

ACR-GNY Roundtable Breakfast | January 7, 2021

ZOOM MEETING CHAT TRANSCRIPT

- 01:08:49 Sara Kula, Westchester: Wow. That's impressive. Congratulations!
- 01:09:45 Pierre de Ravel d'Esclapon: Best wishes to all for a 2021 with less agita than 2020
- 01:10:46 Mike Lampert- NYC: agita is a French word?
- 01:11:08 Alex Carter (Maplewood, NJ): I thought it was Italian (as someone with an Italian grandmother who told me I gave her agita)
- 01:11:09 Adria Gulizia - NJ: Italiano!
- 01:11:38 Mike Lampert- NYC: Teasing Pierre
- 01:11:58 Pierre de Ravel d'Esclapon: latin per OED
- 01:12:23 Orit Asnin, Israel: Thank you Maria and all conveners- It is a pleasure to join the virtual breakfast meeting once again.
- 01:12:44 Glen Parker - NYC: Join us in voting in Niki Borofsky as President-Elect of ACR-GNY!
- 01:12:48 Hyacinth NYC: please tell us what membership entails
- 01:13:00 Niki Borofsky - NYC & NH: ACR-GNY Annual Members Meeting & Elections  
Thursday, January 14, 2021 - 6:00 PM - 7:30 PM (Live on Zoom)  
Register here: <https://acrigny.org/sys/website/system-pages/?pageId=1862936>  
Not yet a member? Join us: <https://acrigny.org/sys/website/?pageId=1862945>
- 01:13:43 Donna Jackson-Mt. Vernon, NY (she/her): This is my first breakfast. I'm involved in my community of Mount Vernon, NY, and looking forward to learning more about conflict resolution and mediation through this group.
- 01:15:13 Niki Borofsky - NYC & NH: Our speaker Alex Carter's book: Ask For More | <https://alexcarterasks.com/>
- 01:17:05 Gill Mansfield (Mediator): See you on Thursday @niki. Looking forward to seeing you voted in as President-Elect (hopefully the ACR-GNY transition of power will be less turbulent...)
- 01:17:18 Robin Beckhard - NYC: So much lemonade to make...
- 01:18:12 Cris Houston: Hello from Waco, Texas! I am glad to be here with you. Peace is needed in our nation. This is a great place to be in this very time in our nation's history.
- 01:19:03 Niki Borofsky - NYC & NH: We encourage you to use CHAT as a way to engage!
- 01:19:05 Ilan Bass 白義蘭 - Italy: The Mediation Clinic at the University of Strathclyde in Scotland is organising the UK's first conference on mediation clinics. If anyone is interested to join, you can find more information here: <https://www.linkedin.com/feed/update/urn:li:activity:6752244554742738944/>

01:20:30 Niki Borofsky - NYC & NH: During the presentation we'll keep everyone muted to maintain sound quality, but feel free to unmute yourselves to respond to Alex.

01:21:38 Niki Borofsky - NYC & NH: Get ready to engage!

01:21:46 DK, Brooklyn (she/her): Navigating the terrain

01:21:49 Kira Nurieli: Mapping out options

01:21:49 G Warner Williams: Creative solutions...unexpected

01:21:51 Nick White: Options

01:21:52 Donna Jackson-Mt. Vernon, NY (she/her): I love kayaking - navigating!

01:21:54 Donna Buehler Long Island: Navigating challenging territory

01:21:56 Gill Mansfield (London): exploring what lies beneath

01:21:59 Eileen (EP Bradley Coaching), Berlin: exploring the unknown

01:21:59 Donya Gordon - Alabama: do I go left or right

01:22:00 Sara Kula, Westchester: Light at the end of the tunnel

01:22:02 Rose-Anne Moore, Stamford CT USA: Negotiating a difficult route

01:22:04 Robin Beckhard - NYC: Seeing the light

01:22:04 Mary Lynn Fiske- NYC: trying to figure something without knowing what's ahead

01:22:05 Gail Shapiro NYC: Its a journey

01:22:06 Ed Donovan, NYC: Navigating narrow paths

01:22:07 Michael Willis NYC: Stop and think

01:22:07 Louis Cohen-Florida: Focus on what is in front of you

01:22:08 Cheryl Prewitt: Pay attention

01:22:08 Jillian Menna: don't wind up in the water!

01:22:10 Julie Kowitz Margolies, NYC: steering toward openings

01:22:11 Don Greenstein (he/him), Brandeis Univ. MA: Stay in touch with where you are in the moment

01:22:11 Caroline Van Zandt: going on a journey

01:22:12 Theresa Aydelott, Freeport, NY: Choices

01:22:15 Linda High / NYC: Calm before the storm

01:22:16 John T O'Malley Hudson Valley DR: Light shows possible opening that I cant see right now

01:22:16 Nick White: Looking forward

01:22:19 eileenbrownell: Stay in the moment for action

01:22:24 Gail Wright Sirmans: Into the unknown

01:22:25 Mohammed Amin - New York City: figuring out which routes or options to take to the destination?

