

IF YOU HAVE ATTENDED A WORKSHOP FEEL FREE TO USE THE EXERCISES TO PRACTISE AND IF YOU HAVE PREVIOUS FACILITATING EXPERIENCE PLEASE FEEL FREE TO RUN THE WORKSHOP YOURSELF. CONTACT JASMINE AT [jasmine.xrregen@protonmail.com](mailto:jasmine.xrregen@protonmail.com) FIRST

## Regenerative Culture at Actions Workshop

By Jasmine Salter

Total 180 mins

Running this workshop:

This workshop is intended for groups or around 8-30 participants. The content of the workshop is intended to serve as an introduction to doing regenerative culture support at XR actions. It is assumed people will also do the NVDA action training, as there are exercises that will compliment each other. Facilitators are encouraged to practice awareness, paying attention and being responsive to the emotions and needs of the participants, as well as the energy levels, dynamics and any distractions that occur. The information included in the workshop is also in the volunteer guide, and debrief doc, as such it is more important to use this as an opportunity to experience role-play and facilitation techniques and form connections.

Things to Bring:

- Print out of 'what is regenerative culture by April'  
([https://docs.google.com/document/d/1mZ858dCMbpeAPhL4SjDHMkPjEEGkd1ZTu\\_d6QDRAwhc/edit?usp=sharing](https://docs.google.com/document/d/1mZ858dCMbpeAPhL4SjDHMkPjEEGkd1ZTu_d6QDRAwhc/edit?usp=sharing))
- Rebellion is for life print out  
(<https://docs.google.com/document/d/1QXikROCaEsIOLdRRTXBibZ4QjkMokvJxewB4-mL7plo/edit?usp=sharing>)
- Space agreement written large (find in debrief template)
- Well-Being Brief example print out, Note ignore all phone numbers. This is an old brief from November Rebellion week  
(<https://docs.google.com/document/d/1JyGXF97-625BBQ66T7OchcaqPbukHotnCgceF39tkNA/edit?usp=sharing>)
- Arrestee Support structure diagram  
([https://docs.google.com/document/d/1Eevjb3gil5s0j7FcyMRINT5J\\_WBrrCnrolTPHhSijCo/edit?usp=sharing](https://docs.google.com/document/d/1Eevjb3gil5s0j7FcyMRINT5J_WBrrCnrolTPHhSijCo/edit?usp=sharing))
- Action Regen Structure diagram (find in what is regenerative culture section of action regen volunteer doc)
- Optional Photos of Actions (find on social media, use you own from recent events)
- If possible, a copy of all documents in the Action Regen Pack Google Drive  
<https://drive.google.com/drive/folders/1ORKQsXrDsMpeUI14fiDBn1-Lwb4Geexa?usp=sharing>
- Print out of links to the Action Regen Pack and Contact Email addresses

- Pens
- Large sheet of paper to draw on e.g. flipchart
- Written posters (can be a pre-made flipchart) of:
  - Space agreement
  - Workshop Intentions
  - Acronyms and jargon sheet
  - XR aims
  - Police Station Support Diagram
  - Action Regen in XR diagram
  - Rebellion is For Life Self Care
  - Well-Being role bullet points
  - Communication Tips
  - Acronyms and jargon sheet
- Problem solving exercise Tasks
- Role play Scenarios
- Sign up sheets (link)
- Reading list (link)

Preparation:

- Arrange chairs in a circle
- Pin up posters
- Put out example docs and reading materials on a table
- Have a check in/grounding moment with co-facilitator

## Part 1) Introduction – 10 mins

Script: 'I would like to welcome everybody into the space. I welcome your journeys to get here, the distance you've travelled, your experience in life and in XR, I welcome your intentions, I welcome your hopes and your fears. Welcome.'

I would now like to invite you to close your eyes, feel yourself being grounded to the earth. Feel your roots growing down and connecting. I would like you to focus on a space in nature you have been recently, to focus on the feeling of being there, maybe the wind or the sun on your skin and to think of a gratitude. <allow for moment of silence> and now maybe lets stretch up and open our eyes.

I would like to start by saying everything in this workshop is optional, and I encourage everyone in this room to be responsible for their own needs. If you feel the need to opt out of a section, or to leave the workshop, then you are welcome to do so.'

Direction: Introduce yourself and your co-facilitator.

Do a brief check in round where people say, Name, 2 words on how they are doing, if people have travelled from further away also which local group they are from. The facilitator should go first to give an example of how brief they want this to be.

