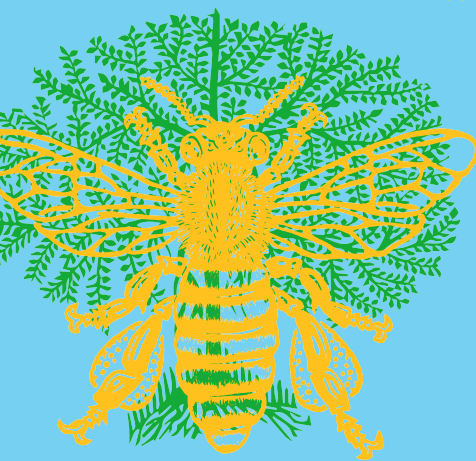
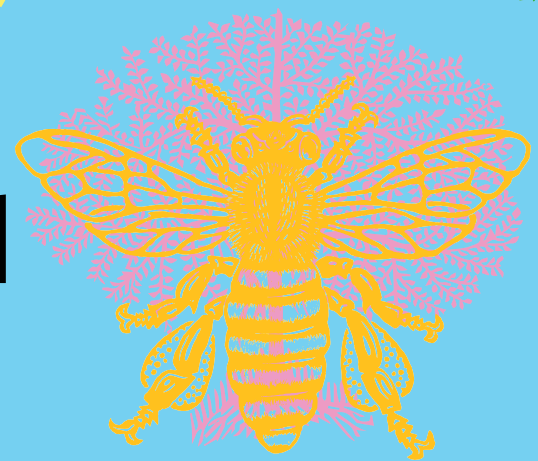


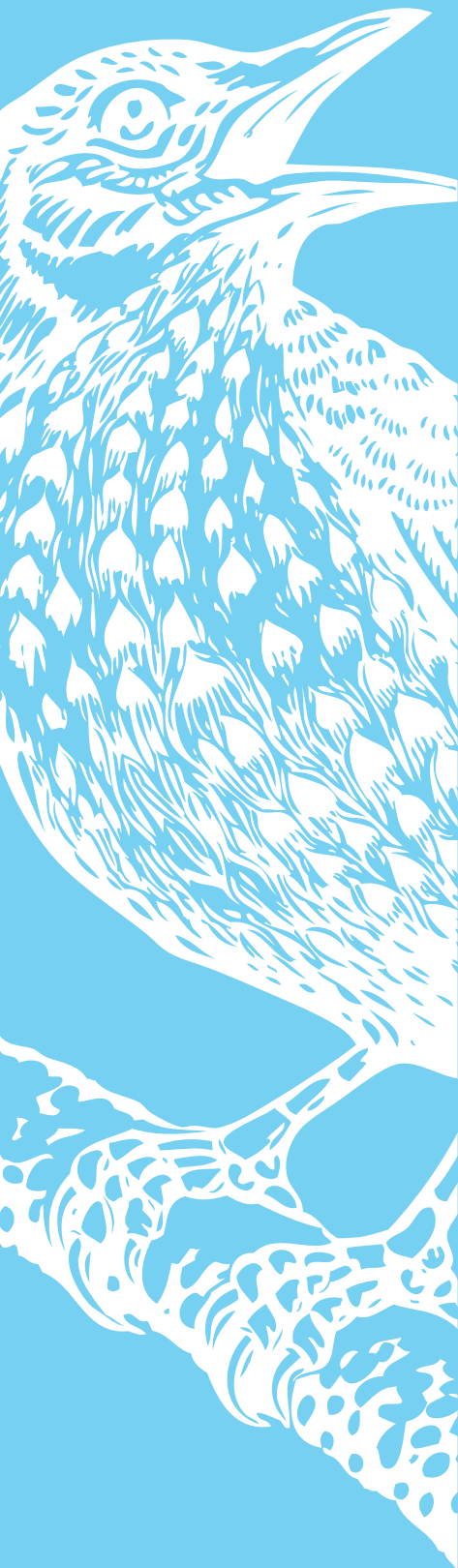
REGENERATIVE CULTURE

REGEN 101 WORKSHOP BOOKLET



extinction
rebellion





WHO IS THIS FOR?

REGEN 101 was created in response to XR Working Groups and the wider community need to understand REGENERATIVE CULTURE. As a workshop it is experiential, practical and educational.

Our aims through this booklet are:

- To develop shared understandings of what is meant by Regenerative Culture
- To provide a valuable online resource
- To provide community with opportunities for discussion
- To provide facilitators and participants a resource for prior reading to the workshop

Each mini chapter defines a Regenerative Culture concept, briefly explains its importance to Regenerative Culture, and provides any links to relevant literature.

How to use the booklet:

- Read the entry on Extinction Rebellion
- Browse other entries as your interest takes you, using the concept index on the left;
- The Booklet is not intended to be read “cover to cover”;
- A resource list is available at the back of the Booklet;
- The Booklet will unfold over time: an unfolding work of ‘the commons’;
- Use this as a Regenerative Reminder.

REGEN 101 is a 1 full day workshop that covers the topics:

- **What is Regenerative Culture?**
- **Earth Emotions** – A group discussion of the mental health effects from climate change impacts.
- **Intersectionality** – Here we name some forms of oppression and domination that have been coded into societies and institutions around the world. We respectfully name some of the features of the toxic system we have decided to rebel against.
- **Self-Care** – Highlighting that people who engage with the climate crisis need to recognize that they are susceptible to a special kind of stress due to the overwhelming nature of the problem.
- **Burn-out** – Understanding burn-out as a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. Prevention and healing.
- **Action Care** - How we take care of each other during direct actions and civil disobedience together. How we prepare for, train for and recover from direct action, including trauma and resilience work.
- **Emotional debriefing** - Differentiate between action debrief and an emotional debrief.

Acknowledgement of Country

Extinction Rebellion acknowledges the Traditional Owners of the unceded lands on which we live, love, work and rebel. We pay our respects to their Elders, past, present and emerging, and extend our respects to all Aboriginal and Torres Straits Islander First Nations people. We further acknowledge the traditional knowledge held by First Nations people, and recognise our collective dependence on traditional knowledge in confronting the climate emergency.

This document was designed as part of the the Extinction Rebellion, Sydney, Regenerative Culture: REGEN 101 Workshop. This work is the copyright of the authors. All rights reserved and it may not be reproduced in whole or part, for commercial purposes or otherwise, without permission. Enquiries about this document or the REGEN 101 Workshop can be made by contacting christiew@protonmail.com.

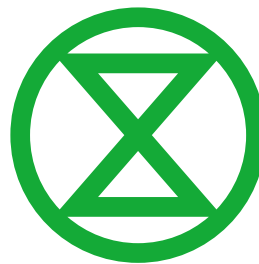
© 2020 Christie Wilson.

WHAT'S IN THIS BOOKLET

WHO IS THIS FOR?	2
INTRODUCTION TO EXTINCTION REBELLION	4
Purpose	5
Our demands	6
Welcoming community	7
Principles and values	8
REASONS TO REBEL	9
Time to rebel, right here, right now	9
It takes courage to rebel	10
The Rebellion way forward – a new story	11
The Rebellion is a movement in action, not a building or an institution	11
What's The Rebellion 'tipping point'?	11
Regenerative culture includes a healthy focus on mutual support	13
UNDERSTANDING EARTH EMOTIONS	14
Eco-Anxiety	15
Ecological Grief	15
Eco-Paralysis	15
Global Dread	15
Nature Deficit Disorder	15
Solastalgia	15
Terrafurie	15
CONNECTING THROUGH INTERSECTIONAL WORK	17
The Work That Reconnects	18
NonViolent Communication	19
8 Shields	20
SELF-CARE AND AVOIDING BURN-OUT	21
Tools and Techniques	22
De-stressing via your mind	23
Avoiding Burn-Out	26
The difference between stress and burn-out	27
10 Ways to build Resource and Resilience	28
Emotional Debriefing	31
RESOURCES	34
National Help Lines	34
Social Media and other links	35



INTRODUCTION TO EXTINCTION REBELLION



Extinction Rebellion (XR) was launched at the end of October 2018 with the aim of sparking an international movement that would challenge governments to tell the truth about the unfolding ecological crisis and potential societal breakdown, and to act as if that truth was real.

Since then, thousands of people have committed to using the tool of mass non-violent civil disobedience and joined Extinction Rebellion's rapidly growing network with (at the time of writing) 206 groups spanning 26 countries.

To fulfil its potential, Extinction Rebellion needs to be action-based, operate transparently, be rooted in our many different communities, and be decentralised. Creating a broad but agile movement requires planning and resources, and a depth of understanding of how to work collaboratively.

