

ACR-GNY & John Jay Roundtable Breakfast | February 2, 2023

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

PRE-SESSION NETWORKING

(There were some great resources shared by community members, so we included this portion of the chat transcript in addition to the exchanges during the official presentation.)

08:07:23 From Emily Skinner she/her NJ To Everyone:

Welcome Jennifer!

08:08:43 From Deborah Somme NYC To Everyone:

Hi Jennifer. You'll enjoy the group!

08:09:35 From Zulma Miranda To Everyone:

Good morning all! This is my first meeting and glad to be here to learn and connect!

08:10:15 From N. Timken Queens NY To Everyone:

Good morning Zulma

08:10:16 From Emily Skinner she/her NJ To Everyone:

Welcome Zulma!

08:11:09 From Nancy Karkowsky To Everyone:

Thank you for letting us participate

08:11:19 From Zulma Miranda To Everyone:

Thank you for the warm welcome!

08:13:01 From Yarisel NYC To Everyone:

PROFESSOR AT JOHN JAY!!!!!!!!!!

08:14:15 From Kathryn Fazio Brooklyn To Everyone:

Kathryn Fazio Brooklyn kfpoet@icloud.com

08:14:38 From Mac Budill--Westchester To Everyone:

This is also my first meeting. Please add me to the Listserv at embudill@gmail.com.
Thanks, Mac Budill

08:14:46 From Niki Borofsky | NYC To Everyone:

Welcome to all! The official program will begin at 8:30 am (ET)

08:15:22 From Niki Borofsky | NYC To Everyone:

Hurrah for librarians!!!

08:15:39 From Zulma Miranda To Everyone:

Reacted to "Hurrah for librarian..." with 🙌

08:18:05 From (Maryland) Andrea King To Everyone:

Please add Kingsfind@gmail.com to Listserv

08:19:22 From Caroline Hanna (she/her) NYC To Everyone:

sorry my mic isn't working... but if anyone here is ADR certified and interested in mediating complaints between civilians and police officers, contact me at channa@ccrb.nyc.gov

08:22:17 From Niki Borofsky | NYC To Everyone:

Great to have individuals from all backgrounds and professions interested and engaged in Dispute Resolution

08:23:16 From Nancy Karkowsky To Everyone:

This is my first time participating in an ACR program .

I am a trained & experienced mediator, but I am always interested in improving my skills.

I live in Silver Spring MD, & practice in MD, Baltimore,DC, & northern VA.

The Baltimore City Bar Association recommended this program.

Please notify me about future similar programs.

My email is nkarkowsky@gmail.com.

Thank you

08:23:47 From N. Timken Queens NY To Everyone:

Hi Nancy

08:23:59 From Deborah Somme NYC To Everyone:

Thank you for the informatio

08:24:28 From Nancy Karkowsky To Everyone:

Thank you for responding

08:25:24 From Yarisel NYC To Everyone:

What service is this ?

08:25:33 From (Maryland) Andrea King To Everyone:

This is my first time attending. I am a pastor in the Baltimore-Washington region. Believe it or not, meditation is sorely needed in the church.

08:25:48 From Niki Borofsky | NYC To Everyone:

NY Public Library Classes & Workshops | <https://www.nypl.org/events/classes/calendar>

08:26:05 From Yarisel NYC To Everyone:

Thank you

08:26:41 From Niki Borofsky | NYC To Everyone:

The Thomas Yoseloff Business Center at the Stavros Niarchos Foundation Library (SNFL) is The New York Public Library's premier business library | <https://www.nypl.org/locations/snfl/yoseloff-business>

08:28:59 From Michele Holmes To Everyone:

Thank you for the library information.

08:29:13 From Deborah Somme NYC To Everyone:

thank you

08:29:34 From Lisa Laplante To Everyone:

Can you put the contact information for the police mediation? Helpful to see it written down.

08:29:37 From Nancy Karkowsky To Everyone:

Replying to "Thank you for the in..."

Thank you for including me

08:31:42 From Niki Borofsky | NYC To Everyone:

Thank you Thureiyya Rodriguez for all the great information! (A little more about Thureiyya...) | <https://medium.com/conversations-with-chan/meet-agni-ny-founder-thureiyya-rodriguez-762293d504be>

BEGINNING OF THE OFFICIAL PRESENTATION

08:33:36 From Niki Borofsky | NYC To Everyone:

Welcome to Katie Hyten | <https://whatisessential.org/people/katie-hyten>

08:33:45 From Nancy Karkowsky To Everyone:

Replying to "sorry my mic isn't w..."