Direction: State intentions of the workshop and direct people to the poster on the wall.

1) What is Regenerative Culture and XR

BREAK

2) At Actions: roles, scenarios and techniques

BREAK

3) Rebel for Life: building networks, selfcare, support, nature

Script: 'This training is looking at national actions with eyes on the April 15<sup>th</sup> Rebellion week. There will be lots that is useful at a local level as well, if protocol at actions is mentioned it is talking about national. We encourage local groups to think about what the systems of support will look like in their own areas, they may look different depending on need.'

Script: 'This is an introduction. Not all of the information out there will be covered in this session. This is a link to the documents that will be mentioned in this workshop I encourage you to look it up when you get home. There is also a reading list and direction to other resources on the table at the back. The focus in this session will be on role play scenarios, personal experience, active learning and connecting with each other.'

Direction: Note basic group agreement on the wall, give a moment for people to add extras

Ask: if people have any access requirements they would like the group to know about e.g. hard of hearing, need to be closer to the flipchart? Can use the moment as a facilitator if you know you speak to fast, or have an accent some people have issues with (jasmine) to say its ok for people to tell you to slow down/speak up.

Direction: Also highlight that XR and Regen can be pretty jargon heavy. Highlight the jargon/acronyms sheet on the wall and encourage anyone to say at any point if there is a new term they haven't heard used before/hasn't been explained properly and it will be added to the jargon sheet.

## Part 2) What is Regenerative Culture? 15 mins

Direction: Get people in groups of 3-5 share what they think a regenerative culture means. Have groups write down their thoughts to keep in mind. Discuss for 5 mins. Cut out sentences from the What is Regenerative Culture transcript by April and hand out to groups as talking points. Discuss for another 5 mins. Reconvene into the circle, ask groups to give key points that came up in the discussion.

Script: 'Yes indeed, it sort of boils down to self-care, people-care, earth-care. And it crucially important because if we are trying to take down a system because it is fundamentally uncaring and destructive we need to be modeling and experimenting now with what a different way of being might look like'. Note: People generally come up with things that do fit into what a regenerative culture. But there may be some talking points, e.g. if people say sustainability, ask if that is enough, to continue on sustaining the culture we live in now?

### Part 3) Regenerative Culture in XR? 10 mins

In relation to the aims:

Direction: point people towards the Aims of XR that should be pinned up on the wall. Read out some of the aims and get people to do temperature check on how related regenerative culture is to making each of them possible. Hands in the air if very connected, hands to the ground if not at all. Start with the we need a regenerative culture one to get warmed up.

1. **WE HAVE A SHARED VISION OF CHANGE**

Creating a world that is fit for generations to come.

2. **WE SET OUR MISSION ON WHAT IS NECESSARY**

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

3. **WE NEED A REGENERATIVE CULTURE**

Creating a culture which is healthy, resilient and adaptable.

4. **WE OPENLY CHALLENGE OURSELVES AND THIS TOXIC SYSTEM**

Leaving our comfort zones to take action for change.

5. **WE VALUE REFLECTING AND LEARNING**

Following a cycle of action, reflection, learning, and planning for more action.

Learning from other movements and contexts as well as our own experiences.

6. **WE WELCOME EVERYONE AND EVERY PART OF EVERYONE**

Working actively to create safer and more accessible spaces.

7. **WE ACTIVELY MITIGATE FOR POWER**

Breaking down hierarchies of power for more equitable participation.

8. **WE AVOID BLAMING AND SHAMING**

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

9. **WE ARE A NON-VIOLENT NETWORK**

Using [non-violent strategy](#) and tactics as the most effective way to bring about change.

10. **WE ARE BASED ON AUTONOMY AND DECENTRALISATION**

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

People will generally have had their hands in the air for all of the points.

Script: 'Having a regenerative culture is at the bedrock of everything we do in XR. It is the responsibility of everyone in XR to work towards it, not just the regenerative culture working group. Everyone is crew'

Action Regen in XR:

Direction: Direct to action regen diagram on wall.

Script: 'Action Regen lies within the Regenerative Culture group. Action Regen refers to the regenerative culture support in the 24hrs surrounding an action. This includes Well-Being, Police Station Support, First Aid which will be talked about more in the 2nd section. And at bigger actions; debrief teams, wellbeing hub, NVC de-escalation teams which we won't have time to go into here but look out for other trainings.'

'How that works in terms of affinity groups. The wellbeing co-ord in affinity groups is there to specifically look out for the 8-12 people in that affinity group. Taking on police station support, wb at actions and the longer term arrestee support as needed for their own group.'

