

ACR-GNY Roundtable Breakfast | December 1, 2022

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

- 01:38:49 Chloe Choi, NJ: Welcome everyone to the 256th ACR-GNY & John Jay Roundtable Breakfast!
- 01:54:48 Cheryl Agris: Will the slides be available afterwards?
- 01:55:34 Julie Denny, Hightstown, NJ: yes, Cheryl. The presentation will be posted on both ACRGNY and CUNY Dispute Resolution websites.
- 02:00:50 Leslie Treff: If they did this now, post-pandemic, it would show many more men are very interested in work environments
- 02:05:11 Laura Engelhardt, Chatham, NJ: Really! Can you tell us more about those studies about bullying? Because I see bullies winning more than non-bullies as a general matter in the corporate world.
- 02:21:35 Jill Strauss: Have you looked at racism in combination with gender in negotiation, Andrea? Don't we see both?
- 02:25:22 Tzofnat Peleg-Baker: Women are viewed as complex which causes to view them as less assertive. Can you elaborate on it and how can women come across as more assertive & still complex? we now that viewing situation as complex is better for decision making
- 02:27:37 K. Sweetness: socialization is a great word for me. I embrace it
- 02:27:59 Kim Reisch (she/her): While not being well versed in negotiation research, I am wondering about the narrow definition of "successful" negotiation. It seems to be heavily tied to monetary results. This seems an overly simplistic based on my experience as a mediator. Any insight?
- 02:28:07 Maria R. Volpe - NYC: Feel free to raise your electronic hand to ask questions
- 02:28:49 Fran Sabshon: As I believe you alluded to the context in which these skills are measure is an important consideration, one e.g. imposter syndrome although not unique to women, women in high powered environments adversely affect women's ability to actualize those skills.
- 02:29:19 K. Sweetness: propaganda plays an important role in how we exchange with each other. It will be for US to tear down the lies, There is only one race.. it would be human lets embrace this truth

- 02:31:46 Robin Beckhard (she/her) - NYC: I wonder, @Ellyn, if some of those new more aggressive behaviors are also a function of fulfilling cultural expectations of male behavior.
- 02:32:21 Bathabile Mthombeni (she/her): My experience says that, to the extent that Black women are given more leeway to be assertive is, at least in part, because femininity is not generally "expected" from or associated with Black women. I often have been treated as an honorary "man-ette" (to coin a term).
- 02:33:19 K. Sweetness: one thing is for sure no matter what your culture is, all across the world life comes through the Woman. We could benefit from reminding people of this truth.
- 02:34:08 Eileen Kaleel - Thousand Islands: Bathabile, that is interesting. As a non-black woman, I've not seen that as much as a hyper-sexualization of black women. Your view is intriguing to me.
- 02:34:52 Audrey Lee (she/her): This has been an amazing presentation! Thank you Andrea and ACR. Have to leave for another meeting but look forward to catching up on the recording. Thank you!
- 02:35:12 Lizette Colón: I appreciate and can relate to Bathabile's comment, so I hope Prof. Schneider can expand on it.
- 02:36:16 Eileen Kaleel - Thousand Islands: I guess I can see where assertiveness and hyper-sexualization could be seen in the same perspective
- 02:36:45 Dawn Osborne-Adams: I'm very interested in the complexity of race and gender in negotiation and appreciate these additional comments. During the discussion about Black women being given "permission" to be assertive, I found myself wondering about the tightrope between this permission and the trope of the "angry black woman."
- 02:36:55 Beth Fisher-Yoshida (she/her/hers) NJ: Thank you Andrea and everyone - need to attend another meeting
- 02:37:56 Geoff Drucker-Arlington VA: Gotta go. Great presentation. Thanks to Andrea Schneider and all who worked hard to make this happen.
- 02:38:13 Ingrid Scholze - Westchester County, NY: Thank you ACR for organizing and Professor Schneider for a really interesting presentation today. It was very eye-opening and also resonated with a lot of life experience. Thank you!
- 02:38:15 Karen Davis NYC: \
- 02:38:25 Karen Davis NYC: 1qc\
- 02:38:26 Gloriela : Yes, Idil! I can totally understand what you're saying.

02:38:32 Bathabile Mthombeni (she/her): From my perspective, being hyper sexualized and being given a pass on being assertive actually align. We are expected to be sexually assertive/aggressive.

02:38:33 Lizette Colón: So true Idil!!

02:38:43 Suann Ingle: wholeheartedly agree agree and Geoff!

02:38:50 Eileen Kaleel - Thousand Islands: yes Idil! such a tightrope

02:39:04 Suann Ingle: oops, I meant Ingrid ;-)

02:39:49 Moira Osorio: I really wish we could spend all day on this and thank everyone involved for putting this presentation together and for the extremely interesting information shared. Thank you.

02:39:49 Lizette Colón: So glad you talk like that :) Idil !! Use all your toolbox! Good luck in UK!

02:40:00 Bathabile Mthombeni (she/her): What about focusing on normalizing a range of behaviors/habits of expression rather than trying to contort ourselves to meet the (unattainable) expectations of others?

