

ACR-GNY Roundtable Breakfast | August 5, 2021

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

- 01:17:46 Niki Borofsky | JAMS, NYC: Welcome to everyone!
- 01:18:08 Niki Borofsky | JAMS, NYC: This is the 240th Roundtable Breakfast.
- 01:18:14 Niki Borofsky | JAMS, NYC: This meeting is being recorded, and the video and public chat transcript will be available by next week on the ACR-GNY website at: <https://acrghny.org/RTB-Videos>
- 01:21:10 Niki Borofsky | JAMS, NYC: We have enabled the "Live Transcript" functionality for this meeting. Check it out by clicking on the "cc" button and selecting subtitles or full transcript.
- 01:21:23 Jess Kent: @Rhetta Barron: I would like to learn more about your work. My email is JKent@lkorn-law.com
- 01:21:46 Niki Borofsky | JAMS, NYC: Welcome to Gary Friedman!
<https://understandinginconflict.org/our-teachers/gary-friedman/>
- 01:24:24 Hyacinth Charles Brooklyn NY: Groups of human beings, all, seem to have this 'need' to make themselves feel superior to others . . .!! When I lived in Nigeria and experienced tribalism, racism in America seemed trivial . . .
- 01:25:00 Joy Rosenthal - Woods Hole, MA: Hooray for failed attempts!
- 01:25:22 Joy Rosenthal - Woods Hole, MA: Good trouble!
- 01:25:45 Niki Borofsky | JAMS, NYC: Please be interactive! And remember...this is being recorded 😊
- 01:26:54 Niki Borofsky | JAMS, NYC: Gary will take your questions as he goes along... so feel free to post in the chat!
- 01:29:55 Jess Kent: My Q for Gary is: as a candidate looking back, what would have helped you succeed in mediating controversial issues in a public space instead of a private session...how does the environment affect the process? (I am involved in a virtual (Zoom) interactive lecture about being a POLITICAL MEDIATOR on the campaign trail on October 6 during lunch hour EST. If you or your mentees are interested in attending, please contact me at jkent@lkorn-law.com and I'm happy to add anyone to the list!)

- 01:30:26 Niki Borofsky | JAMS, NYC: Welcome to everyone joining a little late... We encourage all attendees to keep your video feeds on and post any questions you have in the chat.
- 01:31:34 Dr, Gerorge Onuorah NYC: I just ran for NYC Council June 22, 2021 and unfortunately lost. By the way it was my first time. I only raised very little money and went against an entrenched incumbent. Although, still dejected, but still many people are encouraging me to run again and not give up. What suggestion will you offer me. Thanks Gary !
- 01:33:54 Niki Borofsky | JAMS, NYC: Amanda Ripley's High Conflict | <https://www.amandaripley.com/high-conflict>
- 01:35:20 Jess Kent: @ Niki: Where will these slides be available
- 01:36:52 Harvey Newman West Palm Beach, FL: The 2 types of power - power to and power over.
- 01:37:29 Niki Borofsky | JAMS, NYC: @Jess Kent, the recording of the talk will definitely be available. We will check in with Gary to see if he can share them as a follow-up resource.
- 01:37:40 Joy Rosenthal - Woods Hole, MA: Jess, Gary describes all of this in his book, Inside Out with Jack Himmelstein.
- 01:38:09 Joy Rosenthal - Woods Hole, MA: (I mean he describes the Understanding Model (not the part about what happened when he ran for office)
- 01:39:52 Dennis McCoy Mediator: “. . .An element of conflict in any discussion is a good thing. It means that everyone is taking part and no one is left out. . . Elwood P. Dowd
- 01:40:54 Niki Borofsky | JAMS, NYC: @Joy Rosenthal thank you for the book plug! Links to Inside Out and other books can be found here: <https://understandinginconflict.org/resources/books/>
- 01:41:40 Joy Rosenthal - Woods Hole, MA: I'm feeling a little anxious now ... we're all in trouble with you, Gary!
- 01:41:42 Helen "Miss Higgi" Higginbotham - NJ: That's powerful what your wife said, AND that you heard her!!! Good for both of you!!!
- 01:45:59 Mark Kleiman: You are very courageous to explore publicly a somewhat embarrassing circumstances. But your impulse as a teacher obviously overcame that and you are to be commended. These are important insights in this time of polarization.
- 01:46:08 Jess Kent: How do mediators induce humility, or at least encourage it?

