

Attention ALL. The 'final' version of the doc is [HERE](#) this one is the 'back-end' working version and can no longer be edited because we have reached a limit of a zillion comments. The living doc was last updated 1.11.2020



MASS MOBILISATION MANUAL

Extinction Rebellion Australia

Australian Mass Mobilisation Project

Updated 9.9.2020

This manual is for use in the Australian Mass Mobilisation project.
We hope that over time it may come to be adopted throughout Extinction Rebellion Australia.
It is a living document that is constantly evolving as we learn and grow.

Does this Manual inspire you? Join the mass mobilisation project in Australia.

We would love to have you on board: Work a few hours a week as a volunteer contributing your skills, start or join a group ([request a mobiliser here](#)), or apply to be a full-time mobiliser (we are endeavoring to be able to support mobilisers with living expenses – contact us if financial pressure is limiting your ability to contribute to the movement)..

We welcome comments and suggestions for improvement to this manual.

Please contact aussmassmob.xr@gmail.com to give feedback in writing or to get involved.

Acknowledgement of sovereignty

We are members of Extinction Rebellion Australia. Some of us are the original custodians of this land. Many of us are living on this land as a result of colonisation. Some of us come from lands with a similar colonial history.

Therefore, this acknowledgement means different things for different people. For some, it is a growing recognition and understanding of past and present injustices. For others, it is their lived experience. Wherever you are standing, this is an invitation for reflection, because without addressing the harms of colonisation, we cannot hope to address the ecological crisis we are all facing.

We acknowledge:

- The sovereignty of Indigenous people across the globe, and in particular Aboriginal and Torres Strait Islander people. They are the custodians of this continent, its islands, its rivers and ocean waters. They have never given up their connection with Country. The land was never ceded and always was and always will be Aboriginal and Torres Strait Islander land.
- The ongoing injustices of global colonial history on indigenous people including, dispossession, exploitation, and genocide.
- The history, laws and culture of Indigenous people across the globe, and their significance to ongoing struggles for justice.
- The knowledge which Aboriginal and Torres Strait Islander people have gathered over hundreds of thousands of seasons and their resilience throughout this time.

We commit to encouraging all rebels to:

- Understand how racial inequality divides human beings by giving some people an advantage, and marginalises others.
- Identifying racist dynamics, and working to value and support Aboriginal and Torres Strait Islander people, and all People of Colour.
- Acknowledge the ways white racism can occur in the environmental movement and our critical responsibility to facilitate a zero tolerance of racism in our spaces and events .
- Reflect on how colonial thinking persists to this very day with systems based on insatiable growth and exploitation of the land and people for profits.
- Acknowledge how historically First Peoples¹ cared for Country using methods that protected and preserved our environment
- Address the climate emergency in ways that strive for justice for First Peoples and support their struggles to protect their lands and waters.
- Be supportive of a future in which First Peoples' cultural, social and spiritual stewardship are integral to all decision-making.
- Working towards a liveable planet for every person, and for the creatures and places which nurture us.

We see these commitments as steps towards a future where land, culture, equality and community are central to all human life. This remains a work in progress.

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¹ There are a variety of views amongst Aboriginal and Torres Strait Islander people about whether to refer to First Nations peoples or First Peoples – given that the idea of nations can be seen as a colonialist construct.

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PART 1: OUR PLAN FOR SUCCESS

Introduction

About Extinction Rebellion Australia

Extinction Rebellion Australia, is part of a non-violent, international rebellion that began in the United Kingdom in 2018 and has since spread to 68 countries. The human race collectively is facing a climate and ecological emergency but our political and economic systems are broken and incapable of taking the corrective action that is required. Informed humans around the world rise in a united rebellion with their respective demands for the strongest possible action on the emergency and by our shared commitment to justice and our [ten principles and values](#).

As a movement we work on recruiting and preparing large numbers of ordinary people to participate in, or support, non-violent, creative, inspiring and disruptive **civil disobedience actions**. Civil disobedience means we choose non-violent but impactful ways to refuse to cooperate with our government, which is failing to keep us and future generations safe. We do this as a last resort in the face of the inability of our governments to take the actions necessary to save us. Our governments must defer to a binding Citizen's Assembly of ordinary informed Australians to decide on the urgent action required to avert the disaster we are all racing towards.

A [Citizens' Assembly](#) is a political process that undertakes an in-depth investigation of a specific problem or area of public policy, in order to produce a series of recommendations for the government. Decision making power in the process is held by a randomly selected but demographically representative group of individuals, much like a jury. In situations of Government failure where the parliament ignores the advice of experts and fails to act on their recommendations, a Citizens Assembly can be given binding powers over the government. This means that rather than producing recommendations, the Citizens Assembly takes over decision-making power from the parliament for a particular area of public policy. [Download the Extinction Rebellion Guide to Citizens' Assemblies here.](#)

Extinction Rebellion's third and keystone demand is that the Government "create and be led by the decisions of a Citizens' Assembly on climate and ecological justice". This means that the assembly decisions will be binding and that the plan it produces to "halt biodiversity loss and reduce greenhouse gas emissions to net zero by 2025" cannot be overturned by the government.

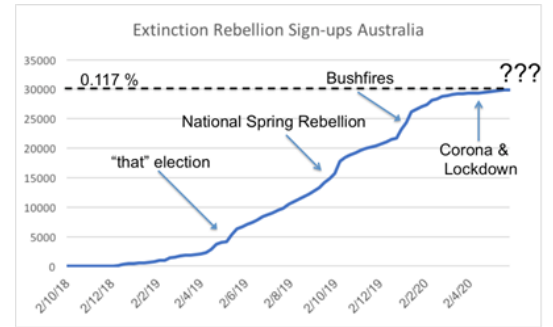
Extinction Rebellion plans to mobilise tens of thousands of people to occupy cities and, through coordinated acts of civil disobedience, force the government to establish a Citizens' Assembly. Should the government take steps to undermine the Assembly's decision-making power, our demonstrated mobilisation capacity will remain as a stark reminder of our capacity to remobilise.

Extinction Rebellion first mobilised in the United Kingdom (UK) during 2018, declaring rebellion against the government. In November 2018 it started building towards a coordinated national act of mass civil disobedience and in April of 2019 five central locations in London were shut down for over a week resulting in over 1,300 arrests. This was the largest single act of civil disobedience in UK history, and, as a direct result, the UK parliament became the first in the world to declare a climate emergency. This sustained and major disruption of the capital city, together with actions from newly formed branches of the Extinction Rebellion movement around the world, brought a major increase in awareness of the climate and ecological emergency.

“Climate emergency” was nominated as the word of the year and Extinction Rebellion as the foremost influencer on climate internationally.

In Australia, a local branch of Extinction Rebellion was launched in November 2018. The Australian rebellion has grown rapidly since these small beginnings and we now have 30,000 people who have signed up to our mailing list (as at 30.6.2020).

In October 2019, we joined the second international wave of rebellion and caused significant disruption in several state capitals with thousands participating and over 420 arrests – this was on top of many significant disruptive and sacrificial actions that had already occurred throughout the continent. Our Spring Rebellion achieved over 25,000 media hits and a national survey showed 52% support amongst those who were aware of our movement.



We saw some immediate results from our acts of civil disobedience. Within weeks 400,000 Australians signed a petition calling on our national parliament to declare a climate emergency and there were three climate emergency declaration motions – two in the House of Representatives and one in the Senate. They were supported by the Australian Labor Party, The Greens and a number of crossbenchers. The lower house motions were narrowly defeated and in the Senate the motion was drawn. We were on track for an exciting Autumn Rebellion in May 2020, and no doubt our numbers would have continued to grow, but we have had to postpone our next act of mass civil disobedience because of the pandemic. As a result our sign-up rate has tapered off during this period of physical distancing.

About the Australian Mass Mobilisation project

The Australian Mass Mobilisation (AusMM) project is a recently launched national collaboration consisting of Extinction Rebellion (XR) supporters from all states and territories. Our focus is on supporting and connecting with existing XR groups and facilitating resource sharing. Our aim is to mobilise people from all parts of the country and all walks of life to achieve a rapid and sustained growth in the numbers of people willing to support, or be part of, mass civil disobedience. We are aiming for a mass convergence of local communities on centres of power in our major cities. We have used this time of reflection to increase the power of the rebellion by improving national collaboration and coordination, working on strategy, and developing shared messaging guidelines. We anticipate that the hard work that has gone into the AusMM project will bear much fruit in the coming months as we build towards nationally coordinated actions and a robust support and resource network.

As part of the broader Extinction Rebellion movement in Australia, we are working to create a national impact too large to be ignored. We seek to mobilise and support tens of thousands of people taking simultaneous action in major capital cities and to force our leaders to make the changes that are needed. Our plan is to transform Australian politics and inspire the social and economic change required to avert ecological and societal collapse.

This may not happen in one go. It will most likely be necessary for us to mobilise a number of times – building courage and momentum together as a movement, with ever-larger [waves of civil disobedience](#). We will keep mobilising and disrupting major cities until we succeed.

Australia faces unique problems in coordinating the disruption of capital cities through mass civil disobedience and in mobilising in remote areas. Our major capital cities are dispersed over an enormous land mass where physical distance presents unique problems. We plan to escalate the mobilisation in ways that are inclusive and appropriate to our geography, cultures and history. We will be experimenting, reflecting, learning and adapting our strategy and tactics as we grow and calling on the expertise of rebels from other parts of the world.

In coming months, we will engage dedicated mobilisers to turbo-charge the growth of the rebellion, providing Local Groups with clear guidance and support.

This manual is based on reflections and successes of XR groups across Australia and around the world. It is broadly in line with what is already happening in many parts of Australia. We hope that it provides additional clarity and vision that will help the Australian movement build on our existing strengths and take our people power to another level.

Read about the structure of the AusMM project working group [here](#). The answers to some frequently asked questions about the project are [here](#).

Uniting to face an existential threat

We are in a time of simultaneous and converging crises. If humanity continues on its current path, we are creating a world of unimaginable danger, violence and social chaos. We are approaching the point of no return for an inhabitable earth. Further delays could result in the deaths of billions of people. We are in the midst of the sixth mass extinction, tearing at the fabric of the complex web of life that sustains us. Precious ecosystems are collapsing and each day we lose more animals, birds, insects and plants to extinction. Around the world, people are dying as food and water shortages and, increasingly, extreme weather events take their toll. History teaches us that when food is no longer available, we see increasing conflict, mass migration, and, eventually, failed states and social collapse.

This crisis is unusual in that all people around the world are in danger and even the wealthiest and most privileged will not escape in the end. In Australia, our wealth has not been, and won't be, enough to protect us from the drying of our rivers, devastating droughts, sea level rise and increasingly wild and extreme weather. More than that, as nations collapse, global food systems will break down and hundreds of millions of people will be in need of stable life support systems – water, food and shelter, we will become part of the spiral of destruction. So, in one sense, ***we are all in this together***, called on to unite and work together in love and rebellion, recognising the danger we face and the urgent need for transformative action.

However, from another perspective, ***we are all in the same storm, but not in the same boat***. As has happened so often throughout history, those who have done the least to cause these problems are suffering first and worst. Here in Australia, and around the world, the climate and ecological emergency is worsening pre-existing inequalities and injustices. Those who have the least capacity to adapt or to rebuild face enormous suffering as we endure a series of escalating crises. The gap between the 'haves' and the 'have-nots' is continuing to widen

as vested interests damage our political and economic systems, elites concentrate their power and those with the least power and influence are deprived of an effective voice.

