

PLEASE DO NOT CIRCULATE THIS OUTSIDE THE #diversity-inclusion CHANNEL UNTIL THIS NOTICE HAS BEEN REMOVED.

Note: this was the start of a CWG complaint after noticing a pattern of behaviour on Drupal.org and twitter. In the end I didn't make a formal complaint to the CWG, and decided instead to challenge some of Crell's public statements on twitter/Drupal.org instead.

The original draft complaint had a handful of links and quotes, but it's been added to in the past week due to suggestions and other people's recollections etc. It's *not* the private/semi-private evidence that was submitted to the CWG or DA (some of which has been linked to on the reddit thread, not in here), nor is it intended to replace that.

Sharing this now because there have been multiple statements from multiple people saying that Crell was always polite in their interactions with them. This was not my experience of him.

Note that Crell in all of these discussions is 'polite' (in the sense of not swearing or using slurs, or attacking people directly) even when he's trivialising gender identity, minimising chattel slavery or suggesting that not drinking is the best rape prevention.

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## Twitter

<https://twitter.com/Crell/status/390620966742536192>

**Larry Garfield** @Crell 17 Oct 2013

More

[@TechGirlGeek](#) [@Slate](#) False dichotomy. Saying "don't be easy prey" does not excuse the predator.

<https://twitter.com/Crell/status/390620776539230208>

**Larry Garfield** @Crell 17 Oct 2013

[@ksenzee](#) No, reduce the rate of sexual **assault** among college-aged people. Read the article. Feminists shd support "how to not be a target".

<https://twitter.com/Crell/status/481230158297190400>

**Larry Garfield** @Crell 24 Jun 2014

More

[@AmyStephen](#) Maybe a sea of hormones and **alcohol** is a bad idea? Don't put hundreds of teen boys and booze together, with or without girls?

<https://twitter.com/Crell/status/513110563749371904>

**Larry Garfield** [@Crell](#) [20 Sep 2014](#)

[@ryanaslett](#) So guilty until proven innocent if the person you're hitting is a spouse, but not otherwise. Check.

**17th October, 2013**

<https://twitter.com/Crell/status/390601898731917312>

"The Best Rape Prevention: Tell College Women to Stop Getting So Wasted\_

[http://www.slate.com/articles/double\\_x/doublex/2013/10/sexual\\_assault\\_and\\_drinking\\_teach\\_women\\_the\\_connection.html](http://www.slate.com/articles/double_x/doublex/2013/10/sexual_assault_and_drinking_teach_women_the_connection.html) ... via [@slate](#)"

(Note comments from Katherine Szenzee, Jeff Eaton)

**17th October 2013**

[@kpschrade](#) [@CalEvans](#) [@AmyStephen](#) Agreed. "Don't make yourself easy prey" is not victim-blaming. It's empowering."

<https://twitter.com/Crell/status/390585210921709568>

<https://twitter.com/Crell/status/390620966742536192>

[@TechGirlGeek](#) [@Slate](#) What is terrible? The rate of sexual assault, or the suggestion that less binge **drinking** could help lower it?

<https://twitter.com/merlinofchaos/status/557241218896117761>

**Larry Garfield** [@Crell](#) [20 Jan 2015](#)

[@AmyStephen](#) False dichotomy. It's not "women are property" vs. "feminism today, who cares if gamers or nerds are hurt as collateral damage"

**Earl Miles** [@merlinofchaos](#) [20 Jan 2015](#)

Replying to [@Crell](#)

[@Crell](#) [@AmyStephen](#) A woman writes about problems in the system and gets repeated bomb/rape threats, but GAMERS are getting hurt.

<https://twitter.com/Crell/status/192994663995674628>

[@eaton](#) Consider what the reaction would be if Kermit ever gave Ms. Piggy the smack she's deserved for 30 years.

<https://twitter.com/Crell/status/192994440074362880>

[@eaton](#) Compare the # of commercials that show a stupid guy on his wife's leash vs. stupid woman on her husband's leash.

