

sigh Walter has been muted on Talk

zmetzing

Mar 2017

You might have noticed that our favorite curmudgeon has been MIA for the past few days. It appears that the BoD has turned off his Talk access.

https://dallasmakerspace.org/wiki/Board_of_Directors_Meeting_20170319#Complaint_against_a_member_.28Talk.29

(scroll down to the Minutes section to find out more)

I don't always agree with his viewpoint, and I occasionally vehemently object to his posts, but I completely disagree with this course of action. Flagging is a great way for the community to vote on questionable behavior.

Please consider asking your favorite BoD member to reverse this decision.

clk75201

Mar 2017

I saw that a couple of days ago.

He did, however, just announce his intent to run for the Board of Directors.

Lordy, can't say you're a dull bunch, that's for certain.

Julie-Harris DMS Member

Mar 2017

Also disagree with muting Walter.

tmc4242 Makerspace Member

Mar 2017

This is entirely inappropriate. Censoring a member is not the right answer.

Raymond Makerspace Member

Mar 2017

Giving a timeout can be beneficial for all involved, but when giving someone a timeout there is usually a time limit before going all nuclear later with a perma-ban.

[Skip to main content](#) limit that gets bigger with each successive application.

John_Marlow

Mar 2017

I also disagree with muting Walter. The minutes from the board agreed that Walter was the victim of a threat on Talk, and then in an odd move, they decided to censor him instead. Go figure ...

Cairenn_Day Makerspace Member

Mar 2017

I also disagree with the total mute of Walter,. I often disagreed with him, but I have seen his dedication to the space and to helping other members,

I feel that we are having some growing pains right now and some really hate to discuss them, Lot s of ruffled feathers including mine!

PearceDunlap DMS Member

Mar 2017

Y'all could always put it on the member meeting to overturn the board decision.

zmetzing

Mar 2017

Since those offended seem to be on this forum, this is probably the appropriate place for this sort of petition.

PearceDunlap DMS Member

Mar 2017

But not a formal method. Gather your support, plan it out and have everyone show up to the next meeting to vote.

I'd join for what it's worth

clk75201

Mar 2017

In a few weeks the man will actually show up to a board meeting, profess his rehabilitation, and then he will be reinstated. Except for the small detail about him threatening to sue [Skip to main content](#) ightly.

🔗 [Statement of Intent for BoD: for Walter Anderson](#)

StanSimmons

Mar 2017

clk75201:

In a few weeks the man will actually show up to a board meeting

He was in the building at the time of the BoD meeting... FWIW.

clk75201

Mar 2017

Ok. That's funny.

He's been called up a couple of times according to the minutes. He didn't show up for either. And this time he was in the building?

(PS I was too for a while. I ran away. You guys still scare me. Plus, I got everything I wanted without even entering the room, so I'm good with that outcome.)

mblatz Makerspace Member

Mar 2017

I was in the board meeting as well. The proceedings on this particular agenda item reminded me of one of my favorite lines from Silverado: "We're going to give him a fair trial, immediately followed by a first class hanging."

Nick

Mar 2017

I to agree with much of the sentiment shared in this thread. The board doesn't have the tact needed to dole out punishment for behavior issues. Read the minutes and try to understand any reasoning for perpetual blocking of Walter. I'm actually surprised they are not going after [@Photomancer](#) for subverting their ruling and posting on Walters behalf. If we hold the ruling of the board as an example of excellence, David's subverting it is nothing less than unexcellent and a direct undermining. I hope the board can see the errors of their ways and correct them before it is taken further.

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Nick:

Read the minutes and try to understand

Obviously there is more context and history than captured in less than 1,800 characters. Anyone wishing to run things differently **can run for the board** and be 1/5 of deciding contentious issues, or you can just complain on the internet and see where that gets you.

Cairenn_Day Makerspace Member

Mar 2017

I will be honest, I was at the space on Sun, I had intended to attend the board meeting, but I decided that I didn't have the Patience I needed that day. In my old age, I have a lot less, I am not pleased with a lot of what I have been seeing, and it seems that I need to come to the space more and learn to ignore a lot of what happens on talk,

urbite Makerspace Member

Mar 2017

I vehemently disagree with the banning of Walter, even more so if the ban is indefinite as has been intimated in this thread. Everyone has the option to just not read his posts if they are bothersome. Maybe talk should implement the equivalent of an 'ignore' function, if it doesn't already exist.

Contrarians can be annoying, but censorship is definitely...NOT excellent.

jswilson64

Mar 2017

One of my favorite lines too! (No "immediately" BTW)

benhubel

Mar 2017

The ignore function can be found in the Preferences page under your profile. Scroll all the way down to the bottom. Immediately above "Save Changes", there is a box that allows you to enter the names of users you want to mute. Entering a name will suppress notifications
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from that user. I don't know how extensive it is nor how well it works, as I've never had to use it.

coloneldan Blacksmithing Vice-chair

Mar 2017

I don't always agree with Walter, but then I don't think anyone agrees with anyone else all the time either. One of the greatest things in this country is the ability to speak your mind. Censorship is to be avoided at all costs. Perhaps criminal activity merits some form of censorship, but I don't think Walter committed a crime.

Who's to say that the BOD wouldn't censor others to silence them? Clearly, Walter has other options. He can trash DMS on any number of other forums, he could masquerade as another user on this forum, or he could antagonize people in person through other means (legal). None of which are the outcome we want.

Walter is a reasonable guy and I think a very valuable contributor to DMS. My personal experiences with him have all been very good. None of us are perfect and certainly we can all use a little coaching from time to time, but I feel that censorship was too strong an action for Walter, I admit I don't have all of the details nor did I attend the BOD, but I feel his right to post on Talk should be reinstated promptly.

Perhaps, however, these actions will draw more attention to Walter and get him elected to the BOD. So maybe it will end up in Walter's favor after all. It is widely believed philosophy that all publicity is good publicity since it draws attention to the candidate, product or service.

nicksilva Makerspace Member

Mar 2017

bring back Walter.
987654321...blast off

zmetzing

Mar 2017

Note: I moved this back to Infrastructure (Andrew Lecody moved it to Members Only). Since we are talking about an action which affects Talk as a whole, not just DMS members, I think it is the appropriate forum for this thread.

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Mar 2017

I consider Walter a friend, and vehemently objected to the last attempt to ban him from Talk. I object to this one as well, but I think for the broader audience, it helps to kind of understand Walter.

Walter is the kind of person who will help you for hours with a project on the lathe, and say the only reason he did it was he didn't want you to break HIS lathe with YOUR stupidity. He's just a bit spiky in his verbal communication, but I don't think he's a bad dude from his actions, and I think he genuinely loves DMS and some of his prickly behavior is in defense of DMS. I am considerably more easily offended than nearly everyone at DMS, and I didn't find the specific message he sent offensive, nor do I think it was by current DMS community standards.

zmetzing

Mar 2017

PearceDunlap:

But not a formal method. Gather your support, plan it out and have everyone show up to the next meeting to vote.

Could someone look up the # of members to make quorum for the next membership meeting? It would be greatly appreciated.

artg_dms Electronics Chair

Mar 2017

Walter was not banned, he was blocked.
There's a huge difference between the 2 terms.

Everybody please keep your terms straight.

artg_dms Electronics Chair

Mar 2017

Given that folks are activating their voting rights, this could end up being a large number. Get your proxies lined up.

nicksilva Makerspace Member

Mar 2017

[Skip to main content](#)

Could someone look up the # of members to make quorum for the next membership meeting? It would be greatly appreciated.

a quick search of the WIKI says 1/3 of voting membership. As [@artg_dms](#) pointed out that # is growing daily as we approach the board election. After the voting reset it seems to drop quite low as some quorums have been met with as little as 14 members in the past.

PearceDunlap DMS Member

Mar 2017

The next member meeting is going to be the election so you're going to have quorum there.

zmetzing

Mar 2017

artg_dms:

Walter was not banned, he was blocked. There's a huge difference between the 2 terms.