01:22:25 Prof Fisher: illuminating new opportunities

01:22:26 Archana Medhekar, Toronto: staying afloat while navigating

01:22:27 Michelle Sutton - New York: Requires flexibility and awareness to adjust to achieve goal

01:22:28 Donald Kravet - Larchmont, NY: Surfacing your views to the open

01:22:29 Kenneth Bayne - Investigator NYS Div Human Rights: Not crashing and sinking

01:22:31 Ilan Bass 白義蘭 - Italy: Making space

01:22:31 O Gigliotti: great depiction! ins and outs of a conversation and staying open to possibility

01:22:32 Rita Callahan: Curiosity

01:22:33 Ksenia Miliutinskaia: preparation

01:22:35 Tamika Shiver-Brooklyn, NY: Options

01:22:35 Orit Asnin, Israel: Deciding which direction to take in every junction

01:22:37 Gail Shapiro NYC: Know how to do it / where to go - then fear diminishes

01:22:37 Crystal Thorpe: Paying attention to the flow

01:22:51 David M. Brodsky, Wainscott, NY: What's around those corners?

01:22:52 Stacey Myers: into the open

01:23:18 Nic Rigby, London: Navigating/ avoiding yep but also managing the forces is there a rip tide round the corner?

01:23:50 Ellyn Rabinowitz - Nyack, NY: Finding the right space to navigate too (triangle ahead).

01:25:50 Harvey Newman - Fla: since you are mentioning steering, are you aware of trim tab?

01:27:22 Elizabeth Larsen (Gettysburg PA - usually NYC): And I was picturing the placid Wallkill River when I first heard the metaphor!

01:27:47 Lauren Jones, NYC: coming in as a cat 4. awesome analogy!!

01:29:26 rebecca: Hello. Question: Will these slides be forwarded to participants ?

01:29:42 rebecca: Great, Thank you!

01:29:54 Elizabeth Larsen (Gettysburg PA - usually NYC): "Questions elicit answers in their likeness." - Krista Tippett

01:29:55 Ksenia Miliutinskaia: If I am in a junior role, and I negotiate with questions at work, I do achieve my goal in terms of the result, but I don't get credit for the result

01:30:48 Ksenia Miliutinskaia: thank you!

01:30:58 Niki Borofsky - NYC & NH: We will be posting the recording of this meeting, Alex's slides and our public chat transcript on the ACR-GNY website here: <https://acrgny.org/RTB-Videos>

01:31:43 Harvey Newman - Fla: we had a wonderful presentation many years ago at our breakfast from appreciative inquiry.

01:37:01 Harvey Newman - Fla: have you considered reframing "problem" to "challenge"?

01:38:09 Niki Borofsky - NYC & NH: @Harvey: we often call "problems" "opportunities" - reframing at work...

01:39:28 Cris Houston: Here! Here! That is my problem. That is the problem that my people have in America.

01:39:48 Cris Houston: 2 different views on the problem. So true!

01:40:06 Cris Houston: Thank you, Alex!

01:41:56 Nic Rigby, London: It is also how have I handled this "incorrectly" in the past!

01:42:37 Ilan Bass 白義蘭 - Italy: Is this called emotional anchoring? I have used this in my mediations to great effect


01:44:08 Theresa Aydelott, Freeport, NY: yes

01:44:13 Cris Houston: MEEEEEE!

01:44:15 Cheryl Prewitt: yes

01:44:16 Halley Anolik: 1000000%

01:44:17 Rachel Gupta - NYC: Yes!

01:44:20 Lauren Jones, NYC: 

01:44:40 Leslie Nydick: yes!

01:45:16 Wendy's iPad: all of the yeses are from women!

01:45:20 Niki Borofsky - NYC & NH: Treating myself like an important client! A breakthrough moment.

01:45:26 Gail Shapiro NYC: Not as emotional when it is for another person - emotions can get in the way

01:45:31 Cris Houston: I saw that.

01:45:33 Glen Parker - NYC: Me too!

01:45:34 Harvey Newman - Fla: Their is great science a la "The Energy Codes" that can change the entire perspective in negotiation.

01:47:14 Cris Houston: Yes. This is cultural. Black Americans are sometimes hesitant to negotiate for themselves at times due to the caste system and racism in America. Interesting point on cultural impact.

01:48:15 Cris Houston: Tightrope indeed! Yes! Don't make trouble!

01:48:49 Robin Beckhard - NYC: Awesome! What did you enjoy most about it?