<https://twitter.com/Crell/status/589555027007578112>

"[@LouisatheLast](#) [@snipeyhead](#) Actually I know for a fact none of my ancestors owned slaves."

<https://twitter.com/Crell/status/791653311334277120>

[@lukestokes](#) [@adamculp](#) "I voluntarily enter myself into a slavery relationship." - So you're good with that?

**Larry Garfield** [@Crell](#) 28 Oct 2016

More

[@lukestokes](#) You're dodging. Slave: "person who is owned". Ppl historically have willingly entered that state frequently.

**Larry Garfield** [@Crell](#) 28 Oct 2016

[@lukestokes](#) But even more generally, if you voluntarily enter into a situation that restricts your voluntary actions in the future, ethical?

NOTE FROM CATCH:

It's not clear exactly what 'history' Crell is referring to here, but he might be referring to debt bondage. For example in various countries and epochs (including present day), people with debts have entered into contracts by which they work off the debt through labour. Sometimes this may be to pay off legal fees after false arrest (as was common in Mexico in the early part of the 20th century to supply labour to the logging industry). This was all legal in many countries, however chattel slavery was also legal in the US for centuries. There is very little way it could be described as 'voluntary' especially since these contracts often involve pay below subsistence, extortionate interest rates, 'deductions' and were passed onto children or other family members in case of death, not to mention the original 'debts' often manufactured due to legal corruption (in order to ensure a supply of cheap labour).

According to a 2016 UN report, there remain over 20 million people in forced labour today, of which debt bondage is the largest category. <http://www.loc.gov/law/foreign-news/article/united-nations-report-on-debt-bondage/>

This academic paper has some background on the history of debt peonage in Mexico: [https://repository.asu.edu/attachments/170716/content/Kiser\\_asu\\_0010E\\_15356.pdf](https://repository.asu.edu/attachments/170716/content/Kiser_asu_0010E_15356.pdf)

<https://twitter.com/Crell/status/205667143801507840>

In reply to [ashe dryden](#)



**Larry Garfield** @Crell 24 May 2012

More

[@ashedryden](#) You are aware that **slavery** in the US was ended by the legal action of a bunch of white men, right?

(NOTE FROM CATCH: Harriet Tubman might disagree with you there).

<https://twitter.com/Crell/status/778619131033743360>

[@mattfarina](#) There's also a reason the feminist movement has an index of "ways to shut down anyone who disagrees with you."

<https://twitter.com/Crell/status/672153562424692736>

[@chriscaple](#) [@mattfarina](#) [@gdemet](#) "Feminazi": "feminist who is unnecessarily forceful and anti-male in her feminist advocacy." OK or no?

<https://twitter.com/Crell/status/192996946426871809>

[@rogersaner](#) [@eaton](#) As a believer in legal equality, I reject legal discrimination in toto. "Reverse-discrimination" is still discrimination.

<https://twitter.com/Crell/status/23938068373>

**Larry Garfield** @Crell 9 Sep 2010

[@jackaponte](#) A female-dominated field is not a problem but a male-dominated field is. That is a sexually discriminatory/sexist position.

<https://twitter.com/Crell/status/23940864560>

**Larry Garfield** @Crell 9 Sep 2010

[@jackaponte](#) Actually, as a man I see a double-standard that vilifies men and approves of anti-male attitudes but not anti-female.

<https://twitter.com/Crell/status/713375021671059457>

[@klimpong](#) [@skoop](#) [@grmpyprogrammer](#) So should a fundamentalist Christian organizer be expected to exclude prominent gay or trans speakers?

<https://twitter.com/Crell/status/714532457069019136>

Larry Garfield @Crell

[@mcclure111](#) Either way, it's still < 1%. So I don't think that goes as far as "saying 'biological gender' implies you're a biggot."

## 26th March 2015

"Bagtgirl Cover Controversy: Reject a 'Good Feminist' Seal of Approval -"

<https://twitter.com/crell/status/580803224686444544>

This is minor but general pattern of 'random links to anti-feminist think pieces'.

