

In my most recent dev blog post for Cube Cobra, I mentioned that I had chosen to part ways with CubeCon following the 2024 event. My reasons for doing so are complicated, and I originally preferred not to share them publicly. However, when Brian shared his statement yesterday, he framed the dissolution of the CubeCon committee in a way that I strongly disagree with. Not only is it factually incorrect that the committee dissolved over disagreement on “how to handle a member of the organizing committee who is alleged to have sexually harassed one of our judges”, this narrative takes advantage of a credible claim in order to portray Brian and Jonathan in a more positive light within a professional conflict - and that doesn't sit well with me. My departure from CubeCon was in light of misaligned vision for the future sustainability of the event, power struggles and feelings of ownership and entitlement, and Jonathan's fundamental rejection and undermining of other's work.

Here's my point of view of the events that transpired around CubeCon 2023. Overall, I've enjoyed working with the other organizers for the 2023 event. There were, unfortunately, a few internal rifts that had developed. Particularly between Jonathan and another organizer, who I will choose to leave unnamed. These internal conflicts ranged from petty arguments during our weekly meetings to lengthy rants and sidebars, over issues like overstepping the boundaries of their roles or responding to a public question without consulting with the entire committee.

I personally felt some frustration towards Jonathan related to some statements he would frequently make, including insinuations that CubeCon is owned by himself, rather than it being the shared endeavor of the entire organization committee. These types of statements are an incredible disservice to the countless hours of hard work put in by the other organizers. Jonathan has several times taken credit for ideas from other people. For example, he has repeatedly said that the inception of *Hedron Network** was solely his idea. Other than just being foundationally untrue, this is an incredibly bold statement to make, given his inability to articulate the need for the software in the first place.

**Hedron Network is the tournament software I built myself and own solely. I spent several hundred hours on this project over the last two years in order to solve the logistical challenges of running a large scale cube event. It was originally made to service the needs of CubeCon 2022, but has been used for other events unrelated to CubeCon.*

After the convention ended, I was made aware that an organizer had made a comment during the event that made an individual (who was an employed judge) uncomfortable. This individual rightfully submitted a sexual harassment complaint. Upon hearing the report, the organizers (without the organizer who was the subject of the complaint), immediately met for an ad hoc meeting to discuss resolution. At this point, we had just received a single sentence that encompassed the entire incident, but immediately, Jonathan and started a motion to fire that individual and move on.

I personally wanted to know more about the situation so that we could make an appropriate response. Harassment within communities like ours is not just an issue of one person behaving oppressively, but rather a problem that needs to be addressed at the

community, as well as the individual level. In order to identify the actions that need to be taken, we have to understand what happened and how we got here.

Another big concern I had was that the organizer who was the subject of the complaint was the same organizer that Jonathan had personal conflicts with throughout the entire year. I had DM'd one of the other organizers *"I know that Jonathan and (omitted 1) personally have been trying to get rid of (omitted 2) from the org and I'm concerned that they may be using this as a vehicle to achieve those goals."* To use a credible report of sexual harassment to advance personal motivations is unconscionable and uses people's experiences of victimization as pawns in professional conflict.

These reasons are why I supported the motion to do an investigation and receive written statements from all parties involved. I wanted a process that would be held accountable to being thorough and fair, while also doing right by the individual who submitted the complaint. The organizers ultimately agreed to do the investigation, and we aligned on two members who we all agreed were of high moral character, and whose judgment we trust.

We, the organizers, agreed that, during this time, we all would have no contact with any of the parties involved. This included the individual who submitted the complaint, the organizer named in the complaint, the head judge who received the complaint, and any third party bystanders who also witnessed the incident. The investigation took about a week to complete, and during this time Jonathan had personally reached out to the individual who submitted the complaint, and got on a phone call with them. I find this behavior unacceptable as it undermined the integrity of the investigation, and from a perspective of trauma-informed care, could put the individual through more undue distress or trauma.

The completed investigation included written statements from everyone involved, sealed to protect the privacy of the individual who submitted the complaint, and a recommendation on resolution. It is my understanding that this resolution was reached through consulting an HR professional, to help ensure a just conclusion for the individual who submitted the complaint.