A motion of the board, which passed, instructed Infrastructure to block his member account here on Talk. In my book, participation in Talk is an integral part of the DMS community. To wit: He cannot report problems via the Issues and Requests category, nor participate in discussions in the Members Only area which directly influence the direction DMS takes.

This is, in effect, a partial ban.

nicksilva Makerspace Member

Mar 2017

PearceDunlap:

The next member meeting is going to be the election so you're going to have quorum there.

Right On!

1234567890987654321

zmetzing:

Could someone look up the # of members to make quorum for the next membership meeting? It would be greatly appreciated.

As of this moment, there appears to be 111 voting members (based on the AD group “voting members”, which I *think* is the “official” repository).

That makes it minimum 37 for quorum, if my math is right...

artg_dms Electronics Chair

Mar 2017

All very valid points.

However on a topic like this terms and semantics do matter.

Blame this observation on having too many discussions on a broad range of legal topics.

For example the membership moves to have the ban on Walter lifted.

The BoD comes back and says “We didn’t ban him, we blocked him. Next item.”

And so it goes.

And right now someone out there is smirking... 😏

clk75201

Mar 2017

I still argue that if Walter wants to change the situation, Walter can make the request of the board and membership. I’m certain he will figure it out.

Also, apparently he’s not blocked completely - he’s using likes and emoticons.

SewingStuff

Mar 2017

The primary merit of a membership at DMS isn’t the tools. It’s the community. Otherwise it would be called Dallas Toolspace. I don’t see a single thing wrong with the community making their feelings known. Advocacy is incredibly important.

PearceDunlap DMS Member
[Skip to main content](#)

Mar 2017

We're here to argue a point on behalf of someone else and to prevent the issues that a ruling like this may cause in the future. You may remember a similar situation of a non included party coming to the defense of another member recently.

No one told you not to defend Brandon. We told you why you didn't have the full story.

clk75201

Mar 2017

That's an interesting point, but mainly because it's the opposite for me. My first love is the tools. Ya'll are just along for the ride as I try to figure out how to gain access to the tools. (I'm getting there, by golly. Currently in love with the Shapeoko 2.)

steve Makerspace Member

Mar 2017

You might as well ignore the ignore function on Talk. It really doesn't do anything remotely like you would want it to do.

clk75201

Mar 2017

I learned a lot in that thread btw.

Walter is off replying to Talk, not locked out of DMS. He still has access to the tools, board, and other members. He's tossed his name into the hat for the next BoD election, after all.

But I'll unfollow this thread and let you all plot without me.

tmc4242 Makerspace Member

Mar 2017

Two more thoughts on this matter:

1.) This action is the kind of thing that undermines confidence in leadership. From the transcript of the board meeting, I do not see anything in the discussion that warrants a blocking or banning. Yes, Walter can be a bit abrasive. Some of that is because he often says things that many do not want to hear, but which are none the less important. His calls for more savings for a potential move of the space for example.

2.) This is an interesting choice of time to implement such a block/ban. Walter is excluded the run up to board elections. Terribly convenient to have him out of

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the way at this time.

tmc4242:

2.) This is an interesting choice of time to implement such a block/ban. Walter is excluded from out discussions in the run up to board elections. Terribly convenient to have him out of the way at this time.

Does someone have a conspiracy like this every time we are about to have a board meeting?

Don't know. Never paid attention before. Correlation does not imply causation, but it is rather convenient.

tmc4242:

This is an interesting choice of time to implement such a block/ban. Walter is excluded from out discussions in the run up to board elections. Terribly convenient to have him out of the way at this time.

Just to be clear, the timing of this happening is a result of the timing of the official complaint filed against him by a member who he had sent a PM to. At the time of meeting, as far as anyone knew, he was still planning on moving soon. There was absolutely no discussion about him running for the board. In fact, I do not recall any discussion about the election in regards to the complaint or actions taken against him at all.

And then again - nothing involving politics should ever be considered a coincident.

I guess I will be the first board member to chime in. We did not place this an many other member complaints on the agenda. The board does not like handling member discipline issues at all but you are asking us to way the issues and make the best determination we can.

Personally I like Walter and have taken his classes which are excellent. He can be abrasive but talk does exaggerate many people's communication styles. I normally leave the negative hashing back and forth alone, the forum is called discourse for a reason. In this instance I could not look past the 80+ flags. If he would have attended the meeting, we would be able to ask him more about this exchange.

PearceDunlap DMS Member

Mar 2017

I'll have questions for you later, I have to do real world work and then drudge up some info.

artg_dms Electronics Chair

Mar 2017

Of those 80+ flags, how many are unique versus maybe just a few thin skinned repeat complainers.

Can we get a statistical break down of those flags?

tmc4242 Makerspace Member

Mar 2017

And an anonymized breakdown of everyone else who has say 20+ flags for context.

zmetzing

Mar 2017

Lampy:

If he would have attended the meeting, we would be able to ask him more about this exchange.

Perhaps a change of order is necessary for future BoD meetings. Given that they seem to last a long, indeterminate time, disciplinary items like this one need to be handled first, before any other business. That gives the accused a good shot of having their case heard in the first 15 minutes of the meeting. Waiting an hour or two until it comes up in order on [Skip to main content](#) ste of the member's time.

(edit: postscript) Additionally, complaints like this one are interrupts to one's normal schedule. Walter may have had a prior commitment which he could not break. It is unfair to expect him to do so on short notice.

mblatz Makerspace Member

Mar 2017

And also distinguish between which flags were for being off-topic (a most trivial-of-trivial misdemeanor), which were for being "inappropriate", and which were for "other" reasons.

TBJK Machine Shop Chair; Metal Shop Vice-Chair

Mar 2017

The way I see it, Walter took the higher road by preparing a statement. Things could get out of hand & emotions high. I personally would not want to see yelling & screaming at a meeting.

Tapper

Mar 2017

So, reading the minutes.

Walter was accused of threatening Mr. Knapp in a private message on Talk. After review, no one found the private message threatening. Mr. Knapp, on the other hand, was admonished, for threatening Walter, by the Talk administrator, for the public message that motivated Walters private response. However, the Board took no notice of the actual violation, and instead elected to censor Walter, and deny him the right to speak to the membership on Talk.

Recent Board meetings show a pattern leading up to the meeting. Walter angered the Board, for repeatedly requesting documents the Board either didn't have, or didn't want to provide him, despite the rules requiring them to do so. Walter further irritated them, by posting on the subject on talk, and exaggerating one Board members connection to a vendor.

The Board action removing his right to communicate with the membership on the official forum, was justified by calling Walter a "troll". Not a scintilla of evidence was provided, showing that Walter violated any rule, or policy of the Dallas Makerspace.

Therefore, this action was an impermissible and illegal exercise of the authority granted to the Board by our Bylaws. Their action was arbitrary and capricious, and actionable.

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You, as a member, should decide whether this is behavior you will tolerate. Are your friendships more important than simple right and wrong? Will you, by virtue of silence, allow “annoying a Board member”, to permit them to take your membership rights away from you? Will you accept censorship of ideas to be a defining characteristic of this organization? Will you grant the Board the right to censor members because they don’t like too much truth told on the forums? Because you ask difficult questions? Or demand the rights you have as a member, to see the books and records of the Space? That is what is happening here, and no question about it. The record is clear.

Getting posts flagged, is no violation of our rules.

But Governance by ego, is a really bad thing.

"Censorship is the height of vanity. "

→ Martha Graham

LisaSelk Regular

Mar 2017

mblatz:

And also distinguish between which flags were for being off-topic (a most trivial-of-trivial misdemeanor), which were for being “inappropriate”, and which were for “other” reasons.

Off the top of my head, I don’t know a way to separate the types of flags. I’m not saying that it isn’t possible, I have never looked into it.

I have a few more options on my screen as Admin, so I really don’t know what all anyone else can see from a non-Admin account; but, I believe there is quite a bit of interesting information available to just about anyone logged into TALK (*based off the fact that there’s quite a bit available to view by someone not logged in at all...*).

