

ACR-GNY & John Jay Roundtable Breakfast | January 4, 2024

ZOOM MEETING INFORMAL PRE-SESSION CHAT TRANSCRIPT

08:02:42 From Niki Borofsky to Everyone:

Welcome to everyone! This is the informal community chat time. The official presentation will begin at 8:30 am (ET).

08:02:57 From Niki Borofsky to Everyone:

Also, feel free to add your location to your screen name.

08:03:08 From Rick Buccheri to Everyone:

Good morning, all. I'm going to go off camera until I finish eating breakfast.

08:04:24 From Marc Sokol to Everyone:

Good morning - Marc Sokol, calling in from Sarasota FL

08:05:53 From Niki Borofsky | NYC to Everyone:

Reminiscing about former Roundtable speaker William Helmreich | <https://www.cuny.edu/blog/memorial/william-helmreich/>

08:08:53 From Niki Borofsky | NYC to Everyone:

Inside a Flaming Jet, 367 Passengers Had Minutes to Flee. Here's How They Did It.

Vacationer on Japan Airlines plane in Tokyo airport collision recalls a 'big boom' and a dash for survival | <https://www.wsj.com/business/airlines/inside-a-flaming-jet-367-passengers-had-minutes-to-flee-heres-how-they-did-it-f0e3c2dc>

08:10:15 From Jess Kent to Everyone:

Good morning, folks! Jess Kent here from Buffalo, NY but calling in from Toronto, ON. I'm curious to add Dr. Paul Zak to the speaker list as well as Dr. Jean Lipman-Blumberg from Claremont Graduate University.

08:13:03 From Niki Borofsky | NYC to Everyone:

The Managed Heart | <https://www.ucpress.edu/book/9780520272941/the-managed-heart>

08:17:39 From Niki Borofsky | NYC to Everyone:

Welcome to all! Please feel free to introduce yourself (live or in the chat). Or raise a topic for informal discussion.

08:17:59 From Niki Borofsky | NYC to Everyone:

If you are comfortable doing so, please add your location to your screen name.

08:18:17 From Niki Borofsky | NYC to Everyone:

If you need help doing so, just reach out to me :)

08:19:17 From Jess Kent to Everyone:

Please introduce yourself in the chat with a fun fact about you! I'm Jess Kent & I'm an adrenaline junkie.

08:21:10 From Emily Skinner she/her - NJ to Everyone:

Replying to "Please introduce you..."

I'm Emily Skinner the President of ACR-GNY and I love golfing and roller blading.

08:22:08 From Kathy Vaughan Kenya to Everyone:

Replying to "Please introduce you..."

My name is Kathy Vau...

08:22:24 From Rebekah Ratliff to Everyone:

Good morning from Atlanta! I'm Rebekah Ratliff, JAMS Mediator/Arbitrator and 1st Vice Chair of the National Bar Assn ADR Section

08:23:20 From Maria Elena to Everyone:

Good morning! Greetings from Diriamba, Nicaragua.

08:23:21 From Claudia Frankel Grosman to Everyone:

Good morning. Happy New Year

08:23:40 From margo cates, nyc to Everyone:

HNY'24 from NYC

08:23:49 From Jess Kent to Everyone:

Reacted to "HNY'24 from NYC" with

Good Morning everyone. I'm coming to you from my bed i New Rochelle, since I have COVID. Also newly remarried! Happy New Year to all.

08:24:23 From ICF Maryland to Everyone:

Marcella, Happy New Year from Maryland. First time attendee.

08:24:29 From Emily Skinner she/her - NJ to Everyone:

Replying to "Good Morning everyon..."

Get well soon Tara! Also, Congrats!

08:24:41 From Jess Kent to Everyone:

Reacted to "Good Morning everyon..." with

Replying to "Good Morning everyon..."

Mazel tov Tara!

08:25:55 From Tara Fishler to Everyone:

Replying to "Good Morning everyon..."

Thanks!

08:26:01 From Michele J Weston to Everyone:

Hello! I'm Michele Weston and I'm an infection Patient Healthcare Navigator coming to you from NYC ... great topic!

