



REGENERATIVE SUPPORT AT ACTIONS GUIDE



WHO IS THIS GUIDE FOR?

Anyone who is interested in regenerative support at actions organised by XR Groups across the UK. You might already be part of an Affinity Group, a Local Group, or only be able to give us a hand during the action days – anyone is welcome and any level of help is massively appreciated! Please read the guide carefully in preparation for the action, and email any questions to action.xrregen@protonmail.com



WHAT YOU WILL FIND IN THIS GUIDE



1. Some key principles of XR
2. What is a Regenerative Culture?
3. Roles
4. What to expect on the day
 - First Aiders
 - Wellbeing
 - Police Station Arrestee Support
5. Tips for all supporters
 - What to do in case of...
 - Police interaction
 - De-escalation
 - Check-Ins
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 - Self Soothing Techniques
 - Engaging with someone in distress (active listening tips)

1 SOME KEY PRINCIPLES OF XR

-**WE HAVE A SHARED VISION OF CHANGE** - we focus on the world and culture we want to create.

-**WE NEED A REGENERATIVE CULTURE** - we embody this culture throughout everything we do.

-**WE WELCOME EVERYONE AND EVERY PART OF EVERYONE** - our care and openness extends to everyone and we try to look out for their needs.

-**WE AVOID BLAMING AND SHAMING** - even those that stand against us deserve our care and respect.

-Extinction Rebellion (XR) is a movement that uses **NON-VIOLENT DIRECT ACTION** to bring about systemic changes in our government's approach to the current climate emergency

-XR is built on **AUTONOMY** (self organization and de-centralisation). As such this is just a guide, you are welcome to take it on or form the systems you want to see

-We bear responsibility to help **INFORM** and **EMPOWER** each other as to the possible legal consequences of the actions we undertake, while we also recognise that response to our actions from the state can carry uncertainty, and the legal guidelines we issue can never carry any full guarantee

- It is crucial that anyone involved in XR is **AWARE OF THE EMOTIONAL WEIGHT** that comes with fighting such an important issue. We strongly encourage everyone involved to reflect on their capacity (e.g. Where do you struggle? Where are you afraid? Then you can make an informed decision on how/when to challenge yourself)

- Civil disobedience/direct action can be unpredictable, stressful and risky. Therefore, we invite you to bring your most **FLEXIBLE, COMPASSIONATE** and **COURAGEOUS** selves.

2 WHAT IS A REGENERATIVE CULTURE?

A Regenerative Culture is one that is resilient and healthy and can propel us into a new future and a different society to the toxic one we live in at the moment. It can be achieved by deep caring. By caring and reconnecting to ourselves, we are able to care for the people in our circles and our wider international communities, and for the natural world.

Anyone who engages in Non-Violent-Direct-Action with Extinction Rebellion, or independently, needs to think about these elements:

SELF CARE

Looking after our own needs and personal recovery from this toxic System

Also known as: What we sometimes call the inner work

It's important because: We are not machines. We need to look after ourselves in order to better look after each other and achieve what we want to achieve. Also, keeping the population subdued through stress, loneliness, sickness and anxiety is a feature of late-stage capitalism. Resources might include: knowing our own limits/capacity, nature connection/being outdoors, hobbies/creativity/passions etc., In a stressful moment: practicing breath awareness/control, taking your attention out- what can you see/hear/smell/touch, replacing bad/scary stories/narratives with positive affirmations.

ACTION CARE

How we take care of each other whilst we undertake direct actions and civil disobedience together

Also known as: That which we do to prepare for, train for and recover from direct action, including trauma and resilience work.

It's important because: Our bodies, minds and hearts are in a hostile situation, with institutions that want to target, manipulate and control us. Being able to care for our own needs helps us take care of each other and be more resilient.

Resources might include: Snacks, rain gear and warm clothing, physical first aid, emotional first aid, welfare teams and HUGS!

INTERPERSONAL CARE

Also known as: This is the “intersectional work”, the decolonisation of the self, how we communicate, etc.

It's important because: We are all the product of our environment. We all internalise the violence inherent in our cultures. We have a duty to do the work that can undo those internalised prejudices and behaviours, so we can learn to interact in a healthier way.

Resources might include: Non-violent communication, compassion, decolonisation training, resources for dealing with grief.