When you go to a user profile on TALK, if you are logged in, you should see some info about the flags near the top left corner (*based off what I’ve heard others say, so very likely the same info that I can see...*). If you scroll down past the main part of their profile (*where their name, avatar, etc... are*), then there should be a drop-down menu that defaults to “Activity”. If you select “Summary”, there is a lot more information available. The “Activity”

Skip to main content are definitely available to anyone - logged in or not...

The Board took the action because we do not have a written set of rules that spell out which actions for moderators to take for repeat “offenses”. The moderation team has been tasked with coming up with a fair way to handle recurring issues. We will be trying to come up with something that will allow TALK to generally continue to be self moderated (*encourage members to flag posts that need moderator attention, etc...*), while having a process in place that will allow us to take action in a consistent manner when needed.

It's no secret that we have a wide range of views on what is “acceptable” - from some board members who feel that TALK is a completely undermoderated “wild west” train wreck - to members who feel that I am way too heavy handed with how I moderate here. Fortunately, most members see that I am doing my best to keep a middle ground so to speak. It's definitely not an easy task - considering the strong views of those who are at the farthest ends of the spectrum. The fact is: There is simply no way to make everyone happy. I will continue to do my best to stay moderate with my moderation style. “Happy Medium” is what I will continue to strive for. 😊

I hope that helps clear some of the confusion up. 😊

coloneldan Blacksmithing Vice-chair

Mar 2017

Lisa, I think you do a very admirable job considering the circumstances you deal with. Some people will never be happy and some will want to permit anything on Talk. I think you've found a very nice middle ground to keep things civil but lively and interesting.

People are emotional beings and sometimes “how they feel” becomes more important than rational facts. I know I've said things in a blog and in person I wish I could take back, I'm sure most of us have. The proper behavior is to apologize to the offended person [edit: apologize for offending them and possibly upsetting them. This does not imply that you were necessarily persuaded to change your position but that you just did not intend to offend the person and are sorry that you did] and move on vowing not to repeat the mistake [of deliberately offending them. Ideally, both parties would try to understand the point of view of the other and resolve any conflict even it is to just agree to disagree.]

I also try to think through what I'm writing and just delete it if after a re-read I think it is not really fitting or appropriate.

I think your reminders and admonitions are gentle and constructive. Keep up the good work!

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Mar 2017

I understood that Walter was not banned from DMS altogether. I should have said that I objected to Walter being banned from posting to talk.

In my intended context of being allowed to post to talk, blocking and banning are equivalent. I'll endeavor to be unambiguous in future posts.

Related question: Is Walter blocked from reading Members-only threads?

jast  Makerspace Member

Mar 2017

LisaSelk:

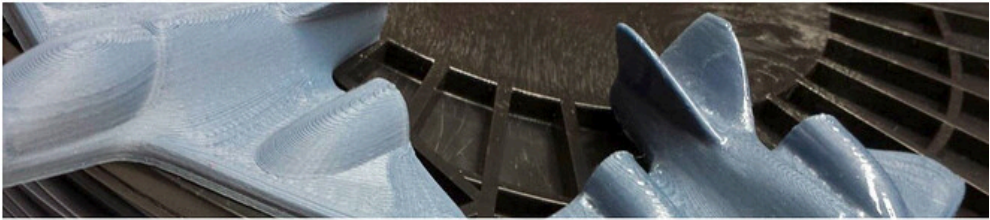
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I don't think I see what you see...

I hope you don't mind if I use you as an example. Anything I can see, anyone can see, I believe.

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LisaSelk

Lisa Selk
Infrastructure Vice Chairperson

Contact Information
Name: Lisa Y Selk
Title: System Administrator
Email: Lisa@DallasMakerspace.org
Committee Role: Infrastructure Vice Chairperson
Organization: Dallas Makerspace

[Message](#)

Joined Oct 20, '14 Last Post 10 mins Seen 5 mins Views 13967 Trust Level leader groups dms_members, Team_Classroom, Team_3D_Fab, Team_Infrastructure, Team_Laser, Team_PR, Team_VCC, Committee_Chairs, Team_Moderators

Activity [Invites](#) [Badges](#) [Summary](#)

All **Walter has been muted on Talk** 10 mins

Infrastructure

Off the top of my head, I don't know a way to separate the types of flags. I'm not saying that it isn't possible, I have never looked into it. I have a few more options on my screen as Admin, so I really don't know what all anyone else can see from a non-Admin account; but, I believe there is ...

Replies

LisaSelk

Lisa Selk

[Activity](#) [Invites](#) [Badges](#) [Summary](#)

STATS

692 days visited 27d read time 63.4k posts read 6.3k ❤️ given 251 topics created 2.4k posts created 2.1k ❤️ received

13 solutions

TOP REPLIES

- Jan 1 · ❤️ 16
[Dallas Makerspace Show and Tell - January 2017](#)
 - 17d · ❤️ 15
[Do we really have to pay \\$50 for the Auto Lift class?](#)
 - Feb 1 · ❤️ 10
[Dallas Makerspace Show and Tell - January 2017](#)
 - Feb 8 · ❤️ 9
[Dallas Makerspace Show and Tell - February 2017](#)
 - 19d · ❤️ 9
[Dallas Makerspace Show and Tell - March 2017](#)
 - 16d · ❤️ 9
[\[RESOLVED\] - ISSUE: "Blu" Titan Vinyl cutter not able to connect - USB port loose/damaged](#)
- [More Replies](#)

TOP TOPICS

- Feb 1 · ❤️ 704
[Dallas Makerspace Show and Tell - February 2017](#)
 - Dec '16 · ❤️ 674
[Dallas Makerspace Show and Tell - December 2016](#)
 - Jan 1 · ❤️ 423
[Dallas Makerspace Show and Tell - January 2017](#)
 - Nov '16 · ❤️ 279
[Dallas Makerspace Show and Tell - November 2016](#)
 - 22d · ❤️ 222
[Dallas Makerspace Show and Tell - March 2017](#)
 - 21d · ❤️ 143
[New Opt-in Non-public "Debates and Stuff" category](#)
- [More Topics](#)

LisaSelk Regular

Mar 2017

Tapper:

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of threatening Mr. Knapp in a private message on Talk. After

review, no one found the private message threatening.

This is one of the types of things that could be handled differently - if we had rules/precedence in place... An example of what we may do in the future - once the rules are set, would be to restrict a member's access from sending PMs if they are found to be in the habit of sending unwanted ("*rude*", *etc...*) PMs... We could ask the recipients of the unwanted PMs for screenshots, and if there is a pattern, then the member could be restricted to only being able to post on the forum without access to initiating PMs. The challenge is deciding what is considered a "pattern". Obviously, if there is any direct threat of bodily harm, *etc...* the receiving member would be encouraged to get The Law involved.

The above is **only** an example of something that may be addressed in the rules. We obviously have a lot to consider in order to continue to aim for a "Happy Medium" while still having documented tools available to handle recurring issues without requiring Board involvement every time someone gets upset with someone else...

TLAR Makerspace Member

Mar 2017

The solution is clear - Vote for Walter for BOD - problem solved.

artg_dms Electronics Chair

Mar 2017

88 Anonymous flags from an unknown number of people. And more then 5200 likes from a hundred or more...

	Received	Given	Topics	Replies	Viewed	Read	Visits	Time Read
Wenderson Walter Anderson	5.2k	5.5k	384	5.1k	8.4k	75.5k	710	35d
aglyksee Nicole Frantzell Quality Arts Chairperson	3.3k	1.2k	599	1.9k	4.4k	36.1k	721	11d
Brandon_Dean Brandon Automotive Chairperson	3.2k	1.9k	169	1.8k	4.9k	40.7k	881	13d
PhotoMaker David Keszinger Machine Shop Chairperson	3.0k	1.9k	123	2.5k	7.2k	61.4k	596	23d
John_Marlow Chris Marlow	2.5k	2.0k	185	1.7k	5.8k	44.1k	718	12d
metzing Zach Metzinger	2.4k	292	178	2.0k	5.0k	41.4k	819	11d
Langy Ken Putzel Board Member	2.3k	1.2k	151	1.6k	8.9k	76.6k	858	15d
LiveTalk Infrastructure Voice Chairperson	2.1k	6.3k	251	2.4k	7.4k	66.1k	692	27d
TEUK Tim Bane	2.0k	1.4k	30	1.8k	6.3k	68.0k	588	13d
AlasRhodes Board Member	1.8k	1.8k	85	942	8.6k	77.9k	882	23d
Nick Nick Ganz Hatchery's Workshop Chairperson	1.7k	2.0k	236	2.0k	9.1k	47.6k	819	15d
Jat Andrew	1.7k	6.2k	123	2.5k	8.8k	83.4k	790	35d

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You can read the original posts and PMs on Walter's membership page on the wiki.

