



**The
Resilience
Canopy**

Practitioner Training Session 3



Acknowledgement of Country

We acknowledge the First Nations people, who have been the custodians of this land for many thousands of years; and pay respect to their Elders past and present.

We acknowledge that First Nations knowledge and practices have built the resilience of Country for over 65,000 years and appreciate the ongoing integrity of First Nations custodianship and connection with Country.

We acknowledge that the land on which we live, and work is the place of age-old ceremonies, celebrations, initiation and renewal; and that the First Nations peoples' living culture continues to have a unique role in the life of this Country.

We celebrate the diversity of Aboriginal and Torres Strait Islander peoples and their ongoing cultures and connections to the lands and waters of Australia.



Working together - agreements

- This is a space of respect and curiosity
- Do what you need to engage and be comfortable
- All activities are invitational
- Meaningful work isn't always comfortable, so we aim for safe enough
- We acknowledge your expertise and wisdom
- We will let you know if we need to move on in the interests of time
- Content warning
- Anything else?



Session map

Session 1

Session 2

Session 3

Session 4



Session 3A - Assessing community needs and readiness

Session 1



Session 3

Pre-step

- Assessing community readiness and willingness to engage

Foundations

- Identification of networks and leaders within selected communities
- Prepare and support community leaders to lead

1

Session 3a Topics:

- Recap
- Where we are in the Six Step Model
- From divergent to convergent thinking
- Groan zone in group work
- Deep dive (6 parts: Map, gaps, mentor, reach out, stakeholders)
- Drafting the plan

Session 4

Partner

- Grants programs
- Corporate support
- Other Community Groups
- Government
- Philanthropic

Implement

- Implement selected projects
- Continue to galvanize support, locally and beyond, to deepen impact, sustain community buy-in

Review

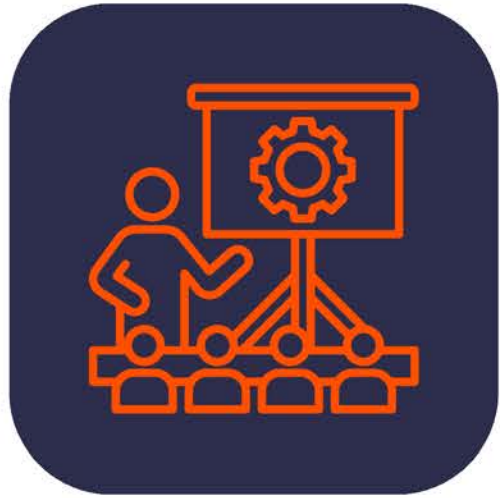
- Celebrate
- Review
- Close / Continue / Evolve

4

5

6

Session 3 - learning objectives



Ability to facilitate workshop components using the Resilient Communities Framework to unpack resilience challenges, strengths and worries, plus opportunities and enablers and identification of gaps in local resilience knowledge



Feel confident in knowing the broad elements of a community resilience plan and the ability to relay the resilience narrative of a community based on these elements.



Understand the process from brainstorming a long list of resilience building ideas (Field of Opportunities) to prioritising these ideas and turning them into agreed community actions.



Feel confident in facilitating a prioritisation activity where community representatives map actions against impact vs effort.

Homework - persona discussion



Activity

In your small groups share your personas and **decide on 4-6** that represent the diversity of your community.

You will be referring to these during the day.

Give them names, think about who they are, their background, what they care about and why.