01:48:53 Elizabeth Larsen (Gettysburg PA - usually NYC): Tell me about your vacation? How did your daughter like it?

01:48:55 Prof Fisher: thank you for addressing our racial/cultural experiences!

01:48:56 joseph siegel: Tell us more about your vacation?

01:48:57 eileenbrownell: What was your most exciting experience?

01:48:58 Sara Kula, Westchester: Tell me about your vacation

01:48:59 Julie Kowitz Margolies, NYC: Tell me about your vacation

01:49:05 Theresa Aydelott, Freeport, NY: What was your favorite food

01:49:06 Amy Ellenbogen: Tell us about your vacation.

01:49:07 Gail Shapiro NYC: How did you stay covid safe?

01:49:08 Cris Houston: I'm excited to learn more about your vacation. What were the highlights? Can you share pictures please?

01:49:11 Donna Buehler Long Island: Tell me how you felt about going on vacation?

01:49:14 Jonathan Blank : Did you go to the place you wanted to go?

01:49:15 Cheryl Prewitt: Where did you go?

01:49:18 Donya Gordon - Alabama: why was that destination chosen

01:49:20 Theresa Aydelott, Freeport, NY: yess

01:49:22 Harvey Newman - Fla: where did you go and why?

01:49:23 Orit Asnin, Israel: When parties agree on past successful/unsuccessful moments, the rest of the conversation is based on those common grounds.

01:49:24 Donna Jackson-Mt. Vernon, NY (she/her): If you could go back, what would you do that you didn't get a chance to do?

01:49:33 rebecca: What were some of the activities you did together with your Family?

01:49:33 Melissa Segal: Tell me about your vacation.

01:49:39 Almitra Gasper (she/her): What made you choose to go there?

01:49:40 John Green: did you find yourself negotiating

01:49:46 Julie Kowitz Margolies, NYC: Tell me more about your vacation

01:50:05 rebecca: How did you feel and what was important for you in the trip?

01:50:05 Marty Izaak-NYC: would you recommend I go there

01:50:07 Tamika Shiver-Brooklyn, NY: Did your family enjoy the trip?

01:50:08 Donald Kravet - Larchmont, NY: Did your vacation live up to your expectations? Why or why not?

01:50:11 Julie Denny Princeton, NJ: Did you meet any new people?

01:50:19 Theresa Aydelott, Freeport, NY: How did this compare to Hawaii

01:50:28 Felicitas Kort NYC: ...some people do not want to be asked questions..

01:50:48 Frances Calafiore: How lovely -tell me about your family vacation.

01:51:16 Theresa Aydelott, Freeport, NY: Sorry to hear that

01:51:19 Robin Beckhard - NYC: (Alex, I'm so sorry about your dad.)

01:51:26 Adria Gulizia - NJ: I'm so sorry about your dad

01:51:27 Hope Winthrop: did it accomplish what you hoped?

01:51:50 Cris Houston: I am so sorry, Alex.

01:52:02 Cris Houston: Yay! He is a fighter!

01:52:15 Tamika Shiver-Brooklyn, NY: Awesome!!

01:52:16 Gail Shapiro NYC: So sorry to hear about your dad's diagnosis. So great he survived.

01:52:17 Cris Houston: 🤔🤔🤔🍷🍷🍷🍷🍷

01:52:22 Theresa Aydelott, Freeport, NY: Sweet

01:52:24 Robin Beckhard - NYC: Oh my god. Thank you, Alex.

01:52:32 Robin Beckhard - NYC: GO DAD!!!!!!!

01:52:34 Theresa Aydelott, Freeport, NY: Yes, thank God

01:52:37 Eileen (EP Bradley Coaching), Berlin: Very uplifting story!

01:52:39 Cris Houston: He is strong!

01:52:39 Julie Kowitz Margolies, NYC: Amazing

01:52:39 Elizabeth Larsen (Gettysburg PA - usually NYC): The open question elicited so much more emotion and context

01:52:41 Donna Jackson-Mt. Vernon, NY (she/her): what a wonderful story! so glad to hear he is well

01:52:42 Sara Kula, Westchester: Tough dad!

01:52:46 Lisa Courtney, NYC: How amazing, Alex. BIG hugs. Love how he is showing up

01:52:47 eileenbrownell: A real fighter

01:52:47 Cris Houston: 🍷

01:52:52 Ilan Bass 白義蘭 - Italy: So glad he got through Covid and you were able to go on holiday together

01:53:08 Cheryl Prewitt: So glad to hear that you were able to have that opportunity to spend just a little more time with him.

01:53:22 Sheryl Sastow, Long Island, NY: Wow! Simply amazing

01:53:49 Astrid: Strength runs in the family!

01:54:01 Donna Buehler Long Island: If we're being judgmental, we assume that going on vacation is always a positive experience.

