SLUSH DISASTER RESPONSE NETWORK GATHERING

IPC 13
Polam Farm, India
2nd December 2017
PROGRAMME

1.
• Introduction
• Integration

2.
• Project Presentation
• Challenges & Learnings
• Discussion on common topics
• Skills Mapping

3.
• Evaluation of the Lush Partnership
• Discussion

4.
• Risk Matrix
• Share and discuss about Region

5.
• Feedback of the day
• Closing
We started by introducing the day, the goals and the programme. Then a short round of introductions and an integration exercise outside for moving the body, connecting and sharing the best moments of the International Permaculture Convergence thus making the transition between the event we all participated in and the SLUSH workshop.

- Introduction
- Integration
GOALS FOR THE DAY

- Identify opportunities for collaboration and exchange
- Share feedback about partnership with Lush
- Future proofing ourselves, our projects and our regions.
ATTENDEES

Jo Bridger
United Kingdom / Ireland
LUSH - Slush

Ruth Andrade
Brazil / Europe
Blueprint Alliance

Sarah Queblatin
Philippines
Green Releaf

Amani Dagher
Lebanon
SOILS Lebanon
ATENDEES

Alice Gray
Wales / World
Green Palestine
Byspokes
Tyddyn Teg

Amber Badyari
United Kingdom / Kashmir
Green Kashmir

Shah Badyari
United Kingdom / Kashmir
Green Kashmir

Boniface Gomes
Bangladesh
BASD - Bangladesh Association for Sustainable Development
ATTENDEES

Prabhina Shrestha
Nepal
Sunrise Farm
Resilience Through Recovery

Zac Barton
Canada / Nepal
Kamala Foundation
Resilience Through Recovery

Chris Evans
United Kingdom / Nepal
Himalayan Permaculture Centre
Resilience Through Recovery
Connecting and sharing the most impactful moments of the IPC to kick-off the day.
Participants gave a five-minute presentation of their projects, sharing specifically about the outcomes, the process they went through, the challenges and the learnings so far in their process. All the challenges and learnings were extracted onto cards, then each of the groups marked with the initial of their country the cards that represented similar challenges or learnings in their projects. We then held a short but productive discussion about the most common emerging themes:

- How did they solve the challenge?
- Anything you would like to ask the group to help you solve?
- How will you use this learning in your next project?

Finally, each person present shared a gift to the group: either something impactful and useful they had shared during the morning or something they would be willing to support the group with after this gathering.
PROJECT PRESENTATIONS

Click on the images to play the audio.

Zac presents Resilience Through Recovery in Nepal.

Amani presents the Micro-gardens in refugee camps project in Lebanon.

Boniface presents The Lighthouse project in Bangladesh.

Amber presents the Green Kashmir initiative in Kashmir.

Alice Gray presents about various PDC projects and Green Kashmir.

Sarah presents the Green Releaf initiative in the Philippines.
Discussing common learnings and challenges in projects.
COMMON LEARNINGS

- Participation by intention or invitation
  ...

- Learning about the politics / conflicts in the community
  ****

- Most effective agents of change are the locals
  ****

- More follow-up and bigger presence (train locals for monitoring)
  ****

- Social preparation (navigating while assisting)
  ****

- Develop the local community leaders
  ****

- Develop networks to connect groups
  ****
Proposal made without stakeholder consultation but implementation with lots of feedback loops.

- Patience and flexibility
- Clear communication using non-violence

- Managing large groups of volunteers
- Self-care

- Taking other combined themes into consideration (hygiene, WASH)
- Thinking in zones for time management
- Managing finances & unexpected costs

- Action learning questions for regular feedback
- Being flexible in ability to design and implement
- Being flexible, thinking on one’s feet

- Chasing opportunities
- Not being too attached to the original vision/plan
- Being flexible in ability to design and implement

- Clear communication using non-violence
COMMON CHALLENGES

EXTERNAL FACTORS

- Expectations of community members (getting something for free)

RISK & SAFETY

- Risk & safety (bring own water, stray bullets, etc)

INTERNAL PRACTICES

- Being covert vs. overt (not making enemies or alienating people)