Deep Dive and working with groups

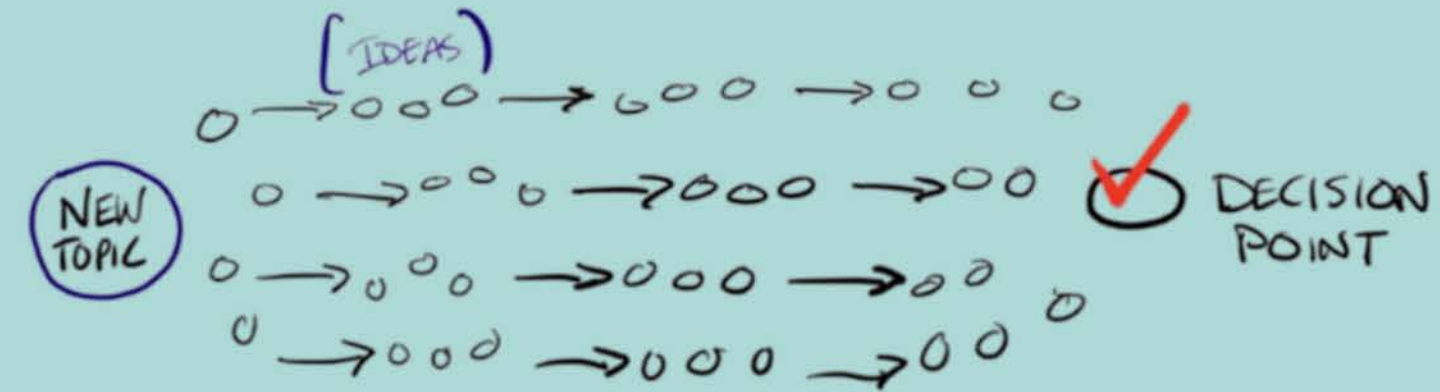


A quick note on group decision making



Knowledge

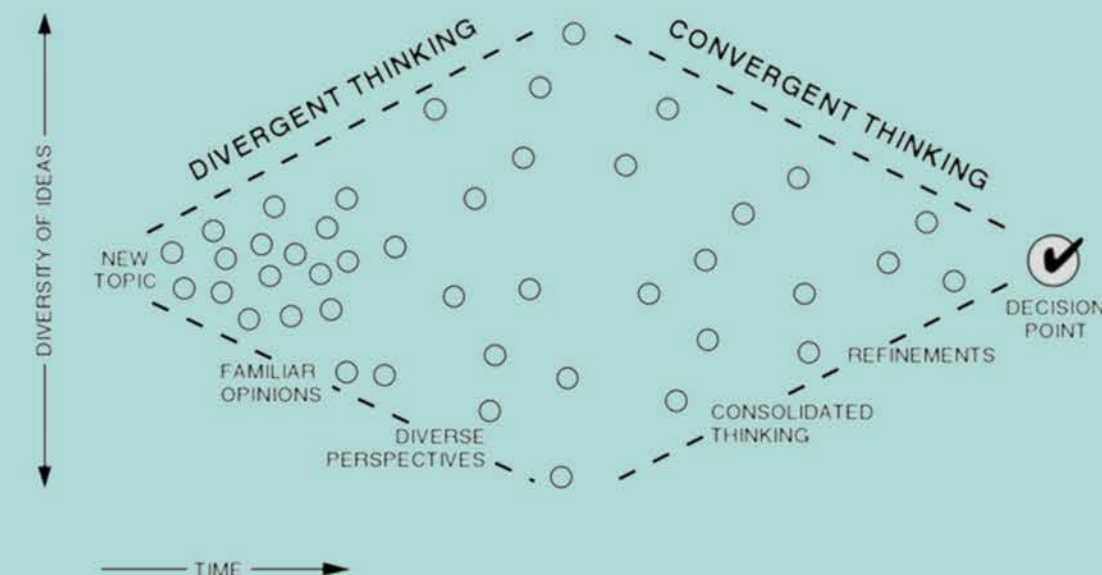
When people come together to explore a topic and make decisions, what does the process look like?



This

Or this?

SAM KANER – Diamond of Participation
(Dynamics of Group Decision Making)