Can we stand by as a tiny number of the ultra-wealthy continue to rake in immense profits as they destroy our future, in the same way they damaged the lands, depleted the natural resources and inflicted genocide on First Peoples. Vast tracts of our natural heritage continue to be bull-dozed, whilst humans and animals alike are treated as expendable property. Social justice and climate justice are inextricably linked.

For hundreds of years, Indigenous peoples around the globe have been resisting the impacts of colonisation in defence of themselves, their cultures, lands and local ecosystems. Change is in the air, as the increasing struggles of First Peoples, and movements like Black Lives Matter, bring issues of justice and inequality to the fore. We can see glimpses of the beautiful and fair world we know is possible. We owe it to our children and grandchildren and to the people and lands experiencing marginalisation and exploitation, to come together as a movement of movements, to rebel for life.

Our three demands

1. TELL THE TRUTH: The Government must tell the truth by declaring a climate and ecological emergency, working with other institutions to communicate the urgent need for change.

The declaration of a climate and ecological emergency is a vital first step towards an emergency mobilisation. It marks the transition from the usual mode of political and economic life with many competing interests and priorities to an emergency mode in which there is a central focus on doing whatever it takes to ensure survival. Even if this initial declaration is not at first accompanied by a full suite of emergency measures (as has happened in the UK and several other countries that have made a declaration) the acknowledgement by leaders that we are in a life-and-death situation provides an important platform from which to continue the campaign for a full emergency response.

Historical injustices sit at the very heart of present day injustices. They have deeply embedded themselves in a culture which blinds us to past wrongs hidden in present day attitudes and prejudices. Truth-telling is a priority for First Peoples, and we stand in solidarity with them. More than just truth-telling, Makarrata (a term meaning conflict resolution, peacemaking and justice) can lead to a full recognition of the danger we face, and to a recognition of the impacts our shared history has on our relationship with this land and with each other.

Above all this is a “call out” for sacrifice! To personally engage with the Truth of the situation we find ourselves in and to act accordingly. To emotionally connect to the reality of our situation and be prepared to consider participating in acts of ‘civil disobedience.’

2. ACT NOW: The Government must act now to halt biodiversity loss and reduce greenhouse gas emissions to net zero by 2025.

The earth is already too hot, and the deadline for reaching zero emissions was many years ago. When we say “net zero by 2025” we mean “as fast as humanly possible”.

It is no use continuing to heat up the earth, but at a slower rate. We must cease emitting greenhouse gases altogether, and begin the mammoth task of drawing down and safely storing the excess heat-trapping gases that are already in the atmosphere.

Sometimes rebels are asked whether reducing emissions to net zero by 2025 is a realistic demand. The answer is that we have to move as fast as we can, and we do not know how fast we can move until we fully enter into an emergency mode. Within days of the start of the pandemic, emergency measures were introduced that were considered impossible only weeks earlier. When a society works together to address a potentially catastrophic threat, we can see surprising levels of courage, self-sacrifice and innovation. To save ourselves we need an ‘all-hands-on-deck’ effort and a speed and scale of change that has never before been seen in peacetime.

The changes that are needed to agriculture and for preserving our natural carbon stores are very similar to the measures that are required to halt and begin reversing biodiversity loss. We can address both the climate emergency and the ecological emergency simultaneously. Extinction rebellion has no stance on the “how” of achieving this – we will leave this to Citizens’ Assemblies – however for some ideas see [Common Sense for the 21st Century](#).

3. BEYOND POLITICS: The Government must create and be led by the decisions of a Citizens’ Assembly on climate and ecological justice.

Our political and economic systems are broken – captured and corrupted by vested interests. The climate and ecological emergency is rooted in injustice, inequality and exploitation of people and the natural world. We cannot trust our political system to oversee the massive transformative changes that are required to address the existential threat we face. We must begin the process of an emergency transition by addressing the flaws at the heart of our systems and start the work of building a democracy fit for purpose based in justice.

We need broad support to make very large changes at emergency speed despite opposition from some powerful forces. This support is possible only if the process is seen as just, transparent, and based on the will of the people. The sacrifices required must fall on the shoulders of those who are best able to bear them. The marginalised and vulnerable, here and around the world, must be included and consulted when seeking solutions. No longer must they be seen and treated as expendable.

We believe that considerations of independence and justice are best addressed by the creation of a Citizens Assembly to direct the emergency transition. Citizens’ Assemblies are randomly selected like juries, run by a group [totally independent of the government](#), consisting of a representative sample of the population. They are assisted in drawing upon independent expert advice, including from First Peoples, and a constructive process of deliberation. They are tasked with finding the pathways to solutions based on ecological and climate justice to ensure that the root causes of the crisis are adequately addressed. Citizens’ Assemblies are a way of ensuring that the common sense voices of ordinary people are heard and that a strong voice for those who are marginalised in current society is included.

Our principles and values

All Extinction Rebellion members agree to and abide by these values as part of the way that we operate.

- 1. WE HAVE A SHARED VISION OF CHANGE:** creating a world that is fit for the next seven generations to live in.
- 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:** which is healthy, resilient, and adaptable.
- 4. WE OPENLY CHALLENGE OURSELVES AND THIS 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:** working actively to create welcoming, inclusive, and 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 NONVIOLENT NETWORK:** using non-violent strategy and tactics as the most effective way to bring about change.
- 10. WE ARE BASED ON AUTONOMY AND DECENTRALISATION:** we collectively create the structures needed to challenge power.

Our core strategy: mass civil disobedience

We're in a fight for our lives! People are frustrated, angry and in despair at the unfolding climate catastrophe. They see fossil fuel companies operating with business as usual and governments failing to take meaningful action to deal with the crisis. Many see themselves as powerless, in the face of this obscenity whilst others choose to deny the reality of the situation. We choose to take our lead from history by choosing to rebel for life. The same strategy used by the likes of Gandhi, the Suffragettes and Martin Luther King Jr. Mass civil disobedience is an effective means to bring about fundamental, social and political change.

What do we mean by "civil disobedience"? Our main form of protest usually involves sitting down in city streets to block traffic, with at least some people staying long enough to be arrested. This is a simple, peaceful, relatively low-risk activity, but if a critical mass of people come together to do it for long enough, it is very disruptive and creates significant political leverage. Thousands of people did this very thing during the [Waterloo Uprising](#) in April 2019.

Large-scale acts of non-violent disruption can influence public opinion, government officials, security forces, and political decision making. When the public relations costs, as well as the economic and political costs become too high, governments are likely to negotiate with a principled opposition. This often results in the meeting of their core demands. This pattern has been repeated across the world.

For us our core demand is to enact a binding Citizens' Assembly.

For our strategy to succeed, we must mobilise large numbers of people willing to make a sacrifice. This requires spreading our message by establishing large numbers of Local Groups that recruit new members. These Local Groups then engage in mobilisation – getting even more people involved, signing up even more rebels – until we have enough people to stage mass civil disobedience actions which last days or weeks or months in one or more capital cities.

Especially during the first stage of the rebellion, but also throughout, it is crucial that small groups of people from different areas and communities, regularly and very publicly sit in the road and wait to be arrested. These simple and powerful acts of civil resistance pave the way for larger scale mobilisations. Without them the following stages of the rebellion would have less chance of success. Ordinary people getting arrested prepares our communities and our whole society, for what is coming. It brings our civil resistance methods into the 'accepted' realm of public behaviour. The other impact of doing something simple, sacrificial and in the direct gaze of the public (in a respectful manner) is that it fast tracks media coverage, grows membership and adds a "buzz" to our group outreach.

It is important to keep our actions peaceful, inclusive and respectful of people's boundaries. This is a journey for every group, and there are [steps to take along the way](#). We understand that these critical tactics may take time to become fully embodied and embraced, but ultimately these are the actions that are required.

During the following stages of our mass mobilisation strategy, most of our events will be publicly advertised with dates known in advance to maximise attendance and media attention. It will not be possible to achieve the participation of the large numbers of people we need if we organise events in secret. We aim to make our civil disobedience actions courageous, beautiful, uplifting, entertaining and accessible to all. We want to attract

a wide range of people of all ages and physical abilities, including the elderly, children and families. We need to show that ordinary people, from all walks of life, support emergency action on climate change..

There are three aspects that are key to Extinction Rebellion's form of mass civil disobedience.

The Key Aspects of Extinction Rebellion's Civil Disobedience

1. Sacrifice: For each person, the act of civil disobedience is often just sitting in the street and being prepared to be arrested. Breaking the law draws attention to these acts of sacrifice and forces people to take the issue seriously and acknowledge the seriousness of the situation we find ourselves in. Even if people do not agree with our methods, our actions raise awareness and often gain media attention resulting in the advancement of discussions around the issues. (While there are no guarantees of leniency, the charge associated with most civil disobedience cases can be as minor as a traffic offence, and the experience for some of those arrested has been that the charges have been dropped or minimal, handed down by magistrates that tacitly support us.)

We know that the experience of civil disobedience is not the same for all of us and different groups of people have very different experiences of the legal system. It is widely recognised that First Peoples continue to be subjected to systemic racism and historic discrimination by law enforcement across the nation. People with disabilities in our society and those affected by mental health issues have not always been dealt with by the authorities with compassion and understanding. Our LGBTQI+ communities are often subject to systemic discrimination by both society in general and the authorities in particular. Some of us have more to lose than others by being arrested, but we are all in this crisis together and some types of actions and sacrifices are going to be easier for some than they will for others. At this crucial time, when so much is at stake and so little is being done by those in power, we invite everyone to reflect, *"Have I done everything in my power to secure a safe and just future?" "Will I look back on my life without regrets, knowing that I did the right thing?"*

When planning to engage in acts of civil disobedience it is important to properly prepare and to have prior informed, and free consent, by undertaking 'non-violent direct action' (NVDA) training. The hours of work required to build this movement is another effort many will choose to make, but, for our plan to succeed, we will need thousands of people to risk being arrested, however, – the more of us there are that take this risk, the less likely it is that any one individual will actually be arrested.

2. Nonviolent discipline: We have an absolute commitment to nonviolence in word and deed. This is central to our strategy, as it attracts large numbers to our movement and makes participation accessible to a broad range of people, giving us the greatest chance of success. Our power is enhanced when others use aggression or violence against us providing we remain non-violent. However, this discipline is difficult to maintain in the face of provocation or mistreatment by authorities or members of the public. Consequently, we encourage all rebels who are participating in civil disobedience to undertake NVDA training as soon as is practicable.

We *act* with respect towards all people – ourselves, each other, the police and those who oppose us – while understanding that those who have suffered at the hands of law enforcement may not be able to feel actual respect for these people. While some individual rebels may, like Martin Luther King Jr, strive towards an attitude of love and respect towards *all* even towards those who treat them with unprovoked violence – we do not use this language in public statements on behalf of Extinction Rebellion. We recognise that such statements can be

seen as denying the reality of the injustices that First Peoples, People of Colour and other marginalised groups experience at the hands of the police.