Regardless of your take on all this
Activate your voting rights
And vote.

bknapp

Mar 2017

Tapper:

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That's an inaccurate restatement of what was presented.

I filed a harassment complaint for a violation of excellence. Mr. Anderson's messages to me were, and are, the very definition of unexcellent. I was asked to be sure that nothing I post in the future could be construed as threatening, which I am happy to do.

The discussion of previous behavior was limited to Mr. Anderson's previous complaints for his behavior on Talk. He has been brought to the board at least **twice** for his unexcellence regarding his behavior on Talk, and a member present conveyed a third time where his unexcellence in talk was on display.

The board decided to suspend his access to Talk due to repeated complaints from multiple members about his ongoing unexcellent behavior.

Not a scintilla of evidence was provided, showing that Walter violated any rule, or policy of the Dallas Makerspace.

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This is not true in the least. It's either a misunderstanding of the events that transpired and the evidence presented, or an outright lie. I don't believe that you'd engage in falsehoods, so I'm going to encourage you to speak to someone who was present before making statements like this.

LisaSelk Regular

Mar 2017

coloneldan:

Lisa, I think you do a very admirable job considering the circumstances you deal with. Some people will never be happy and some will want to permit anything on Talk. I think you've found a very nice middle ground to keep things civil but lively and interesting.

People are emotional beings and sometimes "how they feel" becomes more important than rational facts. I know I've said things in a blog and in person I wish I could take back, I'm sure most of us have. The proper behavior is to apologize to the offended person and move on vowing not to repeat the mistake. I also try to think through what I'm writing and just delete it if after a re-read I think it is not really fitting or appropriate.

I think your reminders and admonitions are gentle and constructive. Keep up the good work!

Great suggestions!

and, Thanks! 😊

urbite:

Related question: Is Walter blocked from reading Members-only threads?

No, he is not blocked from the Members Only category. [quote="jast, post:56, topic:18749"]

I don't think I see what you see...

[/quote]

Do you have an option for an expanded view of the profile? I know others during the meeting mentioned seeing the flag counts - which are usually on the top left of the profile page...

The second screen shot is what I know everyone can see, because I see it still when I am not logged in.

Skip to main content

arty_ums.

88 Anonymous flags from an unknown number of people.

Could you share where you see the flags - so others know how to view them, please?

Also, here's the link to the users stats that Art has on his screen shot... (*Thanks! I forgot to include that earlier...* 🙏)

<https://talk.dallasmakerspace.org/users>

It's pretty neat to see all of the Positive activity on TALK!! 😍

zmetzing

Mar 2017

bknapp:

I filed a harassment complaint for a violation of excellence.

I'm looking in the rules, and I don't see how "harassment" and "violation of excellence" are in any way related. If anything applies, I would say that Anti-Harassment Policy #4 applies to your statement about "Brave enough to say that to my face", implying physical harm if Walter did so.

Reading the PM (posted on Walter's webpage) between you and him, all I see are two people who are bickering at each other. Nothing in this *private* exchange seems to warrant the actions taken by the BoD.

I feel a formal vote of No Confidence is needed against the 4 BoD members who voted for this motion. It saddens me that we've come down to this sort of heavy-handed action against a *proven* positive contributor to DMS.

(edit: I did intend to attend the BoD meeting, as I had an item on the agenda. I forgot. 😞)

Tapper

Mar 2017

Brad, you seem like a good guy, and I appreciate your willingness to step up and volunteer at DMS. But I would caution you, that judging the people here on the basis of their forum posts is very misleading, Folks are rising up in Walter's defense, because we know him personally, have participated in his contributions to the Space. Likewise, the underlying stories are seldom posted to Talk, yet many of us are very aware of the personality conflicts

[Skip to main content](#)

and problems that underpin many issues that appear publicly as something other than what they are. This is one of them.

There's no way you can know that, and I doubt you've had the chance to get to know Walter. He's feisty, opinionated, and ready to help people when asked, teach, share, etc. In short, he is a credit to DMS. His forum postings don't remove or diminish that fact. Being perfect, is not a requirement of membership - if it was, none of us would be here.

I would recommend stepping away from these things, until you've been here a while. Only then, will you know enough about all the players, to see the game for what it is.

jast  Makerspace Member

Mar 2017

LisaSelk:

Do you have an option for an expanded view of the profile? I know others during the meeting mentioned seeing the flag counts - which are usually on the top left of the profile page...

The second screen shot is what I know everyone can see, because I see it still when I am not logged in.

IF I can see "an expanded view of the profile", I either don't know how to get there, or I cannot remember.

I can see everything I posted as a browser who is not logged in.

LisaSelk:

Could you share where you see the flags - so others know how to view them, please?

I am 99% sure he's quoting from the BOD Minutes, rather than something found in Talk.

Julie-Harris DMS Member

Mar 2017

Found and read the PMs and I agree completely.

bknapp

Mar 2017

Skip to main content

 **apper.**

But I would caution you, that judging the people here on the basis of their forum posts is very misleading

And that's fine, but the interactions on this forum are a public face of this organization.

Tapper:

Folks are rising up in Walter's defense, because we know him personally, have participated in his contributions to the Space.

And that's fine, but you're trying to justify his behavior because, rightly or wrongly, you believe that his value to the space outweighs behavior that is, frankly, completely inexcusable.

The fact of the matter is that my interactions with him have been completely and totally negative. And I'm not the only one who feels that way.

Perhaps you find his behavior to be appropriate. I have no idea. But I don't. I've been on boards of nonprofits before, as well as corporate boards. I've worked in leadership roles for more than a decade, leading diverse international teams. And I can tell you, uncategorically, I've never been part of any organization, for-profit or non-profit, that would tolerate and excuse his behavior. It's readily apparent that he's been censured in the past, and said actions have mattered to him not one iota. Because he's not altered his behavior. I have fired people for doing less than he has.

Tapper:

He's feisty, opinionated, and ready to help people when asked, teach, share, etc. In short, he is a credit to DMS. His forum postings don't remove or diminish that fact.

I disagree wholeheartedly. You can't cleave the parts of him you like from the parts you don't. His helpfulness in one area does not offset his behavior in others.

Tapper:

Being perfect, is not a requirement of membership - if it was, none of us would be here.

I don't think I, nor anyone, is asking for perfection. I do think, however, that a basic level of civility isn't beyond the requirements of membership.

[Skip to main content](#) Code of conduct speak clearly to this:

'4. Don't merely respect each other; be excellent to each other.

'11. Harmful behavior, harrassment, stalking, theft, hazing, and otherwise being the opposite of excellent is unacceptable.

Tapper:

I would recommend stepping away from these things, until you've been here a while. Only then, will you know enough about all the players, to see the game for what it is.

I appreciate the advice, but I respectfully don't think that's going to happen. I've spent my entire life working in high-performance organizations, and I don't believe in settling for the status quo ever. I don't make excuses for myself and I don't expect anyone else to make excuses for me. If I'm deficient, I correct it, apologize, and move on. I expect everyone else to hold themselves to that level of conduct.

I don't believe that Walter's complaint against me was anything other than retaliatory, but if he actually believe that I threatened him, I sincerely apologize. That was not the intent of my statement, nor did I anticipate him (or anyone) receiving it that way.