08:26:08 From Claudia Frankel Grosman, São Paulo - Brazil to Everyone:

Reacted to "Good Morning everyon..." with

08:28:57 From Norris Johns_NYCPA to Everyone:

Good morning, Happy New Year everyone ! My name is Norris Johns I am the Queens Borough Advocate for NYC Public Advocate Jumaane D. Williams office. It's a pleasure to be here with you all. Thank you for the invite Gina.

08:28:57 From Claudia Frankel Grosman, São Paulo - Brazil to Everyone:

Reacted to "Good Morning All Gin..." with

08:35:31 From Harry Manasewich (he/him) to Everyone:

Greetings from Boston Everyone!

08:35:46 From Dr. Barbara Sunderland Manousso to Everyone:

Dates?

08:35:52 From Emily Skinner she/her - NJ to Everyone:

Submit a proposal to present at our virtual conference in June! Submit here: ACR-GNY - 2024 Conference - Call for Proposals ([acrgny.org](https://www.acrgny.org))

Join us in-person in NYC on January 17th at 6:00pm for our Annual Kickoff: Register here: ACR-GNY - ACR-GNY Annual Kick-off Celebration ([acrgny.org](https://www.acrgny.org))

08:36:56 From Emily Skinner she/her - NJ to Everyone:

<https://www.acrgny.org/2024-Annual-Conference>

08:38:12 From Emily Skinner she/her - NJ to Everyone:

<https://www.acrgny.org/2024-Annual-Conference>

08:39:19 From Octavia Fugerson, Ph.D. to Everyone:

Good morning. Octavia Fugerson, Ph.D educational psychologist from Georgia. I serve as the data specialist for Permanency Mediation Services in Massachusetts. I often focus on youth engagement. I'm excited about how my relationship in conflict resolution is expanding this year beyond child welfare to family well-being related to housing stability. I look forward to hear the learnings of Psychological safety in teams. It is relevant to me whether in settings of families, business engaging county citizens, or working groups of child welfare professionals. Welcome Camilo.

08:41:35 From Niki Borofsky | NYC to Everyone:

Welcome to Camilo Azcarate | <https://www.linkedin.com/in/camilo-azcarate-b8187391/?originalSubdomain=ch>

08:42:54 From Niki Borofsky | NYC to Everyone:

Donna Hicks (Roundtable speaker) | DIGNITY: The Essential Role It Plays in Resolving Conflict - November 4, 2021 | <https://acrgny.org/RTB-Videos>

08:44:02 From Niki Borofsky | NYC to Everyone:

Hicks describes the Dignity Model in her two books:

Dignity: The Essential Role It Plays in Conflict Resolution &

Leading with Dignity: How to Create a Culture That Brings Out the Best in People | <https://organizingengagement.org/models/dignity-model/>

08:45:48 From Jess Kent to Everyone:

Hearing the birds in the background is a delightful plus!

08:46:00 From Claudia Frankel Grosman, São Paulo - Brazil to Everyone:

Reacted to "Hearing the birds in..." with ❤️

08:46:05 From Toby (he/him) to Everyone:

Reacted to "Hearing the birds in..." with 🍷

08:46:07 From Wade Rosenthal (they/he) to Everyone:

Reacted to "Hearing the birds in..." with 👍

08:46:24 From Saadia Ahmad (she/her/hers) to Everyone:

Reacted to Hearing the birds in... with "🍷"

08:46:26 From margo cates, nyc to Everyone:

Reacted to "Hearing the birds in..." with 👍

08:46:39 From Elana S to Everyone:

Reacted to "Hearing the birds in..." with 👍

08:46:45 From Niki Borofsky | NYC to Everyone:

"The Fearless Organization" by Amy C. Edmondson | <https://fearlessorganization.com/the-fearless-organization>

08:47:15 From Crystal Yates-Gale, Phila., (she,her,hers) to Everyone:

Reacted to "Hearing the birds in..." with ❤️

08:47:30 From Niki Borofsky | NYC to Everyone:

NYT article on Google's Aristotle Project | What Google Learned From Its Quest to Build the Perfect Team New research reveals surprising truths about why some work groups thrive and others falter. <https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html?auth=login-google1tap&login=google1tap>

08:49:34 From Niki Borofsky | NYC to Everyone:

...more of Amy C. Edmonson's concept of Psychological Safety | <https://amycedmondson.com/>

08:51:38 From Michele J Weston to Everyone:

Reacted to "Hearing the birds in..." with 👍

08:51:39 From Michele J Weston to Everyone:

Removed a 👍 reaction from "Hearing the birds in..."