If life on earth is to have a chance, we must all be able to coordinate to ensure we can seize political opportunities to dismantle the current toxic system. Nature cannot wait. Humanity and all life on Earth are at stake. That is a central truth which electoral cycles have failed to grasp for the last 30 years.

People have historically risen up to dismantle dysfunctional political systems. Extinction Rebellion believes there is an urgent need for a collective push to reinvent our democratic systems to deal with systemic crises, like climate change. Therefore, we are committed to using mass, non-violent civil disobedience, constructive disruption, planned and random acts of courage and rebellion so that we may discover our interconnectedness and our longing for a collective response.

Extinction Rebellion is committed to developing a **Regenerative Culture** internally and locally and in all our collaborations, partnerships, communities and relationships. Acting with integrity with each other is not separate from our integrity to act with respect for nature's boundaries. As a movement, we listen for the ways in which we can gather a network around a shared purpose and build deep collaboration for reclaiming our sense of being in harmony with Earth and with each other.

We understand that we are being triggered by our survival instinct. We acknowledge our fear, denial, despair, grief and rage. Some of our success will be in the intangible, and we accept that changing any system will also mean changing ourselves.



PURPOSE

Our purpose is rooted in an intuition that something at the furthest reaches of our imaginings needs to be ushered in if our species is to survive. We remain curious about what's possible when we become upstanders and we have faith in the power of imagination. Extinction Rebellion exists in a spirit of thinking and speaking the truth while knowing we only ever hold a partial aspect of the truth. In our humility, we are able to consider being wrong. We hold our own failures and the failures of each other with compassion and ask for response-ability.

There is joy and freedom in honesty. Truth propels us to the edge of our courage and as noted by Millicent Fawcett "Courage calls to courage everywhere."

Our purpose is to facilitate a shift in human consciousness, a transformation towards interdependence and to notice how and where our systems lack the best of modern intelligence and ancient wisdom. Where we want to directly address the extinction crisis in order to reduce its ferocity, our purpose is also to focus on issues of deep adaptation.

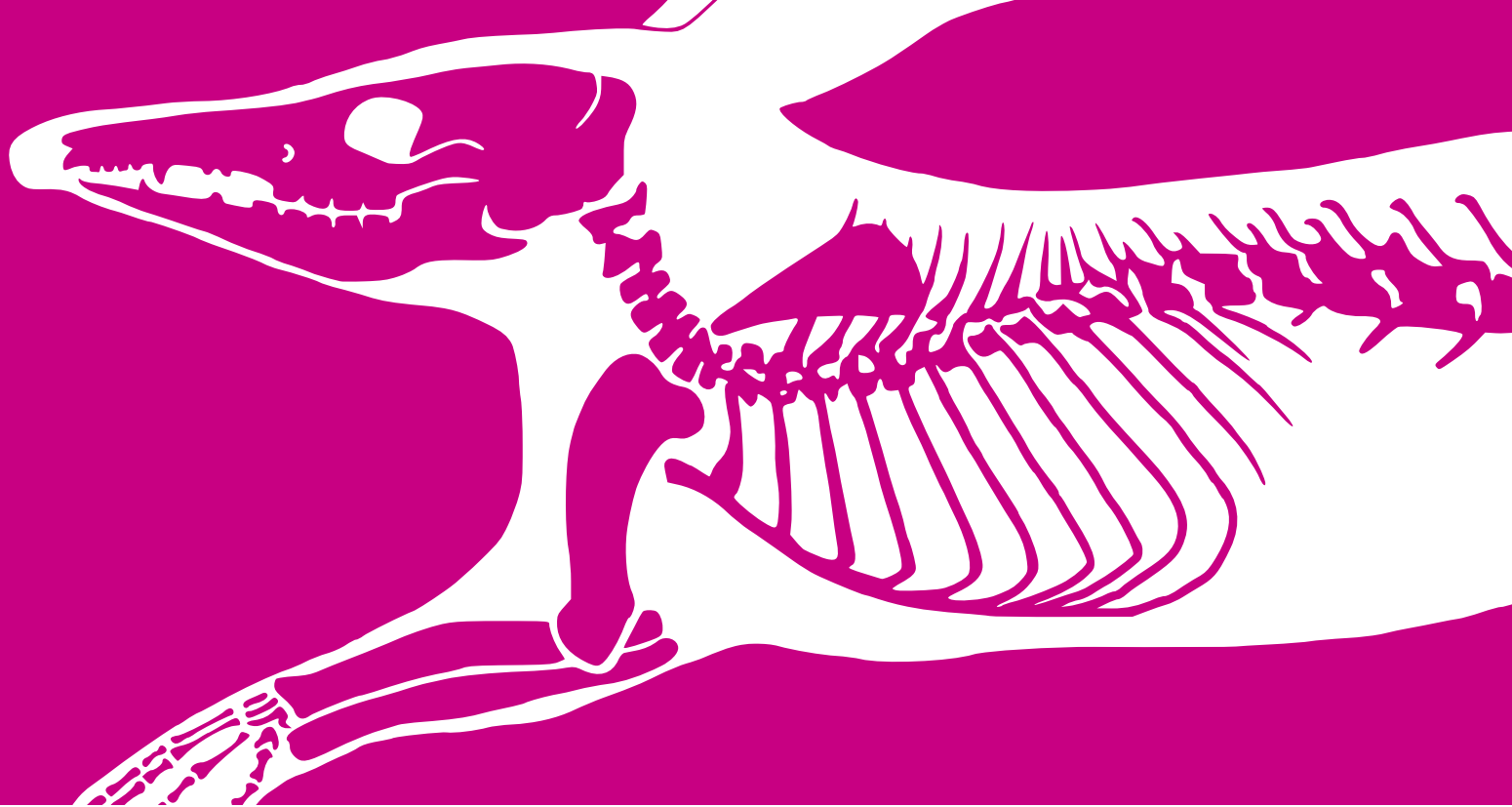
We seek to mitigate and prepare for potential societal collapse, seeking to build resilient and self-sustaining communities that are also connected to wider communities.

We encourage systems that are wholistic, dynamic, responsive, emergent and vital for an agenda of adaptation. Martin Luther King said "I am convinced love is the most durable power in the world. It is not an expression of impractical idealism, but of practical realism."

Our purpose is to envision and grow a culture of belonging and love. Whichever parts of this you feel, within Extinction Rebellion you are welcome. We may feel all of this at times, but at other times, parts are missing. We can sometimes fall into anxiety, denial and despair, into feelings of separation and powerlessness.

Our deeper purpose is to keep walking together towards the realisation of unity and harmony. Together we are everything we need.





OUR DEMANDS

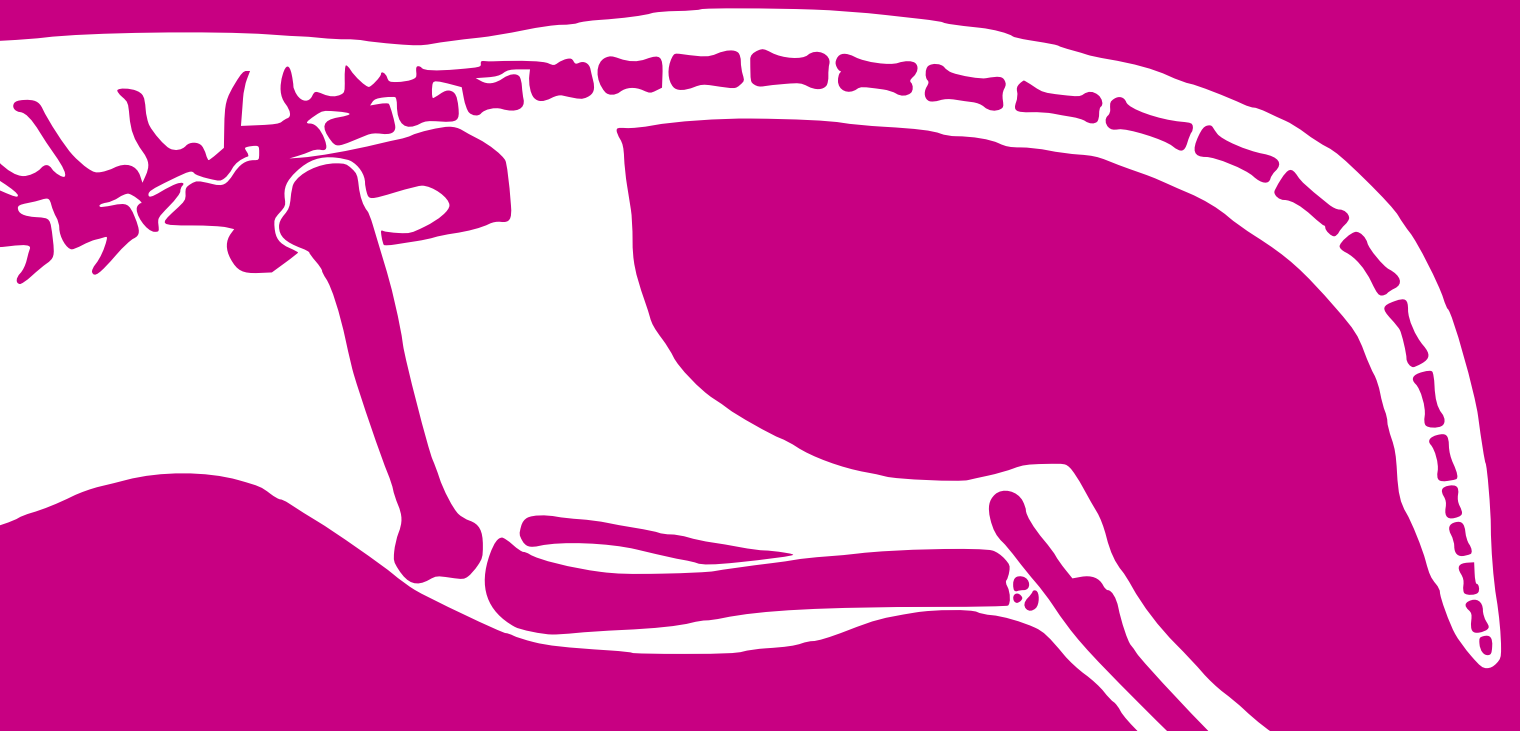
1. The Government must **tell the truth** by declaring a climate and ecological emergency, working with other institutions to communicate the urgency for change.
2. The Government must **act now** to halt biodiversity loss and reduce greenhouse gas emissions to net zero by 2025.
3. **Beyond politics** - The Government must create and be led by the decisions of a Citizens' Assembly on climate and ecological justice.