The way in which we learn to reconnect and support can mean different things to different people. XR is inspired and informed by the work of Joanna Macy (Joanna Macy - The Work That Reconnects / Active Hope <https://workthatreconnects.org/>), Marshall Rosenberg (Non violent communication) , Jon Young (8 Shields) and Restorative Justice. It is up to everyone who is forming local and affinity groups to explore what works for them.

This is a video of one of our elders April speaking about what a regenerative culture is. :<https://drive.google.com/file/d/1OSRT0JfwR-NEY-i38UT0755cfmVO0VbCd/view?usp=sharing>

WHY DO WE NEED A REGENERATIVE CULTURE?

-If we are taking down a system that is fundamentally uncaring and destructive we need to start to model the change that we want. Rebellion is for **LIFE** not just for **EXTINCTION**, we need to be resilient enough as a movement and a community to keep going.

-If we are to affect true change, having a regenerative culture is integral to everything we do. It is not the responsibility of any one person or working group to work towards this. **EVERYONE IS CREW**, we all need

to look out for one another, and build a society that takes us out of the toxic one we live in at the moment.

-AVOIDING BURN-OUT: 'Burn-out' is a term that is often used. It can be caused by taking on a lot of projects at one time, by being in a constant state of high-anxiety/stress, loss of external control and experiencing/witnessing traumatic events. After a prolonged period of a heightened state of stress, the body literally starts to work differently, changing your body's hormone systems.

It can result in your immune system weakening and you experiencing a range of symptoms such as fatigue, depression, insomnia, headaches, stomach problems, frequent colds/flu, weight loss or gain, shortness of breath and hypertension.

Burn-out is a natural response to all of the above. It is your body telling you that you need to support yourself, to get help where needed or take a break. It doesn't always occur straight after an incident or period of high-stress, sometimes it is a delayed response and will only be felt months later. This is why it is so important to have a sustainable, reliable, supportive culture in place. It can occur for people who take on or support direct action, including both organising and engaging directly, when we have taken on a lot or been in high energy or anxiety situations; of course we take this stuff on because we really care and have an emotional investment.

ONE OF THE SIGNS OF BURN-OUT IS DENIAL of your own depleted state; check in with yourself regularly and listen to others who express concern about your welfare.



3 ROLES AT ACTIONS

AFFINITY GROUP ROLES:

WellBeing co-ords (AGWB) support the people within their affinity group. They take on aspects of the whole action roles that follow including co-ordinating arrestee support and action WellBeing but for the 7-12 people in their affinity group. It is impossible to fully cover any of the following roles at the same time as being an AGWB on action days as the AGWB needs to stay with their affinity group. People in XR WellBeing will move around the action to where they are needed and ensure that the AGWB person is available to support the needs of the members of their group.

WHOLE ACTION ROLES:

De-escalator and Non-Violent Communicators will be helping to keep the action safe, grounded and Non-Violent. At smaller actions there may not be an NVC group, in this case WellBeing may find themselves aiding with de-escalation and should prepare for that possibility.

The WellBeing Hub is a space for running workshops and offering restorative spaces. At smaller events it is unlikely that there will be a WellBeing hub.

First Aiders provide immediate help in case of injuries or emergencies

Wellbeing Supporters help to keep energy levels high, keep an eye on vulnerable participants, generally ensuring the physical and emotional wellbeing of anybody who is taking part in the action.

Arrestees Supporters wait at police stations where people have been taken after their arrest, until protesters are released; provide them with emotional support upon release, as well as hot drinks, snacks, etc. Someone who has covered First Aid or Wellbeing Support during the action may also cover a shift for Arrestee Support, if they would like to.

Ground Co-Ordinator: each of the whole action groups will have a co-ordinator. They are the communication point. If you are interested in being a co-ordinator contact action.regen@protonmail.com

All of these roles are non arrestable. This means the people in these positions should try not to get arrested however in turning up to an action there is always a risk of arrest even if that is a smaller chance for the people in support roles.

The Wellbeing, First Aid and Police Station Support Roles are outlined in more detail below.