- How to handle sudden change of plans

COMMUNICATION

- Communication (Keeping it up)
CHALLENGES

EXTERNAL

- Policy limits (eg. not allowed to plant trees) ••
- Blockade (political barriers) •
- Overall destruction in the village (very bad conditions) •
- Saline water flooding communities
- Access & communication between villages •
- Small spaces for growing •
- Cultural & ethnic practices (closed communities, identity closed) •
- Lack of electricity •
- Marketing of products (access to market)
- Colonialist attitude by iNGOs ••
- Project timeline determined by funders
- Lack of youth involvement •
- Unhealthy habits (alcohol, chemical farming, paid to go to training) •
- Numbness in people (trauma) ••
- Lack of interest by beneficiaries •
- Overall destruction in the village (very bad conditions) •
- Lack of youth involvement •
- Numbness in people (trauma) ••
CHALLENGES

INTERNAL

- Lack of time for proper training •
- Formalising the organisation •
- Lack of experience
- Looking after many people in a conflict zone •

EXTERNAL

- How to include art & the sacred in projects (vs. first needs)
- Being everywhere, doing everything ••
- Climate-proofing the projects ••
- Language •
**OBSERVATION**

- Important to have the observation phase first, have that deeply ingrained in policy.
- Understand first to then be understood.
- Observe the internal politics and local conflicts. As well as the local policies that may affect your work.
- Sarah tells of community fighting, not engaged, her organisation took part in the peacebuilding process, which open the path for her projects.
- The unique selling points (USP). Shah in Kashmir used this strategy from marketing and created a USP for his project to show the local authorities, people who had not heard of permaculture. He created a wonderful profile online for Rowe and turned her into a celebrity. It made a big difference to the project.
- Build a professional, good quality profile and a USP.
- Design in the correct amount of time to observe and interact.
- The difference is the intention: many NGOs just want to finish the project and disappear. Projects should have more long-standing relationship.
- In the RTR project in Nepal, the barefoot consultant move into the villages, thus learn about the conflicts and over time start to break down the expectations and prejudices from previous projects. It takes months to build the relationship.
- Create local economies: when there is budget for food in the project, create a micro-business for the locals to provide the meals.
- In Bangladesh when the water is rising, communities move further up and encroach onto Bengal tiger territory. They need strategies for protecting the community from the tigers, as well as climate change.
OBSERVATION // Leaders, Allies, Participants

- Early adopters after disaster: the visionary, the rebels and the curious. After disaster it’s hard to do visioning, in the visioning for people wanted a roof... But some wanted bigger dreams, so we watched for those people and they became the leaders. Next the ones who want to change the system, they are always complaining, but also active in the work. Then watch those that keep running around and asking “what are you doing”? // Value diversity, use the marginal. // Patterns to details: recognise the patterns of people.

- It’s easier to work with people if they already have an intention. People who want to do it.

- “How can we help someone?” // Enabler and capacity building. Don’t bring solutions looking for a problem. Find the people that are already working with it.

- Be mindful that allies in other organisations, government bodies, etc. may be leave, get transferred, etc. Design for redundancy. Multiple elements in important functions so that either you or the organisation are not relying on our partner.

- Identify key farmers or lead farmers, identify key people. Identify invisible leaders: teenager, the mothers, the big gossip. Hang out in community spaces and interview people. Asking one person to introduce you to the next / their friends. Sowing seeds, getting a response and following up.
EXPECTATIONS

- Regarding participation and invitation: if you have an invitation it makes managing expectations easier.
- Beneficiaries can be used to handouts, receiving money and other benefits from previous projects. This can also be a source of conflict.
- Not enough time to build the relationships, beneficiaries just want to know “what will I get from this project?”
- In Lebanon, beneficiaries think the project is like to the UN, bring problems that the project cannot solve. Short project, couldn’t do a follow-up. There were individuals who could be trained to train others and continue the work. They would like to look at more effective ways of working in the camp, e.g. renting nearby land to grow food.
- People can expect too much: gifts, food. Boniface created a strategy when he asked the community to come to the training and “bring some rice and I’ll give you meat or fish.” Now they don’t ask for assistance and make a small contribution for their participation. In Nepal, Prabhina invited to community to contribute with vegetables or seeds.
FOLLOW-UP

