

University of Jyväskylä Mail Juan Mendoza Garay
<juigmend@student.jyu.fi>

NIME code of conduct violation

4 messages

Juan Martinez Avila <Juan.Martinez-Avila@nottingham.ac.uk> 3
June 2023 at 21:08

To: "juigmend@student.jyu.fi" <juigmend@student.jyu.fi>

Cc: Fabio Morreale <f.morreale@auckland.ac.nz>, Laurel Smith Pardue
<punk@mit.edu>, Anna Xambo Sedo <anna.xambo@dmu.ac.uk>, Hugo Solís
<h.solis@correo.ler.uam.mx>

Dear Juan Mendoza,

After much deliberation yesterday from the Diversity Committee, it was decided that you cannot longer participate in the Slack space for this NIME 2023. This decision came after we received a number of complaints both via email and slack from different participants in the conference regarding gender-based harassment and negative stereotyping comments made by you on the Slack channel.

Our goal is to create an inclusive and respectful conference environment that invites participation from people of all ethnicities, countries of origin, gender identities and expressions, ages, abilities, religions, sexual orientations, physical appearances, body sizes, economic backgrounds, scholarly or professional backgrounds, employment, religions, and other differences.

In our Code of Conduct, which you can find in our website, we clearly state that we will not tolerate harassment of any kind, i.e., any verbal, nonverbal, or physical conduct that threatens, intimidates, silences, or coerces participants of the conference. The code of conduct exists for the protection of the community and those most vulnerable to harassment.

Participants from the conference felt unsafe and attacked after your comments, stating that they were unconnected to the presentation and the content of the paper and were more of a direct attack rather than an informed dialogue around issues of structural oppression. When challenged about the comments, there was no reflection on them, but rather doubled down.

After evaluating the comments and situation, we considered that they felt into the 1st point of our Code:

Offensive or unwelcome comments, including epithets, slurs, negative stereotyping, and discriminatory remarks disguised as humor, based on gender identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance.

The Diversity Committee felt that comments like "Throughout history and nowadays, all kinds of people have been and are oppressed, for

that matter. Not only people having a vagina." you are reducing and negatively stereotyping female gender to a sexual organ that does not determine the gender identity of a person, therefore, making invisible groups within the LGBTQ+ community that identify themselves as female. Additionally, we consider comments like the latter and like this one

"gender assumptions about what women's work should be": not everyone has the same assumptions, not everyone wants to oppress women; not all women are oppressed or mistreated; those problems are not exclusive to women. They may happen to some women, majorly in some places (e.g., Islamic countries), very little in other places (e.g., Nordic countries)."

invalidate women's struggles and oppressions, as well as those from vulnerable groups. As mentioned in our statement yesterday, gender-based violence and oppression is an issue that requires a lot of awareness. When we want to generalize this problem and group it with other types of violence, we stop seeing that the violence that is exerted on women has different roots.

Participants also highlighted the negative stereotyping of the Muslim community and the denigration of Islamic religion as a threat for participants from that community to express freely and feel safe in the ecosystem.

Last, but not least, we asked you yesterday to withhold your participation on the Slack channel while the Diversity Committee reached a decision, an action that you failed to comply with, showcasing that there is no respect for the community and the internal procedures that exist to ensure a healthy and safe environment.

As stated in our Code of Conduct, we want our in-person and online events to be safe spaces for speakers and attendees. Since this is no longer happening, we are given no choice but to take actions that reinsure the safety of our community. We will not tolerate harassment of participants in any form nor attitudes of prerogative, privilege and discrimination. We will proceed to remove you from Slack, for further communications, you can reach out to this year's general Chair, the steering committee chair, as well as current and past NIME Diversity committee members copied here.

Regards,

Juan Martinez Avila
LEADD:NG

University of Nottingham
University Park
Nottingham, NG7 2RD

<https://www.nottingham.ac.uk/go/leaddng>

<https://www.nottingham.ac.uk/computerscience/people/juan.martinezavila1>
Google Scholar

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Juan Ignacio Mendoza Garay <juigmend@student.jyu.fi> 3 June 2023 at 21:27

To: Juan Martinez Avila <Juan.Martinez-Avila@nottingham.ac.uk>
Cc: Fabio Morreale <f.morreale@auckland.ac.nz>, Laurel Smith Pardue <punk@mit.edu>, Anna Xambo Sedo <anna.xambo@dmu.ac.uk>, Hugo Solís <h.solis@correo.ler.uam.mx>

This is inadmissible.

I have been removed without having been presented with the evidence of what I am being accused of and I have not been given an opportunity for defence. I have been deemed guilty without trial, which is a violation of human rights. Obliging me to keep silent until the situation was deliberated by whoever committee is equivalent to deeming me guilty unless found innocent, which is another violation to my human rights.