For every one person willing to risk the likelihood of arrest we need another 20-30 people in support roles. Having a caring and supportive culture is what will keep us going and able to face the troubles of our times. Thank you for wanting to be a part of this.-



4 WHAT TO EXPECT ON THE DAY

Independently of which role you will have (with the exception of the Affinity WB coord):

- You will be pointed to a **CO-ORDINATOR**. This person is likely to be part of a Local XR Working Group, and has been trained to be in this role.
- You will have a **BUDDY** in your role(s) – wherever possible, we pair new members of the Wellbeing Team with more experienced ones. Please try and stay mostly within eyesight or earshot of each other
- You should **HAVE A PHONE** with fully charged battery (and potentially battery pack/portable charger) and number for your assigned Coordinator, your buddies and the Wellbeing Team Coordinator
- You will be added to a **SIGNAL** group for the action, which will allow effective communication on the day. If you don't have Signal, ensure you have the contact number for the Wellbeing Team Coordinator.
- **WHAT TO WEAR:** Prioritise being comfortable, warm and dry, but please aim for smart-casual. This may help our portrayal in the media and support the image of an inclusive movement. The wellbeing roles are also roles of responsibility in which people need to feel comfortable approaching you. It's also important that we don't stand out too much when travelling to the actions.
- **MEETING UP:** Your co-ordinator will be in touch with you the night before to inform you of the meeting point and time. Please be on time and ensure you have eaten beforehand
- Please note that ***all the actions require participants to not use ALCOHOL or ILLICIT SUBSTANCES*** while they are on shift as XR volunteers. This is especially important for anyone in a support role.
- A **CHECK IN** and **CHECK-OUT** should occur on the day of the action and a **DEBRIEF** will be available 1-3 days after the action (or one a day during multi-day actions). This will either be online or in person.

ACTION WELLBEING SUPPORT GROUPS FOR REBELLION WEEK

These groups will have:

1 Co-Ordinator who will link in with the other co-ords, run the morning briefing and keep lines of communication between sites and working groups open.

2-4 First Aiders

8-16 Wellbeing Supporters

The groups will double as back-up arrestee support during evening and night shifts depending on where they are most needed.

They will work on shift patterns, 10hr shifts for day and evening/7hr for night. With each shift there will be time for an hour break rotated between the buddy pairs. The shifts are 8am-6pm, 5:30pm-1:30am, 1am-8am.

FIRST AIDER (FA)

FAs wear **green vests**.

You will be contacted by your Coordinator and attend a briefing before the action with a group of 10 people (location will be confirmed by the Coordinator, probably in a café near the action; please do not wear the green vests at the briefing); you will be assigned a buddy; you will be given a first aid kit, a green vest, and instructions about shifts and areas that might need close monitoring.

Please check through your first aid kit before getting to the action.

There should be at least one First Aid station near the main action in a safe area, with at least 1 FA always at the station (in rotation). Other FAs will make themselves visible around the action, and will respond to injuries and emergencies.

WELLBEING SUPPORTER (WBS)

WBSs wear **blue sashes**

You will be contacted by your Coordinator and attend a briefing before the action (location will be confirmed by the Coordinator, probably in a café near the action; please do not wear the blue sashes at the briefing); you will be buddied up; in each buddy pair you will be given a WellBeing pack with some useful items (e.g. snacks for post adrenaline sugar lows, water, shewees); you will also be given bust cards, which have the solicitors number on them.

The main tasks of a WBS are:

Providing physical support during the action (e.g. blanket if it's cold, tarps and brolleys if it rains). This tends to be quite weather dependent. Biscuits for people experiencing a post adrenaline sugar crash. Hand warmers can be really useful when people glue onto things which tends to be to glass, metal or stone which are all cold surfaces.

Providing emotional support during action, which may include de-escalation when needed, or company to someone glued or locked onto something. Carrying a book or poems can be useful to help entertain someone locked on. It may also be helping someone by using some self-soothing techniques if they are in a moment of acute stress.

Providing emotional connection during arrest (e.g. walk with the arrestee to the van, remind them they are doing something great, Wooo! Love to the conscientious protectors!) It's really important that they have a smiling friendly face as the last thing of the action they see.

Safeguarding the physical wellbeing during the arrest procedure, checking whether handcuffs are too tight, are people's arms or legs getting twisted, are the police minding for injuries or vulnerabilities. If something is hurting the person you are supporting vocalise it calmly and clearly, the police have body cams and speaking to them makes the police pull back. Remain centred and speak in a low calm voice,

yelling at a police officer helps no one.

Reminding people getting arrested what their Wellbeing rights are in police cells: they get up to 3 Blankets, can have a book, notepad, tampons, food, tea, can ask to have the lights on/off.

Looking out for vulnerable people and their wellbeing throughout the whole action

It is NOT the WBSs' role to take on the emotional strain of others; instead, they support people in looking after their own mental health. If you feel like you are the only person that someone can talk to you have taken your role too far. You should always have someone to whom you can refer a situation if it is more than you can deal with.