- 01:46:27 Claudia Maffettone: I do not think Gary should be too hard on himself, as a mediator, for getting so involved in the conflict the way he did. The moment he run and won, he became a party to 'the conflict' and it was impossible to stay neutral, despite his best self and skills. Running changed his role in the context, he could not possibly be a neutral party any more!
- 01:46:40 Pratāp Rughani, London: Inspiring...
- 01:48:12 Niki Borofsky | JAMS, NYC: More about the "Loop of Understanding" | <https://understandinginconflict.org/the-loop-of-understanding/>
- 01:48:41 Mark Kleiman: Humility is modelled while understanding is a pathway to acknowledging others. The deeper you elicit values and principles related to their positions the closer they come to humility.
- 01:49:32 Helen "Miss Higgi" Higginbotham - NJ: REMINDER: Watch the video below and join me today for a Community Conversation on Race
When: Aug 5, 2021 07:00 PM EST
ALL ARE WELCOME! Register in advance for this meeting:
https://us02web.zoom.us/meeting/register/tZwucOqsrijtEtzaPDA-1T1LG84swsT_Kghr
- Meeting ID: 883 7340 3788
Passcode: Race Whitewashed: Unmasking the World of Whiteness
https://www.youtube.com/watch?v=rdaF_h06YX4
- 01:50:58 Joy Rosenthal - Woods Hole, MA: How did you go from “aggressing” and “defending” to being so introspective and to acknowledge what you could change in yourself?
- 01:51:44 Robin Beckhard (she/her) - NYC: So are you saying that you should have let go of your change agenda, which is what got you running in the first place?
- 01:53:47 Jess Kent: Here is the book Harvey is describing:
<https://www.amazon.com/Whole-Brain-Living-Anatomy-Characters/dp/1401961983>
- 01:54:29 Jonathan Golden: thanks. i must scoot, but also wanted to say "hello Gary "
- 01:54:42 Lou Rigali oakland CA: Gary what would you do differently if you run again
- 01:54:56 Rhetta Barron: Couldn't agree with more. Mediation, politics and life in general is inner as well as outer work.
- 01:55:45 Harvey Newman West Palm Beach, FL: It's structural.

01:59:02 Harvey Newman West Palm Beach, FL: Is group size a factor we have not considered?

02:00:14 Mich Thompson NYC: Love your humility

02:00:39 Paula Pace: There's a fine line between honoring our principles and manipulation — Something we always need to be aware of as mediators. Gary did you recognize any of the manipulative tendencies that showed up in your political quest, in your mediation work?

02:01:57 Pratāp Rughani, London: Pure gold...

02:01:58 Robin Beckhard (she/her) - NYC: That's true, Gary -- I feel like the more I learn, the more I realize I don't know and still need to learn.

02:02:09 Chuck Newman - NYC: Maybe Gary means he knows how little he knows compared to what is knowable, rather than that he knows less now.

02:02:10 Mich Thompson NYC: I agree, and it's hard on a mediator being surrounded by a group of many where they have not been heard individually inside a group. Then you show up in the midst of that can become quite chaotic

02:02:11 Harvey Newman West Palm Beach, FL: Vulnerability is strength

02:02:17 Claudia Maffettone: Thank you Gary, this is so powerful

02:03:02 Mich Thompson NYC: I got from it that he isn't into being idolized

02:03:10 Joy Rosenthal - Woods Hole, MA: Agreed, Claudia — SO powerful! How often do you hear someone be so vulnerable in public!!!???

02:03:30 julia morales NJ: Thank you for allowing us to consider sharing our vulnerability with others and in mediation. Thanks!

