

MAIN OUTREACH WORKING GROUP FOLDER: [OWG ORGANIZING SPREADSHEET](#) ⁶ ([Calendar](#), [Members](#), [Groups](#))

EVENT FORM: <http://xrr.nyc/eventform>

WEEKLY NEWSLETTER: Send an email with any information you want included in the newsletter to: [xnyc.newsletter@gmail.com](mailto:xrnyc.newsletter@gmail.com).
(deadline for the Monday newsletter is Saturday at 11 am)

COORDINATOR CALL NOTES: https://docs.google.com/document/d/1p3mudm2l5poB05OIRssiu5FWGkAcGjDkPRIIVB35_DY/edit?ts=5e13c057#

COORDINATOR CALL RECORDINGS: https://drive.google.com/open?id=1V57N9WQu2iMmKjIVUVpOhf2Fbeon2YM_

OUTREACH WG MANDATES/ROLES: https://drive.google.com/open?id=1iXyaYrwOqHlpvN_NccHog-fq1EnBAvpn58LkiOwTSko

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ANNOUNCEMENTS:

Please add announcements the members of the full Outreach Working Group need to know.

REGEN BREAK: All of XRNYC will be taking a Regen Break from December 21 - January 5. This will be a time for everyone to step back, take a breath, spend time with family and friends, and replenish our reserves for the New Year. An announcement will go out soon and the Regen Break will be posted on the website with clear messaging, so that everyone knows what we're doing, but please let your NG members know, and please consider not scheduling any events, trainings, etc during that time. ALSO, please be aware that Chiara Bettonagli, XRNYC's queen of event planning, will be away and unreachable from December 10 - January 2. So please be in touch with her this week with any scheduling needs for mid December and/or early January.

JOB POSTINGS:

Please list the name of your subgroup and what roles need to be filled.

- Welcome Call Subgroup
 - Role: Call Support
 - Participate in Welcome call by sharing visuals and manage chat and taking attendance
 - Manage data from call sign-ups (this is not hard and there are written instructions)
 - Send follow up emails (there are pre-written emails and how to instructions)
 - Can be done from home in pyjamas!
- Welcome Call Subgroup
 - Role: Infrastructure Liaison
 - Provide communication and connection to Infrastructure Working Group

- Trainings Subgroup
 - Role: HFE presenters and support - many needed (need diversity)
 - Role: NVDA trainers and support - many needed (need diversity)
 - Role: copy editor - for review of all training documents
- Outreach Working Group
 - Co-coordinator(s) for Allies Subgroup. Roles: liaisons between XR and (1) faith organizations (2) environmental activism groups, and (3) cultural organizations.

PROJECT BOARD			
OUTREACH WORKING GROUP	PROJECT		
	<p style="text-align: center;">Add your project as an outcome that is being worked towards with an end-point, written in past tense as if completed</p> <p style="text-align: center;">Any person can add/update any project here for themselves at any time to make visible to other circle members</p> <ul style="list-style-type: none"> - Only include projects other circle members should know about (not every project you are working on needs to be included.) - Project updates are shared at the start of each meeting 		
Person/Role	Current	Waiting	Completed

Trellan / Outreach co-coordinator	<p>-Transferred Data Entry and Contact Updating work to Infrastructure</p> <p>-Worked with Jennifer to develop Integration & Onboarding Mandate</p> <p>-Worked with Action and SOS WGs to define Affinity Groups</p> <p>-Worked with Lorna to pull together templates for new Neighborhood Group formation.</p> <p>-Create Regional Group Coordinator channel on Keybase to connect upstate groups.</p> <p>-Working with Regen, M&M and Arts, help to give structure to Community Meeting going forward that involves all WGs</p>	<p>Actively in process. Aim is to complete transfer by the end of the year. Actively in process</p> <p>First meeting held 12/12. Next meeting scheduled for 12/19</p> <p>Lorna to incorporate feedback from M&M and other WGs.</p> <p>Met 12/9 with Eve, Chelsea, Jennifer and Melanie. Followup meeting for 12/16.</p>	
Ken	Working with CristinaW and other trainers and support (including input from other XR regions) on next steps for NVDA trainings development and growth	Work continues - T4T workshop planned for Sun Jan 16, to work through new format with invitation only attendees.	
Ken	Working with Jennifer VB creating "master plan/framework" for all types of trainings with input from all stakeholders, including Liz Barry, Critistina Winsor and others.	In progress - pushing to get something coherent by break Dec 21.	
Scott / MRC	Further MRC build for addt'l NGs. <i>**Can be built within 2 weeks at a cost of approx \$130 each**.</i>	<p>Current NG Request list for MRCs:</p> <ul style="list-style-type: none"> - Columbia - LIC - Wash Hts - North Brooklyn <p>To be built for delivery starting in</p>	

		January once clearance (Kerith) is given	
Scott / Field Rebels	Working to build up on-going Field Rebel Team.	Sent out Key-Base Field Rebel channel inquiry for 2020 participation	Received about a 20% response and will be using it to respond to individuals and creating a Field Rebel Contact spreadsheet
Scott / Mascot Boat	Trailer hitch installed in September. I have volunteered to take Vacquita out during the week.	Waiting to hear from Kerith on mascot boat run schedule	
Kerith (Outreach Co-Coordinator)			
<i>Vaquita</i>	Establishing remaining schedule for Vaquita before winter A	Ongoing - Likely to appear on Thanksgiving day weekend (possibly during University Action)	
	Developed/wrote new content for Vaquita so flyer is available at all times	Looking for festivals - particularly in Neighbourhoods so local groups can partake & support the flyering	Ongoing (requests are welcomed for prime viewings and appearances)
	Working on Emergency Preparedness Training for Outreach WG to have monthly	Need to post in OWG folder	Completed
<i>Trainings</i>	Working on "How to Divest" workshop with two outside presenters/facilitators		Ongoing - Goal is to offer this to all XR Rebels and have a group trained in Emergency Preparedness to then go into communities and provide free trainings. Would like to be sure Spanish talks team and possible intersectionality will offer support to reach communities OWG has not yet touched
	Will work with T&T subgroup (Ken) on creating additional trainings	Identified Presenters (former XR rebel) Looking to have on calendar in next month	ongoing
	Have meetings planned with Sierra Club (NYC Rep for National Campaigns) and PETA (VP of Global)		Ongoing
<i>Alliances/Affinity Groups</i>	Working on having Common Sense 21st C made available for specific T&T	Establishing ways to work together after initial conversation and both expressing interest	Ongoing

<p><i>Outreach Tools/Resources</i></p> <p><i>Outreach Inventory</i></p>	<p>Working on securing (1) additional banner for OWG - currently holding (1), trying to secure 4-6 flags for OWG. Needed for festivals, actions, swarming, events Projectors/Screens - Currently have several</p> <p>Need to find Field Rebel channel Facilitator</p>	<p>Direct line with Morgan</p> <p>Seeking several OWG members to maintain/track all inventory needed for OWG. Suggesting an Art Build with OWG to create flags</p>	<p>Ongoing</p> <p>Ongoing</p>
<p><i>Field Rebels/Roles</i></p>			
<p>Lisa</p>	<p>Growing Neighborhood Groups Queens-wide</p>	<p>HFE talk in Spanish to be held in January in Jackson Heights.</p> <p>Looking into partnering with Queens Distance Runners Club for Swarming actions.</p> <p>Planning joint activities with LIC NG.</p>	<p>Formed Jackson Heights Neighborhood group, bi-weekly meetings, assigning rebels to roles in NG and in XR NYC.</p> <p>Initial contact made with Sierra Club and Queens Climate Action.</p>
<p>Lisa</p>	<p>"Holy Conversations" Series. This project starts up again post-regen with January event at West Center Congregational Church, Bronxville. These events are designed as three part social justice conversations (pilot on 11/3 = climate change, reparations, immigration justice).</p>	<p>Confirming dates with Micah Bucey of Judson, Schuyler Vogel of UUA CPW, and Kris Watson of UCC.</p>	<p>11/3/19 pilot event at UCC Safe Haven Ridgewood :https://youtu.be/lC3Xd_kAApY Public access video can be distributed to interested parties (conversation on reparations, immigration, and climate change with Chelsea MacMillan, Bill Beckler, Ravi Ragbir, and Phyllis Coachman.) This has also been distributed through the UCC Environmental Justice committee to a number of their churches</p>

			nationwide.
Lisa	Alliance with United Church of Christ Council for Climate Justice.	UCC would like to form a UCC-XR affinity group (or several). After Regen holiday I will be meeting with them to discuss UCC Polity and XR Demands so that we can create a platform / agenda/ game plan for them to work with us and learn SOS skills.	Video conference call between XR and United Church of Christ environmental committee pastors happened 12/4. Justin Becker joined me on that call, as did Rev. Micah Bucey of Judson Church who discussed his 11/29 arrest with XR. Conference call was recorded and distributed to 70 churches nationwide UCC. Recording here: https://ucc.zoom.us/recording/play/OW5R5-UcrtfBsapBWfNd1I4UVdjJHwPYxInyc7CeNPXAODz4qBqwTu-IXx9lwBxi?autoplay=true&startTime=1575481877000
Lisa	Working with Mindful Rebels to increase outreach to Buddhist and other-faith organizations.	Jonathan M shot video of faith rally which needs to be edited and distributed for outreach to faith groups. Following up with an episcopal pastor, Matthew from Park Slope, who came to 11/29 event and marched with faith leaders. Setting up 1/15/20 HFE talk at Brooklyn Zen Center.	Ran faith rally at opening of 11/29 meditation rebellion. Started conversation between Romemu Jewish Community, Unitarians, United Church of Christ, and various Buddhist sanghas. Very good visuals of faith leaders working with XR. Terceira will likely help with the sangha initiative.
Lisa	Alliance with Unitarian Churches NYC	HFE talk being scheduled for February at All Souls UES. Working with Gail on this.	Revs. Schuyler Vogel, Audette Fulbright, and Ana Levy-Lyons of UUA are all now involved in the Mindful Rebels movement.
Gail	Working on alliance with All Souls-UU church UES through UES NG;	Mtg on 12/17 with pastor working with environmental justice grp; conferencing with Lisa for assistance and knowledge in this area	
Jennifer	Identifying and contacting people who have been engaged in the past or have expressed interest in Outreach in order to get more members into roles or working	Sending survey to last batch of people Tuesday. Sending survey reminder Tuesday.	Trellan, Ken, Kerith and Jennifer are contacting people who have returned survey to get them working on projects or into sub-groups.

	on projects - Used a survey to reach out to Outreach list and follow-up with individual phone calls and email	(mailing timing reflects gmail limits on number of requests sent and choosing specific times to reach out to increase return)	
Jennifer	Welcome Call Support Training <ul style="list-style-type: none"> Scheduling a follow up training 	People who came to the training need to be able to be on/observe a few more calls before being ready to take on support or facilitation role. Sent survey to best time for follow up training (we were unable to find a good time before holiday)	Will hold online training for WC support sometime in the next week. All are invited to join. If you'd like to attend and want to put in your availability, please use this link. https://doodle.com/poll/e4guqm8kwmserg29
Jennifer	New Onboarding Procedures Proposal	Working out specifics of procedures Testing response from new member integration survey Testing ways to make a more efficient process (scheduling, etc)	New member integration survey has gone out to last few welcome calls. Trellan, Cindi and I are contacting people for integration calls. This is a temporary plan until new procedures can be developed, proposal accepted and roles filled.
Jennifer	Documentation to make flyering and tabling easier for NG or Mobile Rebel teams	In progress - Really not sure if I actually have the time to do this or if really needed	Made a talking points doc.
Bill Beckler	Organize 5 churches to get involved with XR	Talk at Safe Haven moved to Nov	Successful talk at Safe Haven Need to discuss with Lisa next steps
Bill Beckler	Grow neighborhood groups	Bengali strategy still afoot with Ish.	New training in the hopper: action planning Recently completed: universities Recently completed: seeder training
Bill Beckler	Organize NYC Tech	Working with Tom Hoy to build a techie affinity group	Had a small meeting organized by Albert Wenger Had first meeting on 12/5.

Susan Rubin	Working on revising 2nd half of HfE talk to better represent the 4 demands. (especially the 4th one)	Met with Ken and Issac to discuss. Plan on connecting with Dina for further input.	
Susan Rubin	Black Friday Whirl action planning. Here's the proposal: https://docs.google.com/document/d/1OFaT6oeJgMBfQZF6_LZa9byRNlw9ae7f0UEzSnFSzkg/edit	There will be an outreach component to whirls.Planning meeting set for 11/9 along with a practice Whirl. FB event page is here: https://www.facebook.com/events/2306777496099297/	
Laura Cole	Updating Welcome Calls/rebel onboarding process: <ul style="list-style-type: none"> • Have completed documenting current process and identifying key questions (in BC for review) 	Updating other relevant materials until process has been updated and finalized	Attended both parts of welcome call trainings, able to start supporting calls in the coming weeks!
Laura Cole		Creation of OWG onboarding documentation <ul style="list-style-type: none"> • Happy to take this on but feel like I need to get myself oriented a bit more first. Have reviewed what's in BC for now. 	

AGENDA ITEMS 12/16/19

Add items you would like to see covered at the meeting. Please only add items that need to be addressed by the entire Working Group.

Agenda item	Name & Role of person bringing the item	Which would you like to do? 1. Request someone to get something done 2. Ask for information/help with making a decision for one of your roles 3. Share information or give input into someone else's decision 4. Change/add a mandate or another kind of expectation/policy	Time Mins	Priority (just put #) 1. Mission critical: something really bad will happen if this isn't processed today 2. There's a good reason why this is urgent 3. Can be addressed after mission critical & urgent stuff 4. Not time-sensitive at all, but still important
Report on Coordinator Circle (12/9/19)	Trellan	3	5	2
Updates from subgroup leads on ongoing projects	All	3	10	4
Meeting Hygiene Notes	Jennifer	3	5	2
Review decisions/action points from last meeting	Laura	3	5	3
Strategy/Goals Discussion	All	1	80	2
Set teams to work on goals and to-dos for next meeting	All	1,2	15	1

OWG AGENDA STRUCTURE

Item	What	Why	Notes
1. Check Ins	<p>Check-ins: Names, Pronoun, Roles, and a regenerative thing you did today</p> <p>Go round the circle. Each person speaks for no longer than the agreed amount of time (1 minute? - have a timekeeper) about how they are in that moment and says anything that would help them be present in the</p>	<p>This helps to build trust, enable everyone present to feel heard and deepen relationships. Gratitude changes the atmosphere.</p>	<p>One suggestion is to use this check in to listen from the heart and speak from the heart. Suggestion: don't verbally respond to anyone else's check in, just listen.</p>

	meeting. Invite people to say one thing they're grateful for.		
2. Regenerative Culture and Meeting Agreements reminder	<p>Regenerative Culture Reminder: We are transitioning to a regenerative culture. It is a culture of respect and listening, in which people arrive on time to commitments. And deal with conflicts when they arise, using short feedback loops to talk about disagreements and issues without blaming and shaming. It is a culture in which we cultivate healthy boundaries by slowing down our 'yes' and returning tasks when we are unable to follow through. We are all crew.</p> <p>Meeting Agreements can be found here.</p>	These meeting agreements can help the group to observe Extinction Rebellion's 10 Principles , promoting connection, consent and equality/equity	
2. SOS Reminder	<ol style="list-style-type: none"> Self-Organizing System note: Self Organizing System is the way we work in XR NYC. That includes people with time, skill, and ability, taking on the needed work and getting feedback from other's thoughts. These things don't necessarily happen within meetings. All work must come from a place of thinking how the work you are doing forwards the principles and demands of Extinction Rebellion. Speak from/to roles, strive to separate your work in your role for XR from your own personal opinions. We are all here to create something that's never been done before. Be respectful, tune into the rest of the organism, and be willing to compromise and collaborate. Raise hand in zoom to indicate you want to 		

	<p>Speak as facilitator may not be able to see all people on video. Constitutio</p>		
<p>Split into working groups / sub groups: as soon as your group is big enough, split into work groups with specific tasks (e.g. action planning, outreach and training, regenerative culture etc). Trying to make decisions as a big group can be time consuming and ineffective</p>			
3. Actions Review	<p>Actions review of the Minutes of the last meeting - NOT A DISCUSSION</p> <p>Record action points that were not completed and still need to be, or have unknown status due to absence</p>	<p>This is done for accountability, and to gain clarity on where we are</p> <p>This is done so they are remembered and not dropped</p>	<p>Actions can be taken by anyone who is willing and has capacity. They don't have to fit your 'role'. This can facilitate decentralisation and prevent overwhelm for people in specific roles</p>
4. Additional Agenda Items	<p>Anything to add to the agenda from anyone in the group?</p>	<p>Opening this out to the whole group helps encourage everyone's voice to be heard.</p>	
5. Agenda Items	<p>The rolling facilitator / work group coordinator works through the agenda items, with the help of the time keeper and minute keeper</p>	<p>To provide structure to the meeting</p>	<p>The minute keeper should keep a careful note of action points, who agreed to take them on and when they will do them by.</p>
6. Items postponed	<p>The minute keeper will make a note of any agenda items postponed until the next meeting</p>	<p>To start to form the next meeting's agenda</p>	
<p>Come back together as 1 big group</p>			
7. Reports from sub groups	<p>Each working / sub group nominated 1 person to give a (timed - 1 minute?) summary of decisions made, things being worked on and possibly help needed from other groups.</p>	<p>So the whole group stays connected</p>	<p>If the group has become large enough, this might be done in a separate 'coordinators' meeting, with 2 coordinators from each sub group.</p>
8. Next meeting	<p>Confirm date, time, venue, facilitators, minute keepers, time keepers</p>	<p>Action Point: to <i>promptly</i> schedule the next meeting (Zoom or GoToMeeting or bok the venue), tell absent group members</p>	<p>It can save a lot of time to have a regular meeting date, time and venue, so this doesn't have to be agreed each time</p>

9. Check Out	Go round the circle. Each person speaks for no longer than the agreed amount of time (30 seconds? - have a timekeeper)	This helps to build trust, to get feedback on the meeting, to enable everyone present to feel heard and deepen relationships	This final check out could take the form of 1 thing each person is grateful for, or 30 seconds on how the meeting was for them.
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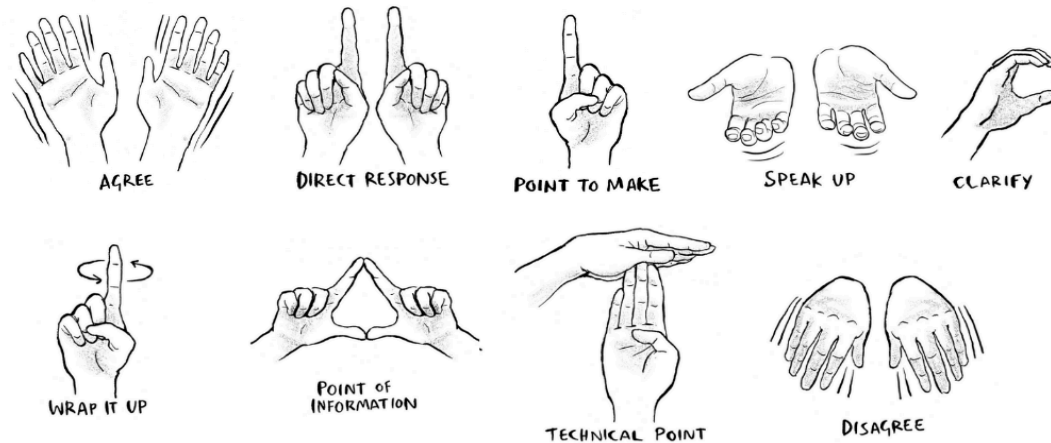
Notes from [Outreach Working Group Meeting, 12/16](#)

Attendees: Trellan, Jennifer, Tom, Jim, Lisa, Laura, Kerith, Ken, Lorna, Fredrick, Jini

Facilitator: Jennifer

Archivist: Laura

1. Check-ins
2. Regen reminder
3. SOS Notes
4. Hand signals and meeting agreements- try for now, time keeping
 1. Respect everyone's opinion (provided it's not offensive) (non-violence, and no blaming and shaming)
 2. Use members' preferred pronouns (she/her; he/him; they/them; etc)
 3. Ask questions: there is no such thing as a stupid question
 4. Use 'I' statements - speak for yourself and not on behalf of others
 5. No offensive language, even in the form of jokes
 6. WAIT: Think about: Why Am I Talking? Be mindful of those around you – is anyone not speaking? Am I speaking more than others?
 7. Don't interrupt others while they are speaking
 8. Use hand signals



5. Goal share in small groups:
 - a. Looking towards December 2020 - what do we want to have accomplished by then?
6. What goals do we want to organize our efforts around? Small groups (2 minutes per person) come up with 5 high level goals
 - a. Kerith - Growth in numbers, focused on nailing on internal/external coordinator flows of communication, in particularly focused on coordinator circle
 - b. Ken - Building out robust subgroups for NVDA/HFE and making sure they serve both NG and XRNYC and in doing so building out numbers of people who have
 - c. Lorna - To get more help to NG subgroup so that NG can be better served by OWG
 - d. Lisa - Structure to help sort people to affinity groups, NG, WG, etc
 - e. Jim - Excited to help build membership and reaching out to other groups and expand demographics
 - f. Fredrick - Overarching should be for XR NYC to have a headquarters and for XR NYC to be more strategic and do more focused efforts on specific whole communities
 - g. Tom -
 - i. Figure out how to place people with varying amounts of time to commit//effective personnel management
 - ii. Figure out how to balance XR life balance
 - h. Laura - Updating integration to better get people trained and placed to do work based on interest/skills/availability
 - i. Trellan
 - i. Outreach to communities who we haven't touched, largely by supporting NG and affinity groups
 - ii. Calendar to work towards so we can plan further in advance
 - j. Jennifer

- i. Clarifying structure of the group and making sure roles are documented (ideally visually)
 - ii. Moving into BC so we have clear projects to add people to
 - iii. 24 flyering events across the year
 - iv. Training on anti-oppression
 - v. Quarterly scheduled fun
- 7. Thinking about prioritizing - how do we prioritize this list and whittle down to 4 or 5 top priorities? Groups of topics discussed:
 - a. Building numbers on the street
 - b. OWG structure -
 - i. defining roles and responsibilities, subgroups, mandates, filling roles, responsibilities
 - ii. establishing and documenting working processes
 - iii. calendaring
 - iv. shorter term projects
 - c. Regen
 - i. social events
 - ii. training ourselves
 - d. Outreach events - Making sure that outreach events happen regularly
 - e. Integration process overhaul
 - i. Documenting and implementing
 - ii. Passing along to other groups
 - f. Continuing to support NG and other groups
 - i. Trading NVDA trainings with other orgs (Tom)
 - ii. Holding XR people's assemblies as a way to build trust on a wider scale - can more people within OWG be trained at it to do these ourselves? Does this happen on a NG level?
 - iii. Visioning session being tried at Flatbush NG as a way to build trust (Lorna to circle back on how it works)
 - g. Outreach to communities of color
 - i. What's a better model if the NG aren't working?
 - h. Anti-oppression training
 - i. Need it for OWG
 - ii. Does this get added as part of the trainings for all members?
 - iii. Is intersectionality group working on it?
 - iv. Can we talk to/reach out to other communities of
 - v. United Church of Christ wants to trade SOS training for anti-racism training (Lisa)
- 8. What versus how on the above list?
- 9. We need to build relationships before we do the outreach
- 10. Let's do the anti-oppression training first and then do some listening and then do the outreach - move at the speed of trust
 - a. How can we help them rather than just how can they join us?