Extinction Rebellion's current demands have tapped into a widely shared sense of anger that the public is being misled about the scale, speed and social impact of ecological breakdown. Telling the truth is a deeply radical demand and has proved empowering.

Mainstream worldviews are all too often based upon narratives of scarcity, powerlessness, isolation and individualism. By contrast, Extinction Rebellion's demands call on society to respect nature and to (re)learn together. They make clear that it is the job of the government (not individuals) to overhaul the system, ending an economy based on short term gains, private profits, gross inequalities and ecological destruction.

It is important to clarify that Extinction Rebellion has taken a strategic decision to *not* set out how to solve the climate and ecological crisis. This is because Extinction Rebellion is calling for the Government and media to tell the truth about these crises, with the aim of leading to more discussion in the general public, and engaging citizens to decide for themselves which solutions they want to use as part of shift towards a truly people-led democratic system.

As a new social movement, we don't see it as our place to pick out from the many potential solutions already in the public domain. Our focus is on creating systems of decision-making, like Citizens' Assemblies, where ordinary people learn from each other and help us all to take collective decisions.



WELCOMING COMMUNITY

The strength of any community depends on good relationships built on trust, cooperation, caring and resilience. Extinction Rebellion recognises that discrimination and lack of awareness based on gender, ethnicity, religion, class, ability and sexual orientation operates systemically to divide us.

Extinction Rebellion's core principles and values include welcoming everyone and creating a regenerative healthy culture together. We recognise we all have work to do to deepen our understanding of how to really have each other's backs and understand mainstream culture can unintentionally side-line some people's voices and participation.

We also need to be developing capacity to shift conflict together. **Extinction Rebellion's Regenerative Culture Group** aims to help the movement grow into a community that is increasingly diverse and self-aware. Such an Extinction Rebellion community can support other communities to overcome the effects of living under social systems that have divided and pitted us against each other for centuries.

Extinction Rebellion is committed to addressing the links between ecological and climate collapse, and social and economic injustices. We recognise that it is marginalised communities who are consistently on the frontlines of fossil fuel extraction, climate change, and ecological crises.

When Extinction Rebellion speaks of collapse and catastrophe we acknowledge that this is already a daily reality for many people, particularly in the Global South where the majority of the world live. We name this for what it is - an emergency. We keep this reality in mind and heart in designing our movement and our political and action strategies.

We aim for the Extinction Rebellion movement to be enriched by the learnings and unlearnings that come from building alliances with different communities who have long been working on anti-oppression, environmental, ecological and other social justice issues internationally.

Extinction Rebellion will continue to be a volunteer-led movement based on funding from a wider pool of in-kind and other financial donations that fit our values and do not distract us or dilute our courage to demand systemic change.



PRINCIPLES AND VALUES

1. WE HAVE A SHARED VISION OF CHANGE

Creating a world that is fit for generations to come.

2. WE SET OUR MISSION ON WHAT IS NECESSARY

Mobilising 3.5% of the population to achieve system change - using ideas such as “momentum-driven organising” to achieve this.

3. WE NEED A REGENERATIVE CULTURE

Creating a culture which is healthy, resilient and adaptable.

4. WE OPENLY CHALLENGE OURSELVES AND OUR TOXIC SYSTEM

Leaving our comfort zones to take action for change.

5. WE VALUE REFLECTING AND LEARNING

Following a cycle of action, reflection, learning, and planning for more action. Learning from other movements and contexts as well as our own experiences.

6. WE WELCOME EVERYONE AND EVERY PART OF EVERYONE (however not all behaviours)

Working actively to create safer and more accessible spaces.

7. WE ACTIVELY MITIGATE FOR POWER

Breaking down hierarchies of power for more equitable participation.

8. WE AVOID BLAMING AND SHAMING

We live in a toxic system, but no one individual is to blame.

9. WE ARE A NON-VIOLENT NETWORK

Using non-violent strategy and tactics as the most effective way to bring about change.

10. WE ARE BASED ON AUTONOMY AND DECENTRALIZATION

We collectively create the structures we need to challenge power. Anyone who follows these core principles and values can take action in the name of Extinction Rebellion.

We are completely nonviolent; our actions are done in full public view and we take responsibility for them. We have an Action Consensus which outlines how we work together on actions.

Resource: <https://rebellion.earth>





REASONS TO REBEL

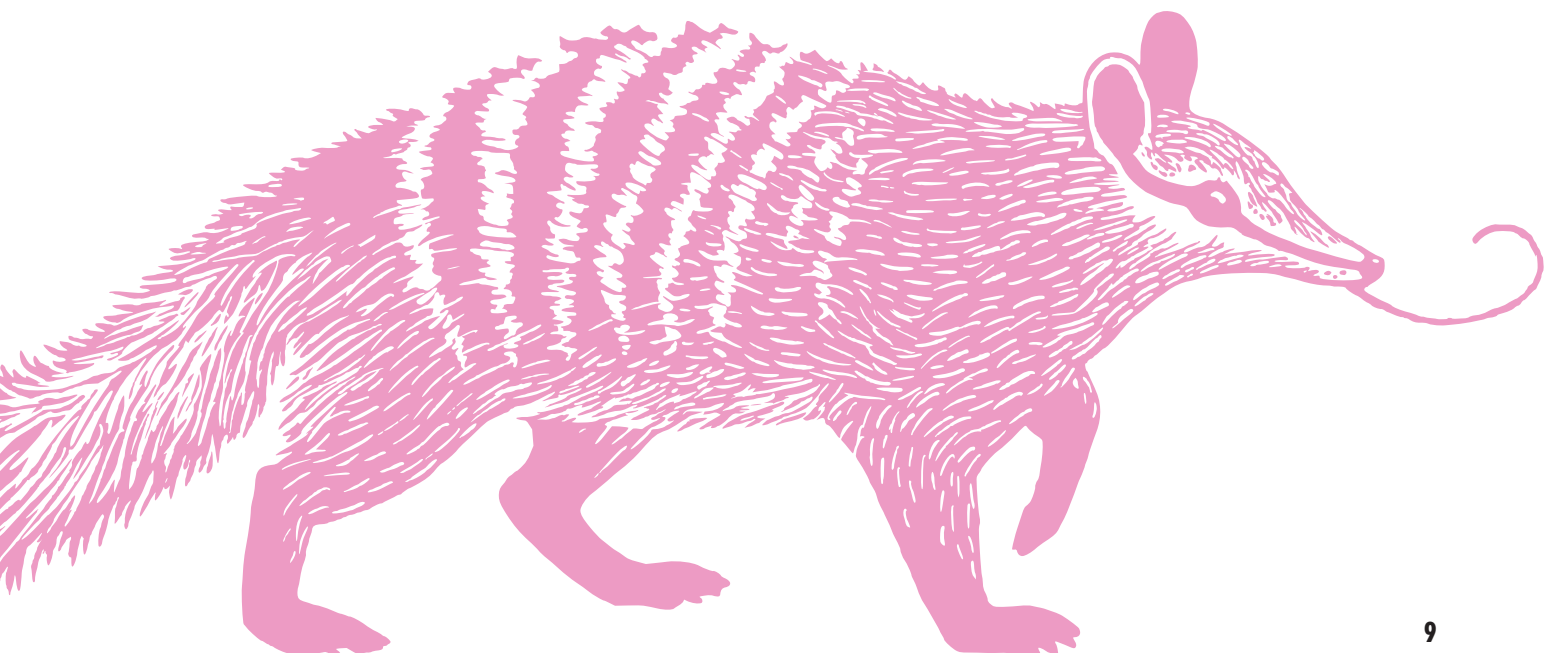
The human ecosystems have been damaged by a prevailing and dominating culture that has emerged. This dominating culture teaches us to subvert our essential regenerative natures and behave with a neo-liberal narcissistic entitlement. This entitlement is induced by corporation-controlled consumption, education systems and media institutions that teach us to ignore our true nature, compete with each other, and take from all and everything around us.

