2nd Affinity Version: In or Out

Affinity #2: Call to council: Is this for you?

Impact: This affinity gives participants the opportunity to review their own and their peer’s participation in the project thus far. It also gives each member the space to fully commit to the group for the rest of the year or exit the group in a safe and loving way.

Risk: High

Duration: 1.5 hrs

Directions:

1. Check in with group’s emotion state (such as through the Window of Tolerance, a number scale, or suds scale)

2. Identify a person to start. They should let the group know if they:
   
   a. Know they want to be here
   b. Are on the fence
   c. Feel this is not the right fit

   They can use the list below to assess their participation by uplifting elements that resonate with them. Students are welcome to name things that might not be on the list but are still impacting their participation.

   They should then explain to the group why they know this about themselves. Group members can then respond by challenging supporting or further impacting in regards to this person’s participation in the group.

3. The person can then respond to the concerns or the affirmations

4. When a member contracts for the rest of the year, the group will make the final confirmation.
Facilitator’s Notes:
The goal is to prioritize the people in the group who others are concerned about. If someone feels invested and the group thinks they are as well, move to the next person.

In our experience, members have found some kind of ritualistic way as a confirmation of the group’s decision to continue with this member.
Assessing participation...

1. Missing too many sessions
2. Falling asleep (going way low in the window) during group time
3. Going silent during group time
4. Having difficulty managing feelings: feeling angry, like I'm going to cry and not being able to speak, too in my head and not enough heart, or too in my head and can't get words out
5. Trouble setting limits/boundaries on the people in my life
6. Taking care of everyone else (i.e. Feeling it is my responsibility to do it/no one else will do it if I don't)
7. Not telling anyone I'm doing this work/being afraid of what people will think of me
   i. Can’t talk about this with my family
   ii. Can’t talk about this with my friends
   iii. Can’t talk about at school/work
8. Difficulty dealing with conflict internally and externally. I’m hearing conflicting messages from my family and am being challenged and I do not know what to say
9. Worrying this work calls for a strength I don't have
10. (For whites) Feeling like I can do this better in POC spaces, but knowing I need to do it with white people
11. (For POC) Feeling like it is hard for me to do heart work with people in my own community when I feel pulled to take on white people.
12. Feeling like people are not carrying the feelings in this group equally
13. Never wanting to say the wrong thing.
14. Feeling uncomfortable challenging people OR when people challenge me.
15. Feeling like people in this group are too worried about being polite or not offending anyone.
16. Missing opportunities to say things, even when I have something to say.
17. Feeling like the way I show emotion in the group is a problem (i.e. Showing emotion too much or not enough).
18. Worrying that group members will think I’m not as invested in this as I should be.
19. Feeling hopeless, like things will never change.