11. Way of thinking about what we do: three main areas of mandate -->
 - i. Onboarding/Integration
 - ii. Training
 - iii. Support for smaller groups including implementing the above at the NG
12. **6 “Whats” We Want to Accomplish:**
<https://docs.google.com/document/d/1g-fUZCB25kNU-JKQWbUbPeLQmnmzmqNaOf7JrfVaQmLU/edit>
 - a. Teams assigned to each - add your name if you haven't already
 - b. Next meeting - Jan 6th - Please come with:
 - i. a clear wording of your goal (SMART)
 - ii. ideas on how to accomplish these (ideally 3 next steps)
 - iii. List of what you need to get there and any questions
 - c. Trellan to make sure everyone is on Basecamp - Jini, Ken, Jim, Lisa, Frederick, Kerith, Tom
 - d. Laura will set up to dos in Basecamp for everyone to work on this
13. Schedule a time in January for a dinner or something - Laura to do a doodle
 - a. Doodle: <https://doodle.com/poll/hsze657m45tvi5cp>

Notes from Outreach Working Group Meeting, 12/9:

Attendees: Bill, Lisa, Ken, Scott, Trellan, Tom, Gail, Valentin, Jennifer

- Coordinator meeting notes above - watch/review from last monday
 - Main thing was about strategy/stewardship WG
 - OWG questions were circulated
- What has worked well?
 - Great initial launch. Offered something people are looking for.
 - **Seedings:** Launched NGs. Reached new communities. Seeded University groups and others. Reached a lot of people
 - **Trainings:** Did a lot of trainings. Formalized HFE and offered them frequently. Regular welcome calls and welcome call documentation/training.
 - **Outreach at Actions:** Spontaneity of outreach at actions
 - **Structures:** Super organized. Clarification of mandates. Subgroup development. Improved processes. Increased integration of efforts. Good meetings. One crew. New people.
 - Reflecting and adapting and learning
- What are doing that we want to do more of/differently?

- What's the overarching strategy that guides priorities and direction
- Moving at the speed of trust
- We will be measured by the number of people we reach and bring in to our movement
- **We need to get the structures and trust figured out so we can do outreach at events, do training, and then seed others**
- **Categories:**
 - **Trainings:**
 - Do more of:
 - Online trainings
 - More training of coordinators
 - Push trainings more strategically
 - Improve:
 - Time frame from sign up to training
 - Training for outreach for non OWG people
 - Meeting/coordination of new info new slide tech for HFE from seasonal presenters
 - Trainings for intersectionality
 - Continued input for training updates
 - **Strategy**
 - Improve:
 - Better placement of volunteer to jobs
 - Bigger budget
 - **Structures**
 - Do more of:
 - Replicating at scales
 - Phone banking
 - Resource access
 - Document procedure so others can take them on
 - FU with personal contacts with phone calls
 - Folder structure
 - Improve:
 - OWG onboarding
 - Clarity of resource and file structures

- Onboarding hat sorting
- Bringing in new outreach resources
- More unstructured time brainstorming meetings
- Transparent WG liaison structure
- Onboarding of new WG and NG members
- Directory of people
- Communication to and from coordinator circle
- Onboarding efficiency
- Folder structure

■ Outreach at events

- Do more of:
 - Outreach convos flyering at actions
 - Outreach between events
 - Buildout of field rebels
 - Neighborhood control of outreach
 - Why are we here messaging/flyers
- Improve:
 - Structure to put people who cant make a consistent commitment
 - Better outreach resource knowledge
 - Outreach between events
 - Perfect fliers
 - Clarify talking points for onboarding
 - Outreach events

■ Trust

- Do more of:
 - Buddy system
 - Mentors
 - Regen
- Improve:
 - Conflict resolution protocol
 - Working with other WGs
 - Communications with other WG

■ Seeding

- Do more of:
 - Metrics on seeded groups
 - XR churches
 - XR labor unions
 - XR cultural institutions/artists/dancers/poets
 - Grassroots institutions
 - Regime onboarding to XRNYC
- Improve
 - More collaboration
 - Reach communities of color
 - POC
 - Grow and expand affinity groups
 - Engage those not in WG/NG/Affinity Groups
 - Focus on calendaring
- For next week's meeting: Where do we want to be a year from now?
 - How much money will it take?
- Do we use BC for projects aimed at goals?
 - Yes
 - Laura can get structure set up
- Intersectionality and outreach to POC - who is leading that?
- Resend of OWG survey using AN - infrastructure can do it on request
- Groups coming to welcome calls:
 - People who want to just show up to actions at the start, what other activities?
 - People who need more training and then maybe into leadership
 - People who are ready and willing to join working group/start affinity group/etc
- Have a few one on one convos with OWG members about onboarding
- Group meeting in January with Action
 - Red Brigade is hiring (theater, action, etc)
 - Who are the people who participate in actions? What do we call them?
- Focus group for people not more involved?
- Calling vs email - do we call once they've done all the trainings (or at least 2)?

- Occasional members:
 - Ready rebels?
 - Ground rebels?
 - Survey to decide the name?
- Onboarding to new people as they sign up
- RE-onboarding to existing list to re-engage

Notes from Outreach Working Group Meeting, Monday, December 2

Facilitator: Jennifer

Notetaker: Laura

In attendance: Trellan, Jennifer, Laura Cole, Lisa Jarnot, Bill Beckler, Scott

Follow ups highlighted in yellow

- Coordinator meeting notes above, key takeaways:
 - Affinity groups staying within OWG
 - Other mandate changes have been approved and sent to SOS team
 - Proposals need to be added to agenda and circulated a few days before the call
 - Meetings are Mondays from 8-9pm
 - New Working Group proposal: Strategy Stewardship Team:
 - https://docs.google.com/document/d/1CFTUvQwVlcJBt8bS9s_ipU5aV0Ntlj6xcUvQYZaQo9l/edit
 - Questions:
 - Jennifer: Confirm this is a new Working Group (circle)?
 - Laura: Will representatives be elected for a certain term (time period)? Or will they serve indefinitely?
 - Jennifer: How will this be different from the coordinator circle? What is the relationship between the two? Who makes the decisions?
 - Lisa: This is important now that Affinity Groups are taking actions without knowing the demands, etc. need someone overseeing strategy
 - Scott: In the past we've stayed away from larger/longer term visions - is this necessary for funding? How does this impact our non-political stance? Is this necessary to achieve our goals?

- Laura: What is the relationship between this and the political strategy working group? Who helps to guide the demands of certain actions?
- Bill: Great document and feels it is needed
- Trellan: Definitely in favor but want to get clarity on these questions - is it “super” strategy? May need to figure it out once it gets started? Agree that those stepping in do need to be well read.
- Laura: How does the movement interface with experts? Is this an opportunity to connect with them or does that happen within the political strategy WG?
- Jennifer: Need more goal setting to grow and this can be a good tool to achieve this. Ex from onboarding person for finance, need to know what the “Ask” is to talk to major donors.
- Scott
 - Working on a few MRCs, looking to distribute gift cards to NGs
 - Integration with NGs = putting together a cultural event calendar so all NGs can see what’s happening in their areas, maybe use zip codes? Could having a centralized place help everyone?
 - Request for resources for subgroup - will consider
- Jennifer:
 - Working on revising onboarding process with Ken, Erin, Trellan and others from Infrastructure since hat sorting was dropped (and also not scalable)
 - Big questions:
 - What is the progression of trainings that people should go through?
 - Are we keeping track? Can we send reminders?
 - Keybase and communications - is Keybase just for WG? Who/when/how?
 - Or can it just be email/social?
 - Where are we putting people? What are our constituents?
 - WG members
 - But what about people who can’t make that commitment?
 - Trellan - read XR DC description of affinity groups - small groups (5-20) where they get together and do things, join big actions, etc etc.
 - xrdc.org/formag
 - Bill: how do we make sure WG are structured to bring people in - how can they expand faster? Gap in understanding of SOS and how to really use it to expand and give ownership to more people - neighborhood groups are doing this successful
 - Training people to develop their own actions

- How do we train the next wave of adopters
 - Rebel School is partly designed for that but maybe not all these people
 - Jennifer: Looking at the survey, there are people who are looking for more intermittent involvement
 - Trellan: How do we get the onboarding in good shape and the WG staffed enough to keep growing and keep doing the outreach
- Bill:
 - Collaborating with Thomas on Techie outreach - new affinity group with a lot of potential
 - Collaborating with Lisa on church outreach
- Lisa:
 - 11/29 mediation rebellion was super successful - many faith leaders came out and want to be involved so have a lot to follow up on
 - On a call with coordinators who did get complaints about the prayer at the start so need to figure out
 - On Wednesday at 1pm, joining United Church of Christ call with 30 pastors, would like to have someone else on the call who is can interject/support
 - Trellan - will bring this to the coordinator meeting (Trellan emailed select coordinators on Tuesday. Rough going. As of Tuesday evening, we still didn't have someone who could help with the call. But calls are still out.)
 - Bill can't join but can regroup in advance with ideas
 - Environmental Justice outreach person is doing welcome call soon
- Trellan: Need a budget holder for this group - Issac and Bill can take it
 - Will connect Issac and Bill with Tom to get something in place (at least for now) Oddly, Kerith had written (during our Outreach meeting) to Tom and Christina in the Finance WG about Isaac taking on the role of budget holder. Trellan offered that Bill was also willing to help and asked that Isaac reach out to him directly. Tom and Christina will help guide Kerith, Isaac and possibly Bill to develop a budget for Outreach. Trellan has asked that Lorna be pulled in when NGs are discussed.
 - Need to have a dialogue with NGs
- [Rebel School](#) -
 - Full day - a lot of SOS and facilitation training
 - Will have coordinator trainings at the end of the day
 - Will it happen again/be recorded? Trellan will find out Questions sent to Liz and Jesse. Answers below:
 - Outline schedule below:
 -

- 9:30 AM Arrival! Light bagel and coffee
- 10:00am - 12:30pm
- Self Organizing Systems with Jesse Marshall and other guests
- A) The philosophy of distributed power and equal voice behind XR's working group structure;
- B) Working group mandates and links;
- C) The integrative decision-making process and the idea of an objection;
- D) Circle roles like coordinator and facilitator, role terms, and how to select for roles.
-
- 12:30pm - 1:30pm Lunch break! On your own or potluck!
-
- 1:30pm - 3:30pm (with break in the middle)
- Fun with Facilitation! With Elisif Wasmuth, Liz Barry, and other guests In four parts:
- A) Learn "meeting hygiene" you can use today in your affinity groups, like timesharing and progressive stack;
- B) Experience SOS processes for proposal generation
- C) Hear stories about and learn how to facilitate emergent action assemblies in the street;
- D) Explore what facilitation in a Citizens Assembly (XR Demand #3) looks like.
-
- 4:00 - 5:00pm
- A warm wrap-up to the day with Regenerative Culture Practice <3 With _____
- Relating person-to-person and at scale: Empathy circles and other ideas you can bring to gatherings and even to actions.
-
- The ticket price is to cover the cost of space. If \$10 is a hardship for any reason whatsoever, a free ticket plus a metrocard ride is available if you email xrnyc.events@gmail.com.

- Proposal - Create a research subgroup - LINK

- What does OWG need to bring new people in and keep people engaged?
- We've been relying on information from the UK or core group of XR people with a wealth of knowledge - how does this information get relayed and shared
- Coming from questions during/after welcome calls or in person questions
- Bill: How does this overlap with M&M's mandate?

- Trellan: Seconds that, but it's an issue that we don't know what other WG are doing and what their resources are (SOS team is working on this issue)
- Can we give this list to another WG and ask for answers/talking points? And see if anything is missing?
- Scott: Output of this information, how will it be disseminated? Could there be a keybase channel? Would be interested to see this also
- Laura: Can M&M send this on a regular basis so everyone within WG has it to disseminate as needed?
- Bill: HFE talks do fall under WG, so we do need to stay up to date on this and needs to have access to it on an ongoing basis - [Facebook group of people \(not local\) who design and iterate the HFE talks](#)
- Trellan - trying to set up meetings once a month with other working groups, M&M is scheduled to have this meeting next, let's aim for mid January and can make sure this is on that agenda (both content and communication)
- There is a science channel on keybase
- Lisa - would like to revisit sorting hat and get an update on the onboarding/integrating process
- Trellan - Confirming we do want welcome call/one-on-one convo before joining keybase
- Next meeting is 7-9pm on Monday at Though Works (address above) - there's one big room for everyone plus smaller rooms for breakouts, come prepared with topics to discuss with other working groups

Next meeting: Take time for strategy discussion looking back/ahead

Notes from Outreach Working Group Meeting, Monday, November 18

Facilitator: Jennifer

Notetaker: Trellan

In attendance: Ken, Trellan, Jennifer, Laura, Scott, Lisa Jarnot, Valentin

ACTION ITEMS:

- Trellan will provide link to CC notes:
https://drive.google.com/open?id=1TqPVnp2_ZJDiJy6V9nzviHL8fnKhnuvSHI8rz-podcA
- Jennifer will draft Survey:
https://docs.google.com/forms/d/1NuoPRxPAIJsHrIRbV61yu9gBBXLdBd4IOi5f8xw_Ke8/edit?usp=sharing
- Trellan will generate distribution list for survey

- Outreach Strategy Meeting: 5pm Thursday, November 21 at Tom Schlogel's office: Hellen Keller International, One Dag Hammarskjold Plaza, Floor 2
- Infrastructure/Outreach WG meeting: Tuesday, November 19, 8:00-9:30pm **NOTE CORRECTED TIME!**, James Jackson's apartment: 947 Amsterdam Ave, Apt 3C New York NY 10025

Checkins:

Jennifer: Held first Welcome Call Training last week.

Lisa: Working on action planning for meditation action

Trellan: Working on NG Starter Pack with Lorna, helped with first NG Coordinator call.

Laura: Sitting in on OWG for the first time, attended Welcome Call training, sitting in on WCs to learn the ropes.

Ken: Working on NVDA training and on building continuity/storyline of all the trainings.

Frederick: Hoping to pull together some supplies for the hunger strikers at Columbia, looking forward to Black Friday whirl.

Scott: Working on Field Rebel subgroup in Outreach, trying to reestablish a core group of field rebels. Reached out to NGs for contacts to coordinate flyering, making and distributing more MRCs, outreach to Black Friday organizers to coordinate flyering for that action.

Valentin: Reading up on SOS, going over XRU seeding. Two projects: touching base with existing groups. Developing training for XRU formation.

Discussion about Mandates:

Draft of revised OWG mandates:

https://docs.google.com/document/d/1iXyaYrwOqHlpvN_NccHog-fq1EnBAvpn58LkiOwTSko/edit?usp=sharing

Existing Mandates: https://drive.google.com/open?id=1HTXVypWuy0hS3eIBGsPaznZVfyBdl7cW7H1_DueHTr4

Quick run through of draft mandates, clarifying current roles. Discussion of whether each mandate within Outreach should have only one coordinator (Ken felt this would simplify the chain of responsibility, believing that when there are two or three people coordinating, it becomes easier for one or more of them to step back, thinking the work is being covered) or two (Jennifer felt we wanted two people in every role, Trellan agreed, thought it felt more stable, less worrisome, suggested maybe we think of internal/external coordinator roles within each mandate.) Consensus was to go with two and not three. Mandates revised slightly. Agreed that our subgroup list would be more fleshed out, for internal reference.

Missing roles in Outreach:

Ken: Christina See was thinking about sending out a new survey to the whole listserv to re-engage people who might want to get involved in working groups. Ken suggests maybe we send out a survey to everyone who has been involved with Outreach to see if they are willing to step into specific roles.

Valentin: XR Columbia sent out a survey that triggered a Hat-Sorting call to do the same thing. Worked well.

Lisa: NG leaders could identify people who could be tapped for different roles. May mention it in the next NG call.

Jennifer: Suggests starting with a survey.

Trellan: Agrees to start with a survey that triggers a call.

Valentin: offers to help build a survey but would want help with the language of the various sections.

Jennifer: Offers to draft a basic survey. Will share with Valentin

Ken: goal to send something out before Thanksgiving.

Jennifer: Send by Monday

Trellan: will work on distribution list.

Community Meeting:

Trellan: verbal proposal to have the CM be an XR-wide effort. Meets once a month. Every WG commits at least two people. Every WG takes responsibility for some regular aspect of the infrastructure (food, signage, signup sheets, setup of chairs, cleanup, etc.) Every month, one WG takes the lead on the theme of the CM. Basic structure of evening: Start with onboarding that involves everyone present (old and new), moves to some kind of workshop (led by that month's lead WG), followed by reports from each WG.

Valentin: he and Kyle are working on a Climate Cafe. Maybe that's similar. Feels the CM should continue. Likes the organic feel of it.

Jennifer: Organic is good, but there should be structure.

Ken: Baseline structure/consistency to each CM

Laura: How many people coming to these meetings are brand new, fairly new, veterans?

Trellan: A real mix. Runs the gamut, which is part of the dynamic of the evening.

Valentin: Structured intro with organic breakout.

Laura: since it's such a great way to pull people in, it would be good to have some structure, and a structured way to have new people become engaged.

Black Friday Action:

Lisa: 122 people signed on. Not all arrestable. Wants to make a big push this week. Spoke with Arthur about doing outreach through social media. Crew developing actions doesn't have a lot of experience doing actions, but Tom C. is working with them.

Jennifer: Specific help needed? Lisa will respond to the channel with details.

Ken: Scott said he was reaching out to them for flyer help.

Valentin: reached out on keybase to NGs and had low response rates. A lot of them go home for the Thanksgiving break.

Welcome Call training:

First Welcome Call training held last week. Needs to evolve. It's currently a bit of a bottleneck. But it's an important step in the onboarding process. Working with Ken on rethinking the WC. Wants feedback on what people think about it.

Ken: Stresses the importance of taking the time to really take the time to train new people coming in.

Jennifer: Would like to see ??? (T. lost it here!)

Valentin: Saw the problems with moving people in too fast with the XRUs, there was confusion.

Jennifer: one of the things she loves about the WC is that she is constantly in training.

ALL agree that a lot more training at all levels would be a positive goal.

Goals of Outreach/Strategic Framing:

Ken: how do we build out that strategy for the Outreach WG. Will meet this Thursday at 5pm at Tom's office (address listed in Action items_

Trellan: Clarifies that this is to develop Outreach's long-term strategy, not XR NYC's

Laura: Question....Are there email communications to guide people to do the trainings that they have missed. Any way to automate some of the onboarding?

Trellan: Not at this time, but Infrastructure is working to build those systems. (date/time of tomorrow's infra/outreach meeting listed in action items)

Ken: do we have a membership? [missed name of historical activist group] For people to be members of the group, they needed to have gone through certain trainings. For those doing the week-in-and-week-out work.

Valentin: Can that tracking be done with the survey? Agrees with having more trainings. There's a difference between people who are participating in actions and those who are doing work in working groups,

Ken: Feels like everyone who is regularly involved should be trained. Everyone becomes a spokesperson.

Lisa: Just the way arrestees are required to attend an NVDA Training, everyone working in outreach or other wgs should be asked to take a certain number of trainings. Lisa will add to the Action Signal thread that everyone taking part in the Meditation Action should try to do a Welcome Call before they do.

Checkouts:

Valentin: Hunger striking in solidarity with Columbia, so feeling on edge.

Laura: Happy to be meeting everyone, looking forward to getting more involved. Thanks to Jennifer for great training

Ken: Happy to be looking at XR more holistically.

Lisa: Yes to holistic. Came in thinking it was going to be 90% action and 10% something else. Thanks to learning about Dragon Dreaming work, not realizes it needs to be 25% dreaming, 25% planning, 25% action and 25% celebration.

Trellan: Very glad to be thinking ahead. Very grateful to be working with such amazing people.

Frederick: Appreciates hearing all the work that's going on. Got the newsletter today with a whole set of events. Will be picking and choosing a few of them.

Jennifer: Excited. Feels like she has a whole list of things to do. Loves the fact that we're thinking forward!

NOTES from Outreach Working Group Meeting: Monday, November 11, 6:30 - 8:30 pm

Access Theatre gallery space, 380 Broadway, New York, NY 10013

First mass meeting of all WGs

Feedback: Great to all be in a room together. Great for WGs to be able to connect immediately following meeting. Hard to hear.

Facilitator: Jennifer

Notetaker: Trellan

In attendance at OWG meeting circle: Jennifer, Gail, Scott, Bill, Trellan, Chiara, Isaac, Frederick, Susan, Nathaniel (new to OWG), Matt (new to OWG), Emily (new to OWG)

Checkins/reports/roles

Gail: UES NG Coordinator, Gave two talks this week. Regular MRC activity at local greenmarkets.

Scott: Distributing MRC and doing outreach at Markets, concerned about how we do outreach to underserved areas in our community.

Bill: NG seeder trainings, requests feedback on content, working to accelerate outreach in underserved communities,

Trellan: Coordinator roles, supporting Welcome Calls, Community Meetings, data entry, and concentrating on the Communities subgroup work.

Chiara: events/event planning. Thinking about what that means and how that should be scalable. How groups can arrange their own events, fun activities. And interesting events.

Frederick: Distributing XR literature everywhere he goes, on posterboards, tables, etc. if he's spending money at a business and goes there regularly he asks if materials can be posted. Good responses.

Susan: Talker, Talk Training, co-coordinating a Black Friday action, reboot the media demands group, which will be in December.

Nathaniel: Training to do the HFE and Subway Talks and offers support to HFE's.

Matt: New. Sitting in.

Kerith: Allies lead, External coordinator, trying to understand mandates of all WGs, capturing information.

Isaac: HFE training coordination, coordinator of DWS NG. They had their first stand alone WG meeting this past week.

Emily: Has done mostly action, jail Support, wants to be a member of DWS , Looking at, Deescalation, flyering, subway talk, Hat Sorting integration calls.

Proposal for Regen time: https://docs.google.com/document/d/1pm43hccBbGUZEUy-_8BBZCox0jGj7GKXcW626ZEcAYk/edit

Isaac: agrees with the spirit of it, but that is a slow time for him and it would allow him to work on the slide deck. Would that be counter to the proposal?

Jennifer: In order to make this work, we have to work extra hard to frontload all the events for January.

Chiara: has already started that process because she will have to be out of town. Also feels we need to encourage everyone to plan ahead. Now to December 10th. Encourage everyone to post ahead of time.

Jen: We should be running ahead.

