance**: The inclusion of music, particularly the samba band, was a highlight for many participants, enhancing the atmosphere and energy of the event. The performances were seen as uplifting and integral to the overall experience.
9. **Targeted Messaging**: The protest effectively targeted specific companies and issues, particularly in the insurance sector, which was central to the campaign's focus. This strategic approach helped to clarify the protest's objectives and engage relevant stakeholders.

Overall, the event was characterized by strong organization, creative expression, community spirit, and effective outreach, all contributing to a successful protest experience.

London Monday Thorns

1. **Low Turnout**: A recurring theme is the disappointment regarding the low number of participants (""low turnout of rebels"", ""very low turnout of general rebels"", ""disappointing uptake of the actions by the mainstream media""). Many felt that the numbers were not sufficient for a national action, which affected the overall impact.
2. **Communication Issues**: There were several mentions of poor communication among the organizers and participants, including confusion about meeting times, routes, and schedules (""lack of info between our roadtakers & main group"", ""forgot to advise the roadtakers when the march route deviated"", ""uncertainty once we got to Bank of England"").
3. **Timing and Organization**: Many participants noted that the march started late and that there were issues with the timing of food and breaks (""food was a bit late"", ""lunch was very late in the afternoon""). This led to frustration and a lack of energy among participants.
4. **Sound and Visibility**: There were complaints about the sound levels during speeches and performances, making it difficult for many to hear (""speeches largely inaudible"", ""the sound system blasting took away the attention from the screen""). Additionally, the placement of bands and speakers was criticized for not being conducive to visibility and engagement (""band placed near the back of the march leading to

gaps"").

5. **Engagement with the Public**: Participants expressed concerns about effectively engaging with the public and whether the messaging was clear (""if an onlooker didn't get a leaflet, was our objective clear?"", ""were people puzzled by the emphasis on Zombies?""). There were also mentions of excessive noise hindering outreach efforts (""the non-stop drumming hindered my conversations with people"").
6. **Weather and Environment**: The weather was noted as a factor that negatively impacted attendance and morale, particularly at the end of the march (""rain also didn't help"", ""weather was not on our side"").
7. **Burnout and Capacity**: Some participants highlighted issues of burnout among the core group of activists, suggesting that the same individuals were doing too much (""too little capacity in the planning and design teams"", ""many of the same faces doing too much"").
8. **Logistical Challenges**: There were logistical challenges mentioned, such as difficulties in keeping the group together, managing the flow of the march, and ensuring that everyone was informed about changes (""the space where the March ended at bank station was a challenging one"", ""difficult for me to identify the team at the muster point"").
9. **Mixed Messages**: Some feedback indicated that there were mixed messages being communicated, particularly regarding the focus of the actions and the expectations set for participants (""I think focus should be put on what we want to see more of, not less of"", ""it's not fair/helpful to suggest rest & then say 'maybe think about those who can't rest'"").
10. **Need for More Rebels**: A strong desire for increased participation was expressed, with many wishing for more people to join the actions to amplify their impact (""I wish that more people had attended"", ""we could always benefit from more people"").

London Monday Buds

1. **Engagement and Inclusion**: There is a strong desire to engage younger people and diversify the crowd, as many participants noted that the current demographic is quite senior. Suggestions include involving more young people and ensuring that chants and participation are accessible to all.
2. **Communication and Coordination**: Many comments highlight the need for better communication among organizers, stewards, and participants. This includes clearer information about routes, timing, and actions during marches, as well as ensuring that all participants receive important updates, especially those who sign up last minute.
3. **Direct Action and Creativity**: There is a call for more direct actions, such as occupations and creative stunts, to maintain momentum and visibility. Participants appreciated the effectiveness of street theatre and visual displays but suggested improvements in execution and engagement.
4. **Wellbeing and Accessibility**: The importance of wellbeing during actions is emphasized, with suggestions for more breaks, access to water, and the use of chairs for comfort. Ensuring that actions are accessible to all participants is a recurring theme.

5. **Targeting Specific Issues**: There is a focus on targeting specific organizations, particularly insurance companies, and using clear messaging to convey the rationale behind actions. Participants suggested using statistics and impactful visuals to strengthen the message.
6. **Mobilization and Outreach**: Suggestions for better outreach strategies, such as leafleting and using mobile displays, were made to increase participation and awareness. There is a desire for more effective mobilization strategies to ensure higher turnout at events.
7. **Feedback and Adaptation**: Participants expressed the need for ongoing feedback mechanisms to assess the effectiveness of actions and adapt strategies accordingly. This includes understanding why turnout may be low and addressing those concerns.
8. **Morale and Community Building**: Maintaining morale and a sense of community among participants is crucial. Many noted the importance of celebrating successes and keeping spirits high during actions.