02:03:40 Richard Sussman: Essential to acknowledge vulnerability to group one is with. Exponential Empowerment

02:03:42 William Sparks: I think in ADR, as in life, a more comprehensive and accurate term is humility, not vulnerability. Will

02:03:49 Claudia Maffettone: Yes, and honestly, in the current climate, it would be great if we saw more honesty and vulnerability

02:04:47 Kayla Hellal (she / her): There's a link for the book Gary mentioned, Inside Out, available here: <https://understandinginconflict.org/inside-out-scpi/>.

02:04:52 Almitra, NYC (she/her): Vulnerability is the best currency

02:04:53 Mich Thompson NYC: It creates others to be and feel safe to come from an authentic self as humans behavior we feed off each others connection

02:06:24 Harvey Newman West Palm Beach, FL: Fear

Anger

Love

Sadness

Enjoyment

Judgement

A great acronym from Dr. Sue Morter "The Energy Codes"

02:06:57 Almitra, NYC (she/her): Always about me, smdh, thank you for that

02:07:31 Mark Kleiman: Lessons we need to learn are the messages of discomfort. The body never lies.

02:08:49 Mich Thompson NYC: Being a trauma survivor sometimes the body can be misleading lol

02:09:55 David Thaler: It seems there are several commonalities between the Understanding and Transformative models of mediation Gary's self-analysis and reflection, leading to openness to the other person's humanity and perspectives, demonstrates that.

02:10:30 Niki Borofsky | JAMS, NYC: Politico article "'I Got Obama'd'" | <https://www.politico.com/news/magazine/2021/05/01/conflict-resolution-politics-amanda-ripley-excerpt-484786>

02:10:33 Lou Rigali oakland CA: In our domination culture, our default response when when we feel attacked is to compete or dominate, Our other natural trait of nurturing is not brought forth.

02:10:40 Julie Denny: sunita you are next!

02:10:55 Chuck Newman - NYC: @David: There are some similarities, but they're different.

02:13:17 Fredlee kaplan: that point about process is truly grounding because it is challenging to lead people to think about process and not only content!!

- 02:14:28 David Thaler: Agreed, Chuck. What Gary described is akin to empowerment and recognition, but you are correct that they are not the same. The active listening technique of reflection (Transformative) is purely for the speaker and has no goal other than to help the speaker transform, while looping (Understanding) has, of course, the goal of increasing the understanding of the mediator and, more importantly, that of the other party.
- 02:15:47 Gizem Alper: Having everyone's voice heard and making them feel that it is heard... mediation comes into place tehre
- 02:15:57 Tamika Shiver NYC: How do you engage the "people" and change the habit of inaction?
- 02:16:14 Viviane Topp: I saw the hearing the discussion how to change representatives process. It was fascinating.
- 02:16:21 Gizem Alper: inaction again I think stems from feeling that they are not heard
- 02:17:00 Robin Beckhard (she/her) - NYC:It's hard work even in the smallest community = our own families. We know not to demonize, to listen for understanding, to show empathy... and then we fall into decades-long patterns and lose control.
- 02:17:20 Richard Sussman: For people who are reluctant to speak in group meeting, it's an important part of our job convey that their inclusion is important and actually helpful.
- 02:17:37 Viviane Topp: My son refuses to take the vaccine. What is the resolution ??either you take it or you don't take the vaccine. What is there to understand?????
- 02:17:44 Mark Kleiman: The core of the mediation approach that I developed was to honor and elicit the meaning and values that underlie the issues. It requires a humility by the mediator or facilitator. It is also disarming.
- 02:17:45 Hyacinth Charles Brooklyn NY: the discourses of politics and mediation are radically diverse: its my take away
- 02:18:09 Sunita Kumar: Thank you so much
- 02:18:30 Harvey Newman West Palm Beach, FL: Are we not recognizing enough the affects of trauma and generational trauma?
- 02:19:13 John Lande: You might be interested in this blog post I wrote - ADR's Place in Navigating a Polarized Era - <http://indisputably.org/2021/02/adrs-place-in-navigating-a-polarized-era/>
- 02:20:31 Karen Tibbals NJ: Here's one attempt I made at trying to address vaccine hesitancy (this was written in Feb.) <https://fracturedrelationships.substack.com/p/can-we-convince-people-to-take-a-e2f>