TIME TO REBEL, RIGHT HERE, RIGHT NOW

The world is at a crossroads. Which way will we choose? We need to answer that question, right here, right now. We live in a time of potential massive ecological collapse, climate change, and social, political and economic crises.

Can WE, as people of the world's wealthy nations awake from our overconsumption induced by corporate advertising? Can WE transform our society from within? Can WE move away from corporate greed and the destruction of ecosystems and communities and reconnect with each other and our natural world?

We must all choose ... right here, right now ... whether we stop the senseless, uncaring, destructive growth of profits and share prices, and instead preserve and repair what is left of the natural world. We can no longer mindlessly consume, pollute and destroy what is left of the beautiful ecosystems of this precious planet.



THE REBELLION WAY FORWARD – A NEW STORY

Extinction Rebellion around the world is choosing to take action and transition to sustainability and regeneration with peace and justice, for survival and life. The Rebellion is collectively defining a clear vision of our new story. This is a new story of a **Regenerative Culture** using non-violent civil resistance actions to achieve radical change that minimises the risk of human extinction and ecological collapse and maximises climate, ecological and social justice.

The Rebellion Demands that our governments **tell the truth** about the climate and ecological emergency, and to **act now** to respond to that emergency, by going **beyond politics** to a new governance model to ensure survival and justice.

The Rebellion undertakes sustained non-violent civil resistance ACTIONS to realise the Demands. The way we work on these actions is guided by and is consistent with the Principles and Values of the Extinction Rebellion. Acting from these Principles and Values is essential in order for the new story of the Rebellion to give birth to a global **Regenerative Culture**.

THE REBELLION IS A MOVEMENT IN ACTION, NOT A BUILDING OR AN INSTITUTION

It is a Rebellion that seeks to transform our culture and replace the destructive behaviors of the current dominating human ecosystems.

WHAT'S THE REBELLION 'TIPPING POINT'?

The Rebellion needs a 'tipping point' proportion of the population to act, to achieve the demands. Research shows that proportion to be as low as 3.5%. The aim is to have this powerful proportion of our communities come together so that we can continue to improve how we are welcomed, included, heard, respected, supported, cared for and enabled to act, and to regenerate for sustained action.

Resource: <https://rebellion.earth>



WHAT IS REGENERATIVE CULTURE?

A regenerative human culture is healthy, resilient and adaptable; it cares for the planet and it cares for life in the awareness that this is the most effective way to create a thriving future for all of humanity.

Regenerative Culture means improvements year on year, taking small steps to heal and improve, on all levels, including individuals, communities, our soil, water and air.

More than being a network of “activists”, we seek to find ways of being and doing that support positive change. This can include ceremony and prayer (in ways that are neither dogmatic nor expected) to find inspiration from things bigger than ourselves. We need to reconnect with our love for ourselves, our country and our people alongside wider neighbours; people and the natural world.

Regenerative Culture seeks to bring a different approach to climate and other activist movements. It is about how we move towards practicing and demonstrating the change we want to deeply experience in life in all society.

Its purpose is to nurture a new culture that is resilient and robust and which can support us all through the changes we must inevitably face together.

Regenerative Culture precedes, holds us through and lasts beyond the actions that we take as part of our rebellion.

In Extinction Rebellion, we recognise that we have much work to do so that we can truly embody a Regenerative Culture within our movement. It is a necessary way to generate meaningful and lasting change in our shared world. There is no singular definition, but a framework based on natural principles allows each of us to develop our own approach to practicing a regenerative way of being.

At its simplest, this means putting a little bit more in than we take out.



REGENERATIVE CULTURE INCLUDES A HEALTHY FOCUS ON MUTUALLY SUPPORTING THROUGH:

Self-care	how we take care of our own needs and personal recovery from this toxic system.
Action care	how we take care of each other whilst we undertake direct actions and civil disobedience together.
Interpersonal care	how we take care of the relationships we have, being mindful of how we affect each other, taking charge of our side of relationships.
Community care	how we take care of our development as a network and community, strengthening our connections and adherence to these principles and values.
People and planet care	how we look after our wider communities and the earth that sustains us all.

REGENERATIVE CULTURE is about relationships. Our relationships with ourselves and personal histories, our relationships with what we struggle against, our relationships with other individuals day to day, and our relationships as a group – these are completely interdependent.

REGENERATIVE CULTURE is crucially important to Extinction Rebellion and essential to what makes us different from other activist movements. It helps us to nurture a new society that is resilient and robust and can support us all through the changes we must inevitably face together.

REGENERATIVE CULTURE stands at the bedrock of Extinction Rebellion, teaching and practicing the change we want to see in this society, including non-violent communication.

REGENERATIVE CULTURE looks at how to create a healthy, resilient and regenerative community of people working towards system change across the world.

REGENERATIVE CULTURE puts new systems and ways of thinking and being into place. It proposes and implements strategies and systems to support this to be accessible to everyone.

REGENERATIVE CULTURE is achieved by “deep caring”. By caring for yourself, in a way that cultivates resilience against burn-out and anxiety, you’re more able to care for others – your circle, the international community, and the natural world.

REGENERATIVE CULTURE is the beginnings of growing a society that might footstep us towards a new way of looking after each other. We are experimenting and nurturing the kind of extreme care that will be needed to sustain all our communities.

REGENERATIVE CULTURE, in all its myriad forms, helps Extinction Rebellion members reweave ourselves as part of a living ecosystem and take self-responsibility for ourselves, each other and within our wider communities. Here is where we learn the true significance of standing for all life.

REGENERATIVE ACTIVISM, then, involves reconnecting with ourselves and our needs, to stay inspired and achieve our goals and is the bit of Extinction Rebellion that will not end when the actions have met their purpose. It brings with it a new paradigm for living.

Resource: <https://rebellion.earth>



UNDERSTANDING EARTH EMOTIONS

- Earth Emotions are the human positive and negative emotions that are in relationship to planetary health. The state of the Earth is reflected in the state of our minds and emotions. As we try to figure out how to deal with the existential crises we are facing, we need a radical shift in our collective ways - returning to our roots in Earth's matrix of life — a reframing of our culture around the values of eco-mutuality.
- Everyone engaging with our climate emergency will have their own emotional journey. People who engage with the climate crisis need to recognise that they are susceptible to a special kind of stress due to the overwhelming nature of the problem. It will not be easy. If you have come to recognise that climate change will lead to a near-term collapse in our way of life, or even worse, then this can be a very difficult to process, integrate, or communicate to other people.
- It is important that we engage and talk with others who understand and appreciate that we are not simply confused, depressed, or irresponsible. In those connections and conversations, we find solidarity and pathways for how to be, what to do now and in the future. This is a fundamental part of Regenerative Culture.
- New words have been formed to describe emotional responses to the emergent state of the world. These words are needed to create a vocabulary that includes hope for the building of resilience and understanding each other better in dialogues with multiple perspectives.



HERE ARE SOME OF THESE EMOTION DESCRIPTORS

ECO-ANXIETY

is anxiety about ecological disasters and threats to the natural environment such as pollution and climate change. Variations to the definition exist, to broadly describe the “worry or agitation caused by concerns about the present and future state of the environment”.

ECOLOGICAL GRIEF

is grief felt in relation to experienced or anticipated ecological losses, including the loss of species, ecosystems, and meaningful landscapes due to acute or chronic environmental change.

ECO-PARALYSIS

is the feeling you can't do anything about any of it. This appears as apathy, complacency or disengagement. You can change your light-bulbs but most people know this isn't adequate to address the scale of what's taking place.

GLOBAL DREAD

is when you wake up in the morning feeling dread about the ecological state of the world.

