plug in & power up!
CLIMATE ACTION TRAINING

November 16, 2019
Ground Rules for the Day

- We will respect and appreciate different perspectives, points of view, and passions.
- This is not the time and place to promote your personal political views and preferred candidates.
- Questions are welcome, but please hold them until the appropriate time.
- Because we recognize that no one is perfect, we will refrain from judging each other’s personal lifestyle choices.
- We accept the scientific consensus on climate and will not waste time debating whether climate change is real or not.
Introductions

At your table:

- Name
- Organization (if any)
- What inspires you to act on climate? (30 seconds each)
Biomimicry

Biomimicry is the design and production of materials, structures, and systems that are modeled on biological entities and processes.
BAD LAND MANAGEMENT
leads to drought, soil erosion and desertification

Deforestation
Industrial agriculture
Overgrazing
Loss of biodiversity
Climate change from soil carbon
Loss of livelihoods

ECOSYSTEM RESTORATION
restores soil and water cycles and reverses desertification

Erosion control
Soil restoration
Replanting
Intact ecosystems
Sustainable livelihoods
Revert climate change
The 5 Conditions of Collective Impact

1. **Common Agenda**
   - Common understanding of the problem
   - Shared vision for change

2. **Shared Measurement**
   - Collecting data and measuring results
   - Focus on performance management
   - Shared accountability

3. **Mutually Reinforcing Activities**
   - Differentiated approaches
   - Coordination through joint plan of action

4. **Continuous Communication**
   - Consistent and open communication
   - Focus on building trust

5. **Backbone Support**
   - Separate organization(s) with staff
   - Resources and skills to convene and coordinate participating organizations
How can we be most useful?
When to walk in front
When to walk alongside
When to walk behind
Walking in front
Walking alongside
Small group discussion

1. Where does your group fit in our local climate ecosystem?
2. What does your group do that no one else does?
3. Where is there overlap with other groups?
4. Think of a time when your group has intentionally walked in front, alongside, or behind. How have you known which path to take?
How do we engage new people in our movement and help them “plug in” to appropriate action opportunities?
Create Structure for Volunteer Engagement with Combined Focus on Mobilizing and Organizing

**Mobilizing**: maximizing the number of people involved without developing their capacity for civic action

**Organizing**: developing the capacities of people to engage with others in activism and become leaders
Small group discussion

1. Who has pushed you to move up the climate activism ladder of engagement and how did they do it?

2. In what ways has becoming involved in climate advocacy work transformed you?

3. Is your climate work currently more focused on organizing or mobilizing?
Ganz’s “Snowflake” Organizing Model
What is leadership?

- An action many can take, not a position few can hold
- Taking responsibility to work with others on common goals
- Practice of values that engage commitment from others
Social change comes from the leadership of the many!
Collaborative Culture

- Prioritize shared values, goals, and responsibilities
- Focus on building relationships and trust
- Create intentional and transparent processes
- Name and negotiate interests
- Surface elephants in the room, hold difficult conversations
- Encourage continuous learning
Things I Suck At

Active listening
Life/work balance
Recordkeeping
Remembering names
Remembering facts and figures
Being patient with people who don’t share my sense of urgency
Being patient with people who are long-winded
Creating meeting agendas that are a reasonable length
Following through on boring tasks
Reading legal, technical, and financial documents
Taking notes
Writing legibly
Small talk
Forgiving people who have broken my trust
Resisting the urge to take over when someone else’s work doesn’t meet my expectations
Keeping my house clean
Spectrum of Allies
Global Warming’s "Six Americas"

December 2018
n=1,114

- Alarmed: 29%
- Concerned: 30%
- Cautious: 17%
- Disengaged: 5%
- Doubtful: 9%
- Dismissive: 9%

Highest Belief in Global Warming
- Most Concerned
- Most Motivated

Lowest Belief in Global Warming
- Least Concerned
- Least Motivated
Spectrum of Allies

Opposition
Passive Opposition
Hostile Neutrals
Neutral
Friendly Neutrals
Passive Allies
Movement
Goals For This Afternoon

- Welcome new people and ask open-ended questions to help them identify their values, goals, interests, skills, etc.
- Guide new people toward organizations and action opportunities that are a good fit for their values, goals, interests, skills, etc.
- Look for opportunities for your organization to collaborate with or support the work of other organizations.