Our willingness to engage in civil disobedience in the face of government instigated police repression is a powerful statement of self sacrifice in response to climate and ecological breakdown. With appropriate messaging, we aim to contrast the heavy handedness of the state against peaceful, non-violent protest, yearning for a healthy and sustainable planet for all of us and future generations. This process can evoke powerful feelings, resulting in a “backfire effect.” Under these circumstances people may strongly relate to the unfolding drama, see their courage grow in the face of the perceived injustice of the situation and become inspired to join and become one with the sacrifice.

3. The backfire effect: In occupying the streets for long periods, we aim to present an impossible dilemma to the authorities. On the one hand, allowing the disruption to continue will only encourage greater participation and undermine their authority. On the other hand, if they opt to repress us, they risk a backfire effect where more people come onto the street to join us. In situations of intense political drama, people forget their fear and decide to stand by those who are sacrificing themselves for the common good. At this point, the only way out for those in power is to negotiate.

Why city centres?

The occupation of city centres is appropriate and effective because:

- **City centres are easy to get to and in the middle of high population areas. This lowers the “cost of entry” for participation** – which is the key structural determinant of numbers taking part – our success is directly related to the number of people taking part (see [Chenoweth’s ‘Why civil resistance works’](#)).
- **Closing down a city centre is a “democratic act”.** It is done by a mass of people in order to communicate a general moral message to the rest of the population – “we cannot allow this situation to continue” – and the message is universal – “we cannot allow the government to destroy Australia and our young people’s future”. It is not about “activists” doing bad things to bad people because of a particular “issue”. The climate crisis is not an “issue” – it is a threat to all our values and all our interests.
- **Mass civil disobedience in a state or national capital gets attention. This is** because it disrupts the public, not a particular company or site. It generally makes national news and progresses the conversation.
- **A state or national capital is where the media, the elites and the centres of government are situated.** It is here they are forced to confront the issues and the media to report on them.
- **In a City Centre the numbers needed are more likely to be obtained to achieve the level of mass arrests necessary to overwhelm the police and judicial systems.** Prolonged disruption has much more effect than one day marches. These are generally ignored by those in power because they are able to claim they have supported the public’s “democratic rights” to protest in the full knowledge that the people’s overwhelming support for ‘climate action’ can be easily ignored without any cost to them and their corporate supporters.

Our relationship with the police

Dealing with the police is an unavoidable part of civil disobedience.

Part of Extinction Rebellion's strategy is to disrupt 'business as usual' through sacrificial acts of civil disobedience to both highlight the failings of the system *and* to overwhelm the police services, watch houses and judicial systems in such numbers that arresting everyone becomes impossible. Wherever possible, our aim will be to de-escalate any aggressive behaviour and to actively create safe spaces where everybody, even the most vulnerable, feel safe to participate. This is a tactical decision since messaging can be lost or distorted if violence is witnessed at any of our actions. Historically, non-violent campaigns are more successful.

The police are the 'strong arm' of the system and, by remaining non-violent, any aggression shown by police will contrast negatively with our principle of non-violence. Interactions with police can carry more risk for some people than they do for others. (e.g. First Peoples, people of colour, and many other marginalised). These people may be systematically targeted and routinely suffer worse consequences when involved in interactions with the police or the judiciary. Violence and harsher sentences are examples of the increased risks that marginalised groups may face.

The way we deal with the police needs to acknowledge the risk they pose to peoples' safety. Actions that are centred around the safety of our participants facilitates effective civil disobedience and helps to achieve our strategic goals. In practice this means we always aim to de-escalate situations involving the police. By having measures in place to avoid escalation in the first instance and to de-escalate when tense situations occur, we aim to protect the people around us especially those that are most vulnerable. This is a crucial element of action planning.

What does this mean practically?

Different groups, affinity groups and actions will have slightly different approaches to how police are dealt with prior to and during the action. For example, some actions might lodge a Notice of Intention (or similar) with police to have an 'authorised' protest. Sometimes engaging with police on a "say what we are going to do, and do exactly that" philosophy has generated the most calm between rebels and police. Transparency allows informed decisions to be made by participants on the probable legal consequences of their actions. This ensures that more vulnerable rebels, those new to the movement and those that are inexperienced with civil disobedience, will be more likely to come out onto the streets. At other times police may simply see a public event online and communicate with an XR police liaison on the day, or the action might be specifically kept secret from police to ensure its success.

To de-escalate doesn't necessarily mean to do what police say – it means we do not focus on the police at our actions. Provoking police can escalate situations and increase risk to individuals. The police are not the focus of our protest. Yelling abuse at them – even if they are acting inappropriately – is more likely to escalate the situation. On the other hand, we do not advise thanking the police. This can be especially triggering and insensitive for those around us that have suffered police repression in the past.

Most actions should have police liaison/s that are trained and experienced in dealing with police. These liaisons act as a conduit between protestors and the police. Protestors should be encouraged not to talk to police unless they have to, but rather direct police to the police liaison. This is because: 1) it means people are not being interrogated individually and potentially giving away information that can jeopardise peoples' safety or the action's effectiveness, 2) it keeps communication between the police liaison, protesters and police, streamlined.

Practically, police liaisons are necessary to make arrangements, for situations that may arise to create safe transit for emergency vehicles or for organising a safe (non-arrestable) space for regenerative culture.

How we get there: our two central tasks

Our primary objective is to organise mass civil disobedience that produces a scale of disruption and public support that is sufficient to force the government to act on our three demands. All the actions we undertake are in the service of this objective. Consequently our energies are focussed on two central tasks:

ACTIONS – supporting and coordinating an escalating series of small, medium and large-scale mass civil disobedience actions.

MOBILISATION – recruiting large numbers of people and linking them to existing, or newly formed, Extinction Rebellion groups.

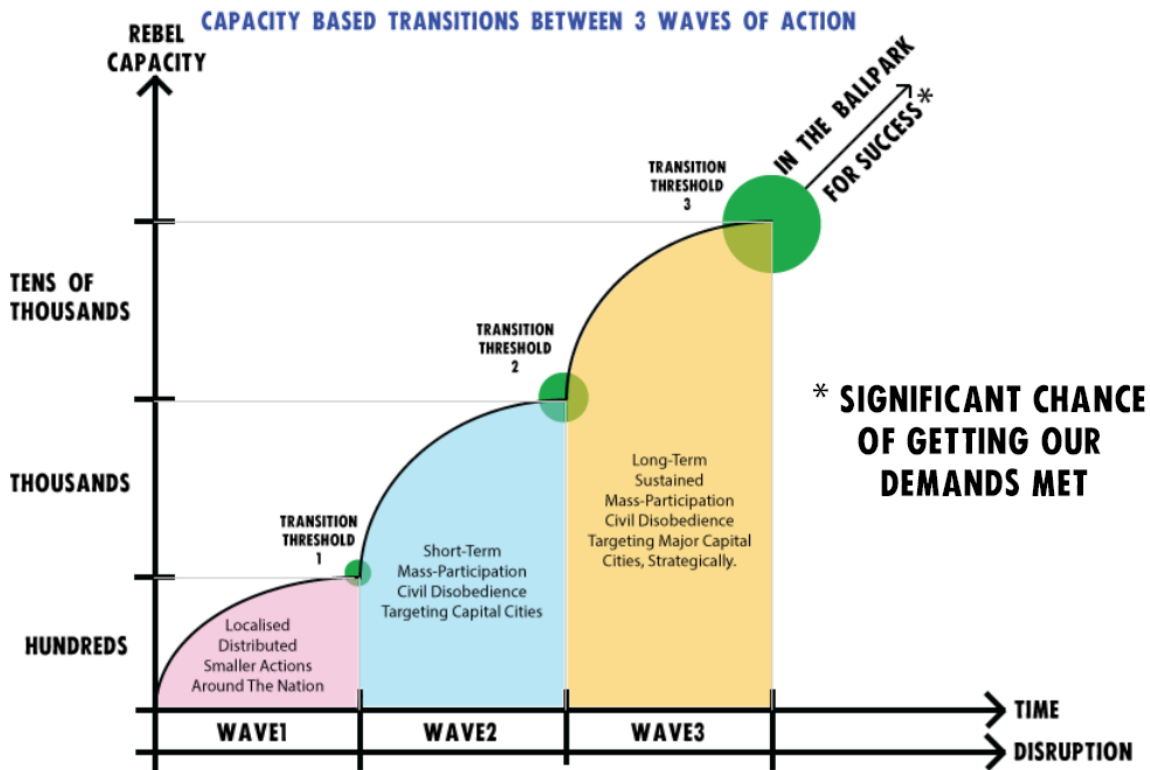
These two central tasks are described in the sections that follow.

Actions: We are coming in Three Waves

The Mass Mobilisation will be characterised by three separate sequential “waves” of action which will use momentum based mobilisation techniques to build our numbers and our strength, that is, our capacity.

***Box: Pledging to participate to grow commitment and measure capacity.** Local groups will be encouraged to keep AusMM informed about the numbers of people they have recruited for the movement, with a particular focus on those willing and able to be arrested. Based on the number of activists in your area, AusMM coordinating groups and other national XR working groups will organize larger actions at the state, regional, and national levels.*

This is what is required to assert the necessary pressure on our government to accept and implement our three demands. Deciding when these Three Waves will take place will be informed by a measure of our numbers – in terms of Local Groups, pledges to take action, and how many rebels have had non-violent direct action (NVDA) training. When certain thresholds are reached (e.g. 5000 rebels in a state have pledged to take action at a state level), the Mass Mobilisation project will transition to the next wave of action. Consideration of environmental (seasonal temperatures), geopolitical events and synchronisation with global Extinction Rebellion actions globally. This *capacity-based scheduling* will alleviate many of the concerns associated with the ongoing COVID-19 pandemic and our exposure to natural disasters (such as fires) at any point in time. This will allow for operational flexibility ensuring that each wave is initiated when it is *most likely to succeed*. We are completely non-violent – our actions are done in full public view and we take responsibility for them.



Wave 1 – Nationwide Local actions

Newly formed and existing Local Groups will be encouraged to commence monthly local actions within four weeks of their initial meeting and after participating in NVDA training. These actions can be initiated throughout the entire Wave 1 period, but most importantly, occur within one month of an XR Local Group forming, so as to build-in a culture of action. These actions – occurring in three to six week cycles – have two functions: firstly, to develop the group’s confidence and readiness for disruptive actions; and, secondly, to create positive visibility of the movement to encourage recruitment. Actions can range from a “die-in”, through to more challenging and courage-building disruptive actions such as “mini road-blocks”.

From time to time, a coordinated wave of Local Group actions will be organised within a state, or across the whole country, with joint media releases and promotion to maximise the impact of these smaller events.

When our capacity has grown, Wave 1 will transition to Wave 2, with a concerted display of actions in which Local Groups all over the country will be encouraged to undertake distributed, synchronised actions. This will build a national buzz, signifying the transition to Wave 2. This doesn’t mean the types of actions in Wave 1 would cease – many tactics may continue to be used, alongside, and in down-time between, the larger mobilisation efforts of Wave 2 and 3. During Wave 1, Action Tactics templates will be provided that deliver instructions on how to plan and execute a range of actions appropriate for use at the local level including:

Action recipes

- [Mini Road-Block](#)
- [Die-in](#)
- [Flash-Mob](#)
- [Bike Swarm](#)
- [Chalk Spraying](#)
- [Heads in the sand](#) (more of an Outreach action)

Check back at the on-line version of this document regularly as this list of action tactics will be expanding in size and scope!