Resource: <https://glennaalbrecht.com>

NATURE DEFICIT DISORDER

is the idea that human beings, especially children, are spending less time outdoors, and the belief that this change results in a wide range of behavioral problems. This disorder is not recognised in any of the medical manuals for mental disorders, such as the ICD-10 or the DSM-5.

SOLASTALGIA

is pain or sickness caused by the inability to derive solace from the present state of one's home environment. It is the lived experience of negatively perceived environmental change to one's sense of place and existential well-being. Feelings of powerlessness and a loss of hope about the future. Solastalgia is a form of homesickness one experiences, when one is still at 'home.'

TERRAFURIE

is the extreme anger unleashed within those who can clearly see the self-destructive tendencies in the current forms of industrial-technological society but feel unable to change the direction of such terracide and ecocide. The anger is also directed at challenging the status quo in both intellectual and socio-political terms. Terrafurie is anger targeted at those who command the forces of Earth destruction.



CONNECTING THROUGH INTERSECTIONAL WORK

Intersectional work is also known as the decolonisation of the self, how we connect and communicate with others. We have internalised the violence and separation inherent in our cultures. We have a duty and an opportunity to do the work that can undo those internalised prejudices and behaviors, so we can learn to interact in a healthier way.

The Decolonisation of the Self

Here we name some forms of oppression and domination that have been coded into societies and institutions around the world. These are some of the features of the toxic system we have decided to rebel against, guided by the Extinction Rebellion values and principles and through the lens of a Regenerative Culture.

- **Anthropocentrism**
- **Racism**
- **Sexism**
- **Eurocentrism**
- **Heteronormativity**
- **Classism**

Useful resources include non-violent communication, compassion, decolonisation training and resources for dealing with grief. Extinction Rebellion is inspired and informed by the work of:

- **Joanna Macy** - The Work That Reconnects
- **Active Hope Marshall Rosenberg** - Nonviolent Communication, and,
- **Jon Young** - 8 Shields and Restorative Justice.





THE WORK THAT RECONNECTS

“The central purpose of the Work that Reconnects is to help uncover and experience their innate connections with each other and with the systemic, self-healing powers of the web of life, so that they may be enlivened and motivated to play their part in creating a sustainable civilisation.”

Joanna Macy

How does it work?

- ♥ **Provides practices and perspectives** drawn from systems science, Deep Ecology, and many spiritual traditions that elicit our existential connectivity with the web of life through space and time.
- ♥ **Reframes our pain** for the world as evidence of our mutual belonging in a relational universe, and hence our power to take action on behalf of life.
- ♥ **Awakens stamina and buoyancy** to live with full awareness of both the Great Turning and the Great Unraveling, historically and in present time, and to embrace the uncertainty.
- ♥ **Awakens us** to the systemic injustice, racism, and oppression of the Industrial Growth Society, and generates our commitment to transform all our institutions for the benefit of all humans, whatever their color, culture, religion, gender identity, and history.
- ♥ **Affirms that** our intention to act for the sake of all beings, and to become allies to all oppressed or marginalised people, can become organising principles of our lives.
- ♥ **Helps us identify** the strengths and resources we can mobilise in our commitment to the self-healing of the world.
- ♥ **Presents the Great Turning** as a challenge that every one of us, in collaboration with others, is fully capable of meeting in our own distinctive ways.

Core elements of The Work That Reconnects

1. Our Earth is alive.
2. Our true nature is far more ancient and encompassing than the separate self defined by habit and Western society.
3. Our experience of moral pain for our world springs from our interconnectedness with all beings, including humans of all cultures, from which also arise our powers to act on their behalf.
4. Unblocking occurs when our pain for the world is not only intellectually validated, but also experienced and expressed.
5. When we reconnect with life, by willingly enduring our pain for it, the mind retrieves its natural clarity.
6. The experience of reconnection with the Earth community arouses desire to act on its behalf, as well as on behalf of humankind.

Resource: The Work that Reconnects <https://workthatreconnects.org/foundations-of-the-work/>



NONVIOLENT COMMUNICATION

“All that has been integrated into NVC has been known for centuries about consciousness, language, communication skills, and use of power that enable us to maintain a perspective of empathy for ourselves and others, even under trying conditions.”

Marshall B. Rosenberg, PhD

The Center for Nonviolent Communication (CNVC) is a global nonprofit organization founded by Marshall Rosenberg, Ph.D. that is dedicated to sharing Nonviolent Communication (NVC) around the world, offers International Intensive Trainings and certifies individuals as trainers.

How does it work?

- ♥ Connects from the heart with ourselves and others.
- ♥ Seeing the humanity in all of us.
- ♥ Recognises our commonalities and differences and finds ways to make life more connected for all of us.

Core elements of Non-violent Communication

1. Moving beyond blame and judgment – try to talk about “I” rather than about others
2. Listening before speaking – and practice active listening
3. Trying to communicate based on observations rather than evaluations: talk in terms of what you think you’re hearing the other person say, rather than what you think that says about them.

The form is simple, yet powerfully transformative

Through the practice of NVC, we can learn to clarify what we are observing, what emotions we are feeling, what values we want to live by, and what we want to ask of ourselves and others. When we no longer need to use the language of blame, judgment or domination, we can experience the deep pleasure of contributing to each other’s well-being.

NVC creates a path for healing and reconciliation in its many applications, ranging from intimate relationships, work settings, health care, social services, police, prison staff and inmates, to governments, schools and social change organisations.

Resource: <https://www.cnvc.org/learn-nvc/what-is-nvc>





8 SHIELDS

The 8 Shields alumni network has over 300 programs worldwide that have been inspired by our model for creating a culture that connects one to self, nature and others – igniting a deep desire to care for our planet, each other and to share one’s gifts.

The 8 Shields Model was formulated by Jon Young, co-founder of Wilderness Awareness School. He was interested in what made indigenous cultures “work” well, in comparison to our dysfunctional culture. He identified many cultural points that contribute to peace, harmony, and cooperation and synthesized these points as 8 archetypal energies. In the model, these energies are called Shields or Directions. The directions map onto the Medicine Wheel and reflect natural cycles and energies in the natural world. For instance, they reflect the flow of a day, of a season, of a life cycle. The 8 Shields model has been in use at Wilderness Awareness School for many years and helps the school as a whole and its different programs to run smoothly. Additionally, it is used in major events to distribute tasks and make sure everything gets done without requiring centralized leadership.

Core elements of 8 Shields

1. Love and forgiveness
2. Quiet mind, presence and creativity
3. Inner happiness
4. Vitality
5. A commitment to Mentoring + “paying it forward”
6. Empathy and respect for nature
7. Being truly helpful. Gifts & Visions Activated
8. Full Awareness

Over the past 30 years, 8 Shields has developed training pathways that support mentors and leaders to change individual lives, and entire communities, in becoming more connected. This model incorporates traditional mentoring and deep nature connection practices, fully supported through our neurological, emotional, and physical connection to the natural world

Resource: <http://8shields.org/about/>



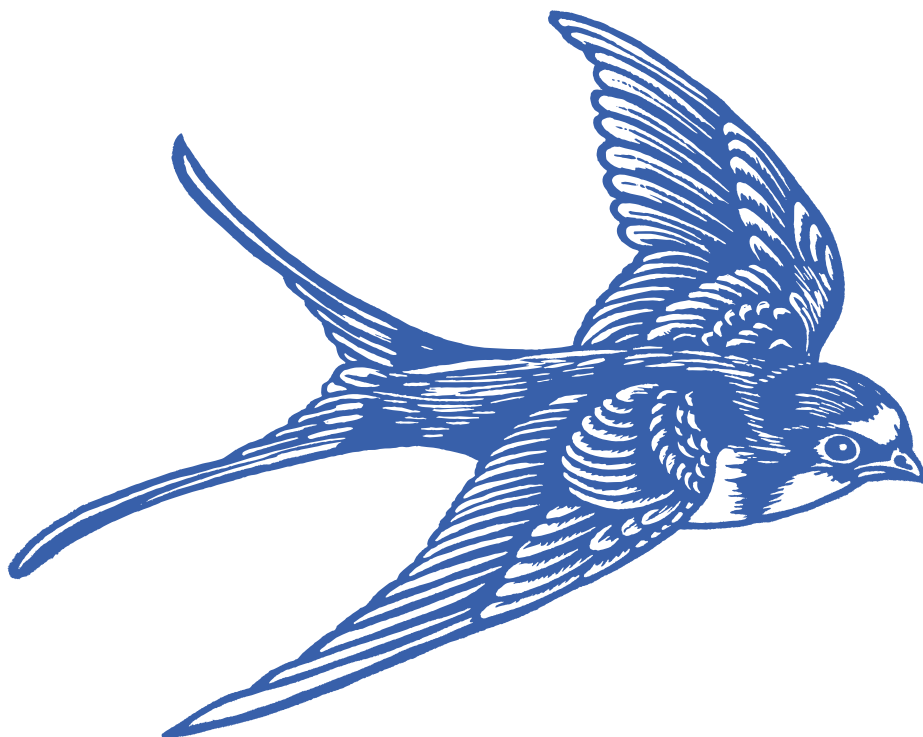
SELF-CARE AND AVOIDING BURN-OUT

People who engage with climate change need to recognise that they are susceptible to a special kind of stress due to the overwhelming nature of the problem. Looking after our own needs, personal care and recovery is 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.
- ♥ Looking after ourselves mirrors and models the Regenerative Culture we are trying to bring into existence.