That being said, the actions of those who believe that his positive qualities outweigh his negatives is troubling to me. Excusing negative behavior because of positive contribution is how things used to work. Sexual harassment was excused because the harasser was valuable. Threatening behavior, angry outbursts, yelling and screaming, etc., was tolerated so long as the employee was still productive.

Walter's behavior toward new members was terrible. There's no excusing it. I find it troubling that there are people who are willing to tolerate it and hand-wave it away. The fact that he is unapologetic about it tells me that he's not planning on changing it anytime soon. It's the behavior of a bully, and I don't believe that bullies should be tolerated anywhere, least of all at a member-supported charitable organization.

Should he acknowledge that his behavior was completely unacceptable, apologize, outline a plan on how he intends to solve his issues, and then implement said plan, I'm more than willing to reexamine his behavior in a more positive light. But where I sit today, I see no reason to do so.

zmetzing:

Nothing in this private exchange seems to warrant the actions taken by the BoD.

Would your employer support you sending an email containing that content to a new employee using their email system?

SewingStuff**Mar 2017**

Walter is not an employee of DMS. Standards for employees are very different than community standards.

Honestly, you irritated a number of members with a lot of your posts because they appeared very entitled and negative about an organization they care about greatly. Instead of talking about you like a dog behind your back, like many were doing, Walter addressed you directly, after you so inappropriately went internet tough guy and told him to say it to your face, which is an implied threat. People at my workplace are fired for far less, so I'm not sure where you work where inappropriate language is a problem but threats are acceptable.

kbraby Makerspace Member**Mar 2017**

bknapp:

Would your employer support you sending an email containing that content to a new employee using their email system?

You get paid to be a member?

I can't think of any part of my personal life, especially one I pay to participate in that requires the same level of discretion as my employer. If I do give other areas that same level, it is because I elect to do so as part of who I am, and how it reflects on me, not because I believe work is a litmus test for how I should interact with the world. I'm sure you do things on your personal time that are totally inappropriate if done at work.

Tapper:

But I would caution you, that judging the people here on the basis of their forum posts is very misleading, Folks are rising up in Walter's defense, because we know him personally, have participated in his contributions to the Space.

This is a prime argument for taking punitive action against a member in an area where there is a problem, and leaving them alone in areas where this is not a problem. Which is exactly what happened.

The guy I know in person is a nice, knowledgeable dude.

The guy I know from Talk is an opinionated person who argues for sport, often seems to speak (type) without thinking, and lashes out when he gets mad enough. Recently I've been derided as "child" and been obliquely accused of "hate speech".

A few instances are not a big deal. You get mad, you cool down, and everything goes on. But the onslaught from this member is persistent and detrimental.

bknapp

Mar 2017

SewingStuff:

Instead of talking about you like a dog behind your back, like many were doing,
Walter addressed you directly,

I think that speaks more truth to the membership here than anything else I've read on this forum.

SewingStuff

Mar 2017

Or it speaks to how irritating your behavior was at the time. How do you think people who love something are going to react when you trash it constantly? Did you think you'd get hugs and hearts and candy?

PearceDunlap DMS Member

Mar 2017

[Skip to main content](#)

Your post was harassment. You should have been banned as well, in almost every situation what you said would be considered a physical threat.

Split this topic on Mar 23, 2017

5 posts were split to a new topic: [National Puppy Day \(Pls Do Not Leave Pup on Freebie Shelf... 🐶\)](#)

Split this topic on Mar 23, 2017

A post was merged into an existing topic: [National Puppy Day \(Pls Do Not Leave Pup on Freebie Shelf... 🐶\)](#)

Split this topic on Mar 23, 2017

A post was merged into an existing topic: [National Puppy Day \(Pls Do Not Leave Pup on Freebie Shelf... 🐶\)](#)

Tapper

Mar 2017

bknapp:

And that's fine, but you're trying to justify his behavior because, rightly or wrongly, you believe that his value to the space outweighs behavior that is, frankly, completely inexcusable.

Let me clarify then. I'm speaking to the actions of the Board. With respect to you, so sorry, you were and are the aggressor here. You established the negative tone of your following posts with Walter, with statements like this one, which started the whole thing:

Do we really have to pay \$50 for the Auto Lift class?

Is that because you're the King Maker, and what you say goes? Are you brave enough to say that to my face, or is the anonymity of the keyboard emboldening you to act like this?

That was the first blood, and you've self-servingly styled Walter as the aggressor here, and while Walter does suffer from "need the last word" syndrome (a trait which you evidently [Skip to main content](#) › nothing aggressive or threatening about the man, nor in his posts.

He states and strongly supports his positions, and sometimes won't let it go when he should. But you, a new member, introduced yourself to us, by angrily arguing over the lift fee (several of us agreed with your issue, but not the way you pursued a resolution). You've continued that posture right through today. And for the record, I did read the private messages you complained about, and found your complaint to be unfounded and bullshit. Walter had the class to take it private, and he tells it like he sees it. But there were no threats.

And I would suggest, with respect to "Excellence", you remove the log from your own eye, before picking the splinter out of Walter's or anyone else's for that matter.

zmetzing

Mar 2017

bknapp:

Would your employer support you sending an email containing that content to a new employee using their email system?

We are members of a self-governed, voluntary organization, not employees in a faceless corporation.

But ... since we're on that subject: How would **your** employer react to the implied threat of your **very public** post? Not very well, I suspect.

I agree with [@Tapper](#) and others. You're a new member, and many have noticed that you seem to feel like you know what's best for us. While we accommodate your views, we're certainly not bound to agree with all of them, and some of us have been around long enough to realize that the "noob" is rehashing an old issue with no new ideas as to how to solve it. Boasting that you've been involved in "leadership roles" for more than a decade is a drop in the life-experience bucket to some of the DMS membership, so I wouldn't be overly proud of that, either.

I do hope that you'll learn from this encounter and apply a little self-moderation, especially when more than one person tells you that you're being a bit of an annoyance.

🐶 [National Puppy Day \(Pls Do Not Leave Pup on Freebie Shelf... 🐶\)](#)

lukeiamyourfather  Makerspace Member

Mar 2017

[Skip to main content](#)

Walter contributes a significant amount in many ways to the Dallas Makerspace. This is not in question. However this doesn't exempt him from consequences related to his other activities. Several board meetings ago I asked the room if anyone thought Talk was better with Walter. Nobody responded of the 30 or so people in the room (this was noted in the minutes). Dozens of times I've had people tell me how appalling Walter is on Talk and how helpful he is in person. Hence an action taken that affects Walter on Talk and not in any other way. If it would make you feel better we can remove more people from Talk for various reasons.

Several people have thanked me for voting in favor of blocking Walter on Talk. Until this thread, I haven't heard a single objection. If the membership is indeed in favor of having Walter's block removed that's of course a possibility. Nothing in the resolution said forever, it was left open ended.

For what it's worth I felt this would be no surprise coming from me. In my statement in 2016 I said "Fostering a culture of friendliness and helpfulness." Messaging new members tell them you're tired of their bitching is the exact opposite of that and is completely unacceptable (along with a history of complaints on Talk form others). I haven't done much on this front unfortunately and I've let the membership down in many other ways. Sorry.

engpin DMS Member

Mar 2017

Set Walter free !!! This is unfair.

zmetzing

Mar 2017

lukeiamyourfather:

Several people have thanked me for voting in favor of blocking Walter on Talk. Until this thread, I haven't heard a single objection.

Until this thread, I suspect no-one knew that Walter had been blocked. There is no member-visible indication that his account has been altered. If I had not forgotten to go to the meeting, I would have raised my hand to your question about Walter and Talk.

lukeiamyourfather:

In my statement in 2016 I said "Fostering a culture of friendliness and helpfulness."