01:54:02 Bob Hauser - ROC: (An old adage) What you see depends mostly on what you're looking for...

01:54:12 Nic Rigby, London: well made point - how often do we ask about peoples holidays etc but don't listen out for the reality

01:54:20 Elyn Rabinowitz - Nyack, NY: That sounds like a gift, as hard as it is. Can relate - my father-inlaw survived a "death diagnosis" for 3 years! Good you could see him. Good points.

01:54:22 rebecca: What was the question asked ?

01:54:23 Harvey Newman - Fla: Thank God my wife in hospice is rallying since I entered her into hospice over 6 months ago. She is 94 and has advanced dementia.

01:55:48 Theresa Aydelott, Freeport, NY: Harry, She too is a fighter.

01:56:01 Rod T ....Detroit: What role do you play in building your family cohesiveness?

01:56:57 Cris Houston: Uh oh. I'm scared to listen.

01:57:14 Cris Houston: H\$@% NOOOO! That is the answer.

01:57:48 Cris Houston: 👍

01:58:56 Elizabeth Larsen (Gettysburg PA - usually NYC): How do you ask an open ended question in this context that isn't burdensome, meaning the person feels the weight of needing to craft a considered, thorough answer. Maybe - no pressure to respond, come back to us if and when you want to?

01:59:04 Tamika Shiver-Brooklyn, NY: lol

01:59:26 Orit Asnin, Israel: The questions we ask ourselves and others, are like using the paddles of the kayak. Each question takes us to a new territory navigating us to a new zone of the scope of the conflict..

02:00:22 Cris Houston: Thank you. So informative! Happy New Year!

02:00:39 Ilan Bass 白義蘭 - Italy: Orit - I love that metaphor

02:01:21 Astrid: Can you maybe run for president one day? : )

02:01:41 Cris Houston: I am so sorry, Harvey. 🙏🙏🙏🥹🥹🥹

02:03:26 John Green: How do you teach student how to listen to the answers to that question?

02:04:46 Robin Beckhard - NYC: You rock, Alex. That's a great story.

02:04:47 Donna Jackson-Mt. Vernon, NY (she/her): that's amazing!

02:05:29 Adria Gulizia - NJ: That is absolutely amazing. Wow. Way to transcend the limits of the "possible"!

02:05:46 Daphne Chen Matthews: Hi Adria!

02:05:57 John Green: write a book on listening

02:06:05 Daphne Chen Matthews: Also...this is an amazing presentation

02:08:12 Kenneth Bayne - Investigator NYS Div Human Rights: gaining trust is the biggest struggle in my job. Instead of using the force of my personality these questions I have learned today will go a long way, Thank you.

02:08:45 John Green: yes. you few sentences on listen are spot on like all of this.

02:08:58 Ilan Bass 白義蘭 - Italy: So true. An agreement won't last unless it has been led by the people it will affect.

02:10:32 Sheryl Sastow, Long Island, NY: This is one of the best presentations I've listened to in a long time.

02:10:48 Rachel Gupta - NYC: I second Sheryl's sentiment!

02:11:12 Cris Houston: Agreed!



02:11:18 Amy Ellenbogen: Comment on the “tell me” question when asked as by a white person to a POC. This is requiring the POC to educate and share emotional labor, especially when asked by a person with power above them. What are other ways we can get to this answer?

02:11:29 Harvey Newman - Fla: It’s only been 100 years or so since women stoped being perceived as chattel.

02:11:35 Eileen (EP Bradley Coaching), Berlin: I agree - best advice and inspiration I have heard in awhile. We need to lift each other up and “I” need to take responsibility too!

02:12:13 Cris Houston: Wow! Claim credit! 👍

02:12:15 Elizabeth Larsen (Gettysburg PA - usually NYC): Yes. Amy’s comment is a follow-up to my question about not making this question burdensome.

02:12:50 Cris Houston: 🙌

02:13:27 Gail Wright Sirmans: Using the I moves us away from a strength in the us. Some male behaviors need not be imitated, yes?

02:13:29 Cris Houston: Amy and Ellen.... this is exhausting also.

02:15:13 Theresa Aydelott, Freeport, NY: Yes, I understand.

02:15:20 Kira Nurieli: What a shocking example/reframe. Thank you for this example of embracing “expertise”! Sounds like the equal & opposite idea to “imposter syndrome”.

02:16:36 Cris Houston: Wow! Women are experts, too!

02:16:42 Cris Houston: 🙌

02:16:43 Ivette DeLaCruz, NJ: You are a force of nature, a force for good. thank you!

02:16:45 John T O'Malley Hudson Valley DRC: No wonder that white people cant understand POC in interactions, from negotiations, to conflict...