Kerith: a lot of the trouble and crisis that we're in is our disconnection from nature. December is an inward time and we should be using that time to reconnect to our rhythms.

Filling Subgroup roles:

Event Scheduling: Currently coordinated by Chiara, who now has one person she's training up to work with her. Recommends that NGs and individuals begin to do the work of procuring spaces.

Trainings: Trifecta for trainings: Isaac, Jennifer and Ken

Bill wants to be adding Communities subgroup

Affinity Sub Groups – Currently held by Kerith

Field Rebels: Scott is Coordinating. Needs a team. Tactical position / coordinating flyering / education, getting people signed up/ front end position of XE/ Swars and actions / Connection to MM and Action. Coordination with Susan and Brothermanlogistic of being there, targeted flyers.

Data Entry and Phonebanking moving to Infrastructure. Discussion about Outreach's roll in phone banking. Thought that, with the support of the Infrastructure team, NGs could take on phone banking and outreach locally. Someone experienced with that work could drop into NG meetings the way SOS has dropped into each WG

Budget holder. WGs request an amount of money. CC collaborates on allocation. Budget holder is head of finance for that WG. . Isaac and Bill will be co-budget holders

Checkouts: (not captured. Too loud and moved too quickly)

NOTES from Outreach Working Group Meeting: Tuesday, November 5, 7:30 - 9:00 pm

VIA ZOOM ONLY: <https://zoom.us/j/865272664>

Facilitator: Lorna

Note taker: Trellan

In attendance: Kerith, Lorna, Lisa, Trellan, Scott, Jennifer. Ken, Frederick

Check-ins (not captured)

Report back from Coordinator Call:

- **1) Proposal to have monthly (or possibly bi-monthly) meetings where all WGs meet in one place.** To 1) address the difficulty of finding a coordinator meeting time that doesn't conflict with WG meetings. 2) take advantage of all being in the same space 3) build in time within the meeting to have inter-WG communications
 - Meeting would take place on a Monday. First one would be this Monday, November 11, 6:30 - 8:30, Access theatre gallery space 389 Broadway
 - Structure:
 - First hour: Working Groups would all meet individually
 - Following 20 minutes: WG share between groups.
 - Final half hour: Coordinator meeting would take place.

Lorna: Question - Would coordinators of NGs be a part of this? Kerith isn't sure, but will inquire. Trellan thinks there are a number of NG Coordinators also working in the WGs, so there may be coverage. But all agreed that if space allowed and NG Coords wanted to partake, they could gather as their own ad hoc WG.

ALL: Seems like a great useful opportunity.

Ken: Proposes we shift regular Outreach WG meeting to Monday. All agree. The Outreach WG will now meet regularly on Monday.

- **2) Proposal put forward for an XR-wide sabbatical December 21 (winter solstice)** - January 5th. With a party before and after. Regen period would be flanked on both sides with a gathering. Formal proposal will follow. December Community Meeting, which is not yet on the calendar, would not take place.

SUB GROUPS DISCUSSION

Event Scheduling: Have Chiara write up job descriptions for both her own position and what the roles she would like to see filled to build out a team. (TRELLAN CONTACTED CHIARA 11/6)

Trainings: Working to look at Training more holistically, as a process that people go through that build on each other, starting with HFE, to Welcome Call, to NVDA, to DNA, etc.... Building a real foundational knowledge for all people that come into the movement. Trainings sub group is building continuity into all the trainings.

Jennifer suggests there is a subgroup that keeps an overview of all trainings to make sure that changes to any information that resides in more than one Training module is changed across all of them.

Ken: Suggest that Trainings might eventually break out into its own WG entirely, for clarity.

Jennifer: Speaking with Infrastructure, Kyle is doing a full restructuring of Infrastructure.

Trellan: asked for clarification is restructuring was just within Infrastructure or if it was being conceived of as XR-wide

Ken: has heard talk of some XR-wide restructuring, but isn't clear on any of the details.

Trellan: Suggests that any such discussion of restructuring that would impact all the WGs needs to be completely transparent.

All: in agreement.

Ken: Adds that embedding regen principles in every training is also a goal.

Communities:

Trellan: Feels that the work of the Communities sub group in Outreach should be to support new group formation (NG, School, etc) by developing clear protocols, access to trainings, access to materials and resources, including graphics, event forms, contact information, information posted on the website's Communities page, etc. Dedicating time to putting these processes in place will help to give new and existing groups the autonomy they need to thrive. Also sees the Communities sub group as a support system for new and existing groups to help facilitate inter-group communication and to field issues that arise, as they did recently. Feels that it is not ideal for WG coordinators to also take on the coordination of sub groups, so hopes that at some point soon the work of WG Coordinator or the Coordination of the Communities sub group can be taken on by someone else.

- Ken, sees sub group is an incubator.

- Lorna: proposes and have used a buddy idea, where a new NG is paired with an existing one.
- Scott: need clear guidelines and resource connections.
- Kerith: Confers with all of the above
- Lisa: Suggests that there be Action WG people involved in the Communities subgroup

Lorna and Trellan will get together and begin the work of building out this sub group.

Affinity Groups:

Ken: Moving out of Outreach. Affinity Groups are small and agile Action groups.

Kerith: Key to keep in mind that the SOS that Ken is suggesting needs to be absorbed by the Action WG.

Ken: agrees that the Action WG needs to take on this work.

Allies:

Kerith: Agrees with Trellan that holding the WG coordinator role and a sub group coordination is not ideal. But also has a lot of experience with non-profit environmental organizations. Kerith will keep her name here as a placeholder and will do work with keeping in touch with those who are doing this outreach and to help build out the group.

Lisa: Is working with faith based communities and people of color. On Sunday had a conversation across a number of groups that were very diverse. (unclear if this Lisa's role in this sub group is as a lead coordinator or a coordination of the sub sub group.

Flyering/MRCs, etc CHANGED TO: Field Rebels:

Scott: feels like this flyering work is in flux. Difficult to get the right flyers to move through media & messaging and graphics. He's unclear if NGs and Community Groups have autonomy to build out their own flyers and messages. These are the details that need to be worked out. More concerned about the bodies. Would be willing to be a co-lead this subgroup.

Lorna: Flatbush has been making their own flyers. They have a media/messaging and graphics people in-house.

Scott: The part that he feels most unable to take on in this subgroup is the work of researching events/festivals, etc at which to do this outreach.

Kerith: will help build out the calendar part of this Field Rebel subgroup.

Checkouts:

- Jennifer: helpful to work through this list all together
- Lisa: grateful to be with everyone
- Scott: Hopeful about the upcoming University Action
- Ken: Feels good to be moving forward with this work

- Kerith: Feeling a little more focused than at the beginning of the meeting
- Trellan: Also feels hopeful about the upcoming University Action and is grateful to be working with everyone.
- Frederick: XR publishing. Really likes the little grey Act Now book. Pre-printed flyers.
- Lorna: Thanks everyone.

NOTES from 10/29/19 Outreach Working Group

Facilitator: (Confusion regarding facilitation. Jennifer thought she was only facilitating check-ins, but we didn't clarify that until late in the meeting, so all were helping to facilitate.)

Note Taker: (We failed to name a note taker at the start, so brief notes that follow were entered by Trellan, after the fact.) Link to recording of full meeting can be found here:

https://zoom.us/recording/share/OSENckYs25CZmTgyLcLfHHrpxAHv9_w5PONwPzQnKeSwlumekTziMw?startTime=1572391959000

In attendance: Kerith, Jennifer, Cindi, Jini, Frederick, Gail, Scott, Lisa Jarnot, Trellan and Liz Barry, as presenter.

7:30 - 8:00:

- Checkins,
- Announcements:
 - UES's outreach plans at the NYC Marathon (contact: @scottsnyc)
 - Wednesday's Community Meeting (contact @trellan)
- Reports back from Kerith and Cindi from Monday's October 7 WG debrief. (Will ask Kerith and Cindi to fill in notes here)

8:00 - 9:30-ish:

- Presentation on XR's Self Organizing System by Liz Barry from the SOS Working Group
 - Link to video of full Outreach WG meeting here, with Liz Barry's presentation beginning at 28:00:

https://zoom.us/recording/share/OSENckYs25CZmTgyLcLfHHrpxAHv9_w5PONwPzQnKeSwlumekTziMw?startTime=1572391959000
 - SOS WG Contact email: xnyc.mandates@gmail.com To Contact Liz Barry on Keybase: @lizbarry
 - Link to SOS slide deck that Liz Barry shared:

https://docs.google.com/presentation/d/15cWJwVpHCGrUM_LepppdwEDBuvWlxyHGbR-A24Q7ins/edit#slide=id.p
- Checkouts

Our Tuesday Outreach Working Group meeting this week will be devoted to better understanding the Self Organizing System. Liz Barry has graciously agreed to lead a presentation via Zoom to our Working Group. This meeting will be recorded for those who cannot attend. All WG members will be asked to either be on the Zoom call tomorrow or to watch the recording once we have posted it. This will help us all be on the same page about how Working Groups function within XR and how the SOS structure works.

Meeting details here:

Outreach Working Group Meeting, Tuesday, October 29, 7:30 - 9:00 pm
VIA ZOOM ONLY: <https://zoom.us/j/125432036>

We are also asking that everyone acquaint themselves *before* the meeting with the Outreach Working Group's Mandates & Roles. A link to those Mandates and Roles, as well as proposed sub groups to be formed in the months ahead, can be found here:
https://docs.google.com/document/d/1iXyaYrwOqHlpvN_NccHog-fq1EnBAvpn58LkiOwTSko/edit?usp=sharing

As usual, please update the OWG Project Board below with anything you are working on that is relevant to this Working Group:

NOTES from Outreach Working Group Meeting, Tuesday, October 22, 7:30 - 9:00 pm

WeWork Meeting Room #9F

110 East 28th Street

7:30 pm – 9:00 pm **(please arrive no later than 7:15 to allow time to get into the building so we can start on time. There will be no one at the door after 7:15. Those running late are encouraged to join via Zoom.)**

Zoom Link: <https://zoom.us/j/828959928>

- Facilitator: Gail
- Note Taker:
- Attended: Stephanie, Kerith, Scott, Ben, Gail,
- Via Zoom: Susan, Jennifer, Tom

Addition to agenda: Stephanie would like to offer that you have a professional background in organization.

Proposal to have all WGs meet on a single night at a single location, with coordinators meeting taking place at the same location 1-2 xs per month. Suggested day is Monday.

Questions from OWG:

- Timing of meeting? If it started at 6:30, that would have the coordinators there until close to 10pm (2 back to back 1.5 hr sessions)
- How are Zoom participants brought in in what might be a chaotic/loud setting.
- Suggestion that all WGs meet every third week of the month on Mondays (with coords meeting at the same time?)
- What is the purpose of all WGs meeting together?
- Kerith suggests that the meeting is used for all WGs to push people forward to specific roles.

Finances: Deadline for submitting receipts to Kerith/Trellan.

Proposal that we restructure of OWG into sub groups :

- Stephie: as long as there's a strong communication method when we're not having a general meeting, sub groups will work.
- Timing is maybe contingent on how the Coordinator group meeting happens.
- Important to start digging into the details needed.
- Kerith doesn't feel like we have enough bodies to fill those sub groups. Trellan thinks we do.
- Kerith is concerned that people will feel like they are hanging out there all on their own in their sub groups if there aren't enough people to fill them.
- Talks & Trainings feels ready to go.
- Trellan feels Communities sub group is ready to go.
- Jennifer asks: What are the big goals of Outreach in general. Sees five main buckets:
 - Outreach to general public
 - Support of Community/Neighborhood Groups
 - Outreach to Allies
 - Ongoing trainings for people who are new to XR and also to those who need
 - Internal XR communications / health
- What are our bigger picture goals?
- What is our vision / What are our buckets of services. Good to have our goals defined and documented.
- Kerith: Critical point for self reflection. Take a hard look at what we've done to date, so we can move forward having learned from what has worked and what has not worked.
- Scott: How do we go about surveying where we are?
- Gail: Recommends tabling the discussion for the sake of time.
- Important to have vision and goals documented. One we do, then we can ask if we are meeting those goals.
- Scott: wants to confirm mandates. Are those the four/five quadrants.
- Higher level goals?

Proposal:

Dave / Liz / Kyle as outside facilitators, working with Stephe and Jennifer hold two meeting:

First to:

1. Reflect
2. Value/Vision/Design Think

Second meeting to

- Establish “go forward” structure

Jennifer would like be a part of this revisioning, believing she’s has a bridge perspective between the earlier XR and what happening over the last couple of months.

Mondays are good for all in meeting, after 6pm

Trellan will add Jennifer and Gail to the hat-sorting team

Trellan will check with Christina regarding the xrnyc@extinctionrebellion.us email

Scott’s ideas for time-sensitive outreach opportunities:

Halloween (DWS, with support from other NGs) & the NYC Marathon (which goes through many NYC neighborhoods).

- Trellan recommended that until we have an Flyering/Tabling/MRC sub group in place that can work on ideas like these, that Scott and others share these ideas on Keybase chats/channels. And with NGs.

Checkouts

Stephie: Lots of work to do

Kerith: clarity

Scott: Darkest hour is right before the dawn.

Jennifer: Excited

Susan: Spores and mycelium

Tom: Excited to be at more meetings and learn more about how it works.

Trellan: Grateful for the valuable discussion.

Gail: Potentiated & buzzing

Ben: Would love to see more visualized. Would love to see more ideas like Scott’s put out at the meeting. Request.

AGENDA ITEMS 10/22/19

Add items you would like to see covered at the meeting. Please only add items that need to be addressed by the entire Working Group.

Agenda item	Name & Role of person bringing the item	Which would you like to do? 1. Request someone to get something done 2. Ask for information/help with making a decision for one of your roles 3. Share information or give input into someone else's decision 4. Change/add a mandate or another kind of expectation/policy	Time Mins	Priority (just put #) 1. Mission critical: something really bad will happen if this isn't processed today 2. There's a good reason why this is urgent 3. Can be addressed after mission critical & urgent stuff 4. Not time-sensitive at all, but still important
Weekly Coordinator Call Share (There was no Coordinator Call last week)	Outreach Coordinator or	Per Lorna's request on 8/6 to have relevant information from the Coordinator Weekly Calls, ongoing I will provide a synopsis of impacting and relevant info as pertains to OWG/XR (Neither Trellan nor Kerith could be on the Coordinator call this past Sunday, so we have nothing to report back.)	5-7	
Coordinator's proposal for all WGs to meet at the same time in the same location every week, with the Coordinator's meeting taking place before/after at the same location every other week. Current proposal is for Monday evenings. Location TBD.	Trellan	3/4	5	1

Call for all receipts from 10/7 Week by 10/25. Submit to Kerith/Trellan	Trellan	1	5	1
Proposal to change OWG meeting structure so that we meet as sub groups three times a month and as a full group once a month to share updates and discuss work that intersects sub groups. (see Mandates document for proposed groups/leads, on second page below Mandates.) Current Subgroups: <ul style="list-style-type: none"> - Event Scheduling / Calendar - Trainings (fast growing list) - Communities (NG, Schools, Local) - Tabling/Flyering/Canvassing/MRCs (aka Field Rebels) - Allies - Finance / Budget - Affinity Groups - MOVE OUT OF OWG - Data Entry - MOVE OUT OF OWG 	Trellan		15	1
Sketch out <i>immediate short-term</i> goals for each subgroup (with long-term goals to be fleshed out by each subgroup by mid November)	Trellan		15	2
Identify 1 lead and a handful of possible members for each subgroup	Trellan		15	2
Identify mandates currently under OWG that may belong in other WGs (data entry? affinity groups?) And any mandates currently held by other WGs that may belong under Outreach.	Trellan		15	2
Upcoming Community Meeting, Wednesday, October 30. OWG's role. Volunteers. A suggestion has been made that Outreach head up the Community Meeting every month.	Trellan		10	1
Identify 1-2 OWG members who would volunteer to do 1-3 Hat-Sorting calls per week (20 minutes each).	Trellan		5	3

<p>An organizer from Indivisible UES we signed up last Sat. wants a 30 min HfE talk for an UES Indivisible meeting. She emailed us and also made the request in a response to the XR Welcome Email today. First, where do responses to the Welcome Email land and who answers them? Second, what is the protocol for an outside HfE request? I am scheduled for the talk on the date requested so I was going to post on the talk_presenters channel any other procedure needed?</p>	Gail	2	3	2

<h2 style="text-align: center;">PROJECT BOARD</h2>			
OUTREACH WORKING GROUP	<p style="text-align: center;">PROJECT</p> <p>Add your project as an outcome that is being worked towards with an end-point, written in past tense as if completed</p> <p>Any person can add/update any project here for themselves at any time to make visible to other circle members</p> <ul style="list-style-type: none"> - Only include projects other circle members should know about (not every project you are working on needs to be included.) - Project updates are shared at the start of each meeting 		
Person/Role	Current	Waiting	Completed

<p>Trellan / Outreach co-coordinator</p>	<p>Transferred Data Entry and Contact Updating work to Infrastructure</p> <p>Worked with Ken and Eve to redesign Communities page on website to reflect current language around Community Groups (NGs, Schools, Identity, etc) and Affinity Groups (moving to Action)</p> <p>Worked with Jennifer, Eve, Christina and Cindi to implement processes for Welcome Calls</p> <p>Worked with Kerith and Ken to restructure OWG meeting structure and form subgroups.</p> <p>Developed draft onboarding process for all new Outreach WG members</p> <p>Pulled together templates for new Neighborhood Group formation.</p> <p>Helped Valentin set up in Basecamp for University Group coordination</p> <p>Updated Contact lists for NGs and University groups</p>	<p>Need to meet with Infrastructure team in November to go over processes.</p> <p>Received clear responses from Ken and Eve. Scheduling time to meet with Erin to discuss implementation of changes.</p> <p>Still in process. Upcoming Welcome Call training will be a deadline for pulling the last of all processes together.</p> <p>In process. Hope to have basics in place by the end of October.</p> <p>Reaching out to Eve for templates used in M&M.</p> <p>Sketch of template is now in place, just needs focus to push through. University</p> <p>Ongoing</p>	<p>Completed</p>
<p>Ken</p>	<p>Working with Susan and Isaac on next steps for HFE growth</p>		
<p>Ken</p>	<p>Working with CristinaW and other trainers and support (including input from other XR regions) on next steps for NVDA trainings development and growth</p>		
<p>Ken</p>	<p>Working with Liz Barry on an array of other trainings in development</p>		

Ken	Creating "master plan/framework" for all types of trainings with input from all stakeholders.		
Ken	Working out training schedule development and acceleration with Chiara and other stakeholders.		
Ken	Looking into funding options in support of trainings.		
Scott / MRC	Submitted receipts to Kerith for the building of 4 MRCs	Waiting to hear from Kerith on completion	
Scott / MRC	NYU / Lower Manhattan college NGs have approached OWG for use of an MRC	Expect to drop off an MRC this week for use between NYU and the New School.	
Scott / MRC	Downtown West Side (Manhattan) NG has requested an MRC	Waiting for delivery logistics to be decided	
Scott / MRC	Further MRC build for addt'l NGs	Schedule presentation at NG coordinators mtg	
Scott / Mascot Boat	Trailer hitch installed in September. I have volunteered to take Vacquita out during the week.	Waiting to hear from Kerith on mascot boat run schedule	
Kerith (Outreach Co-Coordinator)	Established safe spot w/ Action for Vacquita Mascot boat and team responsible for care of boat. Will be used as on-going Outreach tool	Handed out over 1500 leaflets day of the Bernie rally	Completed
<i>Vaquita</i>	Establishing remaining schedule for Vaquita before winter	Looking for festivals - particularly in Neighboods so local groups can partake & support the flyering	Ongoing (requests are welcomed for prime viewings and appearances)

<p><i>Trainings</i></p>	<p>Developed/wrote new content for Vaquita so flyer is available at all times</p> <p>Working on Emergency Preparedness Training for Outreach WG to have monthly</p> <p>Working on "How to Divest" workshop with two outside presenters/facilitators</p> <p>Will work with T&T subgroup (Ken) on creating additional trainings</p>	<p>Need to post in OWG folder</p> <p>Planning to attend MAD relief training - would like some additional rebels to attend the training</p> <p>Identified Presenters (former XR rebel) Looking to have on calendar in next month</p>	<p>Completed</p> <p>Ongoing - Goal is to offer this to all XR Rebels and have a group trained in Emergency Preparedness to then go into communities and provide free trainings. Would like to be sure Spanish talks team and possible intersectionality will offer support to reach communities OWG has not yet touched</p> <p>ongoing</p> <p>Ongoing</p>
<p><i>Alliances/Affinity Groups</i></p>	<p>Have meetings planned with Sierra Club (NYC Rep for National Campaigns) and PETA (VP of Global)</p>	<p>Establishing ways to work together after initial conversation and both expressing interest</p>	<p>Ongoing</p>
<p><i>Red Brigade</i></p>	<p>Working w/ Red Brigade through lense of Outreach</p>	<p>Establishing next actions w/ Cindi, Eve, Alexia, General Meeting/Training</p>	<p>Ongoing</p>
<p><i>Outreach Tools/Resources</i></p>	<p>Working on having Common Sense 21st C made available for specific T&T</p>	<p>Direct line with Morgan</p>	<p>Ongoing</p>
<p><i>Outreach Inventory</i></p>	<p>Workign on securing (1) additional banner for OWG - currently holding (1), trying to secure 4-6 flags for OWG. Needed for festivals, actions, swarming, events Projectors/Screens - Currently have several</p> <p>Need to find Field Rebel channel Facilitator</p>	<p>Seeking several OWG members to maintain/track all inventory needed for OWG.</p> <p>Suggesting an Art Build with OWG to create flags</p>	<p>Ongoing</p>

<i>Field Rebels/Roles</i>			
Lisa	Coordinating outreach to faith based organizations, and the United Church of Christ national environmental justice ministry. Began conversation with UCC National and Micah Bucey of Judson re: XR actions including Christian pastors subgroup informally as we did w Buddhist groups 10/7.	Conference call between XR and UCC pastors nationwide is being scheduled.	Set up 11/3 event at UCC Safe Haven Ridgewood where XRers Bill Beckler and Chelsea MacMillan will give a talk to faith based African American community re XR goals and structure. Event will be recorded and distributed to UCC National.
Gail	Establishing UES NG	Focusing on next mtg on 10/25; outreach; local action to come; finding big venue UES space	Launch and first mtg. 60+ signups post fliering at 82nd s green market
Jennifer	<p>Welcome Call Training</p> <ul style="list-style-type: none"> • Wrote role descriptions for call lead and support • Writing how-to documents for each part of Welcome Call process • Writing agenda for training 	Writing training agenda and how-to documents for the training.	Welcome Call Training Scheduled for 11/14 at 6:30, posted on website and eb.
Jennifer	Documentation to make flyering and tabling easier for NG or Mobile Rebel teams	<p>Have a document with the parts that I'd like to get written up but haven't been able to get to it.</p> <p>Would like to team up with people from the flyering group.</p> <p>Goal was to take lessons learned from Welcome Table at Rebel Fest and make info accessible to all.</p>	
Bill Beckler	Organize 5 churches to get involved with XR	Talk at Safe Harbor moved to Nov	Two pastors got arrested rebel week. Following up.
Bill Beckler	Grow neighborhood groups	Bengali strategy still afoot with Ish.	New training in the hopper: action planning Recently completed: universities

			Scheduling: seeder
Bill Beckler	Organize NYC Tech	Planning a big tech meeting at USV	Nov 4 or 5

ACTION ITEMS

From OWG Meeting 10/15/19

Name of person taking action	Action	Status (completed/in progress/scratched/waiting)
Jennifer VanBenschoten (Kristian and Scott offered to provide feedback)	Create template/cheat sheet for tabling efforts so that people new to XR can feel comfortable doing outreach	

**NOTES FROM Outreach Working Group Meeting, Tuesday, October 15, 7:30 - 9:00 pm
VIA Zoom only.**

- Facilitator: Kerith
- Note Taker: Trellan
- Attended: Isaac, Ken, Jennifer, Kerith, Scott, Gail, Trellan, Frederick, Bill

PLEASE ENTER YOUR FEEDBACK IN THE DEBRIEF BOARD BELOW BEFORE THE MEETING ON 10/15/19

Debrief of Outreach

Outreach at Actions:

Kerith: Successfully handed out flyers at each of the actions. Not sufficient number of people to do so. Maybe a 7 out of 10. Shortage of people. Setting a course

- Wall Street
- Nikita boat
- Times Square
- MRCs, which Scott built, but didn't have enough people to take them all over. Wishes they could have gotten them out into other parts of the city. But once the week got going it was hard to get people involved in that work.

