Billion Minds Institute

Roadmap for Care and Change

Early Adopters

—

Annex I

Version as of January 31, 2025

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I. BACKGROUND AND CONTEXT

Long lasting and existential threats to human habitability, food and water supplies, infrastructure durability, and functioning ocean and land ecosystems are already baked in for generations, irrespective of the pace in reducing further greenhouse gas emissions.

The Race to Resilience Campaign (RtR)—aims to mobilize Non Party Stakeholders to accelerate and increase the resilience of these systems for 4 billion people- those at the frontlines of the climate crisis- by 2030.

But resilient people are needed to sustain, imagine, and create resilient places—and people are struggling. Psychological resilience runs deep in many frontline communities, but it is also fragile, even as it becomes increasingly essential. Mental health markedly suffers in the face of climate impacts, to say nothing of the compounding impacts of the other human development challenges that prevail in many of the most climate-affected places. These conditions not only fuel distress and emotional suffering, but also contribute to the erosion of the collective efficacy, empowerment, and social ties needed to absorb, enact, and lead great change.

COP[2] (Care of People x Planet) a global network of 450+ organizations working at the interface of community psychological resilience and environmental change, managed by the Billion Minds Institute and Project (Billion Minds), worked with RtR partners and other stakeholders to incorporate an additional goal within this amassing of global climate adaptation efforts: to build capacity for psychological resilience and strengthening at the same scale of impact and with the same urgency. As described in the COP27 Sharm El Sheikh Adaptation Agenda (SAA) that lays out key aims and goals for such mobilization of efforts, an initial step to do this was for Billion Minds and COP[2] to develop and then launch at COP28 a "Roadmap" document that describes the key elements for this approach. At the same time, it describes a first wave of planned "Early Adopter" initiatives that resulted from the Roadmap process. These involve multiple stakeholders, ranging across systems and sectors, including partner initiatives and other RtR collaborators and aligned campaigns to put those Roadmap elements into practice, and in doing so, set in motion ongoing waves of adoption to develop mass effect for wider scale.

This Annex to the Roadmap profiles that inaugural wave of Early Adopters. Selecting and designing Early Adopter initiatives followed the logic of the Roadmap itself. Its five chapters each describe a successive step in the implementation cycle of psychological resilience captured in Figure 1, and understands psychological resilience not as an end state, but as a process. It is a process for strengthening the psychological, behavioral, and emotional elements that enable people and communities to (i) care for each other to diminish distress, promote mental health, etc., and to (ii) implement and absorb great change.

Psychological resilience, as expressed through those tasks of care and change, can enhance and be incorporated across the work of climate adaptation through partnerships with anchors and paths — i.e., existing trusted institutions and organizations that provide specific planning and technical help. These partnerships, along with improvement tools and measures to guide implementation, aligns a diverse and contextualized ensemble of work that iterates and evolves for a progression to scale and transformative change.

Figure 1: High-Level Illustration of Roadmap Paradigm

II.   HUMAN SETTLEMENTS

SLUM DWELLERS INTERNATIONAL

Vision

Challenge: Growing climate pressures pose existential threats to informal settlements, compounding adversity and trauma already experienced by at least a billion people globally.

Premise: The tools and capabilities of psychological resilience can help fill an urgent need for reliable and effective forms of emotional support and mental health responses, especially among youth. These responses should also empower and strengthen the collective effectiveness and social ties needed to adapt to and strengthen local ecosystems. The community-level organizing work of Slum Dwellers International 's (SDI) partners can be leveraged to design, adopt, and spread solutions for communally led psychological resilience, starting with enabling youth to manage peer-led emotional support groups and programs.

Care and Change

Care-SDI-Kenya and partners will draw on WHO/UNICEF HAT tools, local cultural practices, and community-identified needs to co-design an initial package of youth peer-led care skills and roles that can diminish distress and promote emotional strengths. Change-These skills and roles will be informed by workshopping with youth teams on how they understand the environment-psychological connections within their communities—building, as well, on prior community feedback, and formal research that has been carried out locally (Wamsler et al 2021).

Anchors and Paths

Anchors

Slum Dwellers International (SDI) / SDI Kenya (Lead)/ Muungano: Aims setting, overall operational management, improvement
–BasicNeeds Kenya: Sustained skill and coaching support
–University of Nairobi Psychiatry/Kenyatta National Hospital: Technical support on sustainable design, measures, interventions, and training; liaison with Ministry of Health mental health partners for MoH input to tools, measures, methods and potential backup roles.
–Billion Minds: Facilitation of overall project elements with SDI and for overall alignment with Roadmap objectives.

Paths:

–Youth Climate Action Groups: Skills training and coaching for youth peers. These groups are already mobilized with action routines to further build on. They include ~1300 youth in informal settlement neighborhoods.

–Community health promoters (CHPs): Supplemental skills training for these health providers as mentors and bridges.

–Community members: Other trusted people and settings as potential counselors (e.g. teachers, clergy).

Improvemnts and Measures

Initial Aims

i) Adopt methods for youth Climate Action Group members to lead peer emotional support in Mukuru, Nairobi (Year 1) and begin to initiate spread across Nairobi and Kenya (Kisumu and Nakuru) (Year 2).

ii) These peer counseling activities will both have direct mental health benefits and reinforce individual and group experiences of collective impact for climate coping, adaptation, and leading change (Years 1–2).

Initial Measures

These will be determined based on neighborhood-level planning and will also be used and designed to assist ongoing implementation and improvement cycles and vision review.

Path to Scale

SDI focuses on advancing locally directed solutions for basic services and settlement upgrading in concert with government, other systems, and NGOs. Its 20-country reach and infrastructure—as well as a mobilization strategy that is replicable locally, regionally, and nationally—have produced a track record of promoting learning and innovation across a broad array of community and country partners. This reach enables SDI to replicate at a macro scale the functional Anchors and Paths modeled in this "micro" initial phase. Progressive phasing out of external funding needs should parallel absorption of those Anchor roles by existing institutional partners.

ROOH / SOCIETY for PROMOTION of AREA RESOURCE CENTERS

Vision

Challenge: Women in climate-impacted settings disproportionately shoulder the burdens of climate change. They also possess the tacit, on-the-ground knowledge to adapt and respond to these burdens, which include emotional distress and trauma that compound already formidable obstacles to responding.