## March 25th 2016

<https://twitter.com/Crell/status/713371566919196672>

["@grmpyprogrammer](#) What I'm paying attention to is people shitting on a conference for making a hard decision they clearly agonized over."

<https://twitter.com/grmpyprogrammer/status/713379994932744192>

Thread in general but also ["@grmpyprogrammer](#) I've had ppl object to my presence at non-tech confs before bc of my "beliefs" and associations."

More of this:

<https://twitter.com/drupliconissad/status/713391780851544064>

**March 15th 2016**

<https://twitter.com/Crell/status/709583298532679683>

“[@radiomorillo](#) English, French, Norwegian, Russian, and Turk are all different, too. Not just "White".”

In response to thoughts on the Hispanic/Latino category on forms, for people who are mixed race.

<https://twitter.com/Crell/status/699998812564168704>



**Larry Garfield** [@Crell](#) [18 Feb 2016](#)

More

[@mrspete](#) It's a **genetic** statement. Applies whether it's civil rights or neo-Nazi or OSS. Bad behavior reflects badly on "your team".

<https://twitter.com/Crell/status/699306212022710272>

[@chriscaple](#) So a black activist insulting a person for speaking to a white guy makes that person evil? Guilt by association? /c [@amystephen](#)

**Chris Caple** [@chriscaple](#) [16 Feb 2016](#)

[@Crell](#) That's not what I'm talking about. She demonstrates profound ignorance on race & racism & appears to've embraced white nationalism.

(I believe the blog post referenced from the original tweet from now suspended account this this one: <https://medium.com/@amystephen/my-blacklivesmatter-and-altright-experiences-44b911cbe871#.4o1bes8pr>

[@mrspete](#) [@gdemet](#) [@mattfarina](#) An evil misogynist sexist pig. Even mention "men" and "rights" together and you're obviously a Red-Piller.

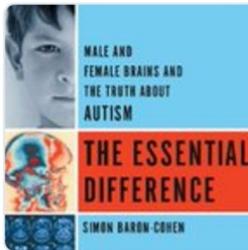
Twitter favourite:



**Steven Wittens**  
@unconed

 Follow

[@eaton](#) Actual research of course says the opposite:



**The Essential Difference: Male And Female Brains And The ...**

We all know the opposite sex can be a baffling, even infuriating, species. Why do most men use the phone to exchange information rather than have a chat? Why do...

[barnesandnoble.com](http://barnesandnoble.com)

LIKE

1



4:34 AM - 21 Jun 2013

 2



 1

Drupal.org

<https://www.drupal.org/node/2275877#comment-8855213>

**June 7th, 2014**

"While chx's delivery needs work, he is correct that some of the comments in this thread take a very clear framing of "if you disagree then you're a bad person". That is no way to hold a conversation, it's a way to railroad. Come on Drupal, we can have an adult conversation without that sort of tactic.

So, if we have community members who express that this naming is problematic, and causes them consternation or stress

Do we? Honest question. So far this thread consists of a bunch of white men trying to extrapolate what someone else \*would\* think. (I cannot determine Les's ethnic background from his photo with certainty.) I do know there are two Jews in this thread (including myself), who have their own cultural history with slavery and discrimination. (That whole Exodus thing.)

We should not force a change on "might possibly could be offended". That way lies the hyper-sensitivity of the sort many complain is happening in various places; don't give them more fodder.

(Incidentally, describing master/slave as "colonial" is both inaccurate and rather offensive in itself. Slavery as an institution existed nearly everywhere in the world amongst nearly every major culture. It was European colonialism in the 1800s that eventually ended it. I am not defending such an institution at all, just pointing out that implying it was a European colonial invention is completely and utterly false.)"

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Emphasis added.