- 02:21:52 Viviane Topp: How can you understand the other side = different planet? different facts? How can I accept that my won't take the vaccine? There is no middle ground. My son and I decided that to agree to disagree. But there is no understanding - just agreement to accept the differences.
- 02:21:57 Chuck Newman - NYC: This blends conflict resolution, leadership, politics, governance. I keep thinking of something Simeon Baum teaches about mediation, from the Tao te Ching: The leader leads by not leading.
- 02:22:06 Mich Thompson NYC: They may not know importance and framing is necessary
- 02:22:09 Almitra, NYC (she/her): People show up for what feels important to them or when they feel needed
- 02:24:24 Michael Cassandra: Thank you Gary for this talk. We elect our politicians and give them authority and power. It seems that you were struggling with balancing your desire to give the people power and how much power to exert yourself.
- 02:24:57 michelle exline minovi: I wonder if we should have more compassion for the politician's work and how hard it is?
- 02:26:22 Niki Borofsky | JAMS, NYC: More on Carl Rogers Unconditional Positive Regard | https://en.wikipedia.org/wiki/Unconditional_positive_regard
- 02:27:24 Joy Rosenthal - Woods Hole, MA: There's a movie on Netflix now called Best of Enemies that shows a wonderful mediation among groups - KKK and Black activists in Durham NC around integration...
- 02:28:21 Niki Borofsky | JAMS, NYC: The Best of Enemies | Netflix | <https://www.netflix.com/title/81038216>
- 02:28:33 Fredlee kaplan: Others want to share when they feel safe - the challenge for us is how to enable others to feel safe with us and we feel in touch with ourselves. When I work with large groups, it often helpful to create smaller groups within the larger one to brainstorm ideas for solution and ideas for attitude change. then have groups feedback. it takes time for groups to feel safe with each other
- 02:29:09 Hyacinth Charles Brooklyn NY: i worked so hard to elect Biden because I also trust him to make good decisions on my behalf.
- 02:33:46 Frances Calafiore: Thanks so very much!
- 02:35:49 Carol Hertz: What an open, honest Mr.
- 02:37:37 Chuck Newman - NYC: This is similar to Reflective Practice. Google Michael Lang.
- 02:37:44 Prathamesh D Popat: Gr8 session!

02:40:38 Chuck Newman - NYC: We've got 7 minutes and more questioners. Pls ask as compactly as you can.

02:42:32 Joy Rosenthal - Woods Hole, MA: "I've become much more likable since I failed" !! :)

02:42:37 David Thaler: "I've become much more likable since I failed." Great quote! I'm stealing it, Gary!

02:44:33 Joy Rosenthal - Woods Hole, MA: David, you have to fail at something first! Ha ha

02:45:49 Harvey Newman West Palm Beach, FL: I like the concept of facilitator.

02:46:02 Joy Rosenthal - Woods Hole, MA: The leader's role is to support the group and to make sure they have the tools/information they need to make the decisions they need to make. It's a support role.

02:46:54 Niki Borofsky | JAMS, NYC: ...hence our robust usage of the chat :)

02:47:00 Mich Thompson NYC: Don't feel safe to speak that can cause that

02:48:11 Richard Sussman: "Facilitator" and rotating facilitators is a way to address the "Chair" paradigm.

02:48:17 Helen "Miss Higgi" Higginbotham - NJ: What time is it in Switzerland?

02:48:30 Harvey Newman West Palm Beach, FL: Moving from problem solving to creation.

02:48:35 Helen "Miss Higgi" Higginbotham - NJ: What is the diversity in Switzerland?