Premise: Society for Promotions of Area Resource Center SPARC), a founding partner of the Roof over our Heads (ROOH) campaign recently launched "100 Labs" initiative in several cities in India, where it convenes women in impoverished and informal settlements to share their expertise and ideas on (among other things) building more climate-resilient infrastructure. These women's circles will serve as learning labs for building more resilient housing. They already assess, source, and test ideas for improved infrastructure design, materials, and more. Manufacturers, engineer, and architect partners then translate these design ideas into prototypes. These circles work through a process applied to numerous other purposes through similar circles that SPARC and its partners have propagated; they all spread skills and tasks across tiers of expertise that cascade through a train-the -trainer process led by these women. Through this transfer of expertise, SPARC empowers women to lead problem-solving efforts for many other issues in their neighborhoods. The same model can spread mental health care and promotion skills, methods, and leadership to manage and coach cadres of neighborhood women as community mental health counselors. The impact of this approach will be amplified by i) propagating it to other similar mobilizing and empowering women-led groups in the region also facing growing climate and environmental change and damage (in collaboration with the organization Social Capital Initiatives), and ii) piloting in some of these sites an opportunity to earn Social Capital Credit (SoCCs) for filling these roles.

Care and Change

Care- Using approaches for problem solving and aim setting already in place with these groups, an initial assessment of local emotional support and resilience needs will explore at least two areas:

1. Eliciting local understanding and responses to mental health needs as well as to psychological strengthening and promotion opportunities, including in the context of environmental conditions. Working with an anchor design and training partner, Atmiyata, 100 Labs will also capture perspectives on shaping the role women in the community as community counselors.

2. These responses will inform an initial design for a tiered set of skills, co-developed with 100 Labs and allied Asia Initiatives and Atmiyata groups, to enable members of all these women's circles to work as community counselors, and subsequently as trainers and coaches for other women.

Change-Skills will include familiarity with and ability to facilitate conversations about environmental threats and responses. Initial design will draw on current SPARC co-creative practice as well as Atmiyata's participatory methods-which have been deployed widely for adopting WHO/UNICEF EQUIP and similar task-shared practices in concert with local practices, and pilot use of SoCCs to sustain broader change.

Anchors and Paths

Anchors
– SPARC (Lead): Overall managerial, aims-setting, organizational responsibility for 100 Labs
– Social Capital Initiatives : Design and management of potential SoCCs-for-counseling in 100 Labs and allied sites.
– Atmiyata: Design partner for assessment, for coaching, training, and managing peer cascade of core skills.
– Billion Minds Institute: Facilitation support to partners for overall project elements.
– Africa Mental Health Research Initiative: Friendship Bench [Advisory]

Paths
100 Labs/ Atmiyata / Social Capital Initiatives and their allied women's groups' modes of engagement, affiliated civic organizations, trusted public places.

Improvements and Measures

Initial Aims:
Year 1: Identify local needs and capably use an initial package of emotional support competencies for women to act as psychological resilience counselors in their communities; design and adopt a cascade of community-member tier skills and roles for ongoing training and support to sustain those roles; and incentivize uptake via SoCCS.
Year 2: Pilot the impact and feasibility to receive SoCCs for this counseling work, and initiate a "next wave" of sites and other SPARC-aligned partners adoption of this overall counselor strategy in climate-impact contexts.
Initial Measures: Scales for rating skill competency, and distress, are often used in these contexts, but will be chosen based on initial interventions. SoCCs-data on their use will guide decisions on their value and spread.

Path to Scale

This initial design can be adopted by other similarly comprised, women-led organizations around the world that are mobilized around upgrading community conditions and resilience.

III.   FINANCE & PLANNING

KAHLE JOURNEY AND CANPA

Vision

Challenge: Climate change is increasingly damaging livelihoods and infrastructure—particularly for those areas often already facing steep social and economic challenges. The impairing emotional distress and trauma that can come with climate damage compounds those already formidable challenges making it that much harder to respond to them. This is especially acute and urgent among Small Island Developing States (SIDS) and coastal communities.

Premise: Coalitions of local grassroots organizations, private sector enterprises and other civic entities are critical owners of taskshared responses, skills, and methods for psychological resilience especially at regional scale where climate impacts are widespread, such as in the Caribbean region. Recruiting and supporting such scale of those civic paths and networks, which are incubated in multiple ways across Roadmap Early Adopters, need not only local support partners in terms of mental health expertise, but parallel development of regionally-sized networks of mental health anchors to grow and sustain impact. The Caribbean region is not only a priority region to accelerate the scale of these co-evolving anchor networks but also have the foundations for testing and mainstreaming a planning model.

Care and Change

Care - We will start with a local assembly of partners that can be replicated region-wide. Kahle Journey, a Kingston Jamaica based community service organization (CSO) that provides skill building and community member led forms of mental health and trauma support, will identify and support a cohort of community based organizations in climate impacted areas for Kingston as reflected historically in exposure to storm damage, flooding, and excessive heat. Kahle Journey, in collaboration with the Jamaica Psychological Association (JamPsych), will develop a set of potential skillsets for staff using focus group and co-creation methods that have been widely deployed for adapting WHO/UNICEF EQUIP checklists of such community-led models, in concert with locally led practices, and in keeping with local culture.

Change - Through similar focus grouping, we will identify and explore potential for collective psychological resilience-bolstering efforts with these other partners, which may involve the expansion of the circle of relevant partners for this initial cluster.

Anchors and Paths

– Anchors
– University of West Indies, Faculty of Medical Sciences (UWI): Evaluation and improvement support.
– Jamaica Psychological Society (JamPsych) and Kahle Journey: Lead context and opportunity mapping with staff focus group(s) to: i) select an initial skills toolbox for local community organizations to adopt, and ii) identify a potential larger civic network for engage for broader community impact in this area. JamPsych in collaboration with Kingston-based Kahle Journey have experience coaching laypeople on adopting mental health skills and identifying social and cultural assets that support that.
– Caribbean Alliance of National Psychological Associations (CANPA): Workshop convening to coach and support other country psychological associations to similarly capacitate clusters of community groups in task-shared roles for spread in Caribbean region.
– Billion Minds: Facilitation for overall project elements and shared learning across Early Adopters and similar global efforts.
– Paths
JamPsych Kahle Journey will engage with similar civic anchor network capacity building in Jamaica, and CANPA for propagating similar hub and spoke spread in the region.