#### NOTE FROM CATCH:

There are several things going on in that comment, but in light of recent events I'll focus on the historical statement:

1. He claims that slavery was not specific to colonialism. This conflates chattel slavery (racialised, hereditary ownership of people) with other forms of forced labour like peonage, indentured servitude, convict labour which existed in various forms geographically and in different historical periods. Where you limit 'slavery' to chattel slavery or all forms of forced labour is up for debate and colloquialism, but it doesn't stop there:
2. He then claims that European colonialism in the 1800s 'ended [slavery]'
3. However, in the US the 13th amendment combined with Jim Crow/Convict Leasing meant that forced labour continued in the US until 1945. The abolition of slavery was only of *chattel slavery*, which Crell's already conflated with all other forms of forced labour in the same sentence. This is well documented in Blackmon's "Slavery By Another Name" (or probably "The 13th" doc which I've not seen yet).
4. Additionally various forms of forced labour continued in European colonies well into the 20th century, in India, Kenya etc.

I don't think that any of these statements are a DCOC violation in themselves, the only thing that might be in that comment is trying to 'guess the race' of Les. The effect of all this is to trivialise people's points with what superficially looks like a 'polite' and 'intellectual' statement. There's no swearing, but this line of argument is extremely offensive and essentially a denial of colonial/US history.

Additionally, given the revelations of this week, his interest in this issue has taken on new meaning for me, which I'm not sure I have an opinion on yet. This was the issue that made me decide I wanted nothing further to do with him at the time though.

Various transphobic comments on <https://www.drupal.org/node/752452> (2010)

#### [Comment #45](#)

I truly do not care what sex you are, what gender you are, what sex you wish you were, what gender you wish you were, or whatever else. In the context of d.o, I care about how good your coding, documenting, or usability skillz are. That's it. There are contexts in which I do care, and they do not involve Drupal.

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#### [Comment #63](#)

If people are so hung up on "gender identity", rename the field to "Sex", which even gender-advocacy groups acknowledge is tied to biology rather than fluid relativistic psycho-social dynamics.

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Response from Chacha Sikes:

"spamjim, damien, crell: many of the things you have said have deeply offended me on behalf of all my queer self, all my queer & feminist friends & on behalf of other things that could be said by accident in any other discussion about difference. Frankly, it is a bit frightening. It isn't just you - and my emotions really have nothing to do with you personally. The dismissive attitude is quite painful as read via a discussion thread. Sadly, this is extremely widespread and typical behavior among 'smart men' in technology & the sciences. It does not make Open Source very attractive as a career field. You/They will trivialize something that is not your/their experience and that is not OK. Shoving this issue under the rug doesn't help either."

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Crell again:

Ben: I would note that your post makes the tacit assumption that a "post-gender" society would be a utopia. That's a value judgment that is not universally accepted, and I believe such a viewpoint is actually the minority position in the US, and certainly worldwide. That's the point I'm making. By switching to a more politically correct gender selector, we are making a rather significant and controversial political statement that has absolutely nothing to do with software development. Do we really want to go there? Are we comfortable with the ramifications of doing so? Do we want to make the implication that the belief that gender is not entirely fluid and self-defined is inherently inferior? That's the tacit assumption being made in this thread, but I don't think we realize that is such a contentious position.

#### [Comment #91](#)

May 2012 groups.drupal.org. The original DCOC discussion.

[Ironic!](#)

Disclaimer: I was one of those arguing that we shouldn't automatically assume that it was "right" to include every possible gender identity, and got attacked for "not understanding" someone else's perspective. **Yes, I did consider that discriminatory.**

**Presentations:**

**"Initiative leads are glorified secretaries"**

<https://youtu.be/lxPlpCbDbL4?t=28m3s>

**Also this exchange in the questions:** <https://www.youtube.com/watch?v=lxPlpCbDbL4&feature=youtu.be&t=50m53s>

**Blogs:**

<https://www.garfieldtech.com/blog/tmi-part-2>

I believe that human psychology is shaped in part by evolution, and that does impact the sexes. Men and women have, on average, differences in their neurology that can impact personality. (For information on how this affects children, it has been suggested [Boys by Daniel J. Hodgins](#) is a good resource.) These are averages, and trends across a population only and say nothing about an individual person.