The Action Regen teams support everybody at an action. They are there as back up, so nobody falls through the gaps and so the affinity group WB people have somewhere to go for help as well.'

Direction: Talk about your own experience within XR or have testimonials of other people to read out about doing Well-Being and Arrestee Support.

Testimonials: "I feel so fully alive when supporting Wellbeing at XR actions. It's just amazing to be so involved in important work, whilst also focusing on creating the type of culture now I want to live in ... one of peaceful, joyful, kindness" - Alex, XR Regen Volunteer

"I fell into the role of wellbeing during the action weeks because I realised suddenly I wasn't ready to put myself in an as arrestable position as I had planned. The role itself is so much fun. You get to be right there in the thick of it loving and supporting and caring. Its hard to know what an impact it makes on the whole purpose, atmosphere and vibe until you have done it.' – Jasmine, XR action regen co-ordinator

## Part 4) Active Listening Exercise – 10 mins

Script: 'Active listening is a key skill in Non-Violent Communication, De-Escalation, well-being, facilitation, Police Station Arrestee Support and can be practised at home, with friends or in affinity groups.'

Direction: If there is an odd number of participants a facilitator should join in.

Invite people to get up and walk around the room. Ask people to start by concentrating on themselves and their own breathing. Then to start to shift focus onto the other people in the room, start making eye contact, stop when they have one person to connect with.

One person in each newly formed pair is to be the listener, the other the talker. The listener will ask the talker; 'What brought you to this moment, doing a regenerative culture workshop for extinction rebellion?' The listener is to give undivided attention to the talker, not accidentally thinking about whether the door was locked when they left the house, or planning a meal. They should be absorbing and processing everything the talker is saying, if they do get distracted that's fine just focus back in as soon as possible noticing that it happened. They should not speak during this exercise apart from the question they will ask at the beginning. The talker will speak for 3 minutes. The facilitator will time and gently announce when the time is over. This can be done with a bell, vocally, or hum. The roles between talker and listener are then switched.

Reconvene into the large group circle. Allow for a couple of minute discussion.

Ask: how it felt to be truly heard? how was it was to listen? anything else that may have come up in that exercise.

Direction: Mention that the question 'What brought you here' is a good one to use to connect with people at actions where you don't want to ask people for personal details as it's very easy to fall into our usual conversation of 'who are you, whats your name, where you from?' But at an action as a well being person in the situations you are supporting there is very often a police officer very nearby. So you need to have long open conversation without talking about personal details in case the person you are supporting doesn't want to reveal them. The question is also a good one to answer to in interviews so it may help people prepare in case they are interviewed whilst being arrested.

## Part 5) Problem Solving Exercise – 10 mins

The aim of this activity is confusion so to explore how we deal with conflict. Mirroring how messy actions can be. This activity assumes that the chairs in the room are easily able to be lifted and stacked.

Direction: Take a look at the layout and features of the room. Have 4 different instructions about organising the room that are impossible to do at the same time. e.g:

- Stack all the chairs in front of the windows
- Arrange the chairs in rows facing the flipchart or front of the room
- Stack the chairs in fours against the far wall
- Make 2 lines of chairs facing each other

Introduce this exercise as getting ready for the break. In a group of 20, there will be 5 people with the same instruction and 4 groups of 5 with different instructions. Make sure the pieces of paper are folded. Tell the group that we are going to do an exercise, do not tell them the name or purpose. Say that you have a folded slip of paper for each person that you will hand out. Ask people to read it silently, fold it back and make sure no one else sees what is written on it. Check that everyone has understood, then give out the slips of paper. When everyone is ready, invite them to do what it says on their paper.

There will be carnage!! Let it go on for a wee bit then bring everyone back in and ask why they thought they were asked to do that.

Script: 'Actions are messy, they change fast and not everyone is there for the same reason. Good communication, compromise, flexibility, problem solving are all key part working well together at actions.'

Ask: How it felt to have their work undone? How they found ways to deal with it? Did they figure out what the problem was, did they solve it?

Script: 'I'd also like you to reflect personally on how you responded, did you give your chair away? did you start the rebellion? did you have a fight over one chair? did you give up? And ask yourself why you may have responded like that. Please feel free to continue to think and or discuss what came up for you during that exercise over the break.

Invite people to look through resources on the table at the break.

## BREAK 10 mins

### Part 6) Well-Being 10 mins

Direction: Illustrate each point with personal experience, if you don't have any of your own read out the bit in italics.