Improvements and Measures

Identify, acquire, and proficiently use an initial package of staff emotional support competencies; capture the perceived value of these skills in client interactions.

Initial Measures: Options include standard competency lists for skill use, self-reported, and/or officer-deployed satisfaction and distress scales. First-round measures will be determined based on workshops that will gauge early responses to an initial skill package, and they will evolve with ongoing iteration, including the range of clusters adopting and sharing learning through them, at each stage of spread.

Path to Scale

We intend to leverage this effort through connecting this work with other Early Adopter efforts-especially those involved in developing and applying finance mechanisms to capture and resource psychological damages and strengths, especially within social protection finance and implementation mechanisms (See FAO and BMI/PACE Adopter descriptions below).

MULTILATERAL GROUPS: LINKING GLOBAL FINANCE & PSYCHOLOGICAL RESILIENCE

Vision

Challenge: Psychological resilience is a backbone to the collective efficacy and adaptability of communities in the face of climate change. Integrating psychological and mental health strengths into climate finance will require: 1) accepted measures for monetizing that value (and/or costs of inaction), 2) mechanisms for responsively deploying these resources within existing formats (e.g., micro-insurance, risk pools, private investment, government budget outlays, philanthropy and grants, etc), and 3) consensus standards for prioritizing "best buy" interventions.

Premise: BMI has engaged with key finance organizations, reviewing existing tools and methods on which to draw to integrate psychological resilience within multiple climate finance streams (eg mental health epidemiology, wellbeing science). This engagement yielded several credible approaches including modifying triggers and uses of parametric insurance, enlarging the scope of social protection investments and payments, adding actionable specificity to non-economic loss and damage gaps, establishing technical specifications for private investments that promote social resilience, and shifting resources to population-impact and community-led task-shared care and prevention/promotion models through microfinance payments or lender technical assistance.

Care and Change

That ongoing engagement so far generated three intersecting activities brought together here:

1) BMI oversight and completion of a World Bank commissioned report with original analysis and frameworks to: guide best-buy investments; capture costs of climate and mental health impacts, and identify priority finance use case opportunities to implement (Funded, Complete Fall 2025)

2) Applied use of these elements in a demonstration pilot for a multi-SIDS grassroots network to sustain psychological resilience capacity within a model of social protection finance in collaboration with a Caribbean-wide FAO-led initiative (Seeking Funding FY 2026-2028 Seeking Funding-See KAHLE- ANPA in this Annex).

3) In parallel, establish a Climate Bonds Initiative (CBI) Working Group, as part of the CBI Climate Resilience Taxonomy, to establish globally applied specifications for identifying credible private investment in this area. (Seeking Funding- See background on the Taxonomy here.)

Anchors and Paths

Anchors:.
–Billion Minds / COP[2]: Overall coordination, facilitation, convening and process management, support staffing and resource needs
–Pan-African Collective for Evidence: Facilitate design of the Consulting Group process.
–Global Mental Health Lab-Columbia University: Overall coordination Science Support Group in advisory collaboration with OECD Wellbeing Data Insights and Policy Practice, and the Global Mental Health Lab at Teachers College, Columbia University.
Paths:
– Consulting Group participants: Invited subject matter expertise; potential users of these consensus measures such as relevant governance agencies; wide diversity of climate insurance and finance industry actors; climate adaptation planning institutions and organizations; advocates and other stakeholders.

Aims and Measures

-Cumulatively these efforts will generate novel nomenclature and consensus methods that serve dual purposes: 1) positions finance mechanisms to be vehicles for psychological resilience, and 2) develops standardized practices and metrics to assess psychological needs (e.g., "psychological loss and damages"), and measure outcomes (e.g., "collective agency", "community wellbeing," "social resilience."

Path to Scale

-World Bank Report: Scale through global mental health and climate advocacy sounding board groups. The resulting action coalition would include potential users and sponsors of proposed actions.

-Caribbean region demonstration: Regional implementation and spread through established networks including the CANPA (Caribbean Alliance of National Psychological Associations), CANARI (Caribbean Natural Resources Institute), and University of West Indies
-Climate Bonds Initiative Working Group- Promotion and uptake of a Technical Group process to establish specifications for a social resilience or psychological resilience taxonomy, leveraging their decade-plus experience in Green Bond taxonomy development and implementation of investment technical specifications.

BRAC / GLOBAL CENTER FOR ADAPTATION

Vision

Challenge: Climate migration is accelerating. This is true not only across countries and global regions, but also within countries. Much is at stake in these moves from higher- to lower-risk areas within countries, especially when they occur in those countries that are most affected by climate change—which also tend to have more limited in resources to absorb the economic disruptions, added strains on human services, and rapidly accelerated growth of urban poor in concentrated destination areas. All these factors come urgently together in Bangladesh, where coastal storms and flooding are generating substantial migration to already stretched informal settlements in "secondary cities." The marked escalation of mental illness and emotional distress among climate-displaced migrants is well documented.

Premise: As part of adapting and responding to growing in-migration by secondary cities, urban policy and planning practices and infrastructures should include assessment of and capacity for community-based approaches to address mental health needs and other psychological resilience strategies. These can be incorporated into municipal planning practices through a locally led climate adaptation model (LLA).

Capabilities, Tools, Methods

In collaboration with Billion Minds Project/COP[2], the Building Climate Resilient and Migrant Friendly towns project ("the Project"), managed by BRAC Urban Development Programme (UDP) and the Global Centre on Adaptation (GCA) will evolve a model for including community mental health and psychological resilience planning and responses within the Project's aim of mainstreaming LLA as a municipal strategy in Bangladesh, and beyond. This will follow a three-stage process of: i) serial community assessments that then ii) inform and target a first set of resident-led task-shared interventions. These steps bring tangible help but also broader participation and closer understanding of needs to then iii) establish capacity for ongoing participatory planning of ongoing community input and feedback for further expansion and priorities. The Project, launched in Mongla, is proceeding to three other cities: Patuakhali, Kuakata, and Borhanuddin in Bhola district. Mongla provides the opportunity to pilot and then spread each step of this sequence to subsequent localities.

