

Lessons from the Pandemic Rights & Survival

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9 Lessons From the Pandemic



1. SMALL IS GOOD

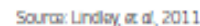


*To foster just adaptation/mitigation to climate change, it is necessary to understand who is vulnerable and at risk of climate change impacts.

* UNDP on South Africa – Higher temperatures, reduced rainfall expected as a result of climate change which will reduce already depleted water resources, increase in number of droughts. SA’s development is highly dependent of climate-sensitive sectors such as agriculture, fishing, tourism.

2. INTENTIONAL ADAPTATION

- How do you as an organisation respond to changes? Do you address it directly, avoid it, get defensive etc.?
- How do you do work to ensure that you keep your purpose present during changes?



3. Social Innovation

SOCIAL INNOVATION

*"a complex process of introducing new products, processes or programs that profoundly change the basic routines, resource and authority flows, or beliefs of the social system in which the innovation occurs"*⁴

The clearer we are as organisations about where we are going, the more we can relax into collaborative innovation around how to get there. Developing our capacity for innovation can mean assessing our default patterns and whether those patterns create space for innovation, possibility, and continuing to move towards our vision.⁵

PROVOCATION

What are some important patterns and behaviours (roles, routines, rules, or beliefs) that structure your organisation?

- Roles and routines - who does what and how?
- Decision-making power - who decides what?
- Connections - who connects to who?
- Resources - who gets what?



Avoiding a Zombie Recovery:
Public money for clean energy,
not for fossil fuels



Promote MICRO-SCALE INDIVIDUAL
CONSTRUCTION PROJECTS to be OFF the GRID
Design towards NET ZERO THINKING.



4. Share the Power



SHARE THE POWER

We work well when we have people to whom we are accountable and with whom we can be in interdependent relationship.⁶ This means being conscious of who has power: who does what in our systems and how, who makes the decisions, whose voices are heard (and whose aren't). Once we are more conscious of these patterns, we are able to disrupt them. Sharing power in conscious ways make us more resilient as people and as organisations and as systems.

PROVOCATION

- How does your current organisational patterns reflect (or challenge) broader social patterns?
- Looking at your organisational patterns and behaviours, who are these patterns really creating value for?



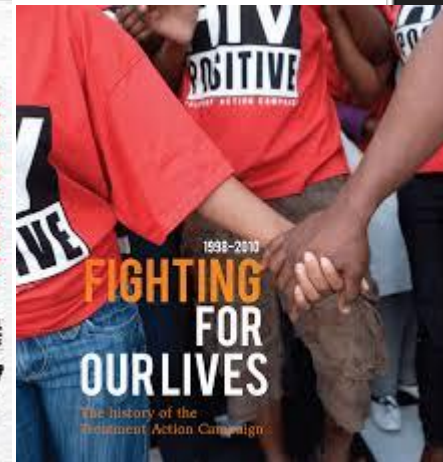
5. Relationships are Everything

RELATIONSHIPS ARE EVERYTHING

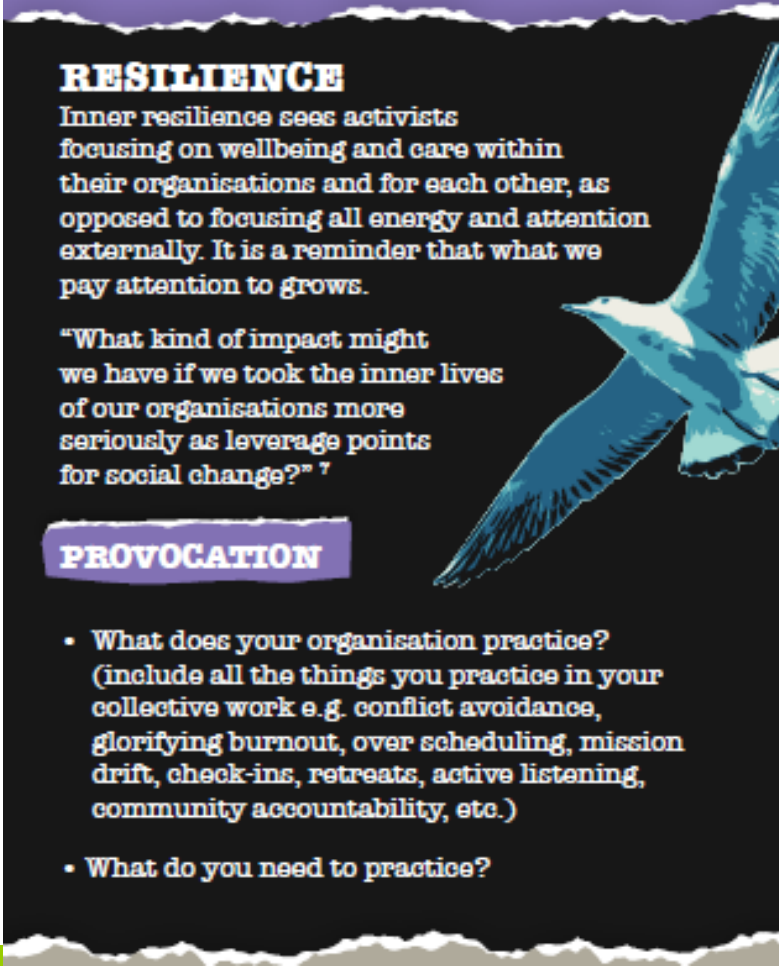
The depth of relationship between the individuals in a system determines the strength of the system. And in ever-changing conditions, relationships and deep connections make all the difference. Most importantly, it is about the quality of connection between the nodes in the patterns rather than the quantity of connections.

