

BUT HOW DOES THIS REALLY WORK?



an **opinionated** and **unofficial** guide to
organizing with XR



THERE ARE LOTS OF CIRCLES

Occasional support – e.g. financial, social media sharing and joining actions

Supporter – joining actions and helping with some tasks that do not require long-term commitment

Active participant – they are regular members of working circles who take up action points

Active organiser – have less demanding roles within the organisation

Core coordinators – have time-demanding roles

1. AND STRUCTURES

Randomly select
citizens (sortition)

Read submissions
from public

Draft & vote on
recommendations

1.

2.

3.

4.

5.

6.



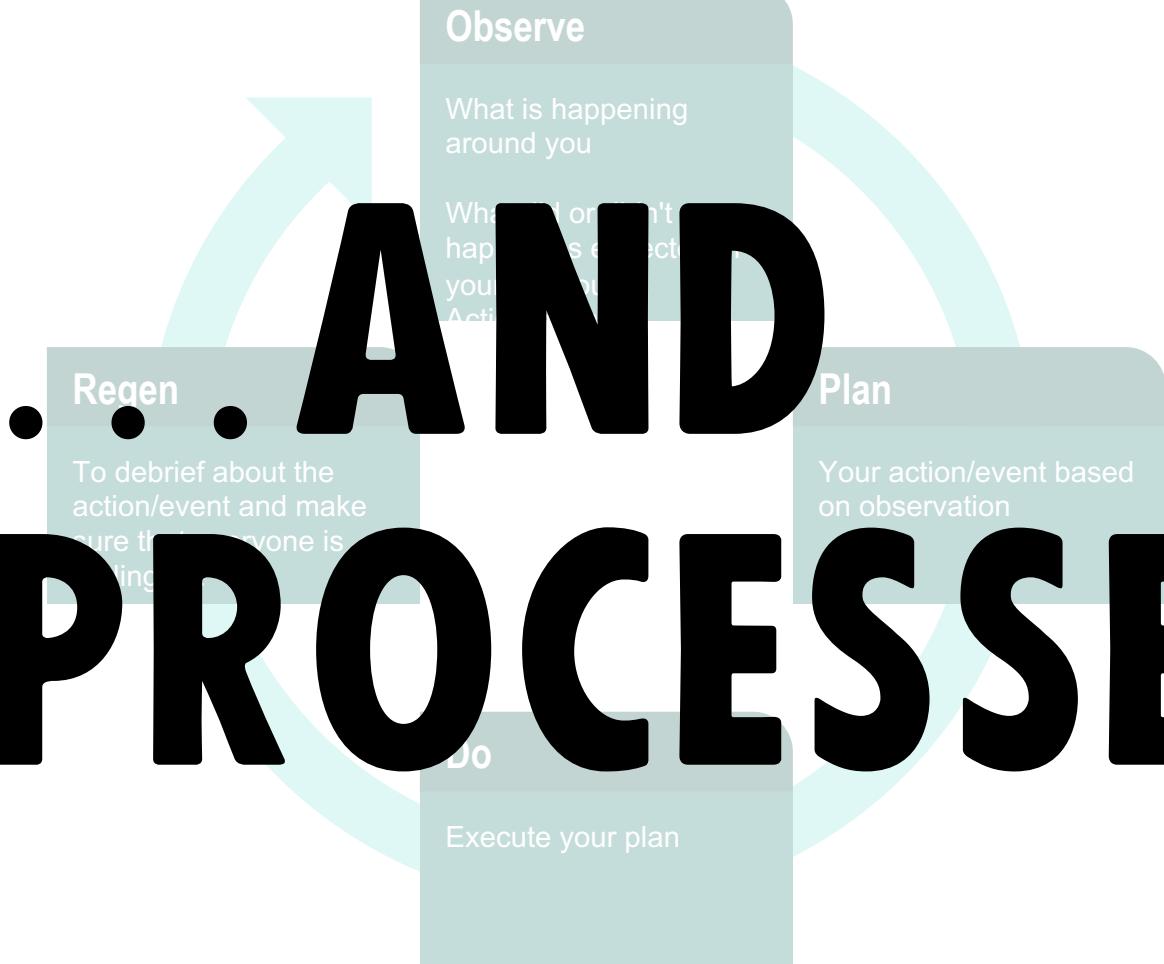
Hear from experts
& stakeholders

Facilitated
deliberation
in small groups

Government debates
& implements
recommendations



AND PROCESSES



...AND WORKING GROUPS ...AND AFFINITY GROUPS ...AND OTHER TERMS

• Regenerative
Culture

• Practice
Strategy &
Change

Arts in
Action

Finance

Inclusion &
Power

Action &
Regen-

Intervention &
Training

Coordination
Circle

Technological
Rebellion
Circle

Local Circles

National Circles

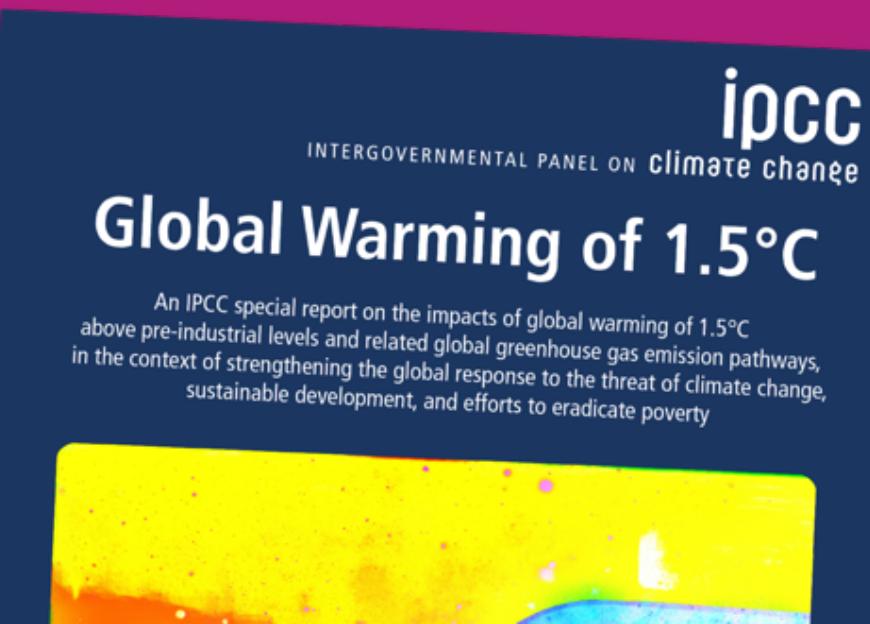
Coordination
Circle

BUT GETTING STUCK
ON THESE THINGS
WILL MAKE YOU
STUCK

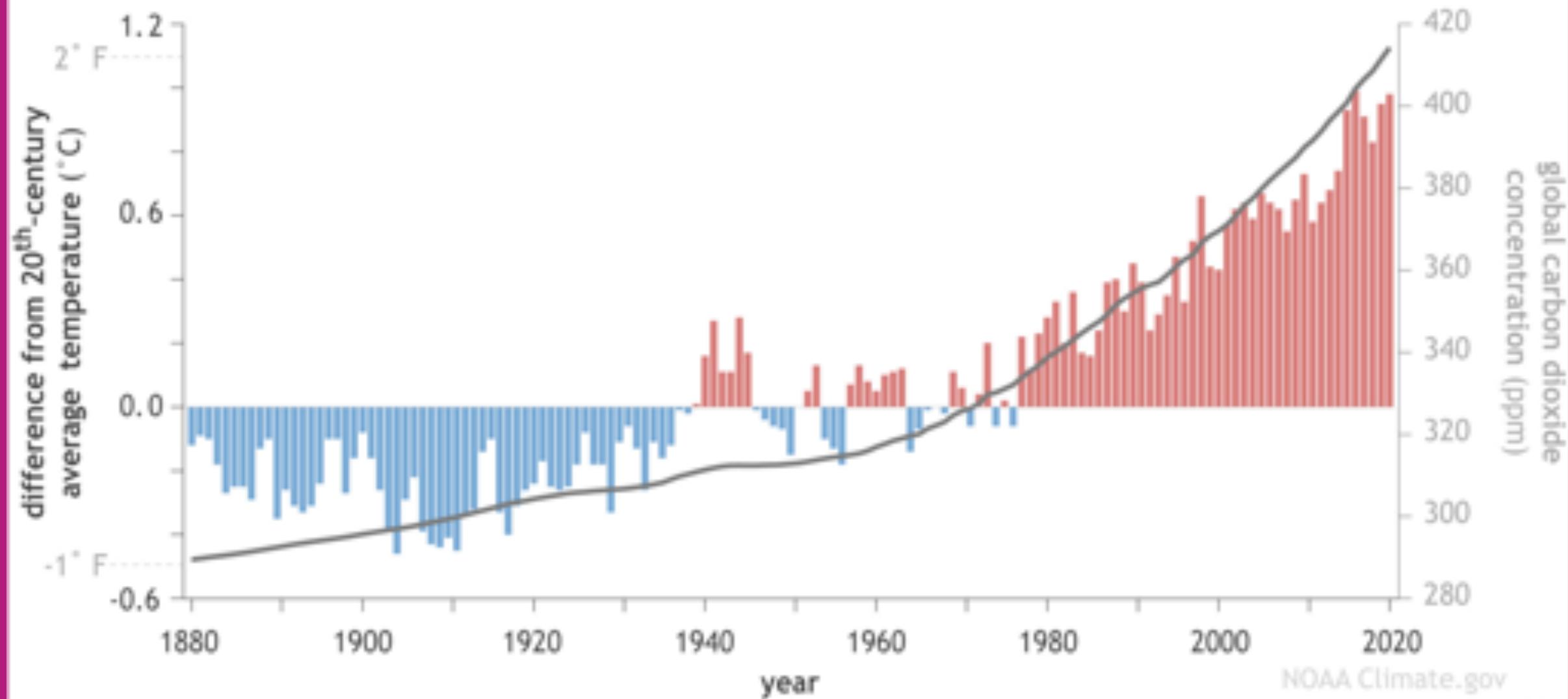




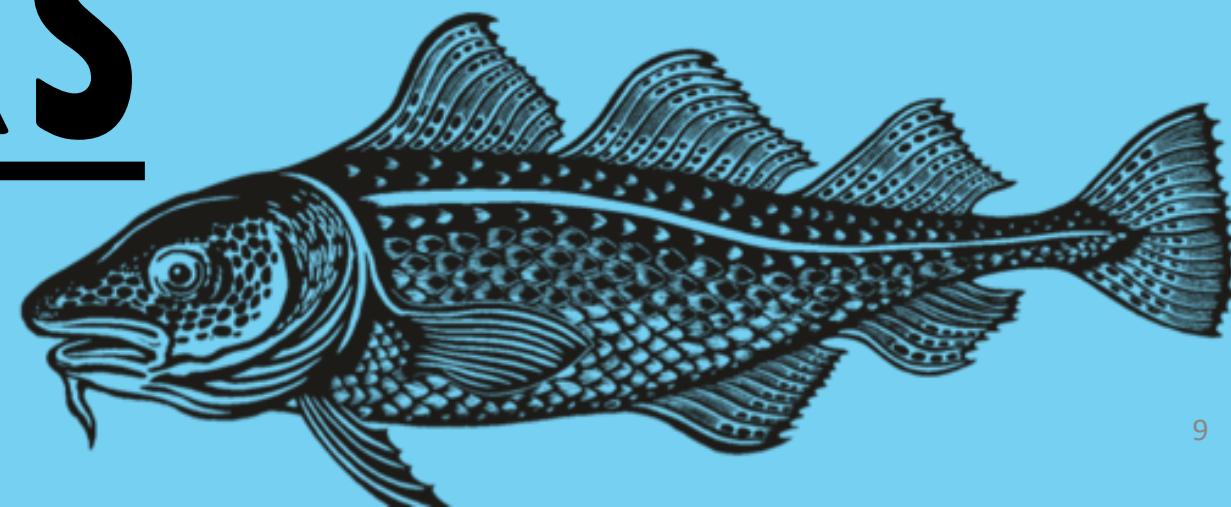