[Skip to main content](#)

I, for one, have found some of your comments on Talk lacking friendliness (and verging on aggressive). Should I push the next BoD to ban you? No, I wouldn't, because I know everyone has their own communication style. Walter likes to debate things to death. Eh, well, he's still a good fellow and I think he contributes positively to this community. Others apparently feel the same.

clk75201

Mar 2017

I hope you will consider this perspective:

What if I were generally a good member, but even though I was trained on the lasers, I still made a mess of many of the projects I tried. I didn't understand the importance of matching the beam strength to the material. More than half of my projects flamed up. In fact, three times I left things in such a mess that three different people made unique formal complaints against me to have me removed from laser approval. On the third complaint, would the board just hope I got better at using the lasers?

Like it or not, this forum is an important tool for DMS. Considerable time and resources are used to maintain it. In many ways, it is the spine of the organization. If it's not being used with respect, then a member needs to be removed from the list of approved users.

I just opened myself up. You'll go at me like you have the other guy. But guess what? It's not just me anymore. Things are changing at DMS. Maybe that's because they needed changing. I've been very blunt about my goals for this forum. ***It needs to be a reliable tool, not someplace where a new member risks being smacked in the head during an unexpected round of verbal dodgeball.*** The group of you who agitate are at least consistent. I drew that map weeks ago.

(And yes, seeing [@lukeiamyourfather](#)'s comment pop up, I thank the board for their decision. I will add my complaint to the list if they take up the issue to unblock Walter. I'm growing more confident in who and how to approach such an issue.)

SewingStuff

Mar 2017

Luke, no one voiced an objection? Really?

[Skip to main content](#) Member

Mar 2017

Obviously we need a watchdog group to make sure that items such as this are noted on the forums - not just the wiki - well ahead of time. I had no idea such a thing was going on or I too would have been at the meeting and spoken on Walter's behalf.

Nick

Mar 2017

lukeiamyourfather:

Several board meetings ago I asked the room if anyone thought Talk was better with Walter. Nobody responded of the 30 or so people in the room (this was noted in the minutes).

I was in the meeting and remember this moment differently. It was not an honest question to the group, instead it was a serious lack of tact on your part. The board had just spent a few minutes talking trash about Walter with Brooks and a few others chiming in. So it was obvious to the room where the board stood on the topic. Then you raised the question and the room went silent. I CRINGED hard with others in the room. Silently making eye contact and taking note of the situation.

tmc4242 Makerspace Member

Mar 2017

I would also add that I'm against blocking anyone from talk without due process. There should be very clear cut rules about what lines may not be crossed. And rubbing people the wrong way should not be included in that list.

Tapper

Mar 2017

lukeiamyourfather:

Walter contributes a significant amount in many ways to the Dallas Makerspace. This is not in question. However this doesn't exempt him from consequences related to his other activities. Several board meetings ago I asked the room if anyone thought Talk was better with Walter. Nobody responded of the 30 or so people in the room (this was noted in the minutes). Dozens of times I've had people tell me how appalling Walter is on Talk and how helpful he is in person. Hence an action taken that affects Walter on Talk and not in any other way. If it would make you feel better we can remove more

[Skip to main content](#) /arious reasons.

Several people have thanked me for voting in favor of blocking Walter on Talk. Until this thread, I haven't heard a single objection. If the membership is indeed in favor of having Walter's block removed that's of course a possibility. Nothing in the resolution said forever, it was left open ended.

You might want to take a look at this thread, and who's posting in support of Walter, and against the recent actions of the Board. Included are a fair number of the hardest working volunteers in the place, many of whom contribute far more hours a week than you do. More than a few of them are Ladybird folks - pretty much the folks who elected you. So posting up that you had all this invisible support for the action, isn't very convincing. The support is right here.

The Board was out of line, and overstepped. It happens. Put it right, or don't, but don't expect us to forget it.

Lampy  Makerspace Member

Mar 2017

zmetzing:

Given that they seem to last a long, indeterminate time, disciplinary items like this one need to be handled first, before any other business.

Personally, I would prefer that discipline was handled by the membership instead of the board. We spend too much time on mitigating interpersonal issues. In the process get blamed for either way it goes. If you are displeased with the outcome of the last meeting, please run for the board and you will learn what we see.

Tapper:

Walter angered the Board, for repeatedly requesting documents the Board either didn't have, or didn't want to provide him, despite the rules requiring them to do so. Walter further irritated them, by posting on the subject on talk, and exaggerating one Board members connection to a vendor.

To my knowledge, we have provided everything Walter has asked for. So far he has asked for a list of the regular membership (voting). The issue was how much contact info to include. The law only stipulates the members address:

[Skip to main content](#)

Sec. 22.158. PREPARATION AND INSPECTION OF LIST OF VOTING MEMBERS. (a)

After setting a record date for the notice of a meeting, a corporation shall prepare an alphabetical list of the names of all its voting members. The list must identify:

- (1) the members who are entitled to notice and the members who are not entitled to notice of the meeting;
- (2) the address of each voting member; and
- (3) the number of votes each voting member is entitled to cast at the meeting.

Walter wanted emails and phone numbers. Not sure that is cool with the membership.

coloneldan:

I think your reminders and admonitions are gentle and constructive. Keep up the good work!

Lisa bears the brunt of the criticisms on talk moderation. Thank you Lisa! Unfortunately the talk moderation experiment by members fizzled out to just a few of the same people.

PearceDunlap:

Your post was harassment. You should have been banned as well, in almost every situation what you said would be considered a physical threat.

Bradley at least deserved that same treatment as Walter in this case.

Tapper:

The Board was out of line, and overstepped. It happens. Put it right, or don't, but don't expect us to forget it.

I don't expect anyone to forget, but please handle your interactions yourself. The BoD spends way too much precious time on this stuff. I'd rather be putting together budgets for 1, 3, 6 months out for DMS's future plans.

There should be very clear cut rules about what lines may not be crossed

The moderator team will be working on rules which will be posted as I mentioned before. The lack of posted rules is basically what caused the issue to be handled at the board level instead of via moderator action - because we had nothing to back us up if we restricted specific actions. It is not my intent to have to use said rules except for (*hopefully*) rare occasions when needed. It will help set expectations and will allow us to follow through in a fair and consistent manner... The challenge is setting rules that will fall in the "Happy Medium" of the wide range of views that members across the spectrum hold. Please review my previous related posts regarding this. Thx!

CKraniak Makerspace Member

Mar 2017

There's probably one or two people who would be in line before Walter if "rubs me the wrong way" were a reasonable thing to mute someone for.

Edit to add: I am for Walter in this dispute, and was not aware until this thread that he had had action taken against him.

Ninja edit der zweite: it might be reasonable to ask Walter to be less combative, but enforcement should wait until consistent and enforced rules come into place. Even then appropriate levels of warning / escalation ought to be used. Jumping straight to the banhammer lacks reasonableness.

zmetzing

Mar 2017

Julie-Harris

Instead of working on rules, I would rather see an ignore feature so users can decide not to see posts by others. I'm generally a fan of a good ignore system, very few rules and telling people not to look at things that bother them. I appreciate all of the work that goes into moderating this board.

I'd started looking at this already:

<https://talk.dallasmakerspace.org/t/do-we-need-moderators-for-talk/15354/75>

Perhaps it would replace ignored members in a thread with "This post has been redacted

[Skip to main content](#) » list."?

tmc4242 Makerspace Member

Mar 2017

Excellent suggestion. Minimal heavy handed actions, self selecting. Should work well.

tmc4242 Makerspace Member

Mar 2017

With a local "Show me this post" in case something is needed for context. You are forewarned when you read that way.

tmc4242 Makerspace Member

Mar 2017

tmc4242:

Minimal heavy handed actions

That's a reference to the Board's action, not you Lisa. Just for clarity.

zmetzing

Mar 2017

tmc4242:

With a local "Show me this post" in case something is needed for context. You are forewarned when you read that way.

Exactly, just like when you see a flagged post.

clk75201

Mar 2017

I know. Just wanted to make you say it.

lukeiamyourfather  Makerspace Member

Mar 2017

You seem to want to make it a volunteer pissing contest while disregarding the negative things Walter actually did. If you think it was too harsh of a punishment, I get that, but don't act like he's a saint.