- Projects should design an exit strategy from the start.
- Follow-up: it’s what happens after.
- In Kashmir, very quickly within three months when from start, PDC and ToT, now graduates that are skilled. Moving now into village projects, so the follow up is needed.
- The risk is that if people don’t have experience they can be teaching the wrong thing or a distraction. It’s ok as long as the follow-up system is ok.
- 80/20 pareto principle: put 80% of the inputs early on to set up systems that are self-managing.
- Content and process: what are we following up and how are we following up? Design for the follow up: what do we want? What are the limits? What’s the design?
- There is usually very little resources for follow-up. Important to cost the follow-up into the programme: budget for human resources and design for follow up.

Strategies:
- every 3 months hold a peer to peer meeting. At the meeting: what’s going well? What’s challenging? What are your next steps? What are the long-term goals?
- Use Facebook and Whatsapp for weekly check-ins.
- Have pairs of people following-up and monitoring each other;
- Stack functions onto a field visit.
- Hired an external facilitator. In the culture, they don’t tell the truth to one’s face. Giving them the time to talk amongst themselves.

In Bangladesh they use the concept of self-help groups. They are trained and empowered so that in the future they can form their own networks. They develop and run the programme with BASD. The Network does the follow-up. Self-help groups keep their money together, they provide micro-loans, get interest and can employ part-time staff.
SKILLS MAPPING
GIFTS TO THE GROUP

Offers of support or advice for best practice

PRABHINA
How to work in local community
Managing multi-cultural programme and people

ZAC
Self-funded, self-sustaining program design

BONIFACE
1. Self-help group acts individually → SHG function
2. Self-help groups form network for sustainability → Network function
3. Members contribution/sharing towards cooperation and self-reliance → Cooperative works

CHRIS
Happy to help/advice on setting up follow-up structure(s).
OBSERVE: first strive to understand then be understood.

ALICE
Reciprocal invites + Network Building
Grassroots networks that transcend divisions of geography and culture
Fair shares
GIFTS TO THE GROUP

AMBER
Numbness: post-traumatic stress disorder; lack of internal space from which to listen; desensitization due to conflict
Avoid becoming numb yourself with awareness & relevant self-care
Active listening
Create space for people to ‘download’ their story.

SHAH
Unique Selling Point
When dealing with government officials create a selling point, high profile to make them do what you want. Also called Carrot & Stick. Use the carrot.

AMANI
Develop technical material as manual.
Communicate with different communities.
Logistic tasks: to implement project.
Solve unexpected problems.

SARAH
Trauma informed practices / guidance
• Evaluation of the Lush Partnership
• Discussion

The aim of this session was to create space for project to voice the positive and negative points about the partnership with Lush. For the first part of this exercise, Jo left the room, so projects could feel at ease. There were four main areas that were evaluated: communication, trust, accountability and technical support. Each project evaluated the criteria both in relation to the project towards lush and lush towards the project. They had to write comments and their evaluation on a piece of paper placed along strings on the floor on the appropriate criteria and mark. If that factor had a negative impact on the project, it was graded between -10 and 0, if it had a positive impact from 0 to +10. Afterwards we analyse for common patterns and discussed some of the key issues. Jo returned for answering some questions and clarifying what is expect from each project in the criteria above.
COMMUNICATION

How do you rate your communication with LUSH?

And vice-versa? - Indicated with

Delay in responding to Lush (sometimes due to remoteness / lack of internet)

• Repetitive questions that have already been answered
• Unclear roles / responsibility / pathway.

Sometimes shot of time but always on reporting finishing projects. Appreciate concise app. and reporting procedures.

... Simon not so much :-(

Understand our need. Objective.

Can ask anything. Always we get response.

As much as possible to the point of maybe overdoing? :-)
TRUST

How much trust is there in the connection? And vice-versa?

Asbestos damaged a little but there is good faith.

Project ok trust in Lush. Lush understanding. Short term so no development of relationship

Good trust. Can be built on over time to become stronger

I have been supported but also feel somewhat unsupported sometimes. Would like more continuity and forward vision - to cooperate in following up and keeping work going forward.