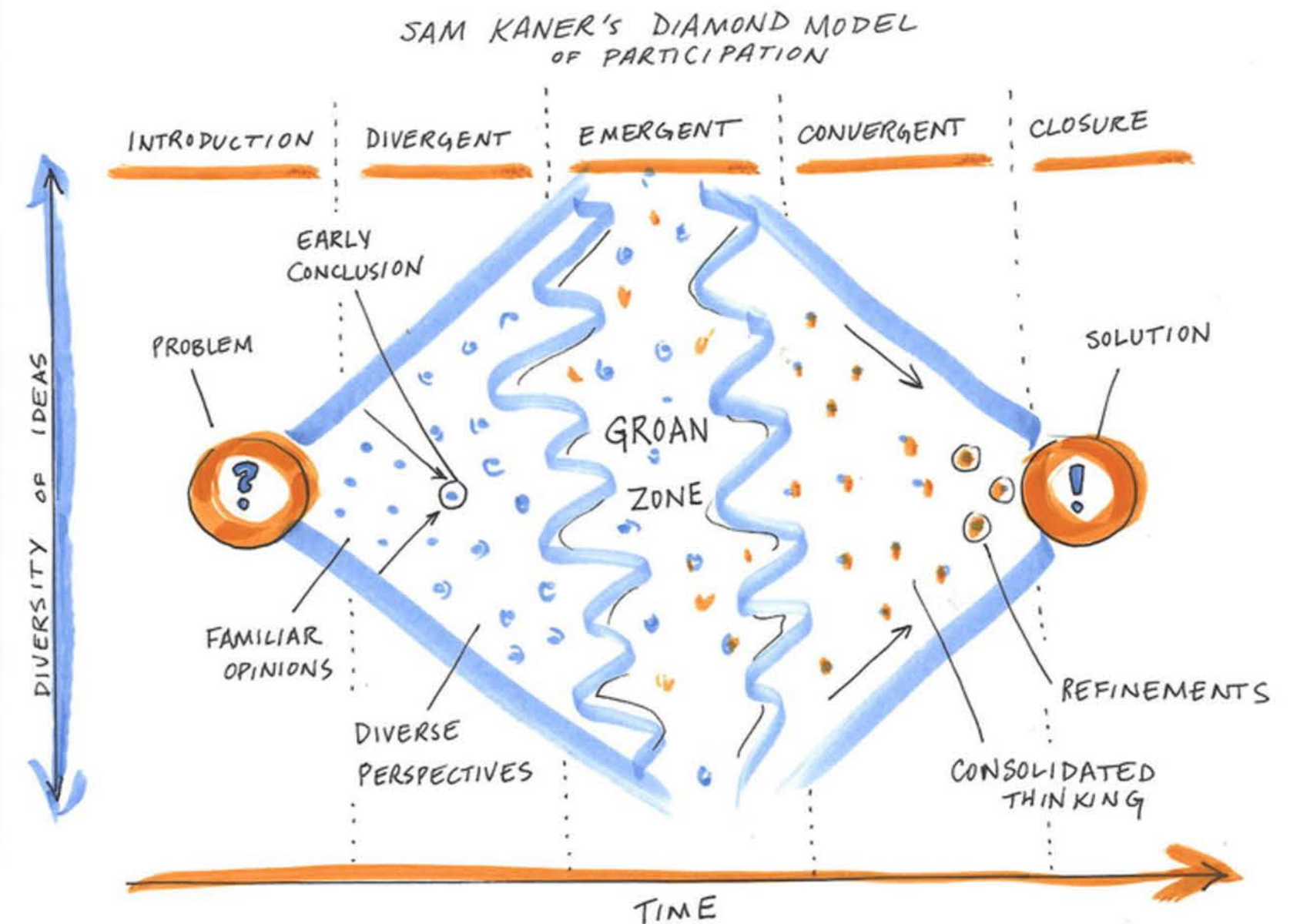
The “groan zone” in group participation



Knowledge

Have you experienced the “groan zone” before in a group process you have led or as a participant in a group process?

- What did it feel like?
- How did you move through it?



Taking a Deep Dive - resilience profile

This phase involves working with the community to gain a **deep understanding** of their **community “resilience profile”**.

Ultimately it is a **shared exploration** leading to **greater collective understanding** of:

- Resilience challenges
- Strengths and worries
- Opportunities and enablers



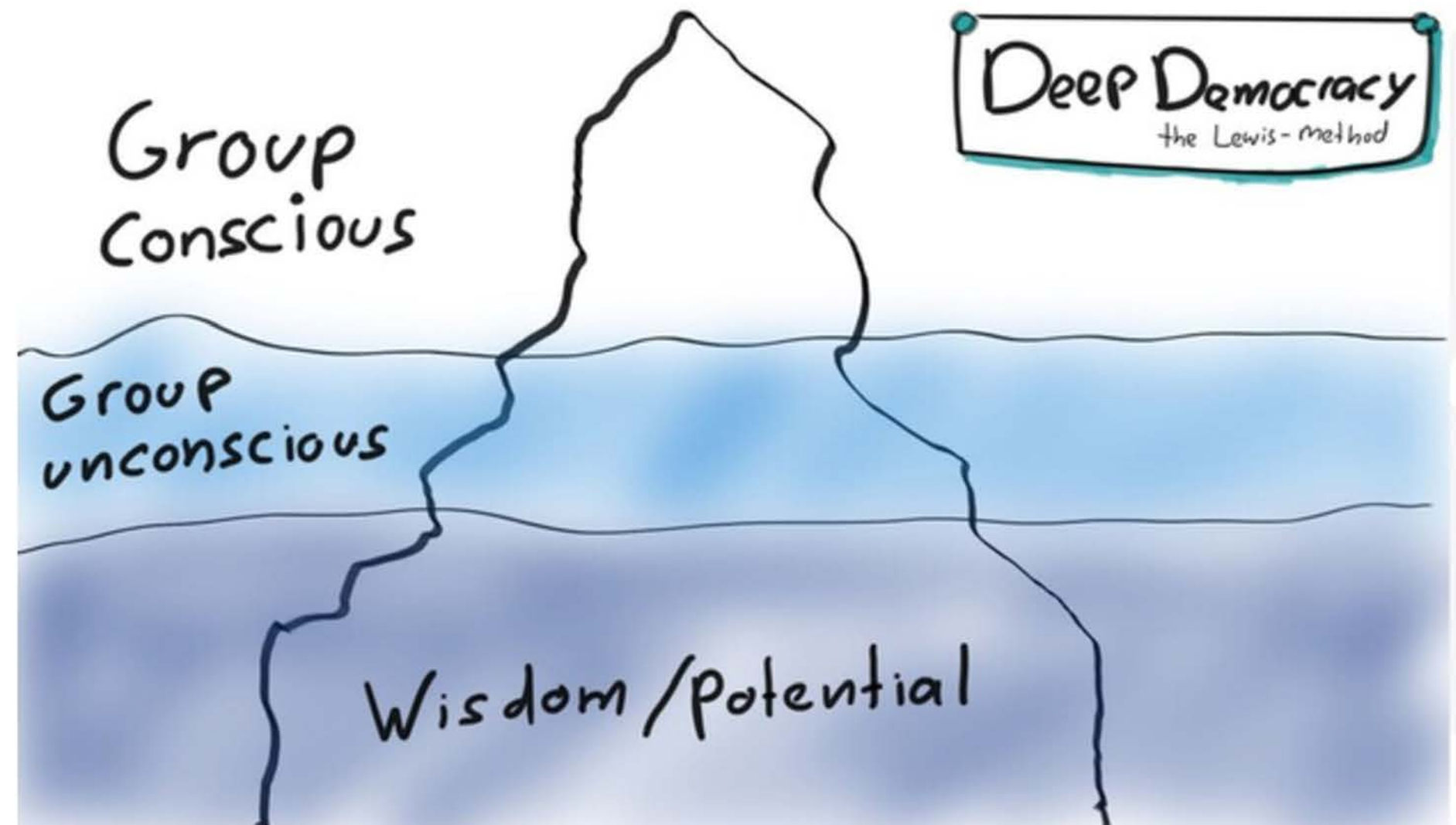
Taking a Deep Dive - iceberg



Knowledge

Think of Deep Dive as lowering the water line on an iceberg.

As we ask questions and hear diverse perspectives, we grow collective wisdom.



Credit: human dimensions

Taking a Deep Dive - key steps



Knowledge

Here are the key steps in this Deep Dive journey:

1. Identify the resilience challenges, strengths and worries, plus opportunities and enablers
2. Unpack the resilience knowledge gaps – identify what the community would like to know more about
3. Build knowledge and wisdom about the potential risks and vulnerabilities in the community (bringing in subject matter experts when appropriate)
4. Community mentoring - share what other community-led resilience programs have done before
5. Engage the broader community (i.e. with a community survey)
6. Start to build a stakeholder map of community connections with the community group for next steps



1a. Mapping the community resilience profile



Knowledge

Map acute shocks and chronic stresses from a global to local perspective.

We use these challenges as a lens for the rest of our Deep Dive



Acute Shocks

Sudden disruptive events that take us by surprise



Chronic Stresses

Slow burning issues that weaken the fabric of a community on a day to day or cyclical basis



Global?

National?

Local?

1b. Mapping the community resilience profile



Knowledge

Strengths

	Current	Future (what we'd like to see in a generation's time)
Social		
Cultural		
Economic		
Natural		
Built		
Health and Safety		

Worries

	Current	Future (what we are worried might get worse)
Social		
Cultural		
Economic		
Natural		
Built		
Health and Safety		

Identify and map what the community believe to be their **strengths** and **worries** both **now** and into the **future**.



1c. Mapping the community resilience profile



Knowledge

	Opportunities	Enablers
Social		
Cultural		
Economic		
Natural		
Built		
Health and Safety		

Building on identified resilience challenges, strengths and worries, take a moment to **make sense of what we have heard and note any opportunities and enablers arising.**



10 minute break



Deep Dive - with our communities



Activity

1. Acute shocks and chronic stresses:

Brainstorm using butchers' paper the acute shocks and chronic stresses from global to local

2. Strengths and worries (present and future)

Using the templates provided, practice facilitating conversations with community representatives to identify their strengths and worries (present and future)

3. Opportunities and enablers

Given the shocks and stresses, strengths and worries, make sense of what has been said and identify some opportunities to shift the dial on resilience and enablers that will unlock these opportunities

- Refer to your chosen personas to ensure you receive diverse input
- Nominate a facilitator or two to lead the process – swap roles
- Present back your reflections to the larger group



2 & 3. Myth bust and identify blind spots



Knowledge

The next step involves myth busting and identifying blind spots.

Following the mapping activity, identify where the group felt there were knowledge gaps – areas they were uncertain about.

Knowledge gaps might relate to:

- Localised information about shocks and stresses
- Strengths
- Worries
- Opportunities and enablers



How might these knowledge gaps be filled?

- Local community knowledge?
- Local community organisations?
- Local government?
- State government agencies?
- Scientists?
- Emergency services?



Australian Government

Bureau of Meteorology



Energy,
Environment
and Climate Action





4. Mentor - community to community

At this stage of the process, inviting community members from a community who have been through this process can be insightful and reassuring. It can provide confidence, bolster morale and give helpful perspective from lived experience.



Mentoring: Shared experience creates a bond between participants



The word community comes from the Latin communis. The prefix com means together or joint, and the suffix munis derives from munire which means to fortify or strengthen.

As the word itself says, community is all about gaining strength through shared activity and interests.

5. Reach out



Knowledge

This stage involves engaging the broader community to gather their input on the greatest resilience priorities and needs

3. How prepared would YOU be right now if an emergency situation occurred?
(1 being not prepared at all 10 being very prepared)

42% rated between "8-10" for this question

Score distribution



42% of people rated **High rating (7-10)** for this question, and the majority answered "**High rating (7-10)**" for Question 2.