Rebels should always feel free to design their own new and creative actions. It is possible to plan bigger more disruptive actions, to help shift thinking to what is necessary and appropriate during this crisis, if you have rebels willing to risk arrest.

Here is a useful [planning document](#) when in the planning stages for a Wave 1 action.

Wave 2 – Short-term mass disruption in state capitals

Once combined Local Groups have reached a capacity threshold of mobilising thousands of rebels (exact thresholds to be determined depending on the logistics required in each area), mass civil disobedience actions will be organised at their state or territory capital, with a call for the government to meet XR's three demands. This is our first escalation period. We will escalate our protests with greater numbers and with more disruption. Wave 2 will require a series of these coordinated, non-violent, days of rebellion. Between each collective day of action(s), Local Groups will continue with their Wave 1 recruitment focused tactics building capacity and capitalising on the hype created from mass sacrificial actions in the state capitals. Our Extinction Rebellion state and regional working groups will assist with the coordination of these larger actions to synchronise them across the country.

The actions may consist of day/s-long road blocks and/or building lockdowns. These events will be public and promoted transparently. People will stay there until they are arrested. Whether or not some rebels are willing or able to risk arrest, everyone is needed and welcome as part of our movement. In fact, we require many support people for each arrestable person. During an action, there are many logistical needs and tasks to be handled. The greater the number of people who show up for a protest and engage in disruptive sacrificial resistance, the greater the likelihood of gaining media attention, which is essential for growing the movement and our Local Groups.

Our aims, at this scale of action, are: to pressure state and territory governments to enact our demands; to gain confidence in large-scale, disruptive, direct action; to gain media and public attention; and, to continue to inspire support and recruitment. Our actions at this time must be exemplary in message and respectfulness.

Messaging for actions may relate to specific state or territory issues. For instance we may target coal and gas expansion and deforestation, whilst still focusing on our core demands. These actions will form part of our sustained and escalating campaign and we will repeat these actions until our capacity has grown and we are ready for the next strategic objective: “To pressure the federal government to enact all three demands.”

Here is a useful [planning document](#) when in the planning stages for a Wave 2 action.

Wave 3 – Longer-term mass disruption targeting the federal government

The purpose of Wave 3 is to mobilise all our resources to achieve our three demands at the federal level which will mean targeting major economic and media hubs. Just how accessible particular cities are and what impact this will have on the numbers we can mobilise will be part of our considerations when planning Wave 3 actions. State and Local Groups will plan and publicise the action dates to bring increasing numbers of people to the mobilisation, aiming for a large occupation that lasts as long as necessary (as one group of people are arrested, more people arrive to replace them).

We aim for a tactical escalation, increasing the number of arrests per day with a focus on sustaining a blockade for as many days or weeks as possible. This will require dedication, support, coordination, spontaneity, and focus on the twin tasks of mobilisation and action. The timing of state and territory actions and national events will depend on capacity and on the movement restrictions linked to the pandemic. Dates may be chosen to coincide with the waves of the international rebellion. Meanwhile, we grow and prepare.

With the eyes of the world firmly following these courageous acts of civil disobedience, this is a great time to show the world how XR is visioning the world that we want to see. Community spirit, creative flair, generosity, mutual aid and our dedication to maintaining non violence in the face of state oppression. All this will be on display as we [make the impossible possible](#), “I want you to do something beyond my wildest imagination. And I want you to do it tomorrow.” Miles Glyn, Art Group.

We are prioritising participation in state and national acts of civil disobedience, because this is how we put pressure on our government while also raising mass awareness of the climate and ecological emergency. The reason that Local Groups, and the movement as a whole, exists is to manifest these large-scale collective actions.

Here is a useful [planning document](#) when in the planning stages for a Wave 3 action.

Affinity Groups

As the rebellion grows an expanding network of rebels will organise and act as small, agile and effective groups. These Affinity Groups (AG's) (defined below) are how decentralised, consistent and bold actions will continue, between the highly organised, mass actions, or during periods of escalating rebellion. These action-based organisations form when like-minded rebels, meeting within their Local Group or elsewhere, decide to commit to actions together. An example of this is Extinction Rebellion co-founder Gail Bradbrook and others' action [at Shell HQ](#), during the shut-down of London in April 2019.

Particularly due to the COVID-19 pandemic, the ability to organise and act in autonomous, small, groups will be core to XR's success. Organisationally, these Affinity Groups will be like *a swarm of bees acting as one super-organism*.

Affinity Groups Definition

Affinity Groups typically consist of 5–12 members. They are generally tight-knit groups, which perform their own specific direct actions – acting autonomously but in the name of XR. There are no leaders within these groups – everyone has an equal voice and responsibility. They are able to work independently, as long as they adhere to the Principles of XR. A very visible example of an AG is a local band of [Red Rebels](#).

The swell between the mass actions

Past experience shows that large waves of action result in sharp increases in numbers of rebel recruits. This requires a renewed emphasis on mobilising, inducting and training the new rebels that have been drawn to the movement so as not to lose recruits and momentum. Between mass actions, sustained campaigning and recruitment with a series of actions and continual capacity building through group formation is crucial to continue growth.

How to get involved

Opportunities exist to plan larger action at the Local Group level. Coordinating teams (state, regional, national) are composed of representatives from Local Groups and all XR members have the ability to organise whatever they like as long as those actions are consistent with XR's principles and values. A group may want to plan an action independently or by either adding it to another group's strategy. Local Groups are free to negotiate these joint projects in any way they wish but there are statewide support structures that can assist these groups when necessary. Assistance can be provided by the following Working Groups: Media & Messaging, Arts, and Legal Support (especially if arrests are expected).

Normalising sacrificial actions in the Rebellion

To move public opinion to support an appropriate response to the existential threat of the climate emergency, it will likely be necessary for smaller groups of rebels to commit to higher risk actions than whatever the current sacrificial tactic of the main XR movement is. These higher risk actions, from small but committed XR Affinity

Groups, or Local Groups, will help to normalise and inspire the public to engage in relatively simple civil disobedience tactics like being arrested for obstructing public roads for example.

In addition to the mass actions, individuals may choose to:

- engage in a personally sacrificial action, such as a hunger strike;
- engage in peaceful civil disobedience actions that are designed to result in days or weeks in prison, or large fines, thus pursuing “Fill the Prisons” strategy advocated by Martin Luther King, Jr. during the US Civil Rights protests of the 1950s and 1960s;
- take part in socially disruptive actions undertaken by Local or Affinity Groups.

These types of actions, undertaken by Affinity Groups/Local Groups may require support from Regen, Media & Messaging, and Legal Working Groups in order to ensure safety, informed consent, and maximum media attention.

Legal support

Before attending an action, it is crucial that rebels inform themselves about their rights and the possible consequences of arrest. The National Legal Support team is working on collating resources from each state/territory. There are a number of forms that may be useful :

- NVDA training includes a legal briefing
- “Know your rights” workshops
- Legal Observers during an action
- Court Support before and during court

For legal information and training resources specific to your state, please contact a state-based legal group or your local mobiliser for direction.

Court Strategy

Whilst our street actions are exciting and eye-catching, members of XR are also working on a legal strategy for rebels who are arrested at our actions and are charged. If the courts continue to hear the same message from us, that message will get through and more people will demand the urgent and radical action that is needed. Court strategy documents will be developed to provide rebels with an overview of how we can turn the criminal justice process (from arrest to prosecution) into an opportunity to advance our strategic objectives – in particular by raising public and political awareness of the climate emergency.

Getting there: The Regenerative Cycle

Driving things until they break down is one of the hallmarks of unsustainability. Sometimes our idealism can lead us to do the same thing to ourselves. Things that last and things that grow do so by allowing time for recovery and growth as well as action and achievement. This is the Regenerative Cycle.

The need for care – of self and others – as a complement to achievement, has been a key insight of many movements. AusMM seeks to build on this by making it the centrepiece of what we do. Conducting an action expends energy, making us visible and adding to the pressure for climate action. Supporting people to rest and regenerate after this action strengthens us for the next one. We can reflect and learn, deepen the bonds of trust within our group, and most of all, welcome new members. The regenerative cycle replenishes us as people, but in doing so, it enhances the movement with each turn of the wheel.

Action Care

Action Well-being's work is to promote the self-care and well-being of anyone taking part in actions through physical and emotional support. We achieve this by checking in with one another, looking out for those willing to be arrested and by being aware of those who are 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 being self aware to take care of oneself to avoid mental and emotional issues. Action and interpersonal care are important during actions because we are all the product of our environment.

Mass mobilisation

We aim to rapidly grow the numbers in our movement so that we progress from small, local acts of civil disobedience to large-scale mass civil disobedience actions that can achieve our demands at the federal level in a matter of months not years. We aim to build as many new groups as possible, as well as re-engage and support existing groups, as fast as possible by recruiting mass mobilisers who will have this task as their focus.

The plan is for volunteer mass mobilisers to work in teams (collaborating with established local outreach or mobilisation working groups if they exist) to set up networks of small local XR groups. By the end of August 2020, we aim to have 20 full-time equivalent volunteer mobilisers working to set up an average of one group per mobiliser per week, whilst providing them with support so that they become sustainable and effective XR groups. We understand this to be achievable based on the experiences of setting up new Local Groups in Victoria as well as the experience of mobilisers in the UK.

At the end of September, we will train approximately another 20 full-time mobilisers, making 40 in total. Training of around 20 organisers will continue at the end of each month until we have 100 full time mobilisers situated in state based teams. The mobilisers will take a geographical area in their state and use a grid system to work out all the towns, regional centres and city suburban areas where we can set up groups – this [map](#) (current at end May, 2020) shows where we have rebels signed up and the organisers will use this and other information (locations of existing groups) to plan their approach. The intention of this manual is to also provide

a resource that Local Groups or individual rebels can use themselves to support their group and build the mass mobilisation project.

Our plan is for each group to provide an average of 10 people to engage in sacrificial civil disobedience by the time of Wave 3 – this means being arrested multiple times and/or spending a short time in prison. If all goes well we will have over 500 groups by the end of the year or next year when the Wave 3 mobilisation date will be set, providing over 5000 people willing to engage in sacrificial in civil disobedience.

This mobilisation process will continue to create the mass movement we need in Australia to force the government to act. Over the next year this process has the potential to create thousands of Local Groups at an exponential rate. Once a Local Group has 50 active members it will divide to become two Local Groups.. The benefit of this is that people are most engaged and empowered to speak and act when in smaller groups. In larger groups people tend to grow disinterested leaving a handful of people to continue to do the lion's share of the work.

Supported Volunteer Mobilisers for the Mass Mobilisation Project

The concept of creating full time, fully trained, dedicated ‘mobiliser’ positions is a radical, potentially ‘game changing’ innovation for our movement. It holds the promise of rapidly creating hundreds of new XR Local Groups and engaging thousands of new rebels to join in mass civil disobedience.

Extinction Rebellion has always relied on the dedication and passion that its members bring to the movement as they face climate breakdown. Our actions stand in stark contrast to a system that fosters self-interest and self-gain. Extinction Rebellion Australia wishes to retain these qualities of dedication, community service and passion that we share as volunteers, whilst also developing teams of full time mobilisers to enable the movement to become large enough to be effective.