The main tasks of a WBS are:

- o Providing physical support during the action (e.g. blanket if it's cold, tarps and brolleys if it rains. *At the department of energy lock on there was a really beautiful moment when it suddenly started to chuck it down and there were people on the ground outside, 20 people with brolleys all ran over and formed a makeshift brolley tent.* Biscuits for people experiencing a post adrenaline sugar crash. Or hand warmers, *when people glue onto things it tends to be to glass or metal or stone all of which can be quite chilly.*
- o Providing emotional support during action, this may include de-escalation when needed, or company to someone glued or locked onto something. *(I've started to take a book of poems with me on actions so I can read to people who are spending hours attached to something if they need a bit of entertainment but are too distracted to chat.)*
- Providing emotional support during arrest (e.g. walk with the arrestee to the van, remind them they are doing something great, Wooo! Love to the conscientious protectors!) It's really important that they have a smiling friendly face as the last thing of the action they see before sitting by themselves for 12 hours.
- Safeguarding wellbeing through arrest procedure, are the handcuffs to tight, are people's arms or legs getting twisted, are the police minding for injuries, vulnerabilities. If something is hurting the person you are supporting vocalise it calmly and clearly, the police have body cams and speaking to them makes the police pull back. It is really important to remain very calm in this situation, as you are likely to be friends with the person you are watching being hurt. Remain centred, yelling at a police officer helps no one.

- Reminding protestors as they are getting arrested what their Wellbeing rights are in police cells: They get up to 3 Blankets, can have a book, notepad, tampons, food, tea, can as to have the lights off.
- o Looking out for vulnerable people and their wellbeing throughout the whole action
- o It is not the WBSs' role to take on the emotional strain of others; instead, they support people in looking after their own mental health. If you feel like you are the person that someone can talk to it has gone too far. You should always have someone who can help you/somewhere to refer a situation to if it is more than you can deal with.
- Getting Legal Observers (they wear orange vests) and the right legal support to the scene. This may be if someone is getting arrested or the police are getting violent/overstepping their remit. If no Legal observers can be found:
  - Ask what police station the arrestee is being taken to
  - Note down the arresting officers name and identifying number (found on the pips on their jackets).
  - Note down the physical appearance of the arrestee so we can try and figure out who they are. They may not want to give their name so do not ask it.

## Part 7) Attention Focus Exercise 15 mins

Applied active listening.

Direction: Split people into groups of 3-4. It is going to be a role play exercise. All groups can do the same scenario or the scenarios can be cut out and given to different groups so there is a variety of experiences across the room. In all the scenarios ask the WB person to try and practise active listening with the conscientious protector in order to support them. Print or write up Active listening tips.

Get people to line up roughly in terms of experience of activism, been arrested for loads of different actions at various times at one end of the room. Never done anything like this in their lives at the other. Make up the groups of 3-4 people so that there is a variety of experience levels in the groups.

Note: Scenarios, all of these scenarios are from Jasmine's real experience at the first Rebellion weeks:

Supporting someone being cut out of a lock on: 1-2 Police, 1 Conscientious protector locked on, 1 WB person. Ask the conscientious protector to lie down. The police person should be sat

over/ next to the protector, leaning over them as if cutting off an arm lock. Imagine the machinery and kit needed to be cutting someone out of an arm lock. It is loud, and invasive. The police can be asking questions. The wellbeing person is to support the conscientious protector through that experience.

Supporting someone being criticised by a member of the public: 1 Angry Driver, 1 Conscientious Protector, 1 WB person. The conscientious protector is standing within conversation range of an angry driver who is hanging out of their car window, the protector can choose whether or not to engage with the driver. The angry driver can be shouting, may be offensive. Possible things to say, 'get a job' 'this is hitting the wrong people I'm just trying to get to work' 'I'm going to lose my job because of you' 'my kids are waiting at the school gate and are late because of you' Be imaginative, and don't be afraid to be mean, it will help with the practise. The wellbeing person is to support the conscientious protector through that experience.

Supporting someone who is talking to police liaison: 1-2 Police Liaison, 1 Attendee (may not be doing something arrestable), 1 WB person. The attendee has had no NVDA training or briefing and no prior experience with the police. The police liaison are really friendly and having a wee chat. WB person is to support the attendee.

Supporting someone who is getting arrested by the police: 1-2 Police, 1 Conscientious protector, 1 WB person. Start with the arrest, putting on of handcuffs, ask first but can get physical. The police may try to move the person away from the WB supporter. WB person is to support the attendee.