Getting Legal Observers (they wear orange vests) and the right legal support to the scene. This may be if someone is getting arrested or the police are getting violent/overstepping their remit. If no Legal observers can be found:

- 1) Ask what police station the arrestee is being taken to
- 2) Note down the arresting officer's name and identifying number
- 3) Note down the physical appearance of the arrestee so we can try and figure out who they are. **They may not want to give their name so do not ask it.**

What to bring with you:

We will give you a basic wellbeing pack, but please bring:

- Snacks that cater for various dietary needs
- Water
- Blankets
- Notepad and Pens
- Book
- Weather appropriate gear, depending on action and possible needs of protesters (e.g. sun cream, sun hat, umbrella, waterproofs, warm layers, ground padding) Remember: items that are taken from a scene of arrest are not always returned.

Action Wellbeing Supporter Skills:

- WBSs need to be proactive and energetic, and sometimes 'recharge

the atmosphere', by cheering, encouraging singing, and generally energising people. We need easygoing, bubbly and lively people!

- WBSs must be compassionate and keep an eye on the situation, looking out for anyone who appears to be in emotional distress. We need people who can spot the signs, and feel comfortable with supporting someone who might be emotionally struggling.

- WBSs must keep an eye out for any conflict arising during the action (e.g. between a protester and a member of the public). We need people who are good communicators and confident in de-escalating conflict by using NVC techniques (see below)!

- It is hard to know exactly what will happen so WBS need to be flexible and adapt to whatever happens in the moment.

POLICE STATION ARRESTEES SUPPORTER (AS)

ASs may or may not take part in the action, and if they do they may or may not be covering a First Aider or Wellbeing Supporter role. They don't have a specific uniform.

Arrestees Supporters have given their availability (with time slots / shifts arranged/on-call) to travel to a police station where one or more rebels have been taken after arrest during the action (sometimes even into the night!).

Affinity Groups should wherever possible be providing their own arrestee support. If you are in an affinity group and see someone arrested please **call the back office ASAP (07749335574)** to find the location of the police station where our dear friends are being held. Let them know details of the arrest, how many people are going to do arrestee support and for how long. The action support systems work as back-up to help keep everyone buddied up and not over stretched.

During the action:

When someone is arrested, a Legal Observer will monitor the arrest, including collecting witnesses and helping to connect the arrestee with support in the police station (see WBS section if there is no LO present). The information will be communicated to XR Back Office Team,

who will be collecting and sharing information from Legal Observers, Well Being Supporters, Arrestee Supporters and Solicitors, where consent is given.

At the police station:

You will receive instructions from your Arrestees Support Ground Co-ordinator or directly from the XR Back Office Team about which station you are needed at. There will always be at least two ASs per police station.

At times, during or after the action, groups of people might want to organise Arrestee Parties, and will join the ASs at police stations to **build a fun and supportive environment** for people to walk out into. But be aware that different arrestees will have different needs upon release, some may need a quieter environment.

You can try to find out anything you don't already know from the officer at the desk*:

- Who they are holding?
- Are they OK?
- Are they being charged?
- What they are charged with?
- Any indication of a release time?

*It is highly likely that they won't tell you! In which case, you can call the back office who may have more information.

If the police don't know the names of the detainees, **do not reveal their names**, as the person being detained may be choosing not to give their name.

If there is more than one exit for arrestees try to cover all of them but if that is not possible, **make sure there are signs up indicating where you (as an arrestee supporter) are waiting.**

If people are released on your watch:

- Give them a massive cheer! **It's vital they are reminded how important what they are doing is and how much we value them.**

- Check in with how their time was
- Offer them some emotional support, if needed: custody can be horrible and **having friendly faces there to greet and look after detainees when released can make a huge difference**
- **Make a note of their: Name (if they gave it) and mobile number and email address; What they were charged with; Bail conditions and Court date; If there was any misconduct, or wrongful arrest.** Their personal details are being asked for so that they can be given support post arrest by XR Legal Support. If they wish these can be communicated only to XR Legal Support who can hold that information privately.
- If they are up for it, take a photo of them
- Have snacks, chocolate, treats if you fancy to bolster their day
- Help them figure out how to get home and accompany them to the nearest transport link if possible
- Send them on their way with a **cheery smile and much love**
- Pass this information back to the Arrestees Support Ground Coordinator or the XR Back Office Team

What to bring with you:

- A mobile phone/charger/ battery pack
- Pen and paper
- Food and drink for yourself and for possible arrestees being released
- Warm and waterproof clothing (some of the police stations don't have an indoor waiting area and if they do they often close them at night)
- A good book/source of entertainment, in case you're waiting a while
- Enough money to pay for a transport/food/drinks for arrestees (just in case). There is a small supply of bus tickets for arrestees and emergency snacks that can be given out from the wellbeing hubs/co-ordinators during the International Rebellion weeks but if you are able to cover those costs yourself that would be amazing.