02:48:53 Carol Hertz: What an open, honest, interactive presentation, Mr. Friedman. Your experience gave the audience so much food for thought about the importance of a mediator's inner reflection in our role as mediators and the possible conflicts of our needs for what we believe is our agenda versus the autonomy of the other mediation participants. Whether in politics or in any mediation, ego of a mediator has to be set aside for the mediation process to take its course. Thank you so much for the wealth of knowledge you provided in the hour and half.

02:49:28 Mich Thompson NYC: Okay thank you for this session it's been open and real

02:50:14 Harvey Newman West Palm Beach, FL: "You're Not Broken" by Christopher Duncan deals with moving from problem solving structure to creation structure.

02:51:35 Viviane Topp: I guess being brief is challenging!!!!

02:52:12 Imma Armadans: That's a wonderful sesión! Thanks so much!!

02:53:11 Niki Borofsky | JAMS, NYC: A reminder that we will share a transcript of the public chat along with the recording. If you have any questions you'd like to get "on the record" (but not immediately answered).

02:53:40 Chuck Newman - NYC: The only thing better than winning at trial is winning a case you should have lost!

02:53:58 Karen Tibbals NJ: Servant leadership

02:54:53 Niki Borofsky | JAMS, NYC: Peter Coleman | <https://www.thewayoutofpolarization.com/>

02:55:35 Niki Borofsky | JAMS, NYC: (Peter was our June 2021 Roundtable Speaker!)

02:55:53 Niki Borofsky | JAMS, NYC: <https://youtu.be/v88zAHFHEzI>

02:56:09 Amy Carron Day: Thank you Gary! Just excellent, and wonderful discussion. And I'm really enjoying reading High Conflict as well!

02:56:58 Niki Borofsky | JAMS, NYC: Just a note, since many people have to hop to other commitments. The recording of this talk will be available by next week on the ACR-GNY website at: <https://acrigny.org/RTB-Videos>

02:57:29 Niki Borofsky | JAMS, NYC: And, check out Gary's upcoming training session | Working Creatively with Conflict | Details + Registration: <https://understandinginconflict.org/event/mit-online-oct21/>

02:57:42 Helen "Miss Higgi" Higginbotham - NJ: REMINDER: Watch the video below and join me TONIGHT for a Community Conversation on Race Aug 5, 2021 07:00 PM EST
ALL ARE WELCOME! Register in advance for this meeting:
https://us02web.zoom.us/meeting/register/tZwucOqsrijtEtzaPDA-1T1LG84sWsT_Kghr
Meeting ID: 883 7340 3788
Passcode: Race Whitewashed: Unmasking the World of Whiteness
https://www.youtube.com/watch?v=rdaF_h06YX4 Have a Terrific Thursday! Thank you Maris for another great session!!!

02:58:05 Mark Kleiman: Need to be a facilitator or bring one in to have the agenda of issues discussed.

03:00:11 Harvey Newman West Palm Beach, FL: Apathy turning to anomie.

03:05:44 Harvey Newman West Palm Beach, FL: Not possible death - probable death.

03:06:09 Niki Borofsky | JAMS, NYC: Need more Gary Friedman? Check out his upcoming online training sessions: Working Creatively with Conflict | Details + Registration: <https://understandinginconflict.org/event/mit-online-oct21/>

03:06:17 Joy Rosenthal - Woods Hole, MA: THANK YOU!!

03:06:28 Niki Borofsky | JAMS, NYC: Thank you to everyone for participating!

03:06:42 Almitra, NYC (she/her): Thank you

03:06:48 Kayla Hellal (she / her): Our online training: <http://understandinginconflict.org/event/mit-online-oct21/>

03:06:53 Fredlee kaplan:thank you so much Gary for your knowledge and compassion

03:06:54 Don Greenstein, Brandeis, Boston (he/him): Ty Gary for your heart and bravery and willingness to help us all look at ourselves and learn from each other.

03:07:01 Kayla Hellal (she / her): West Coast training: <https://understandinginconflict.org/event/mit-wc-nov-2021/>