08:51:40 From Michele J Weston to Everyone:

Reacted to "Hearing the birds in..." with 👍

08:51:46 From Diane to Everyone:

Replying to "...more of Amy C. Ed..."

Thank you!

08:54:01 From Tina Jones to Everyone:

Reacted to "...more of Amy C. Ed..." with 👍

08:59:59 From Tara Fishler to Everyone:

When I have worked with teams in conflict, I have found that meeting individually with each person before bringing them together is critical. Sometimes just being heard by someone neutral starts to move the ball on problem solving.

09:00:13 From Claudia Frankel Grosman, São Paulo - Brazil to Everyone:

Reacted to "When I have worked w..." with 👍

09:00:23 From Kathy Vaughan Kenya to Everyone:

Reacted to When I have worked w... with " 👍 "

09:00:25 From Harry Manasewich (he/him) to Everyone:

Reacted to "When I have worked w..." with 👍

09:01:23 From Dr. Barbara Sunderland Manousso to Everyone:

Reacted to "When I have worked w..." with 👍

09:01:36 From Kathy Vaughan Kenya to Everyone:

Replying to "When I have worked w..."

Certainly offering t...

09:03:07 From Lisa Pomerantz to Everyone:

Did you notice any differences in the intake and facilitation processes between teams that were more or less psychologically safe to begin with?

09:04:16 From Niki Borofsky | NYC to Everyone:

PLEASE FEEL FREE TO RAISE YOUR HANDS TO ASK A LIVE QUESTION

09:04:46 From Rita Callahan NYC to Everyone:

What was the catalyst for working with these teams?

09:04:48 From Niki Borofsky | NYC to Everyone:

(your "virtual hand) - or pop a message in the chat

09:04:50 From Kathy Vaughan Kenya to Everyone:

Curious - how different would a Facilitation vs coaching approach look like

09:06:06 From Krista to Everyone:

If the org is small (>25 employees) and there isn't someone who holds the formal role of ombudsman etc, is it important that the facilitator come from outside the org?

09:06:27 From wade rosenthal he/they to Everyone:

Do you think that being an independent facilitator plays a part in adding value to the exercise? I can see this not being as effective if the same process was followed by an org's internal HR dept or DEI officer for example.

09:06:56 From Eric Marcus to Everyone:

In the individual meetings, how do you empower the individual to bring up their perspective/conflict/issues in the team?

09:07:48 From Michele J Weston to Everyone:

Kathy, I was thinking about that - coaching vs. facilitation as that's the goal - especially in healthcare c-suite members and doctors/ healthcare professional teams

09:09:42 From Tara Fishler to Everyone:

Replying to "In the individual me..."

I have worked with people individually and will always ask if there are things they do or don't want shared. Most people are happy to have me share on their behalf, which sometimes I do in general ways, such as, "I pattern I see is..."

09:09:58 From Tara Fishler to Everyone:

Replying to "In the individual me..."

This can open the conversation.

09:12:18 From Claudia Perez to Everyone:

Will we have access to this handout?

09:12:43 From Tina Jones to Everyone:

Reacted to "Will we have access ..." with 👍

09:13:09 From Michele J Weston to Everyone:

Kathy, I was thinking about that - coaching vs. facilitation as that's the goal - especially in healthcare c-suite members and doctors/ healthcare professional teams

We're working on an eBook as coaches on today's landscape in coaching and leadership at IOC (Institute of Coaching - a Harvard /MacClean Medical Center affiliate) to assist with coaching teams for the leader(s) ... and as the coach working with the leaders themselves...

