



Join the Action Support Crew

All are called; all are needed.

We are all Crew

This document is no longer maintained - see

<https://rebeltoolkit.extinctionrebellion.uk/books/action-support>



Who are we?

In order to succeed, actions need to be planned with a surrounding web of support. **‘Support’ means rebels in low-arrest-risk roles take on responsibilities before, during and after the action, which vary according to the action design.**

These can include: liaising with the police, ensuring people’s wellbeing, providing first-aid, embedding nonviolence, de-escalation, engaging in outreach with the public, marshalling marches, drumming courageously, creating beautiful banners; supporting in the back office, turning up at police stations to support rebels - and more!

This document outlines the various Action Support responsibilities, to help you think about your role. If you’re looking for guidance on an action you are planning see our [Action Support Triage](#) document or email the Action Support External Coordinator and arrange a meeting! actionsupport@extinctionrebellion.uk

Crews in our Team - Follow the Links:

Stewards - Wellbeing - Outreach - Production & World Build - Art Factory - Embedding Nonviolence - Protest Liaison - Rhythms - Transport - Climbers

Closely connected Teams:

Regenerative Cultures - Good Vibes Crew - Back Office Support



Stewards

Stewards are dressed in pink hi-vis and keep an eye on the public, police, traffic and action equipment. Often described as the glue that holds the action together, we make actions as safe and effective as possible and provide direction and coordination on the ground. We feedback with action planners and other support crews for movements on the ground. If you are action planning please feel free to approach us at the earliest opportunity as we can offer lots of advice on what is needed on the ground.

General Stewards / General Action Support Person for large events, due to the need to provide significant numbers of support crew, we will have a generalist role wearing pink hi-vis. They will be trained in basic aspects of Stewarding, Wellbeing, D-escalation, Access Buddy roles and bring in specialist teams when the need arises.

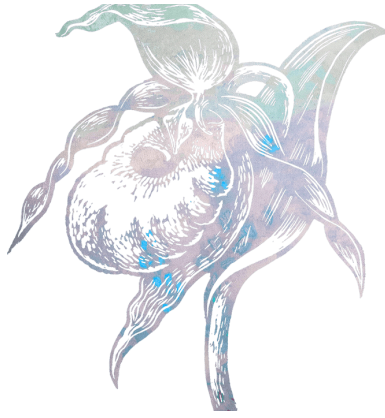
Lead Stewards for large events, due to the need to provide significant numbers of support crew, we will have a Lead Steward role. These experienced Stewards will coordinate a team of up to 10 General Stewards / General Action Support People and provide a communications link back to the specialist teams

Typically needed when large numbers, a march, action involves spice and non-spice, things need looking after, or lookouts

Contact: xrukstewards@protonmail.com

General Stewards Telegram Chat: <https://t.me/+A1Ka5qFKG60xMGEO>

Stewards Availability form: <https://xrb.link/v7GeH065ET>



Wellbeing

Action Wellbeing supports the physical and emotional wellbeing of everyone involved in XR actions. Look out for us in our blue hi-vis. In our teams we also have **qualified First Aiders who wear green tabards.**

We provide water, hand warmers and snacks (chocolate!), as well as a listening ear and a friendly smile. Rebels come to us for information on the nearest toilets, rain protection, conversation, blankets and pillows, warm tea, songs and chants, support during arrests and countless other useful things! We promote self-care, people-care and Earth-care.

F Aid typically needed when over 50 attending, or high physical risk environment
Wellbeing typically needed when arrests planned, longer duration actions, larger numbers attending, certainly for lockons, glue, occupations

Contact: action.xrregen@protonmail.com

The Access Buddy role is often performed by Stewards and Wellbeing crews.

We want to make our events as inclusive as possible and not all accessibility issues are obvious. We demonstrate an awareness that rebels may find certain situations uncomfortable (noise, crowds, distances to cover, sight, hearing, etc.). We know the location of accessible routes between locations, toilets and other services. We can offer to guide someone from a transport hub, or push a wheelchair for example.

Typically needed when expecting varied mobility attendees, large public events, or requested in advance.

Contact: xr.inclusion@protonmail.com



Outreach

We reach out to the public to listen and connect. To encourage others to explore their own feelings and viewpoints, responding with follow-up questions and reflecting back what's been said. After a genuine connection has been fostered we're able to offer further information about what's going on.

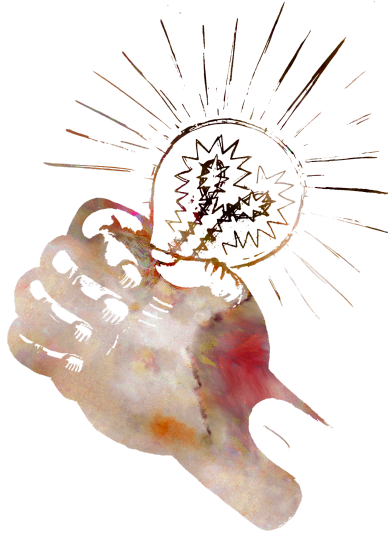
Imagine: . The occupation is underway. Members of the public are passing by and catch sight of the scene. Some are amused and bewildered, others are frustrated and cynical.