PROVOCATION

- How are you experiencing working with each other right now? What do you most appreciate? What do you find challenging?
- How are you nurturing and/or cultivating relationships?



6. Resilience



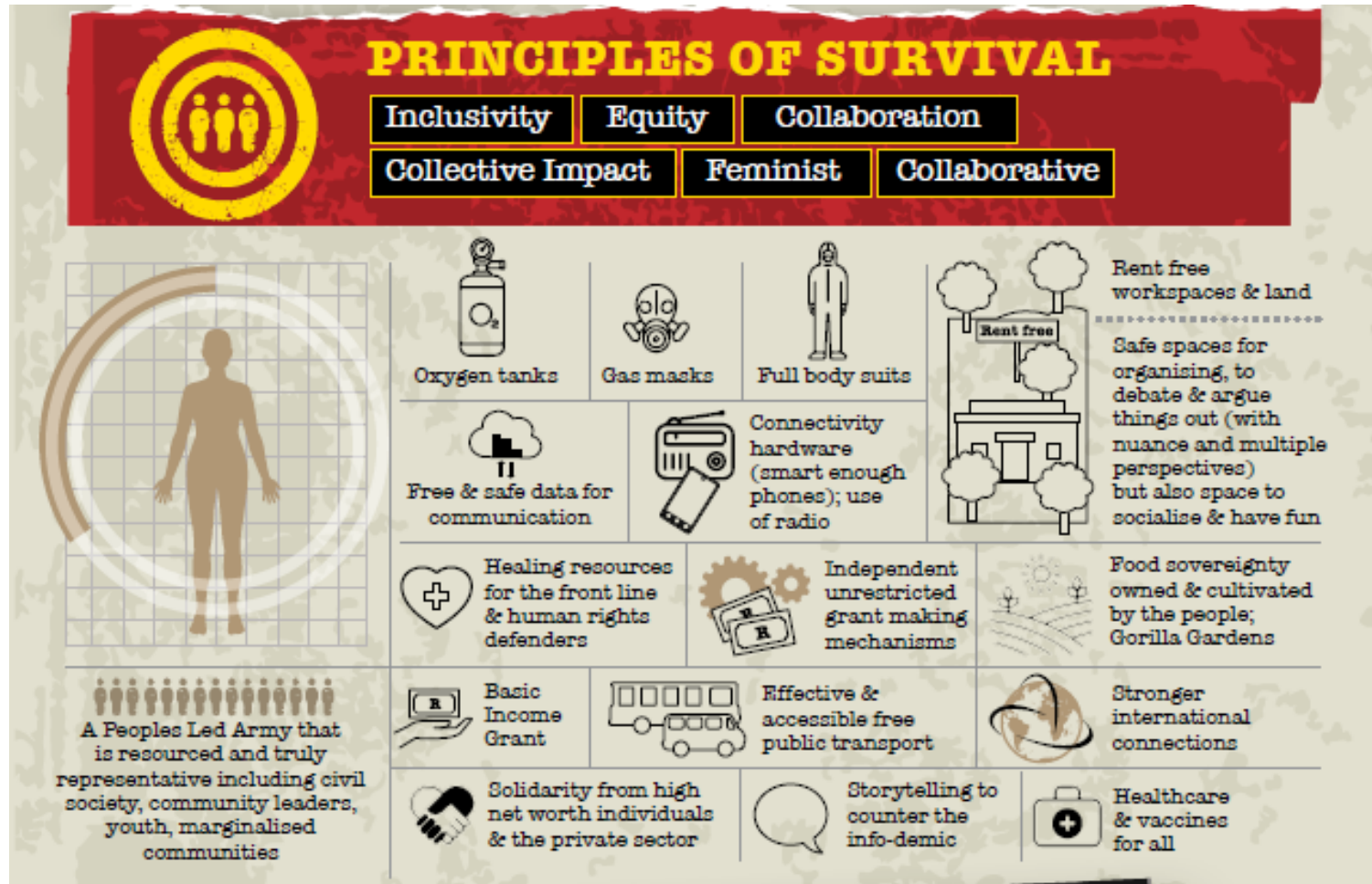
RESILIENCE

Inner resilience sees activists focusing on wellbeing and care within their organisations and for each other, as opposed to focusing all energy and attention externally. It is a reminder that what we pay attention to grows.

“What kind of impact might we have if we took the inner lives of our organisations more seriously as leverage points for social change?” ⁷

PROVOCATION

- What does your organisation practice? (include all the things you practice in your collective work e.g. conflict avoidance, glorifying burnout, over scheduling, mission drift, check-ins, retreats, active listening, community accountability, etc.)
- What do you need to practice?



7. Reflexivity

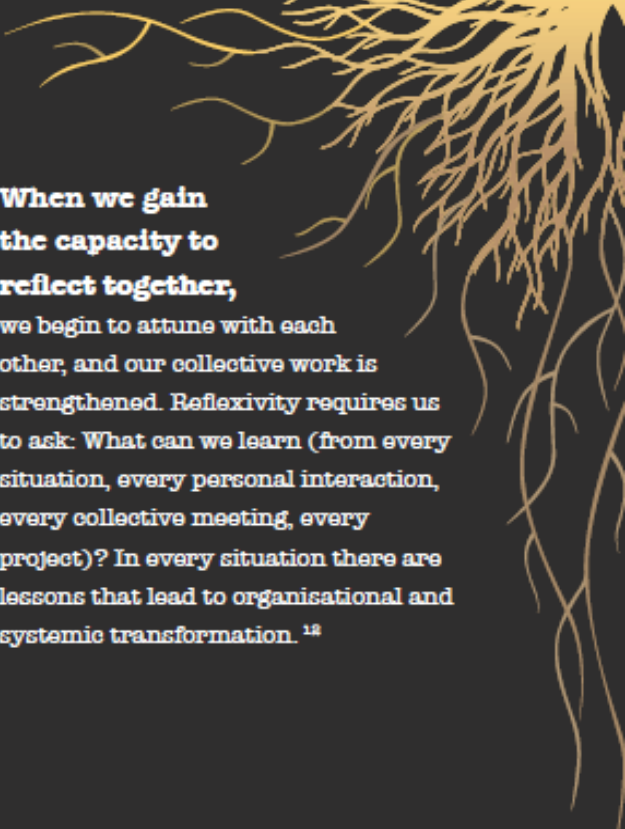
REFLEXIVITY

/rɪˈfleksɪvəti/ noun

1. "a transformative process of confrontation with biased aspects of the self too deeply rooted in and by historical circumstance and experience to be obvious"⁸
2. "to become [a] more conscious and effective participant in [your] institutional world"⁹
3. "a collaborative capability for reorientation and redirection helping to build up new social structures"¹⁰
4. "relates to understandings of the complex relationships between individuals and social systems at micro, meso and macro levels"¹¹

PROVOCATION

- How often do you pause to reflect as a team or as an organisation? If not, where could you begin?
- How can you regularly surface and draw upon your inner personal experiences during the normal course of work to shape and guide the organisation?



When we gain the capacity to reflect together, we begin to attune with each other, and our collective work is strengthened. Reflexivity requires us to ask: What can we learn (from every situation, every personal interaction, every collective meeting, every project)? In every situation there are lessons that lead to organisational and systemic transformation. ¹²

8. Build the World We Want



BUILD THE WORLD WE WANT

"I believe that we are in an imagination battle, and almost everything about how we orient toward our bodies is shaped by fearful imaginations. Imaginations that fear Blackness, brownness, fatness, queerness, disability, difference. Our radical imagination is a tool for decolonisation, for reclaiming our right to shape our lived reality."¹³

PROVOCATION

- Does your organisation have a vision for the world you are working for? What does it look like, feel like, taste like, smell like? Can you describe in detail how people are living?

9. Create More Possibilities



THANK YOU