It can be helpful to prepare for your Extinction Rebellion journey by knowing yourself and your self-care journey so far

- ♥ Create a list or mind map of the ways you already take care of yourself that allow you to rest, recharge and rejuvenate, such as knowing our own limits/capacity, nature connection/being outdoors, hobbies/creativity/passions etc.
- ♥ List the ways you know your body and mind show signs of stress. This will help you recognise your personal signs that show you are moving from eustress (healthy stress that encourages growth) to distress.
- ♥ Ask what happens first? What do you notice in your moods, sleep, thoughts, body? At what point in this sequence is it a good time to take time out and initiate some self-care.
- ♥ Take an inventory of the ways in which you're currently spending your time. What do you do that drains you? What do you do that recharges you? What balance sustains you?
- ♥ What do you want more of in your life? Stimulation? Relaxation? Time with others? Time alone?
- ♥ Do you have a morning or evening routine that's just for you? If you don't, what might it look and feel like to create one?





TOOLS AND TECHNIQUES

Create your personal support network - connect with your supportive friends, family and community and let them know your intentions for Extinction Rebellion action. Can they make themselves available to you as a support person ranging from being a listening ear through to offering other forms of physical or timely support?

Create your community connections - connect with an Extinction Rebellion support group or Regen team and develop relationships so you feel safe and able to turn to them if/when you need. Reconnect with other community groups with whom you feel an affiliation or sense of belonging.

Destress via your body with movement, yoga, walking, swimming, dancing, etc.

Practice breath awareness and control - an out-breath longer than you're in-breath will calm your nervous system. Gently, over a few breaths, feel it expand and deepen down into your diaphragm and belly. Consciously invite tension to drain out of your feet and fingertips on each out-breath. You can note/name simply the kind of tension you are releasing as you do so, for example: tiredness, busy mind, fear, frustration. Just naming can help your body let go.

Take your attention outward - what can you see, hear, smell, touch. What else can you notice? Can you feel the ground beneath your feet?

Butterfly-hug - cross your arms so your left hand is resting on your right shoulder and your right hand is resting on your left shoulder. Give yourself a butterfly hug rubbing your hands up and down your upper arms.

Hand on Heart - place your hand on your heart. Breathe gently into your heart. You might like to place your other hand on your forehead. Feel contact of your hands with your body. Let your awareness rest there. This can work well standing, sitting or lying down.

Return to Nature (green space) - make regular contact with nature in whatever way works best for you. Rather than just walking 'through' or 'past' nature, try to immerse yourself through your senses. Remember that you are also nature and not something separate.



DE-STRESSING VIA YOUR MIND

Everyone has default patterns of thinking. Knowing yours can help you recognise when they are happening and then practise holding them more lightly. These patterns might include:

- ♥ Assuming the future will be the same as the past;
- ♥ Catastrophising or assuming the worst
- ♥ Overgeneralising, seeing this experience as permanent and pervasive while using words like always, never
- ♥ Discounting the positive by failing to register or value positive events.

When you become aware your preferred pattern, you can:

1. Name it, preferably with a warm, gently amused friendliness, and let it go on the outbreath, like leaves floating down a stream, clouds blowing and dissipating across the sky, to a higher power or guiding figure you hold sacred.
2. Use your preferred mindfulness practice.
3. Replace bad, scary stories or narratives with positive affirmations that have worked for you in the past or simply noting that “this, too, shall pass.” Learn about Regenerative Culture and how we can attend to individual support, care and change as we attend to systems change.

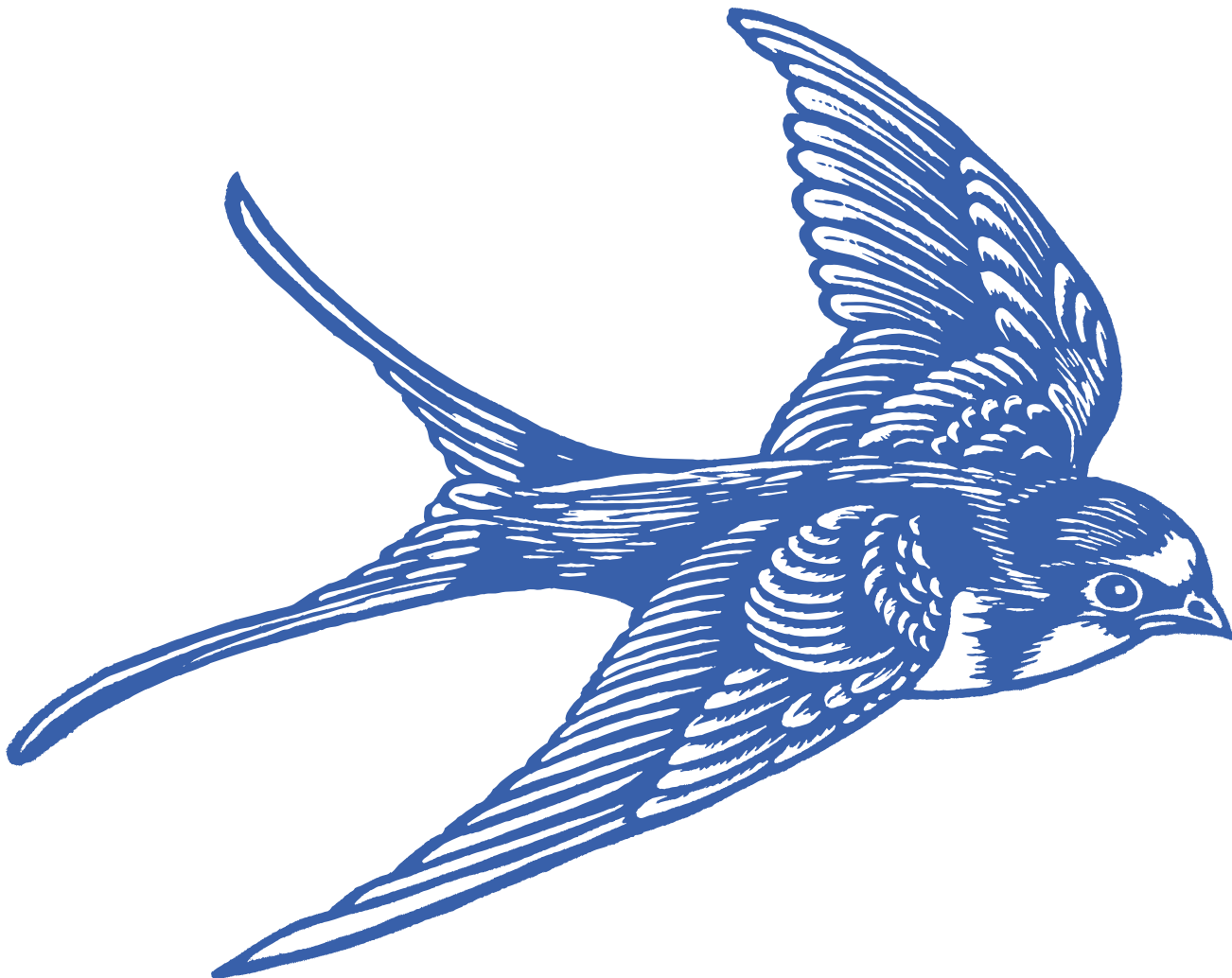
Skillful distraction - give yourself a break. Have a cup of tea. Listen to a guided meditation (link to Healing Signatures meditation). Chat with a friend. Listen to music. Dance. Exercise.

Journal or draw - these can be effective tools for processing and tapping into unconscious thoughts and feelings. This will help you make choices in keeping with your core beliefs and desires.

Assess your comfort level with saying “no.” When are you saying “yes” because you should do something, not because you choose to do it? Saying no may not feel good initially if it’s foreign to you, but the more you exercise your ability to do it, the less unease it will provoke in you. You may notice that while a part of you wants to say “yes” another part of you wants to say “no”. You can then invite both parts to relax or step back to give your wiser self the opportunity to assess the most appropriate choice for just now.