Our objective: to offer a genuine conversation about climate change and the environment to someone who may not typically find many opportunities to confront the crisis.

Outreach will often also staff the welcome hub at large events where members of the public have questions answered and are directed to resources, training, or other support teams as appropriate. Outreach teams can wear purple hi-vis.

Typically needed for actions where high public passerby footfall

Contact: actions.outreach@extinctionrebellion.uk



Production & World Build

Production & World Build focuses on logistical and hands-on work and takes care of the practical and technical sides of rebellion. In short: we amplify actions! We make sure to provide the equipment needed to intensify any action. This involves sourcing, delivering and operating kit and training crews to work both behind the scenes and on the ground.

We consist of six main teams:

Sound & Power: Providing mobile PAs, sound systems, pop-up stages and solar-power set-ups; essentially bringing the vibes to any action!

Typically required when you have speakers

Logistics: Looking after the safe handling, transport and storage of XR's amazing list of action kit and equipment; literally bringing all the toys needed for any actions

Typically required when you have kit or assets to move around, dont forget to check with any support teams that their kit is catered for.

Site Design & Build: Working towards the design and build of sites, spaces, occupations and the different elements within those spaces, i.e. Outreach Hubs, Stages, Creative Structures etc.

Typically required for larger actions or where public outreach is planned.

Sustenance: Making sure there's systems, crew and equipment in place to feed hungry rebels so they can go on rebelling!

Toilets Sanitation and Waste: Enabling and encouraging us to produce as little waste as we can, re-cycle as we go and keep rebellion sites clean. Working to help people have access to clean water and toilets as needed.

Typically XR don't provide facilities but attendees will want them so check where they are locally

Accommodation: Working on providing indoor accommodation for groups or individuals and setting up and running protest camps.

Contact: production@extinctionrebellion.uk



Art Factory

We are the makers, painters, printers and sewists. We produce the hand-made objects used by XR on a massive scale, from factories across the UK.

We produce patches by the thousands, we make flags, we paint banners and we encourage people to use their bodies as rebellious spaces to continually demonstrate, communicate and create conversations.

Our aim is to support XR national, regional and local actions, as well as sister movements and Movement of Movements by providing an endless flow of beautiful objects and passing on the skills to encourage others to do the same. We are here to provide help you may need doing that.

Because items take time to manufacture (if they don't already exist) the sooner you can get designs agreed and to your maker team the better.

MAIN POINTS:

- The Art Factory needs at least **3 weeks** lead time to make your art assets.
- The Art Factory does **not** make spicy objects.
- The **messaging and colour palette** of the action should be devised with Media & Messaging before it comes to the Art Factory. We do not create the messaging for your action.
- The core Art factory is in London, with additional Art factories around regions/nations.
- **Creative Circle** works with us to develop UK art groups, prototypes, performance groups and serve XRUK actions and outreach: **Contact the UK Creative Circle:** artsxr@gmail.com
- The Art Factory crew also organise **UK Art Blockers**.

Contact: artblockers@gmail.com



Embedding Nonviolence

Nonviolent action is about confrontation. By acting, we engage in conflict with others, intervening in their daily lives and disrupting them. This raises tension, which can increase the risk that somebody gets hurt. Nonviolent communication grants us the ability to engage with other people without causing them unintentional harm. It invites us to move away from notions of blame and judgement, to foster a quality of connection rooted in empathy.

In the context of a rebellious action, **we can use this method of communication to manage tension during a confrontation between parties on the street.** This can involve members of the public, police or protesters. By intervening in hostile encounters we may be able to recognise feelings of alienation and agitation and help them transform into solidarity and optimism.

We can provide training and wear white hi-vis on the ground.

Typically needed for longer actions, or with potential conflict situations likely.

Contact: xrnonviolence@gmail.com



Protest Liaison

We optimise actions by liaising with the police and security contractors, as well as local authorities, on behalf of the protest. We maximise safety, clarify legal issues, hold authorities to account and maintain the anonymity of protesters. We wear dark red tabards.

Protest Liaisons have good communication skills, the confidence to remain assertive, calm and unafraid in challenging figures of authority. Legal knowledge certainly helps. The work involves working closely with every action support group as well as action planners.

Typically needed where the police might prevent you from achieving your objectives, or where you choose to notify police in advance (eg marches). useful to shield organisers identity from the police (in advance and during events)

Contact: protestliaison@extinctionrebellion.uk



Rhythms

Rhythms are the thundering heart of the movement. We play simple percussion music inspired by Brazilian samba. Bands can help rebels claim and hold space for protest, attract attention and create a positive and fun atmosphere. Our group can be large or small, bands have ranged from over a hundred to just a few individuals so we are versatile and agile in our support.

Things to remember: integration of Samba at marches and actions can look effortless, but how noise will be used on protest needs be considered. Any action which intends to use Samba should be discussed beforehand. Communication is vital, so a link role is essential during an action.

Typically used in marches, longer and larger actions or where rebels energy needs to be maintained.