IT'S NOT AS IF WE REALLY HAVE TIME



Global atmospheric carbon dioxide and surface temperature (1880-2020)



**SO PAY ATTENTION
TO THESE 4 TIPS
AND TRICKS**



**1. IT TAKES ALL KINDS.
MOST REBELS DO NOT WANT OR
PLAN TO BE ARRESTED.**



SO MUCH NEEDS DOING:

answering emails
talking to bystanders
coordinating budgets
making art, dancing

**But, as with most things in XR, it's up to
you to organize it.**

**2. THERE ARE
RESOURCES
AVAILABLE.**



USE THEM.

LEGAL EXPERTS TO ANSWER YOUR QUESTIONS

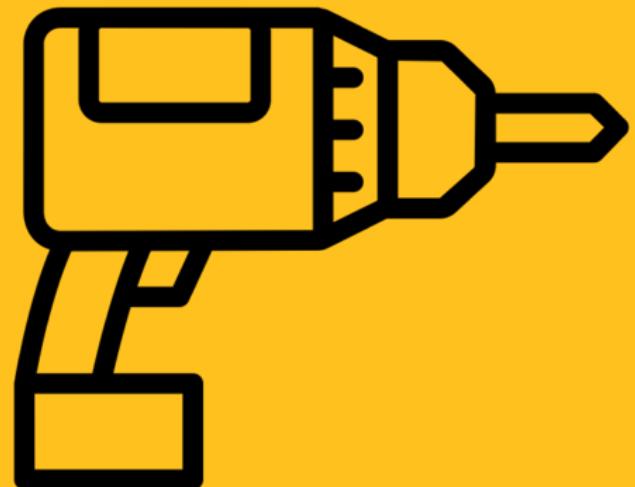
They have a mattermost/telegram channel.

Ask around to be put in contact.



PEOPLE AND TOOLS TO HELP YOU BUILD THINGS

Again, ask. Art group and the Q&A channel are good places to start.



Created by Atif Arshad
from Noun Project

AN “XR DESIGN PROGRAMME”

you can find it by searching “xr design programme.”

Colour

When you see the logo, it's often black on green, but it can also sit on the other backgrounds.

Main colours:



Bright colours

Fonts

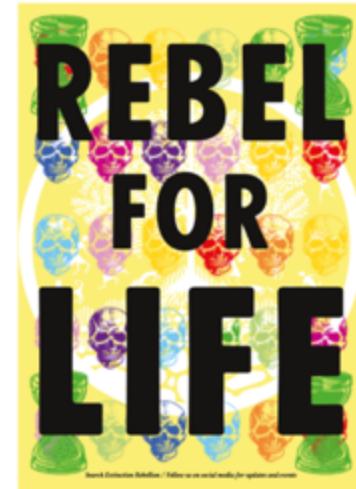
XR uses two fonts, one for headlines one for body text. The headline font FUCXED CAPS is a bespoke font created for XR. Use this for large headings. For text use Crayon. Typography is a really simple way to maintain visual consistency across all our work, visually allowing us to talk with one voice.