When the organizing committee met to discuss the outcome of the investigation, the recommendation was not to terminate the organizer involved, but rather a demotion that removed all leadership and influence from that organizer, allowing them to continue doing some amount of work for CubeCon if they so choose. This type of work included tasks like meeting notes and budgeting. While I was surprised to hear termination was not the outcome, I chose to stand by the work done by my colleagues. Jonathan and BK, however, immediately rejected the results of the investigation. Given that they have access to all the information that I don't, and I trust their character, following the recommendation was the best course of action. The recommendation contained other provisions, such as a written apology, and a structure that would ensure the judge would not have to interact with the organizer, even outside of CubeCon.

This process was not perfect. There are likely lapses in transparency that have brought us to this moment. Further, there are many points in this process where we could and should

have inquired into and better centered the needs of and communicated with the person affected. It is also apparent that we have failed in preventing harassment and oppression from occurring within our spaces. We will all have to contend with that as we move forward and do better to root out harassment and other forms of violence in our community.

In the weeks after Jonathan and BK chose to reject the results of the investigation, things began to fall apart. One organizer interpreted BK and Jonathan's rejection as their resignation from the committee. Another organizer simply left silently (and to my knowledge has not made an official resignation). Eventually BK and Jonathan stated they will continue CubeCon themselves, and they will invite people to work with them on a case by case basis. The other organizers felt this was particularly strange, as the two of them have no greater claim to what we've built than anyone else.

At one point BK and Jonathan had a call with me, inviting me to join whatever they're continuing to work on. I simply asked if their vision for growing the con into something that is profitable enough to justify the hours I'm investing in. BK told me he was committed to the goal of sustainability. Jonathan however, gave a long and meandering response that left me without a coherent or concrete idea of his long term vision. I wrote my letter of resignation the next day. This was one of the hardest things I've had to do. I felt like the work I've done in the last two years to build something special had fallen apart. In the interest of transparency here is a link to my resignation letter:

<https://docs.google.com/document/d/1cSex61Y7XQ-maFXrifP95zIZWMriyrMoUXli0HVMY-A/edit?usp=sharing>

Some of the details of my resignation letter are a bit vague as I wanted to remain respectful, but since BK and Jonathan have chosen to paint the entire committee with a characterization I disagree with, I'll put it plainly. I cannot justify working with someone who constantly takes credit and disrespects their colleagues' work. Meetings that used to be enjoyable became very stressful, and I do not have the mental energy to handle it, especially if I'm working for pennies an hour. The fact that we requested an investigation, needed to vote on accepting the outcome, and had a minority filibuster the organization into non-action had destroyed my faith in the organization to make meaningful progress.

The worst part of all of this, even after my resignation on November 16th, there was still no response to the judge who submitted the complaint. I am so sorry for failing you.

I can only interpret the statement put out by BK and Jonathan as an attempt to hijack the CubeCon brand away from the organization team rather than separate amicably. I am really saddened to see this course of action. I am appalled that they would attempt to use a credible sexual harassment claim in order to create a narrative that the reason I and others left was related to wanting to work with the individual named in said claim. This is simply not true, and is doing an incredible injustice towards the brave individual who despite knowing the risks, chose to come forward.

I commend the bravery of this individual for standing up for themselves, despite the personal and social risk associated with reporting harassment.. Let me be unequivocally clear here, it was always my highest priority that we, as a community, address interpersonal harm in a way that centers the needs of the individual(s) affected, in a manner that does not put that individual additional undue trauma. I will always work to stand up for victims of sexual harassment and other forms of oppression and violence, and I hope that we as a community can do the same.

I don't know what's going to happen, but the only thing that is true is that there will be more cube events. I am continuing Hedron Network, leasing it out to cube events worldwide. If there is a CubeCon in 2024, I'm still open to working with them on leasing the software as well if we can come to agreeable terms.

What we created in the last two years was very special. The Cube community is full of so many creative minds, and so much love and acceptance. Both CubeCon events are by far the best magic events I've ever been to. I hope that despite these turbulent times, we can look at the future optimistically. I'm happy to answer further questions, but If I don't respond, understand that I'm just tired. I tried, I failed, and now I want to move on.