Daniel J Hodgins is controversial to say the least:

<http://blogs.discovermagazine.com/neuroskeptic/2008/11/19/educational-neuro-nonsense-or-the-return-of-the-crockus/#.WNIT7BIrJo4>

<http://itre.cis.upenn.edu/~myl/languagelog/archives/004926.html>

[http://lizditz.typepad.com/i\\_speak\\_of\\_dreams/2007/09/more-on-dan-hod.html](http://lizditz.typepad.com/i_speak_of_dreams/2007/09/more-on-dan-hod.html)

<http://laurietobyedison.com/body-impolitic-blog/2007/09/a-crockus-of-shit/>

Also see follow-up comment from "A Teacher" which pull back from Hodgins, looks to me like someone did some googling: <https://www.garfieldtech.com/comment/2682#comment-2682>

These are predominantly studies of autism (from googling the references), looking at the effects of high testosterone levels during pregnancy, looks to be relatively recent research and doesn't reference gender roles as such (nor does Larry's recent blog post as such of course).

From one of the abstracts:

"This relationship was seen within sex as well as when the sexes were combined, suggesting this is an effect of fT [fetal testosterone] rather than of sex per se."

<https://www.ncbi.nlm.nih.gov/pubmed/18547459>

### Reddit:

Autumn 2016

And that's before we even mention that many of those women are "off limits" because there's a work relationship and if you so much as hint at interest it could be interpreted as sexual harassment. (Not that actual sexual harassment doesn't happen, it does, but the splash damage from it is that non-harassing interest is easy to read as such, and then you're automatically in the wrong.)

And if you try to get to know the woman first before deciding to ask her out, you run the risk of getting interpreted as non-interested so she discounts you early.

**("Friendzoning" is the politically incorrect term, but it's a real thing, just with a bit more complex dynamics.)**

[https://www.reddit.com/r/AskReddit/comments/52vlai/serious\\_men\\_whats\\_something\\_that\\_would\\_surprise/d7p86kc/](https://www.reddit.com/r/AskReddit/comments/52vlai/serious_men_whats_something_that_would_surprise/d7p86kc/)

So, that's my childhood and early 20s. Then I hit the workforce in IT and WHAM! Sexism! It's everywhere! Women are being driven out in droves! Men are mean to women in every subtle way possible! Women are being assaulted and/or raped by the thousands! What's that, you don't agree? CHECK YOUR PRIVILEGE!!!

There's a technical term for one's mental state at that point. It's called "cognitive dissonance". Also known as "wait, WTF?" **After being raised in a pop culture that had a rather visceral double-standard, in favor of women, FLIP!, everything in culture is about how women are oppressed and if you're a man then it's either your fault or you're "an ally" who must just sit back and listen because "no**

**one cares what you think!"** (Actual quote from a prominent Twitter-feminist to a male "ally" who dared disagree with her.)

"Wait, what? That doesn't jive with my experience to date at all." But god-forbid you disagree. If you question claims that do not fit your experience, you're just "mansplaining". (Side note: Fuck that word and everyone who tries to use it.) Or you're given the trump card of "check your privilege", to which you're not allowed to respond. There's even an entire website dedicated to listing all the ways to "respond to" (ie, shut down conversation with) anyone who dares disagree. (<http://geekfeminism.wikia.com/>) There's a term for every possible response, and how to put it down rather than listen to it.

**But how dare you mention any of the anti-male problems with society, or the double-standards.** "No, sexism is only when it's against women. Double-standards against men don't matter because you're privileged. You don't get a term for it."

Now, look at that cognitive dissonance. Is it any wonder we get "not all men", "I'm a nice guy", and other defensive statements?

