WHAT DOES YOUR MUTUAL AID GROUP PROVIDE?
HOW MANY PEOPLE ARE ACTIVE IN YOUR GROUP RIGHT NOW IN ANY CAPACITY?

- 1-5: 11
- 5-10: 21
- 10-20: 25
- 20-30: 15
- 30-50: 15
- 50-75: 1
- More than 75: 13
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.
- Too slow. Slips into political ideology.
- That we never reach consensus.
- Personal conflict getting in the way of what's best for the group.
- Lack of movement.
- Lack of productivity.
- Too much back and forth so never make an actual decision.
- The least effective thing will pass.
- 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
<table>
<thead>
<tr>
<th>Unchecked biases and power</th>
<th>Moving so slow</th>
<th>Someone feels left out or agreed just to agree to not create an issue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whatever the decision is will end up making more work for me</td>
<td>Unfamiliar and difficult</td>
<td>it’s hard and I fear big conflict and the group splitting up</td>
</tr>
<tr>
<td>consistency</td>
<td>We won’t know how to define quorum / consensus</td>
<td>that we’re not thinking long-term enough, that we miss doing a thing because took too long</td>
</tr>
</tbody>
</table>
### What are your fears about consensus decision making?

<table>
<thead>
<tr>
<th>Fear</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conflicts arise sometimes</td>
<td></td>
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<tr>
<td>People with less capacity making decisions then leaving to others to do the work</td>
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<tr>
<td>How conflict and power dynamics impact conversations</td>
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<td>I worry that others might be afraid to tell me I'm misinformed</td>
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<tr>
<td>Creating echo chambers without realizing</td>
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<tr>
<td>Agreeing due to conflict avoidance rather than agreement</td>
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<tr>
<td>Tryanny of the majority?</td>
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<tr>
<td>Inability to reach consensus.</td>
<td></td>
</tr>
</tbody>
</table>
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, that 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

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# What Are Your Fears About Consensus Decision Making?

- Forget who we are accountable to in the community
- Be certain the folks that need a little longer to consider are given that time.
- Not overstepping
- Burnout from trying to maintain consensus decision-making
- Having folks who are less vocal feel less able to chime in; moving through the process without efficiency becoming prioritized (over effectiveness)
- Feeling too much urgency on making projects succeed & not burn out vs just how bad many social problems are every day
- Not being able to meet up with folks consistently enough
- Internalized ableism and oppressive patterns of engaging
- People’s positions influenced by majority
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?