Recruiting volunteer mobilisers and offering ongoing support

Because dedication and passion are typical strengths of our existing membership we propose to advertise across the nation – through our existing database and beyond – for people to fulfill these roles on a voluntary, yet committed basis. Full-time, voluntary positions by their very nature tend to exclude working-class and marginalised people, creating an implicit middle-class cultural bias – the exact opposite of what is necessary if we are to attract people from across the spectrum of class, race and religion. Considering it realistically, it is unlikely the most qualified people, who are eager and suitable for these roles, will have the capacity to accept these positions without some sort of assistance with their living expenses.

This understanding creates a great deal of leverage for the movement. Full time volunteers can dedicate many more hours to the Mass Mobilisation Project. This in turn speeds up the process of growing our groups and our numbers with greater support. Fully trained, vetted and accountable mobilisers add a level of effectiveness to the movement that will lead to greater retention of members as a fully supported process is instigated for each new Local Group. The resilience and strength of Local Groups will be encouraged through this process. Full time mobilisers will be able to do the sort of work that many volunteers may be unable or unwilling to do (e.g. legal, admin, database and financial tasks necessary once the movement enters into a rapid growth phase).

How to become a self-funding movement

Fostering a culture of small, ongoing contributions

Just like people pay a small amount a year to play for their local football club or donate regularly to a Non-Government Organisation (NGO) or charity, we aim to encourage a culture of support for the movement from within the movement.

Why is this important? With the concept of “full-time mobilisers” becoming a key strategy for a rapid growth in numbers, members in each Local Group will be encouraged to contribute to the XR mobilisation effort by setting up a [small, recurring monthly donation](#). With this being said, it is equally important that financial difficulties do not become a barrier to participation. This will allow us to provide basic living expenses for the full time mobilisers in need of financial assistance, and enable XR to become a self funding movement without having to rely on big donors. People will be encouraged to donate on a ‘Pay as you feel/Pay it forward’ basis, where those unable to donate may be covered by others who are willing to contribute a larger amount. No one will be excluded if they are unable to contribute. We envisage that within three months each group will have approximately 20 people donating an average of \$20 a month – the cost of one coffee a week. Generally speaking, full-time volunteer mobilisers, who request volunteer living expenses (VLE) for financial support will be given up to \$500 per week living expenses (varying according to personal circumstances). The mobilisation process should be self funding within three months. We are looking to get start-up funding or, if we do not receive this, we will be looking for part and full-time mobilisers to work voluntarily for the first two months until monthly donations build up to provide them with VLE’s, whilst also undertaking other fundraising efforts.

‘In kind’ support for Mobilisers

Another way for rebels to assist the Mass Mobilisation effort will be to assist our Mobilisers (or other rebels) whilst they are operating in their area. Our aim is to cover all postcodes so rebels should be able to get acquainted with a mobiliser soon. “In kind support” such as assisting with accomodation, familiarising them with an area, supporting travel needs, or in any other way, will be great ways to help rapidly roll out our vital project.

Ensuring effectiveness of volunteer living expenses

Smart role design and effective communication skills for supported mobilisers will be essential requirements for the Mass Mobilisation project. There is a risk that full time mobilisers, receiving financial support, may be considered to be responsible for the bulk of the work of recruitment and activism and that “unpaid volunteer” rebels are just meant to turn up as ‘support people’ when required. To remove this risk the following steps will be taken:

1. New Mobilisers should be told from the start that the explicit purpose of their work is to empower, support and inspire local volunteers, not to be a substitute for them. People should be recruited who can show evidence of a skill-set that includes positive supportive communication.

2. People should be recruited through an open and transparent advertising process and nepotism avoided. Priority should be given to people without monetary means and from poor and marginalised backgrounds to volunteer 'full time'. Financial difficulty should not be a barrier to being a mobiliser.
3. Mobilisers should work within existing Local Groups and Affinity Group structures to create a human, face-to-face relationship with coordinators before embarking on mobilisation
4. Mobilisers will have detailed training and practice (eg role playing) in the skills of recruiting and encouraging local volunteer mobilisers
5. There will be a four week performance review process during which the Internal Coordinator of the AusMM Support Team will assess whether new Mobilisers are meeting the performance indicators as outlined in this document. Mobilisers that appear not to be meeting the required goals may have their roles terminated.
6. Performance reviews will be repeated every three months
7. Volunteer living expenses will be offered on the basis of the minimum the recruit needs to get by – so more people can be brought into the VLE scheme. Mobilisers will not be paid more because of their supposed greater “importance” (XR is not an NGO like GreenPeace, 350.org etc).

Learning from the past – better information flow

Effective engagement, and clear and transparent communication, are not things we have excelled at in some parts of Extinction Rebellion Australia, but we need to do so in order to succeed in creating a Mass Movement.

This means that Local Groups across the country can easily share their 'what went well' moments for other groups to learn from, and also seek advice on issues that others may have already faced and overcome. This will allow the movement to rapidly, and efficiently, support itself, evolve and grow to be large and effective enough to have our demands met by the government. Furthermore, transparent [metrics](#) will allow us to accurately access how united we are in our efforts and achievements across all corners of the country.

Training

Part of the mobilisation process will be to ensure that Local Groups receive ample training on key skills such as facilitation, non-violent direct action and understanding the law, group coordination and others. We also aim to offer the mobilisation skills training in modules that are accessible to anyone who wants to learn and be involved in local outreach or the Australian Mass Mobilisation Team. See this [trainings calendar](#) for upcoming training.

We welcome everyone: Extinction Rebellion is radically inclusive

Each of us comes to XR with a different motivation. Our governments will not be forced to change unless we show up in **vast numbers** and find solidarity, despite our differences which are so effectively used to divide us.

XR must be an ideologically and culturally diverse movement that appeals to the broadest range of Australians as possible – and *welcomes everyone* (principle 6) To assist with this we commit to maintaining simplicity in our focus on our mission: mass mobilisation and civil disobedience.

We need to make room for everyone who wants to participate, without demanding that they can do so only on our own terms. As long as people abide by the Principles and Values when in XR spaces, and while publicly associating themselves with XR, everyone is welcome.

One of our Principles and Values (P&V's) is to “welcome everyone, and every part of everyone” – but not every behaviour. Racism, sexism, homophobia, or any other type of oppression or abuse, will not be tolerated, because that would violate our P&V's by excluding those Rebels being abused. Our P&V's also state that “we openly challenge ourselves and our toxic system”, so that we understand that we need to work at making XR spaces truly welcoming and accessible. We seek to learn from – and be patient with – one another, rather than shutting people down and reject them through shaming and blaming – regardless of wherever it is they fall on the political spectrum.

On collaboration with other groups or campaigns

Extinction Rebellion is part of a vast and interconnected network of groups working on environmental, social, economic and First Peoples justice campaigns. We advocate for: divestment from fossil fuels; the protecting of ecosystems; climate emergency candidates in elections; anti-corruption measures; neighbourhood sustainability groups – and so much more.

We stay focussed on our central contribution to this *movement of movements* – using disruptive civil disobedience – working alongside the broader movement to bring about the changes we need.

In planning our events, we prioritise respectful prior consultation and genuine collaboration with Traditional Custodians. This includes, but goes beyond, seeking-out the appropriate person to conduct a Welcome to Country or offering an invitation to speak. We also seek-out opportunities to build awareness of Indigenous perspectives and to address the subtle or overt racism that rebels may bring into the movement from the broader culture. There are commonly overlooked elements that are a crucial part of solidarity and collaboration with sovereign people's. For example: providing transport to events and accommodation where necessary; ensuring culturally appropriate interactions and norms; and, breaking down systemic barriers to meaningful participation.

The Mass Mobilisation Focus

Generally our major city actions will be organised by XR without major involvement of other groups, allowing us to focus on achieving our three demands without compromising those demands, our messaging, or our principles and values. Complex negotiations with other groups can use time and resources which would be better focused on our twin tasks of mobilisation and action. Rebels from local XR groups may decide to advertise or participate in major city actions organised by others that are clearly in line with our demands and our principles and values, but AusMM's focus is on our twin tasks and we will not usually take on major involvement in organising such events.

Local Groups In The Wider Movement

Our toxic system and the ecological emergency manifest themselves in various ways in every local area and community. Between major actions, local XR groups may wish to lend support to local campaigns that are clearly in line with our three demands and our principles and values. For example, we may work with other Local Groups to put pressure on a council to declare a climate emergency; prevent a new fossil fuel development; or, protect a forest. By mobilising locally under the banner of XR in [Wave 1 actions](#), we draw people into, and increase, the power of this global movement. By engaging with the community our desire is for them to join us in our plan to tackle the systemic causes of this emergency standing side by side with us in Waves 2 and 3.

We suggest that local XR groups and mobilisers develop genuine relationships with local First Peoples and provide support as requested. This is one way of beginning to make restitution for past and ongoing injustices and building community. This could include contributing towards campaigns such as [‘Pay the Rent’](#) in Victoria, which funds Aboriginal and Torres Straits Islander activists, or participating in campaigns to protect traditional lands.

PART 2: LOCAL GROUPS

‘Local groups’: XR’s Basic Building Blocks

The following section goes over in some detail how an XR Local Group will function when taking part in the Mass Mobilisation project, it can be seen as a guide that aims to make participation in XR on the local level clearer, easier, more connected throughout the country and more empowering. Please follow the embedded links to more information and resources.

We will win when we attract large numbers to join with us in sacrificial civil disobedience. It will be vital for a culture of diversity and inclusiveness to be engendered in our Local Groups (LG’s) as soon as possible. We have to remember that all of us, from farmers and urban greenies to First Peoples and recent migrants, are the united 99% when faced with the greed, corruption and life-destroying power of the 1% who hold sway on our democracies. Diversity within our groups can be a challenge but may be achieved by finding creative and innovative ways to connect and accept each other. This is highly desirable if we are to meet our goal of rapid and sustained growth. Attention to details such as endeavouring to accommodate the most suitable meeting times, methods (zoom or in person) and places to meet are also important considerations in our task of inclusivity and cohesiveness. Avoiding acronyms which may not be readily understood by new rebels is another example of small details that need to be considered to allow everyone to feel welcome and included.

Existing Local groups and AusMM

AusMM, as a project within the wider movement of XR in Australia, works on an “alliance of the willing” principle, and so there is no pressure – politically or constitutionally – for any group or individual in XR to join in the project. However we think the benefits to LG’s connecting with the AusMM project are considerable. Particularly after the lull in activity that has come about due to the stress and upheaval of the COVID-19 pandemic and lockdowns across the country, we aim that this project serves as a boost of energy and focus to rekindle the flames of rebellion that lie within us.

As mobilisers roll out across the continent they will be connecting with existing Local Groups to establish human and trusting relationships by listening to their concerns and offering to be involved in enabling Local Group development in their area. This project is about collaboration and empowering Local Groups and rebels. We want to learn from the experiences across Australia. We hope that the following section allows LG’s to initiate the work of AusMM themselves within their area, and we will be glad to support. Mobilisers will see if an existing group is interested in them presenting the AusMM project at a meeting or having a one-off introduction to AusMM for people in the group. Then it is up to the Local Group how engaged they want to become with the AusMM project.