That's why I was so impressed with what Camilo introduced us to

09:13:32 From Tina Jones to Everyone:

Reacted to "Kathy, I was thinkin..." with 👍

09:13:35 From Mark Kleiman to Everyone:

These insights can enable the coach or facilitator to respond to the mistakes by reflecting back the feelings of the party who was impacted. Can

09:13:47 From Myriem Seabron to Everyone:

Reacted to "Will we have access ..." with ❤️

09:15:22 From Myriem Seabron to Everyone:

Not the same handout, but the Dignity Model with the same 10 temptations to avoid is set out on this page: <https://organizingengagement.org/models/dignity-model/>

09:15:42 From Tina Jones to Everyone:

Reacted to "Not the same handout..." with 👍

09:16:33 From N to Everyone:

Wonderful presentation and framework, thank you! Any thoughts on how well neurodivergent people, specifically those on the autism spectrum, do at using/appreciating this about their participation in teams? Thank you.

09:16:44 From Mark Kleiman to Everyone:

It would be interesting to apply this to separating parents to identify their willingness to acknowledge the dignity of the other. In these situations there is great fear asking questions or recommending. All this inhibits the quality of resulting parenting. They need to be a team.

09:18:34 From Tara Fishler to Everyone:

Replying to "It would be interest..."

That would be great! I would love to have my ex acknowledge my dignity and I suppose I would acknowledge his.

09:25:52 From Joseph Siegel to Everyone:

You mentioned the 3 sessions and that the 3rd session was to bridge the gap but only with recommendations that are "implementable." How did team members assess what was implementable without having leadership in their discussions?

09:25:59 From Mark Kleiman to Everyone:

Replying to "It would be interest..."

Read her book *DIGNITY* Yale University Press. These aspects make up the subjects of the chapters.

09:27:21 From Wade Rosenthal (they/he) to Everyone:

I would be curious to see if unionized workplaces in which theoretically workers should have more legal protection from retaliation have higher levels of Psy. S.

09:27:55 From Maria Elena to Everyone:

It is important that the facilitator be a person who helps bring about this safety with his personality and actions. In other words, building trust

From being who you are and what you do at the meeting.

09:28:04 From Tara Fishler to Everyone:

Replying to "It would be interest..."

Thanks. In truth, given that we are still mediating to avoid court, 6 years after the official divorce, I don't think he has the ability to acknowledge that I am human, much less have dignity or am deserving of respect.

09:29:07 From Maria Elena to Everyone:

It is also a way to work with couples and other types of groups, like in group therapy.

09:29:52 From Saadia Ahmad (she/her/hers) to Everyone:

What would you recommend in terms of encouraging managers to create psychological safety? For some it won't come naturally and some as you said may be resistant or believe that fear based approaches are best even if they are talked with and even if data is presented showing the benefits.

09:29:53 From Rebekah Ratliff, Atlanta to Everyone:

This is an excellent session, thank you.

09:29:56 From Lisa Pomerantz to Everyone:

Replying to "I would be curious t..."

I have done several mediations and facilitations in unionized workplaces. In my experience, they are less psychologically safe workplaces. The employees tend to see workplace issues very positionally based on the collective bargaining agreement, applicable policies, etc., and also tend to rely on the grievance process to resolve conflicts rather than address them with other employees.

09:30:06 From Robert Edelman to Everyone:

I'm curious about the size of the teams you were working with. How many people were in the individual teams?

09:30:06 From Tara Fishler to Everyone:

That's an interesting question. I think the issues of power imbalances is very different from people who don't understand social cues and graces.

09:30:42 From Wade Rosenthal (they/he) to Everyone:

Reacted to "What would you recom..." with 👍

09:32:49 From İdil Elveriş to Everyone:

I was late for this session. There will be a link to the whole event, right?

09:34:30 From Niki Borofsky | NYC to Everyone:

A recording of the session will be available on the acrgny.org and John Jay Dispute Resolution Center websites.

09:34:31 From Tara Fishler to Everyone:

Replying to "I was late for this ..."

yes

09:34:44 From Maria R. Volpe, NYC to Everyone:

Yes, the recording of this session will be posted at www.acrgny.org - click on Recordings in the upper right hand corner

09:34:54 From İdil Elveriş to Everyone:

Replying to "I was late for this ..."

Thanks so much

09:35:38 From Lisa Pomerantz to Everyone:

Thanks for such a great session, and happy new year to all!

09:36:50 From Cris Houston to Everyone:

Thanks for the words on toxic relationships and work environments. You are spot on. Some teams produce results, but that doesn't mean they aren't toxic. They would be much more productive without such toxicity. The turnover and other issues take away from the productivity as well. Toxic teams are unsustainable in the line run in my experience.

