WHAT DOES YOUR MUTUAL AID GROUP PROVIDE?

- Food
- Community
- Money
- Clothes
- Healthcare
- Support
HOW MANY PEOPLE ARE ACTIVE IN YOUR GROUP RIGHT NOW IN ANY CAPACITY?
HOW MANY PEOPLE ARE ACTIVE DECISION MAKERS IN YOUR GROUP ABOUT IMPORTANT DECISIONS?

- 1-5: 44
- 5-10: 37
- 10-15: 10
- 15-20: 6
- 20-30: 3
- 30-50: 3
- More than 50: 0
WHAT IS DIFFICULT ABOUT DECISION MAKING IN YOUR GROUP?
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- nothing will ever get done
- Gonna make a wrong decision
- Others wanting to stray from our values.
- Having the group feeling included
- mistakes
- people judging how I process
- That no one feels full ownership of a decision to see it to the end
- inefficiency
- Too hard to reverse a consensus decision.
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- It takes a long time. Privileged voices are given equal time as oppressed voices.
- Personal conflict getting in the way of what's best for the group.
- Too much back and forth so never make an actual decision.
- Too slow. Slips into political ideology.
- Lack of movement.
- The least effective thing will pass.
- That we never reach consensus.
- Lack of productivity.
- Making a decision that doesn't represent the community's needs accurately.
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- Takes too long
- That it will take forever and may end up never working.
- Taking so long that it prevents any action. Especially when needs arise so quickly in our communities.
- People will be left out
- Decisions that don’t match our values
- Nothing gets done, too easy to block/veto work
- Differing values
- time management
- That the consensus will reproduce the systems we’re trying to disrupt
WHAT ARE YOUR FEARS ABOUT CONSSENSUS DECISION MAKING?

Unchecked biases and power
Whatever the decision is will end up making more work for me
consistency
Moving so slow
Unfamiliar and difficult
We won't know how to define quorum / consensus
Someone feels left out or agreed just to agree to not create an issue
it's hard and I fear big conflict and the group splitting up
that we're not thinking long-term enough, that we miss doing a thing because took too long
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- Conflicts arise sometimes
- I worry that others might be afraid to tell me I'm misinformed
- Creating echo chambers without realizing
- People with less capacity making decisions then leaving to others to do the work
- Agreeing due to conflict avoidance rather than agreement
- How conflict and power dynamics impact conversations
- Keeping everyone on the same page and getting people to keep the big picture in mind
- Tryanny of the majority?
- Inability to reach consensus.
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- Cancel/Exile
- Factions form and block any kind of decision making
- when you don’t reach consensus and have to go back to the drawing board without support in organizing around decision
- No follow-up
- People will disrupt decisions for the fun of it.
- standing out/creating “conflict” if you block
- that people will insert an enemy or sense of doubt where there doesn’t need to be
- Not being heard
- Taking too much time / efficiency. Frustration from network
WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- Moving too quickly to consensus
- People see concerns about a proposal as "ganging up on" the folks proposing it.
- That one person will dominate the conversation, that person could be me, and I will never be welcoming enough for people to feel like they can speak up.
- Blocking is a way for folks to feel validated
- People will be left out // silence will be taken as consent
- Everyone getting quiet and passively approving everything (seen it!)
- That it is performative and not really consensus
- People won't challenge me when I should be challenged
- That people who are very passionate will whip votes and create resentment - that ppl will be forced to make a decision that they don't support to hit the time limit of said decision
<table>
<thead>
<tr>
<th>What Are Your Fears About Consensus Decision Making?</th>
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<tbody>
<tr>
<td>forget who we are accountable to in the community</td>
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<td>be certain the folks that need a little longer to consider are given that time.</td>
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<td>not overstepping</td>
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<td>Burnout from trying to maintain consensus decision-making</td>
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<td>having folks who are less vocal feel less able to chime in; moving through the process without efficiency becoming prioritized (over effectiveness)</td>
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<td>not being able to meet up with folks consistently enough</td>
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<td>Internalized ableism and oppressive patterns of engaging</td>
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<td>people's positions influenced by majority</td>
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<td>Feeling too much urgency on making projects succeed &amp; not burn out vs just how bad many social problems are every day</td>
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WHAT ARE YOUR FEARS ABOUT CONSENSUS DECISION MAKING?

- Extremely easy for aggressive people to block. People are pressured. Use sociocracy’s consent model instead.
- Not being heard
- Culture of deference
- Not true consensus (people not fully participating b/c of oppressive practices)
WHAT ARE QUALITIES OF GOOD FACILITATION?