

Actions Workshop

Objectives:

1. Identify and evaluate actions to build equitable resilience in your community.
2. Come up with next steps so different groups can begin to take action
3. Continue to build relationships and trust among local groups, expanding their network connections.

Why: Holding a workshop allows you to get a variety of perspectives on what actions will have the greatest impact on equitable resilience. It'll allow you to think outside the box of conventional resilience solutions. It can help make sure that root causes of social vulnerability are addressed, and that the suggested actions do not have unintended social consequences.

Who: Core team plans the event; participants could include local residents, businesses, community-based organizations, government agencies, universities, and others. You can refer back to your community engagement plan as you are sending out invitations.

Where: in person or virtual meeting

Time needed: anywhere from a week to a month to plan; you could hold one 4-hour workshop or two 2-hour workshops

Materials needed: easel pads, sticky notes and dots, markers (alt: virtual whiteboards), *how might we...* so that statements, templates for identifying actions, evaluating actions, and next steps

Outputs:

1. List of resilience actions to share.
2. List of next steps that different groups can take.

Workshop Activity #1

Grounding in Equity (20-30 min):

The first workshop activity, after a general introduction and logistics, is to have an open call for storytelling where participants volunteer to share, using the discussion prompt below. The storytelling could be done in a large group or broken into smaller groups.

Objective:

This activity will help ground the discussion of actions in an equity framing, aid brainstorming by illustrating the many types of action that exist and orient the discussion towards implementation. It also will foster an atmosphere of sharing experiences and listening.

Story prompt:

Share an experience about how you and/ or others identified and addressed an inequity. (It could be an experience from this community, or from before you came here. It could be a story about a larger group you worked with, it doesn't have to be something you did alone.)

Listening prompt:

Think about what you heard: what were the common factors across the stories that supported action? What stood out as an impactful way of advancing equity?

If you need to do a little background work to help guide the conversation, check out these resources on equity. To reduce unintended emotional impacts of this activity on storytellers or listeners, we have provided resources on trauma-informed story sharing.

Workshop Activity #2

What Is it: Workshop participants will break into small groups to brainstorm and categorize actions to help solve the problems laid out in the *how might we... so that* statements. Each group should have a facilitator, notetaker, and one or more easel pads with sticky notes and markers, identify actions template, and one or two *how might we... so that* statements.

Objective: Identify actions the different groups in your community could take to address equitable resilience needs.

Output: At least 8 actions per *how might we... so that* statement (8 per statement).

Steps (~ 1 hour)

1. After presenting the *how might we... so that* statements and how you came up with them, break up participants into groups. Each group works on at least one of the statements. In your group, have a short discussion to make sure everyone understands the statement and is on the same page. They might decide they would like to modify the statement in some way. That's okay.
2. Brainstorm (10 min/ each statement): Brainstorm actions that address your community's *how might we... so that* questions. You can use the chart in the template. Encourage participants to cast a wide net and try not to think too technical or feel constrained by feasibility. They can brainstorm individually, in pairs, or as a group. The actions could be things that anyone inside or outside the community could take.
3. Categorize. (10 min). Categorize the actions using dots, sticky groupings, or markers. Categories you might consider using:
 - a. Who- Decisions? Who would need to be involved or decide to implement this action: residents? The city council? The state? FEMA?
 - b. Type. What type of action is it: a policy? Infrastructure construction or maintenance? Economic or financial?? New social relationship? Nature conservation? Environmental remediation? Etc.
 - c. Who- Benefits? Who would benefit most from this action, in addition to any target population?
4. Add new actions & tweak actions. Take 5 minutes to brainstorm and record additional actions that came to mind, or modifications that might help the proposed actions expand their potential benefits.
5. Discussion. Discuss reactions and opinions.

Workshop Activity #3

What is it: Workshop participants will continue working in small groups to evaluate the actions identified in the last activity for helping build equitable resilience.

Objective: Generate a shorter list of actions based on their equity, feasibility, hazard impact.

Output: A shorter list of 2-3 actions for each how-might we statement.

Steps (~1 hour):

1. Walkabout. 10 min. Participants do a walkabout of the other groups' proposed actions. They can leave comments using sticky notes. [Alternative: use whiteboards on an online platform]
2. Small group evaluation. 15min. Groups reconvene and evaluate the actions they worked on previously (alternative: switch groups around to work on a different set of actions). Criteria for evaluating them could be: equity, feasibility, and hazard impact (see evaluating actions template).
3. Small group selection. Small groups select their top two actions that best meet these criteria.
4. Large group discussion. 30 min. Each group briefly presents their top two ideas for action. Discuss issues such as:
 - a. What are some of the trade-offs we might need to make to implement equitable resilience?
 - b. Can we modify or combine actions from different groups to help them become more equitable, feasible, etc.?
5. Vote. Each participant votes for their top three choices from #4 (e.g. online polling, sticky dots). Be sure to set expectations about voting: people are stating their preference, but just because an idea got the most votes doesn't automatically mean it will get implemented.

Post-workshop: We suggest you continue to get feedback on the action ideas, e.g. via social media, meetings of existing groups, [links to stakeholder analysis in Ch. 2]

Workshop Activity #4

What is it: workshop participants discuss potential steps that would need to happen to implement the resilience actions.

Objective: Identify a few tangible actions and immediate next steps, as well as lay the groundwork for longer term implementation.

Output: A list of next steps and who might need to be involved.

Now that you have input on actions that could make a meaningful difference to build equitable resilience, discuss what implementation could look like. You might want to mix up the groups from the previous activity into new small groups, then move to a larger group conversation. You can use this template to record notes. Set aside ~45 minutes to discuss implementation issues:

- What is one thing you can do after this workshop to advance resilience?
- Which of these actions needs to be started now- which could wait?
- What are barriers to action that might need to be addressed?

- Is there interest in working together? How?
- Who else might need to be involved?
- How should outputs from this workshop be shared more widely? Who needs to be updated?

In this conversation, *make the distinction clear* between when the group is making suggestions for consideration in implementation, and when it is making decisions such as what the final list of "next steps" will include, who is committing to what, etc.

Before wrapping up the workshop, we suggest taking 10-15 minutes to reflect with participants about how the process went. You could do this by calling on people or requesting written feedback on topics such as:

- What makes you hopeful?
- What do you still have concerns about?
- What was the most beneficial part of the workshops for you?
- What should we do differently next time?

You also probably might want to remind people about what the next steps in your resilience planning process are, and how you will be using the results from ERB in your planning, and what they can expect next from you.

Optional: If time allows, do a storytelling exercise with participants to explore what makes for successful implementation.