Here are some self-care just might inspire your own ideas. The little, regular things can make a world of difference:

- Exercise mild to moderate activities daily.
- Drink water.
- Eat a fresh and healthy diet moving towards plant-based choices.
- Create and follow a sleep routine.
- Create a sustainable personal daily routine that could include pausing for moments of stillness, acknowledging the good and the delightful, breathing deeply to nourish your nervous system, thanking then letting go of thoughts, feelings, body-tension in order to be in the present moment.
- Make time for play and laughter.
- Pay attention to small pleasures. Notice what difference it makes to acknowledge them.
- Appreciate the beauty around you and in yourself.
- Decrease the amount of time you watch television, play video games, and use social media.
- Get out into nature (green and blue spaces), remembering you are nature.
- Participate in neighbourhood or community events that nourish you. eg. XR Arts workshops.
- Connect with others in your community who understand you.







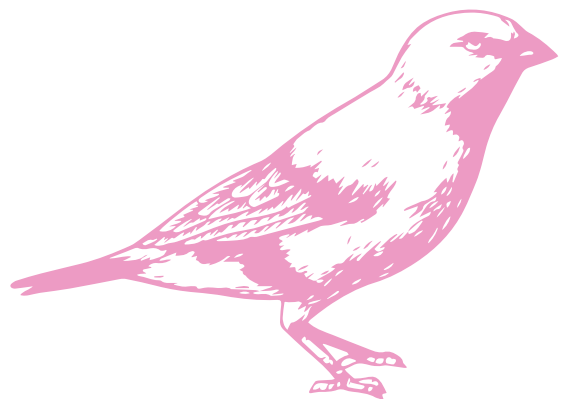
AVOIDING BURN-OUT

Burn-out is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. For activists, the burn-out can be imminent if self-care is pushed to the side lines.

The work of an activist demands an immense amount of selflessness, empathy and compassion in the face of adversity. Burn-out reduces productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical, and resentful. Eventually, you may feel like you have nothing more to give.

Burn-out is the mind and body's natural response when you need to slow down and process. The negative effects of burn-out can spill over into every area of life—including your home, work, relationships and social life.

Before an action, (these can be Regenerative Culture actions) preparing yourself physically and mentally with guidelines and briefing sessions allows you to feel ready, and to think about what strategies can help you deal with stress in yourself and others. After an action, good debriefing will create the space to process and reflect on that experience of stress.



THE DIFFERENCE BETWEEN STRESS AND BURN-OUT

Burn-out may be the result of unrelenting stress, but it isn't the same as too much stress. Stress, by and large, involves too much: too many pressures that demand too much of you physically and mentally. However, stressed people can still imagine that if they can just get everything under control, they'll feel better.

Burn-out, on the other hand, is about not enough. Being burned out means feeling empty and mentally exhausted, devoid of motivation, and beyond caring. People experiencing burn-out often don't see any hope of positive change in their situation.

If excessive stress feels like your drowning in responsibilities, burn-out is a sense of being all dried up. And while you're usually aware of being under a lot of stress, you don't always notice burn-out when it happens. Burn-out can also cause long-term changes to your body that make you vulnerable to illnesses like colds and flu. Because of its many consequences, it's important to deal with burn-out right away.

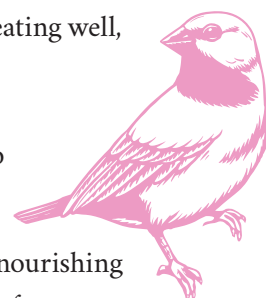
Physical signs and symptoms of burn-out: feeling tired and drained most of the time, lowered immunity and frequent illnesses, frequent headaches or muscle pain, change in appetite or sleep habits.

Emotional signs and symptoms of burn-out: sense of failure and self-doubt, feeling helpless, trapped, defeated, detachment, feeling alone in the world, loss of motivation, increasingly cynical and negative outlook, decreased satisfaction and sense of accomplishment.

Behavioral signs and symptoms of burn-out: withdrawing from responsibilities, isolating yourself from others, procrastinating, using food, drugs, or alcohol to cope, taking your frustrations out on others, skipping work or going in late.

Burn-out doesn't go away on its own so it's important that you address the underlying issues causing it and create strategies for recovery. Dealing with burn-out requires you to recognise your warning signs of burn-out:

- Any physical actions that may contribute to burn-out – lack of sleep or irregular sleep, not eating well, skipping doing things you love
- Any beliefs about yourself or the world that contribute burn-out; how many “shoulds”, and “musts” are driving you? Which ones de-energise you? Can you change the word “should” to “could” and “must” to “choose”? Notice the difference that makes to your choices.



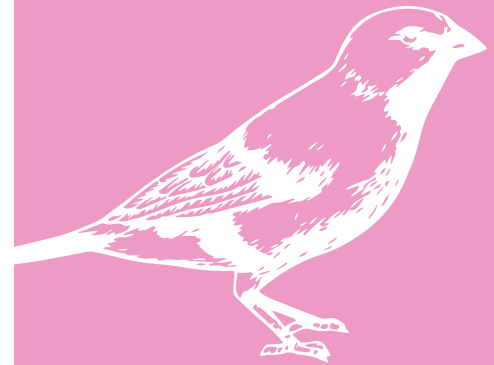
Reverse & Recover – Undo the symptoms of burn-out by seeking support, managing stress, nourishing yourself (physically, emotionally, mentally and spiritually) so that you can continue your work from a resourced place.

Resource to build Resilience – Build your resilience to stress by taking care of your physical and emotional health. To deal with burn-out turn to other people and find time for personal stillness and rest in nature.

Sharing what is happening for you with a good listener is one of the fastest ways to calm your nervous system, relieve stress and explore your burn-out experience. The person you talk to doesn't have to be able to “fix” your stressors; they just have to be a good listener, someone who'll listen attentively without becoming distracted or expressing judgment. A good listener can help you listen to your own inner wisdom.

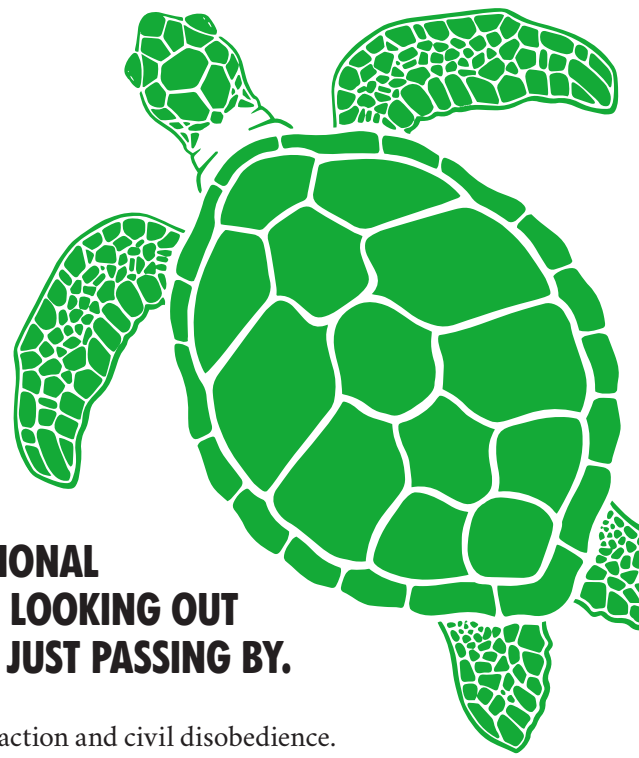
10 WAYS TO BUILD RESOURCE AND RESILIENCE

1. **Reach out to those closest to you, be more sociable with your coworkers.** Connect with a cause or a community group that is personally meaningful to you e.g Extinction Rebellion
2. **Set boundaries. Don't overextend yourself.** Learn how to say "no" to requests on your time. If you find this difficult, remind yourself that saying "no" allows you to say "yes" to the commitments you want to make. e.g "I'd like to say yes, but I have to say no. I am at full capacity right now."
3. **Take a daily break from technology.** Set a time each day when you completely disconnect. Put away your laptop, turn off your phone, and stop checking email.
4. **Nourish your creative side.** Creativity is a powerful antidote to burn-out. Try something new, start a fun project, or resume a favorite hobby. Choose activities that have nothing to do with work or whatever is causing your stress.
5. **Set aside relaxation time.** Relaxation techniques such as yoga, meditation, add link and deep breathing activate the body's relaxation response, a state of restfulness that is the opposite of the stress response.
6. **Get plenty of sleep.** Feeling tired can exacerbate burn-out by causing you to think irrationally. Keep your cool in stressful situations by getting a good night's sleep.
7. **Make exercise a priority.** Even though it may be the last thing you feel like doing when you're burned out, exercise is a powerful antidote to stress and burn-out. It's also something you can do right now to boost your mood.
8. **Reduce your negative mood foods** that can adversely affect your mood, such as caffeine, trans fats, and foods with chemical preservatives or hormones.
9. **Avoid nicotine.** Smoking when you're feeling stressed may seem calming, but nicotine is a powerful stimulant, leading to higher, not lower, levels of anxiety.
10. **Drink alcohol in moderation and in some cases not at all.** Alcohol temporarily reduces worry, but too much can cause anxiety as it wears off.



