Prepared by Waldo Jaquith and Kristen Ratan
Code for Science & Society Board
Dec 20, 2017

Dear CSS and Dat Community,

In our capacity as two thirds of the Board of Directors for Code for Science & Society (CSS), the non-profit umbrella organization which houses Dat and other projects, we are addressing a situation involving allegations of Max Ogden's misconduct. The allegations were made public through a series of tweets made by Max's former partner on December 13, 2017.

We take these allegations seriously and, over the course of the last week, have conducted an investigation into the veracity, breadth, and depth of them and potential impact on the CSS organization and community. Because Max himself is the third member of the CSS Board, he has recused himself. We have concluded that the allegations are true and at a level of severity that we must take actions to ensure the health and sustainability of the CSS organization, the three projects within it, and the well-being of members of staff and broader community.

CSS is a 501c3 non-profit entity that fiscally sponsors the Dat project as well as Stencila, and ScienceFair. Max has been the Executive Director of CSS and on the Board of Directors. He is a founder of the Dat project and plays a central role in it. Max is not personally involved in either Stencila or ScienceFair, both of which utilize CSS as a fiscal sponsor and have wholly separate leadership. Below is a summary of actions taken or in process:

Summary of Code for Science & Society (CSS) Actions

Details: Action Plan developed by CSS staff members Danielle Robinson and Joe Hand, with support of the Dat community and CSS Board.

Immediate CSS Organization Actions:
- Max has resigned as Executive Director (ED) of CSS.
- Max will step down from the CSS board and has to recused himself from conversations on his position.
- Danielle Robinson, PhD, Director of Partnerships at CSS, and Joe Hand, Director of Operations at CSS, will act as interim co-Executive Directors for three months. The Board has confidence in both Danielle and Joe, who have initiated the bulk of these actions on their own volition and demonstrated excellent leadership over the past week.

Interim period CSS Organization Actions:
- Formalize the organizational structure and policies of CSS organization
- Mathias Buus, Dat lead developer, will take on a Technical Advisor role at CSS.
- Re-evaluate CSS Board size and members with eye towards long-term sustainability
- In partnership with the CSS Board, we will re-evaluate Max's position at CSS after a year (December 2018), contingent on demonstrating commitment to accountability, personal growth, and the health of the community.

Summary of Dat Actions

Immediate Dat project actions:
- Publish blog post, at blog.datproject.org, explaining organization changes from CSS staff with collaboration from Dat community.

- Max has stepped down from leadership of Dat project.
- Max has agreed to remove himself from public Dat communication including IRC, Github, and Twitter for a three months. This timeline of this communication hiatus will be assessed by interim EDs and may be extended if necessary.

Interim period Dat project actions:
- Establish a governance structure for the Dat project.
- Max's future involvement in the project will be evaluated based on monthly evaluation by Dat's community leaders. These leaders may call on external advisors during this process.
- To preserve continuity, Max will contribute to the documentation of existing modules, hand-off ownership of existing repositories, and ensure any other relevant information is documented.
- Max will complete ongoing work with the Dat in the Lab project, under the supervision of interim CSS co-Executive Director Danielle Robinson, who is the Partnerships Director on that project.
- Dat's community leaders will evaluate Max's behavior on a monthly basis, to assess his commitment to the Dat project Code of Conduct. These leaders may call on external advisors during this process.
- In partnership with external and community advisors, we will re-evaluate Max's role in the Dat project after a year, contingent on demonstrating commitment to the Dat project Code of Conduct.

In conclusion, the CSS Board and leadership want to ensure everyone in our community is comfortable and safe. We believe that these immediate and interim steps will address the current situation, given what we know today. These actions will be evaluated as the situation develops and further actions may be necessary over time. This is a work in progress and our goal is to be transparent about the process and share what we learn with the broader community.

We welcome comments and open dialog with the community and will provide opportunities in the new year for these conversations to happen.

Thank you and best wishes,

Waldo and Kristen

Waldo Jaquith
Waldo at jaquith dot org

Kristen Ratan
Executive Director and CoFounder of the Collaborative Knowledge Foundation
Kristen at coko dot foundation

Appendix: Summary of Documents

- Cover letter from the CSS Board (excluding Max) with a summary and board's recommendations (this document)
- Action Plan from CSS staff and Dat community (this document)
- Blog post from CSS staff with collaboration from Dat community (link)
- Max's independent public statement (link)