Now consider every definition of "being a man" that you've been exposed to, even subconsciously, derided as sexist, evil, oppressive (toward women or you or both), or otherwise bad. (Some of which are entirely true, mind you.) Yet no new definition of "being a man" is forthcoming. Even the suggestion of there being such a thing is "oppressive"... unless of course it's synonymous with everything you've ever been taught is feminine. So "being a good man" means... being more feminine? That's the messaging guys get these days, whether intentional or not.

[https://www.reddit.com/r/AskReddit/comments/52vlai/serious\\_men\\_whats\\_something\\_that\\_would\\_surprise/d7pm8nf/](https://www.reddit.com/r/AskReddit/comments/52vlai/serious_men_whats_something_that_would_surprise/d7pm8nf/)

Think that's overblown? Mention the word "dongle" when the wrong woman is within earshot and you get fired. True story:

[http://geekfeminism.wikia.com/wiki/PyCon\\_2013\\_forking\\_and\\_dongles\\_incident](http://geekfeminism.wikia.com/wiki/PyCon_2013_forking_and_dongles_incident) (And lest anyone think otherwise, no I am not endorsing any of the blowback she got; threats of violence are never acceptable. Period.)

**And of course when someone tries to put together a conference to have frank conversations without that double-standard, TRUCEConf, she gets shouted down primarily by other feminists with vitriol such as this:**

<http://geekfeminism.org/2013/11/10/on-truceconf/> (Disclaimer: I was a backer of TRUCEConf before it was cancelled.)

I am sure at this point someone will pipe up and say "false equivalence! That's nothing compared to getting rape threats every day!" I am not saying it is equivalent. I am not even having an equivalence conversation. That's not the point.

I am saying there appears to be, in essence, two different worlds of shittiness overlapping on each other: One shitty toward women, one shitty toward men. Which is "worse" is not the point. Most people don't even acknowledge that both exist, or if they do they dismiss one because their own experience is based in the other.

You asked what it's like to be a man in this culture today. It is seeing this split worldview and feeling like you're not allowed to point it out. It's being told that because women's viewpoints are so often dismissed (which I'm not disputing), it's OK to dismiss yours. It's walking on eggshells to avoid making women walk on eggshells.

It's being able to name the people you know and respect, both men and women, who, upon seeing this comment, will likely give you hell for being "insensitive" or "part of the problem" or "not empathetic enough" or some such. It's spending a week deciding if I should post this comment anonymously or not for that reason.

[https://www.reddit.com/r/AskReddit/comments/52vlai/serious\\_men\\_whats\\_something\\_that\\_would\\_surprise/d7pm9c7/](https://www.reddit.com/r/AskReddit/comments/52vlai/serious_men_whats_something_that_would_surprise/d7pm9c7/)

#### APPENDIX: PHP-FIG

PHP-FIG is a separate organisation to Drupal, but Larry Garfield semi-officially represents Drupal on it.

PHP-FIG recently had a long controversy, in which several participants including Larry attempted to remove a founding member.

<https://groups.google.com/forum/#!msg/php-fig/w38tCU4mdgU/ww0kKM0vAAAJ>

(multiple replies to the same thread)

"Larry Garfield - Drupal project representative"

This is an important moment for FIG, as we look to hold one of the group's founders accountable for his actions. I therefore want to lay out why it is imperative that we do so.

...

calm passive-aggressive bullying that technically stays within the letter of the law, such as it is, but is clearly designed to intimidate and belittle opponents, and objection to any structural changes or actions that would restrict his ability to do so.

..

The net result is people being driven away from FIG, including leading members of the PHP Community. Several of them have spoken out above. I hope that others that have remained silent will do so.

<https://blog.vanillaforums.com/help/how-to/dealing-with-toxic-community-member/>

Paul Jones is, at this time, a net-negative for FIG. It is indeed possible that he doesn't realize just how damaging he is, and that the above behavior is unintentional. I do not know if that is the case. In the end, it doesn't matter. The behavior is real, the toxic effect is real, and our responsibility to state that we will not tolerate it is real.