London Tuesday Roses

1. **Organization and Planning**: The event was noted for its impeccable organization, with clear communication regarding meeting points, schedules, and action plans. Participants appreciated the thorough briefings and the availability of resources such as maps and online information.
2. **Atmosphere and Engagement**: The atmosphere during the march was described as friendly, calm, and almost carnival-like, with positive engagement from both participants and passersby. The presence of drummers, creative props, and visual displays contributed to a lively environment.
3. **Effective Messaging**: Clear and impactful messaging was a recurring theme, with the use of digital billboards, placards, and informative leaflets. The messages focused on climate justice and the role of insurance companies in fossil fuel projects, resonating well with the audience.
4. **Safety and Support**: Participants felt safe due to the presence of well-trained stewards and police cooperation. The support provided to stewards and participants, including food and wellbeing resources, was highlighted as a positive aspect of the event.
5. **Creative Actions**: The use of creative tactics, such as the 'soft blockade', engaging visuals, and performances by groups like the Red Rebels, added depth to the protest and helped convey the urgency of the climate crisis.
6. **Community and Collaboration**: There was a strong sense of community among participants, with many expressing appreciation for the collaborative spirit and support from fellow activists. The integration of families and local groups into the actions was also noted positively.
7. **Impact on Target Audience**: The actions were designed to engage directly with employees of targeted companies, creating opportunities for dialogue and raising awareness about climate issues. The presence of activists outside corporate buildings was seen as effective in reaching industry workers.

London Tuesday Thorns

1. **Need for More Participation**: There is a strong call for more rebels to join the movement, indicating a concern about low numbers of attendees and engagement.
2. **Communication and Clarity**: Many participants expressed the need for clearer communication regarding the day's plans, objectives, and roles. Confusion over instructions and the lack of a structured outline contributed to feelings of disorganization.
3. **Safety Concerns**: There were concerns about safety during marches, particularly at choke points where large vehicles passed close to participants without adequate warnings or guidance from stewards or police.
4. **Handling Opposition**: The presence of opposing voices during the march raised questions about how to handle dissent. Some felt that the approach to dealing with hecklers was not effective and suggested alternative methods of response.
5. **Impact of Actions**: Participants questioned the effectiveness and impact of certain actions, such as the handing out of peas and the overall messaging of the protests. There was a desire for actions to be more coherent and impactful.
6. **Engagement with the Public**: There were mixed feelings about the leaflets used during the protests, with suggestions that a single, well-targeted leaflet would be more effective than multiple versions.
7. **Timing and Structure of Events**: The pacing of the events, including long breaks and pauses, was criticized for causing a loss of momentum and making it difficult for participants to stay engaged.
8. **Perception and Image**: Concerns were raised about how the movement is perceived by the public, especially in light of associations with law-breaking and the need to present a serious image.
9. **Media Coverage**: There was disappointment regarding the media coverage of the events, with calls for better engagement with media to ensure the movement's messages are communicated effectively.
10. **Inclusivity and Diversity**: Some feedback indicated a need for more diverse participation, including younger individuals, to enhance the visual and emotional impact of the protests.

London Tuesday Buds

1. **Collaboration with Unions**: There is a strong interest in collaborating with worker unions, particularly those representing low-wage and insecure workers, such as security workers, cleaners, and Uber drivers. This suggests a focus on solidarity with marginalized worker demographics.
2. **Targeting Insurance Companies**: Insurance companies are identified as a key target for actions, with suggestions for ongoing campaigns and soft blockades to raise awareness about their role in fossil fuel financing.
3. **Effective Communication and Planning**: The need for improved communication regarding logistics, such as the location of toilets, food availability, and route changes, is emphasized. There is also a call for clear identification of targets during actions to