02:17:07 Tania Ochoteco: Thank you Professor Carter

02:17:09 Cris Houston: 😊

02:17:15 Harvey Newman - Fla: Brava

02:17:19 Ron Vero -Albany: great presentation - thank you.

02:17:23 Cris Houston: Thanks, Prof. Carter!

02:17:25 Prof Fisher: very powerful

02:17:28 Noelia Fernandez -NYC: Thank you for that

02:17:30 floyd rappy: thank you- great presentation!

02:17:45 Marcy Einhorn: Thank you for naming imposter syndrome.

02:17:47 Theresa Aydelott, Freeport, NY: You go Alex, walk in you power and being light

02:17:49 Carolina Núñez: thanks for that encouragement professor!

02:18:02 Leslie Nydick: extremely valuable presentation...thank you!

02:18:14 Stefanie Cus - NJ: Fantastic presentation. I received so much value from it. Very inspirational.

02:18:48 Theresa Aydelott, Freeport, NY: As a woman of color, this is constantly being developed. Intersectionality requires a lot of creativity.

02:19:41 Cris Houston: Thanks for raising this!

02:19:56 Ellyn Rabinowitz - Nyack, NY: Was a feminist activist in the 1970s, can't believe it's taking so long for women to claim their expertise and power because of the backlash from the male power structure. But you are inspiring Alex, and you must really inspire your students which is so valuable! Thanks.

02:20:17 Rod T ....Detroit: Internalized subordination can be an adaptive response to imposed social rankings based on race and gender.

02:20:22 John T O'Malley Hudson Valley DRC: I'm dreaming of so many venues in which I would love to bring you!

02:20:52 Cris Houston: This is the caste system in America. Let's overcome it together.

02:21:14 Robin Beckhard - NYC: It is, Cris. Let's indeed.

02:21:43 Niki Borofsky - NYC & NH: Minda Harts: <https://www.mindaharts.com/>

02:21:48 Leslie Nydick: "make your work visible" is important advice! it can be a game changer in one's career. thank you!

02:21:49 Adria Gulizia - NJ: Ooh, that's on my bookshelf, yet to be read. I'm looking forward to it!

02:21:53 Gill Mansfield (Mediator): Interesting that we should feel the need to decline "tactfully". Men often don't volunteer for these tasks and as a women when a man puts me forward for them I'm increasingly not being tactful in how I decline. Sadly not just an issue for women of colour.

02:21:56 Cris Houston: Thanks, Robin!

02:22:22 Donna Jackson-Mt. Vernon, NY (she/her): yes! ensuring BIPOC people are "at the table"

02:22:36 Harvey Newman - Fla: The greater the challenge we have been given the stronger our spirit has been to face it. Another way that I put it is "that the universe never gives us us more than we can handle."

02:22:39 Cris Houston: True, Gill. It is a race and gender issue.

02:23:22 Cris Houston: At the table indeed. Long overdue! Diversity is beneficial for all.

02:23:39 Lauren: love that you are using your position in that way. Trye allyship.

02:23:46 Lauren: \*true

02:23:55 Tania Ochoteco: Wow! That's the type of support and advocacy that we need as women of color

02:24:02 Cris Houston: 🙌

02:24:22 Maria Volpe, NYC: The recording of this presentation will be posted on [www.acrgny.org](http://www.acrgny.org) ... click on videos We will also send everyone who signed up for the breakfast an email with the recording link and powerpoint.

02:24:24 Ivette DeLaCruz, NJ: GREAT IDEA!

02:24:28 kimellison - Brooklyn, NY: Yes, It's important to keep track of every thing you do. I take every Friday to review my week and illuminate the tasks that were important and put a wrung on my ladder of professional success

02:24:39 Ilan Bass 白義蘭 - Italy: Thanks, Maria!

02:25:51 Niki Borofsky - NYC & NH: Ann Friedman's Shine Theory: <https://www.annfriedman.com/shine-theory>

02:25:54 Maria Volpe, NYC: Also, if anyone on this call would like to be subscribed to the NYC-DR listserv, send me an email, [mvolpe@jjay.cuny.edu](mailto:mvolpe@jjay.cuny.edu)

02:26:13 Pierre de Ravel d'Esclapon: no one's stature is ever enhanced by denigrating others

02:27:08 John Green: I find doing this has really broadened the discussion in my grad school classes

02:27:31 Robin Beckhard - NYC: This idea of amplification is so very helpful, Alex -- thank you. I will do this.

02:27:54 Maria Elena Humphrey: amplifying plus empowering: great tools

02:28:00 Niki Borofsky - NYC & NH: The NYC-DR listserv (AKA Maria Volpe's list) is a FABULOUS free resource and great way to stay connected. You can sign up online here: <http://listserver.jjay.cuny.edu/scripts/WA.exe?SUBED1=NYC-DR&A=1>

02:28:06 Cris Houston: Yes, Judy.