Starting a new Local Group or reinvigorating an old one

There are no strict procedures to follow when deciding to start a new Local Group. The following information is presented as a guide based on what has worked well in the past, with our sights clearly set on where we need to go. This section will be updated as our learnings progress, however the point is to be flexible and adaptable to the needs and desires of the people who want to form an Extinction Rebellion group to act on the climate emergency. There are three main steps that should happen within one month of a group starting. These are

1. [The Heading for Extinction and what to do about it public talk](#) (often the first step)
2. [A wave 1 action](#)
3. [A group formation meeting](#)

The order in which they will happen will depend on the interests and experience of the group, however Australian Mass Mobilisation and other existing XR groups are here to support you in this journey.

If there are only a few people in the area interested in XR to begin with, then the group may consider the importance of Mobilisation activities to get more people involved. At the same time Actions are critical for building skills, courage and awareness of the movement and for the creation of [affinity groups](#) (action oriented groups).

Outreach to the Public with a Heading for Extinction Talk

AusMM has a version of this talk that AusMM mobilisers and Local Groups should use. An online version is available [here](#).

One of the benefits of the support provided to Local Groups by AusMM is that talks that focus on the Three Waves of action can be coordinated with groups across the country. *Experience tells us that when groups have clear and exciting projects and actions to work towards there is more satisfaction and participation.* Embedded in the AusMM talks will be information on how each XR member will be joining thousands of others across the country to engage in powerful, co-ordinated civil disobedience throughout the three waves, culminating in a large collective action. This will help build momentum and a sense of being part of a much larger action. Our strength is in our numbers and in our collective love, rage and creativity.

You might be contacted by an AusMM Mobiliser, asking if you would like to help set up a Heading for Extinction Talk, or you can [contact AusMM](#) to organise a HfE talk in your area. AusMM mobilisers can also help to re-engage or reinvigorate your Local Group.

HfE talks are one of the foundational events of most new XR Local Groups and these talks have been used to encourage recruitment and build momentum. Skilling people up to run these talks is a priority at the beginning of mobilisation. At the end of the HfE talk, the presenter asks 'are you willing to participate in civil disobedience and to be arrested?' This is a vital moment for the participants to put up their hands to see that they are not alone and that together we are willing to take this step. It is very empowering. The 'pledges' then get added to the metrics tool so we can assess our capacity across the country. Often after a HfE talk, the participants will

discuss who's willing to form a group and their details are collected and the mobiliser who helps them to take the next steps, which may be...

Next step: A Local Group Formation Meeting

This meeting is to set the stage for new participants to find a path into Civil Disobedience actions either as a support person or as someone prepared to take the risk of arrest. It covers aspects of XR DNA, Self organising Systems and introduces the working group structure. It is also an activity focused meeting where the group discusses who is interested in mobilisation activities and in which the group visions its first action. It is therefore important for people to get to know one another and express their motivations, personal interests and availability in forming a Local Group. It will either be led by a volunteer mobiliser, or run by the Local Group with the support of a volunteer mobiliser.

[Suggested Agenda for Formation Meeting](#)

[Slide pack for Formation meeting](#)

Your Local Group's Wave 1 Non-violent Direct Actions

Within 3-6 weeks of becoming a Local Group, each group does its first Wave 1 action – typically a short, [mini road block](#) with flyers and snacks given to drivers -called "swarming" (see also the section above on Wave 1 actions for more Wave 1 action ideas.) Rebels apologise for the inconvenience but explain this is an emergency; after all, the drivers would understand if traffic was blocked because there was a fire or accident up ahead! This event is videoed for social media. There should also be a social event afterwards, like dinner, to build relationships.

Swarming (or some similar disruptive action, like a die-in) happens at least once a month to ensure:

- all new people can be engaged in low-risk non-violent direct action
- continued upskilling (e.g. learning new roles)
- for ongoing momentum that continues stopping business as usual – keeping the climate crisis and XR's response in public discourse
- building awareness and participation.

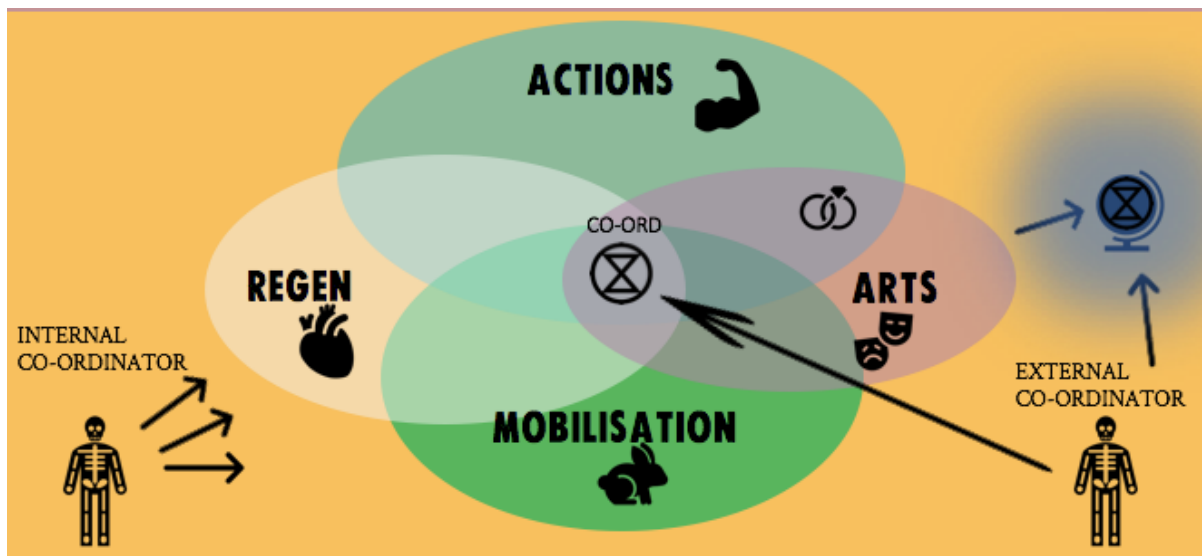
The purpose of keeping up a calendar of non-violent direct action is to keep your AusMM Local Group grounded in real action, growing their courage, and to give your Local Group members experience in civil disobedience. If your group wants to move beyond the low-risk actions you might have already done, the group should, after having a Non-Violent Direct Action training take that important step in any way they see fit. If you are having trouble with that step *up* contact a mobiliser or regional actions circle to help with resources, training or mentorship. Some people in the UK use a guide for their actions e.g. [Action Consensus](#) which outlines how they work together on actions.

The structure and function of your Local Group

In XR we use principles of self-organising systems (SOS) for purpose driven, distributed, scalable, effective organisation. For more info and additional resources have a look at this [quick intro to SOS](#).

Your group may start out very small and there may be people in multiple roles to begin with. That's okay. Talk to the mobilisation team for ideas and support for issues you are facing. Below are examples of four working groups essential for a Local Group, more may be added as the group grows, but focus is always on the twin tasks of action and mobilisation. The aim is that there are thousands of Local Groups, each Local Group has at least ten people pledged to take part in civil disobedience at the wave 2 and wave 3 actions. (No need to stop at 10 people though – the more the merrier!) The following resources are intended as a guide, and if you need support in running these meetings please reach out to your local mobiliser, AusMM, or local fellow XR activists. Request support from a mobiliser [here](#).

The Four Working Groups within a Local Group



When a Local Group has a sufficient number of members, (more than 10), it may be able to support more focused sub-groups, known as Working Groups (WG) to help it work more effectively. Ideally, there are four Working Groups in any Local Group: Actions; Arts; Mobilisation; and, Regenerative Culture.

The above diagram demonstrates the ideal structure of a Local group. The Actions and Mobilisation WG's are supported by the Arts and Regenerative Culture WGs . These Working Groups have Internal and External Coordinators who ensure that activities are coordinated and that communication is happening. The Internal Coordinator is responsible for the day to day running of, and organisation of the group, while the External Coordinator ensures coordination with the other Working Groups. The

responsibilities of a particular Working Group and of the roles of activists within that group are described “mandates”. Mandates are purpose focused descriptions of the responsibilities and activities of a group or a role. The Local Group also has an External Coordinator whose role is to ensure information flow and coordination between the Local Group and the wider XR organism, and an Internal Coordinator who ensures information flow and coordination between the Working Groups within the Local Group.

The Mobilisation Working Group

The Mobilisation WG is focused on increasing XR membership and participation. The idea is to keep things simple, and recruit as many ordinary Australians as possible to participate in civil disobedience actions. However, this also means building up the Local Group and working groups along the way. Local Groups should focus on ensuring their network of activists are:

- reasonably well informed about XR and how it operates;
- ready for participation in actions of mass civil disobedience when called upon, whether as a participant or as support.

Meetings of the Mobilisation WG plan activities around [The Eight mobilisation methods](#). Depending on the size of the Local Group, one coordinator or a coordinating group, organises these meetings, and coordinates The Eight XR Methods of Mobilisation when put into action.

Following is a sample agenda that can be used for the first Mobilisation WG meeting. These meetings will be repeated regularly, so that new people can come in and take on mobilisation tasks. However, in subsequent meetings, the group can adapt the agenda to reflect the particular experiences of the Local Group. These meetings are called mass mobilisation meetings and are open to anyone in the Local Group keen to get involved.

[The Mobilisation Meeting agenda](#)

The Action Planning Working Group

The Action Planning working group is responsible for four things:

1. **Keeping up a regular schedule of [civil disobedience actions](#)**, so that all Rebels have an opportunity to experience civil disobedience in real life. This means planning bigger events (perhaps in collaboration with other Local Groups) and *supporting* Affinity Groups to plan regular actions (See [Wave 1](#) for an actions recipe list).
2. **Soliciting and tracking pledges** from Local Group members to participate in mass civil disobedience actions as a person willing to be arrested or as support (this may be in hardcopy) [AusMM Rebel Pledge Form](#) or [online](#) (note these resources are currently being developed) and will be coordinated with the AusMM Actions Working Group (WG).

3. Where practicable, arranging for Rebels to receive Non Violent Direct Action **Training** (NVDA) before participating in an XR organised mass civil disobedience action.
4. **Getting as many Local Group members as possible** to any XR Australia organised mass civil disobedience action at state capitals. This means arranging for the transportation and support of a Local Group's arrestable people to the action. Even if a larger action isn't happening for a while, the Action Planning Group can work on setting up structures and processes for maximising Local Group's participation once it does.

A Local Group's Action Planning WG will also be invited to get involved with helping to plan and set up the AusMM Wave 2 or Wave 3 actions. There are many additional aspects of action planning to consider for these larger actions, including legal, media, art, regenerative culture, and logistics. Mobilisers or the State Actions Team can be contacted by Local Groups interested in participating in Wave 2 or Wave 3 actions.

A Guide for Action Planning Meetings

Regular Action Planning Meetings should be held to work on the Local Groups actions and ensure that they are being effectively carried out and supported.

Every couple of weeks (or as often as required), an Action Planning Meeting to work on the Working Group's tasks. A sample [Action Planning Meeting Agenda](#) – (which can be downloaded from this link) will help Actions Planning WG's get started and can be adapted with time. When planning actions it is important to consider NVDA training, [the Action Recipes](#) (see above), and the [XR UK NVDA Guide](#)

Regenerative Culture (Regen) Working Group

Extinction Rebellion's third Principle is: We need a 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, and 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.