Anchors and Paths

Anchors
– BRAC UDP (Lead Anchor): Overall aims-setting and oversight.
– BRAC Institute of Educational Development (IED): Advise on Project community assessment content, and design and implementation of sequenced community-led mental health care and promotion/prevention strategies and their evaluation.
– Billion Minds- Facilitation support for project coordination of effort, algienment and shared learnign for policy and with other Early Adopter efforts and similar LLA efforts.
– Bangladesh Health Watch (BHW) : Assess and design steps for applicability of it's Regional Hub model for community input and learning network to accelerate ongoing psychological resilience capacity-building by cities through LLA in Bangladesh.
Paths
– Existing formats and workplan of Second Cities project to engage with community and city government

Aims and Measures

Initial Aims
Complete a 12-month phase of initial planning methods and pilot(s) in Mongla at stages I) and ii) above, extending to at least one of the newer cohort secondary city sites, namely: i)Identify and adopt mental health and psychological assessment elements in the other cities informed by completed site and focus visits in Mongla; ii) Add immediate task-shared direct care capacity in a priority neighborhood in Mongla and then extend that to at least one other "secondary " city.
In Year 2: further spread stages i) and ii) but also build on Year 1 work to similarly pilot and then spread stage iii) community input and engagement of more stakeholders and local government as foundations for an ongoing Psychological Resilience Learning Hub, based on the BHW Hub model.
Initial Measures: Measures / questions in the enumeration and initial assessment process, and measures of impact from direct care pilots consistent with IASC M&E Guidelines. Resident input from supplementary focus groups and participatory planning workshops (Hub initial stages) as part of the LLA process.

Path to Scale

By end of Year 2 there would be experience and tools to replicate (and likely improve/modify) this three-stage process to other localities that can be facilitated through a dedicated Regional Psychological Resilience Hub.

ICLEI

Challenge: Increasing attention to the formidable and long-term challenges of adapting to climate change is also bringing more attention to the burdens on people's health, ability to survive, and wellbeing. At COP28, "Health Systems" were added to prioritize climate resilience, as part of the Sharm El-Sheikh Adaptation Agenda (SAA) goals. Yet there is much catching up to do. Not only to establish those Health Systems goals, but also to equip (in particular, local) governments to act on and incorporate them. This includes expanding upon attention so far focused on a limited set of specific health issues and mitigation of greenhouse gas emissions from health care institutions. Our understanding of the role health systems play in climate change and adaptation increasingly captures a broader, growing scope and magnitude of health issues (such as mental health), and underscores the importance of addressing their broader implications for social issues. As the daunting tasks of climate adaptation and sustainability come into greater focus, so does the reliance of people on collective efficacy, trust, hopefulness, and locally led capacity to perform these tasks. Both physical and mental health are essential to the social strengthening needed to adapt, and to drive change, and to make real the connections between nurturing each other and nurturing the planet.

Premise: Local governments can be critical to connecting those social and communal strengths that undergird health and wellbeing—including but also extending beyond the particulars of health care and treatment infrastructure capabilities—to communal ones. Compared to higher levels of government, local governments know neighborhoods better, work more consistently across sectors, and can manage place-based collaborations more effectively. Best practice guidance and tools are needed to enlarge urban local governments' understanding of health systems resilience and its role for enhancing adaptation capacity more broadly.

Care and Change

A small-group concept mapping workshop with city leaders will inform design of a survey for interested ICLEI members to share perceived needs in local urban government attention to health system climate resilience. Supplemented by case studies and evidence review, these findings will yield guidance for governments to meet those gaps. Survey design, supplemental reviews, and summary guidance will include but not be limited to address how health systems can be defined and supported to advance tasks of care and change:

i) meet direct treatment needs, and to promote population health and mental health and resilience more broadly, in the face of climate and environmental change.

ii) aid health systems to act as anchor institutions that bolster communal capacity for action on equitable climate adaptation and population health, as well as mental health promotion and resilience more broadly.

iii) support all sectors in sustaining health and mental health in ways that enable to transformative change.

iv) strengthen the mutual reinforcement of nature-based improvements with healthier, sustainable, lives, and

v) reinforce and empower cultural, traditional, and place-based communal support for health and wellbeing.

Anchors and Paths

– ICLEI: (Lead)-   Distribution of survey, invitations to members for survey and workshop, communications on initiative and objectives. Review, sign-off, production support, and routine input into materials to members and the final synthesis Report.

– Billion Minds and NYU School of Global Public Health: Overall coordination of compiling subject matter expertise team (anchored by Wellesley Institute and International Society for Urban Health) for focus group and survey design, management, and analysis, and for background and case example landscape for report content and findings.

– Billion Minds- Overall alignment with policy objectives across Early Adopters and similar efforts.

Improvements and Measures

i) Informed by that input: a) prepare a facilitation guide for expanded urban governance regional focus groups, and b) design a survey for wider global distribution via ICLEI network.

ii) In parallel, review evidence and case studies of local adaptation planning in this area.

iii) Publish synthesis Report of key learning and guidance from these reviews on the status of and opportunities for local urban government climate adaptation planning for health systems.

Paths to Scale

-Propagate use of Report through ICLEI networks and associated forums

-Cities Race to Resilience Campaign and other UNFCCC Adaptation and Health System goal setting incorporates Report guidance.

YOUNGO

Vision

Challenge: The potential for Early Adopter efforts to be catalytic for change, and the overall paradigm and path to scale described in the Roadmap, rely on engaging and enabling existing networks of anchor roles to provide the key functions at core of the psychological resilience cycle. Among those functions are overall coordination and management, which in the context of Early Adopters are usually led by Race to Resilience partners. But to achieve the needed spread, multiple other global actors are needed to pick up these functions. The Roadmap describes several types of actors to enroll, especially among existing institutions with existing channels for assembling and engaging in large collectives (health systems, local government, universities, etc). But much of civil society is capable and poised to take on these roles.

Premise: Youth are well positioned to take on these roles, especially in areas where they are already innovating, such as in forms of what the Roadmap describes as sensemaking solidarity—eclectic and hyper-locally responsive emotion sharing and support, as well as action-oriented consciousness raising, such as the Force of Nature "climate cafes" model, and skills as leaders, such as developed by The Resilience Project. We will develop with YOUNGO and theses other partners, a toolkit and open source learning platform to be able to i) propagate such Café models across youth-led climate organizing globally, and ii) support interested youth networks to adopt and deepen capacity to drive psychological resilience in their work locally, and for YOUNGO to use to advocate for global climate adaptation policy and finacen to include such capacity building gloibally.

