

Emil Carr-Ross

Glasgow

mail@emilcarr.scot

18th August 2024

Dynamo Glasgow CIC

Unit 21 Hayburn Ln

Glasgow

G11 5AT

To All Members and Directors at Dynamo Glasgow CIC,

I resign effective immediately from my positions as Director, Employee, Volunteer and Member of Dynamo Glasgow CIC.

I believe this is in everyone's best interest to preserve health and the operations of Dynamo as a business.

Dynamo was founded with an implicit objective to provide a good, safe working environment for its staff, based on our collective experiences as queer and neurodivergent individuals working in a hostile cycling industry. We can expect that some mistakes will be made in a project with such an ambitious scope and valuable ideals as Dynamo, however, I believe that recent events and failures are indicative that it is destined to fail without a significant change.

Actions must be taken such that Dynamo remains a collective effort which values the views, opinions, expertise and concerns of all of its members.

I regret that I cannot be the one to effect those changes, however it is important that I preserve my own health and be realistic about my possible level of commitment. From mid-September I will be a full time student and cannot balance this with Dynamo as it is.

I believe that my concerns regarding the behaviour of another director and staff member were not addressed in a swift or effective manner and brings to light a culture which does not live up to its own principles.

I acknowledge that my own actions have delayed resolution however I believe the steps I took early on should have been enough to address this.

I regret that this has been disruptive to Dynamo and I wish I had taken this step sooner.

I do not intend to allow Dynamo to experience harm from my resignation and will produce a handover document for the benefit of the other directors outlining all of my responsibilities.

This does not absolve Dynamo of the harm I feel I have experienced as a result of recent events.

As you know, I reduced my hours at my main place of employment specifically so I could

invest more of my time working for Dynamo. I was grateful for the opportunity to work for a project which so closely aligned with my own values, however my zero-hours contract was not used in a responsible way when I was not offered any paid work after raising my concerns. This has left me with growing debts and relying on savings to meet my basic needs for the past two months.

I also deeply grieve for the loss of friends and the important part Dynamo and its community played in my social life.

I wish you the best going forwards and I hope we can all learn something from this.

Sincerely,

Emil Carr-Ross