02:29:04 Donna Jackson-Mt. Vernon, NY (she/her): What a powerful presentation! Thank you Alex!

02:29:05 Elizabeth Larsen (Gettysburg PA - usually NYC): Fabulous all around, Alex. So grateful for you!

02:29:20 Niki Borofsky - NYC & NH: Alex Carter;s website: <https://alexcarterasks.com/>

02:29:22 Lisa Courtney, NYC: Fantastic presentation and community. Thank you, Alex, Maria, and the ACRGNY team!

02:29:24 Gail Shapiro NYC: Thank You!!!! How is “tell me” helpful when negotiating about money?

02:29:33 Cris Houston: Thank you, Alex!

02:29:36 Nick White: Wow, wonderful presentation. Thank you!

02:29:40 Sheryl Sastow, Long Island, NY: Thank you Alex

02:29:48 Judy Cohen NYC: Excellent presentation. Alex, you are a talented & generous presenter. Thank you particularly for addressing the “support partner” and related issues. (My appreciation also to the participants today for such thoughtful contributions.)

02:29:48 Robin Beckhard - NYC: OUTSTANDING.

02:29:49 Ilan Bass 白義蘭 - Italy: This has been such a wonderful and informative presentation. Thank you, Prof. Carter and ACR-NY team!

02:29:55 Shreya Shankar, Bangalore, India: Thank you so much!

02:29:56 Dr Banu Pekol, Istanbul: This was wonderful, thank you!!

02:29:57 Gill Mansfield (Mediator): Great presentation Alex

02:30:02 DK, Brooklyn (she/her): Thank you! Inspiring presentation. I've already taken out your book from the library!

02:30:05 Theresa Aydelott, Freeport, NY: Thank you, you are great. I

02:30:06 Peter Engel - Massachusetts: really wonderful and inspiring presentation, thank you Alex

02:30:07 Pierre de Ravel d'Esclapon: Excellent presentation

02:30:09 Diane Tabakman White Plains, NY: Wow! Thank you

02:30:11 Joseph Siegel: Thanks you Alex. What a wonderful presentation!

02:30:16 Donna Buehler Long Island: Excellent presentation, inspiring to all.

02:30:28 Cris Houston: 🙌🙌🙌🙌🙌🙌

02:30:32 Mohammed Amin - New York City: hands down, a great presentation that I learned a lot from

02:30:35 Rose-Anne Moore, Stamford CT USA: Wow. Thank you so much!!

02:30:38 Cris Houston: Amplify, Alex! 🙌🙌🙌🙌🙌

02:30:45 Robin Beckhard - NYC: Who came up with the term "amplification" in this context, please?

02:30:50 Cheryl Prewitt: Wow! That was powerful. Thank you so much for your inspiration!

02:30:53 Tamika Shiver-Brooklyn, NY: Absolutely!

02:30:56 Adria Gulizia - NJ: Yes, thank you very much. Actionable advice and so inspiring. I can't wait to read your book.

02:30:57 Gail Shapiro NYC: Thank you! Very inspiring

02:31:08 kdavis - NYC: In deep gratitude Alex!

02:31:16 Caroline Van Zandt: From Caroline Van Zandt Terrific presentation! Thank you so very much!

02:31:57 Cris Houston: Tell Me

02:32:02 Cris Houston: Love it!

02:32:05 Leslie Nydick: inspirational! Thank you Alex for your presentation and for sharing your personal examples.

02:32:12 Frances Calafiore: Alex Carter, amazing presentation! You are fabulous!

02:32:13 Tania Ochoteco: I am so grateful to a former Professor (Veronica Sullivan) for connecting me to this group. She was my Professor in Grad School, course: Negotiation and Conflict Resolution. I've gained so much by attending the ACRGNY roundtable breakfasts at John Jay.

02:32:29 Michael Willis NYC: Fantastic presentation thank you.

02:32:39 Baila Kamman NY: This was a wonderful presentation today, thank you Alex Carter.

02:32:50 Rod T ....Detroit: I'm going to use "amplification" to see what results I get in building positive relationships. Glad you presented that concept here.

02:33:35 Princeton ADR NJ: thank you Alex! enlightening presentation!

02:33:54 Michael Cassandra NYPI Long Island: Thank you, Alex Carter. I learned from trainees in mediation that another way of saying tell me is "Walk me through this..."

02:34:10 Niki Borofsky - NYC & NH: Thanks @Harvey Newman for amplifying Dr. Sue Morter "The Energy Codes": <https://drsuemorter.com/energycodesbook/>

02:34:12 Ilan Bass 白義蘭 - Italy: I must leave for another meeting now, but I really appreciated this event. Thanks again to Prof. Carter and ACR-GNY team.