enhance visibility and impact.
4. **Visual Messaging and Branding**: The importance of specific and targeted messaging in banners and materials is highlighted, as well as the need for more prominent branding of Extinction Rebellion (XR) to avoid being perceived as generic protest.
5. **Engagement and Inclusivity**: There is a desire to make actions more family-friendly and to engage a wider audience, including the use of music and stillness to convey messages effectively. The idea of having activities for families during school holidays is also mentioned.
6. **Learning from Past Actions**: There is a focus on reflecting on previous actions to learn what worked and what didn't, with an emphasis on planning and executing future actions more effectively.
7. **Utilizing Media and Visibility**: The use of media vans and the need for continuous media engagement is noted, along with the idea of using creative methods to attract attention and convey messages.
8. **Safety and Accessibility**: Concerns about safety, especially for families and children during actions, are raised, suggesting that future events should be planned with these considerations in mind.
9. **Innovative Action Strategies**: Suggestions for new forms of protest, such as soft blockades and creative performances, indicate a willingness to experiment with different strategies to maintain pressure on targets.
10. **Support for New Ideas and Participants**: There is an acknowledgment of the need for fresh ideas and support for new participants in the movement, indicating a desire for growth and inclusivity within the organization.

London Wednesday Roses

1. **Organization and Planning**: The event was noted for its well-organized structure, with clear briefings, effective communication among stewards, and a well-planned route that facilitated smooth transitions between sites.
2. **Creativity and Theatricality**: The use of creative elements such as the zombie theme, drumming, street theatre, and visual props (like the carbon bomb and giant Jenga) played a significant role in engaging the public and making the protest more impactful.
3. **Community and Camaraderie**: Participants highlighted the friendly and supportive atmosphere, with mentions of well-being support, shared meals, and a sense of family among the rebels.
4. **Public Engagement**: The actions were designed to attract public attention, with effective outreach through leafleting and performances that drew interest from onlookers, including workers in nearby buildings.
5. **Visual Impact**: The visual aspects of the protest, including the drumming in acoustically favorable locations and the striking costumes of the zombies, were praised for their effectiveness in conveying the message.
6. **Adaptability**: The ability to adapt plans in response to changing circumstances was noted, showcasing the flexibility of the organizers and participants.

7. **Well-being Support**: The presence of well-being stewards providing food, water, and rest areas was appreciated, contributing to a positive experience for participants.
8. **Effective Messaging**: The outreach resources, including leaflets and speeches, were described as clear and impactful, effectively communicating the protest's goals and messages.
9. **Successful Actions**: Specific actions, such as occupations of insurance company lobbies and the use of humor in performances, were highlighted as particularly successful in raising awareness and engaging the public.
10. **Positive Reception**: There was a general sense of a positive reception from the public and workers, attributed to the light-hearted yet serious nature of the actions.

London Wednesday Thorns

1. **Communication and Coordination Issues**: There were several mentions of unclear communication regarding schedules, routes, and roles during the event. For example, stewards were asked to arrive early without a clear briefing, and there was confusion over the legality of certain actions.
2. **Low Attendance and Engagement**: Many participants noted a disappointing turnout compared to previous events, raising concerns about the movement's growth and engagement with a broader audience. There were calls for better strategies to attract a more diverse group of young people.
3. **Public Reception and Interaction**: While there were positive interactions with the public, there were also reports of hostility and rudeness from some members of the public. Participants felt the need to be prepared for negative comments and to engage constructively without escalating tensions.
4. **Logistical Challenges**: Issues such as late food service, unclear end times, and the need for better planning regarding locations (like public toilets) were highlighted. Participants expressed a desire for more structured and timely logistics.
5. **Sound and Acoustics Problems**: There were complaints about the sound system being too loud, making it difficult to hear speeches, and concerns about the acoustics in certain locations affecting communication.
6. **Safety and Support Concerns**: Some stewards felt unsupported during critical moments, such as when they were asked to block roads without backup. There were also concerns about the safety of actions, such as the use of smoke flares and the potential for glass to shatter in certain locations.
7. **Diverse Messaging and Focus**: There were mixed feelings about the inclusion of various political messages (e.g., pro-Palestine statements) during the event, with some participants feeling that it detracted from the main focus on fossil fuel insurance.
8. **Need for Clearer Direction and Planning**: Participants expressed a desire for clearer instructions and better planning for actions, including the timing of performances and the coordination between different groups involved in the event.

