

Subject: Re: Finding a path forward

From: Tails Hartnett <hon1nbo@dallasmakerspace.org>

Date: 10/28/21, 1:01 PM

To: James Henningson <mrjimmy@dallasmakerspace.org>

CC: Justin Walker <skyspook@dallasmakerspace.org>, Julie Harris <jmharris42@dallasmakerspace.org>, Curt Baker <bobthemad@dallasmakerspace.org>

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And here's another member terrified of speaking out against the board as a whole I just received:

"
i honestly try to keep down for these, they have a cliq at this point i see mildly suicidal to poke
and i cant afford to not have dms
"

K/J/T Hartnett

DMS Board of Directors

Volunteer Metalworking, Machining, Automotive, and Laser Instructor

On Thu, Oct 28, 2021 at 12:59 PM Tails Hartnett <hon1nbo@dallasmakerspace.org> wrote:

I just received a message from a member about this whole situation that sums it up perfectly.

""Rogue Apathy' from the board."

I like that term; I might have to steal it. It sums up all the complaints I keep getting from members about how as a group we have been failing the space.

K/J/T Hartnett

DMS Board of Directors

Volunteer Metalworking, Machining, Automotive, and Laser Instructor

On Thu, Oct 28, 2021 at 12:16 PM Tails Hartnett <hon1nbo@dallasmakerspace.org> wrote:

All,

My problem with this isn't that the call didn't happen in person; it's that it didn't happen sooner. The level of your writing in that email, and the actions not just last night but months of inaction leading up to it, shows true contempt for me from the group. I already fought to keep one of the officers from walking out the door over the contempt you've shown for me, and now I'm wondering why I stopped them.

Regarding transphobic behaviour from Freddy:

There are witnesses to the events, documentation that he's been falsifying the facts when he spreads rumors about me, and more. The fact you chose to make a decision on Freddy's latest complaint without even speaking to me is a textbook example of the core problem, this same problem allowed me to rack up informal and formal complaints over a month without a word. He's making these decisions because of personal beef and biases against me rather than a simple difference in opinion. This behaviour has shown itself again and again over the past two years, and even when he admits it in writing or with witnesses we just ignore it.

The fact you sought none of this evidence or witnesses to events, or even speaking with me at all, before making a decision speaks volumes.

Regarding the metal shop:

I tried to resolve this privately first by continuing to offer help; I continue to extend that offer to Charles every time I have to engage them about the metal shop. Then at the board level after he tried to remove me from the committee in the middle of the night without a word because I was voting against him. He clearly knows how to post minutes, as he had no qualms doing so until the committee started disagreeing with him and then the minutes stopped. He says he has them and notes, but won't share them with anyone that offers to help post them. This isn't an overworked volunteer; **this is a member that tried to intimidate members by proposing they be forced to clean the shop if they vote against him for Christ's sake.**

Then again I tried to handle things with the board after he started trying to manipulate things against the committee's written and voted wishes, an act he still does to this day that he has been successful in getting away with. Not even Tim, one of the two vice chairs, knows what's going on in the metal shop at this point and has no idea why we're not honouring the stipulations for the equipment he has on loan. The vice-chair of the metal shop, of all people, is one of the members I've been trying to get answers for, unsuccessfully, in that talk thread.

And finally after no action from the rest of the board, **the first public post was made on August 3rd, two months after issues began and numerous private attempts were made to resolve them.** You could have told me then, or after any of the intervening posts the *subsequent 2 and a half months*. But no, I get nothing except the occasional "yeah we gotta do something about metal shop."

There is not another committee at the Makerspace with this level of deceit and manipulation occurring at this scale. And historically, when trying to make major purchases or major changes without following the process, the board came down on the metal shop even when I was the chair. I watched the board come down on Printmaking for kicking people out of a committee for a rule change that happened without a vote; I watched the board come down on CA for the way procurement was being handled with a large format printer.. Why we're giving the metal shop a pass in this situation, where it's clearly intentional rather than forgetfulness or a lack of understanding like the others we still came down on, is a downright mystery. The comments I've received from current and former members that left over the metal shop is that "he won; even though the committee voted against him he got what he wanted."

The silence around all of this from the rest of the board continues to speak volumes.

Regarding the complaints against me:

So be it, as I can always try to improve my tone with things. But the fact you all sat on them

for a month, whilst continuing to privately not say anything like "might be going too far with metal" is tantamount to our core problem as a group. I'd already stopped answering tickets unless I needed to so I could try and work on my tone in writing.. I'm capable of holding off, *but I have to know there is a problem.*

That's all I have to say on that matter, as without knowing the incidents in question I cannot comment.

I'm still on the fence on remaining at DMS at all

I believe in the mission here, but I lost faith in too many of the members. Honestly the only reason I haven't left already is I have a number of members that have sent me messages in private thanking me for saying something, for trying to hold members accountable, and asking me to help end it. They're afraid to speak because even if a board member can't hold committee leadership accountable, even when it's as grotesque behaviour as intimidating voters from voting against them, why in god's name would they stick their neck out themselves

Regards,
~ K/J "Tails" Hartnett

On Thu, Oct 28, 2021, 10:16 James Henningson <mrjimmy@dallasmakerspace.org> wrote:

Tails,

HR calls are never easy over video, I feel like last night's call went worse than it should have because we were not in person to discuss. I speak for the board when I say it is not our intent to alienate you or push you out of your position at DMS. If that is the impression you are getting, then I apologize. Our goal is to find a path forward that works for you and for the organization and helps us all grow.

We need to discuss a few things, starting with the complaint you filed, and then the formal and informal complaints we have received.

1. The initial incident of transphobia with Freddy was addressed at the time. He was silenced by the mods and resigned his position. At the time you sought no additional action. Your complaint does not indicate anything other than continued arguing with him, you provided no new evidence of transphobic behaviour. That he disagrees with you about a door or a specific software is not in itself transphobia.
2. We have received reports and a formal complaint, of aggressive behavior towards metal shop leadership and process. We have also seen your public posts on the subject, and your complaint against Charles. While Charles is in violation of some rules these are not, in our opinion, grave offenses that dictate public reprimand. Many other committees are in the exact same position and have not been subject to this treatment. We do need to correct the metal shop situation, but public bashing of the volunteers is not the way to do it.
3. General member interactions. We have received three complaints against you from people working in the space. In each case they allege that you approached them aggressively about perceived rule violations that were not actually violations. None of the people wanted to make a formal complaint, they spoke to us because of concern for your behavior and fear of addressing it directly with you.

Our intention is not to punish you, we want to help form a path forward to correct these situations and improve general interaction with volunteers and members. We believe you

Re: Finding a path forward

add great value to the space and understand that you are going through quite a lot right now. Our intent last night and in this email is not to judge you but to work with you to collaboratively find a path forward.

Thank you,
James