- An umbrella
- Optionally spare jacket that could be lent to an arrestee if necessary
- A listening ear, your compassion and your empathy

There is more information about arrestee support here: <https://greenandblackcross.org/guides/police-station-support/>

If you want to find out more about Legal Observers, their training and their role, see: <https://greenandblackcross.org/guides/what-is-a-legal-observer/>

Follow up and court solidarity:

There will be a handover from the on-the-night-arrestee-support to the long term court support team. Court can be another intimidating time and XR aims to support activists through it, by doing wellbeing checks between arrest and court appearance, and having XR supporters to attend court with activists / cheer them outside court. If you would like to be involved, please contact action.xrregen@protonmail.com .

What do you need to be an Arrestees Supporter with XR?:

- People coming out of police stations after arrest might be exhausted and emotional, or feeling energised and excited. We need people that can respond to these situations in a compassionate and kind manner!
- Waiting for people to be released can be a long process, sometimes out in the cold until the early hours. We need people who are patient, resilient and will still be able to cheer with the arrestees, when they are released!
- If you have a car or a van, and are happy to use it to get people home safely, that would be massively appreciated!

If you wish to be on call for Arrestee Support during Rebellion Week use this link to join the whatsapp On-Call Arrestee Support Group:

<https://chat.whatsapp.com/HX07vNTURqLEyVgDo012NI>

5 TIPS FOR ALL SUPPORTERS

IN CASE OF

- **MINOR INJURIES** - call over a First Aider

- **SERIOUS INJURIES** - call an ambulance

- **Someone feeling overwhelmed/seems distressed** - take them aside to sit down, offer water/reassurance/to call a friend/family if needed. Take them to a Wellbeing hub where there will be people on shift to help such situations including trained therapists.

- **Someone feeling unwell and needing to leave the action** - ensure they have assistance/company - either a friend or a Wellbeing Supporter. Do NOT send them off with someone unknown, or on their own

- **Someone taking direct action intoxicated or behaving in a way that doesn't adhere to XR's principles and values/the action consensus (e.g. being verbally or physically violent)** - let the person know that we are a strictly non-violent movement with a set of principles and values guiding our work, and that they either have to stop or leave. Ask for help if necessary and inform your Coordinator and the De-escalation groups of the situation

- **Being kettled by the police**, make sure there is at least 1 WB buddy pair in the kettle with people - call your Coordinator for advice and keep lines of communication open.

- **Someone being arrested and there is no Legal Observer around:**

Try to get a Legal Observer over. If no Legal observers can be found:

1) Ask what police station the arrestee is being taken to

2) Note down the arresting officer's name and identifying number

3) Note down the physical appearance of the arrestee so we can try and figure out who they are. **They may not want to give their name so do not ask it.**

As always give them a cheer and thank them for taking action. This is especially important when they are being taken to the police van, as it can boost their morale before they are taken away. Inform them that there will be people waiting for them when they are released.

<https://rebellion.earth/regen/>

Here you will find resources to support your wellbeing and those of your buddies and affinity groups. Including:

- Action wellbeing, post action debriefing and arrestee support
- Long term and Urgent mental/emotional support
- Access to online talking circles/spaces for reflection and support
- Access to trained facilitators in debrief and Conflict Resilience
- Access to land and homes to work and/or rest
- Training and workshops in all things Regen/Generative Culture

Post-action
Check-in with
Affinity group

WS = Wellbeing Supporter
AG = Affinity Group
WH = Wellbeing Hub

If members of AG
been arrested

—Ongoing—

Within 24h - 48h

—Immediate—

For advice supporting
arrestees including online
support groups visit
Regen Website

Try to be available to
meet them at police
station
If additional emotional
support is required
see AS page on
Regen Website