Contact: xrsambauk@protonmail.com



Transport

Transport Planners: organise transport of rebels to and from large scale actions and events. For the XR UK strategy of testing the mass of numbers, people need to be able to get to and from the action.

We assist in supporting the regions and nations with their transport needs, as well as accessibility & inclusion for wheelchairs, rickshaws, assistance buddies etc.)

More info on the [Rebel Toolkit](#)

Contact: 100DaysTransport@protonmail.com



Climbers

Climbing Advisers: help to ensure all climbers taking part in XR actions are trained to a high level of skill and well equipped. All people working at heights in actions are trained to a high level of safety. We aim to:

- Provide climbing training and training resources,
- Source training equipment
- Seek funding and allocate climbing funding when it's available
- Create XR Climbing protocols which include climbing technique and equipment protocols
- Provide advice and empowering climbers to assess the level of risk involved in an action which involves climbing at height.

Linked to Action Support:

The following circles work very closely with us and so are included here for information:



Regenerative Cultures

Building relationships of safety, belonging and even thriving, within ourselves and with the wider world.

Action Design and Support (ADS) aim to ensure ALL actions are as ‘Regenerative’ as possible. We provide the individual, their affinity group, the target, the wider movement and the wider community with ways of understanding and embedding regenerative cultures.

We recognise that all actions impact the emotional, social, and physical wellbeing of those involved, as well as giving us the opportunity to share a vision of the world we know is possible in each action we take. Practically, we are about preparedness, consent, communication and reflection, ensuring the entire [Regenerative Action Cycle](#) is upheld.

If you haven't seen our **evidenced based re-introduction to Regenerative Cultures Talk (20 mins)**, request one for your team. A Full workshop (2.5hrs) is also available.

Contact us RE:

PermaCulture | Resilience Training | Mindfulness | Meditation | Qi Gong | Retreats | Active Hope | Regenerative Action Planning| Relationships and belonging in meetings |Embodied Practices ~ before, during and after your action

NB: Our practitioners are **professionally trained, holistic, evidence-based providers**.

Contact: xr.regenerativeculture@gmail.com or complete our [FORM](#)



Good Vibes Crew

Join us in a **potentially transformational social experience!**

As humans, we all have a deep and primal need to belong. A group focused on thriving well together can make positive change happen in the shortest window of time.

This group is for those of you who'd like to dip a toe into being a crew member at your own pace. The invitation is for you to step into being a Connector - in the knowledge that we are creating one of the **BIGGEST COLLABORATIVE CO-HOSTING EXPERIENCES OF ALL TIME.**

Together we will generate a vibe of:

- warm invitation and welcoming of each other
- being seen, heard, welcomed, valued and accepted
- feeling 'safe enough'
- taking care of each other as one community
- participation and engagement
- connection with and focus on why we're all here together
- co-operation and support
- energy and creativity
- collective power and voice

To **co-create** this sense of belonging by stepping into being a Good Vibes Crew 'Connector', you can select your favourite role from the 8 listed below:

1. **Welcoming + Inclusion**
2. **Energising**
3. **Being Accountable**
4. **Taking Care**
5. **Story Catching and Celebration**
6. **Daily Reflection**
7. **Remembering the Big Picture**

8. Inner Calm

The expression of most of these roles come naturally to us in everyday life, it's just this time you're being asked to **bring it with intention** - and like there's no tomorrow!

XR has been working lightly in this way since 2019 to **grow resilience** both within the internal organisation and action design - see **Regenerative Action Cycle**.

- **Join the Crew Telegram Chat here:** [Good Vibes Telegram Chat](#) to collaborate with others, receive info about more resources and hear about relevant **talks** and **trainings** both before and during TBO!
- **Find out more and choose a Connector role:**
[W Linked: Good Vibes - Connecting Each Other!.docx](#)
- [Good Vibes Resource Kit](#)



Back Office Support

There are 3 roles in the back office where you can support from home:

Back Office Volunteer (BOV)

The BOV role involves taking phone calls via 3CX, an online software-based private branch exchange phone system

Police Station Support Coordinator (PSSC).

PSSCs ensure arrested rebels are met on release by police station supporters (PSSs), by creating a rota for supporters and offering them advice and information.

Police Station Support (PSS)

Meet and greet arrestees when they are released from custody.

Join this signal group if you are interested. This is used for all communication, rotas and updates, etc

<https://signal.group/#CjQKIPL-yD91vtlgwCHE8q5pLxpPpFlw1a10vWn0VkcQWvIKEhD7YoJ6HSibM5ld9chPzmrN>

Full training, Q+A sessions, and support will be available at all times.
PC, tablet, or laptop preferred for BOV.

Typically used when arrests are possible or where high police protester interaction is likely eg stop and search or bad police behaviour

Legal Advice

Typically used to understand what legal risks might be for alternative action designs. And to advise arrestable participants.

Relationships

Typically used when working together with other large organisations where this work is likely to affect the big picture relationship

Political

Typically used where there is a possible national political impact or target of the action

Media & Messaging

Typically actions work with the team appropriate according to their scale (eg local works with local M&M, regional actions work with Regional M&M team, UK Actions work with the National M&M team)