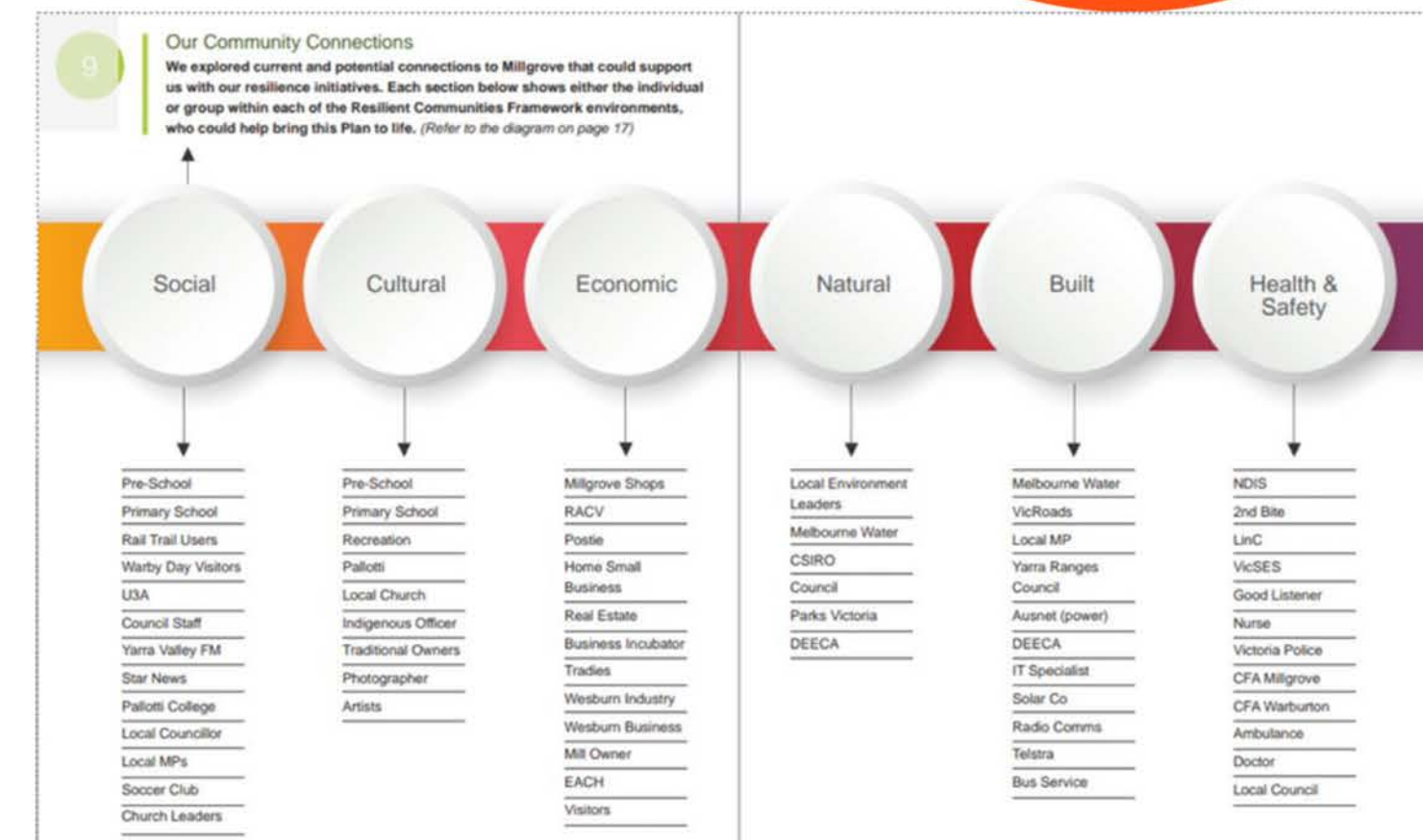
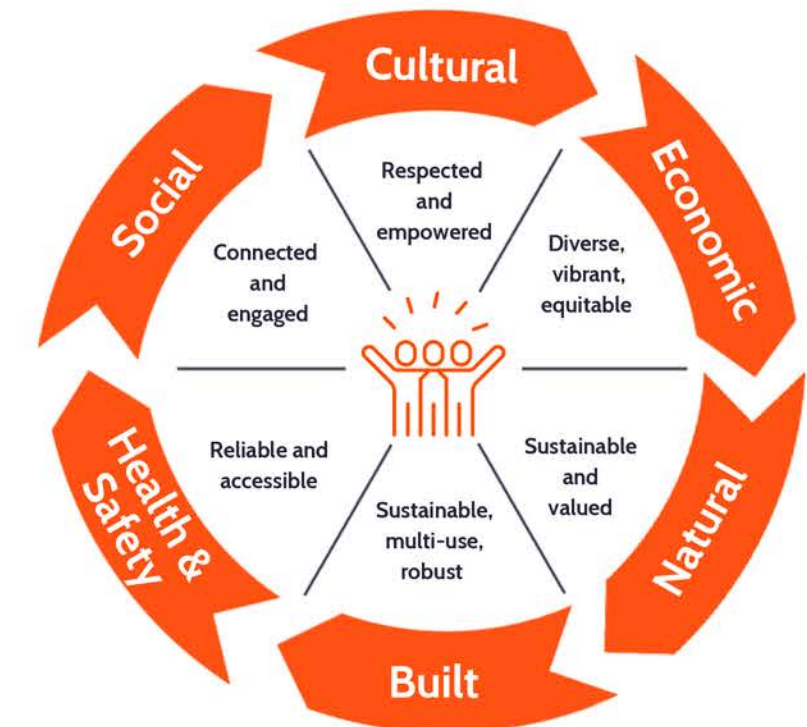
Figure 7 - Election Day community emergency preparedness survey

6. Community connections



Knowledge

With the community group, use the **Resilient Communities community connections template** to determine who should be involved in next steps of this process.