Scott: How do we rectify not having enough people scheduled?

Frederick: Why not have the Neighborhood Groups be the bottom liners on the flyer in their backyard where the actions are. (when the actions are in the neighborhoods where there are neighborhood groups.)

Isaac: DWSM group heard the call for flyerers, but they were still getting their feet under them as a group. Feels they will be in a position the next time there is a big action to be able to activate more people.

Jennifer: Agrees with Isaac. Prospect & Crown Heights a couple of people did flyer in on their own and also put out many calls for flyer in, but they didn't yet have a base to pull from.

Kristian: Recommends using a tablet for signups.

Trellan: Loss with QR code (people walk away with their phone and do it later)/ Loss with paper (illegible writing)

Gail: a couple of times when she couldn't get people to the QR code, she used her phone to have people sign up.

Kerith: would like to know what the loss is for each QR/Paper losses. We need to think of different demographics, different neighborhoods.

Frederick: Thinks Kristian's idea of using a tablet is a no brainer.

Gail: was de-escalating at both actions. Aside from the "Sorry" flyers, Gail thought they also should have had a regular flyer, as well.

Jennifer: recommends having a flyer in/ tabling cheat sheet/script (how to explain XR to 1) someone totally new, 2) someone who knows a little bit about XR but wants to know more, 3) someone who knows XR and is ready to jump in. Jennifer would like to see this document fed into by a number of different people. **Kristian will work with Jennifer to help create that document. Scott will feed in more information.**

Outreach surrounding Rebel Fest:

Isaac: New to XR. Was so awesome for him to be able to go to WSP at any time and meet up with others. Thought it was awesome that people could go through the whole training process right there in one place. Thorns were missing speaker and support person. Q: how to engage people who are ready to jump in right away without risking loss. If we had 10x the number of people, we would have a gravitational pull on the surrounding areas.

Bill: Dave Derby talked about that kind of liaison in the workshop that he did.

Gail: connects people directly to Kyle when she sees they are ready to jump right in.

Frederick: at rebel kitchen. A lot of interesting people came by that table, including Lisa Fithian. Greg Todd spoke with someone who had been on the IPCC. Feels like we're wrangling and herding. Frederick knew he was XR after he attended his first meeting. He was all in before he knew anything about the DNA Feels XR is harmed by not having an XR central.

(There are more thoughts missing here, but Trellan lost track of keeping notes. Reference DEBRIEF board.)

10/7 Rebellion Week Debrief Board			
OUTREACH WORKING GROUP	Please use this space to note your feedback on what worked (roses), what didn't (thorns) and what needs nourishing to fully flower (buds). PLEASE ONLY NOTE FEEDBACK ON OUTREACH EFFORTS. The Action and Rebel Fest and other WGs will be doing their own debriefs. What we want to capture here is feedback that relates specifically to this Outreach Working Group, which includes: general outreach at WSP & actions, flyering, talks & trainings, and the work of NG outreach and outreach to NGs, affinity groups and allies, as well as data capture and entry.		
Person/Role	Roses	Thorns	Buds
Ken Levenson / Movement co-coordinator and NVDA training coordinator	So many great people stood up and took on a tremendous amount of work across a variety of areas from community to welcome to trainings - it was awesome and inspiring. Lots of people got NVDA training!	Feel like planning was just hitting stride when event was upon us - the urgency seemed about a month late - earlier deadlines and information sharing. Better "back-planning". Not enough people so too many people wearing too many hats.	Need to cultivate more HFE and NVDA trainers, Hat Sorters, Welcome callers and Leafleteers - again lots of great effort, just, naturally enough for such a first time effort, not enough of us.
Trellan Smith / Outreach WG co-coordinator	WSP: - Incredible and enthusiastic outreach took place for five straight days, for 12-hours per day and through inclement weather. - A lot of people took on the work of staffing	- Organization of physical infrastructure was not great. Storage, people to set up and break down, clarity around who needed what, etc. all could have been more organized. - Rain and wind need to be better considered.	- New Neighborhood Groups in the making (UWS, Nassau County, Clinton Hill....) - The start of new Affinity Groups (and new thinking about what Affinity Groups are). - New University Groups formed and excited

	<p>the Welcome and NG tables.</p> <ul style="list-style-type: none"> - Many really good connections were made, both with those who came to the park to participate in Rebel Fest and those who just happened to trip across it. The numbers of new signups is still being calculated, but is in the range of 750-1000. - A new university group formed in the course of the week and many others were initiated. - The variety of ways to participate was really valuable, from trainings to art projects to meditation to signing up and connecting with NG leads to participating in citizen assemblies. - Having a central location where people could meet up before or after actions seemed really important. - Face-to-face time with each other was really important. - Judson was a saviour. (How to thank them?) - We all worked really well together under stressful circumstances and were able to be flexible and creative in the moment. - Police presence was minimal and hands off, even after the actions and swarming. 	<p>Paperweights, clips, banners that don't become sails, signs that don't become sails, multiple lists of contacts.</p> <ul style="list-style-type: none"> - Overall, too few people doing too many jobs. More women than men holding the work of setting up and breaking down. - Days were really long. Not sustainable. Park was very quiet in the morning. Later (10-11) would have been more than adequate. - Schedule was confusing. The fact that there were regularly scheduled events every day wasn't clear on the website. Daily schedule needed to change but that was challenging with rain and wind. - Communication between those conducting trainings and those directing people to trainings was weak at times. Cancellations were not always clearly communicated. - Regular business like "hat sorting" was not suspended so calls were dropped. - post-rebellion week followup/updating has been slow. People need regen time but those we reached out to need to hear from us. How to resolve that? 	<p>(The New School, Parsons, Pratt, Fordham, CCNY....).</p> <ul style="list-style-type: none"> - A cohering sense of community and how we can all work together. A growing sense of trust. - ideas for new trainings. - More really talented people ready to come on board and do work. - Outreach to Allied groups is beginning. Our outreach ahead of 10/7 was helpful. Clearer lines of communication and more direct will build on those relationships.
<p>Gloria Weiss / Outreach WG member</p>	<p>For a 'budding' movement, less than 1 year old, XR NYC Rebel Week was incredibly successful across the board. Outreach done in multiple ways (postering, leafleting, tabling, social media, development of many NGs doing their own outreach, support of many HFE Talks with Talk trainings for new leaders, XR NVDA actions and trainings, aligning with Close the Camps, Cosecha, and many XR members attending with XR flags/shirts other organizations' events such as the Youth Climate Strike, Stopping the Williams Gas Pipeline, Amazon Deforestation and Stop Business as Usual Rise and Resist NVDA -</p>	<ul style="list-style-type: none"> -Like many groups, many members who just don't have enough free time and energy (because of work and personal demands) to achieve all the goals we set. -Confusion at times between internal decision-making processes especially among newer people as myself. (One problem for me though is that I can not attend Tuesday night meetings because I teach then, so that might have been clearer to me if I was able to.) - Needing to plan how to better do outreach at huge events such as the Youth Climate March. Perhaps make a special committee of 	<ul style="list-style-type: none"> - Loads of new interest since Rebel Week that XR will reach out to. -Allied Organization Outreach beginning to be coordinated and planned more by OWG. -Inputting data for new signups is being improved by infrastructure.

	just a few examples of many) helped to spread the word in powerful ways. Mainstream media coverage of our Rebel Week actions has put XR in the minds of the general public which can be built on.	the OWG.	
Isaac Flanagan	<p>- Loved the energy at WSP. As a new rebel, it was wonderful to match so many faces with names, and to know that no matter when I showed up I was going to see people I knew and make new friends.</p> <p>- The ability for new rebels to immediately segue from an induction talk to an NVDA or other training makes the movement tangible and meaningful immediately. Must help with converting attendees to engaged participants at a higher rate</p>	<p>- I'll give myself a thorn for there being two gaps in the Induction schedule (one support slot that I was unable to fill, and one speaker slot due to a last-minute drop-out)</p> <p>- Process for plugging motivated new joiners into needed roles still feels opaque to me, easy for folks to slip through the cracks, but perhaps that is because I am new myself. Would be nice to have a fast-track option.</p> <p>- Seems like a small core crew is wearing multiple hats -- could result in burnout</p> <p>- [Not a thorn per se but a challenge]: How do we get to 10x the numbers of active <i>and</i> passive participants by spring?</p> <p>- I feel lost in google docs sometimes.</p>	<p>- XRU [University outreach] has tons of potential</p> <p>- New signup processes / paperwork reduction tools do as well</p>
Kerith Creo- OWG Co-Coordinator, Rebel Fest Organizer (Welcome, DNA, Leafletting/Flyering), Vaquita Outreach Launch	Super inspiring week, many new contacts including finding key people for specific roles, no injuries, no major setbacks, rebels willingness to jump in and support where needed, solidly packed days of events/training/actions	Too few people holding lions share of understanding the week as a whole Set up /break down in park	
Kristian N	Great energy. I had lots of work so did not participate in much in the end, but was quite active in outreach in the weeks prior. I would say that I took part in an action at City Hall which was a meditation and non-violent action which I really loved. Also the Climate March was so inspiring.	Nothing to say specifically. I always think we all do better when we collaborate so continue to reach out to other complementary orgs like 350.org and Sierra Club and the Occupy remnant groups etc. Maybe that is a bud and not a thorn...?	<ul style="list-style-type: none"> Continued outreach to individuals through allies. I had good luck with Pratt and moderate luck with Park Slope Food Coop. Will continue developing both. We will participate in a Permaculture Festival in Park Slope later in Oct. I will stay focused on local affinity

			<p>groups.</p> <ul style="list-style-type: none"> • There is also an interest in creating a Clinton Hill/Bed Stuy neighborhood group, but nobody specific has taken charge to make it happen. • XR PS has a social event next Tuesday to keep the momentum going. • Also, do we want to move to some electronic signup at events? Tablets and a Google Form? They are not so expensive. I can donate a Samsung tablet. I see we are still very paper-based and that is inefficient.
Tom H.	<ul style="list-style-type: none"> - We remained flexible through varying circumstances and various levels of personnel support, inclement weather, and still managed to connect with the public in a meaningful way, getting our message across to a mostly open minded audience. 	<ul style="list-style-type: none"> - Physical inventory could be managed better. Labelling materials such as flyers, boxes of tape and scissors, and signs could have saved a lot of headaches of running around looking for things. - Required physical inventory at each table often wasn't clear. What went where, etc. - How interested members from talks/trainings gave us their info was confusing. Do I give them rebel cards? Do they go over to the table and simply do the QR code? Process could be simplified. - Not having a clear set of standards about how the tent should be organized and set up lead to some mild disagreements about the minutiae of set up with another volunteer. 	

<p>Ben Albury</p>	<p>-WSP was a brilliant choice. Well done to whoever recommended this location.</p> <p>-Really important and wonderful to have a Lenape community leader open the Rebellfest week at WSP.</p> <p>-At all actions I was involved with, and at WSP, police were respectful and did a pretty good job all things considered.</p> <p>-All actions were inspiring, uplifting, moving, and brilliantly managed/organised. Well done to all those who kept the action locations under wraps, and created these diversion events / diversionary tactics necessary for the real events to take place and be impactful.</p> <p>-The funeral marching band was awesome & integral to all actions. I want more MUSIC!</p> <p>-The spontaneous dance party outside the stock exchange during a die-in was a highlight, as was the strong female flag-waving rebel standing ontop of the raging bull. What an iconic image. Someone should turn that moment into a poster/art/illustration/t-shirt.</p> <p>-The spontaneous blockade at Broadway and Pine intersections also incredibly successful thanks to the Police basically blockading all of the nearby streets, and being incredibly slow at arresting people, meant more disruption!</p>	<p>-A low-height stage would have been nice for speakers at WSP, also for guest musicians/presenters, and a natural meeting/congregating place for all things XR</p> <p>-Definitely more volunteers needed for everything</p> <p>-Personally, I think we should try and avoid paper sign-ups, and do everything on a smart phone or tablet at membership drives, with contact info automatically being directed into the secure database.</p> <p>-WSP should have been better organised in terms of where things are, where people are, where talks happened, but totally understand everyone was scrambling to make it work</p> <p>-WSP did I mention more music acts needed?!</p> <p>-Google docs is a maze to me. I still think an internet sign-in for XR members to access non-public resources should be created, and co-ordinators/members notified that there is this resource. I would love accessing docs and info to be fool-proof, especially for time-poor members, such as me.</p> <p>-I missed the MRC completely at WSP. Can we design an MRC that has a large XR symbol above it? Maybe use LED rope on the symbol (with a battery pack) so it glows in low-light conditions?</p>	<p>-The vegan food at WSP was really excellent. Bravo to the cook who did all of that Monday afternoon. We could expand on this idea of food in future rebelfests with potential affiliates. (Permaculture, grownyc, green roof activists, urban gardens, organic, farmers markets, etc.)</p> <p>-WSP: I assumed there would be tents for each table, regen culture had one, so I thought each table should have one for protection from inclement weather, then you could put XR symbols ontop of the tent roof making it obvious and visible throughout the park.</p> <p>-more banners and tall flags needed at WSP</p> <p>-WSP: needed a storage area with labeled weatherproof boxes. A "back-of-house" with tools,stationary,etc.</p> <p>-At actions more flyers/rebels needed to hand out info flyers and/or badges to passersby/interested people taking photos/video's etc.</p> <p>-More de-escalators needed at actions. Maybe they can do double duty and hand-out flyers/badges/ free sh*t: people love that.</p> <p>-In my head success would have been 3,000 new signups. But 1,000 new signups is still awesome.</p> <p>-in the future: More dancing. Indeed More Disco dancing: "Civil DISCObediance"</p> <p>-At actions need more music. More band involvement. More whistles, more hand-held instruments.</p>
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AGENDA ITEMS

10/15/19

Add items you would like to see covered at the meeting. Please only add items that need to be addressed by the entire Working Group.

Agenda item	Name & Role of person bringing the item	Which would you like to do? 1. Request someone to get something done 2. Ask for information/help with making a decision for one of your roles 3. Share information or give input into someone else's decision 4. Change/add a mandate or another kind of expectation/policy	Time Mins	Priority (just put #) 1. Mission critical: something really bad will happen if this isn't processed today 2. There's a good reason why this is urgent 3. Can be addressed after mission critical & urgent stuff 4. Not time-sensitive at all, but still important
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10/7 Week of Rebellion Debrief	All			
Outreach efforts prior to Week of Rebellion				
Outreach efforts during Week of Rebellion <ul style="list-style-type: none"> - At Actions - At Events (Rebel Fest / Fithian Talk) - At Swarms 				
-				

NOTES from Outreach Working Group Meeting, Tuesday, September 24

VIA Zoom only.

Zoom Link: <https://zoom.us/j/16055121>

- Facilitator: Kerith and Ken
- Note Taker: Trellan
- Attended: Kerith, Ken, Dina, Jennifer

ACTION ITEMS:

NEEDED for key outreach efforts to move forward:

- **Flyer for 10/7 has been updated and is ready for distribution:**
https://drive.google.com/open?id=15d2PvpSz5UODI9xZFXm0_xVALNQkt33K
- **Media Messaging will create text that can be used for reaching out to allies / partners to make sure they know about the event and don't hear about it second hand.**
- **Ellisif/Ken will create protonmail addresses for each of the roles.**
- **Ken/Kerith will touch base with Ellisif about inviting partners/allies to set up in WSP. Is there a designated space for them to set up?**
- **Ken/Kerith will ask for clear messaging from M&M about how to offer space for partnerships/allies in WSP. Also any info about a Saturday gathering at the end of the Week of Rebellion.**

Ken & Kerith go through the new 10/7 Roles - Schedule - Coordination spreadsheet :

https://docs.google.com/spreadsheets/d/1oatS9-ejV4g5wkaVN0iNpHZCniyQHqUcKZ7_hwE9vN0/edit?usp=sharing

- First tab (Roles): outlines all the key coordinator roles that the Outreach WG has taken responsibility for filling.
- Second tab (Schedule): outlines the needs every day leading up to and through the week of 10/7
-

Partnerships leading into the week of 10/7

- Ideally, all on the list of partnerships/allies ([tab 5 on the OWG Organizing Spreadsheet](#)) need to be touched. Everyone in outreach (and beyond?) should identify and reach out to those groups that they have some connection to/relationship with using the messaging that M&M develops. Still need clarity on how best to invite partners to participate in 10/7 events and in WSP. Will there be a designated space for them to set up?
- Ken/Kerith will ask for clear messaging from M&M about how to offer space for partnerships/allies in WSP. Also any info about a Saturday gathering at the end of the Week of Rebellion.

WORK SCHEDULE

Before 10/7

- Filling all needed roles (coordinator & team)
- Flyers need to be on the website. (Signupsheets, too?)
- Leafletting ahead of 10/7
 - Massive Attack concert
 - Other events? Do we need a list for Field Rebels to refer to rather than just a Keybase channel?

Week of 10/7

- Monday - big action
- Tuesday - smaller actions
- Wednesday - smaller actions
- Thursday - big culminating action
- Friday - trainings/actions will continue depending on the momentum of the days prior.
- Saturday - could possibly be an action-free day when all of XR gathers to be together.

Trying to secure Judson as a place for shelter, bathrooms, rain....

Meeting conclusion: We are outreach. We have a roadmap in front of us.

ROLES CONFIRMED

Kerith: Welcome Desk

Ken: Trainings

Jennifer: Welcome Table

Dina: Can only take off Monday and will be there in the evenings. Will do whatever is most needed.

PROJECT BOARD

OUTREACH WORKING GROUP	PROJECT		
<p>Add your project as an outcome that is being worked towards with an end-point, written in past tense as if completed Any person can add/update any project here for themselves at any time to make visible to other circle members</p> <ul style="list-style-type: none"> - Only include projects other circle members should know about (not every project you are working on needs to be included.) - Project updates are shared at the start of each meeting 			
Person/Role	Current	Waiting	Completed
Lorna/Richard/Yurie/Liza	<p>Flatbush Neighborhood Group Main activities</p> <ol style="list-style-type: none"> 1) Coordinate ongoing bimonthly meetings (mondays next one is Sept 16) and art builds 2) Schedule “the talk” (2 upcoming) 3) Conduct local outreach (Sunday’s at Cortelyou Greenmarket MRC is ongoing) and flyering 	<p>HFE Talks Scheduled</p> <ul style="list-style-type: none"> ● 9/14 and 9/28 at Flatbush library; outreach being coordinated <p>Outreach events</p> <ul style="list-style-type: none"> ● Pakistani Youth Association, and Brad Lander’s office, possible Sept 27 or first week in October focus on impacts in the local communities and building local resilience ● Sept 22: Flatbush Frolic street fair, 10am-6pm we have booth and will do block printing and tree walks (maybe?) We could probably use some help with this if anyone available <p>Sept 20: XR Flatbush will be in attendance (hopefully with XR Flatbush flag); flyers have this date</p> <p>Oct 7th planning: possible talk content being planned (Reimagining our future); banners along Q train subway; general outreach through local flyering pre Oct 7th.</p>	<p>Sunday’s Greenmarket outreach very good Picnic with XR Park Slope well attended with new people and fun! 9/7/19 talk at Cortelyou library 8/17 talk at Flatbush 7/29 first working group meeting and every other Monday since 7/29 Launch meeting 7/13</p>

<p>Kerith/ Co-Coordinator</p>	<p>1) NYC Culture Declares Emergency</p> <p>2) Outreach General Training for all Rebels (working with Bill & neighborhood</p> <p>3) Talks/Training</p> <p>4) Determining Roles needed & Assignment for OWG</p> <p>5) Outreach Co-Liason w/ Ken for 10/7 WG</p> <p>8) Field Rebels</p> <p>9) NYC Preparedness Training</p>	<p>September 25th</p> <p>2) Date to be confirmed</p> <p>3) All talks/trainings on calendar</p> <p>4) On-Going</p> <p>5) On-going: WG formed to report back on progress for OWG mandates</p> <p>8) work on training w/ Andreas for FB</p> <p>9) Kristian & Kerith tag teaming</p>	<p>Subplanning group is Chiara/myself</p>
<p>Jon Keller</p>	<p>Sunday 7/28 East Village outreach meeting</p>	<p>waiting?</p>	
<p>Trellan/ Coordinator</p>	<p>Set up training and protocols for Welcome Calls so we can get more people trained up to do them.</p> <p>Collected all information necessary for Neighborhood Group launches in one place/document to facilitate the support and integration of new Neighborhood Groups</p> <p>Facilitate data updating processes for Neighborhood Groups</p>	<p>In process</p> <p>Waiting to have time to collate. All info exists, just needs to be put in one place.</p>	<p>Set up Event Postings processes document with Chiara</p>