Care and Change

Any youth globally should be enabled from this initiaitve to be able to:

Care: Lead, mentor, and grow informal emotional support and solidarity-reinforcing group formats, which have proliferated among youth organizations and others globally in the form of "climate cafes," resilience circles, actions circles, etc. These group will have the potential to adopt more formal and care-focused, task-shared counseling and mental health promotion methods independently or with COP^2 networks through a learning ladder learning lab based in a dedicated YOUNGO platform house on the NGO website, 7Cups, and access to leaderhsip training on youth -led civic climate action . An initial pilot group identified through YOUNGO will ready these initial opportunities Change: YOUNGO and their partners and participants will advocate for, and/or organize initiatives at a policy or programmatic level that advance or incorporate wider adoption of the tasks of care and change and their path to scale, as described in the Roadmap, including support in use of change management tools.

Anchors and Paths

– Force of Nature (UK) and SustyVibes: Advise on content, design, and toolkit creation and learning support. These are youth-led organizations focusing on multi-modal efforts to incorporate emotional support as part of action and solidarity networks for climate response and sustainability, including climate café approaches.   Force of Nature will also contribute to a direct coaching and Learning Platform design.

– The Resilience Project: Deisgn, provide and mentor youth leadership development module and peer network

– Billion Minds: Facilitate, track, coach, and convene operations

– 7Cups & The Resilience Project: Pilot respectively Learning Platform and Leadership module.

Improvements and Measures

– Projects / Climate Café groups launched, people reached.

– Network mapping to capture and intentionally grow the catalytic value of GSC efforts to wider systems change and political and communal adoption of the work of psychological resilience in GSC localities.

Path to Scale

– Spread through YOUNGO and accrued allies through this work

IV. HEALTH SYSTEMS

BILLION MINDS INSTITUTE & FRIENDSHIP BENCH/AMARI

Vision

Challenge: The damage and disruptions of climate change ultimately fall on people, and predominantly on historically marginalized, inequitably harmed, and underinvested people and places. And yet there are increasing calls for locally-led adaptation and community agency to respond to the impacts of climate change, but with less clarity on how to make that happen. Building off a "Resilience Hub" model developed and spread throughout North America by the Urban Sustainability Directors Network, the Resilience Hub model goes beyond episodic inclusivity of local communities; it aims to generate and empower capacity and agency for community ownership that is ongoing, place-based, and cross-cutting—addressing all modes of resilience: everyday, disruption, and recovery. This notion of Resilience Hubs is one of community-serving capabilities networked to support residents, coordinate communication, distribute resources, and reduce carbon pollution while enhancing quality of life, the action capacity of communities, and their social fabric. Hubs provide an opportunity to effectively work at the nexus of community resilience, emergency management, climate change mitigation, and social equity. Mental health is a critical community asset to anchor the community cohesion, wellbeing, knowledge, agency, and trust underlying that resilience. It should mutually reinforce collective, proactive, action around shared challenges and aims. Every day, Resilience Hubs holistically and proactively strengthen psychological resilience, directly or indirectly, by acting across social drivers of community cohesion as well as mental health, illness, and access to care.

Premise: Resilience Hubs can enhance and scale efforts to promote mental health and psychological resilience as building blocks for collective efficacy and agency by: i) further extending communal ownership of the tools and methods that promote mental health and close care gaps, as well as ii) deepen their local government and health systems' abilites, commitment, and partnership.

Care and Change

Billion Minds will support Hubs and their anchor partners, beginning across New York City with already seed funded planning with Brooklyn Cares Collaborative (BCC) and its anchor partner Maimonides Health System:

i)To share tools, methods, and guidance to adopt versatile, participatory, place-relevant "task-shared" mental health models--e.g., the Friendship Bench—where community members and trusted community networks and anchor institutions adopt skills to directly provide many if not most of steps in direct care, as well as mental health promotion, prevention, and resilience. Billion Minds will contribute planning support and implementation experience for Hubs to a) learn across place-based applications of such a model, b) incorporate their anchor partners to further implement and sustain it, and c) leverage its value as an opening wedge for other relevant, intersectional, and participatory forms of community psychological resilience.

ii)To in parallel inform and mobilize local health/mental health systems and government (e.g., health departments, other sector agencies) to collaborate to mainstream and expand this model, and other community identified care and prevention and promotion priorities. This can be in the form of Hub-led forums or workshops to socialize, educate, and directly plan such collaborations. Billion Minds will assist in their content development and direct facilitation i.e., preparing policy briefings or guidance Hubs can use or adapt to impact stakeholders, connecting Hubs to other allies and collaborators, etc.

Anchors and Pathss,

Anchors- Community Hubs: Overall leadership, coordination, and aim-setting; Local care systems, governments, and other partners: Host, provide or enable skill, resource, and other capacity for Friendship Bench model and similar approaches; Billion Minds: Provide technical and strategic support and capacity as above; Hubs-Focal points for adoption, co-creation, aim-setting, and validation of impactful integration of psychological resilience for direct mental health and other secondary priority community outcomes; AMARI- Advisory in implementation based on global experience with Friendship Bench model. Paths- Existing local processes for network-wide sharing and development of new initiatives, and for enrolling local health and mental health systems and governance around them.

Improvements and Measures

Measures- Depending on local priorities/aims: Measurements of agency, efficacy, perceived value of incorporating these strategies; wellbeing/functional/severity measures; narrative and other forms of impact; neighborhood-defined measures including through adoption of quality improvement methods.

Path to Scale

Spread within New York City but also far beyond by example and learning through other Roadmap and Early Adopter efforts that advance psychological resilience approaches, especially in urban settings, including through encouraging higher level policy change (eg shifts in reimbursement, manpower and training, community public health infrastructure and finance, etc).

V. FOOD AND AGRICULTURE
GLOBAL EVERGREENING ALLIANCE-RESTORE AFRICA (GEA)

Vision

Challenge: Climate change compounds threats to the already fragile capacity of smallholder farmers by increasing crop losses and otherwise contributing to financial, operational, and material precarity. Regenerative and nature-based planting, sustainable land management, and ambitious resource-sharing can build resilience, mitigate the effects of climate change, and ease the livelihoods and food supplies for a daily growing proportion of humanity. Absorbing these changes and stewarding new practices requires material and technical resources, but also psychological and emotional ones. They include adaptive mindset, agency, social trust, collective problem solving, and change management, which fuel and rely on emotional wellbeing, mental health, and other measurable psychological strengths. These are especially vulnerable to markedly elevated anxiety, depression, and trauma among farmers and climate-affected agricultural communities.