Regenerative culture includes a healthy focus on the mutually supporting categories of:

- 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 relationship with what we struggle against, our relationship with other individuals day to day, and our

relationships as a group – these are completely interdependent. Self care is also about taking care of the animal parts of the self that respond instinctively to stressful situations with fight or flight or faint.

Regenerative Culture seeks to bring an alternate approach to traditional climate and 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.

Few things destroy social movements faster than internal conflicts and the development of a negative working environment that burns people out or drives them away. No group of people is ever going to be entirely without some tension or disagreement, but we aim to address these issues head-on, and establish ways to support people so they can keep up the rebellion until we win.

The responsibilities of the Regenerative Culture Working Group are:

1. Speaking one-to-one (in person, or on the phone) with each member at least once every four weeks to see how they are, to make sure they haven't taken on too many tasks and to get feedback on how the group is getting on together. Possible tensions, systems faults etc..)
2. Sending feedback to the Coordination Working Group from the one-to-one calls about what is working and what is not (in a general way, keeping confidentiality of members), so responses or changes can be made.
3. Organising ways for people to get to know one another, building trust and community, and having fun by devising different and innovative activities (e.g. picnics, social events, film nights, etc.).
4. Finding opportunities for training and workshops that help the group function in a positive and respectful way (such as the [Regen 101 workshop](#)), and encourages group members to participate.
5. Finding opportunities for training and workshops that help people process emotions in a positive way. For example the Regen WG could encourage members to participate in Empathy Circles and Grief Workshops.
6. Organising mediation if difficulties arise between two or more members. See the AusMM [Conflict Resilience Process](#)
7. To refer and give feedback on problem behaviours to the group's Internal Coordinator, to help and support them make a decision on how best to handle the situation particularly after all other avenues of mediation and resolution have failed and it becomes necessary to ask someone to leave the group.

A Guide to Regenerative Culture Working Group meetings

Every couple weeks (or as often as required), a Regen WG meeting should be held to work on the working group's tasks. Resources to help with these meetings can be found under the [Regenerative Culture](#) menu on the Extinction Rebellion website.

A Regenerative Culture is something that must evolve. It cannot be imposed. It works best when people discover they are engaging in it or are a beneficiary of it and come to understand and value it.

Arts Working Group

We are the beautiful rebellion. Everytime an action looks like Extinction Rebellion it harkens to our global strength. Arts intersects actions, mobilisation and regenerative culture – working with the other Working Groups to achieve the goals of the Rebellion. Arts provides our visual identity and inspiration for actions, and provides avenues for regenerative coming together, warm welcomes and creating.

The Arts WG is tasked with familiarising itself with the [Extinction Rebellion Design Program](#), and working closely with the Actions Planning WG to bring out the messaging and to unify the movement. Extinction Rebellion is inspired by new and creative ways to communicate its message and promote the creativity of the activists that make up our movement around the world. Art is a fantastic tool for de-escalating actions and framing the group or campaign with the love and beauty we put into our work.

An iconic example of the Arts WG, at the local level, is in the national [Paint the Streets](#) campaign. There are plenty of resources and experiences to draw on in the wider XR arts community. Reach out to your regional Arts Support Circle for support.

Local Group Coordination

Coordination is about ensuring work is coordinated and communication is happening between the above Working Groups, between Rebels within groups, and with the wider community of XR Local Groups.

All Local Groups should have at least two coordinators – internal and external.

The Local Group Internal Coordinator:

- organises meetings;
- ensures that [minutes](#) are taken;
- facilitates and coordinates information flow between the Working Groups;
- checks in with the role holders and asks people to leave if they undermine the functions/morale of the Local Group.

Local Group External coordinators:

- facilitates information flow between Local Groups and Regional XR structures (e.g. on action coordination);
- organises external training and inductions (this may be sharing the resources of online trainings);
- communicates and shares reports on national progress with the Local Group and,
- uploads weekly [metrics](#) into XR Metrics & Reporting website (this function is under development).

The Coordination Working Group

The Coordination Working Group is composed of the Local Group Internal and External coordinators, and the External Coordinators from the Mobilisation, Action Planning, Arts and Regenerative Culture Working Groups (Internal Coordinators can attend Coordination WG meetings in place of External Coordinators when necessary).

It exists to support information flow, make necessary decisions (or a process for decisions, for example an [assembly](#)) outside the scope of the Working Groups (with the necessary feedback from the groups), pass decisions and tasks to the appropriate Working Groups, and to support the Local Group in its mass mobilisation efforts: getting a maximum number of Rebels ready to participate in mass civil disobedience, and maintaining morale in the group so it remains strong or even grows. If a coordinator isn't fulfilling their mandate, or working outside of the principles and values, anyone can call for election of their role, with someone else filling the role through nomination and consent.

The Coordination Working Group's responsibilities include:

- Facilitating **communication among Working Groups**.
- **Keeping everyone in the Local Group informed** about what is going on. This includes what is going on in XR regionally or nationally, the metrics being reported to AusMM (number of new signups, number of mobilisation activities, number of Wave 1 actions done), and group-level decisions.
- Making sure the group has an **appropriate place to meet** or access to video meeting capabilities
- Embodying and promoting a culture that **mitigates for power**. No one individual should ever be viewed as having greater power over another Rebel or XR activist, or to behave in a way that is suggestive of having that type of personal power.
- Making sure all **Rebels can access the training** they need.
- Making sure the Local Group has the resources it needs, including money (costs should be able to be reimbursed from the state finance group[This should be a footnote]), and an account to store it in. [Here is the Victorian XR Local Group finance guide which should help with this.](#)
- Interacting and **communicating on behalf of the group** with National Mobilisers, the AusMM national teams, and other XR and AusMM groups.
- Organising regular [induction](#) meetings (around every 4 weeks or more if new people are joining quickly).

A Guide to Coordination Working Group Meetings

The coordination team meets weekly (click here for a [Working Group Meeting Agenda template](#)).

As with other meetings, keeping participation below eight or so helps to keep decision making effective. Coordinators need to effectively and transparently convey information: this could be as simple as sharing updates from the coordination meeting with the Working Groups, and vice versa. The internal coordinator

ensures information is flowing between the External Coordinators, and that the meetings happen. The purpose of the coordination meeting is for the groups to update each other, to check that work is coordinated and aligned, to pass necessary tasks or decisions to the appropriate Working Groups, and to process any issues that cannot be dealt with in the Working Groups. If something cannot be dealt with in a meeting in reasonable time, two or three people should be delegated to work on whatever it is (a proposal, a decision, an issue, getting feedback on something from each group), and to bring it back to the coordination group in the next meeting or resolve it as deemed necessary. Transparency (accessible information, such as minutes documents) is important to coordination and building trust.

Induction Meetings

The intention of inductions is to make sure that, as the group rapidly grows, all the new members have a core understanding of XR, which includes: the Principles and Values and our three demands, an intro to how we organise in Self-Organising Systems, an invitation for new rebels to sign-up to different working groups and expectations for involvement (e.g. conflict resilience resources), and our [theory of change - mass civil disobedience](#). This is what was covered in the [group formation meeting](#). This is likely a resource that will be available online, e.g. in the form of DNA trainings - this [Trainings Calendar](#) has the upcoming listings. However in order to not - 'meeting out' another option is that Local Groups introduce aspects of the XR DNA in small chunks at the start of meetings, particularly when there are lots of new attendees.

Media & Social Media

Media, especially XR's own social media communication platforms, where we can communicate the urgency of the crisis and what we are doing about it, are crucial to engage and update our networks. Social media builds followers, allows you to share posts from other XR pages (national, state and international or other local relevant campaigns), promotes events and, importantly - publicises actions! Media needs to align with XR messaging, tactics and goals, and media to be published should ideally be reviewed by multiple people. Access to media platforms should be shared, power through this form should not be centralised. Specific task or working groups will need to be formed for media work - the exact set up of this process might depend on whether your local group has many of its own media platforms (for example, you might share content through established platforms from an overarching city/region, e.g. XR Australia FB page or XR NSW, etc.), roles might be task based at first, and transition to a team of experienced media people.

Local groups can set up their own platforms on email, facebook, instagram, etc, but should check what exists around them first and decide what will be most effective. For example, in city centres, there might be 20 groups that broadcast through a few facebook pages for general regions so as not to oversaturate or compete with each other, and to reach the largest audience. There will in some instances, be people working on common media platforms across local groups. See the [communications section](#) on how you could get in touch with regional media and messaging teams.

For media spokespeople, there are some [training resources](#) on the XR UK site.

More resources on social media, live streaming, press releases and media spokes will be shared soon - reach out to a local mobiliser to be connected with more support/training as needed.

General Meeting Guidelines for all Working Groups

Meetings need to be worthwhile, respectful, and participatory. Meetings running over time, being off-topic, and participants confused, is a quick way to reduce participation. People attend meetings if they are actively doing work in a group. Regular meetings make it more likely for people to show up. Observers may also want to attend to get an idea of what's happening before joining a group. Meetings of less than 8 people are often more effective than large meetings. Over 10 people, there's more likely to be one or two people monologuing rather than dialogue. Having a clear outline for a meeting is important, as is the facilitator and attendants understanding how the meeting is going to go, and when they can give updates and ask questions. Setting the agenda beforehand is a good idea, but can also happen at the start of a meeting as things arise from updates. It's also worth having separate or additional spaces for more social meet ups.

How to start a meeting

Acknowledgment of Country

We encourage rebels to think about what living and rebelling on Aboriginal land means and to design your own acknowledgement using what's written below as a guide. Speaking from the heart and using the context of the time and topic of your meeting helps to ensure that the Acknowledgement of Country is not just a token gesture.

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 people.

We acknowledge that First Nations people, here and internationally, have been at risk of extinction, and in rebellion, for hundreds of years. We further acknowledge the traditional knowledge held by First Nations people, and recognise our collective dependence on traditional knowledge in confronting the climate and ecological emergency

Purpose and Respect Statements

These statements are guidelines and can be read out loud at the beginning of every meeting, whether it is being held in person, or online. The sentiment of the purpose and respect statement are the important thing, and they don't have to be read verbatim. Your group can adapt them to make them your own.

Purpose Statement

We are resolved to work together to build a mass movement to engage in peaceful civil disobedience, to save our families, our communities, life on this continent, and our planet from destruction.

We are working to create thousands of Extinction Rebellion local groups in Australia in order to empower thousands upon thousands of people to engage in nonviolent direct action. Our twin tasks are to grow the movement, and engage in civil disobedience until our three demands are met.

We care deeply about those we love and this world we live in. This is why we are prepared to do this work out of a sense of necessity. We embrace each other's differences and leave quarrels at the door when we come into an XR space. We are here to get on with the job and serve the common good.

Respect Statement

- We commit to a culture of respect as we work together, in person or online:
- We will communicate with mutual appreciation and kindness.
- When we disagree, we will assume good will on the part of others.
- We will speak from our own experience without making assumptions about what is in the minds and hearts of others.
- We will refrain from naming, shaming, calling-out, and being personally judgmental.
- We will only commit to tasks we can do, and will return those we have not been able to do.
- We respect the tasks of others and have trust in their abilities
- We strive to be on time for meetings and liaise with each other on accessible times for our meetings to end.
- We are a community united in our work, and everyone is valued. We are family.