Liaise with on site
legal observers
Ask Police which
station they have
been taken to
Contact Arrestee
Support Bank
Office on
07749335574

Ongoing issues of
conflict within
group or with
others

Immediate need
for further debrief
or emotional
support

Yes

A trained facilitator can
arrange to meet you on or
off action site.
Contact WS or go to WH
on site
or
call Site Wellbeing phone
(get this from WH on day
of action)

Contact XR Conflict Resilience to help
facilitate Debrief@rebellion.earth

No

It is Essential to complete an Affinity
Group Debrief in 1-3 days time
See
<http://inyuri.com/XRActionDebrief>

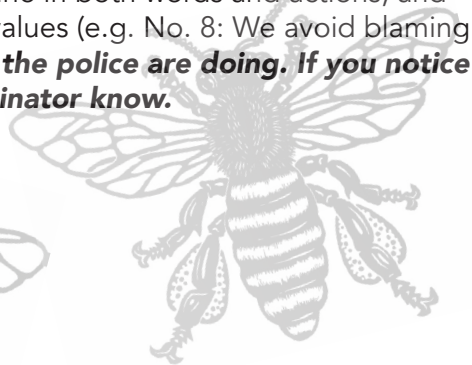
Keep connected!!!
to your Action
Buddy, Affinity
Group, Local
Group, Nature and
all that is beautiful
and nourishing for
you

Visit Regen Website for
support with Burnout,
Arrestee Support,
Eco-grief, Conflict and lots
of other resources

Also connect with a Buddy on
a weekly basis who was not
part of the action with you
See website for Buddy tips

POLICE INTERACTION

- It is important that you are very mindful around the police. You should really try to be **POLITE** and respectful, be mindful of the tone and volume of your voice
- They might attempt to engage you in a 'friendly chat'. Where possible, **DO NOT TALK TO THEM**. If you do, think very carefully about what you are sharing and never share other people's names, who is coordinating the action, or what the action involves next.
- Remember all police officers have body cams on them at all times and will have these switched on. Be mindful of physical boundaries: *don't stand too close/casually touch them*, as this could be classified as assault.
- **If you feel you cannot ignore a police officer** and are unsure how to answer their questions, smile and keep repeating that 1) we are a non-violent movement 2) we understand they need to do their job 3) (if you are a WB person) I am here for people's safety and Wellbeing – just keep going with these three statements
- Be aware of the tone of any interactions going on with the police during the action. If tensions are running high, try to connect with and calm down any XR folks concerned, reminding them about the importance of non-violent discipline in both words and actions, and if necessary, the XR principles & values (e.g. No. 8: We avoid blaming and shaming) **Be aware of what the police are doing. If you notice anything suspicious let a Coordinator know.**



DE-ESCALATION

Calming yourself:

If you are calm, you will be better placed to influence others. If you practice this regularly it will become automatic and easy to do.

-Practice assuming a discreet posture that you can take up any time you feel tense. For example, fold your hands protectively just below your naval. This gives a subconscious message to your body to relax.

-Notice where you feel tension or fear in your body and **breathe out slowly with attention.**

-Expanding your field of vision is a good way to stay safe whilst experiencing wellbeing. We contract our field of vision when scared so widening can bring ease.

Nonviolent communication De-escalation:

-Breath. Slow Down. Support

-Reflecting not reacting

-Feelings before facts

-Am I building a **Culture of Consent** and Choice?

-Debrief: Breath. Slow Down. Support

See more here: https://docs.google.com/document/d/1R0T2-L2je-07OWXYV6vGCC7aSh2NV_mvDhqOMz0w5pks/edit?usp=sharing

Crowd De-escalation tactics:

Please familiarise yourself with these tactics and if possible, practice them with your group.

If a challenging and potentially violent situation emerges please **DO TAKE THE INITIATIVE** promptly as this may prevent tensions escalating. Don't wait for an NVC (nonviolent communication) person to turn up, but if someone does, then do catch their attention and involve them.

Most of the tactics are easy to do as a group and involve either no risk or minimal risk.

These are listed according to the severity of the aggression or anger.

1) Theatre, fun, music, singing

These can all be used to entertain and change the energy.

If the energy is getting too excitable: music and especially drumming can be used to first meet the energy of excitement and then gradually calm things down by slowing the beat until it is the same as a heart-beat when calm.

2) Calming songs

When tension is building, start up a calming song, and invite others to join in.