	Identify two new people to take on Website Event updates		
Susan Rubin	Talk training 7/21 and 7/22 follow up with participants. Let's also start a google drive with these resources and talk slides that can be adapted.	Waiting for Bill's attendee list from 7/21 (Bill: attendees were added to the trainees google doc https://docs.google.com/spreadsheets/d/1ooxrWxXXE4zEmuEM_ottubHudDvhCpD4uzOiCtOKt_8/edit?usp=sharing)	In process
Susan Rubin Gail King	Take components of talk and talk outline, turn them into stand alone "ingredients" that can be useful as talking points and components of shorter talks and presentations.	Just getting started on it! Sending outline to Gail.	Completed by Ken Levenson! He created excellent speaker notes that are now embedded into the latest version of the HfE slides
Bill Beckler	Organize 5 churches to get involved with XR	Talk at Safe Harbor moved to Nov	Two pastors got arrested last week. Following up.
Bill Beckler	Build out a Direct Marketing team for using Action Network and text banking efficiently.	Team needs more promotion to other WGs	Team launched right before rebellion week
Bill Beckler	Grow neighborhood groups	Bengali strategy still afoot with Ish.	New trainings in the hopper: facilitation, action planning, universities
Bill Beckler	Organize NYC Tech	Planning a big tech meeting at USV	
Brook Packard	Created a spreadsheet of events - music and food festivals, forums, etc. - where Outreach can set up a table. Developed a Twitter/social media amplification group. I would be the liaison between actions, media, and other working groups, determining hashtags and messaging. This is an ideal way for		

	those who live out of the metro NYC area to get involved and increase awareness of XR.		
Gail King	HfE talk 8/12; scheduled for support for talk 9/5; scheduled to give talk 9/19 and 10/1		Done and f/u with 17 attendees completed
Gail King	UES and UWS neighborhood grps; Yorktown Hts neighborhood grp	Tentative UES Mtg 9/24; Looking for public spaces for UES mtgs and talk; coordinating this with Chiara; Working with Yorktown Hts resident interested in doing house mtg	
Ken Levenson	Continuing working on HFE ppt template - getting feedback from various stakeholders https://drive.google.com/open?id=1b56w_XGEHEnhA9Zm1GI236y1XOVw2_8q		
Ken Levenson	Setting up talk(s) with building efficiency communities - talk happening Sept 5 https://www.xrebellion.nyc/events/headin-g-for-extinction-and-what-to-do-about-it-8619-3fdg6-659ha-eb8xh		
Ken Levenson	Getting talk at Congregation Beth Elohim in Park Slope - Rabbi Timoner - Talk happening Sept 11th https://www.xrebellion.nyc/events/headin-g-for-extinction-and-what-to-do-about-it-8619-darwz-wm6aw-kjakr		
Ken Levenson	Putting together Talk Training agenda with Susan for use Sept 7 - IN PROGRESS https://drive.google.com/open?id=18l1kNRDyVzWuwxBZtlTkyd7qwpbSuHLAQuwnKnIJxg8	Outline looks great! Would love to run thru it with Trellan/Chiara so I'm fully confident with the latest infrastructure. (Susan R)	

Ken Levenson	Putting together HFE Protocols document - getting feedback from various stakeholders https://drive.google.com/open?id=1zVTD-dPas9inle9tXFpMdBVNGOnomHKE IN PROGRESS		
Dina Mirijanian, Andreas, Erik	South Bronx Neighborhood Group Erik joined the SB group. Andreas - Emailing current sign up list and confirming attendees.	<ul style="list-style-type: none"> - Decide on date and frequency for regular group meetings - Erik finding permanent place for talks and trainings. - Translate HFE ppt to spanish - Email SB sign ups with upcoming events - Write Rey about Thursday Comm. Garden protest at City Hall - Have phone talk with Victor from The Point to discuss action on Thursday. - contact and approach + working with https://bronxclimatejusticenorth.wordpress.com/ 	<ul style="list-style-type: none"> -Outreach at South Bronx Farmers' Market Added people to sign-up list. -Visit South Bronx Community Garden - Had South Bronx launch at Art gallery - Gave HFE talk
Lorna (with Christina See)	Meeting with CM Brad Lander August 12th to talk about outreach in district		Brad willing to attend events. LM will send him list of events as relevant
Scott Schwedock	Building additional Mobile Recruitment Centers (MRCs) as needed.	Add'l MRCs, over and above the 4 awaiting neighborhood group distribution, awaiting further discussion involving cost and demand.	Currently 3 MRCs have been distributed to different neighborhood groups (Park Slope, Flatbush and Bronx). 4 more MRCs have been fully built (infrastructure and banner) and are awaiting distribution to interested neighborhood groups.
Scott Schwedock	Document MRC build process and roll out to XR neighborhood groups	MRC documentation (inventory list, acquisition/purchase process, build process/instructions, best practices and	Alerted neighborhood groups that MRCs are available . Lower Manhattan has responded favorably. Alerted XR leadership council on strategy and financial position.

AGENDA ITEMS

9/24/19

Add items you would like to see covered at the meeting. Please only add items that need to be addressed by the entire Working Group.

Agenda item	Name & Role of person bringing the item	Which would you like to do? 1. Request someone to get something done 2. Ask for information/help with making a decision for one of your roles 3. Share information or give input into someone else's decision 4. Change/add a mandate or another kind of expectation/policy	Time Mins	Priority (just put #) 1. Mission critical: something really bad will happen if this isn't processed today 2. There's a good reason why this is urgent 3. Can be addressed after mission critical & urgent stuff 4. Not time-sensitive at all, but still important
Coordinator Call Share	Kerith Outreach Coordinator	Per Lorna's request on 8/6 to have relevant information from the Coordinator Weekly Calls, ongoing I will provide a synopsis of impacting and relevant info as pertains to OWG/XR (Neither Trellan nor Kerith could be on the Coordinator call this past Sunday, so we have nothing to report back.)	5-7	
Oct 7 Week Schedule Review	Ken/Kerith	Review preliminary schedule & basic timing of outreach commitments (flyering, training & onboarding)	10	1
Oct 7 Week Roles	Ken/Kerith	Review Roles Document & assign as possible (note special neighborhood roles)	20	1
Pre-Oct 7 Priority Activities	Ken/Kerith	Review document & assign responsibilities as possible (flyering & allied group outreach (fill-in info), onboarding, hat sorting)	20	1

OWG AGENDA 9/17/19

Item	What	Why	Notes
1. Check Ins	<p>Check-ins: Names, Pronoun, Roles, and a regenerative thing you did today</p> <p>Go round the circle. Each person speaks for no longer than the agreed amount of time (1 minute? - have a timekeeper) about how they are in that moment and says anything that would help them be present in the meeting. Invite people to say one thing they're grateful for.</p>	<p>This helps to build trust, enable everyone present to feel heard and deepen relationships. Gratitude changes the atmosphere.</p>	<p>One suggestion is to use this check in to listen from the heart and speak from the heart. Suggestion: don't verbally respond to anyone else's check in, just listen.</p>
2. Regenerative Culture and Meeting Agreements reminder	<p>Regenerative Culture Reminder: We are transitioning to a regenerative culture. It is a culture of respect and listening, in which people arrive on time to commitments. And deal with conflicts when they arise, using short feedback loops to talk about disagreements and issues without blaming and shaming. It is a culture in which we cultivate healthy boundaries by slowing down our yes' and returning tasks when we are unable to follow through. We are all crew.</p> <p>Meeting Agreements can be found here.</p>	<p>These meeting agreements can help the group to observe Extinction Rebellion's 10 Principles, promoting connection, consent and equality/equity</p>	
2. SOS Reminder	<p>2. Self-Organizing System note: Self Organizing System is the way we work in XR NYC. That includes people with</p>		

	<p>time, skill, and ability, taking on the needed work and getting feedback from other's thoughts. These things don't necessarily happen within meetings. All work must come from a place of thinking how the work you are doing forwards the principles and demands of Extinction Rebellion. Speak from/to roles, strive to separate your work in your role for XR from your own personal opinions. We are all here to create something that's never been done before. Be respectful, tune into the rest of the organism, and be willing to compromise and collaborate. Raise hand in zoom to indicate you want to speak as facilitator may not be able to see all people on video. Constitutio</p>		
<p>Split into working groups / sub groups: as soon as your group is big enough, split into work groups with specific tasks (e.g. action planning, outreach and training, regenerative culture etc). Trying to make decisions as a big group can be time consuming and ineffective</p>			
3. Actions Review	<p>Actions review of the Minutes of the last meeting - NOT A DISCUSSION</p> <p>Record action points that were not completed and still need to be, or have unknown status due to absence</p>	<p>This is done for accountability, and to gain clarity on where we are</p> <p>This is done so they are remembered and not dropped</p>	<p>Actions can be taken by anyone who is willing and has capacity. They don't have to fit your 'role'. This can facilitate decentralisation and prevent overwhelm for people in specific roles</p>
4. Additional Agenda Items	<p>Anything to add to the agenda from anyone in the group?</p>	<p>Opening this out to the whole group helps encourage everyone's voice to be heard.</p>	
5. Agenda Items	<p>The rolling facilitator / work group coordinator works through the agenda items, with the help of the time keeper and minute keeper</p>	<p>To provide structure to the meeting</p>	<p>The minute keeper should keep a careful note of action points, who agreed to take them on and when they</p>

			will do them by.
6. Items postponed	The minute keeper will make a note of any agenda items postponed until the next meeting	To start to form the next meeting's agenda	
Come back together as 1 big group			
7. Reports from sub groups	Each working / sub group nominated 1 person to give a (timed - 1 minute?) summary of decisions made, things being worked on and possibly help needed from other groups.	So the whole group stays connected	If the group has become large enough, this might be done in a separate 'coordinators' meeting, with 2 coordinators from each sub group.
8. Next meeting	Confirm date, time, venue, facilitators, minute keepers, time keepers	Action Point: to <i>promptly</i> schedule the next meeting (Zoom or GoToMeeting or bok the venue), tell absent group members	It can save a lot of time to have a regular meeting date, time and venue, so this doesn't have to be agreed each time
9. Check Out	Go round the circle. Each person speaks for no longer than the agreed amount of time (30 seconds? - have a timekeeper)	This helps to build trust, to get feedback on the meeting, to enable everyone present to feel heard and deepen relationships	This final check out could take the form of 1 thing each person is grateful for, or 30 seconds on how the meeting was for them.

Outreach Working Group Meeting, Tuesday, September 17

WeWork Meeting Room #9F

110 East 28th Street

7:30 pm – 9:00 pm (please arrive no later than 7:15 to allow time to get into the building so we can start on time. There will be no one at the door after 7:15. Those running late are encouraged to join via Zoom.)

Date/time: 9/3/2019 6:30 - 7:30

Zoom Link: <https://zoom.us/j/160551215>

- Facilitator: Trellan
- Note Taker: Dina
- Attended: Jennifer, Isaac, Joshua, Gail, Bill, Wyatt, Tom, Lucy, Ben, Dina, Trellan, Cristina W.
- Via Zoom: Lorna, Ken, Mariel

Here's the start of a Google Doc with specifics about the 9/20 – 9/27 Climate Strike events and

actions:<https://docs.google.com/document/d/1XIQ5R4jmfMpRzDrQgjFO-XX-tHHNsP8VhfALPRmA4eU/edit?usp=sharing> We'll work with the coordinators of other WGs to fill in as many missing details as we can, including links to flyers, meeting locations, supplies needed, etc. Please add anything you see missing. And if anyone is good at formatting for clearer reading, please clean up!

Here's the start of a Google Doc with specifics about the 10/7 – 10/10 NYC Rebellion

Week:https://docs.google.com/document/d/1K_Zob2-8G8ZHiMnORZwWpqIDF_kxVCPG7azLXLCcAng/edit?usp=sharing

Currently a blank slate that needs to be filled, but a place where we can put what we know about the non-sensitive actions and events.

ACTION ITEMS from tonight's meeting:

- ISAAC: will narrow down the meeting Doodle for a proposed bi-monthly Neighborhood Group call/Zoom meeting. Draft protocols for Keybase posting/etiquette that can be shared with the whole XRNYC team/channel to lessen the noise level
- LORNA: will provide contact info to Joshua for a person who can make/print a very large banner
- TRELAN: change name of Localgroupleads channel to Neighborhood_Groups (done) and create a new Team for only Neighborhood Group Coordinators (Done, called ng_coordinators for now, but name is editable). Set up Basecamp Team for Neighborhood Groups and add all Coordinators / to be used in conjunction with Keybase
- BILL/JOSHUA: Create Neighborhood Group Training 102
- CRISTINA W: Create Action Training 102 / Work with Arthur to create short training video / Write out process for developing actions and requesting legal support/advice from NLG.
- KEN LEVENSON: Will work on creating a Table of Contents for the Google Drive / Outreach / Neighborhood Groups

ASKS/ANNOUNCEMENTS:

Action WG

- Hoping that all NGs will consider taking part in large actions on 10/7 and 10/10 (both in the morning)
- Hoping every NG could identify one Jail Support person from that neighborhood
- Hoping every NG could identify one De-escalator person from that neighborhood
- Hoping every NG could identify one Action Lead person from that neighborhood
- Looking for people who are willing to risk higher charges. Night in toms, \$125 charges....

North Manhattan Group

- Columbia planning action on Wednesday 10/9 – need support
- Need resources for making very very large banner – Lorna may have a printer for banner
- May have the nave of Riverside Church for a large event – w/access to faculty speakers – Bill suggested pre-10/7

South Bronx

- Currently planning action for 10/10 4pm

Flatbush

– Planning action - Waiting for more information/direction

Notes from OWG meeting 9/10/19

- Facilitator: Kerith
- Note Taker: Trellan
- Attended: Bernadette, Bill, Ben, Kerith, Trellan
- Via Zoom: Scott

Mandates and Roll fulfilments.

Updates on October 7

ACTION ITEMS:

- Job listings posted to both the website and for the Hat Sorting people
- Trellan will send Bernadette links to all the flyer materials.
- Scott will offer help to Chiara when he returns on 9/22
- Reach out to Brook and Kristian about Flyering/Tabling
- Put out a call for a Budget Holder

Mandates for Outreach

Every single role needs at least TWO people.

Job listings need to be posted

People listed as roles

Event Scheduling -

- Needs a second person to hold that role.
Scott has offered to help Chiara. Leaving on Sunday and back the following Friday. He will contact Chiara 9/22 when he returns.

Neighborhood Groups:

Lorna: it would make sense to have someone in the central XRNYC to help coordinate and keep all the NGs in contact. For instance, the person in this role would help facilitate communication between the groups, share best practices, provide updates on upcoming actions. Can't imagine being able to hold that role in addition to facilitating Flatbush, and can't think of anyone else in Flatbush.

Non-environmental and environmental groups:

Best we can do for this mandate is being in contact with these groups and letting them know what is happening. Crossover with Partnerships WG. Outreach to these groups entails being in contact with those groups and pulls more people into XR. Need for this Outreach to be done through Neighborhood Groups, where possible.

Development of some training on how to do outreach to these institutions -- churches, groups, labor unions, etc. People generally too cautious to approach institutions. The message should be, just do it. Ken is developing a database of that everybody can use and add to.

Lorna, this can happen very organically. Somebody knows somebody.

Tabling/Flyering

Bernadette offered help with this, in addition to being the Arts WG liason.

Scott offered help with this, specifically as concerns MRCs

Spiderweb.

Budget Holder

Phonebanking/Data input

Desperately in need of a data person.

House Meetings:

How do we encourage more talks and use the people who have been trained to give the Talk to get confidence.

Lorna will expand on the mandate list that Bill started based on her experience with the Flatbush group.

October 7 WG - Ken and Kerith has been a liason from Outreach, Bill has been there from Neighborhoods.

Has its own set of mandates

Ken and Kerith have been asked to fill roles at various places around the city that XR will try to hold.

Washington Square will be one of those locations.

10/7 and 10/10 will be the two big days.

Working on strategies that highlight the Demands.

Targets the whole week through, like Chase....

Ken and Kerith will share the specific roles that need to be filled.

The hope is that Neighborhood Facilitators will be able to help fill those roles.

WG is struggling to plan without having a sense of how many people are going to be in the streets: 500 or 5000?

Flatbush has members in the 10/7 Group, so they have some sense of what's being planned so they're thinking and they're excited.

Any NGs who have

Scott: Upper Eastside NG Launch.

Suggestion to have NGs do hat sorting in their own Neighborhood.

NOTES FROM 8/27/19 Outreach Working Group Meeting

Frederick: Feedback on Flatbush: too few seats set up, signup collection at the front, so when more people came in, they came in through the back and may have missed signing up.

Ken: One person assigned to collecting all signups. Tenacity is required to get everyone to sign up. If you are passive about getting signups, some will be missed.

Frederick: intention was to have seasoned XR people in the audience engaging new people.

Bill: you have to coach people to get signups.

Ken: Support people should all be familiar with the HFE preparation document. Elaborate on the role of support people in that course of the Talk. A framework and a checklist. Context, reasons

Here's a link to the current HFE Speaker and Coordinator Protocols document:

https://docs.google.com/document/d/1Rolhq1mjRKbPtG8WwAclejedfLz9j6iddFdrIxa_KIY/edit?usp=sharing

Bill: feels that it's important that those giving the Talk have a degree of preparation before giving the Talk

Frederick: Would be surprised if the current DA didn't know the who's who in XR; Governor's Island might be a good place to do an action; do we know anything more about Greta's arrival in NYC

Bill: Greta was asked about a reception. She's said she doesn't want a reception.

Frederick: Sarah V had heard she didn't want a flotilla, but wonders whether she would be accepting of a reception on land.

Bill: Outreach Training Wednesday after Labor Day. **NOTES from Outreach Working Group Meeting** Date/time: 8/6/2019

Minutes: Trellan

Facilitator: Christina

Expected: Ken, Kyle, Trellan, Wesley, , Jon Lemmond (Action WG member), Susan, Scott, Kerith

Expected via Zoom: Lorna, Frederick, Dina, Craig (UK member), Kristian

Roles identified by each attendee during check-ins:

Jon Lemmond: NVDA Community Guide

Kerith: Outreach Coordinator

Susan: Empowering Talk Trainings

Ken: Outreach Finance/Budget - Hosting house meeting, giving Talk

Scott: Building MRC Outreach

Ben: Setting up West Village Neighborhood Group

Kyle: Infrastructure/Onboarding

Craig: Would love to start up/join a group in Harlem/Bronx

Kristian: Would volunteer to do finance / Wants to organize a Talk at Pratt

Dina: Bronx outreach to non-church groups / Working on giving the Talk / Outreach to churches is on hold

Lorna: Flatbush Neighborhood Lead

Frederick: Cadre of XR Flatbush

TALKS/TRAININGS

Through the summer and into the fall, we will Ideally have:

2 Talks per week, one on a weekday, one on a weekend

1 Training per month

Chiara is handling - Space logistics

Susan/Chiara/Christina

Kyle suggests considering having two people give the Talk together, part one and part two.

Dina thinks there are also positives to having just one person give the whole talk. It becomes a single person's story. Maybe a Pros to two people giving the talk together: buddy system/feedback system

Kyle on INTEGRATION'S ONBOARDING PROCESS::

- Talk
- NVDA Training
- Welcome Call
- Sorting Hat - Integration does one on one calls with each new member who wants to become engaged. Integration is sensitive to the needs of the Working Groups. Kyle is here to see what Outreach needs.

Outreach Coordinators will put together a list of Outreach's needs, share it with the working group for feedback and then give that list to the Integration WG.

Ken: any thought to doing webinars, given the number of people who we want to move through the system in the next couple of months?

General: The information in the Talk is emotionally difficult, which make in-person Talks more advisable.

Kerith: House meetings are a way to ramp up the numbers of people we pull in.

Kyle: Asks for support for 8/10 Indigenous March. Will share details later this week.

Trellan: Wants to be clear about what the Outreach Working Group's role is at such actions. Feels that our role is to be there with clipboards, engaging new people, making sure we collect their information and pull them into the movement. To that end, we need to build a large pool of people willing to take on that specific Outreach support role at actions/events/house meetings. We need to be at every one, and we need a lot of people trained up to do outreach in order to be at every one.

TRELLAN : Will generate a description of an Outreach Support Role and a list of things that Outreach Support people would take with them to events/actions:

- Clipboards
- Fliers
- Rebel Cards
- Connection to organizers

Lorna: Flatbush is doing their own Talk, August 17. Will schedule another two in September when Lorna returns.

Kristian: Feels new to this whole process. Wants to organize a talk at Pratt in the fall. What is my "mission accomplished" for a Talk?

Christina See: Goal is to get buy in from attendees on the general philosophy of XE, get them on a welcome call, to an NVDA training, to infrastructure, and then plugged in. Two most important asks: Attendance and buy in to October's action.

CHRISTINA Presents the portion of her draft document on what Outreach needs to do to plan for October 7:

Lead up October 7th (Movement Building)

- Getting people to HfE talks is #1 Priority. We need buy in first as step one before NVDA training
- 125 people a week to HfE talks/added to email list. (Trellan suggested a goal of 200)
- Tabling at festivals, events to get people to HfE talks, MRC, tactical flyering, Subway Talks
- Get talks and training email setup (Trellan volunteered/Susan will monitor and use)
- Leverage UN Climate Summit to advertise for Rebellion Week, e.g. there will be an "If Not Us, Who?" event doing actions outside the UN that Christina thinks we should support. (Trellan mentions 9/21 Our Future Festival on Governors Island, all agreed that would be a place to be, Trellan will share details with Kerith, Christina, Brook)
- Neighborhood groups doing outreach and talks - ROLE NEEDED: keeping neighborhood groups up on what's happening in their area.
- Identify new outreach streams Start a new spreadsheet?
- One large event per neighborhood group during week of September 20
 - Training for 5-10 people for the September "big talks"
- Trellan adds: Need to prepare for phone banking. Christina mentions Rebel Ringers Workshop used in the UK. Will share info with Kerith, Kerith will watch and report back.

SUPER IMPORTANT: Never let anyone leave an action/training/event without next steps.

THE UPRISING:

DATE TBD: Possibly between UN events and the 7th: Concerts / Workshops / Arts immediately leading into the week of rebellion. Plans in the works but not yet solid.

Rebellion (What role does Outreach take during the week of rebellion?)

- w/Infrastructure - Induction sites - figure out timings/locations for trainings -
- Have plans ready for ongoing outreach during the Rebellion - Sorry fliers, signups, funnelling people to induction.
- work with Political Strategy to leverage UN Climate Summit to advertise for Rebellion Week
- Uprising Event

-Neighborhood groups focus on turnout for all events

Consider using Basecamp or Slack for Working Group organization.	Kristian suggested / Trellan added to agenda	4	10	4
Suggest Outreach Coordinators Report back from Sunday's Coordinator's call and make this a regular part of the agenda	Lorna-Neighborhood Group Lead	4	5	4
Outreach Support for 8/10 Cosecha Action	Wesley Action group Liaison	Have OWG members attend 8/10 with signups.		2
Speaker for 8/14 Williamsburg Launch (SUSAN)				
Goney Island Support for Ayisha (SUSAN)	Wesley	Needs Spanish Speakers/support in doing outreach for first house meeting		3
Integration/onboarding process	Kyle Pritz-Integration WG Coordinator	Assess the group's needs for personnel and specific skill sets, and how Infrastructure can help facilitate as a liaison for the OWG.		2
Autumn Rebellion	Christina			2
Outreach Support for 8/13 Indigenous Women's solidarity Action	Kyle			2

NOTES from 7/23/19 OWG Meeting

- Facilitator: Kerith
- Note Taker: Trellan
- Zoom monitor: Gail
- Attended: Jon, Aylen, Ben, Trellan, Lorna, Gail, Kerith, Becca, Jane, Yurie, Ava, Bill
- Via Zoom:: Dina, Scott, Susan, Frederick

ACTION ITEMS:

- TRELLAN: Add Yurie and Ava to listerv and Keybase. Share equipment list.
- BILL & KERITH: Will co-facilitate next week. Gail will take notes.
- SCOTT: Volunteers to store one (or two?) of the MRCs.
- SUSAN: will be the 4th person for the Subway Talk this Friday with Jane.
- AYLEN: will contact the Bushwick group to see if anyone there can support Ash's Brooklyn Library Talk this Thursday, July 25. (BL event listing here: <https://www.bklynlibrary.org/calendar/green-series-ashley-leonard-library-20190725>)
- JON: will do outreach to his East Village/LES community and work toward a neighborhood talk in August.
- TONI: will work Jon and will reach out to her mother (who is a member of La Plaza) to invite people to an East Village/LES neighborhood talk. Volunteered to give the Talk when that has been scheduled. Will provide link to National XR calls and to the notes from the meeting with indigenous peoples.
- TRELLAN: will work with Gail (and anyone else) who is having trouble editing the project board.