Premise: There are a range of tools and methods to draw on to support that range of psychological resilience. These can be mainstreamed within the work of climate adaptation. Global Evergreening Alliance (GEA) is already a channel for this work. GEA's Restore Africa initiative is a multi-country mobilization of both global and local NGOs and social infrastructure to spread regenerative farming and land management practices to millions of farmers and their family members. Its approach rests on a variety of nested capabilities for participatory design, learning, peer modeling, and communal leadership, collaboration, and empowerment that will benefit from and also be channels for (and drive innovation of) the use of those tools. Restore Africa's extended timeline makes room for realizing long-term, intergenerational impacts and learning.

Care and Change

An initial goal is to prototype integration of the Roadmap Implementation Cycle within country- and local-level methods for design, early implementation, and feedback learning in Uganda, where the GEA model initially launched. That prototype can then be applied at earlier stages of subsequent Restore Africa expansion timelines. It will generate preliminary priorities and an initial menu and sequence of interventions, which can draw on a wide range of care interventions (from WHO/UNICEF EQUIP task-share distress care strategies to a range of change strategies such as behavioral modification and participatory implementation. A similar range of expert Anchors will join prototype development as well (below).

Anchors and Paths

Anchors:
– GEA (Lead) through Restore Africa: Overall review and decision maker for design & implementation.
-Billion Minds- Facilitate overall development and shared learning objectives across sites and other Early Adopters/similar efforts.
-Specific Anchors and roles will vary by project. In Uganda, advisory team initially comprising the Department of Community Psychology, Makerere University; StrongMinds, Uganda; RARE Center for Behavior Change and the Environment, reflecting a range of expertise across potential care and change interventions had an initial feedback meeting with the Uganda team. Restore Africa partners also have capabilities to potentially host Anchor roles.
-Paths: GEA formats for engaging farmers and families, existing local and traditional forms of learning / sharing and socializing problem-solving and emotional support.

Improvements and Measures

Initial Aims: To integrate the Roadmap implementation cycle within Restore Africa program design across sites. This will be a six-month landscape and assessment to yield a psychological resilience workplan with the Restore Africa Uganda Team. A consistent implementing cycle and replicable set of core Anchor functions for psychological resilience will be in place across at least 3 sites (Uganda, Malawi, Kenya) over two years.

Initial Measures: Place- and project-specific measures will aim to capture emotional wellbeing, attitudes / perceptions of efficacy, and the relationship between the two. These can draw on metrics from IASC M&E Framework, WhatWorksWellbeing, emerging research in SSA focusing on this context, and local, community-derived measures.

Path to Scale

This foundation for a trans-country network of Anchors and tools for managing psychological resilience that operationally smoothly fits within the overall Restore Africa modes of operation and collaborations for long-term impact and geographic reach.

VI. INFRASTRUCTURE

INTERNATIONAL COALITION FOR SUSTAINABLE INFRASTRUCTURE (ICSI)

Vision

Challenge:Climate change and the manifold implications of transitions to sustainable energy economies pose marked challenges to allforms of physicalinfrastructure. Remaking much of the planet's built environment is a daunting task, and not only in terms of material resources, capabilities, complexities, and disruptions, but in human ones. Wide-reaching human change will have social and mass psychological implications both for coping with and taking on such expansive change.

Premise: These challenges, however, also present opportunities then for psychological strengthening, solidarity building, and civic participation. These can have ripple effects, bolstering other forms of collective efficacy for climate-threatened communities to manage environmental change and take critical action. ICSI is a network of ~80 organizations that collectively reach 30 million engineers through professional associations, 600 private sector organization partners (via Resilience First), and 11,000 cities (Global Covenant of Mayors). The network links and helps create consensus around best practice for principles for sustainable infrastructure production globally. ICSI is therefore well positioned to anchor a best practice guidance development and dissemination process for how the spectrum of built environment actors-- spanning urban planners, architects, engineers, community associations, investors-- adopt evidence-based "mental health by design" principles.

Care and Change

Tasks of care and change through built environment practice will be brought together through composition and dissemination of Guidance that describe approaches such as:

– Residential, commercial, public space design principles that expand social presence, belonging and interaction.
– Participation and co-creation based design strategies for bolstering collective efficacy and social ties.
– Built environment design best practice/case studies to promote mental health outcomes and capabilities.
– Knowledge sharing and improvement support to use and widely spread these methods through a dedicated Learning Hub, building off a prior ICSI pilot using this approach with the Project ECHO learning platform.

Anchors and Paths

Anchors :– The International Coalition for Sustainable Infrastructure (ICSI): Lead Anchor. Overall aims-setting and communications across built environment stakeholders, and Guidance distribution.

–Center for Resilient Cities and Landscapes, Columbia University: Identify subject matter practitioners and support, mentor and contract a post-doctoral Guidance Project Lead.
–Global Consortium on Climate and Health Education (GCCHE): Manage a dedicated learning collaborative / community of practice Hub convened monthly through collaborative learning sessions around stakeholder-driven themes and cumulative open source sharing of innovation and practice.

Paths: Community-level project managers, stakeholder professional associations, local and regional government, sustainability-stakeholder NGOs, and civic organizations reached through ICSI and other built environment community partners.

Improvements and Measures

Initial Aims: ICSI will convene this process to develop and disseminate best practice guidance in design principles that promote mental health, sociality, and participatory planning in highly climate-affected and threatened communities globally. A Learning Hub will amplify the use of these best practices to enable wide adoption. ICSI will leverage its wide-ranging role in convening action on climate adaption planning and design access and standards globally to engage these built environment networks to adopt and disseminate the Guidance. That will be accelerated via a Learning Hub design (above) that directly assists work in this area and in turn can gather experience with the value of these practices.

Initial measures: Initial measures will at minimum capture use / adoption of this content. This guidance will also include suggested metrics for impact smart adoption and ongoing improvement methods.

