

THE VISION

TRUST THE PEOPLE

A DEMOCRATIC REVOLUTION FOR A TIME OF CLIMATE CRISIS AND
CORONA VIRUS

The question for XR now is no longer how do we disrupt business as usual, nor even how do we mobilise millions of people across the country. Both of these are happening in huge, unexpected ways. Nearly a million people have signed up to be volunteers because of Covid-19. The question now is instead, how do we nurture this unleashed energy for community organising? How do we stop it from fizzling out and letting us slide back into business as usual? And, how do we keep the new radical imagination alive?

There is a new burning for care, love, hope, community and change. How do we keep it lit?

In the next half year of rolling social isolation and social trauma, we want to help establish neighbourhood assemblies on every street in the UK, federating (linking up with each other) to greater geographic levels. These assemblies will be based on the XR Peoples' Assembly model which has collated the best practice from radical democratic movements around the world.

Alongside civil disobedience against the climate and ecological emergency, these assemblies and whatever organised people power emerges will be needed to confront our destructive system trying to reinstate itself after this crisis.

We will support with clear processes for conflict mediation, for federating, organising sociocratically (i.e. XR's Self Organising System), facilitation and ways to build a regenerative culture. We will need a peer support network, the "community transformers", to become a core of highly active people, dedicated to transforming self, community and system.

We don't know exactly what these assemblies will decide to do, but we can imagine some immediate needs they will allow people to address: loneliness, resource shortages, holding powerful institutions to account. What communities need to do to support themselves in this crisis is up to them, our role as rebels is to help create and coordinate organisational models.

This is how we organise our way into a liveable future.

In these new grassroots structures is an opportunity for XR to stand alongside our fellow citizens, and, in a spirit of service and humility. We do not enter these community spaces with our own agenda.

We know that an overwhelming majority of the population want action on the CEE. We trust that an empowered society will act in response to this existential threat. As people start to discover their collective power, things will change.



THE PLAN

THE STEPS

GET YOUR NEIGHBOURS ONLINE
Use something like this [flyer](#) to invite your neighbours to the Zoom assembly. Be sure to follow the safety guidelines when distributing flyers (see Queer-Care's comprehensive [guide](#)).

CREATE SPACE FOR TRUST AND EMPATHY
Before holding assembly it's important that an area is already connected, that people trust each other enough to make the assembly work.
This time of trauma and grief also demands a level of emotional support. Empathy, Grief and Fire Circles will be profoundly useful in bringing people together.

OFFER THE ASSEMBLY TO NEW GROUPS
Mutual Aid networks are strong starting points for bringing deliberative democracy to your community.
If you have been attending Mutual Aid meetings, offer the format of a Peoples' Assembly, explaining its radical potential and the availability of trained facilitators.

THE NEIGHBOURHOOD ASSEMBLY

THE AREA ASSEMBLY

COMMUNITY ORGANISING

EMOTIONAL CONNECTION

WIDER RESOURCE SHARING

STRONGER COLLECTIVE VOICE

NO GOING BACK!

SIGN UP AND JOIN IN!
FILL IN THE SIGN UP FORM [HERE](#).
AND JOIN AN INTRO CALL OR WORKSHOP FOUND [HERE](#).

HOLD AN ASSEMBLY ON IT
WE HAVE RECORDED THE INPUT TO OUR TTP ASSEMBLIES. HOLD YOUR OWN IN YOUR XR LOCAL GROUP. SOME GUIDANCE [HERE](#).

FORM A WORKING GROUP
FORM A GROUP OF INTERESTED PEOPLE AND START THE WORK!



[LIBRARY](#)

[MATTERMOST](#)

[EMAIL](#)

1

2

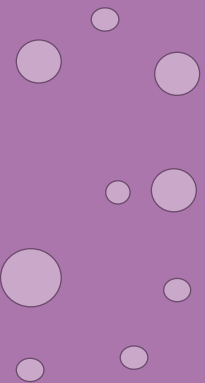
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THE PROGRAMME