09:37:13 From Cris Houston to Everyone:

Thanks for an awesome session. It was highly informative.

09:38:48 From Cris Houston to Everyone:

Reacted to "Not the same handout..." with 👍

09:38:50 From Nancy Kramer to Everyone:

Excellent session—thank you so much, Camilo.

09:39:49 From Mindy Engle-Friedman to Everyone:

Thank you so much for bringing this topic and conversation to us.

09:41:07 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

Interesting, in most organizations with no union or formal grievance process, when a workers boss falls into the temptations, they have the power to implement discipline while being affected by their confirmation bias against their employees. Management in an org like that may have a process where they voluntarily accept feedback from the non management workers, sometimes even while protecting their anonymity, but there is no obligation or incentive to accept feedback because they are inherently more secure in their positions.

09:41:37 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

The lower level workers always have lower job security and are usually considered more fungible.

09:42:07 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

Whereas, a disempowered worker must accept feedback, whether it is fair or not.

09:42:36 From Niki Borofsky | NYC to Everyone:

Hofstede's Cultural Dimensions Power Distance |
https://en.wikipedia.org/wiki/Hofstede%27s_cultural_dimensions_theory

09:43:09 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

^^*confirmation bias*

09:43:22 From Chloe Choi, NJ to Everyone:

Please check this book to learn more about dimensions of culture by Hofstede: Cultures and Organizations: Software of the Mind, Third Edition (<https://www.amazon.com/Cultures-Organizations-Software-Mind-Third/dp/0071664181>)

09:43:31 From Wade Rosenthal (they/he) to Everyone:

Reacted to "That's an interestin..." with 👍

09:45:30 From Katerina - Athens GR (Amsterdam today!) to Everyone:

Replying to "I would be curious t..."

I wonder if managers are also more likely to be abusive of lower level employees if their own position is insecure.

09:45:49 From Krista Barron, NY to Everyone:

The "walking on eggshells" barometer is very helpful

09:48:13 From jean coleman to Everyone:

How did it go after you told the manager he could have sent an email since that person was the only one speaking?

09:49:53 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

100%. I think definitely, in orgs where there is a culture of punching down, or for ex. when C suite is afraid because of budget issues, or in situations where management training that discourage unionization to protect the bottom line.

09:49:57 From Maia Taub to Everyone:

I have to jump out early -- I have a 10 AM -- but this was real food for thought. Thank you!

09:50:48 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

There are also a lot of psychologically unstable managers that are able to have a high level of job security for many years. The worker protections against abuse are very weak.

09:51:38 From Wade Rosenthal (they/he) to Everyone:

Reacted to "I wonder if managers..." with 👍

09:51:56 From Nic Rigby to Everyone:

Reacted to "I wonder if managers..." with 👍

09:52:25 From Wade Rosenthal (they/he) to Everyone:

Replying to "I would be curious t..."

@Katerina - Athens GR (Amsterdam today!) Even in union workplaces, managers at every level are "at will"

09:53:01 From Marc Sokol to Everyone:

Thank you for the presentation. Great discussion on the back end as well!

09:54:16 From Tara Fishler to Everyone:

I hope to see many of you in person at the ACRGNY Annual Meeting on 1/17!

09:54:46 From Wade Rosenthal (they/he) to Everyone:

Reacted to "I have done several ..." with 👍

09:54:59 From Emily Skinner she/her - NJ to Everyone:

Reacted to "I hope to see many o..." with ❤️

09:55:04 From Crystal Yates-Gale, Phila., (she,her,hers) to Everyone:

Thank you. Great presentation and discussion.

09:55:13 From Susan to Everyone:

Really enjoyed this session = many thanks!

09:55:17 From Donna Buehler Long Island to Everyone:

Thank you Camilo!

09:55:20 From Wade Rosenthal (they/he) to Everyone:

TYSM.

09:55:22 From Marcella D to Everyone:

Awesome presentation and very timely information. Thank you very much.

09:57:45 From Nan Sparrow to Everyone:

Thank you for your articulate humanity

09:57:55 From Susan to Everyone:

Reacted to "Thank you for your a..." with 👍

09:58:17 From Tina Jones to Everyone:

Insightful presentation! Thank you!