NOTES:

MEETING GUIDELINES:

Kerith ran through the general guidelines Trellan proposed for our OWG meetings. Document link here:

<https://docs.google.com/document/d/1AYw6rofEEHS-74LakX6Q88eqQCKGQVbA7NeBGUmdHnI/edit?usp=sharing>. Kerith asked if everyone was in agreement. All agreed.

PROJECT BOARD ITEMS:

Project board is now being used. All members of the OWG are asked to add to the board what they are currently working on or have completed. This takes the place of needing to report back on this work at the meeting so that meeting time can be used for work that needs input from others in the WG.

Gail: wasn't able to edit project board. Trellan will work with Gail to figure out why.

John felt pissed off and inspired by the talk training on Sunday and motivated. Wants to schedule a talk for September. Will hold an initial informal neighborhood meeting on Sunday, August 4.

Kerith: Feels that some lead time is necessary for events/talks if Outreach is going to be able to support them.

Bill: Maybe Jon's gathering is a planning meeting that is geared toward setting up a proper Talk in the neighborhood.

Toni: Her mother is a member of La Plaza. She'll ask her to invite people.

Kerith: Can the LES people work together on this.

Toni: Yes. And volunteered to give the Talk at the official meeting. Late August.

Scott: Added comments to the TnT proposal. Put some time into thinking about what would make it as good a document as it can be.

Volunteers to manage one or more of the MRCs.

Jane: Had a call with Wesley and worked through that she wants to develop a Subway Talk for Friday. Wants it to be a disruptive action.

Currently she has Kyle, Richard, and Jane. They need one more person. Susan volunteered.

Kerith: Kyle, Richard and Becca will be developing a Subway Talk Training. They hope to start in a classroom setting and then move directly into the subway to apply what has been learned. August 7, August 14, or both. All are trainers are confirmed.

Aylen: Also has a dance action to do in the subway.

Jane: wants a dramatic disruptive action.

Ava: Kyle sent a link to the flyer he's been working with. Ava feels there needs to be more intersectionality in the flyer itself.

Toni: Wanted to give an update on her talk with Bea (need last name) in XR US, who had two asks:

- 1) Wants more people to be in the National chat
- 2) Wanted more people to read notes from the meeting with indigenous peoples.
- POC working group is working on an open letter about the profile of the organization.
- Thinks it might be fruitful to hold a town hall meeting for people to voice their concerns about the fourth demand. There may be a gulf between those who believe in the necessity of the 4th demand and those who think it's not important. Members of intersectionality popping into WG meetings.

Toni: would like to recommend inviting Dr. Fleming, author of the book "how to be less stupid about race" to advise XR. Would love to rope in Liz and Uma with respect to this issue. Passions run high. Tense situation for everyone. Excited by the thought of becoming more diverse, but nervous.

Dina: recommends inviting Dr. Fleming to give a talk to XR.

COMMUNITY MEETING

Lorna: Should we encourage people who have already attended a Talk to attend the Community Meeting?

Bill: the Community Meetings had been intended to be both internal and external, but have really become external outreach events.

Bill: ideally, sign up sheets wouldn't have a question about being arrested. Asking people that question before they have heard the talk impacts the way they receive information. People tend to be loyal to their initial decision.

Becca: Thinks rebel cards should be used at the Community Meeting.

General question of whether WGs should be listed on the rebel cards.

Bill thinks no. People need to be inducted first to discern where they would best fit.

Ava: questions why people need to be inducted. People have agency.

Yurie, agrees that having the working groups on the rebel cards gives people the sense that they can do something.

Bill: thought that way, too, at first, but feels that in practice it doesn't work well.

Yurie, if we aren't letting people self select, then how do we plug them in?

Scott: like anything else, whatever data we collect will be useful. That data should be brought back to the working group that has been denoted. A call can be made to that person from someone in the working group. If it can be used, then it should be.

Becca: Agrees that the onboarding process could be more transparent and agrees with the working groups being on the rebel card. Excited to be doing the Talk at tomorrow's community meeting. Thinks we could have an anti-oppression training as part of the next Community Meeting.

Kerith: Do both. Collect signups AND distribute rebel cards, that way nobody's contact information is missed.

NEIGHBORHOOD TRAININGS

Bill: wants to do a Neighborhood Group training for this weekend, first two hours for newbies, 2nd two hours for those who have recently started up groups.

Lorna: would love to have templates in place before a new neighborhood training.

Kerith: feels like it's too fast to get it on the calendar.

Lorna: 3 hours didn't feel too short. It actually felt a little too long.

Ava: feels trainings can be truncated.

Kerith: Can trainings be done during the week? Can they be shorter?

Yurie: Can they be put in a document? Not in a training?

Kerith: Value to bringing people together in a room.

Ava: suggests detailed training document be put together.

Ben: Kerith asks Ben what would work for him. Two hours would be his limit for processing information, coming in for the first time. He's a visual person. So having something written or visual, always helps me. But he's never done anything like this before.

Bill: training is a transformational process. You go in as one kind of person and come out another.

Trellan: encourages anyone taking on a project, large or small, to work with one or two other.

Susan: advocated for working in "trines!!!" (groups of three). Look it up!

	1.		

- **AGENDA ITEMS NOT ADDRESSED LAST WEEK:**

SCHEDULING AND UPCOMING EVENTS/TALKS/TRAININGS:

- Community Meeting 7/24/19 preparations. What is needed from Outreach?
- Bushwick Neighborhood Meeting 7/27
- East Village Neighborhood Meeting 7/28
- Scheduling of Neighborhood Group Trainings

UPDATES FROM NEIGHBORHOOD GROUPS: **NOT ADDRESSED**

Tom: Park Slope Action (5)

Tom: Key takeaway for now is that this is a time intensive project that requires a deeply coordinated and organized group effort.

Lorna/Richard: Flatbush launch (5)

From Richard: We had a full house at the Cortelyou Public Library. People were very enthusiastic. It was not an all-white group. The talks seemed to be well received, although as one of the talkers, it was hard for me to get a clear picture. There was a great range of ideas and talents in the room. We are planning another meeting asap to take it to the next step.

Sarah V and Margot: North Brooklyn report (5)

Subway Talks:

EVENT/TALK PROPOSALS: **TIME SENSITIVE**

Rafael Ubal - Active in XR Boston, wants to give the science part of Talk in NYC. Could be in NYC 7/22-7/26 (not including weekend) or the week after 7/29-8/4 (including weekend). - Trellan (5)

Provided by Raphael: I am a Prof. of Computer Science at Boston College. I put together some reference material and slides for the XR talk, inspired on the UK talks and focusing on the US context. Only a couple of slides are Massachusetts-specific.

These are the links:

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- [Part 2 - Speaker notes](#)
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Climate Festival 9/21 at Governors Island - Trellan (5)

<https://drive.google.com/open?id=1a0vFsHKazHDvAm3TNFw6MrN5gUA8lvij>

Critical Mass July 26 (5)

COMMUNITIES PAGE ON WEBSITE (15)

Ours to populate. What content do we want there?

Separate Neighborhood Groups page or is that part of Communities Page?

Links to Neighborhood Groups? Do they all have facebook pages/websites?

- **NEW AGENDA ITEMS:**

REPORTS FROM TALK TRAININGS (7/21 & 7/22)

- Kerith, Bill, Wesley, Susan

FUNDING OF OUTREACH EFFORTS:

- Need to address specific and immediate request from Richard McLachlan to cover printing costs for printing Subway Talk fliers:

NEED TO CLARIFY PROCESSES FOR NEIGHBORHOOD GROUPS (Q from Tom/Christina/Sarah/Trellan)

Q: How to local group leads send emails?

Q: Get their list of names/keep it updated?

Q: How to publicize local group events?

Q: How to be added to the weekly newsletter mentions?

Q: How do we connect people to Neighborhood Groups (Sarah V was asked by someone at the North Brooklyn meeting whether there was a Flatbush group and she didn't have a good way to connect that person to Lorna and Richard. She suggested there be a link to those groups on the website. TK)

Q: What should the local group meetings be called? Confusion of term "community meeting" vs XR NYC community meeting

Q: Editable fliers: (Currently kept here): <https://drive.google.com/open?id=1b4KlxEXmMJazBb1kjdSs5AwRIZhbU3OJ> and in each neighborhood group's folder, but should ideally be kept in a central XR folder that we link to, so that any changes to "demands" language or other details are kept up to date. TK)

Outreach Working Group Meeting NOTES

Date/time: 7/16/2019 7:30 - 9:00+

Location: WeWork Meeting Room # 9F

110 East 28th Street

ACTION ITEMS:

ALL: Fill in the project board above with what you're currently working on.

KERITH: Will share text of invitation to Talk Trainings scheduled for 7/21 and 7/22

Sunday: 11:30am - 2:00pm - Bill giving Talk

Monday: 7:00 - 9:30pm - Susan giving Talk

CHRISTINA: Will send email out to entire list (?) about these Talk Trainings.

BECCA: Will contact the organizers of the Community Meeting next Wednesday, July 24 at Judson Memorial Church about implementing the meeting structure she proposed this evening.

WESLEY: Will schedule calls with all members of Outreach to discuss the roles/tasks they are willing to take on.

CHRISTINA/BILL: Will have Kerith added to the Coordinator's Group and remove Trellan

TONI: Will share information about tomorrow's events surrounding the anniversary of Eric Garner's death.

HELP NEEDED: Brook needs help with researching and following up on event opportunities.

Next Meeting:

Date/time: 7/23/2019 7:30 - 9:00

Location: WeWork Meeting Room # 9F

110 East 28th Street

PLEASE ARRIVE FIFTEEN MINUTES BEFORE THE MEETING. The front door will not be attended after 7:30 pm. Anyone arriving later than 7:25 will be asked to attend the meeting via Zoom.

- Facilitator: Christina
- Note Taker: Trellan
- Zoom monitor:
- Attended: Christina, Wesley, Bill, Ben, Trellan, Sarah V, Becca, Jane, Scott, Gail, Yurie, Toni, Kerith, Janna
- Via Zoom: <https://zoom.us/j/6698795173>: Susan, Lorna, Frederick, Brook

ACTION ITEMS FROM LAST MEETING:

- ALL WHO HAVE NEVER BEEN TO A WELCOME CALL: Try to join one soon. There are 3 on the events page of the new website: <https://www.xrebellion.nyc/events>
- ALL: provide feedback on Talks & Trainings proposal: https://docs.google.com/forms/d/1SEkDwKKTVIK0_oYI5fyv1qKmgU1QBR5tgqsfI7d-qtW/edit?vc=0&c=0&w=1
- KERITH AND WESLEY: will provide link to document so people can comment. (Wesley sent out in survey, Trellan added here.)
- CHRISTINA: will share with Jane (and all of us) the database of event locations.
- TONI, JON AND JANE: Will put their heads together about outreach in the East Village.
- TRELLEN: Will put Daphne in touch with Park Slope and Flatbush groups in case they need any new information. (completed)
- **Check-ins/Intros**
- **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an XR NYC Conflict System, slow down your yes, return tasks if you can't do them, and please be on time.
- SOS Reminder: These meetings are meant to keep everyone on track, assigning roles for people to take on and checking in on progress. These meetings are not where decisions get made. Also, SOS works on a feedback model more than consensus. People do the work and then come back to the group for feedback.
- Announcements: **NOT ADDRESSED**
 - Larch from the UK would like to do a zoom call 9am Thursday to talk about things related to October and beyond. They've asked that this be more than coordinators, so please invite people from your working groups.

AGENDA ITEMS:

FEEDBACK ON WESLEY AND KERITH'S TALKS AND TRAININGS PROPOSAL: Wesley and Kerith (15) Wesley sent survey and received some responses. Everyone will continue to send feedback.

UPDATES ON TALKS AND TRAININGS (10): Kerith

Kerith will share text of invite. Eve will put up on website.

Christina will send out email to full list about these trainings.

Sunday: 11:30am - 2:00pm, location TBD - Bill giving Talk

Monday: 7:00 - 9:30pm - 6th Street Community Center - Susan giving Talk

Brook needs help with Outreach opportunities.

GROUP COORDINATOR AND ROLES DISCUSSION/VOTE: Wesley, Kerith (15)

- Wesley would like to schedule calls with everyone in Outreach to identify the roles everyone wants to take on.

- Project board has been added to the top of the agenda. Everyone should fill in the project board with what they are currently working on.
- Proposal to add a coordinator to the working group. The work of the OWG has been divided into Talks and Trainings and Community. The Community end of things is currently being coordinated/facilitated by Trellan. Wesley proposes that Kerith be a coordinator of Talks & Trainings part of the Outreach Working Group. This would mean that Bill would be removed as coordinator. Bill outlines his history with XR and what he offers to the group. Thinks that removing him as a coordinator of the group would be a loss to the group.

BILL every group needs two coordinators. An internal and an external coordinator.

Christina: XR in the US hasn't been using internal/external coordinators.

Yurie: is there a proposal to rotate coordinators?

CS: ideally every 6-9 months. But there haven't been enough willing people to do so. The coordinator is really just project managing the group.

Wesley: Coordinator isn't making decisions, just communicating with the Coordinating Group.

Scott: Would like to hear what Kerith would offer to the group.

Kerith: pointed to the work she has done pulling together documents/structure.

Scott: Asks bill if he agrees with the roadmap.

Bill: glad that a roadmap is being put together, but believes that a roadmap isn't anything until it is tested and implemented.

Kerith: We've been sorely lacking any documentation and organization.

Becca: Works non-stop. Feels that some people are putting their egos and positions of power ahead of the work that needs to be done. Would like to see us respect each other and respect the work more than power. It's about getting things done.

Scott: Hopes there is some way to get the best out of both minds, Kerith's and Bill's. Hopefully we can come up with a good compromise.

Wesley: Coordinators are not the leaders of anything. They report to the coordinator's body. The decisions are made here, in the Working Groups, not in the coordinator's group. Power isn't centralized. Ideally we cycle through.

Christina: Trellan has taken on a lot of the administrative side and bottom lining of communities.

Bill: Believes he should be a coordinator of the group because of what he has done thus far.

Wesley: Gives his own credentials and defines the project-manager role of a coordinator.

Bill: Proposes to do what Trellan proposed (that he and Kerith be the coordinators of the group and that Trellan be dropped from the Coordinator's role. She can't attend the coordinator meetings, but will keep doing the facilitating work she has been doing.)

Yays: 14

Abstaining: 4?

COMMUNITY MEETING PROPOSAL: Becca (15) - Here's a link to the document:

<https://drive.google.com/open?id=1PRI9zQzPTWMLehvpJAS3Mjy-2scWNOBy>

Idea for a Community Talk. Making it more structured. Listing facilitators ahead of time, checklist for event. Primary goal of the talk is to make people feel welcome and connected. Suggests that a Welcome is better than The Talk. Structured way for facilitators to conduct meetings. Name tags, projectors. Collated packets that contain rebel card. Packets lay out agenda for participants. Onboarding structure, etc.

Q: Scott: how many facilitators are you going to need if you're also encouraging breakout groups. Won't there also need to be people from the working groups in those breakout groups?

INTERSECTIONALITY: Intersectionality team has some concerns about making sure Outreach is intersectional. Becca would like to propose bringing more intersectional language into Outreach as we build these solid new programs. Becca (5) **TABLED FOR NEXT MEETING:**

Toni: Bea Ruiz. Wants people to join the national chat. And wants us to be aware of the work with people in the camps. Will post information about Eric Garner event.

Bill: Intersectionality should be a part of the Talk training.

ITEMS NOT ADDRESSED:

SCHEDULING AND UPCOMING EVENTS/TALKS/TRAININGS: NOT ADDRESSED

- Location/time for July 21 and July 22 Talk Trainings. What is needed for these?
- Community Meeting preparations. What is needed from Outreach?

UPDATES FROM NEIGHBORHOOD GROUPS: NOT ADDRESSED

Tom: Park Slope Action (5)

Tom: Key takeaway for now is that this is a time intensive project that requires a deeply coordinated and organized group effort.

Lorna/Richard: Flatbush launch (5)

From Richard: We had a full house at the Cortelyou Public Library. People were very enthusiastic. It was not an all-white group. The talks seemed to be well received, although as one of the talkers, it was hard for me to get a clear picture. There was a great range of ideas and talents in the room. We are planning another meeting asap to take it to the next step.

Sarah V and Margot: North Brooklyn preparations (5)

Margot: I flyered on Saturday. Driggs and Bedford from metropolitan to McCarran. McCarran farmers market. Manhattan ave from the park to India street. Posted outside and in stores/cafes etc where possible. 80 plus flyers out in the world, in flourescent color :)

Sarah: Has been phonebanking along with others. Will continue evenings early this week on that. any help is much appreciated! We have a FB event, an Action Network RSVP link, and it was mentioned in the weekly email blast that went out on Sunday. I'm not sure people pay much attention to email these days. I will make a graphic to share on Instagram too. Any other ideas are welcome! Friday I might do some flyering as people come home from work, getting off the subway, etc.

Aylen and Scott are phonebanking.

EVENT/TALK PROPOSALS: **NOT ADDRESSED**

Rafael Ubal - Active in XR Boston, wants to give the science part of Talk in NYC Could be in NYC 7/22-7/26 (not including weekend) or the week after 7/29-8/4 (including weekend). - Trellan (5)

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Climate Festival 9/21 at Governors Island - Trellan (5)

<https://drive.google.com/open?id=1a0vFsHKazHDvAm3TNFw6MrN5gUA8lvij>

Critical Mass July 26 (5)

COMMUNITIES PAGE ON WEBSITE: **NOT ADDRESSED**

Ours to populate. What content do we want there? (15)

Outreach Working Group Meeting NOTES

Date/time: 7/9/2019 7:30 - 9:00

Location: WeWork Meeting Room # 9F

110 East 28th Street

(NEXT MEETING: 7/16/19, 7:30 - 9:00, WeWork Meeting Room 9F, 110 East 28th Street)

- Facilitator: Christina See
- Note Taker: Trellan
- Zoom monitor: (no one assigned -- but we needed one! Always. We forgot to include them in the check-ins and in the discussion. So sorry Brook and Frederick and Kerith!)
- Attended: Dina, Jon, Becca, Daphne (new to OWG, Arts Group liaison), Jane, Trellan, Wesley, Christina, Ben, Toni, Aylen, Olivia (new to OWG), Gail, Scott
- Via Zoom: <https://zoom.us/j/6698795173>: Kerith, Brook, Frederick

ACTION ITEMS FROM THIS MEETING:

- ALL WHO HAVE NEVER BEEN TO A WELCOME CALL: Try to join one soon. There are 3 on the events page of the new website: <https://www.xrebellion.nyc/events>
- ALL: provide feedback on Talks & Trainings proposal.
- KERITH AND WESLEY: will provide link to document so people can comment.
- CHRISTINA: will share with Jane (and all of us) the database of event locations.
- TONI, JON AND JANE: Will put their heads together about outreach in the East Village.
- TRELLEN: Will put Daphne in touch with Park Slope and Flatbush groups in case they need any new information.

1. Check-ins/Intros

2. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an XR NYC Conflict System, slow down your yes, return tasks if you can't do them, and please be on time.
3. SOS Reminder: These meetings are meant to keep everyone on track, assigning roles for people to take on and checking in on progress. These meetings are not where decisions get made. Also, SOS works on a feedback model more than consensus. People do the work and then come back to the group for feedback. E.g. Today there will be a proposal on talks and trainings. Kerith and Wesley will present that proposal, give people time to consider the proposal and give feedback, and then return to the group with revisions.
4. Announcements:

AGENDA ITEMS: (Please add any additional items to the agenda no later than Monday, July 8)

ACTION ITEMS FROM PREVIOUS WEEK:

BROOK & WESLEY: will share the information they have collected about venues.

Brook started this spreadsheet:

<https://docs.google.com/spreadsheets/d/1NcD5R-WgKgAqwEjm1zE95Gdb9RBcPqinIWwyagv-H6I/edit?usp=sharing>

Brook added to this document with ideas for venues:

https://docs.google.com/document/d/12EG1U2kC3s9sFXqzMO_qYMYHMiGOqpOtFgnflnK3GxE/edit?usp=sharing

Trellan filed both the spreadsheet and document in the Talks & Trainings folder

JANE & TONI: will be in touch about doing outreach to establishments, institutions and greenmarkets in the East Village. Jane and Toni didn't actually partner up, but they were in touch. Jane did produce a list of places in the East Village, from formal event spaces to pubs. Patagonia, yoga and meditation centers. Needs people who are really excited about planning events to take on the list. Feels like a really big task. Jane will add the information that she collected into the database. Jon suggests that Toni, Jane and Jon should get together in the east village. Toni has a list working as well, but needs training for a pitch and more familiarity with the flyer materials. But has a long list and a good list. Christina See recommends a welcome call. **Christina will share a link to the database of locations. Daphne will share the list to the folder with the flyers.**

JON: Will reach out to Bluestocking and others. Also to Manhattan Neighborhood Network when content is available. Jonathan Mainard is ready to upload video. Bluestocking is a great venue when talks are ready to be scheduled.

CHRISTINA: Will put Jon in touch with the Content Person Jonathan Minard. (See Agenda item below)

Will share event form used for getting events on the calendar and social media. <http://xrr.nyc/eventform> (Trellan added to Useful Links and to Neighborhood Group document)

LORNA: Please add all neighborhood leads to the Keybase channel devoted to that connecting leads. Reference the neighborhood groups tab on the [OWG spreadsheet](#). Done.

BILL: Will share templates for Rebel Cards and will work with Trellan on a redesign of the signup sheet. Trellan did a slight redesign of the signup sheets. Asked Bill for Rebel Card template.

SOMEONE: to pick up MRCs from Matt and find a temporary place to store them so that they can be used. At least one has been picked up by Tom. Need to find homes for the others.