I have been deemed guilty only on the basis of complaints. Until now I am not sure of what triggered and how all this situation evolved. I suspect that it was my contrasting views given in a conversation about Patty Preece's talk, which I expressed in the most respectful way. You can go and check the thread. I am baffled by how my comments could have been interpreted as offensive.

This is extremely delicate, because I have been denied from a service that I paid for, only because someone did not like the contrasting views that I respectfully expressed. Thus, removing me from Slack goes against the very purpose of inclusion and diversity alleged to substantiate the punishment.

I have been singled out, ostracised, only for expressing a differing thought, and with the pretext of creating safe spaces, it has created a dangerous space for healthy and civilised discussion.

I therefore demand that you take note of my appeal, acknowledge that I have been punished without a trial as described above, and restore my access to Slack.

Please take action soon so that I can continue participating in Slack before the conference ends, otherwise be prepared for further

complaints and appeals.

Sent from an old computer that works like a charm
by Juan Ignacio Mendoza,
who is a Doctoral Student
at the Department of Music, Art and Culture Studies
of the University of Jyväskylä.
There is more information about Juan in the website whose address is
<http://users.jyu.fi/~juigmend/>

Juan Martinez Avila <Juan.Martinez-Avila@nottingham.ac.uk> 3
June 2023 at 22:10
To: Juan Ignacio Mendoza Garay <juigmend@student.jyu.fi>
Cc: Fabio Morreale <f.morreale@auckland.ac.nz>, Laurel Smith Pardue
<punk@mit.edu>, Anna Xambo Sedo <anna.xambo@dmu.ac.uk>, Astrid Bin
<astrid.bin@ableton.com>, Hugo Solís <h.solis@correo.ler.uam.mx>
To reiterate,

We have already presented you with quotations of your own comments,
which derived in formal complaints by several participants of the
conference who sustained that you infringed the code of conduct.
These complaints are anonymous.

We take these complaints very seriously, so we assembled a committee
to deliberate. This was not a light decision, and it wasn't the
decision of a single person, but of the diversity committee, the
NIME general chairs, and the chair of the NIME steering committee.
Our priority is to keep NIME as a safe space for all people and
since you incurred a violation of the code of conduct that exists to
maintain it, we convened to take a decision that protects those who
feel that NIME is not a safe space for all genders and religions
because of your comments.

Nevertheless, you can still stream the talks via Zoom.

Regards,

Juan Martinez Avila
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University of Nottingham
University Park
Nottingham, NG7 2RD

<https://www.nottingham.ac.uk/go/leaddng>
[https://www.nottingham.ac.uk/computerscience/people/
juan.martinezavila1](https://www.nottingham.ac.uk/computerscience/people/juan.martinezavila1)
Google Scholar

From: Juan Ignacio Mendoza Garay <juigmend@student.jyu.fi>
Sent: Saturday, June 3, 2023 7:27 PM

To: Juan Martinez Avila <psxjpma@exmail.nottingham.ac.uk>
Cc: Fabio Morreale <f.morreale@auckland.ac.nz>; Laurel Smith Pardue <punk@mit.edu>; Anna Xambo Sedo <anna.xambo@dmu.ac.uk>; Hugo Solís <h.solis@correo.ler.uam.mx>
Subject: Re: NIME code of conduct violation

Juan Ignacio Mendoza Garay <juigmend@student.jyu.fi> 3 June 2023 at 22:29

To: Juan Martinez Avila <Juan.Martinez-Avila@nottingham.ac.uk>
Cc: Fabio Morreale <f.morreale@auckland.ac.nz>, Laurel Smith Pardue <punk@mit.edu>, Anna Xambo Sedo <anna.xambo@dmu.ac.uk>, Astrid Bin <astrid.bin@ableton.com>, Hugo Solís <h.solis@correo.ler.uam.mx>

It is unacceptable that those comments are considered the basis for removing me from the community.

I made those comments in good faith, I expressed my gratitude when someone else expressed their different view, and I stopped when I saw that it was making some people uncomfortable, acknowledging the limitations of what I said. Go and check the full thread and try to understand things in context. I never meant any offense to anyone, the comments don't attack anyone, they only offer a contrasting view. You have made a wrong interpretation of the comments. You have understood something that is not the text, and not even not what I believe. Read well, you can see that on the contrary I advocate against hate and abuse.

In any case, if you don't agree with what I say or what I say it, fine, I can make an effort to adjust my interaction to your sensitivities (which I did) and we can still continue discussing like civilised people.

Can we not?

The whole purpose of a conference is to gather and discuss different points of views, and if people are going to get offended for whatever they dislike, then we have lost the purpose of gathering in the first place. And I remark, all these shenanigans completely undermine inclusivity and diversity.

Sent from an old computer that works like a charm
by Juan Ignacio Mendoza,
who is a Doctoral Student
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