"We explored who we know in our community that would be able to support us in our goals, and built connections to put our ideas into actions"
Millgrove

Start drafting the Plan



Now that you have a whole lot of community input and wisdom, it's a good time to start putting the plan together.

Ultimately the plan is where the resilience narrative can be captured.



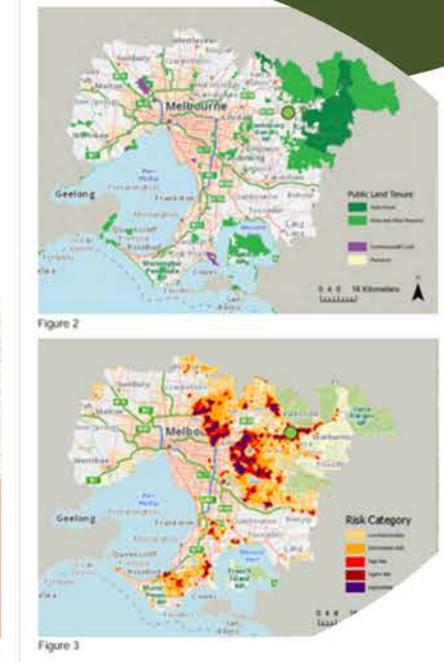
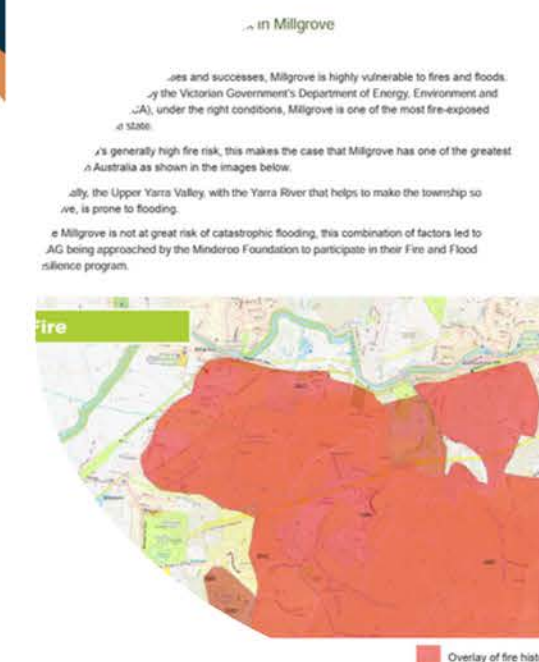
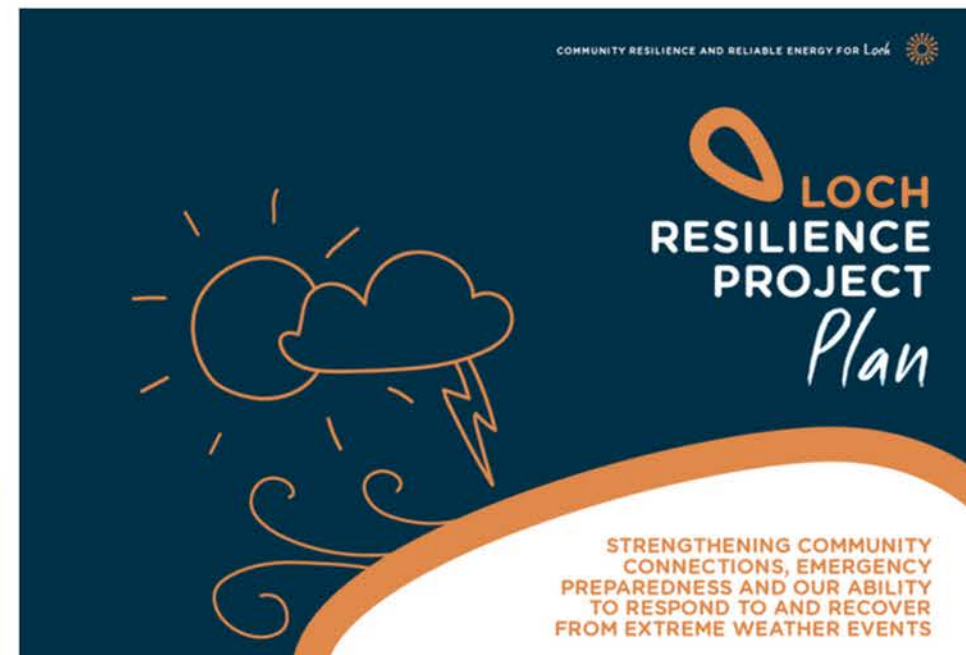
Disaster Resilience Plan for communities of the Omeo Region

Updated: June 2024

<https://ourrecovery.com.au/omeo-region>

RESILIENCE ACTION PLAN

Tarnagulla Community
Victoria, Australia
June 2020



What have you learnt on this Deep Dive?