09:58:30 From Dr. Barbara Sunderland Manousso to Everyone:

Happy new year to all! We are the peace makers, so the burden of discontent and world craziness can be eased by us one group facilitation at a time. We need to take the mission seriously. Wonderful presentation!

09:58:40 From Nan Sparrow to Everyone:

Self reflection is key, thank you!

09:58:45 From Tina Jones to Everyone:

Reacted to "Happy new year to al..." with 👍

09:58:48 From lavinia hall to Everyone:

Thank you-- a very interesting, "light" intervention as you present it and a fine opportunity.

09:58:51 From Tina Jones to Everyone:

Reacted to "Thank you-- a very i..." with 👍

09:58:55 From Katerina - Athens GR (Amsterdam today!) to Everyone:

Reacted to "Happy new year to al..." with ❤️

09:59:01 From Susan to Everyone:

Reacted to "Thank you-- a very i..." with 👍

09:59:03 From Chinyere Ukabiala to Everyone:

Thank you Camilo, this was a great session!

09:59:14 From Michele/Westchester to Everyone:

Thank you!

09:59:15 From Claudia Frankel Grosman, São Paulo - Brazil to Everyone:



09:59:16 From Tina Jones to Everyone:

And self-regulation for leadership too!

09:59:29 From margo cates, nyc to Everyone:

Wonderful, enlightening presentation and discussion. Thank you so much.

09:59:34 From Jonathan Reed - Atlanta, GA to Everyone:

Thanks so much!! Amazing!!

09:59:37 From laureenslutzker to Everyone:

Thank you for a great presentation.

09:59:38 From Chloe Choi, NJ to Everyone:

Thank you so much for sharing your work today! Very insightful and helpful!

09:59:55 From Cris Houston to Everyone:

Thank you! Happy New Year!

09:59:55 From Eric Marcus to Everyone:

Yes would love to. Know about the instrument

09:59:59 From Bridget O'Connell to Everyone:

terrific, thank you

10:00:14 From N to Everyone:

Thank you, Nikki for great facilitation!

10:00:19 From Wade Rosenthal (they/he) to Everyone:

Reacted to "Thank you, Nikki for..." with 🧡

10:00:34 From N to Everyone:

Reacted to "Thank you for your a..." with 👍

10:01:07 From Meltem Kilicaslan to Everyone:

Thank you and all the best in 2024!

10:01:18 From Heather Fogg to Everyone:

Thank you, Everybody, for this time and thoughtful sharing today!

10:01:20 From Niki Borofsky | NYC to Everyone:

We will include a PDF of the actual survey with the resordings.

10:01:26 From Wade Rosenthal (they/he) to Everyone:

Reacted to "We will include a PD..." with 👍

10:01:33 From Maria Elena to Everyone:

I am interested in the one in Spanish. Could you also share it?

10:01:38 From Eric Marcus to Everyone:

Thank you so much, Camilo!

10:02:11 From Sally Dear-Healey (she/her/hers) to Everyone:

Yes please!

10:02:48 From Robert Edelman to Everyone:

Thanks so much for sharing your work and insights

10:03:48 From Tammy Patterson-Watertown, NY to Everyone:

Very interesting topic. Thank you.

10:04:51 From Sally Dear-Healey (she/her/hers) to Everyone:

Thank you - great presentation~

10:04:55 From jean coleman to Everyone:

Very good training. Excellent!

10:04:59 From Eileen McGinn Brooklyn NY to Everyone:

fantastic. thank you

ZOOM MEETING POST-SESSION CHAT TRANSCRIPT

10:05:06 From Tara Fishler to Everyone:

Take care all!

10:05:08 From Tina Jones to Everyone:

Reacted to "We will include a PD..." with

10:11:47 From N to Everyone:

Thank you for sharing your work and Donna's, which will help many of us improve ours.
!Muchísimas gracias!

10:11:51 From Harry Manasewich Boston to Everyone:

Great to see and hear you Camilo!

10:11:58 From Tina Jones to Everyone:

Reacted to "Copyright © 2022 by ..." with

Reacted to "Exploring the Relati..." with