You have given us a lot of trust. Thank you!

Excellent

Respect our work

Open to changes in programming and budget.

Good trust

TRUST slider from -10 to +10
ACCOUNTABILITY

How good are you at doing what you said you would do and reporting on it? And vice-versa?

-10 -9 -8 -7 -6 -5 -4 -3 -2 -1 0 +1 +2 +3 +4 +5 +6 +7 +8 +9 +10

Activity implementation delayed & budget unspent

No comment

Some activities get changed but we modify in the report & Lush are very understanding

Paid on time

Very good

Us creating our specific guidelines to operate. Thanks for your go!

Very clear, ethical & efficient

Achieved a lot in a short time by getting support on the right time from Slush.

Slight delay of funds. But we were also late in our proposal so it is ok.

In general I deliver and report in a timely manner even in the face of severe challenges (e.g. funding getting stuck and personally making the gap). Lush also deliver what they say they will and struggle with us to overcome challenges.

Good reporting. A little late.
TECHNICAL SUPPORT

How adequately does Lush support you technically? Including the proposal cycle.

-10 -9 -8 -7 -6 -5 -4 -3 -2 -1 0 +1 +2 +3 +4 +5 +6 +7 +8 +9 +10

- Extreme delay in transfer of funds.
  - No support to livestock related activities.

- Need more support.
  - Added value to our production of cosmetic
  - ToT in Permaculture Farm Design & Implementation

- Delay in providing modified plan & budget to Lush

- Financial reporting guidance needed

- Need more support

- Responded promptly to all requests for forms, budgets and gantt charts & learnt a lot in the process.
  - Site visit from Lush team.
  - Feedback by reporting & pictures.

- We missed some reporting deadlines due to our learning curve. Thanks for your trust :-)

- Great support on time from the start.
  - Never asked for or given.
READING THE GENERAL PATTERNS

● Mostly positive assessment on all four criteria.
● Accountability and Technical Support have some negative assessments, things that have had a negative impact on the project.
● There is perceived high trust in the partnerships between projects and Lush.
● Late funding was a consistent issue shared by a few of the projects present.
THE ANIMAL ISSUE

- Not being able to include livestock hinders the effectiveness of the programmes. Difficult to satisfy the needs the communities have. Idea of developing barefoot vets.
  Some communities spend 60-70% of their time tending animals.
- The policy inherently discriminates against pastoralists.
- Solution proposed: multiple donors. Other donors can fund animal parts of the programme.
- Important to have clarity on the limits of the Lush policy. Add the link to the policy on the Slush form.
- What about when community / events meals are included in the budget? Do they have to be vegetarian? >> Projects have autonomy to decide.
- Animals can be part of the design and be present in the projects, but Lush will not fund activities that are directly related to the slaughter of animals.
THE MONEY ISSUE

- Crucial getting the funding at the right time when we were ready to launch.
- Transfer money to Palestine and didn’t get there until the end.
- Lush needs more experience transferring money to other countries.
- Lateness in payments and mistake in the name of the recipient took its toll on the project. Thinking of telling staff the project was over. 3 to 4 months delay.
- Cadi on maternity leave, there was a lack of proper transition, which resulted in some delays.
- Got funding in the middle of the project, when it was already under way.
- GEN uses a FOREX services: sends the notification and when it should arrive.
- A few projects had to borrow money until the Lush funds arrived.
COMMUNICATION & PARTNERSHIP

- Expectations for a lot of communication, including small changes.
- Laissez-faire attitude.
- Kept getting questions from different people: showing the report had not been read.
- Honesty in the relationship, ethical partnership.
- Lots of autonomy in how projects operate: freedom in how to implement.
SUGGESTIONS