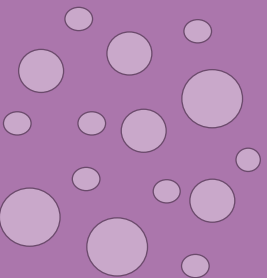
1 PERSONAL PROCESSING



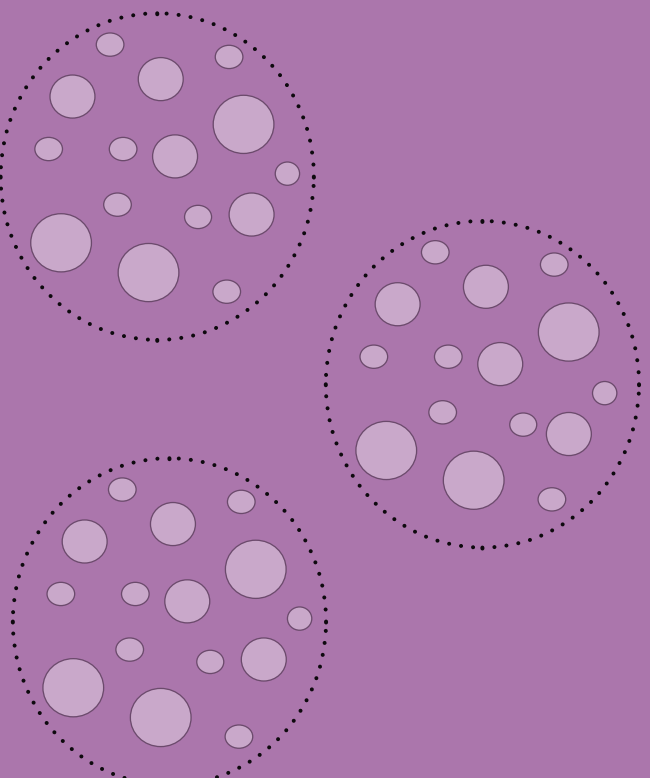
2 GROUP SUPPORT



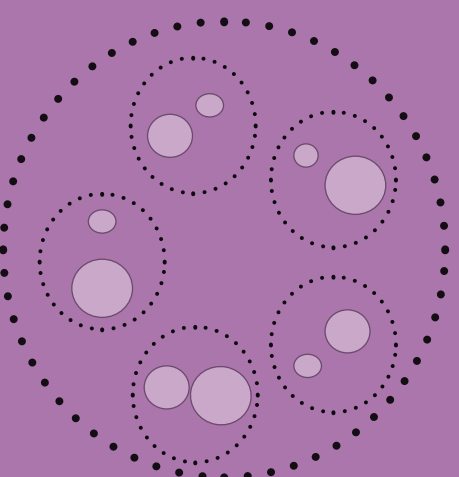
3 ENGAGING THE COMMUNITY



4 COMMUNITY ASSEMBLIES



5 COMMUNITY ORGANISING



The Community Transformers Programme

- A resource for the project. Each module builds on the last.
- Support groups (aka Hives) for checking in and skill sharing ([sign up](mailto:signup@xrdemocracy.com))
- This programme is a co-creation! Please help us build it. Reach us at xrdemocracy@protonmail.com.

1 PERSONAL PROCESSING

Personal processing is about taking time to connect with ourselves – to reflect on who we are, how we act, and how we relate to others and the world around us. Using a range of activities, this module seeks to provide opportunities to better understand ourselves by thinking about our identity, our relationship to society, our learnt biases, and our needs.

1.1

Understanding Ourselves, Our Identity and Our Biases

- Workshop: *Understanding Ourselves and Understanding Others* ([request](#))
- Activity: *Deep Reflection: Understanding Ourselves and Understanding Others* ([doc](#))
- Reading: *What Happens In Our Brain When Our Views Are Challenged?* ([doc](#))
- Activity: *Reflecting on Identity Privilege*

1.2

Reflecting on Societal Structures and Our Relationship To Them

- Workshop: *Anti-Oppression workshop* ([find](#))
- Reading: *People, Parts, Interactions*

1.3

Reaching our Potential and Looking after Ourselves

- Activity: *Personal Visioning*
- Guide: *Building Confidence Through Games and Theatre*
- Workshop: *Building Confidence Through Games and Theatre* ([request](#))
- Guide: *Finding Courage and Supporting Yourself*
- Support Space: *Corona Support and Sharing* ([find](#))

2 GROUP SUPPORT

This module is focused on enabling people to work with others in a supportive and empathetic way, and to create group cultures which allow everyone to thrive, provide the emotional support that people need, and give them the skills to deal with conflict constructively.

