How many people are active in your mutual aid group now?

- 1-5: 9
- 5-15: 25
- 15-30: 9
- 30-50: 2
- 50-75: 0
- Over 75: 7
How true is this statement for your group? Our group needs more people to do this work well.

- Very true: 31
- Somewhat true: 19
- Not true, we have enough people involved: 1
What are the impacts of not having enough people doing mutual aid work?
<table>
<thead>
<tr>
<th>Reason</th>
</tr>
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<tbody>
<tr>
<td>fear</td>
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<tr>
<td>learning curve</td>
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<tr>
<td>lack of time</td>
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<tr>
<td>shyness</td>
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<tr>
<td>drama and theory</td>
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<tr>
<td>feeling very different from the people in the group</td>
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<tr>
<td>not enough time</td>
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<tr>
<td>Fear that they may not be good at it</td>
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<tr>
<td>Accessibility</td>
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<tr>
<td>障碍</td>
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<td>---</td>
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<tr>
<td>害怕加入已经存在的团体</td>
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<tr>
<td>不知道如何参与</td>
</tr>
<tr>
<td>找不到团体。没有成员招募</td>
</tr>
<tr>
<td>感到自己不被装备</td>
</tr>
<tr>
<td>我觉得很难让人们进入某些事情，特别是没有确切地知道他们在签署什么。</td>
</tr>
</tbody>
</table>
What prevents people from first getting into movement work?

- can't imagine a different world
- Feeling like they're not well read enough, understand it enough
- Sometimes you can't find a point of contact or know you can participate
- access points
- complex trauma!!!
- no time working too much no money apathy
- time commitment unclear
- Thinking the problems are too big for them to make a difference
- Antifa fearmongering
What prevents people from first getting into movement work?

- Perfectionism
- They are simply too rich to care
- Fear, anxiety, lack of availability, mental health issues
- Lack of capacity; focusing too much on theory and too little on praxis
- The threat of state violence/apathy
- In group
- Time commitment
- Unsure of skillset to offer
- Their friends are not involved
What prevents people from first getting into movement work?

- feeling like there is not enough "time"
- Culture/communication divisions.
- can seem like everyone involved already know/are comfortable w each other
- lack of good onboarding processes
- the initial hurdle of something new, the unknowns
- class privilege, childcare, the freedom to care about things outside meeting immediate needs.
- privilege
- Don't know how to find niche
- don't know how to get involved
What prevents people from first getting into movement work?

- Access to being physically there
- Nervous that I won't have enough time to commit
- For me, it was my fear of alienating the people I already knew. But, I did it anyways, did alienate some, gained so many more deeper connections.
- Thinking “activism” is something other people do.
- Too much pressure on expectations
- Social anxiety, work schedules, and feeling behind in their learning
- Fear of being “other” - not the most impacted, not radical enough, not knowing the right vocab, the way things worked
- Finding capacity for unpaid labor when overworked/exhausted from other forms of survival
- Feeling like I have to be super in it already, and not feeling informed enough, not finding out about where to start
What prevents people from first getting into movement work?

- Not knowing how to handle discomfort
- Busy with the 9-5/kids/etc
- Fear they have nothing to offer
- Accessibility (and the work to check access). Fear. Social Anxiety. Time management. Dealing with own issues. Finding the right group, and the right fit...
- Intimidation, feeling like they would be expected to contribute a lot
- Existing group hierarchy
- Knowledge gaps, low self esteem, accessibility, trauma
- Fear
- Feeling disposable
What prevents people from first getting into movement work?

Not enough free time
What makes people who get in never go deeper, or go deeper but then quit?

- Life happens
- Too hard/complicated
- Their own personal disorganisation and flakiness. Like young art students lol
- Time restraints and conflict
- Other members being intentionally alienating
- Dysfunctional organizational culture (current organizers being protective/territorial)
- Burned themselves out and never got support with it
- Group establishment/hierarchy
- Thinking that deeper = too much time
What makes people who get in never go deeper, or go deeper but then quit?

- Toxic/dysfunctional environment
- Fatigue: so many groups go nowhere
- Unresolved conflict
- Other commitments
- Unclear action steps or follow up
- Bad community: For me, I didn’t feel included as a trans POC
- Lack of transparency, unclear what their role is, disorganization
- Overwhelmed by amount of work
- Unable to check their privilege at the door
What makes people who get in never go deeper, or go deeper but then quit?

- They have their selfie/proof-of-revolutionary-brain moment and they look good and they don’t think they need to do more.
- time commitment issues
- Lack of organization
- Trust isn't built in the group
- drama
- Doesn't match what they imagined it would be.
- sometimes people have one role, like cooking, and just stick with it
- Uncertainty
- Feeling antagonized or made unsafe by other members
What makes people who get in never go deeper, or go deeper but then quit?