02:34:16 Cris Houston: Thank you, Harvey!

02:34:31 Amelia Nickles (S. Orange, NJ): Much of what I learned today tracks with my training in the understanding-based model of mediation with Jack Himmelstein and Gary Friedman. (Chuck can echo this). I always start my mediation with "tell me" to get a better sense of who I have in the room. Thank you!!

02:34:33 Ilan Bass 白義蘭 - Italy: Grateful if anyone would like to connect with me via LinkedIn to continue the conversation: <https://www.linkedin.com/in/ilanbass/> Thank you and have a great day! :))

02:34:53 Cris Houston: What is the Tell Me book?

02:35:09 Marty Izaak-NYC: Alex, thank you so much. As an Engineer and Arbitrator I learned so much for you.

02:35:36 Theresa Aydelott, Freeport, NY: This is powerful and your impact is profound.

02:35:36 Amy Ellenbogen: Alex- can you please circle back to the question asked earlier about how to use questions so they are not perceived as weakness/confusion.

02:35:46 Reid Kahn: Alex, I love to listen to you speak. I always learn so much from the wisdom that you share. You are a gifted rock star! THANK YOU! THANK YOU!

02:35:47 Niki Borofsky - NYC & NH: Thank you to everyone! Feel free to connect with ACR-GNY on LinkedIn as well : <https://www.linkedin.com/company/5209361/>

02:36:17 R Patiño: how do you address a supervisor that appropriate your IP and amplifies themselves at the expense of their subordinate. many times minorities and women accomplish “invisible” labor that is outside of the scope of their role because expectations which are informal. how do you stop a “shine” and wage theft with a bully supervisor who has reached success by piracy and intimidation?

02:36:38 Tania Ochoteco: Thank you so much Alex. This has been such an invaluable presentation!!

02:36:50 Crystal Thorpe: Thank you, Alex and Maria, this was wonderful!

02:37:05 Ellyn Rabinowitz - Nyack, NY: Happy New Year. Thanks to ACR and Alex. I’m a psychotherapist and mediator and know how to listen well but the negotiation and amplify aspects and taking and giving credit are valuable tools.

02:38:14 Mark Kleiman Brooklyn: I just realized that my using my belief in the value of humility as an excuse to not project myself as a person.

02:38:28 Sheryl Sastow, Long Island, NY: What to do about a present advocate supervisor who is in it for himself and certainly does not amplify you for the things you’ve done?

02:38:30 John T O'Malley Hudson Vallley DRC: I work for a NYC Labor Union which includes about 9k members that work for the city, H&H, and multiple non-profits. Our Local is about 85% women and POC. We include people with long histories of service because we are in promotional titles - supervisors and administrators. We have a robust educational committee and many of our members have one or even two master's degrees. They are well accomplished, but not always well recognized. I am a white, guy and I am the legislative coordinator for state level legislation. We have succeeded in NY recently in getting equal pay laws passed in both the public and private sectors, banning the salary history question, and even a watered-down ERA in the state constitution. I cant wait to read this book and talk about this to my ally groups because it will only make us and me better at accomplishing the parity that will make us all better.

02:39:11 Robin Beckhard - NYC: And your incredible energy, Alex.

02:39:12 Jeffrey Dine. NYC NJ: great presentation. thank you.

02:39:20 Ed Donovan, NYC: Thank you Alex, an outstanding presentation!!

02:39:22 Sheryl Sastow, Long Island, NY: Alex, I'd listen to the same presentation all over again!

02:39:24 Noelia Fernandez -NYC: Thank you

02:39:30 Niki Borofsky - NYC & NH: Thank you to everyone for attending! We will be following up with a link to the recording, Alex's slides and the chat transcript in a few days.

02:39:31 Mohammed Amin: great presentation from Alex and all the event organizers

02:39:32 Gail Shapiro NYC: Thank you! Great Presentation!

02:39:35 Stacey Myers: thank you!!!

02:39:36 Noelia Fernandez -NYC: This was amazing

02:40:01 Reid Kahn: Where may we find the recording of this presentation?

02:40:01 Katerina \_\_\_\_\_: I loved it

02:40:06 Don Glens Falls NY: Fantastic. The best virtual breakfast I've ever been at.

02:40:22 Barbara Wilson UK: Process Great presentation and love the way you interact with us - thank you so much

02:41:11 Paul Garjian: A simply marvelous and thought provoking presentation by Alex. Exceeded expectations.

02:41:54 R Patiño: yeah. willful ignorance and "know-nothing" politics is a form of violence and it is oppression.

02:42:01 Astrid: Anne-Marie Speed, The Voice Explained, has a lot of good info on her website about vocal strain. Also exercises.

02:42:02 Elizabeth Larsen (Gettysburg PA - usually NYC): Gail, I agree with everything you've said here today

02:42:26 Tamika Shiver-Brooklyn, NY: @Gail can you repeat the title of the book?