London Wednesday Buds

1. **Occupations as a Tactic**: There is a strong emphasis on the effectiveness of occupations, particularly targeting insurance companies involved in fossil fuels. Participants believe that occupations can be a powerful form of protest and should be continued and expanded.
2. **Communication and Messaging**: The need for clear communication strategies is highlighted, including the use of sound systems to deliver messages effectively and the importance of having a FAQ to handle challenging questions from the public.
3. **Training and Experience**: There is a recognition that many participants lack experience in negotiating with police and managing occupations. Suggestions include providing training and sharing experiences among rebels to improve skills and preparedness.
4. **Public Engagement**: Engaging the public through street theatre and creative actions is seen as beneficial. Participants noted that enjoyable performances can lead to increased willingness to engage with outreach efforts.
5. **Legal Awareness**: There is a call for better legal briefings to ensure that all participants are aware of the risks involved in actions, especially regarding potential arrests. This includes ensuring informed consent and understanding the legal landscape.
6. **Outreach and Information**: The importance of outreach efforts is emphasized, with suggestions for providing information about insurance companies and their ties to fossil fuels. Additionally, logistical support such as lists of public toilets during actions is recommended.
7. **Future Actions and Strategy**: Participants express a desire for more frequent and larger-scale actions against not only insurance companies but also other entities like PR firms and media organizations that support fossil fuel interests. There is a call for strategic planning of regional actions and maintaining pressure on these targets.
8. **Community and Support**: The need for community support and shared experiences among rebels is highlighted, suggesting that affinity groups should meet and discuss risks and strategies before actions.

Local Actions

Local Actions Roses

Note that due to the numbers of responses, most of these themes will relate to the Birmingham Action.

1. **Effective Organization**: The events were described as extremely well organized, with good planning, clear roles, and effective communication among participants. This included pre-arranged venues for debriefing and coordination with local police.
2. **Strong Messaging**: The messaging was clear and focused on urging insurance companies to divest from fossil fuels, particularly oil and gas. Participants felt that the message resonated well with the public and was effectively communicated through

speeches and visual props.
3. **Community Engagement**: There was a strong sense of community and camaraderie among participants, with many noting the positive interactions with the public and the involvement of various local groups. The events fostered a sense of solidarity and collective action.
4. **Creative Elements**: The use of creative elements such as street theatre, costumes, drumming, and banners added to the visual impact of the demonstrations. These elements helped attract attention and engage passersby.
5. **Public Reception**: The general public's response was mostly positive, with many participants noting that passersby were receptive to the messages and engaged with the actions. The presence of drummers and performers helped draw attention and create a lively atmosphere.
6. **Innovative Actions**: Unique actions such as letter writing to insurance employees and the use of theatrical performances were highlighted as effective strategies for engagement and outreach.
7. **Media Coverage**: There was good media coverage of the events, which helped amplify the message and reach a wider audience.
8. **Diverse Participation**: The events saw participation from various groups and individuals from different regions, indicating a broad coalition working towards a common goal.
9. **Positive Atmosphere**: The overall atmosphere of the events was described as joyful, uplifting, and empowering, contributing to a sense of purpose and motivation among participants.

Local Actions Buds

Note that due to the numbers of responses, most of these themes will relate to the Birmingham Action.

1. **Engagement Strategies**: The importance of initiating conversations with the public through simple questions like ""Can I give you a flyer?"" was highlighted. This approach allowed for deeper discussions about climate concerns and increased engagement.
2. **Theatrical Elements**: There is a strong emphasis on incorporating theatrical elements and big props in actions to attract attention and create a memorable experience. Suggestions included using body bags or sheets for die-ins and utilizing performers and musicians to enhance the impact.
3. **Outreach and Communication**: The need for better outreach and communication, both with the public and with police, was noted. Suggestions included more advance publicity for events and better coordination with law enforcement to ensure smooth actions.
4. **Collaboration and Community Building**: There was a call for more collaboration across regions and local groups to strengthen actions and share successful strategies. Building a sense of community among activists was seen as vital to prevent burnout.

5. **Public Education**: Educating the public about the role of insurance companies in the fossil fuel industry was emphasized. Actions should aim to inform and empower the public to take immediate steps, such as moving their money away from fossil fuel-supporting institutions.
6. **Repetition and Consistency**: Many participants expressed the need for repeated actions to maintain momentum and visibility. Regular visits to targeted locations, like insurance offices, were suggested to keep the pressure on.
7. **Visual Impact**: The visual aspect of protests, including coordinated dress and props, was seen as crucial for capturing attention and conveying messages effectively. Suggestions included wearing matching colors and creating visually striking displays.
8. **Feedback and Adaptation**: There was a recognition of the need to adapt strategies based on feedback from previous actions. This includes adjusting timing, location, and the nature of the actions to maximize impact and participation.
9. **Empowerment through Action**: Activists expressed a desire to empower the public by providing them with immediate opportunities to make a difference, such as letter-writing campaigns or direct engagement with local businesses.
10. **Future Directions**: There is a call for a shift in messaging to not only highlight problems but also to present a vision for a transformed society that values community and sustainability. This includes integrating protest efforts with community-building initiatives.