- becoming overwhelmed, or lack of time/energy.
- unresolved group drama.
- don't actually build relationships
- lack time
- no clear ways of navigating conflict, so it spirals into ‘drama’/‘sides’
- unclear roles.
- Not having support
- Disagreement with procedure/ethics
- Some folks don't go deeper because they are doing it for social credit or because it's trendy. Not because they are deeply invested in the end goal.
What makes people who get in never go deeper, or go deeper but then quit?

- They drop off at the first conflict
- Feeling pressured
- Nobody figures out how to recognize and allocate their skills.
- existing group hierarchy
- perceived lack of change seen
- Many people have moved away; it's a community in flux.
- Sometimes lack of transparency or lack of support leads to one bad experience or overwhelm, and people drop out not feeling a sense of belonging
- disorganization within group
- Lack of support. Lack of acknowledgment of work. Lack of time.
What makes people who get in never go deeper, or go deeper but then quit?

<table>
<thead>
<tr>
<th>Blue</th>
<th>Red</th>
<th>Orange</th>
</tr>
</thead>
<tbody>
<tr>
<td>money runs out</td>
<td>being involved in too many other groups, group drama, changing priorities</td>
<td>misogyny, fragility, disorganization, lack of social cohesion, trauma</td>
</tr>
<tr>
<td>it was for IG or to feel like they did something ethical</td>
<td>Not getting recognition/praise</td>
<td>lack of a clear path. Cadres</td>
</tr>
<tr>
<td>no new training or learning opportunities</td>
<td>Mental health and the ongoing pandemic</td>
<td>Feel like the group is not addressing problems within, then leave</td>
</tr>
</tbody>
</table>
What makes people who get in never go deeper, or go deeper but then quit?

- Uncomfortable, not welcoming
- Burnout and feeling like they are other immediate priorities, or simply not ready
- Microaggressions within movement spaces. Movement spaces can be TOXIC.
- I think going deeper then quitting is usually conflicts or burnout
- Attitude of other organizers
- Cliquish group.
- They are genuinely afraid to challenge the foundations of their existence.
- Feeling unheard / unseen / unimportant
- Group chaos
What makes people who get in never go deeper, or go deeper but then quit?

- not enough engagement w community to get involved
- Feel afraid that they can’t get past a disagreement
- During a heatwave, a lot of new folks helped out at a cooling shelter. We never saw them again (in a mutual aid / group capacity). They burned out.
- Lack of follow up and follow through with onboarding.
- Lack of access, and not fixing access
- Going deeper feels hard, requires effort, requires time. Showing up at a protest once is easy.
- Unable to overcome propaganda
- expecting others to take initiative
- When groups don’t have defined roles or leadership direction it’s hard to figure out what role to take on or where you’re needed and won’t step on someone’s toes
<table>
<thead>
<tr>
<th>Feeling intimidated or out of place, feeling excluded</th>
</tr>
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<tbody>
<tr>
<td>Wanting a consistent calendar or specific breakdown of how to participate</td>
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<tr>
<td>Disorganized community</td>
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<tr>
<td>Misaligned political values/values</td>
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<tr>
<td>Passive aggressive teammates who disagree with you... and do not cooperate.</td>
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<tr>
<td>They overcommit and then feel bad at hitting their capacity</td>
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<tr>
<td>Fear of failure, fear of success, racial inequity</td>
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<tr>
<td>Unsupported when they make mistakes</td>
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<tr>
<td>Actual work is boring and hard</td>
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What makes people who get in never go deeper, or go deeper but then quit?

- Have also seen a lot of people seem to burn out because they get stuck in one role and maybe want variety.
- Struggle to bring others to share work.
- Only some disabilities are considered valid and worth making accommodations for.
- Not recognizing the skills they actually have.
- feel like an outsider
- People are used to the NPIC and being rewarded for giving money without being values aligned
- People make assumptions you should already think a certain way.
- Inability to give up dependency on the system, but instead keeping dependency on it.
- Not interested in helping with the mundane (the emails, the spreadsheets, etc.)
What makes people who get in never go deeper, or go deeper but then quit?

- not going deeper may be not having a clear invitation
- We’re used to incentive structures, and this work is driven by something more mysterious
- Professionalism mindset resists the more grassroots work style
- Overwhelmed with how much to do
- Lack of common goals
- Being a survivor of violence and people allowing abusers to stick around with no response to what they did/do.
- Group hierarchy and older members not open to new ideas
- Doing a group visioning/ideation session
What makes people who get in never go deeper, or go deeper but then quit?

Racism, Ableism