3) Distraction

If it's one person who is just being a bit irritating and affecting the atmosphere but doesn't seem aggressive.

-Ask your buddy to support you by standing close behind you.

-Ask the person: Can you help me please for a moment? Move away to the edge of the crowd inviting them to follow.

-Then check if they know about the agreements. Explain that nonviolence requires everyone to maintain a positive and calm atmosphere. If we don't maintain this then someone could be hurt.

4) Establishing silence

Two methods:

-One person falls quiet and raises their hand whilst inviting the people around them to do the same. This works well if enough people are practiced.

-One person chants:

-Clap once if you can hear me: clap once

-Clap twice if you can hear me: clap twice

-Clap three times if you can hear me: clap three times

Sit down and invite others to sit down too

Make sure there is plenty of space around the violence, especially a free route to withdraw. It can also be helpful to fall silent. This exposes the aggression and also makes it difficult for an angry person to move through the crowd.

5) De-escalation line

This is especially useful for conflict between lines of police or riot police and activists when tension is building too much.

-Form a line of people between police and activists with one person facing toward police, one facing towards activists, alternating.

-Invite activists to take two steps backward to give the police some space and then sit down.

Mass hummm and "stop" hand gesture.

Ideally, first get the crowd to be quiet.

Everyone chants "hummmm" and assumes the "stop" hand gesture towards the aggressive action, arm outstretched. Hand gesture is palm facing towards situation, fingers pointing upwards.

Keep the hummmm going.

We are not shaming and blaming the person. There's a lot to be angry about so we want to support the person in not venting their anger in unhelpful ways. Make sure that there is plenty of space for the person to withdraw from the crowd.

6) Group chanting

This can be a bit pokey so it's a judgement call when to use it. It might be more appropriate to use against aggressive police than activists.

Ideally, first get the crowd to be quiet.

Then begin chanting: "We're nonviolent! How about you?"

GROUP CHECK INS

During any action, and in particular those that might be more physically tiring (e.g. swarming), it's important that every member of your team feels supported and energised, so they can pass on that energy to everyone else! We recommend that you do occasional 'mini check-ins' with your group throughout the day: - come together as a small group for a few minutes, give each other a hug, have a stretch, sing a song together, or have a little shake and a dance... be as creative as you can! It works best when someone facilitates the activity, so create a small 'activity bank' that you can tap into for mini check-ins (make sure these are as inclusive as possible). Give a call-out to your group, get together and shake it all out for a few minutes, reminding yourselves that we're all in it together.

GROUP CHECK OUTS

Why Check-Out?

A fundamental value within XR is the co-creation of Regenerative Culture - A culture that is healthy, resilient and adaptable. Each affinity group (AG) self facilitates a check-in as soon as possible post action in order that each member can have some time to process:

How am I right now?

What do I need?

How are we as a group?

How can I support the health of this group?

The following guidelines are offered as a process to gauge individual/group wellbeing needs in the immediate time post-action and to check whether further support is needed beyond the group's immediate capacity. The wellbeing coordinator (WC) for the AG can lightly facilitate the following steps, including themselves in the process.

Find a Safe Space

Find a safe space - this could be at one of the four wellbeing hubs or another suitably calm/safe-enough environment that's easily accessible. London has many green spaces - A spot under a tree in a park weather permitting. A cafe where you can find a quiet corner.

Grounding

You can spend a few moments as a group in silence grounding - starting with a couple of deep slow breaths, noticing the contact of feet on the ground, sitting bones on a chair or the floor, a sense of gravity and body being held by the earth beneath you. Offering a little attention to body sensations, temperature, breath, heart-beat.

Internal Check-In

An invitation to notice 'what am I with right now?' 'What do I need?' It might be helpful to consider a 'weather-check' - am I feeling sunny? Stormy? Cloudy? Foggy? Spend a few moments feeling into all that you are with.

Sharing/Active Listening

Each person shares in turn what they are with. The invitation is that only one person speaks at a time, others are 'active listeners' - offering their full attention to the speaker with kindness, curiosity and care. Be mindful not to turn the sharing into a discussion or conversation, this is an opportunity for each person to simply speak and be heard, and to be with the fullness of their own experience. Everyone should be offered the opportunity to speak going round in turn. During this sharing round stay with your own experience and refrain from commenting or talking about what anyone else has shared.