● Good to know what materials Lush needs, how they are processed and used. A materials list would be helpful (Cadi).
● Follow-up on materials and samples sent.
● Technical support for materials and for developing them.
● Develop the Slush Network for providing technical support.
● Jo suggested MANGO’s management courses for NGOs. There is course called “How to keep donors happy” she recommends.
● Develop support for monitoring and financial management.
● More technical support: agroecology practices for staff. Establish fund for building capacity in the teams.
It is better to over communicate than not to communicate.
Communicate before or when problems happen, do not wait until the report to do so.
Lush expects emails and reports in good time, reports rich in photos help.
Indicators are important, but share the human stories, as well.
Lush expect to have a good understanding of the people on the team and what they do, Jo should be able to know them by name and identify them in photos.
Communicate if you want to change things in the budget even if very small: answer will probably will be yes.
If there is money left over: inform on how to spend leftover money. If over £2000 the larger SLush team will need to know, not just Jo.
Simon can answer where the money is, the transfer number, it it is has been paid.
The aim of this exercise was for groups to reflect on the risk for themselves, their projects and their regions and also share the information with Lush and others in order to help shape how Slush can better help in the future in a more strategic way. We did not have as much time as we wanted for this exercise. It was explained that:

Risk = (Threat + Vulnerability) / Recovery Capacity.

Each person was asked to identify the threat, vulnerability and recovery capacity of themselves as individuals, their projects and the regions where the project is based. We asked everyone to share about the risks to their regions and then had a brief discussion on the threats, the vulnerability and the resilience or recovery capacity focusing on what’s common, what’s unique and what needs to happen for Slush to further support regional resilience.
<table>
<thead>
<tr>
<th>Project</th>
<th>Threats</th>
<th>Vulnerabilities</th>
<th>Recovery Capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Lack of Funding</td>
<td>Local network strong/not strong</td>
<td>Network strength</td>
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<td></td>
<td>Lack of Time</td>
<td>Commitment level of partners</td>
<td>Stronger bridges</td>
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<td></td>
<td>Lack of Support</td>
<td>Support from TT Team</td>
<td>Local Capacity</td>
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<td></td>
<td>Not able to support all barefoot consultants</td>
<td>Lack of experience</td>
<td>Network</td>
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<td></td>
<td>Corruption</td>
<td>Lack of resources</td>
<td>Capacity Building</td>
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<td></td>
<td>Lack of interest from people</td>
<td>Helplessness in people in Kashmir</td>
<td>Attract donors</td>
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<td></td>
<td>Not having proper monitor follow up process</td>
<td>Villages say ok but not so many continue work and finish the projects on time</td>
<td>Invite expertise and help</td>
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<td></td>
<td>Village takes time to get out of aid project mentality</td>
<td>Project not effective enough to build true resilience</td>
<td>Inspire and move people</td>
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<tr>
<td></td>
<td>Funding ends</td>
<td>Initial work done</td>
<td>More time to get result or finding more budget on time</td>
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<td></td>
<td>Government instability</td>
<td>Funds remaining</td>
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<td></td>
<td>Other bad influences</td>
<td>Good relationship with stakeholders</td>
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<td>PROJECT</td>
<td>THREAT</td>
<td>VULNERABILITY</td>
<td>RECOVERY CAPACITY</td>
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<tr>
<td>Official recovery programme</td>
<td>Not as many resources or commitment</td>
<td>MAB and other political networks</td>
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<tr>
<td>Change in structure</td>
<td>Projects' dependence on Slush</td>
<td>Honesty and Flexibility</td>
<td></td>
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<tr>
<td>Not enough time to compile good / accurate / detailed report</td>
<td>Report doesn't get in on time so budget not released/ provided on time.</td>
<td>Taking loan to implement is ok</td>
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<tr>
<td>Not acceptance of refugees in the local community</td>
<td>Lack of funds and expertise</td>
<td>Volunteer work, each helping with own expertise.</td>
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<td>Storm, salinity, heavy rain</td>
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<td>Low strength</td>
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<td>Starting organisation (Less experienced)</td>
<td>Compromise creative/flow/informal for structured/ formal</td>
<td>Learning organisation</td>
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<tr>
<td>REGION</td>
<td>THREAT</td>
<td>VULNERABILITY</td>
<td>RECOVERY CAPACITY</td>
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<td></td>
<td>Future Typhoons or Droughts</td>
<td>Political Instability + threat of more attacks</td>
<td>More eco-village &amp; Permaculture network, support for knowledge, best practice and community.</td>
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<tr>
<td></td>
<td>Political and local government change</td>
<td>People are confused about planning</td>
<td>We have to more permaculture activity.</td>
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<td></td>
<td>Water Crises</td>
<td>Prone to more militancy</td>
<td>Build bridges between Kashmari Civil Society and Indian Civil Society</td>
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<td></td>
<td>Politics</td>
<td>Fighting</td>
<td>Celebrate heritage and ancient way of life.</td>
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<td>Air pollution adding to the damage</td>
<td>Bad Politics</td>
<td>Building resources, capacity, building on regenerative solutions</td>
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<td>India &amp; Pakistan going to war</td>
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<td></td>
<td>Conflict</td>
<td>Land-based cultures in decline</td>
<td>Human resilience</td>
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<td></td>
<td>Climate Change</td>
<td>Lack of vision in development</td>
<td>Strength of communities</td>
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<td></td>
<td>Blockade</td>
<td></td>
<td>Inventiveness</td>
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<td></td>
<td>Access / Lack of</td>
<td></td>
<td>Strong Networks</td>
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<td></td>
<td>Rising Fascism</td>
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<tr>
<td></td>
<td>Drought</td>
<td>Crop damage</td>
<td>Food in of gov? // Food aid going?</td>
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<tr>
<td>REGION</td>
<td>THREAT</td>
<td>VULNERABILITY</td>
<td>RECOVERY CAPACITY</td>
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<td></td>
<td>Climate Change Refugees</td>
<td>Overpopulation of India / Bangladesh</td>
<td>Own feed farm</td>
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<td></td>
<td>Food Shortages</td>
<td>Good community</td>
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<td></td>
<td>Civil Unrest</td>
<td>Pollution of air, water and soil</td>
<td>Raising global awareness of new paradigm permaculture</td>
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<td>Curfew Strikes</td>
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<td></td>
<td>Political Unrest</td>
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<td></td>
<td>New mining accidents</td>
<td>Communities in the same location // not enough time</td>
<td>New Techniques developed :-) // Ecosystem is already failed :-(</td>
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<tr>
<td></td>
<td>Prolonged drought</td>
<td>Food security compromised</td>
<td>Crop storage capacity (disaster design strategies enacted)</td>
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<td></td>
<td>Multiple conflict</td>
<td>Poverty</td>
<td>Capacity Building</td>
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<td></td>
<td>Climate Change</td>
<td>No technical support</td>
<td>Community Engagement</td>
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<td></td>
<td>More drought</td>
<td>Financial support</td>
<td>Prevention measures: sanitation --&gt; easy solution / drinkable water.</td>
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<td></td>
<td>Climate Change</td>
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<td>Size of problems needing</td>
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<td>Low Capacity</td>
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<td>solutions</td>
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<td></td>
<td>Time is right for permaculture</td>
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The threats mentioned can be summarised as: political unrest and conflict, climate change (draught, floods, typhoons), natural disasters (earthquakes), rising fascism and climate change refugees.