Path to Scale

This initiative will develop and then reinforce adoption of technical guidance for incorporating the aims of psychosocial strengthening into the design, modification, and construction of built environments; it will provide Learning Hub support for incorporating and improving the use of this guidance; and it will supplement overall infrastructure design support offered by ICSI partners in climate-affected communities globally. This scale path will progress through stages of: i) socializing within direct impact partners (e.g., engineers on the ground), ii) further propagation and collaborative improvement through an established Learning Hub design, and iii) still further propagation through existing sector and professional associations and allied agencies (e.g. planner and engineers associations, UNEP/UNDP; local/regional government associations).

VII. OCEANS AND COASTAL
FOOD AND AGRICULTURE ORGANIZATION (FAO)

Vision

Challenge: Fisheries and aquaculture are of great importance to provide food security, nutrition and livelihoods for vulnerable and disadvantaged communities worldwide. As of 2020, 58.5 million people worldwide are engaged in capture fisheries (38 million people) and aquaculture (20.5 million people). Of that global total, 84 percent are in Asia, and 21 percent are women. Including subsistence and secondary sector workers, and their dependents, it is estimated that about 600 million livelihoods depend at least partially on fisheries and aquaculture which is approximately 1.3% of the global population. For lower-income people, and fishing communities, vulnerabilities in sustainable fish supply have disproportionate impacts on food security and livelihoods and employment.

The growing occurrence and intensity of disasters and extreme weather events, as well as slow onset events such as sea level rise and ocean acidification have a complex impact on aquatic food systems and the livelihoods of those who depend on them. Fishing communities, ports, harbours, market infrastructure and aquaculture installations are commonly located at the seashore, as well as along rivers and lakes, which are highly vulnerable areas to hydrological and meteorological disasters. Climate change, variability and extreme weather events are compounding threats to the sustainability of capture fisheries and aquaculture development in marine and freshwater environments (FAO, 2015).

. These compounding effects of climate change take a tremendous toll on people. Data from vulnerable coastal and small island communities indicate high rates of emotional and psychological distress and mental illness related to these growing background environmental pressures. Such wide-ranging mental health effects not only exacerbate individual physical health problems and mental stress, they also diminish the social and collective efficacy to cope, adapt, and problem solve through these ongoing challenges. The Food and Agricultural Organization (FAO) Fisheries and Aquaculture Division (FAO-F&AD)is therefore increasingly focused on being a driver and facilitator of disaster risk reduction and preparedness in fishing and aquaculture communities around the world, and is drafting a Disaster Risk Management Strategy and Action Plan for the fisheries and aquaculture sector that will include addressing these broad mental health needs.

There are international consensus, guidelines, and tools, to draw on to establish that strategy, especially those coordinated through the Inter-Agency Standing Committee (IASC). Their cross-sector model for concerted action to address mental health responses for disaster responses and humanitarian crises has had significant impact. It reflects a broad, social capital and capacity lens, rooted in proven community and lay- led skills and co-creation. But these tend to focus on specific incident and point-in-time responses, whereas the climate crisis and the growing experience of ocean and coastal regions reflects a chronic level of crisis that substantially stretches that lens. Current consensus guidance, tools, and methods and coordination of effort can be foundations to build on to better respond to what the climate context demands.

Premise: Updating guidance for that context is a credible and effective starting point for building a strategic and action plan foundation for FAO-F&ADs efforts, as well as for growing efforts globally to incorporate MHPSS in climate adaptation and response planning throughout the humanitarian and risk reduction sectors.

Care and Change

Building from the current IASC framework and its over decade of experienced use, the MHPSS Collaborative will collaborate with FAO- F&AD to develop actionable Guidance Manual to capture the circumstances of repetitive environmentally driven disruptions and its impact on MHPSS approaches, and to then apply these across a specific geographic Region. This will be based on landscape analysis, case studies and other grounding of both experience to date and the growing field of MHPSS response to climate change and highly-affected contexts. It is anticipated that such a Manual and updating of practice will both identify broader investments and scope for tasks of care: greater emphasis on social capital resilience and wider and more permanent other-sector adoption of both care as well as prevention and promotion strategies and capacities; and for tasks of change: more emphasis and methods for sustainably bolstering community problem-solving around climate threats.

Anchors and Paths

FAO- Lead Anchor- Overall specification of aims, coordination of FAO input and support to identify focus group and community review and opportunities for trial use.

MHPSS Collaborative- Design and implement the Guidance process, content development, report writing, focus group and other local participation design, and engaging needed subject matter expertise or review.

Improvements and Measures

Enable FAO-F&D to promote capacity substantively and measurably for fishery and aquaculture communities to meet MHPSS needs they identify, and its value to bolster collective efficacy and change in the face of climate and environmental challenges.

Path to Scale

- Adoption by The Food and Agricultural Organization (FAO) Fisheries and Aquaculture Division (FAO-F&AD)
- Broader use in FAO, coastal community resilience initiatives globally, and potential impact on evolving humanitarian action standards and practice.

VIII.   WATER AND NATURE

INTERNATIONAL UNION FOR THE CONSERVATION OF NATURE (IUCN)

Vision

Challenge: Nature-based solutions (NbS) and ecosystem-based adaptation (EbA) refer to the science, tools, and practices taken up by a growing global network of NGO, governmental, and UNFCCC-based initiatives. These approaches have wide utility for both climate change mitigation and adaptation, as well as for livelihoods and access to food and water globally. Less attention, however, has been paid to their potential to bolster emotional and psychosocial strengthening and wellbeing. NbS and EbA can been instrumental in reinforcing the kinds of mindsets, relationships, and commitments of reciprocity and nurture that are needed to sustain change and grapple with emotional and social tolls of loss, distress, and despair due to environmental damage—and from deeply engaging in care of non-human flourishing.

Premise: The International Union for Conservation (IUCN), through its Friends of Ecosystem-Based Adaptation (FEBA) network Working Group process, will establish a FEBA Working Group on Psychological Resilience to identify key opportunities (including practice, policy, investments, and tools) to build capacity and mainstream the use of psychological resilience methods to strengthen communities and drive NbS/EbA adoption and impact. In parallel, and for further learning, leadership coaching based on inner development principles will be made available to up to 10 FEBA organization leaders for reflecting on the intersections of psychological resilience with NbS and EbA,.