Check In

A brief hello and how are you.

Information sharing/project updates

Any updates on the work of groups, subgroups, role holders, or projects can be shared. To do this effectively, keep the information sharing separate from comments and questions. If anyone has any questions, they can put that on the agenda.

Actions Review

A check over the status of the things (actions or tasks) that have been assigned to people. As with updates, any questions and so on can go on the agenda.

Agenda

This is where people can put topics they need some advice, input, information or group decision about, or if they want to share some information in more detail.

Keep Meetings Small and Focused

At the beginning of your local group there may not be too many people involved. At this point it may be that everyone comes to the same meeting to report back on progress of tasks and seek advice on decisions. At this point there may be just one or two people in each of the working groups and the only meeting that may be taking place is the coordination meeting. However as the group grows the aim is that the members begin to

split off into the working group structure above, empowering people with decision-making responsibility (whilst referring to an advice process, i.e. asking for input and feedback from those affected by decisions and those with strong opinions or concerns, relevant mandates, knowledge or expertise) and autonomy to get on with the job. In general, if there is a decision or need to do something outside a group's mandate, or it has significant effects on the whole group, it should be brought to the rest of the working groups through the coordination circle. The principle 'good enough for now, safe enough to try' is an important one when things are moving slowly - remember nothing will ever be perfect! Agenda documents for meeting structures are shared under the working groups above.

The advantage of the working group structure is that we avoid large "general meetings" where people who just want to focus on saving the planet from the ecological emergency and get things done are potentially subjected to alienating agendas and people aren't comfortable or given space to have their voice heard. Disempowerment and lack of opportunities to meaningfully participate is a major factor in people losing motivation to be part of the group - something we can't afford. Furthermore, making decisions in large groups is often cumbersome, it's hard to have meaningful conversations in groups bigger than 8 people, thus working groups and the coordination group should consider splitting into working groups or subgroups, or doing break-off groups in meetings when they get large. Practically a local group may choose to meet at the same time and place though, so everyone can say, "Hi!", but then it's recommended to split off into the working groups (as listed above) to discuss that group's particular activities. This can be done in online Zoom meetings using the Breakout room function.

Once again here is a [meetings template document](#) for you to use.

Meeting Facilitation

It's very important for meetings to have effective and efficient facilitation! This has been one of the most often criticised aspects of XR groups in Australia in the past and something which we all need to work on improving. Part of AusMM goal is to ensure access to facilitation training. The mobilisers should be experienced in facilitating and can be contacted for connecting a local group to the appropriate resources or trainings. There are trainings available online as well such as this [Video](#).

The essentials are that facilitators make meetings worthwhile by sticking to the agenda, keeping time, ensuring decisions are made effectively, summarising in order to provide clarity on what is being said, asking people to speak, and asking people to finish up their point if they are repeating themselves or talking off-topic.

Shaking the tin and 'Chipping in'

At each meeting - particularly the induction meetings - someone can speak to the importance of growing and supporting the Mass Mobilisation project. Each mobiliser is key to our growth and we encourage rebels to assist by donating to our 'small ongoing contribution system' for the reasons outlined [above](#). This of course is purely voluntary and is only meant for those who have the means to do so. We suggest the cost of a weekly coffee

which would amount to around \$20 per month. If people see the importance of this concept and wish to contribute more to the movement then that too will prove helpful.

Then have a desk set up with an electronic tablet (ideally), laptop, or a piece of paper, and an open invitation for new people to make their 'ongoing contribution' to the relevant fundraising account (this will most likely be a state fundraiser - see Finance section). The aim is not to isolate anyone who can't contribute but to foster a sense of camaraderie that others in the group 'got your back', a togetherness that will be further fostered in the working together, actions and collective sacrifice to come.

Conflict Resilience Process

As rebels within XR we are in conflict with the degenerative aspects of our respective cultures, traditions and situations that deplete us as activists, humans, the earth and all living beings. As we attempt to disrupt a toxic system we will disrupt ourselves and conflict is inevitable. Conflicts are a natural part of community life and a learning opportunity for individuals and the collective. It is not conflict that is dangerous, but how we have learned to interpret and respond to it. We however choose to see conflict as an opportunity for learning, and processing conflict is welcomed and encouraged, conflict is a time for growth.

The Induction to AusMM covers the expected ways of working within groups and when conflict arises, as always we are guided by XR principles and values. Various levels of conflict and tension may be experienced because we are bringing together different cultures and backgrounds to work with each other for the common good. It is our collective diversity that allows for a depth of knowledge, values and skills; when our differences are harnessed we have a huge advantage in a society that isolates us.

In addition we are working in a stressful and time pressured situation. 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 crisis. Looking after our own needs, personal care and recovery is important, because unattended it will lead to ongoing tensions, conflict and possible burnout. Burnout is a phenomenon that occurs when a political or social activist feels overwhelmed, frustrated, hopeless, or depressed, usually after a period of extensive activism limiting their productivity and ability to work well in the group, or even participate at all (in extreme cases, burnout leads to complete disengagement).

Regenerative culture within XR seeks to create a supportive culture that can deal with conflicts that arise effectively and without creating more harm. All forms of abuse in XR are totally unacceptable and will be quickly dealt with using the conflict response suggestions below. Issues with individual members should be worked out directly and within Local Groups and Working Groups, using short feedback loops. If this is not sufficient or possible, Internal Coordinators step in with the support of the Regen WG. If the issue is more serious or cannot be resolved in this way, you can contact the AusMM Systems working group for support. In the spirit of reflecting and learning, creating safe spaces for everyone and regenerative culture, people are strongly encouraged to participate in a conflict resolution process when asked to - this is a process of learning and growing, and many things can be resolved with a simple conversation.

Interpersonal norms and social media: All social media and communication channels are only used for information and technical feedback (i.e. feedback that is objective). Political or personal feedback should be done offline – e.g. give the person a ring or meet to sort it out.

If the situation is trickier, ask the coordinator to do a short “sort it out” session with the two people. Here is a simple process:

1. The coordinator thanks the two people for coming and reminds everyone that people get into tricky situations with others a lot of the time in projects where there is time pressure and people are very passionate about the task at hand.
2. Each person says two things they find helpful or positive about the other person and the other person summarises back to show they have listened.
3. Each person describes how they see things/problems/conflict with the accusable – using “I” statements. This is split into blocks when the coordinator/mediator asks the other person for feedback. And then the other person does it. For very small matters this can be a few minutes for each – for more complicated things it can last longer.
5. Then there is a chat where people acknowledge the situation, apologise where necessary and agree a way forward (this is very important to nail down). This can be formalised if the situation is trickier.
6. Each person says how they are feeling at the end of the session and says something they are grateful for.

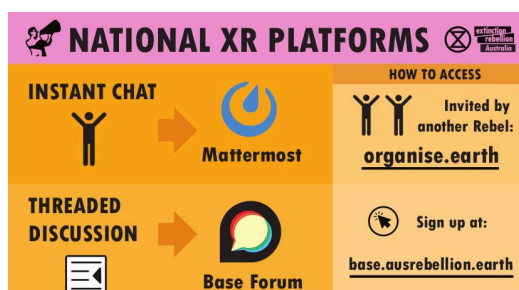
This ideally takes no more than 1 hour – or could just be 20 minutes if it’s just a small mix up.

More serious problems: If there is a case of abusive behaviour then the local group coordinator (or internal coordinator if there is one) has the final decision to ask a person to enter into compulsory mediation or step down from their position. Or in severe cases to ask the person to leave the local group based on misconduct. For serious cases, the regen working group (or another relevant set up process locally) should offer support to those involved and empower victims of any abuse to seek help and deal with the situation in a way that suits them.

Keeping connected to the rest of the movement

As a local group starts the mobiliser is there to facilitate, support and closely monitor the early development of your group through regular contact with the coordinators. The mobiliser will also help get your group listed on the website and connected to other support structures that may exist in your region.

Communications platforms



The above diagram summarises most of the communication tools used by XR in Australia and how to access them. AusMM will provide user guides and recommendations to comms platforms to

enable clear and easy communication throughout the movement, along with accessible support services so that everyone is able to participate as much as they want within the movement in a secure way. We are striving to have accessible, horizontal information flow to enable us to have a decentralised movement that mitigates for power.

Mattermost is the online platform that XR mainly operates on to organise and communicate between and within WGs and LGs. It's a useful chat tool with documentation storage links. You can create new channels for new local groups as well as participate in state, national and international work. We encourage all new members to sign up - this is how our working groups organise and communicate. A mobiliser or other existing XR member already signed up to Mattermost has to invite you in. Alongside Mattermost we use the Base Forum. The forum is discussion focused and is used nationally to plan, share ideas and resources and gather information and feedback. Sign up at <https://base.ausrebellion.earth/>



Mass Mobilisation Metrics

A potential game changer for XR in Australia is to use metrics tools to track our progress and build momentum, encouragement and a sense of cohesiveness between XR groups across the country. The idea is that these metrics are displayed transparently on our website and allow everyone to see the hive of activity that is XR across the continent. Using data visualisation, the aim is to have a map of Australia which tracks some key metrics of our movement growth. These will be: Mobilisation activities, Actions, Pledges to participate in NVDA, and possibly more.

At the beginning it will primarily be the mobilisers, and others working in outreach in different states, that use the Metrics tool, as they conduct HfE talks and get groups going around the continent. The tools can also be used by the External Coordinator (EC) of LGs, who will then be responsible for uploading metrics in the XR Metrics & Reporting system [. Ideally this will occur once per week so that we have a relatively 'live' status of XR and the mass mobilisation across Australia. This tool is easy to use and it should take no more than approximately 15 minutes.

These anonymous metrics will be available transparently to people if they click the local group on the national map on the website so that people can clearly see the most active and newest local groups in their region. People can select and click on any local group's metrics they wish to view, not just their nearest one. Local group contact details will be available on the website this will allow 'horizontal' information flow between local groups. E.g. a group in remote WA can get in touch with a group in the Blue Mountains NSW directly to ask what their secret to success is with getting so many rebel pledges!

Extra Resources

- **Heading for Extinction talk: (Choose one)**
 - [Roger Hallam: May 2018](#)
 - [Gail Bradbrook: Sept 2018](#)
 - [Larch Maxey: Mar 2019](#)
 - [Prof. Kate Jeffery: Oct 2019](#)
 - [Jane Morton: Zoom April 2020](#)
 - [TV Friendly short talk April 2020](#)

- **Mobilisation methods**
 - [The 8 Methods of Mass Mobilisation](#)

- [Outline for civil resistance model for mass mobilisation](#)
- [The XR AMERICA Rebel Handbook](#)

How to start a local group:

[How to Start an XR Local Group](#)

[How to start a local XR group \(and keep it going\)](#)

[XR Vic Ways of Working Document](#)

Recommended Reading

1. "This is an Uprising" Mark and Paul Engler
2. "Why Civil Resistance Works" Erica Chenoweth and Maria Stephan
3. "From Dictatorship to Democracy" Gene Sharp
4. "[Common Sense for the 21st Century](#)" Roger Hallam
5. "Blueprint for Revolution" Srdja Popovic