TONI: wants to reach out to Tomkins Street Greenmarket, the Earth School, Mediation Centers. Toni generated a good list, but wants to be clearer about the pitch before approaching establishments.

TRELLAN: Will protect the current Google folders and drives so that only those in the Outreach Working Group have access. Trellan was able to do so for the Master Database, but didn't have permission to do so for the main Outreach Google folder. Requested permission from Christina. Will make those changes when permission is granted. (It seems as though two-three people should have permission for all folders.) **Will be in touch with Gloria about data input/working with Jon.** Done

GLORIA: Volunteered to do data input. Trellan put Gloria in touch with Jon and sent them both the most recent signup sheet. First one done on Tuesday!

KERITH, WESLEY AND BILL: Will set a date for a Talk Training -- *even if only a training for those in the Outreach Working Group (6 or more) on the calendar in the next two weeks. Bill is available to give that training either of the next two weekends.* Two trainings were set, for July 21 and July 22. Times and locations to be determined.

TALKS & TRAININGS: Kerith and Wesley (30 minutes)

1. general outline for talks and trainings,
2. the community meeting
3. call for phone bankers and outreach reps from the group.

From Brook: Also checking to see if we need to take action on:

1. doing a deeper dive in terms of researching connections
2. scheduling appearances at some of the calendar events - **SOME TIME SENSITIVE.**

NEXT COMMUNITY MEETING, WEDNESDAY, JULY 24: What part is Outreach playing and what do we need to prepare? **WILL BE AT THE TOP OF JULY 16 AGENDA**

PROPOSAL PRESENTED BY: Kerith and Wesley

NEW WORKING GROUP "Talks and Trainings"

Two new Talk Trainings set, one for July 21 and one for July 22.

(Anyone who can't wait until then, Kerith is happy to coach anyone on the Talk.)

Need people to jump into roles that Kerith and Wesley have identified.

Wesley ran this document: waiting for link from Wesley and Kerith

Key points:

- Outreach will begin taking responsibility for onboarding anyone we pull into the organization through our outreach efforts.
- Create progressive training modules.
- Cohesive outreach message, to make sure our message is consistent.
- Effective decentralization through empowered training, guidance, resources and support.
- Create Events production engine, which will hopefully outgrow Outreach.
- Roles: We're asking everyone to step up and find your place in certain roles.
- Collect and manage outreach data: Wesley, Kerith, (Trellan?)
- Developing templates for talks and trainings
 - Tabling scripts, TED talks, collating information for those giving the talk to be able to use....
- Public speaking, training, event production, phone banking, outreach opportunities.
- Community Meetings to get integrated into Outreach.
- Outreach, administrative work.

- Action Items:
 - Call for phone bankers to facilitate OWG restructuring, making calls to get more people into Outreach -- Kerith stresses that this step is really critical and should be immediate. (Sc
 - Call for critical roles - where do you see yourself in this?
 - July 21/July 22 Talk Trainings
 - Community Meeting

Kerith adds: doesn't want this to be heavy or overwhelming. There's no taskmaster in any of this. Believes we have the greatest freedom when working from a structure.

Toni, feels this structure is really critical. Thanks Wesley for his work.

Daphne: Inspired by the structure.

Olivia: New to all of this, but it seems that structure and basic scripts would be important for moving forward.

Scott: Ambitious plan. Wants to be able to read the document and work with it so he can get a better grip. Process scripts are important but can't be set in stone. Will provide written responses.

Jane: wants a subway team! Wants to take on Critical Role # 3!!! Field representative.

Jon: Asks what is meant by critical mass. (Wesley answered that if 3000 arrestees is what will overwhelm the police force, then critical mass is 3001). If we can grow from 70 to 3000, that would be phenomenal.

Gail: Great start. Appreciated what Kerith said about how structure can be freeing.

Ben: really good start. Looking forward to learning about giving a talk.

Becca: Phenomenal job.

Aylen: Amazing job, made brain field clean and shiny.

Trellan: Great work. Structure is needed.

Christina: Seconding Jon's view that structure empowers and supports rather than frightens and inhibits. You want to do these things, here's how to go do it.

Dina: Training can give people more tools. Structure is there to give you a base to be more effective and more useful. Dina volunteers for public speaking.

Brook: All good.

Frederick: Manifesto put together by Wesley and Kerith is very impressive. Calls for feedback is good because no two people can think of everything. Saw 4th of July as a missed opportunity to do outreach. Likes tabling and leafleting.

FEEDBACK ON ACTION IN THE FALL: September 20 - 27 will be a week of climate actions around Greta Thunberg's address to the UN. Week of October 7 will be an International week of Rebellion (XR).

Current proposal is that there be a one day action in September and then make the October action the big one.

London is planning a month-long October Action. All in the OWG seemed to be in agreement with this current proposal.

GETTING THE WORD OUT / INFRASTRUCTURE SUPPORT: **NOT COVERED AT MEETING** (Moved to next week, when we should have more feedback from neighborhood groups/actions)

Feedback from Tom Schloegel regarding preparations for the Park Slope Kickoff Event/Action: I filled out the event form for Park Slope July 13. That worked well for Facebook and the website. But how do I know if and when 1. Other social channels will post our action; and 2. A list is being generated and an email about the action is going out, and the same list forwarded to us for phone banking (though tbh I think we're at capacity for what else we can accomplish this week). Also, tracking down the MRC, banners, flags, other stuff we can borrow, has been a headache (I know people and am getting there; some groups will surely struggle with this).

OUTREACH GOOGLE FOLDER: Trellan (5 minutes) **NOT COVERED**. Trellan will find a way to share information via email/keybase.

Brief run-through so everyone knows how to use it, add to it, and where to find what they're looking for.

REGEN PROPOSAL: XR NYC Regenerative Mini-Retreats (for each Working Group) (5 minutes)

<https://docs.google.com/forms/d/e/1FAIpQLSdCDLRKhqEsl4rBPPr8jHICypvMEkn9Qze2GCqSWFR9tmVuZA/viewform> Chelsea requests form be completed by July 10. Consensus was that we are not ready for this. OWG is full speed ahead and feeling the need to get work done. Newly formed.

WEBSITE: Eve Mosher is asking for website content for "job listings" within various working groups. Outreach should consider what roles need to be filled that might be inviting to people wanting to get involved. <https://www.xrebellion.nyc/act-now-1> (5 minutes) Will be considered as Talks and Trainings proposal is hashed out.

JONATHAN MINARD'S REQUEST FOR SPEAKERS WILLING TO BE VIDEOTAPED: (15 minutes)

I am a filmmaker on the content team. Christina See and I have been developing a project to produce a broadcast quality documentary of "The Talk" for Manhattan Neighborhood Network and for the web. I'm currently seeking 3-4 people to give short versions of the Talk on camera before a live audience. Would love to speak with you about this! 15 minute versions of The Talk would be ideal, and we may want to film one longer one (40 min) for the website. Kerith, Susan, Ash and Bill were mentioned as being great speakers. We definitely want to showcase diversity as much as possible (a mix of gender, age, ethnicities etc), while having the most compelling speakers possible. We can cast a wide net and then I would be happy to chat with the prospective speakers to build rapport and get their enthusiastic agreement to participate. For the video shoot, we would schedule it in such a way that we could work with the speakers consecutively, so they don't have to be there at the same time. Excited to work with you on this! I am free tomorrow morning (7/10/19) and would love to connect on the phone or skype. Please let me know what works best for you. (Trellan will have a brief phone call with Jonathan on Wednesday at 10:30 to discuss his ideas so we are ready to fulfill them when speakers are in place.)

DAPHNE BERNARD from the Arts Working Group will attend the meeting to listen to the needs of the Outreach Working Group. She will be our point person. (Thanks to Daphne and to Sarah Vogwill for arranging!) (10 minutes) Daphne is working on restructuring the folder in which flyering materials are held and will share with the group. Also wants the group to use her as the point person for any flyering/graphics needs. Trellan will put Daphne in touch with the Park Slope and Flatbush groups to see if they have any immediate needs before Saturday.

UPDATES ON PREPARATIONS FOR TWO UPCOMING NEIGHBORHOOD GROUP LAUNCHES: [TABLED Neighborhood group leads were busy with their own meetings/preparations. Trellan is in touch with Tom and Sarah. Will also reach out to Richard and Lorna.](#)

- Lorna & Richard
- Sarah V.

OUTREACH TO INDIGENOUS PEOPLE:

From Lorna: I won't make it to the meeting on Tuesday, but wanted to add that I think it crucial that we link up with indigenous and other environmental justice groups.

From Ayleen: Did anyone read the post from Eve about indigenous people wanting a connection with XR that came from national? Maybe we need to create something for that thru outreach? I have felt very strongly to invite indigenous people who dance into dance actions and bring whatever indigenous cultural dances that want to be there. Perhaps this is an item for the next meeting?

[Christina:](#) Intersectionality group in Regen that is working on ways to integrate indigenous groups.

[Ayleen](#) is confused because the post she saw on Keybase made it sound as though indigenous groups were reaching out to XR wanting to be involved.

[Toni:](#) thinks we should wait to reach out to indigenous groups until we have our act together, and in the meantime own our whiteness.

[Christina:](#) There is an ongoing dialogue about this. Justin and Becca have been working on this.

[Becca:](#) The feeling is that we need to act (in support of these groups) before we can ask (for their support).

[Wesley:](#) National is taking the lead on this.

[Dina:](#) has been trying to do work in the South Bronx and she's feeling the need to act before asking. Would appreciate having a discussion about this. Will get in touch with Toni, Becca, and Justin.

[Frederick:](#) was engaged by white people tabling at black event. Questions why we would call XR a white organization. Frederick put a call for flyering help out at the last minute (before the 4th) because he felt it was important. Recommends working with a liaison. Recommends preparing in advance for the Caribbean Day Parade.

Most in the room wanted to slow down any approach to indigenous groups and people of color out of concern that people could make missteps when doing so.

OPEN/CLOSED OUTREACH WORKING GROUP MEETINGS: (5 minutes) **NOT DISCUSSED FULLY**. Trellan will share meeting info on open channels until the OWG decides how to move forward.

Sarah V questioned why we weren't posting the meeting info on the general Outreach/Trainings Keybase channel. Should we? Or do we use the monthly Community Meeting as the open Outreach meeting?

REACH PROGRESSIVE CANVASSING: **Christina introduced the idea of using a new canvassing tool, still in production.**

WEBSITE CHANNEL ON KEYBASE: **There is a website channel on keybase where anyone with feedback on the website can post.**

NEXT MEETING: **7/16/19, 7:30 - 9:00, WeWork Meeting Room 9F, 110 East 28th Street**

Outreach Working Group Meeting - NOTES

Date/time: 7/2/2019 7:30 - 9:00

Location: WeWork Meeting Room # 9F

401 Park Avenue South, between 27th and 28th Streets.

ACTION ITEMS:

BROOK & WESLEY: will share the information they have collected about venues.

JANE & TONI: will be in touch about doing outreach to establishments, institutions and greenmarkets in the East Village.

JON: Will reach out to Bluestocking and others. Also to Manhattan Neighborhood Network when content is available.

CHRISTINA: Will put Jon in touch with the Content Person Jonathan Maynard. Will share event form used for getting events on the calendar and social media.

LORNA: Please add all neighborhood leads to the Keybase channel devoted to that connecting leads. Reference the neighborhood groups tab on the [OWG spreadsheet](#). And please add Trellan!

BILL: Will share templates for Rebel Cards and will work with Trellan on a redesign of the signup sheet.

SOMEONE: to pick up MRCs from Matt and find a temporary place to store them so that they can be used.

TONI: wants to reach out to Tomkins Street Greenmarket, the Earth School, Mediation Centers.

TRELLAN: Will protect the current Google folders and drives so that only those in the Outreach Working Group have access. Will be in touch with Gloria about data input/working with Jon.

GLORIA: Volunteered to do data input.

KERITH, WESLEY AND BILL: Will set a date for a Talk Training -- *even if only a training for those in the Outreach Working Group (6 or more) on the calendar in the next two weeks. Bill is available to give that training either of the next two weekends.*

- Facilitator: Christina See
- Note Taker: Trellan
- Zoom monitor: Wesley
- Expected: Richard, Jane, Tom, Ben and his sister Candice (Candy), Christina, Wesley, Kerith, Trellan, Gloria Weiss (new to OWG), Susan, Bill, Jon, Toni (new to OWG), Becca,
- Via Zoom: <https://zoom.us/j/6698795173> Lorna, Scott, Brook, Gail, Brook

5. **Check-ins/Intros**

6. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an XR NYC Conflict System, slow down your yes, return tasks if you can't do them, and please be on time.

7. Announcements:

8. **Draft Agenda:**

a. ACTION ITEMS FROM LAST MEETING:

Get in touch with SOS team to figure out how to get news out to both the dance community AND how to loop existing XR members into the dance actions. Aylen got SOS document from Eve. Had a meeting today to discuss how decisions are made.

BROOK/WESLEY volunteered to do research on upcoming events / working with Wesley

Brook did a first pass and is looking forward to Wesley's input. Wesley has been reaching out to his personal contacts.

SCOTT: volunteered to coordinate people who want to hold house meetings/talks with people who can give talks.

Trellan will work with Scott Trellan and Scott didn't talk but once infrastructure is in place to facilitate communication within the OWG, Trellan and Scott can work together on facilitating getting speakers to house meeting, working with the MRC, etc.

JANE: volunteered to look into local establishments in her community and find people to reach out to. She will report back next week on how that work went/felt. Jane feels she would like to have a partner to do the work of reaching out to establishments in her East Village community. The task felt overwhelming once she started thinking about it. Toni also lives in the East Village and volunteered to work with Jane.

AYLEN: Will work on building a template for developing a Neighborhood Group as she develops her own in Bushwick.

Aylen realized that taking on the Neighborhood Group and the Dance Affinity group was too much. So Peter M. will be

heading up the Bushwick group and Aylen will be concentrating on Dance Affinity Group and will be involved in Neighborhood group.

JON: checked into Manhattan Neighborhood Network. Videos can be posted in slots on that channel. Will reach out to Bluestocking this will.... Christina will put Jon in touch with the Content Person Jonathan Maynard.

TRELLAN: volunteered to build a database to help track all of the above.

MAIN OWG Spreadsheet (A WORK IN PROGRESS):

https://docs.google.com/spreadsheets/d/1ooxrWxXXE4zEmuEM_ottubHudDvhCpD4uzOiCLOkt_8/edit?usp=sharing

MEETING NOTES:

STRUCTURE:

TALKS & TRAININGS: Coordinators: Kerith and Wesley

Toni, Becca, Gloria, Susan, Gail want to help.

Kerith sees Talks & Trainings as consisting of three main elements:

1. Finding Locations
2. Training people to give the Talk - Bill is eager to do so.
3. Pushing out the information.

Also putting the Infrastructure in place to support the Talks

PEOPLE INTERESTED IN LEARNING TO GIVE THE TALK: Jane, Richard McLachlan, Richard Fegelman, Toni, Becca, Gail, Aylen *(There were others in the room who raised their hands. Please add your names!)*

Becca proposes working with buddies to be sounding board for those practicing the Talk.

COMMUNITY: Project manage the outreach to Neighborhood Groups, Affinity Groups, MRC, Churches, Schools, etc.

Tom: Project management is not something you have to have a degree to do, it just takes being organized. Anyone who is organized can take on project management.

Lorna: There is already a Keybase channel for all the Neighborhood Leads.

NEIGHBORHOOD GROUP REPORTS:

Tom: on PARK SLOPE Neighborhood Group: Did outreach in his neighborhood, door to door, called all people on the database in that zip code. First neighborhood group had 20 people. Meeting structured this way: The Talk followed by a presentation of the use of NVDA followed by a brainstorming of actions the newly-formed neighborhood group could take. An Action Subgroup and an Outreach Subgroup were formed at the end of the meeting. Tom wants someone in the OWG to be the point person for Neighborhood Groups. Someone who knows where all the materials and resources are. Someone who can be responsive to time-sensitive requests.

Becca: different approaches for different demographics. Young people might be more attracted to events in public spaces that are fun and engaging than to meetings held in people's homes.

BUSHWICK: three people were supposed to meet that evening. Aylen will report back what she learns from Peter. (Peter reported on Wednesday that the meeting went well.)

Aylen: DANCE GROUP met today. Worked entirely on addressing how to make decisions. Melanie was facilitating. There are generally anywhere from 6-12 people on the call.

Tom: would affinity groups like Dance come and participate at other meetings/events/actions? Aylen responded, absolutely.

WILLIAMSBURG Neighborhood Group: Meeting is on the calendar for July 20. Sarah V is currently looking for support for that meeting. Wesley & Becca will get in touch with Sarah V to help with North Brooklyn. There was an open question of whether Williamsburg and other north Brooklyn groups should form separately or as one. General consensus was to work together while membership is still thin on single efforts to make them more robust.

Richard on the FLATBUSH neighborhood Group: Invites have been sent to Kensington, Ditmas Park and Sunset Park. Also, he and Liza had a house meeting on Friday. Targeted all the emails in the database for their area.

Christina: Sign up sheets are one of the most important parts of ANY of these actions. Make sure they get back to the email address listed on the bottom of the signup sheet so they can be input into Action Network AND into the Master Database.

Trellan: Will make sure that all neighborhood groups are provided with a spreadsheet of the names and contact information after it has been formatted for uploading to Action Network. Or as Tom suggested, if the neighborhood group has already entered that information into their own spreadsheet, that could be sent to the email address listed on the bottom of the spreadsheet.

Bill: stressed the often missed opportunities from these meetings. Important to always call everyone who attends the meeting. Also, the signup sheet is a little backward because people often use it to sign in when they first arrive.. If attendees are asked if they are arrestable before hearing the talk, they will hear the information in the talk in a way that reinforces the answer they have already given. Suggests using Rebel Cards in place of signup sheets.

OTHER OUTREACH EFFORTS:

Wesley: Experience at Clearwater. People follow what is written before. If someone wrote arrestable, others will follow.

Ben: can we go paperless? Can some of this be done digitally?

Bill: Paper seems to be better.

Gail: Is MRC part of this? And if someone wants to table at a greenmarket this weekend, where would they find that infrastructure. Wesley and Becca contacted Matt during the meeting and Matt said the MRCs could be picked up this Thursday.

Toni: Tomkins Street Greenmarket, the Earth School, Mediation Centers.

Wesley: Think about selling farmers on giving you a corner of their booth to promote XR.

Gloria: belongs to a women-of-color led community garden. Would like to see materials geared toward the communities being targeted. She is in contact with Karen Washington. Black Urban Growers.

Richard: has been giving speeches in the subway. At least 30 percent of the people took the fliers.

Toni: Need to have a really good sense of this being a safe place before pulling in people of color. June-teenth would have been ideal outreach. If we had copy and messaging about our values agreement that anyone doing onboarding could learn, we might avoid obvious pitfalls.

Toni: she is a member of the Manhattan Plant Pure Group. Maybe do a friendly low-pressure partnership with them.

Christina: a need for anti-oppression trainings. Toni said she has done that kind of work. She's impressed and heartened when people are able to learn something new (from their missteps) and make adjustments accordingly.

SECURITY:

Jon: Commented that as we learned from Snowden none of our communications including spreadsheets are secure from the National Security State's prying eyes. And manipulations.

Bill: proposes moving security issue to infrastructure.

Trellan: Will protect the current Google folders and drives so that only those in the Outreach Working Group have access.

REGULAR MEETING DAY/TIME:

Consensus was that Tuesdays worked well and 7:30 was a good time.

DATA INPUT:

Christina: will share event form used for getting events on the calendar and social media. Becca has been doing social media and knows nothing about the spreadsheet into which that form dumps data.

Gloria: Volunteered to do data input.

Kerith Wesley and Bill will set a date for a Talk Training on the calendar.

PHONEBANKING:

General consensus that we need to also explore texting as a way to get out the word about actions, as well as other platforms, facebook, Whats App, etc.

	Name & Role bringing the item	Which of the following would you like to do? 1. Request someone to get something done 2. Ask for information or help with making a decision for one of your roles 3. Share information or give input into someone else's decision 4. Change/add a mandate or another kind of expectation/policy	Time Mins	Priority- just put # 1. Mission critical: something really bad will happen if this isn't processed today 2. There's a good reason why this is urgent 3. Can be got to after mission critical & urgent stuff 4. Not time-sensitive at all, but still important
Check-in, Reminders, Actions Review & Project Updates, Finalise Agenda				
<p>REPORTS FROM NEWLY FORMED NEIGHBORHOOD AND AFFINITY GROUPS:</p> <p>Park Slope - Tom</p> <p>North Brooklyn/Williamsburg - Sarah V</p> <p>Bushwick - Peter</p> <p>Dance Affinity Group - Aylen</p> <p>Flatbush-Lorna or Richard (Kensington, Windsor Terrace, Ditmas Park and Sunset Park)</p> <p><i>Draft of Local Neighborhood Group Formation Tips document (TS):</i> https://docs.google.com/document/d/1sRisnxNAkYAmySum_nrbRGKlx2u3qXpPScalKn_wbV4/edit?usp=drivesdk</p>		3	15	2

<p>REPORTS FROM OTHER OUTREACH EFFORTS:</p> <ul style="list-style-type: none"> Community Meeting - Gay Pride - Kerith Queer Liberation March - Chelsea Left Forum - Did anyone end up attending? Subway outreach - Richard 		3	10	2
<p>SCHEDULE:</p> <ul style="list-style-type: none"> Schedule Speaker Training (within two weeks, so we can do a callout for attendees) Speakers for Williamsburg Neighborhood Meeting. Do Kensington and Bushwick Neighborhood Groups need speakers? 		3	10	3
<p>OWG STRUCTURE / ROLES:</p> <p>COORDINATORS: Trellan & someone else with project management experience?</p> <ul style="list-style-type: none"> - Schedule & Facilitate meetings - draft agendas - communicate with coordinator team (up and down) - ensure all subgroups are working in line with mandates <p>TALKS / TRAININGS: Leads: Wesley & Kerith</p>			15	1

<p>1. Talks: ROLE: Overseeing the coordination of public talks (including those given at Neighborhood/Affinity/Institutional/Local events/House meetings?)</p> <p>2. Training: ROLE: Overseeing training people to give the Headed for Extinction Talk</p> <p>COMMUNITY: Interested:?</p> <p>3. Neighborhood and Affinity Groups: ROLE: Develop a template for community groups to help them form and stay on track.</p> <p>4. Institutions: ROLE: Coordinator would develop a template to help institutions start their own groups.</p> <p>PHONE BANKING: Interested:</p>				
<p>SECURITY</p> <p>The need for security around our spreadsheets seems to be in most need. Not to allow</p>	<p>Jon</p>		<p>5</p>	<p>3</p>

them to be corrupted or erased. How do we do that?				
<p>COMMUNICATIONS:</p> <p>-How to get the word out about / coordinate of pop-up actions</p> <p>-Adjustments to general signup sheet. (question about Use</p>			5	3
<p>DATA INPUT</p> <p>Currently being done by Jon and Trellan. Should this be an official subset of Outreach or does this belong elsewhere in the larger structure?</p>			5	2
<p>b. REGULAR MEETING DAY / TIME:</p> <p>Weekly, bi-monthly? Meeting day based on poll feedback</p>			5	2

9. ACTION ITEMS:

10. Checkouts - DON'T FORGET THIS CRUCIAL STEP!

Outreach Working Group Meeting

Date: 6/25/2019 @ Matt Nestor's
235 West 11th Street -- IN THE GARDEN

- Host: Matt

- Facilitator: Christina See
- Note Taker: Trellan
- In attendance: Jon, Brook, Gail, Scott, Trellan, Jane, Matt, Wesley, Aylene, Christina S.
- Maybe:
- Via Zoom: <https://zoom.us/j/789933006> Oda, Carolyn Weaver (for a brief moment)

1. Check-ins/Intros

2. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an XR NYC Conflict System, slow down your yes, return tasks if you can't do them, and please be on time.
3. Announcements:
 - a. Aylene from the Dance Team with questions and contributions. Aylene is working with others to reach out to the dance community, which she feels is a receptive community and one that can be pulled into XR to infuse our actions and with more performance and color and life and energy. Her questions concerned how she goes about connecting those communities with XR, how to give the talk, who give the talk, what follows that, etc. All part of the larger agenda and OWG's mandate as addressed below. (a great way to start the meeting!).