Activity



Lunch break



Session 3b - Assessing community needs and readiness

Session 1



Session 3

Pre-step

- Assessing community readiness and willingness to engage

Foundations

- Identification of networks and leaders within selected communities
- Prepare and support community leaders to lead

1

Session 3b Topics:

- Recap
- Where we are in the Six Step Model
- Long list of resilience building ideas
- Refining actions and prioritising ideas
- Engaging the broader community
- Writing up the plan
- Community facing stakeholder map

Session 4

Partner

- Grants programs
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Review

- Celebrate
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- Close / Continue / Evolve

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Recap: Six-step Future Ready Communities Model



Knowledge



Field of Opportunities



Knowledge

Field of Opportunities is about creating a long bold list of resilience building ideas...

Holding the resilience profile top of mind, identify priorities and actions to build resilience that :

- Respond to resilience challenges - shocks and stresses
- Build on community strengths
- Reduce worries
- Refer to opportunities and enablers



Field of Opportunities



Knowledge

This is our journey through Deep Dive and now Field of Opportunities.

Here is an example of how this may play out....



Shocks and stresses :

- Bushfires
- Aging demographics



Strengths and worries:

- Active phone tree
- Phone reception woes



Opportunities and enablers:

- Improve ability to communicate during extreme weather
- Telco funding



Areas of priority:

- Communication during disruption



Resilience building actions:

- Mobile phone tower battery back up

Get the ideas flowing!



Activity

Ideation, or idea creation is a skill that doesn't always come naturally.

It also benefits greatly from a warmup. Try this with your community group ahead of facilitating a brainstorm:

1. Break up into pairs..
2. Find an ordinary item in the room (anything that you can either hold or stand next to)
3. Challenge each other to think of as many ideas as you can for alternate ways you could use that object.
4. Set a one minute timer... Go!
5. No idea is too crazy!



Practicing the steps in Field of Opportunities



Activity

Back in your small groups...firstly recap:

- Vision
- Community demographics
- Resilience challenges (shocks and stresses)
- Strengths and worries
- Opportunities and enablers



Brainstorm a list of bold actions that respond to the above – write one action per card.

Remember to have fun and practice some blue sky thinking!

10 minute break



Refining actions: impact vs effort

From the long list of ideas, whittle them down to a doable list

Be mindful of capacity for implementation so that the actions set the community up for success.

1 Relevance

Review the ideas through the lens of your draft resilience plan

Do the ideas:

- Respond to shocks and stresses?
- Build on the community's strengths?
- Mitigate worries?
- Acknowledge opps and enablers?

2 Impact vs Effort



3 Vote



Dotmocracy -
Stickydots are
your friend!

Practice refining your actions



Activity

Go back to your small groups and discuss which actions have the greatest support from the group.

- Which actions have the greatest potential to succeed in achieving your vision?
- Plot your actions using the Impact vs Effort matrix and create a short list of up to eight actions.
- Vote with sticky dots designing your own key.
- Do the actions represent focus areas (can you synthesise and group them at all).

Impact
↑



→
Effort

Field of Opportunities in Millgrove



Case study



Practice engaging the broader community



Activity

Back in your small groups come up with creative ways to inspire and engage your local community around your previous vision.

How might you achieve your local community's input in prioritising your actions?

Think fun, creative and realistic!
Engage minds and hearts!



Writing up the actions



Knowledge

Working with your community group, start writing up the actions so each action has more detail:



A.1 | Increase Community Awareness and Emergency Preparedness

Title	Description
Increase community awareness and emergency preparedness	Develop an awareness raising campaign that encourages greater action by our community to plan and prepare for emergencies, and to highlight ways to reduce the risks we have in our community
Why we should do it	Millgrove is exposed to a number of significant risks. Under the right conditions fire is the largest risk. Increasing preparedness across our community is important to reduce the risk of fires, floods, and other emergencies Our community survey showed us that people tend to think that they are fairly well prepared for an emergency or fire but think that the rest of the community is less ready
Near / Medium / Long-term project	Near term
How we will approach it	Discuss with the school on how best to involve young people Link hazard awareness and preparedness to education programs Consider how we get young people involved in resilience-based activities outside of educational commitments
Who needs to be involved	MRAG School External community programs including the Be Ready Warrandyte and Resilience Inc. Nillumbik
By when will this start?	Timing to be determined

What

Why

When

How

Who

Other



Community Resilience Plan: Millgrove



Case study



Community voting results from the Community Open Day

Resilience Plan Priority			Votes
1. Increase Community Awareness and Emergency Preparedness	Community	Awareness and	60
2. Install Community Defibrillator			53
3. Regular Light Show			25
4. Local Renewable Power			47
5. Climate Resilient Properties			33
6. Reducing Sawmill Fire risk			58
Additional Programs to consider			
7. Strengthening Phone and Internet coverage			14
8. Community Garden			17
9. Enhancing Road and Trails			27

2 Our Priorities

Informed by guidance from the Minderoo's Resilient Communities Framework, we have organised our projects around six 'environments': Social, Cultural, Economic, Built, Natural, and Health & Safety.