Bring people back for a debrief, get them to say their scenario was. And ask about a few things that came up.

## Part 8) First Aid and Likely Scenarios 2 mins

Ask: who here are first aiders? Who would like to be a first aider?

To do first aid in April:

- Accepted FA qualification for XR: You should have completed your training no longer than two years ago; people who have some basic training will 'buddy up' with more experienced FAs.

What you are likely to encounter:

- Post adrenaline sugar low fainting.
- Stress related confusion and disorientation
- Issues associated with people fasting in lock on situations

- Supporting specific vulnerable groups, disability network, children's network

Important, if you are doing first aid make sure to check through your first aid kits at the beginning of your shift and to check out where all of the FA points at each site.

## Part 9) Shake out routine 2 mins

Script: Shaking is a really great natural way to process adrenaline and stress hormones.

Direction: Have a dance and shake, look real silly.

Script: 'WB people throughout the actions in April will be encouraged once an hour to find the nearest group of people to them and do a wee check in/have a shake out. Is particularly important to do with swarming. To keep everyone grounded and centred and connected.'

## Part 10) Police Station Support and Testimonials 15 mins

Script: 'Police Station Support is vital to activism. It is not a service, it is a connection. A deep rooted integrated support system that allows conscientious protectors to keep going.'

Direction: Open up for anyone in the room with arrest experience to speak about what it is like to be arrested and how it felt meeting someone at the other side.

Direct people towards the Police Station Support Structure Diagram

Script: 'There will be an **XR Back Office Team**, who will be collecting and sharing information from Legal Observers, Well Being Supporters, Arrestee Supporters and Solicitors, where consent is given. There are always at least 2 people on shift for this role (1 per 15 arrestees). They will be using information gathered by the LO to send people to police stations, co-ordinating shift changes and receiving information from the arrestee support debriefs with arrestees.

If you are at a police station please don't drink or take drugs. It does happen, please be mindful of the experience the people you are meeting may have just been through.

For April 15th the main system of arrestee support will be from within affinity groups. Make sure in your affinity groups you have people who can go on arrestee support if you have arrestees. The national working group will then organise a list of back-up people who can be on call for when there are gaps at police stations.'

### Visualisation Exercise

Direction: Read out the scenario, slowly.

'Arrestee X was arrested in the middle of the action, they were aware others were getting arrested but don't know how many or how the day ended. The arrest was physical they may have been unglued or cut out of a lock on or been carried after going floppy or a combination. Adrenaline was on high. It was a sunny, warm day. They are confident in the action they took. And are happy about the reason they did it. They have been in a police cell for 12 hours, they got a cup of tea and food but forgot a book or notepad. They said more than they meant to the police after having what they thought was a friendly conversation. They don't have their phone, and may not have their keys. They don't know the city and although they know what police station they were taken to they don't know where that is in the city. They are being let out now. It's 3 in the morning, you're the first not police officer they've seen since the action.'

Ask: How would you support this person?

Mention Follow up and court solidarity:

There will be a handover from the on-the-night-arrestee-support to the long term court support team. Court can be another intimidating time and XR aims to support activists through it, by doing wellbeing checks between arrest and court appearance, and having XR supporters to attend court with activists / cheer them outside court.

## Part 11) Timeline to Events and Roles 10 mins

Direction: Tell everyone about what is coming up in terms of events and trainings, national and local.

Let them know what to expect if they sign up for anything: a call around 2 weeks before the event, an email brief a week before and morning brief at a location that will be texted the night before on the day of the event.

Breakout session where people go to different corners of the room dependent on which area they are most interested in: WB, PSAS, FA or other (Legal Observers/want to get arrested).

## BREAK 15 mins Tea and Biscuits

### Part 11) Sign up and networks 5 mins

Direction: Pass round sign up sheets, and allow for local connections to be made.

As its going round mention:

Rebellion is for life not just for extinction. Some tips for being involved that extend beyond the activism and into all parts of the organising:

- Boundaries: Get to know your limits and establish firm boundaries. Stick to them.
- Consent: Practice radical consent – Ask people where they're at before handing over tasks. Then slow down your "yes" and be confident in your "no".
- Passion: Follow your passion and only do tasks/actions/things that bring you joy.
- Grief: Give yourself time to feel – grief opens pathways of love, and melts the parts of you that are frozen.
- Celebrate: Dance!
- Depth: Deepen your analysis of systems of oppression, as fuel to continue in the struggle.
- Connection: You're not in this alone. Reach out when things are hard.
- Alertness: Pay attention to signs of burnout, such as feelings of overwhelm of people telling you they're worried about you. A sign of burnout is denial of being burnt out!