MEETING NOTES:

- Action Debrief - specifically with regards to Outreach:
 - Jon: Did we lose people who gathered at Bryant Park because the action was two long blocks away? People signed up on spreadsheets. Jon was only in jail for three hours, maybe because he said he was diabetic and they didn't want that on their hands.
 - Brook: Did jail support on Saturday. Jail support needs training documents, which she has volunteered to work on.
 - Scott: how many of the 3000 were we able to reach? If we have 6000, do we have the means to reach all of them? Maybe have people reach out to people on their lists to make calls next time?
 - General discussion: Did people know who the outreach people were at the Action? Matt handed out clipboards the day of. Importance to have outreach on the day of the action.
 - Jane: We need to start phone banking earlier, get the date on people's calendars and build the excitement for it. Also need to start embedding in like-minded communities.
 - Wesley: We need to get to the point where we only have to hype the events and everyone reaches out to their communities to get the word out. Outreach needs to have folks chasing down questions (please correct/clarify. I didn't understand what was meant by this. Something to do with marshalls at the action.)

- CS: what gets left behind in the actions are the nonarrestables. We need to make sure there's one person standing at the fountain, for example, telling people where to go. Should outreach take on a specific role during the actions?
- General discussion about overall Action choreography, which needs to include Outreach efforts and concentration on the non-arrestables.
- All: Phone banking template needs to be much shorter, more urgent. Texting banking can be very useful. Brook has done this before and could advise.
- Aylen: inspiring people to come may include images. Text images, email images.
- Gail: Should we consider more automated systems like the ones used in get-out-the-vote efforts? Christina addressed cost. Maybe in the future.
- Aylen: Can everyone be wearing the XR symbol at events? Shirts. Flags (everyone loves the flags). Jail support is super important and super rewarding. More people need to know about that work and the other non-arrestable support roles.
- Brook. Videos work. When people get the welcome email, maybe include a testimonial video. Also, we should have clear ways people can support from afar. Segmenting into levels of participation. Also, perpetuate an inclusivity culture. Specifically noted that including known civil rights-era protest songs could pull people in who have strong and positive associations with those songs.
- Phone banking debrief - What worked / what didn't / how do we improve next time. **(NOT REALLY COVERED, SO PLEASE ADD FEEDBACK/SUGGESTIONS IN THIS DOCUMENT WE STARTED FOR THAT PURPOSE):**
<https://drive.google.com/open?id=1wmE0YGOG5ijwaQFuID3Z11KC7SjhbLyuFbulwtTCA>
- Mandates / Roles (10)
 - Clarify Outreach mandates. What work is it that we propose to do within XR? All agreed it was a huge and important part of the movement, and that it needs to be broken down into manageable parts.

PROPOSED STRUCTURE: **(THIS STILL NEEDS A LOT OF WORK. MORE DETAILS TK AT THE NEXT MEETING)**

- OUTREACH (needs 2 main coordinators ROLE: Coordinating the various Outreach Working Group committees, organizing meetings, facilitating communication between the OWG committees:
 - TALKS AND TRAININGS:
 - Talks: ROLE: Overseeing the coordination of public talks (including those given at Neighborhood/Affinity/Institutional/Local events?)
 - Training: ROLE: Training people to give the Headed for Extinction Talk
 - COMMUNITY:
 - Phonebanking: ROLE: organizing phone banking efforts. Managing spreadsheet. (Wesley suggested this was an administrative role and should not be under Community)

- Neighborhood and Affinity Groups: ROLE: Develop a template for community groups to help them form and stay on track.
- House Meetings: ROLE: Develop a template/checklist for those wishing to hold a house party. Organize and oversee the coordination of those house meetings.
- Institutions: ROLE: Coordinator would develop a template to help institutions start their own groups.
- Here's the master list of all XR-wide coordinators/roles for any who haven't seen this document. We need to transfer the role above to this document:
https://docs.google.com/spreadsheets/d/1yWPcNbCx-VIVpudtGBGhsvtt_TKLTZN-yLhnXycKFck/edit?usp=sharing
- Communication (10) (WE DIDN'T GET TO THIS BUT ALL AGREED THAT WE WOULD WORK ON TWO PLATFORMS FOR THE MOMENT, KEYBASE AND EMAIL. LORNA HAS SET UP A LIST SERVE, TRELLAN WILL GET HER NAMES OF ALL ACTIVE OWG MEMBERS TO START. OTHERS CAN BE ADDED AS WE GROW.)
 - Take a tour through the new Keybase team and channels, talk about any new channels you may want to set up
 - Address issue of security vs accessibility. (Bernadette sent through concerns)
- Security (Google Docs / other options?) (10) (WE DIDN'T ADDRESS THIS ITEM ON THE AGENDA - ADD TO JULY 2 AGENDA)
- Local Groups: (WE DIDN'T ADDRESS THIS ITEM ON THE AGENDA - ADD TO JULY 2 AGENDA)
 - Reports from Park Slope, Kensington Park, (Westchester - Susan wrote to say that there is no Westchester group at this time. Only XR members from Westchester doing outreach in Westchester)
 - Lorien (Lorienbarlow@gmail.com) wants to start a local chapter in Rockland. What support can we give her? I'm think a comprehensive pack of documents, suggestions, and contacts: "How to start a Local Chapter".
- Regular meeting space / day of week / time (check conflicts) (5) (Trellan will check if Thursdays work for everyone)
 - Tom S. says Media and Finance now both meet on Tuesdays.
 - Art WG meets on Wednesdays, which is a conflict for some
 - Mondays? Thursdays?
 - Stay with Wednesdays and accept that one week per month is the Community Meeting (kind of an Outreach function anyway?)

4. Checkouts - DON'T FORGET THIS CRUCIAL STEP!

ACTION ITEMS

- Get in touch with SOS team to figure out how to get news out to both the dance community AND how to loop existing XR members into the dance actions.

- BROOK/WESLEY volunteered to do research on upcoming events / working with Wesley
 - Left Forum
 - Festivals
 - etc.
- SCOTT: volunteered to coordinate people who want to hold house meetings/talks with people who can give talks. Trellan will work with Scott
- JANE: volunteered to look into local establishments in her community and find people to reach out to. She will report back next week on how that work went/felt
- AYLEN: Will work on building a template for developing a Neighborhood Group as she develops her own in Bushwick.
- JON: will check out Manhattan Community Cable (did I get that right?) Also, places to give talks, like the Strand, Bluestocking....
- TRELLAN: volunteered to build a database to help track all of the above.

Date: 6/19/2019 (NOTES ARE PARTIAL)

- Host: Matt
- Facilitator:
- Note Taker:
- Expected: Lorna, Scott, Gail, Jon, Trellan, Ben, Peter
- Maybe:
- Via Zoom: <https://zoom.us/j/6698795173> SuRu, Bill

5. Check-ins/Intros

6. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an XR NYC Conflict System, slow down your yes, return tasks if you can't do them, and please be on time.

7. Agenda

a. Draft agenda:

- Action items from last week
- Structure Proposal

- Description of consensus: [\(Add link to constitution\)](#)
- Proposal Process: [\(Link to proposal process\)](#)

Amendments:

- Tabling at events uses the same materials on the street.
- Do materials reside centrally?
- Who creates materials?
- Who takes care of trainings?
- Training for trainers.
Purpose is to push more work out to individuals.

Need to record in the Record of Mandates

Proposal: Split Outreach into two subgroups.

1. Neighborhood and Groups and Tabling
2. Talks and Trainings
 - a. Heading for Extinction Talk
 - b. Welcome Call
 - c. Festivals (which include both talks and tabling

- Brainstorm ways to get more calls and emails out to those on our list.
- Note what has worked and what has not worked so far.
- Structure, local groups
- Communication
- Report on Outreach
- Issues with signup sheets

Scott: Personalized the email

Corrections: Add time on the first line

Modified for the email:

Lorna: Does calling and emailing help? Personalize email. Did people actually show up?

Scott: thought it was

KEYBASE CHANNELS:

Brooklyn Outreach
Outreach/Training
Outreach
Subchannels
Create a team

b. Additions to agenda

8. Announcements

MEETING NOTES:

Checkouts - DON'T FORGET THIS CRUCIAL STEP!

Outreach Working Group Meeting

Date: 6/12/2019

- Host: Matt
- \Facilitator - Tom
- Note Taker - Trellan
- Expected: Gail King, Scott, Susan Rubin, Dina, Trellan, Kerith, Tom, Jane Kimmelman, Jon Keller (all showed!)
- Present in person: Matt, Dina, Trellan, Tom, Susan, Jon, Jane, Bernadette, Dylan
- Via Zoom <https://zoom.us/j/2025202525>: Gail, Scott, Meg and Kerith

9. Check-ins/Intros

10. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an [XR NYC Conflict System](#), slow down your yes, return tasks if you can't do them, and please be on time.

11. Agenda

Announcements:

- Jane is doing flyering this Sunday in Tompkins and Washington Square Park. Has a friend named Ro (sp?) who wants to do T-shirts at tabling/flyering events.
- Susan heard on Signal that XR would have people at Clearwater. Four people attending so far. (Wesley, Dina, Gil and Chana) Susan will join them.
- Susan will be doing a talk on Friday night at 7:45 (info to be shared)
- Gail flyering at the Green Market on the UES - 82nd between 1st and York.
- Kerith attended The Climate Generation event today. Met the Granny Brigade who are fully expecting XR to do a presentation at Mary House on Friday, which is the one Susan Rubin is doing. Jon and Kerith will support.
- Kerith made connections at The Climate Generation with: Green Faith, The Catholic Movement and Riverside. Later notes on the event from Kerith:
 - Hi Dina -
 - Thank you for making us aware of the event and all the good suggestions. I think it is fair to say we did have a successful afternoon.
 - I personally walked the auditorium before the program began introduced myself/XR to those seated and handed out a good amount of flyers.
 - Additionally, I asked your question suggestion re: Ireland/Catholic Church/XR partnerships and as you predicted Lorna had a great informative answer. I spoke with her for awhile after the event as well as we both remain perplexed by lack of attention placed by the religious institutions/denominations in the USA. Yes, there is some movement toward progress however, it is tragically slow and not a part of most religious orders.
 - I spoke with the panelists afterwards from Green Faith, Granny Brigade, Sonia Ingram and Nancy Lorence from NY Catholic Climate Movement. All agreed to have a sit down meeting to explore better ways to partner/support one another. After speaking with Nydia of Granny Brigade, it look as though I may be attending the event on Friday at Mary House.
 - I will keep XR abreast of the meetings and pull in anyone else I need to from XR for these meetings. I have copied in Bill Beckler as I know he has done a lot of community organizing and we worked together in outreach awhile back on house meetings. I plan to invite him to join me once I nail down calendar dates.
 - Cindi and some other XR members were gathering names on the sign in sheets so I believe they have some names to forward for the list.

-

New Agenda Items:

- How many active members do we have. Matt thought 3000. Unclear how many of those would be considered “active”.
- Questions about how to get people integrated into XR is dealt with through the Integration WG
- Jon wanted to know: Where the hell is the action?. Jon has been directing people to go to the NYT but now hears that the location has changed. **General concern at the meeting that we need to know where the action is in order to do outreach targeted to that specific day.**

Proposal from Chelsea Mac and Eve Mosher for an XR open meeting.

<https://docs.google.com/document/d/1yFs-Mfhzi1dDwWOXy9Ffy8ovlpJRm7tri0JnqgfRFTw/edit?usp=sharing>

- Q: Would the time and location be consistent? A: Yes
- Approved unanimously.

Phone banking for June 22nd action.

- All agreed phone banking had to happen very soon
- Need one person managing the spreadsheet and assigning names, developing a script for callers
- Scott: As part of the A!7 phone banking, Bill set up a meeting, got people to agree to call a certain number of people, and entered their feedback into the spreadsheet.
- Jon: had the idea that whoever got people signed up would be the one to call.
- Meg Starr: When she made calls, she found that a lot of people were hearing about the action for the first time. She’s seen more about this action than she had for the last.
- Matt: use this as a learning experience, figure out what works,

Identify specific roles for members of the Outreach Working Group (OWG).

THESE ARE ALL PROJECT MANAGEMENT ROLES. Specific functions still need to be resolved, but this is a start?

- **Phone Banking Lead:** Trellan and Jon volunteered
- **House Meetings Lead:** Scott and Gail volunteered to set up, process, and keep track of house meetings/Talks/Community Meetings
- **Coordinate Trainings for Neighborhood groups:-** Identify who can work with Bill on this: Kerith and Dina volunteered support but cannot be leads Scott suggested that people who have already given house parties in the past should be brought in to help coordinate, maybe even lead.
- **Mobile Recruitment Center (MRC) a.k.a tabling:** Matt has the MRC Setups up and running again. Literature, signup sheet and banners all in one package. Jane was with Matt the other day. Keybase channel @shmattshmester. Tom: Does the outreach group need a lead for this or is Matt leading? Matt wants to be the leader for now and run out of his home. If someone wants to host one of the MRC setups that lives at your house, you have to commit to tabling once a week.

Preferred mode of communication for group?

- Everyone in the room was on Keybase
- Dina recommends that Outreach has its own keybase channel
- Final consensus was that it would be helpful to have a single main form of communication and that email was the platform most people would have access to. Trellan will set up a listserv (that will be accessible via email) to ease issues with large threads and people getting dropped.
- But outreach will have its own Keybase channel: Email is the main mode of communication.

Set time for next meeting (a request was made to give more notice)

- Wednesday, June 19 @ 7:30 pm. Location in Manhattan TBD

ACTION ITEMS:

-For everyone: Fill out your connections AND ALL YOU INFO, including phone numbers and Keybase name, into the Outreach Working Group spreadsheet [Outreach Spreadsheet](#)

-Matt: ask Wesley to get Susan into Clearwater to help table.

-Matt will create a new Keybase channel called: Outreach

-Matt: put Jane's friend Ro in touch with Arts Working Group. X

-Susan: will share info about her talk so we can all help spread the word.

-Susan: call Kerith about the Friday Talk at Mary House Tom and

-Trellan: send Susan document with Upcoming NVDA trainings / Welcome Calls / Action Date

-Trellan: communicate with Jon about outreach spreadsheet.

-Trellan: reshare Google folder for Outreach

-Gail: Share info about tabling on UES

-Kerith: Share contact info from The Climate Generation event with _____? Any ideas, Matt? Do we share with ourselves as Outreach?

(Project Board wasn't used in 6/12/meeting, but we will introduce it at the next meeting.)

PROJECT BOARD

Sub Groups	PROJECT (An outcome that is being worked towards with an end-point, written in past tense as if completed)		
	Current	Waiting	Completed
Coordinators			
Comm. Events		-	-
Local group Park Slope			
LG Kensington			
LG Bushwick			
Community Groups (churchs, schools, etc.)			
House Meetings/ The Talk			

12. Action Items for Everyone --- Fill out your connections AND ALL YOU INFO, including phone numbers and into the Spreadsheet [Outreach Spreadsheet](#)

=====

Date: 6/5/2019

- Facilitator - Christina S
- Note Taker -
- Present: Christina S., Dina,

13. Check-ins/Intros

14. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an [XR NYC Conflict System](#), slow down your yes, return tasks if you can't do them, and please be on time.

15. Action Items -

- a. Flyers - Richard M is asking
- b. People to add to list - Meg Starr
- c. Go to AOC's district for outreach and making contact.
- d. Follow up with Richard about Regen - Justin
- e. Have sign up sheets? Send to xrnyc.signups@protonmail.com
- f. Get Meg on keybase and in contact with arts
- g. Global Catholic Climate Movement - Dina will be there
<https://sfxavier.org/events/lorna-gold-author-of-climate-generation-awakening-to-our-childrens-future>
- h. Potluck on Sunday June 23rd at Fourth Universalist
- i. Outreach retreat/workshop - Sunday, June 30th
- j. More trainings - Talk to Bill - Who else can do the trainings

16.

Action Items for Everyone --- Fill out your connections into the Spreadsheet [Outreach Spreadsheet](#)

17. **Self-Organizing System** - [Roles/Mandates](#)

- a. If you haven't been, please come to the XR NYC Welcome Call to learn more about how XR operates. Next call is **Saturday June 8th**: [Register Here](#)

18. **Outreach** - decentralize and bring more people into roles. Seed local groups.

19. **Neighborhood Groups vs Affinity Groups**

a. **Steps in the Neighborhood group process**

- i. Looking for people step up who are willing to take on coordinator roles
- ii. Look for spaces to hold meetings in - Libraries, churches, community center

b. **Feedback from Neighborhood group meeting at Bill's**

- i. More Role plays - be able to practice the things that were taught.
- ii. Speech giving technologies & practices

c. Follow up with people willing to lead groups -

- i. **Lorna & Richard** (Kensington & Ditmas Park) 11218
 - 1. Have a house meeting on June 28th - at Richard's house
- ii. **Dina & Gabrielle** (South Bronx) 11235
 - 1. Building group with the church she works with.

iii. **Brook & Susan** (Westchester) 10514 & 10580

iv. **Jesse Ortiz & Tom Schloegel** (Park Slope) 11215

v. Meg Starr - (Prospect Heights)

vi. Trellan will keep Anne up to date for any UES/Manhattan talks

vii. Trellan to get in touch with Troy/Saratoga People

viii. Affinity Groups are more action driven

d. Neighborhood Groups are more structured and built around outreach and building momentum

- i. Schedule regular meetings in your neighborhood
- ii. Outreach to community centers and other venues for talks - Community centers will advertise to the neighborhood.
- iii. Getting house meeting talks organized
- iv. Organize phone banking parties
- v. Keep people up to date and follow up around upcoming events to increase attendance.
- vi. Door to Door outreach

Outreach to Institutions and Groups

- a. Outreach to non-environmental Institutions - **Needs people**

b. Outreach Spreadsheet

- i. Churches
 - 1. Dina, Bill, Lorna
 - ii. Community centers
 - iii. Colleges - **Needs people**
 - 1. Art of Protest - Brooklyn College
- c. Outreach to Labor unions - **Needs people**
- d. Work with Events WG to do outreach at cultural events/concerts/festivals - **Needs people**
- i. Tabling volunteers - Gabrielle,
- e. Outreach to community gardens and other urban ag - **Needs people**
- i. Gabrielle
- f. Any other thoughts on outreach to other places?

Things to look out for in other people who want to get involved:

- 1. People willing to table
- 2. People who want to take on more
- 3. What other orgs do they work with

Checkouts

Date: 5/22/2019

- Facilitator - Christina S./Bill
- Note Taker - Christina S.
- Present: Bill, Janna (Park Slope), Wesley (Philly/Astoria), Lorna (Kensington), Wesley, Trellan (UES), Christina, Anne (UES), Glen (Forest Hills), Donna, Matt (West Village), Susan (Westchester), Dina (Coney Island), Margaret (New Paltz), Brook (Southern Westchester), Gabrielle (Bronx)

20. Check-ins/Intros

21. **Regen Reminder** - Regenerative Culture reminder: no public space (incl. email) calling out: please deal with stuff on phone face2face directly, here's a draft of an [XR NYC Conflict System](#), slow down your yes, return tasks if you can't do them, and please be on time.

Action Items for Everyone --- Fill out your connections into the Spreadsheet [Outreach Spreadsheet](#)

22. Self-Organizing System - [Roles/Mandates](#)

- a. If you haven't been, please come to the [XR NYC Welcome Call](#) to learn more about how XR operates. Thursday May 30th 8pm is the next one.

23. Need to Restructure Outreach - decentralize and bring more people into roles. Seed local groups.

- a. Susan's talk in Westchester - Wednesday May 29th - 7pm - 9pm

SIGN UP HERE

WESPAC Foundation

77 Tarrytown Rd. Suite 2W
White Plains NY 10607

24. Neighborhood Groups vs Affinity Groups

- a. People willing to lead groups -
 - i. **Lorna** (Kensington) 11218
 - ii. **Dina & Gabrielle** (South Bronx) 11235
 - iii. **Brook & Susan** (Westchester) 10514 & 10580
 - iv. **Jesse Ortiz & Tom Schloegel** (Park Slope) 11215
 - 1. Trainings
 - a. May 27th?
 - b. June 2nd - 4pm-8pm - 1834 Caton Ave #4L, Brooklyn
 - i. Facilitation
 - ii. Outreach
 - iii. How to get access to emails
 - iv. Heading for Extinction Talk
 - v. Trellan will keep Anne up to date for any UES/Manhattan talks
 - vi. Trellan to get in touch with Troy/Saratoga People
 - vii. Affinity Groups are more action driven
- b. Neighborhood Groups are more structured and built around outreach and building momentum
 - i. Schedule regular meetings in your neighborhood
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 - iii. Getting house meeting talks organized
 - iv. Organize phone banking parties
 - v. Keep people up to date and follow up around upcoming events to increase attendance.
 - vi. Door to Door outreach

Outreach to Institutions and Groups

- g. Outreach to non-environmental Institutions - **Needs people**
- h. **Outreach Spreadsheet**
 - i. Churches
 - 1. Dina, Bill, Lorna
 - ii. Community centers
 - iii. Colleges - **Needs people**

1. Art of Protest - Brooklyn College

- i. Outreach to Labor unions - ***Needs people***
- j. Work with Events WG to do outreach at cultural events/concerts/festivals - ***Needs people***
 - i. Tabling volunteers - Gabrielle,
- k. Outreach to community gardens and other urban ag - ***Needs people***
 - i. Gabrielle
- l. Any other thoughts on outreach to other places?

Things to look out for in other people who want to get involved:

- 4. People willing to table
- 5. People who want to take on more
- 6. What other orgs do they work with

Checkouts