Our 'big six' projects involve building community awareness of our risks and how we respond, activities to encourage us to come together, and more specific actions to invest in life-saving infrastructure. In total we have identified nine projects.

Initiative/project	Resilient Communities Framework Environments	
	Benefit	Secondary benefit
A: TOP PRIORITIES		
1. Increase community awareness and emergency preparedness	Health & safety	Built
2. Install a community defibrillator	Health & safety	
3. A regular light show	Cultural	Social
4. Local renewable power	Economic	Health & safety
5. Climate resilient properties	Built	Health & safety
6. Reduce fire risk in the sawmill	Health & safety	Built
B: PROJECTS TO PURSUE LATER ON		
7. Community gardens	Social	Natural
8. Strengthen phone and internet communications	Built	Health & safety
9. Enhance roads and trails	Built	Health & safety

6 COMMUNITY RESILIENCE PLAN | 2023



3 About Millgrove

The township of Millgrove is 73 kilometres east of central Melbourne, along the Warburton Highway, in the Upper Yarra Valley of Victoria. It is nestled between Mt Victoria, Mt Donna Buang, Ben Cairn and Mt Little Joe in Victoria's Great Diving Range. The Yarra River (Birrarung) runs through the several residential clusters that make up the Town, located amongst forested hills.

Millgrove is part of the Aboriginal cultural landscape in the traditional Country of the Wurundjeri People, who continue to have a deep and continuing connection to the lands and waters.

Millgrove's modern history is galvanised by timber-milling and agriculture, along with tourism and recreational fishing. Contrary to popular belief, the town was named after Millgrove in County Tipperary, Ireland, rather than for the numerous sawmills which once operated here. The timber and forestry industry continues to change and only one mill remains in the town. The mill focuses on reclaimed timber and away from native forestry.

The Lilydale to Warburton Rail Trail passes



5 Fire and Flood Risk in Millgrove

Despite such attractive qualities and successes, Millgrove is highly vulnerable to fires and floods. According to modelling by the Victorian Government's Department of Energy, Environment and Climate Action (DEECA), under the right conditions, Millgrove is one of the most fire-exposed communities in the state.

Given Victoria's generally high fire risk, this makes the case that Millgrove has one of the greatest fire needs in Australia as shown in the images below.

Additionally, the Upper Yarra Valley, with the Yarra River that helps to make the township so attractive, is prone to flooding.

While Millgrove is not at great risk of catastrophic flooding, this combination of factors led to MRAG being approached by the Minderoo Foundation to participate in their Fire and Flood Resilience program.



Figure 1 Overlay of fire history

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Figure 2

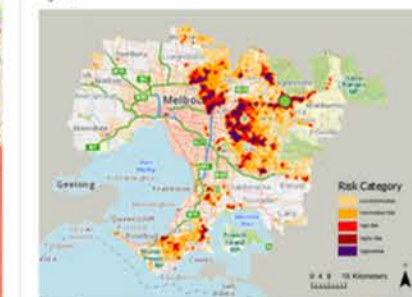
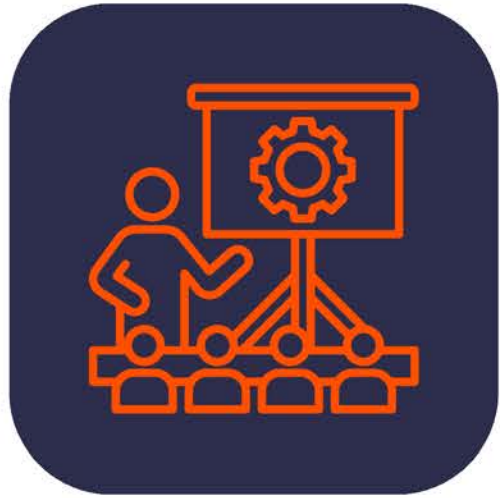


Figure 3

Millgrove has a long history of living with bushfires as shown in figure 1. Figure 2 shows Millgrove's proximity to State Forest and National Parks and Reserves and figure 3 indicates that Millgrove is categorised in the highest risk of bushfire.

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Session 3 - learning objectives



Ability to facilitate workshop components using the Resilient Communities Framework to unpack resilience challenges, strengths and worries, plus opportunities and enablers and identification of gaps in local resilience knowledge



Feel confident in knowing the broad elements of a community resilience plan and the ability to relay the resilience narrative of a community based on these elements.



Understand the process from brainstorming a long list of resilience building ideas (Field of Opportunities) to prioritising these ideas and turning them into agreed community actions.



Feel confident in facilitating a prioritisation activity where community representatives map actions against impact vs effort.

Recap: Deep Dive and Field of Opportunities



Knowledge



Thank you

Visit resiliencecanopy.com.au for
more.