Needs

If there are needs shared (a hug, a cup of tea, some time out in a quiet space) that cannot be met at either buddy or AG level, you may wish to seek further support from one of the four wellbeing hubs. The wellbeing hubs can offer a variety of support including facilitated debriefs and access to 1:1 psychological support as well as access and signposting to other support services. If you have any concerns about your own wellbeing or anyone else within your AG please do make use of the wellbeing hubs.

BASIC SELF SOOTHING TECHNIQUES

- **Focus on your breath**, often slowing your breath and inhaling more deeply can slow your heart rate; Connecting with your body and the sensations you feel
- Ground yourself by **focusing on something you can see, hear, smell, or touch**
- Ground yourself by noticing the contact of the soles of your feet with the ground, wiggle your toes, be **aware of the earth and feel yourself rooted.**
- **SHAKE!** Shaking is a normal response to tension in the body, shaking releases the tension and relaxes the muscles which has a direct effect on your nervous system
- **Stretch** - when we are tense we often forget our body exists or it becomes tight and rigid, and stretching helps bring us back to ourselves
- **Self massage** - often our muscles 'hold' the tension we are feeling or picking up on, massaging your own shoulders/neck/base of head and temples can help release tension

ENGAGING WITH SOMEONE IN DISTRESS

– active listening tips:

You might at times notice that someone is struggling emotionally during an action. Perhaps they are feeling overwhelmed, sad or anxious. You can use some communication tools when you talk to them. Very often, **people in distress mostly need to feel heard and listened to** – this is already very soothing in itself (think about how you feel after you have shared an important piece of news or a problem with somebody). Think about the kind of people you feel most at ease talking to. **Why are some people easier to be open with than others? What kind of qualities do they have?** They are active listeners – they show you that they are actually interested in what you have to say! . Here are some tips:

Non-verbal tips:

- Keep an open posture – crossed arms or legs are sign of defensiveness
- Sit / stand beside the person at the same level, and possibly at a 45° angle – so you're neither 'in their face', nor do you have to keep turning your neck to look at each other
- Make eye-contact, but don't stare at them constantly – this can feel uncomfortable
- Don't touch / hug them, unless they have given you permission
- Smile and be yourself!
- Use a tone of voice that is well modulated, as this is reassuring and comforting
- If the person is agitated, keep a calm voice, speak and move slowly – it will be easier for them to mirror your behaviour and feel calmer themselves.

Verbal tips:

- Notice their choice of words and stick to them (e.g. they may speak of an 'issue', rather than a 'problem')
- Don't be afraid of silences in the conversation
- Be aware of cultural issues – finding out as much as you can about someone's culture will help communication
- Avoid statements such as "I understand what you're going through", and use "I hear what you say" instead

- Verbal prompts – we do these automatically: “yes”, “I see”, “go on”, etc.
 - Clarify, if you not sure: “Can you give me an example of what you mean?”
 - Use “I” and “you” appropriately: e.g. “I don’t understand”, rather than “It [what you said] doesn’t make sense”; “I’m not sure about that”, rather than “You’re wrong”
 - Use open questions: how, where, when, who, what (avoid ‘why’, and use ‘how come’ instead) - this helps the person open up and you’ll get a better understanding of the situation
 - Paraphrase: make a statement, based on what they said (e.g. “I really want to leave my job and go to university, but I don’t know if I can afford it” > “You’d like to spend time studying, but you are considering the financial implications this could have for you and your family”) – this will show that you are listening actively
 - Ask probing questions: help the person think a little bit deeper about the issue (e.g. “What options are there, for you to sustain yourself if you were to go to university?”)
 - Summarise: help the person ‘join the dots’ across many of the issues you have discussed. This can feel empowering and give them a new degree of clarity
 - Disclosing something about yourself can help the connection, but make sure the conversation doesn’t become about you instead
 - Remember how stressful communication can be for people and be prepared to acknowledge this
 - Be aware of your own feelings
- Practice, practice, practice - with your friends and family, and ask for feedback on your active listening skills!

=IMPORTANT CONTACT DETAILS

Back Office: 07749335574

Wellbeing site co-ords: number available from wellbeing hubs and will be added to the online version of this doc on Sunday 14th.

Conflict Resilience: debrief@rebellion.earth

Action Support: action.xrregen@protonmail.com

To Join On-Call Arrestee Support Whatsapp click on the link below:

<https://chat.whatsapp.com/HX07vNTURqLEyVgDo012NI>



**CONSCIENTIOUS PROTECTORS
WE LOVE YOU!!!!**