<https://groups.google.com/d/msg/php-fig/w38tCU4mdgU/yA-WSOwfAQAJ>

"I doubt that a standards committee will really remain relevant if it cannot deal with supposedly "toxic" people"

I find this statement, and the sentiment behind it, extremely disconcerting and rather dangerous. It, along with other comments in this thread, seem to suggest "FIG should deal with toxic people by just sucking it up; if you can't stand the heat get out of the fire."

Haven't we learned by now that is the worst possible way to deal with hostile or toxic individuals? Have we learned nothing in the last few years, as an Internet community?

Harm is being done: Is the answer really "well so be it, only the think-skinned will survive"? Do we really want to say "Well man up and deal with it, bro"?

That's not an answer. That's a refusal to take responsibility for your community.

Communities don't just survive on their own. They require maintenance. They require weeding.

Do people really feel FIG would get more respect in the broader PHP

community if we said, explicitly, "we don't mind if you're a jerk, people need to grow a thicker skin"? Really? I don't believe that for a second.

There is some threshold of behavior past which a person is actively destructive to a community, no matter how smart or insightful they may be on any given topic.

To not recognize the existence of that threshold, wherever it is, is to create a magnet for toxic, hateful people.

See also:

<http://anildash.com/2011/07/if-your-websites-full-of-assholes-its-your-fault.html>

We could certainly dispute where that threshold is. That's a fine conversation to have. We could discuss whether Paul's behavior is over that threshold. That's the conversation we should be having. We could debate whether an intervention is possible or if removal is necessary. That's largely dependent on Paul, who has so far been silent in this discussion.

You are correct that FIG currently has no explicit "ban from the list" bylaw. That was a flaw in its original construction, frankly, albeit a common one for such a loose group in its early days. At the moment, the closest we have is this ability of the Secretaries: "Moderate discussions on github, the mailing list and IRC channels to ensure that an appropriate environment is maintained". Whether "moderate" includes "ban" is not specified, but over the last 6 months we've decently-well established by precedent that it can. It's also easier to do with a non-voting-rep than a voting rep, since a voting rep, well, needs to be able to post in order to vote.

To be frank, those arguing in various forms that it's inappropriate for FIG, or just for "a standards body" (why?), to hold people accountable for their actions are arguing that FIG must tolerate any bad behavior, no matter how bad. It's begging for hostile, toxic, and abusive behavior to become standard, because that's what inevitably happens. Or perhaps they're just hoping that we can stick to informal, behind-the-scenes enforcement so that it's easier for those who don't care if they're being rude and disruptive to ignore it entirely. That's no good either.

In the end, the question is simple: Is Paul -- in aggregate over time -- acting "inappropriately and to the detriment of PHP-FIG's ability to meet its objectives", and is Paul unwilling to address the problem? If you feel the answer to those questions is yes, vote remove. If not, don't.

<https://groups.google.com/d/msg/php-fig/w38tCU4mdgU/pOBDpx9CwAJ>

The second post in this thread, from me, included a link to nearly a dozen past examples. Each individually is arguably minor point. However, taken all together, over an extended period of time (my examples go back only this year, but Paul's been on the list for years) it creates a pattern that many are tired of.

<https://groups.google.com/forum/#!msg/php-fig/AR0JwMfvMrk/LT6kcpwORbwJ>

Whether we like it or not, the members of this group are ambassadors-at-large for their projects. People are looking to us, and this group, even if we don't want them to.

I think that's just something we should all keep in mind; there's a level past which you no longer have the benefit of speaking "just for yourself", and are always seen as speaking as That Guy from That Project(tm). That means you can't be That Jerk; you'll always be That Jerk from That Project(tm) who represents FIG(tm).

Losing your independence is hard. I've been in this situation before. I just volunteered for it at my company, because I'm an idiot. :-) I'm sure Cal's going through the same with his new job. (Congrats, Cal!) It sucks at times to not be able to speak just for yourself.

Welcome to leadership. Please have exact change. The commiseration bar is over on the left.

--Larry Garfield