2.1

Making Connections and Building Trust

- Activity: *Personal Reflections on Working in Teams* (*tho*)
- Games: *Games to Connect* (*tho*)
- Guide: *Getting to Know Each Other* (*tho*)

2.2

Building Effective Teams

- Workshop / Guide: *How to Create Teams* (*tho*)
- Guide: *Dealing with Conflict in your Teams*
- Reading: *Systems Theory*
- Reading: *The Psychology of Teamwork* ([link](#))
- Training: *Essential Community Organising* ([Act, Build, Change](#))

2.3

Emotional Support

- Workshop: *Grief Tending* (*tho*)
- Guide: *Holding Emotional Spaces* (*tho*)

3 ENGAGING THE COMMUNITY

Engaging communities involves putting energy into understanding who is in your area, what their needs might be, and how you and local networks could support them. It is the act of reaching out to people, be they similar or different, of building connections and of creating trust.

3.1

Understanding Communities and Our Place Within Them

- [Workshop: Engaging Communities \(Find\)](#)

3.2

Reaching out to Communities and Starting Conversations

- [Guide: Practical Steps to Engaging Communities in Lockdown \(Doc\)](#)
- [Guide: How to Engage with Diverse Communities \(tha\)](#)
- [Guide: How to Connect with Local Mutual Aid Groups \(tha\)](#)
- [Guide: How to Deal with Conflict when Engaging with Strangers \(tha\)](#)

3.3

Connecting with Communities and People within those Communities

- [Guide: Games to Connect \(tha\)](#)
- [Guide: Deep Hanging-Out \(Doc\)](#)
- [Guide: Active Listening Guide \(Doc\)](#)

4 COMMUNITY ASSEMBLIES

Community Assemblies are a structured and democratic way for a group of people to share ideas and feelings, discuss problems and generate solutions collectively. Assemblies are organised in such a way as to ensure that no one person dominates, and that all voices are heard and valued equally. They promote active listening, inclusivity and trust.

4.1

Get Ready to Hold Community Assemblies

- [Guide: Community Assembly Manual \(Doc\)](#)
- [Workshop: Peoples' Assembly Facilitator Training \(Find\)](#)
- [Workshop: The Community Assembly: Tips and Tricks \(Find\)](#)
- [Guide: How to Host Meetings on Zoom \(Doc\)](#)

4.2

Holding Community Assemblies

- [Guide: Making Community Assemblies Work \(tha\)](#)
- [Guide: Online Community Peoples' Assembly script \(Doc\)](#)
- [Guide: Community Assembly Input and Question Content \(Doc\)](#)

4.3

Reflecting on Assemblies and Responding to their Outcomes

- [Activity: Debrief and Reflection on Your Assembly \(tha\)](#)
- [Sharing Space: Peoples' Assembly: Reflect, Learn and Support \(Find\)](#)

5 COMMUNITY ORGANISING

Community organising is about finding ways to put your ideas into action. It is about learning from the work of other community organisers, learning about the tools that exist to help empower communities to take action, and learning about how to create lasting change, be this in the form of a food cooperative, a skill sharing platform or a council take-over.

5.1

Learning from Others (Community Organiser Case Studies)

5.2

Ideas for Different Ways to Organise

- *Guide: Community Organising for the Corona Crisis* ([doc](#))
- *Guide: Demanding More of Your Local Council* (*tha*)
- *Guide: Community Food* (*tha*)
- *Guide: Community Housing* (*tha*)
- *Guide: Community Finance* (*tha*)
- *Resource: Community Building Organisations List* ([doc](#))
- *Guide: Climate Emergency Centres* ([doc](#))

5.3

Preparing for and Taking Action

- *Training: Essential Community Organising* ([Act, Build, Change](#))
- *Guide: Creating an Action* (*tha*)
- *Guide: Digital Organising* (*tha*)
- *Guide: Community Wealth Building and Participatory Budgeting* (*tha*)
- *Guide: Promoting, Outreach and Community Engagement* (*tha*)