[Skip to main content](#)

Julie-Harris

Instead of working on rules

Unfortunately there are a few fringe cases that pop up that rules will help with.

Julie-Harris

I would rather see an ignore feature so users can decide not to see posts by others. I'm generally a fan of a good ignore system, very few rules and telling people not to look at things that bother them.

I wholeheartedly agree!

Julie-Harris

I appreciate all of the work that goes into moderating this board.

Thanks! 😊

zmetzing:

I'd started looking at this already:

<https://talk.dallasmakerspace.org/t/do-we-need-moderators-for-talk/15354/75>

Perhaps it would replace ignored members in a thread with "This post has been redacted per your Member Ignore list."?

If you or anyone else finds a way to make it happen, please let me know! I believe that being able to enable members to ignore others via software will help those who have a difficult time mentally ignoring them for any reason...

LisaSelk:

If you or anyone else finds a way to make it happen, please let me know! I believe that being able to enable members to ignore others via software will help those who have a difficult time mentally ignoring them for any reason...

I'm looking into it. Like any of my other myriad of projects, it may or may not get done anytime soon. 😊

[lukeiamyourfather](#)  Makerspace Member

Mar 2017

Who voted won't be shown in the results. Just curious what people think.

Please reverse the block on Talk for Walter Anderson

Please leave the block on Talk for Walter Anderson

 Results

[🔗 Unblock Walter on Talk](#)

Tapper

Mar 2017

lukeiamyourfather:

ou seem to want to make it a volunteer pissing contest while disregarding the negative things Walter actually did. If you think it was too harsh of a punishment, I get that, but don't act like he's a saint.

I'm not sure what volunteer pissing contest refers to. What I'm pointing out, is that many of the core supporters of DMS are strongly objecting to this action. As far as negative things, I believe I described what I thought above. Walter isn't a saint. But **nothing he did justified what you did.** Walter violated no rule. The Board isn't entitled to just do any damn thing they want - the rules only permit you to diminish member rights as a result of breaking a rule, not because you just don't like someone. It was an abuse of your authority, and an

[Skip to main content](#) members (including Walter) placed in you.

zmetzing

Mar 2017

Y'all might have noticed that Andrew and I have been ping-ponging this topic from Members Only (where he'd like it to be) and Infrastructure (where Lisa moved it to after I posted it in DMS General). I'm in favor of the latter, and I encourage y'all to tell [@Team_Moderators](#) to leave it there, as Walter's ban affects more than just the membership.

denzuko Makerspace Member

Mar 2017

Being that I was there doing the meeting I'll abstain on this.

Photomancer

Mar 2017

Nonpartisan statement:

BoD Agenda Minutes only list that there are complaints before the them. No details are provided. This practice I believe has been in place for sometime and is not unique to Walter. But that is the current policy and do not see how any nefarious intent could be imputed on the absence of other information.

clk75201

Mar 2017

So is this where I am allowed to interject the idea of a silent majority? I've seen it used in previous threads...

ESmith  Makerspace Member

Mar 2017

Photomancer:

BoD Agenda Minutes only list that there are complaints before the them. No details are provided. This practice I believe has been in place for sometime and is not unique to Walter. But that is the current policy and do not see how any nefarious intent could be imputed on the absence of other information.

Rule #4:

[Skip to main content](#)

1. Formal complaints against another member must be submitted, in writing, to the Board of Directors or to any member of the Board of Directors.[5] The complaint must have two parts outlined at minimum, a "Complaint" part and a "Recommended Solution" part. 2. The Board of Directors will decide to either hold a special meeting regarding this matter, or will consider it at the next meeting in its cycle. 3. The Board of Directors is not required to act in accordance to the grievance or complainant's "Recommended Solution" part and may devise its own remediation. **4. Complaints will be added to the agenda of the meeting, posted on this wiki, without identifying information.** 5. Minutes for the meeting will not be scrubbed of identifying information. 6. Any disciplinary action for which one or more of the Board of Directors or officers of the corporation (acting in their role as an officer) are involved require that a written record of the action, reason(s) for the action, and acknowledgement of the accused be sent to the Board of Directors for keeping.

Edit: The complaint is made, the *direct* parties are notified, the vague agenda item placed, then the rest happens at the meeting.

I have been following this thread and have opinions on the matter, but will refrain from comment.

Photomancer

Mar 2017

Thanks for item #4 I knew there was a reason, just didn't see it as formalized.

Thanks

coloneldan Blacksmithing Vice-chair

Mar 2017

Luke, I for one think the BOD does a great job. It is a tough, somewhat thankless and tedious job. I'm right there with [@Lampy](#) you guys shouldn't have to deal with this type of stuff. I don't think any of you want to be the arbiter of some punishment of the membership. I know you'd rather be about growing the organization and improving the current environment.

With regard to Walter, you did what you all thought was best. It just happens that many of us who were either unable to attend or chose not to attend, disagreed with the decision. I'm sorry no one came to his defense in the BOD meeting. I wish I would have been there.

Skip to main content emphasize to Walter how important moderation and consideration are in a public forum like talk, but censorship wasn't the right recourse in my opinion.

Walter is Walter. There are others on this forum who could from time to time probably tone down their rhetoric, too, including myself, but hey it is after all “talk”. This is an open forum for discussing pretty much anything germane to DMS. Restricting his right to defend himself, to comment on issues he feels relevant to his BOD election or participate in DMS discussions are all reasons to consider reinstating his access.

clk75201

Mar 2017

He had the right to defend himself at the board meeting. He was in the building. He chose not to go.

Walter can petition the board to be reinstated at the next board meeting.

zmetzing

Mar 2017

clk75201:

Walter can petition the board to be reinstated at the next board meeting.

He can, but the membership can also put pressure on the BoD to call a special meeting and fix this error in judgement without waiting an entire month. I suspect this is what will happen in a few days, given the early results of straw poll that Luke created, above.

merissa

Mar 2017

I wonder how many people who agree with the action of the board have long since muted this thread and therefore wont be voting in this unnecessary poll.

zmetzing

Mar 2017

***sigh* Walter has been muted on Talk**

So is this where I am allowed to interject the idea of a silent majority? I've seen it used in previous threads...

Skip to main content erspace Member

Mar 2017

I would like to quote the co founder of Discourse as I agree absolutely with him.

"

I think mute / ignore is actively dangerous, and here's why:

- **It allows you to ignore bad behavior.** If someone is a jerk, why complain? Just mute. No more problem. Except for everyone else that gets to see a person being a jerk to another human being in public. Which means you are now sending a message to all other readers that this is now something that is OK and accepted in your house. Hint: it shouldn't be.
- **It puts the burden on the user.** A kind of victim blaming – if someone is rude to you, then “why didn't you just mute them?” The solution is right there in front of you, why didn't you learn to use the software right? Why don't you take responsibility for the person abusing you?
- **It does not address the problematic behavior.** A mute is invisible to everyone. So the person who is getting muted by 10 other users is getting zero feedback that their behavior is causing problems. It's also giving zero feedback to moderators that this person should probably get an intervention.
- **It causes discussions to break down.** Fine, you mute someone, so you “never” see that person's posts. But then another user you like quotes the muted user in their post, or references their @name, or replies to their post. Do you then suppress just the quoted section? Suppress the @name? Suppress all replies to their posts, too? This leaves big holes in the conversation and presents many pretty hairy technical challenges. Given enough personal mutes and ignores, all conversation becomes a weird patchwork of partially visible statements.
- **This is your house and your rules.** This isn't Twitter or Facebook or some other giant public website with an expectation that “everyone” will be welcome. This is your house, with your rules, and your community. If someone can't behave themselves to the point that they are consistently rude and obnoxious and unkind to others, you don't ask the other people in the house to please ignore it – you ask them to leave your house. Engendering some weird expectation of “everyone is allowed here” sends the wrong message. Otherwise your house no longer belongs to you, and that's a very bad place to be.

