

Proposal Name

Replace A Governance Facilitator With An Experienced Professional

Proposal Category

Process

Abstract

The community facilitators group was created as per AIP-240 in which [@Lost.Admin](#) was seeded as the primary facilitator, while two others [@Chris.Admin](#) and [@12GAUGE.admin](#) were voted in via DAO wide vote.

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ApeCoinDAO-salaries-2023

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AIP-240 [passed snapshot](#) with a 38.2% margin.

Recent activities here in the community by various members of the ApeCoin DAO has raised questions about ethics, accountability and transparency in the Ape Foundation.

Motivation

Much has been written about successful community moderation in the name of fairness and to cultivate a culture of fairness and equality. I can't cite every instance, but here are the most popular ones for guidance ([1](#), [2](#), [3](#), [4](#)).

As a member of the ApeCoin DAO, each and every member should be treated with respect, kindness, and with compassion. For those of you who need a refresher course, please see [AIP-1](#).

Treat Members with Respect

Rule #1

for moderating a community is to never humiliate a member or make them feel remorse for participating. One of the worst things a moderator can do is to belittle a member.

Rationale

This AIP is in line with ApeCoin DAO's values of Equality, Transparency, and Collective Responsibility

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When a member of the ApeCoin DAO community is treated unfairly, targeted due to unpopular opinions, and humiliated as part of a concerted effort to make it an uncomfortable space for them to stick around, it breeds a culture of negativity and hostility. It also opens the ApeCoin DAO to legal liability.

I joined this community exactly one month

ago on June 29th. And in a very short amount of time, on June 18th, I reached Trust Level 2. Here is my [profile summary](#) for your review.

I have been active in various Discourse topics, including [@yatsiu](#) AIP-297 where I posed some very tough [questions and opinions](#) about the optics of that AIP. What followed - and I have all the receipts

- was a targeted harassment campaign because I dared to do this.

Following that, I also saw yet another incident of unfair treatment toward another ApeCoin DAO member. I decided to chime in because I felt that this person was already being unfairly attacked and derided for daring to create AIP-277 which sought to reduce the salaries of the members of the Special Council.

After becoming a co-author of AIP-277 and publishing a [detailed and factual synopsis](#), things took a turn for the worse for me here in the community.

Then it got worse whereby I had to be aware that at any moment in time I could be attacked, admonished or even banned from the community that I have invested so much of my time to helping.

As I am a public figure who is “known” here, my online interactions aren’t subject to the anonymity that others enjoy. And so, I always take into account this very aspect when I am online, having been subjected to attacks, racism, harassment and death threats over the years due to my work in the videogame industry. People online are unfairly targeted every day; and in some instances it spills into the real world where there are usually consequences.

I have the following details of ALL of the aforementioned encounters since these hostility began. They are available upon request, complete with dates, time stamps, images and videos where applicable:

- Discourse DM with admins
- Images from Discourse incidents
- Images & videos from Discord incidents

I will focus on today’s incident that left me no choice but to write up this AIP.

Today, Lost, a seeded (not voted in by the DAO based on merit and experience

) of the Governance Facilitators Group, made my concerns come true on Discord where he proceeded to give me a 24-hr timeout, after defaming and threatening

me - without cause or reason.

- 3:41 AM - chat start for 07/29 in GENERAL channel
- 4:20 AM - Nash posts about AIP-277
- 8:36 AM - my first post in the channel
- 9:02 AM - Lost arrives and promptly accuses me of trolling
- 9:19 AM - my first post in the GOVERNANCE channel
- 10:03 AM - Lost puts me in 24hr time-out

I don’t want to litter the AIP with too many images. So, I have converted the Discord channel captures of what transpired from start to finish. [IMAGES](#) - [VIDEOS](#)

All I did when I arrived was answer questions that [@NashAhmed.eth](#) has already been asking in the channel related to AIP-277. As the author of the incident AIP, I felt obligated to bring him up to speed, correct some of the inaccuracies (posted by others) etc.

Lost, who had earlier this week said not to post grievances and such in the Discord general channel (because it’s the first channel that new users see), blamed ME for the discussions that were in the channel this morning. This despite the fact that I had NOTHING

to do with that incursion. And then, out of nowhere, he bans me for 24 hrs.

This is completely OUTRAGEOUS

and is conduct unbecoming a moderator of a Discord that belongs to a DAO with a \$750M small cap. Most companies hire professionals to do this sort of work because, for the community and also for corporate liability reasons, they have procedures and adequate training in place.

There is zero accountability in this DAO. Hence the reason that something like this could even happen. Even with [@Gerry](#) - a member of the Ape Foundation - present during the entire exchange.

Benefit to ApeCoin Ecosystem

This AIP benefits the ApeCoin DAO by replacing a seeded and unqualified community moderator with a more experienced and trained individual who is aware of the legal ramifications and processes required for an organization such as this DAO.

It also benefits the DAO by ensuring that this AIP serves as an example of the inclusiveness and safe environment that the founders envisioned it to be:

1. Participating in idea submission, commentary, proposal submission, and voting is restricted to ApeCoin DAO

members. Holding ApeCoin is the only requirement for membership in the DAO

2. The goal of the APE Foundation is to steward the growth and development of the APE ecosystem in a fair and inclusive way.

Steps to Implement

1. Clarify who owns/created (as per [AIP-196](#)) the Discord server; and if the three Governance Facilitators (Lost, Chris, 12Gauge) are moderators of both Discourse & Discord.
2. Call on the Special Council to implement guidelines and processes for the Stewards and Governance Facilitators who interact with the community. This would be visible for ApeCoin DAO members on Discourse.
3. Hire (via in-place processes) a professional and experienced social media person to lead and augment the efforts of the Governance Facilitators. This could be an individual or a third-party company (there are many). Or, pay for online training courses for the three Governance Facilitators so that they can gain the knowledge and training required to moderate and handle the community of a \$750M small cap DAO.

Timeline

- The voting process will begin immediately after this AIP is approved.
- If passed, the selection and voting process for a replacement Governance Facilitator will commence within 7 days of the vote being passed.

Overall Cost

- There is no cost to the ApeCoin DAO

Proposals submitted to the AIP Ideas category can be vague, incomplete ideas. Topics submitted here are not required to be submitted as a formal AIP Draft Template, however, you may still use the [template](#) if you wish