02:40:14 Verlyn Francis - Toronto, Canada: Culture and socialization has so much to contribute to this discussion. I still think of "gender" as a social construct and we have to continuously work against that construct.

02:40:14 Lizette Colón: ^^

02:40:52 Nancy Kramer NYC: Excellent presentation. Thanks. I need to leave now. Nancy Kramer

02:40:57 Lizette Colón: Yes Bathabile: I hope your question is answered. "What about focusing on normalizing a range of behaviors/habits of expression rather than trying to contort ourselves to meet the (unattainable) expectations of others?"

02:41:59 Laura Engelhardt, Chatham, NJ: Transparency is a great tactic to use. Very good idea.

02:42:05 Gail Auster: Thank you for a very interesting presentation. I have to leave for an appointment.

02:42:08 Bathabile Mthombeni (she/her): Dawn - I've just seen your comment. Great point. It can be a pretty thin rope.

02:43:53 Bathabile Mthombeni (she/her): Thank you for saying that, Andrea! One of my pet peeves is when "emotional" is used as a synonym for "sad" or "angry" when "happy" and "satisfied" are also emotional states.

02:44:51 eli uncyk: How does level of preparation influence attitudes towards women?

02:46:36 Bathabile Mthombeni (she/her): It isn't about numbers, it is about power. Numbers and power are not directly correlated at all.

02:47:43 Lizette Colón: So glad you raise that point Bathabile!!!

02:49:38 Eileen Kaleel - Thousand Islands: Fitting in a box works perfectly for those that created the box :(

02:51:02 Bathabile Mthombeni (she/her): Eileen, well put!

02:51:26 Lizette Colón: So true Eileen: "Fitting in a box works perfectly for those that created the box :(

02:52:32 Lizette Colón: Message to all: celebrating and embracing the different ways of communication of all of us ... good starting point

02:53:13 Bathabile Mthombeni (she/her): Yup. You've described the experience of so many of the women in my law firm class.

02:53:50 Robin Beckhard (she/her) - NYC: To Andrea's point, behavioral feedback needs to address not only what not to do but what to actually DO (differently, better).

02:54:39 Bathabile Mthombeni (she/her): Great point, Robin! You put me in mind of a great lesson from NVC - asking for things in the positive.

02:55:45 Robin Beckhard (she/her) - NYC: Exactly, Bathabile.

02:57:21 Gloriela: Love these points, Kim. Thank you.

02:57:29 Dennis McCoy Fairfax VA: The difference is between interest based outcomes and outcomes that address needs.

02:59:28 Claudia Frankel Grosman | Brazil: Great Point. There are lots of things behind the money. The numbers are the "starters" on the Mediation table most of the time

02:59:45 Eileen Kaleel - Thousand Islands: This sounds like an adjustment to how we've viewed success and what it takes to be successful and happy. Definitely have seen this generation changing that discussion

02:59:52 Vivian Anderson: Great presentation. Thank you. Enjoy your day!

03:00:22 Robin Gise - NYC: Thank you for an excellent presentation!

03:01:11 Eileen Kaleel - Thousand Islands: The "How" is exactly the question, Fran! Thank you

03:01:19 Tzofnat Peleg-Baker: Thank you, Andrea, for sharing illuminating knowledge and all for a stimulating conversation

03:02:36 Rinku Kapoor, Roslyn, NY: Really appreciate the questions posed by all the attendees. Thank you to the organizers! Thank you, Andrea! It's wonderful learning from everyone 🙌

03:04:08 Carol szamatowicz: Thank you all for the discussion. Andrea it was meaningful!

03:04:48 Rinku Kapoor, Roslyn, NY: I have one, "For a girl, you're a pretty good soccer player."

03:05:15 Kim Reisch (she/her): Thanks Fran for these points!

03:06:08 Claudia Frankel Grosman | Brazil: Andrea, Thanks for sharing so much and inspire. Great breakfast 🍳

03:06:31 Kim Reisch (she/her): Thanks for this conversation....much more we could talk about!

03:06:56 Almitra | NYC (she/her): Thank you Kathy

03:06:58 Eileen Kaleel - Thousand Islands: I've witnessed the competition among women in business in every place I've worked. On the ladder of success, there's this believe that the only way to be successful is to ensure that there's fewer women at the top, an ONLY the strong/assertive/manly survive. :(

03:07:10 eli uncyk: Is it a reality or misperception that women are more personally competitive than men?

03:08:47 Idil Elveris London-Istanbul: Clickish is the word 😊

03:09:44 Marla Moss, Mediator: Great Program!

03:09:47 Susan Coleman -- Hudson Valley NY: Thank you Andrea, Maria and all

03:09:55 Bathabile Mthombeni (she/her): Thank you so much, Andrea!

03:09:58 Robin Beckhard (she/her) - NYC:And yet... in my own corporate career (40 years), I did not experience the female competitiveness (woman v woman) that Kathy and others have talked about.

03:09:59 Eileen Kaleel - Thousand Islands: Thank you Andrea.

03:10:00 margo cates, nyc: Excellent presentation. So much to consider. thank you.