02:42:27 R Patiño: thank you for sharing voice. it is power.

02:42:53 Harvey Newman - Fla: We have to understand the difference between power over and power to....

02:43:08 Tania Ochoteco: Maria, will there be a link to the recording of this presentation available to the participants?

02:43:19 Niki Borofsky - NYC & NH: Thank you @Gail for the rec: My Beloved World by Justice Sotomayor [https://en.wikipedia.org/wiki/My\\_Beloved\\_World](https://en.wikipedia.org/wiki/My_Beloved_World)

02:43:31 Tania Ochoteco: Thank you Maria!

02:43:46 Tamika Shiver-Brooklyn, NY: Thank you Niki!

02:43:59 Niki Borofsky - NYC & NH: Recording will be posted here: <https://acrgny.org/RTB-Videos>

02:44:05 Tania Ochoteco: Amazing! Thank you :)

02:44:12 R Patiño: are we so oblivious? are we cavemen? now way do have the legitimacy to claim superior life form status. empowerment an liberation is centuries overdue...

02:44:21 R Patiño: no^\*

02:44:29 Theresa Aydelott, Freeport, NY: Please speak about the other parties listening

02:44:32 R Patiño: no way do we\*\*

02:44:35 Niki Borofsky - NYC & NH: All registrants will get a follow-up email with the link to the recording next week.

02:44:57 Sheryl Sastow, Long Island, NY: Thank you very much

02:45:14 R Patiño: what is next on your agenda?

02:45:22 Donya Gordon - Alabama: really great breakfast

02:45:22 Tamika Shiver-Brooklyn, NY: Gail thank you for your wonderful input!

02:45:31 R Patiño: yes!!

02:45:36 Robin Beckhard - NYC: Can you please say again who came up with this use of the word "amplification"?

02:45:38 R Patiño: :)

02:45:48 Gail Wright Sirmans: Much thanks

02:46:05 Rita Callahan: Thanks so much.

02:46:11 R Patiño: Aging-in and "silent" generation!!

02:46:47 Frances Calafiore: Thank you so much!

02:47:09 Orit Asnin, Israel: I feel so lucky to have joined this group. Thank you Alex for the wonderful presentation!

02:47:35 R Patiño: woman bear the burden because they life longer and are not receiving financial education adequate to be successful! plan to be 100!

02:47:42 Paul Garjian: Please repeat when this is occurring?

02:47:44 Donna Jackson-Mt. Vernon, NY (she/her): grateful for Alex and all of the resources and books shared. Looking forward to future talks. Have a great day everyone.

02:47:49 Robin Beckhard - NYC: Feb. 4

02:47:59 R Patiño: women\* la mujeres 🙋



02:48:05 Alex Carter (Maplewood, NJ): Robin, to my knowledge it first appeared in a Washington Post article about the Obama White House, by Juliet Eilperin.

02:48:17 Robin Beckhard - NYC: Super, thanks again Alex.

02:48:32 Niki Borofsky - NYC & NH: Stay tuned for our next month's Roundtable Breakfast featuring Dr. Khalid L. Rehman.

02:49:12 Elizabeth Larsen (Gettysburg PA - usually NYC): Alex, I am planning to share this talk with my graduate students! Thank you again!

02:49:15 Niki Borofsky - NYC & NH: Julie Eilperin's article:  
<https://www.washingtonpost.com/news/powerpost/wp/2016/09/13/white-house-women-are-now-in-the-room-where-it-happens/>

02:49:31 Tania Ochoteco: Thank you Alex! Have a great day everyone!

02:49:33 Robin Beckhard - NYC: Really outstanding, Alex. Thank you.

02:49:33 Maria Elena Humphrey: and we should amplify ourselves too

02:49:34 Tamika Shiver-Brooklyn, NY: thank you!

02:49:40 Harvey Newman - Fla: Death is one huge topic that we need to discuss. I attended a number of Death Cafes with our old friend who used to say she's a story teller. Can't remember her name.

02:49:44 R Patiño: salud

02:49:48 Matthew Lattimer-NYC: Thank you for a really informative presentation!

02:49:59 Felicitas Kort NYC: Great Talk ! thank you !

02:50:09 Tamika Shiver-Brooklyn, NY: Definitely

02:50:21 Theresa Aydelott, Freeport, NY: Good bye all. Thank you, this was phenomenal.

02:50:31 Maria Elena Humphrey: thank you!

02:51:01 Robin Beckhard - NYC: Maria et al, PLEASE continue the virtual format -- so wonderful to have people from around the country and the world join.

02:51:11 Louis Cohen-Florida: Thank you, sincerely for this moment. Peace and good health for all. An improved 2021.