ACTION CARE

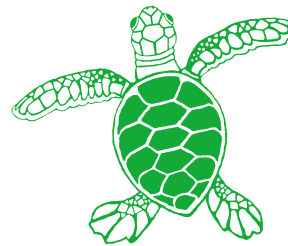
ACTION WELLBEING'S WORK IS TO PROMOTE THE SELF-CARE AND WELLBEING OF ANYONE TAKING PART IN ACTIONS THROUGH PHYSICAL AND EMOTIONAL SUPPORT, CHECKING IN WITH ONE ANOTHER AND LOOKING OUT FOR THOSE WILLING TO BE ARRESTED AND THOSE JUST PASSING BY.



Action care is how we take care of each other when engaged in direct action and civil disobedience. Interpersonal care is about taking care when interacting with others in general. Action and interpersonal care are important because we are all the product of our environment.

The main tasks of Action Wellbeing Supporters during an action are to:

- Provide physical support
- Provide emotional support
- Check-in with 'Arrestables'
- Provide emotional support during an arrest
- Safeguard wellbeing during an arrest
- Help find Legal Observers for arrests



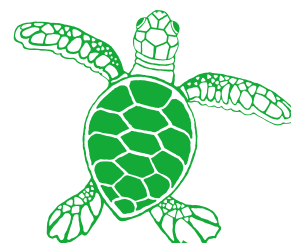
The wellbeing of rebels is **everybody's responsibility**, we are all crew!

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 it has gone too far. You should always have someone who can help you/somewhere to refer a situation to 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 needed if someone is getting arrested or the police are getting violent/overstepping their remit. If no Legal observers can be found:

- Ask what police station the arrestee is being taken to
- Note down the arresting officers name and identifying number (found on the pips on their jackets).
- 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.

When being arrested, 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. Useful resources might include: snacks, rain gear and warm clothing, physical first aid, emotional first aid, welfare teams support and HUGS!





EMOTIONAL DEBRIEFING

As well as having a ‘buddy’, it’s important to be involved in a smaller, more intimate group that’s part of the wider movement. (Extinction Rebellion is broken down into local groups, affinity groups and working groups, for example).

It’s important to check in with your group immediately after an action, as well as in the following days and weeks. Actions are high-stress and high-adrenaline environments; you need to make sure yourself and your group are fully recovered from them. It’s also helpful to try and learn from your achievements and mistakes at the event.

To debrief, you should:

- **Find a safe space** in a calm, easily accessible (and preferably green!) environment (but don’t let physical separation stop you). It’s also fine to meet online, using Zoom for example. Ideally sit in a circle, so everyone can see everyone else.
- **Ground yourselves** by spending a couple of minutes sitting in mindfulness and silence.
- **Share how you’re feeling**, taking it in turns and listening actively – it’s a good idea to use a talking stick here, to make sure no one talks over each other.

The debriefing should be run by a facilitator – but they don’t need to be a professional and shouldn’t be expected to magically fix anyone’s hurts. Rather, they should focus on moving the group through the different components of the session, while staying part of the session themselves.

Talking points for learning from the action as a group could include:

- What delays or confusion did you witness?
- What was in good supply? What supplies were missing?
- How can you use what you learnt today in other situations?

Debrief Learning and Improving

It is important as the movement continues to grow to learn from our achievements and our mistakes. A debrief after an action will give us the opportunity to recognise our skills and weaknesses, to learn and develop ourselves both as individuals and part of a team, within the movement and our environments.



Emotional Processing

Although we are doing what we are doing for the right reasons, and often come away from actions full of excitement and joy and energy, they can be emotionally heightened and stressful spaces. It is very likely that people will have been running on adrenaline throughout or at specific moments in the action. During moments of stress our unconscious memory is more active. Debriefing can help process these memories and experiences.

After periods of heightened adrenaline people may also have a physical or emotional dip which may leave you feeling unable to communicate, exhausted and experiencing negative thoughts. It is a completely normal bodily response but can feel destabilising and unpleasant in the moment. Having a space to share with people can help.

Hearing and sharing stories

There is so much happening in actions that often you are not aware of all that is going on. Having a space to hear other people's stories from the day can be a total treat. It feels great to listen and be heard.

Facilitation template

The template is for an hour and a half workshop and requires two facilitators. It is recommended they meet a bit before the workshop (half an hour) to go through template and ready themselves for the session.

Resource:

<https://rebellion.earth/wp/wp-content/uploads/2019/10/Off-Site-Debrief-Template-for-a-thorough-post-action-debrief.pdf>



Future involvement - ask

Does anyone need more support?

Do they know where to get more information and training materials from? (This debrief time is not the place to give detailed information).

What are you going to do tonight to look after yourself?

How are you getting home?

Who will you connect with beyond the group?

Have you got someone to call in the next couple of days?

Are you still in touch with your buddy?

Ask practical questions on personal wellbeing and grounding.

Can finish with a popcorn of words

Standing in a group ask people to throw in words about how the session has been/anything that feels appropriate to them in that moment.



RESOURCES

NATIONAL HELP LINES

It is completely normal to feel ecological grief, stress, or other difficult emotions whilst being an activist in the wake of environmental destruction. Please, TALK - to a loved one, a friend or therapist, *before* it overwhelms you - or contact one of the support lines below. And make the time for your own self-care and social connections. Some of this is distressing content, and we are emotional beings who need to look after our emotional health just as much as our physical health.

Our Regen team are working hard to also bring meditation events, talking circles, deep ecology workshops, and trainings on how to support ourselves and one another.

Lifeline 13 11 14

Anyone across Australia experiencing a personal crisis or thinking about suicide can contact Lifeline for support. (Not just for suicidal thoughts. Free counselling for anyone on any topic.)

Beyond Blue 1300 224 636

Or chat online 3pm-midnight at: <https://online.beyondblue.org.au/#/chat/questions1>

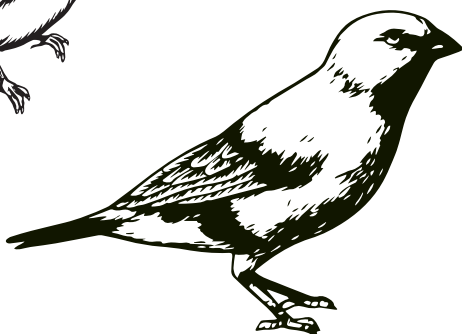
All calls and chats are one-on-one with a trained mental health professional, and completely confidential. Although Beyond Blue may ask for your first name and some general details, you can let them know if you'd like to remain anonymous.

Kids Helpline 1800 551 800

Provides specialised help for young people aged 5 to 25 years and is staffed by professional counsellors.

Suicide Call Back Service 1300 659 467

The Suicide Call Back Service provides crisis counselling to people at risk of suicide, carer's for someone who is suicidal and those bereaved by suicide. People who are not linked in with current professional support can also access up to six sessions of ongoing counselling with the same counsellor at scheduled times.



YOU ARE NOT ALONE

SOCIAL MEDIA AND OTHER LINKS

Welcome to Extinction Rebellion

<https://rebellion.earth/act-now/local-groups/>

Healing Signatures Meditation MP3

Coming soon

Action Wellbeing Handbook

<https://rebellion.earth/wp/wp-content/uploads/2019/10/AWhandbook01.pdf>

Debriefing Template

<https://rebellion.earth/wp/wp-content/uploads/2019/10/Off-Site-Debrief-Template-for-a-thorough-post-action-debrief.pdf>

Heart Space Facebook Page

Don't forget to join Climate Heart Space - Mental Health & Wellbeing for Environmental Activists, which is our #RegenerativeCulture team's first line of emotional support.

Yirmal song

<https://www.youtube.com/watch?v=y7qN3Uvh1nc>

Colouring in resource

A black and white resource for coloring and painting (collection of Australia, fauna, flora)

Resource: https://rebellion.earth/colouring_book/





extinction
rebellion

Regenerative Culture -
Regen 101 Workshop Booklet v1.1.

Published by
Extinction Rebellion Sydney,
Regen Team, February 2020.