On vulnerability, many of our systems are at their capacity: social systems, air, water and soil pollution, iNGO response systems, donor financial support. New threats compound in an already stressed system.

On recovery capacity, three main strategies emerged: community awareness and capacity building, especially in permaculture design; building stronger networks, bridges, alliances; increasing autonomy in basic needs like food, water and energy.
IDEAS ON MITIGATING REGIONAL RISK

- Land based cultures are in decline. Important to protect cultural diversity. Lack of vision in planning. We need to build strong networks, share ideas.
- Political issues, elections. There is no planning of the future, people outside of Nepal don’t know what’s going on. Show Permaculture design activities, show a positive future.
- Building networks and anticipating. When we anticipate we can plan. Sometimes we are not aware. It can feed into the prevent / response / recovery plan.
- Water crisis between India and Pakistan. Worst drought this year. More drought could throw the country into war. They use young people as chess player, to flare the situation. One solution is to not allow young men to be isolated, bring them close, bridge the gaps between India civil society and Kashmir civil society, harness their energy.
- Connect to projects in Pakistan, and encourage grassroots connections. Connect it to business: country to country transfer between Pakistan and India.
- Policy and advocacy from a business organisation: refugee crisis, working with schools.
- Sinai: they are getting so isolated because of Egypt. Develop farmer networks in Sinai. In South Sinai, support them by buying products. Struggling to replacing tourism. Encouraging people towards land- based livelihoods
- Increase communities capacity to provide bioresources: seeds, compost and tree seedlings. Open pollinated resources, there is a war on those.
- Engage in mediation: where people can be brought together in one table. One famous political mediator is William Ury.
IDEAS ON MITIGATING REGIONAL RISK