## Part 12) Decision Making Exercise 20 mins

This is the part to skip if running overtime

Direction: In groups of 5-10, go through one of these scenarios and respond within 90 seconds:

- 1) Co-ordination: Ask a co-ordinator from each group to come forward and get a task. *If the co-ordinators are predominantly male, name that to the whole group. Mention that in deciding who will co-ordinate and in making the decision to put yourself forward or not ask if your first response is more to do with capability or the way you have been socialised in our current society.* Thank those co-ordinators for stepping forward and ask for 2 different co-ordinators to come up. Give them this task, 'you have just been messaged with info that 2 swarming affinity groups have gone off and will be doing something arrestable nearby. One has just left and can be seen leaving down a side street. The other cannot be seen and there is no info on where they are other than 'nearby'. The group of WB people you are with are currently looking after a group of vulnerable arrestables e.g. younger people or older people or members of the disabilities network. Go back to your well-being people and decide who goes where, this is time sensitive as people are likely to be arrested quickly once they start their swarming activities. Go' Time 90s mins as it is the amount of time they will have before the affinity group disappears from sight. Debrief, did you make a decision? Did you listen to each other? Did anyone not feel listened to? Who was loudest/quietest?
- 2) Swarming: this situation happened to Jasmine during the 2nd Reb week: Before doing this decide which 2 people in the group will represent WB people. 'You've been swarming all day, and come off the road to let the first cars through. During this moment a car on the other side of the road overheats and goes on fire, blowing huge amounts of smoke

everywhere. You are a bit spread out and can only speak to the 3 people closest to you. Do you go back on the road as planned at the next light?' did you make a decision? Did the whole group make the same decision? Was the WB view different from the others? How did WB facilitate communication and de-escalation in that situation? Did you listen to each other? Did anyone not feel listened to? Who was loudest/quietest? Were the most listened to/first to speak/loudest voices to do with the way we are socialised in our society?

- 3) **Priorities:** Split into smaller groups of 3-4, 'You are standing together at the first aid point giving out tea. Someone is brought to the point having just fainted. At the same time you see the police starting to arrest people who had been blocking a road at one end, there are WB people there but the arrests look like they may need backup. At the same time a parent who has lost a child comes over in distress, looking for help. At the same time you receive a message that some of the march is leaving and will need WB people to go with it. You should always be within eyesight/earshot of your buddy. Decide who sees to what in this situation. How do you organise and support?

Ask: With No judgement, just noticing.

- Was someone leading?
- Did they listen to each other? Did anyone not feel listened to?
- Who was loudest/quietest?

Ask why those who stepped forward felt most comfortable doing so. Note on privilege awareness.

## Part 13) What Nourishes you? 20 mins

Direction: Do another active listening exercise. They can do it with their neighbour this time as they are likely to be mixed up from the last section. This time focus on the question, 'What nourishes you?' 3 minutes of talking each, encourage people to go beneath the surface of that question if they feel comfortable.

Script: 'So we've got our self-care, hold onto and be aware of what you need to keep going. For people-care, care of the group and the community, we can look to our buddies in the buddy system, our affinity groups, friends families and wider communities. But also this group that are here today. And in that spirit I would like you all to throw into the circle some of the things that came up for you in the active listening. Noticing the cross-overs and hearing the ways this group can start to support itself.'

Get a big bit of paper flip chart paper, sit in the middle of the circle and write down suggestions until it is full. Ask people if they would like to take it with them to write up as reminders of what to do if people in this group need support.

Script: 'And now lets bring it back the workshop back full circle into a gratitude for the earth. I would invite you to close your eyes or if you are not comfortable doing that to let them slide out of focus. Feel your feet grounded on the earth. Allow yourself to focus once more on that place in nature you have been recently.(pause) Allow the sensations of what it was like to be there come into your mind. (pause) The feeling of the wind, or the sun or rain. The feeling of bark as you brushed past a tree or the taste of salt at the sea. (pause) And I invite you to say a gratitude for that space, for that feeling. For the environment you were in. (pause) Then we can open our eyes, and stretch, wriggle our shoulders.'

Thank everyone for coming and sign out.

**BREAK** - there are 10 mins of wiggle room for Qs, time running over throughout the workshop.