Care and Change

The full range of psychological resilience capabilities—from enabling community-led care and emotional support to enhancing change-making and collective efficacy—have potential value in this context. With the facilitation support of the COP^2 and Inner Development Goals networks, the Working Group will be able to survey this range of practices for their application and value within NbS / EbA interventions.

Anchors and Paths

Anchors
- IUCN (Lead Anchor)- Overall oversight of FEBA network Workgroup process, aims, and report review.
- Billion Minds- overall coordination of effort and to identify and hire FEBA Fellow(s) Project Leads with Workgroup, and coordinate COP^2 Regional Hubs and IDG Foundation Hubs efforts in extending canvassing for case examples, best practices.
Paths: IUCN and Race to Resilience implementation, policy, and advocacy for distribution and adoption

Improvement and Measures

Initial Aims: Establish and launch a FEBA Working Group on Psychological Resilience and NbS / EbA. It will convene and conclude during 2025 with an initial but modifiable scope of work to include:

– Survey FEBA member perceptions of the value, needs, and gaps for incorporating psychological resilience into their work
– Review research, case studies, and crowdsourced input to characterize the ways in which different psychological resilience methods can benefit affected communities. These benefits include enhancing community wellbeing and agency as implementers and accelerators of NbS/EbA, and optimizing mutually reinforcing benefits of NbS and EbA to strengthen psychological resilience.
– Summarize guidance and potential strategies to support the emotional aspects and needs of the leadership of NbS / EbA NGOs, governments, and local communities.
– Identifying key messages and policy recommendations, as well as actionable use cases and further steps by FEBA members, IUCN, and other stakeholders, to advance these objectives.

Initial Measures: The Working Group will track work inputs (e.g., range of consultations and feedback) and deliver a report and recommendations for FEBA members to adopt. More substantively, the scope of work includes identifying measurement strategies for expected impacts, which could range from effects on population distress and emotional damage to a population's eco-awareness, motivation to change, and collective efficacy.

Path to Scale

Spread through distribution of a Working Group Report as above. Use case scenarios and recommendations will also be incorporated within the paths to scale of Roadmap and Race to Resilience partners and similar anchors.

IX. RESILIENCE OBSERVATORY

Vision

Challenge: Deteriorating climatic conditions are worsening an already catastrophic global mental health crisis. Early Adopters (EAs) are an ambitious first step towards mainstreaming psychological resilience as an essential part of climate action. The collective learning and innovation potential of these diverse efforts has to match the constant iteration of socio-emotional process within and across dynamic contexts of place, environmental change, and climate adaptation strategies applying the practices and approaches to psychological resilience. That is itself a process of ongoing learning loops and pragmatic adaptation. EAs are not standalone experimental pilots but nodes of accumulative action that can accelerate learning and adoption of the practices and infrastructures needed for the process of psychological resilience to work and scale. Evaluating and learning within and across EAs should yield knowledge and data, but also recruit networks and grow support systems and processes for denser and farther reaching, regional versions of this same diversity and versatility of how psychological resilience enables communities. Such a premium on pragmatic iteration and implementation in continuous loops of "local" and global learning, calls for merging "implementation" and "research" in ways that resist conventional approaches.

Premise: A Resilience Observatory model can host this integration of implementation support, learning, and data accumulation to map and nimbly expand capacities to act on climate and mental health connections and damage.   These functions, especially working in concert, will rely on modes of researcher practices, roles, and process where variation, iteration, tacit and cultural knowledge, crowdsourced troubleshooting, and intersecting diverse and even incommensurate metrics, are welcomed, rather than filtered out. This operational home should: i) "accompany" and capacitate diverse, hyperlocal, efforts to evolve and learn about their respective efforts as well as contribute to and benefit from applying tools and methods to ii) surface more widespread, cross-cutting data and emergent patterns of impacts, strategies, and decision-making that anchor the work of psychological resilience and its impact on climate action.

Care and Change

Ultimately, these will help to i) realize goals and transformative potential of tasks of care and change as, as well as ii) better understand the relevant psychological, behavioral, and mental health determinants that are associated with understandings of such transformation; and iii) identify systemic conditions that enable or thwart such impact at multiple magnitudes of scale.

The Observatory will do that, relying on Developmental Evaluation and Quality Improvement and similar methods to host routines of ongoing cycles of review and knowledge sharing with, and across, between clusters of "Learning Accompanier" (LA) Teams (clusters of designated local or otherwise trusted participant-observers from each Observatory Member: already active local climate adaptation/resilience initiaitves), and a "Research Accompanier" Team (trusted methods and skills coaches relevant to cluster interests and needs). The latter will be a pool of expertise to provide direct initiative-specific feedback and analytic support and skill building, and facilitate synthetic learning across initiatives. These formats of integrated collective data review, skill, and knowledge spread can identify patterns in end outcomes, but also in how the process of psychological resilience itself works and how pursuit of that goal impacts decision-making, transformative capacities, and community life. These Observatory Team routines will generate more and better observations, multiplying the diversity of tools, methods, outcome choices amenable to observation and reflection. As more observations and tools emerge via pragmatic choices and circumstances across already mobilized work, we can learn how to better grapple with the implications of climate change.

Anchors and Paths

Anchors: Billion Minds Institute and Climate Cares Centre (CCC), ICL- Overall Observatory management and operations; Researcher Team: African Mental Health and Research Initiative (AMARI)- Member support coordination; Waterloo Institute for Sustainability Innovation and Research (WISIR), and University of New Brunswick (UNB): Methods advice and capacity building; other invited Subject Matter leads) - Facilitate Observatory work with Members and cycles of work; Pan-Africa Collective for Evidence (PACE)- systematic analyses for knowledge mapping of Observatory member findings and published research to circulate learnings across them. Accompanier Teams: Early   Adopter LAs and partners, COP$_2$ Regional Hub Leads.

Paths: Dissemination and reporting from across Members and summary and local reports in forms of published analyses and open source sharing via CCC Hub platform.

Improvements and Measures

-Design and improve core Observatory cycle processes and tools

-Encourage, catalogue, intersect and innovate new use of any range of measuring strategies including but not limited to full range of levels summarized in IASC M&E Guidance, with an emphasis on how measuring advances developmental and participatory modes of learning and implementation.

Path to Scale

-Member enlargement will begin with a subset of EAs and CCC's Connecting Climate Minds program partners, then further spread through these, with intended capacity to eventually host open-invitation participation. Dissemination of learning and reporting as above.