- Connect everyone doing best practice. Permaculture for Refugees network, for example. How we can bring these networks together? Supporting the Regeneration Hub. Contact Open Team for something similar for disaster response and recovery.
- Working with schools. Working with children for peacebuilding and peace work also in the UK. Banana game at UK schools, for example. Here is how to play the fairtrade banana game.
- Rohingya in Bangladesh is an issue, Boniface’s team do not have experience with refugees yet. What can GEN do and could Slush come forward? Ideas gathered by this group in only five minutes:
  - Barefoot consultants: basic skills and ToT. Bangladesh BASD has 200 trainers. There is a language difference, Rohingya are not educated. There are terrorist groups still in the camps. 100 camps so far. 600,000 people.

- More ideas for Rohingya:
  - Hire good trainers.
  - Make a small project, start with a prototype for Bangladesh.
  - Get the army to come and help the work. Train them and they can scale it up.
  - Develop Gardens with the children, like in the Green Releaf project, gardens as the heart of the community.
  - Count on the Slush network people!
The bus to take us to Hyderabad was one hour late, which luckily gave us enough time to complete the programme. We did a final round of feedback Brazilian style using the phrases:

que bom… (it’s good that…);
que pena… (it’s a pity that…);
que tal… (how about…)

to harvest everyone’s reflections on the day and we closed with a group hug… just kidding, I can’t remember how we closed!
• Zac: Great to see other people facing these challenges, too bad I’m far away and can’t meet face to face. What if we could come more often face to face again.
• Shah: It’s good I am here, too bad I am exhausted. Imagine if the spiritual practices weren’t there. Never underestimate the power of the small things that we are doing, that’s what I felt today. Really inspiring.
• Amber: This has been a fantastic way to finish the last three months, feeling exhausted. Brought me back. Suggestion: let’s do it again.
• Prabhina: Good to know more about the other projects, challenge and opportunities. Good to know about Lush. Suggestion: mature communication, all problems are created from the communication. We are talking a lot about network, but we don’t have a network.
• Sarah: Good for an interactive inclusive, consultative process. Working with uncertainty, for Lush is also a growing field. Valuable to get feedback and learn for each other. What if we continue communicating and sign up for the regenerative hub. Develop the project side as learning hubs, pity if projects don’t continue. Be hubs for disaster for the region.
**QUE BOM, QUE PENA, QUE TAL...**

- **Chris Evans**: Great Lush keeping its finger on the pulse, development work and projects. Facilitation has been good. To keep this and have more, keep us active. More opportunities to share.
- **Boniface**: limited walking, back pain. Que tal... Rohingya, share and work together and support.
- **Alice**: que bom we are here, que pena, more time and less tired, we are just starting to have a conversation. What if: we stay in touch, start of cross communication, move away from the paradigm of Lush being in the centre. Hear news updates.
- **Amani**: great because I learned a lot, for next project what to take into consideration. Share pictures of the projects, share some media. Do it one day before the main event starts.
- **Jo**: Bus making us anxious. Glad everyone could make it. Would like to do this again in February for groups based in Europe and Middle East.
LINKS AND REFERENCES

Link to the Risk Matrix done by the groups is on this spreadsheet.

Ruth’s Photos of the day are here. Please share your photos, if you have more.

Register your project at The Regeneration Hub.

SOILS Lebanon amazing booklet for small gardens in refugee camps is here.

IDEP’s Community Based Disaster Manual can be found here.

Blueprint Alliance’s website list of resources including HPC’s Farmer’s Handbook.

Rowe Morrow and her team - including Sarah - are developing this website as a resource.
Thank you!

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