Headline:

FUCXED

Set to ‘optical’ letter spacing
[Download the font here](#)

A3 general posters



[Download](#)



Wood block prints



[Download](#)



[Download](#)



3. FORM NEW GROUPS. RECRUIT EXTERNALLY.



YOUR IDEAS MAY BE GREAT, BUT EXISTING GROUPS PROBABLY DON'T HAVE TIME,
MONEY, OR PEOPLE FOR THEM.

START A NEW GROUP. GET PEOPLE EXCITED. AND RECRUIT FROM NEW MEMBERS.

YOU'LL GET BETTER PEOPLE FASTER.

THE MOST COMMON MISTAKE NEW REBELS MAKE?



TRYING TO GET EXISTING GROUPS INVOLVED IN
THEIR PLANS

... AND WONDERING WHY IT DOESN'T WORK

Find a need and fill it.

Don't wait on others.

It's up you to make things happen.

4. DECENTRALIZATION MEANS THAT NO ONE CAN STOP YOU.

**YOU NOW HAVE PERMISSION TO ASK FOR ADVICE AND FORGIVENESS,
NOT PERMISSION.**

PLEASE TRY NOT TO DO ANYTHING TOO DUMB.

WHEN...
2 OR MORE XR REBELS
AGREE TO XR'S 10 PRINCIPLES
AND XR'S 3 DEMANDS
AND THEN DO SOMETHING,

IT *IS* AN XR ACTION

Note: Just because you can doesn't mean you should.
It's good practice to ask for advice.

3 DEMANDS

1. TELL THE TRUTH

Government must tell the truth by declaring a climate and ecological emergency, working with other institutions to communicate the urgency for change.

2. ACT NOW

Government must act now to halt biodiversity loss and reduce greenhouse gas emissions to net zero by 2025.

3. GO BEYOND POLITICS

Government must create and be led by the decisions of a Citizens' Assembly on climate and ecological justice.

10 PRINCIPLES

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

3. We need a regenerative culture

Creating a culture which is healthy, resilient and adaptable.

4. We openly challenge ourselves and our toxic system

Leaving our comfort zones to take action for change.

5. We value reflecting and learning

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

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.

You don't have to memorize these. It's not a test.

BLOCKING A WORKING CLASS
TRAIN AT RUSH HOUR, FORCING
PEOPLE TO DRIVE?

PROBABLY A STUPID
ACTION.

BUILDING A GIANT GENGA TOWER? SURE. GO FOR IT.



AN EXAMPLE: XR INTEGRATION DAY



You can attend or even organize one.

1. IT TAKES ALL KINDS.

**XR BAZAAR &
INTEGRATION DAY**



Non-Arrestable
100% certified authentic XR action
Integrating new members is still important to do.
Find a need. Fill it. That's all it takes.

2. THERE ARE RESOURCES. USE THEM.

XR BAZAAR &
INTEGRATION DAY



We used the XR design programme. Obviously?

Design Programme = Faster Graphics

Design Programme = Easier Graphics

3. NO ONE CAN STOP YOU.

**XR BAZAAR &
INTEGRATION DAY**



We asked for advice... and I hope that XR Arnhem/Nijmegen
forgives me.

It's usually best to just ask advice. Not permission.

4. FORM NEW GROUPS. RECRUIT EXTERNALLY.

XR BAZAAR &
INTEGRATION DAY



Most people who do integration days are new to XR.

They aren't recruited from existing groups.

4.1 WHAT TO DO



THIS IS THE END OF THE PROGRAM



CONGRATULATIONS. YOU ARE A NEW REBEL



HERE ARE 3 THINGS YOU SHOULD DO NEXT

**1. JOIN THE Q&A GROUP.
BRAINSTORM IDEAS.**



**2. TRADE CONTACT INFORMATION WITH
PEOPLE THERE..**



**3. SET A NEXT MEETING TIME.
MAKE YOUR IDEAS REAL.**