Local Actions Thorns

Note that due to the numbers of responses, most of these themes will relate to the Birmingham Action.

1. **Communication Issues**: There were significant breakdowns in communication both within the organizing group and with external parties, particularly the police. Many participants felt that information about the event was not adequately disseminated, leading to confusion and disorganization.
2. **Police Interaction**: The police were described as unhelpful and disorganized, causing tension during the event. There were complaints about police hostility and their insistence on keeping protesters off the roads, which led to safety concerns for both protesters and pedestrians.
3. **Low Turnout**: The number of participants was lower than expected, which affected the impact of the action. Factors contributing to this included the timing of the event (weekday), lack of publicity, and the closure of key locations (like Howden's office).
4. **Preparation and Planning**: There were issues with planning, such as not having enough leaflets, banners, or stewards. Some participants felt unprepared for their roles, and there was a lack of a dedicated media person to handle outreach and coverage.
5. **Event Accessibility**: The route taken for the protest was not accessible, with curbs and difficult crossings. This raised concerns about inclusivity for all participants, particularly those with mobility issues.

6. **Public Engagement**: There were mixed feelings about how well the event engaged the public. Some felt that the message was too complicated or not well communicated, while others noted that the noise level (from drumming) might have deterred engagement.
7. **Family-Friendly Focus**: There was a noted tension between the intended family-friendly nature of the event and the actions of some participants who did not adhere to this theme, which could have alienated potential attendees.
8. **Logistical Challenges**: Issues such as running out of materials (leaflets, banners) and the need for more stewards were highlighted. Additionally, the choice of venue for post-action debriefing was criticized for being too small.
9. **Emotional Impact**: Some participants expressed emotional distress due to interactions with climate-denying individuals and the overall atmosphere of the event, indicating a need for better support for activists.
10. **Need for More Youth Engagement**: There was concern about the demographic of participants, with many being older, and a perceived lack of interest from younger people in activism.

Reflections

This section is updated as teams/circles pass on their planned improvements for future events.

Action Planners

1. **Precise timing and logistics**: Clear agendas and smooth logistics are essential to maintain momentum. Ensure events run on schedule, with well-timed breaks and resources to avoid fatigue. Assign teams to manage flow and sync roles like food providers and stewards to keep the event organized.
2. **Contingency planning**: Prepare for unexpected challenges like poor weather or low turnout by having backup communication systems and flexible plans. Contingency strategies should cover key risks, ensuring that actions and messages still reach their targets even if conditions change.
3. **Targeted action and messaging**: Define clear objectives for each action and ensure all roles and tasks are aligned to meet them. Messaging should be unified and focused, with consistent communication across all materials to avoid confusion or dilution of the protest’s goals.
4. **Recruiting Action Planners**: Working on developing new action planners so that we have enough to share the workload in planning major events.

Stewards/Roadtaking

1. **Designate a comms steward** specifically to liaise with the roadtaking Lead. This is to ensure roadtaking crew are kept informed about changes of route/plans and timings etc.

DeEscalation / Embedding Nonviolence

1. Enhance **ENV training/workshop** content (to include deescalation skills) & deliver more widely both inside & outside the movement.

Protest Liaison

1. Ensure we have **linked in with Legal** and are aware of what they have briefed to actions crews.

Action Wellbeing (AWB)

1. Link in with Action Planners at start of each day to ascertain when there may be **stops** long enough to offer chairs and change roles (e.g. relieve wheelchair pushers)
2. **Chocolate** is very good energy offer when on the move.
3. Continue close working with a **dedicated Wellbeing/Production person** on the ground.

Production & World Build

1. Use **larger electric cargo bike** where possible.
2. **Dedicated AWB link**, involved in prep and on the ground.
3. Build on **Creative Production link** and plan ahead to allow Production to dedicate more time with Action Planners.
4. Investigate opportunities for **sustenance options**, including suggestion that rebels register for events to help judge food quantities required.

Arrestee & Legal Support / Back Office / Police Station Support

1. There is an increasing need to encourage every Action Team to plan for whether they will need Back Office (BO) and/or Police Station Support (PSS).
2. A&LS Back Office needs more home based Rebels who would like to volunteer for Back Office work. This is an occasional role, dependant on actions and run on rota shifts to suit volunteers. 3 hr shifts are usually the minimum. The role is Home based with PC/tablet and phone, but everyone is a member of our friendly team. This work is very rewarding and valued but more importantly critical to effective actions being able to take place.