Mute is a deeply unhealthy thing to allow in your community. Of all the Discourse communities we host and know of, none of them have “needed” mute. And if they told me they did, I'd give them the same explanation.

[Skip to main content](#)

I would also ask that people take a step back and look at this thread and the forums in the past few month and realize that people have lost sight of **being excellent**. That was a tenant that Dallas Makerspace was built on I don't know when it became OK to bash members on talk and be disrespectful to new people just because it's online. I know I have not seen that type of behavior at the physical space for years, I can safely say the last 2 years of in person board/member meetings have been the best ones since I have been a member of 6-7 years. But the forums have just taken a downhill turn by a minority of people and personally I don't really care what happens to Walter in this case but I do think it's time to give the moderators the authority to act and I absolutely feel that the moderators need the power to remove users that fail to be excellent to there other members.

Rich_Thompson Makerspace Member

Mar 2017

I normally remain silent, but the censorship claims seem over dramatic.

A member was not being excellent to other members using a medium called a 'forum' (instead of being an ass to their face). People decided that wasn't appropriate and stopped it, less nasty crap to read and more being excellent to each other.

Sounds good to me.

Rich

clk75201

Mar 2017

Read that twice. Especially like his last point. Thanks for including this information in the discussion.

zmetzing

Mar 2017

Rich_Thompson:

People decided that wasn't appropriate and stopped it, less nasty crap to read and more being excellent to each other.

According to Luke's unscientific poll, at least 25.9 people would disagree "People" were wrong to do so.

The poll is probably biased given the thread it's in. Though it's informative regardless. The objection to the block has been heard.

Should the poll be moved to its own thread?

Split this topic on Mar 24, 2017

12 posts were merged into an existing topic: [Statement of Intent for BoD: for Walter Anderson](#)

David_Steele:

Should the poll be moved to its own thread?

That's not necessary in my opinion.

Would an employer tolerate a new employee coming in with a "you're doing everything wrong" attitude?

Yes. In tech, we actively seek these people out. Without constant innovation and improvement, your company fails.

There's an entire segment of the consulting industry built around it. Bain, BCG, McKinsey, etc., all offer their services in this realm.

Moreover, I don't know that it's fair to compare "these are gaps and ways to improve them" with "you're doing everything wrong." Resistance to change because of traditionalism is the primary symptom of a dying organization.

[Skip to main content](#)

And it's not anything new. [HBR wrote about it in 1969](#), and their observations then are as applicable today as they were then.

[jswilson64](#)

Mar 2017

eh, nevermind. xxxxxx

[Karl_Lockhart](#) Makerspace Member

Mar 2017

I'm not sure I agree with you there, most companies have learned that this is counter-productive and hurts costing as well as the productivity of other employees. See examples below:



Why You Can't Afford to Hire Assholes - Growth Everywhere

In this episode, I walk through an incident with my own company that shows why you really can't afford to hire assholes, no matter how experienced they are.

Est. reading time: 7 minutes

Appears to have been a thing a while ago too:

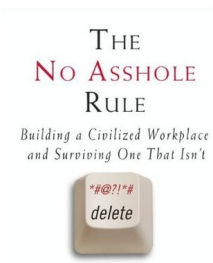


Asshole-driven development

[Since this was originally posted commenters have added 100+ addition methods – see the comments below. There's more commentary on reddit]

The software industry might be the world' ...

Books have been written on the topic:



The No Asshole Rule: Building a Civilized Workplace and...

The definitive guide to working with -- and surviving -...

[Skip to main content](#)

Even what is considered one of the more sink or swim companies:

<http://www.inc.com/jim-schleckser/why-netflix-doesn-t-tolerate-brilliant-jerks.html>

bknapp

Mar 2017

Neither clever nor excellent. Mainly disappointing.

Karl_Lockhart Makerspace Member

Mar 2017

Huh, oh, I see. Didn't mean to imply you were being an *ahole*. *This is just what came to mind. That is generally what happens in my industry anyways. The ahol*e being the person who crashes projects etc and tries to tell everyone what is wrong. Honestly, I have avoided all these fights primarily because I realize Talk is one of the ways new/prospective members form opinions, but this place is a do-ocracy not do-schism, where as I don't think it should have been a BOD decision to ban Walter I understand the rationale. This community is nicer than a lot of communities I have participated in, most of them have flags, and after x flags by discrete users you are auto-banned and must make a case for why you shouldn't be removed completely. I don't feel like this place should be combative, personally, so I apologize that you took my post as such. PPS the fact that you are expecting an attack makes me sad, we're better than that on here.

mblatz Makerspace Member

Mar 2017

bknapp:

Neither clever nor excellent.

I found the articles (at least the parts I read of them) bother clever and excellent. I hope you are OK with that?

bknapp

Mar 2017

Karl_Lockhart:

I don't feel like this place should be combative, personally, so I apologize that you took

[Skip to main content](#)

I sincerely appreciate that.

Karl_Lockhart:

PPS the fact that you are expecting an attack makes me sad, we're better than that on here.

I have to tell you, my experience thus far does not bare that out. I wish that the members here WERE better than that.

nicksilva Makerspace Member

Mar 2017

mblattz:

I found the articles (at least the parts I read of them) bother clever and excellent. I hope you are OK with that?

me too. wouldn't want anyone to get BUTT hurt over what was a non-combative response about A-holes.



merissa

Mar 2017

We are so very far off topic now people. Please start new threads with whatever new topics of discussion you want to continue.

tomthm Makerspace Member

Mar 2017

if it would make you feel better, we could remove more people from talk
Really? Please give ua more information about that. Because it sounds to me like,
“don't like what we did, how bout we do it to some more of you, because we can you know”

merissa

Mar 2017

-
[Skip to main content](#)
■

I haven't done much on this front unfortunately and I've let the membership down in many other ways. Sorry.

I hate that you feel that way Luke! You contribute immensely to the space and everyone should be thankful. Varying communication styles from person to person can be challenging, but we just need to seek excellence in each other and not berate everyone and debate pointless things to death. Unexcellence should not be tolerated.

Thank you again for all you do to keep this place running everyday!

LisaSelk Regular

Mar 2017

merissa:

We are so very far off topic now people. Please start new threads with whatever new topics of discussion you want to continue.

Merissa already posted an official post to keep this thread on topic. The posts from today about Walter running for Board are going to be merged with the thread announcing his intent to run for Board now.

Please keep this thread on topic. As already advised, any new spinoff topics need their own thread. Thanks!

artg_dms Electronics Chair

Mar 2017

artg_dms:

Of those 80+ flags, how many are unique versus maybe just a few thin skinned repeat complainers. Can we get a statistical break down of those flags?

In various discussions at the Space last nite (Thurs) the following stats were brought up
~88 flags

A very large part done by 4 - 5 people

Also brought up was the fact that in one of the BoD mtngs someone suggested raising the required number of flags from 3 to 5. Not sure I'm using the right terms here but it was strongly objected to by small group of people.

Skip to main content sting???

[clk75201](#)

Mar 2017

If you want to PM me and ask for my potato salad recipe, go for it. If you want to PM me and explain how wrong I am in bold type, let it go. If you can't put it here, kindly don't say it to me at all.

[artg_dms](#) Electronics Chair

Mar 2017

How about this? You do your research, gather up the facts, and understand them before you post.

[mblatz](#) Makerspace Member

Mar 2017

But Art, that would require effort. And thoughtfulness. And the ability for self-insight. How dare you!!

Closed on Mar 24, 2017

Thread Closed. Original topic has been discussed thoroughly and now it keeps getting derailed even after two moderator warnings to keep it on topic.

New & Unread Topics

Topic	Replies	Views	Activity
Starting the DMS pollinator garden	10	201	6d
<input checked="" type="checkbox"/> Pipe notcher (3/4") available?	6	121	21h
Putting plants in the ground	0	60	2d
10 15 Year DMS Members Skip to main content	14	163	9h

Topic

Replies

Views

Activity

[Leather cutting](#)

1

28

7h

Want to read more? Browse other topics in or [view latest topics](#).

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