Please let's be in touch

Nancy

nkarkowsky@gmail.com

301-452-9322

08:34:34 From Caroline Hanna (she/her) NYC To Everyone:

Resharing... My name is Caroline Hanna and I am the Mediation Supervisor at the NYC's Civilian Complaint Review Board (CCRB). If anyone here is ADR certified and interested in mediating complaints between civilians and police officers, contact me at channa@ccrb.nyc.gov

08:35:28 From Nancy Karkowsky To Everyone:

Replying to "This is my first tim..."

I'm intrigued

I'm observant Jew

Nancy

nkarkowsky@gmail.com

301-462-9322

08:36:00 From Molly Zuker To Everyone:

What's a question or goal you're bringing with you to this training? What's something that you're leaving behind to be here today?

08:36:01 From Niki Borofsky | NYC To Everyone:

Please introduce yourselves | Share a question or goal you are bringing with you and something you are leaving behind to be here?

08:36:18 From Tricia Jones (she/her) To Everyone:

How media can serve us in dialogue.mory

08:36:31 From Harvey Newman West Palm Beach, FL To Everyone:

How can we improve nursing homes?

08:36:32 From Tricia Jones (she/her) To Everyone:

Leaving — my grading. Thank you.

08:36:38 From Lori Schuldiner Schor (she/her) To Everyone:

Goal: deepening my perspective on conflict resolution.

08:36:45 From Diane To Everyone:

Goal: Learn how you recommend holding people to their shared agreements? Giving up: Sleep & exercise time Thank you!

08:36:48 From N. Timken Queens NY To Everyone:

leaving Covid behind

08:36:50 From Moira Osorio To Everyone:

Policy drafting...leaving that behind for now

08:36:55 From Suz CRJ - Buffalo To Everyone:

Always learning more about the mediation space. Leaving my routine.

08:36:55 From barbara vaughan To Everyone:

Barbara vaughan

08:36:56 From thureiyya rodriguez To Everyone:

My name. Is Thureiyya Rodriguez. I'm a doctoral prepared nurse. I want to learn more about ADR and the use of legal nurse consulting.

08:37:00 From Franci Saunders To Everyone:

Franci Saunders

08:37:00 From Kishor Dere To Everyone:

Goal: To understand others.
Leaving behind: controversies

08:37:05 From Domniki Demetriadou To Everyone:

learn something new in a space I don't know a lot about; leaving behind - writing a blog for which I have no topic for yet

08:37:07 From Frances Jeffries To Everyone:

My goal is to listen better and to take away one new insight. I am leaving behind the opportunity to take a longer walk before the weather turns very cold ;)

08:37:14 From Tsipora To Everyone:

Goal: Mediating with High Conflict Personalities

08:37:17 From Leslie Treff To Everyone:

How can I become even more understanding of differences between the parties that appear before me. I want to leave behind what helps others.

08:37:18 From Lori Schuldiner Schor (she/her) To Everyone:

Leaving: focusing on family medical issues

08:37:19 From David Kay To Everyone:

Goal - Learning something new. Leaving behind - bed (I'm a night person, not a morning person)

08:37:20 From Peter Coleman To Everyone:

Hope to learn something new and provocative - leaving behind piles of backed-up work.

08:37:21 From Mac Budill--Westchester To Everyone:

how to harness these ideas in a child welfare context. I am newly retired so I am leaving behind sleep

08:37:21 From Lewellyne C Blanchard To Everyone:

Lu Utica, NY. Question would be what if only one person will mediate are there any other ideas (besides conflict coaching) to help the issue use forward. Laving behind paperwork!

08:37:22 From Will Sawma - Dispute Resolution Center To Everyone:

New tools and ideas to bring back to the mediators in our CDRC.

08:37:24 From Trudy Junkroski To Everyone:

Bringing curiosity about better agreements. Leaving behind emails and planning.

08:37:25 From Robert Quintero To Everyone:

Goal: Learning about different perspectives

08:37:28 From Chip Stewart, New Jersey To Everyone:

Question: how to approach someone who feels hurt by me. Leaving behind: a moment of speculation. Thanks for the questions.

08:37:30 From Dr. Barbara Sunderland Manouso To Everyone:

Seeking model to encourage community dialogue with today's distrust.

08:37:36 From Lisa Laplante To Everyone:

Hoping to learn about facilitated processes to inform my own research on the topic. Leaving behind laundry before work! :-)

08:37:45 From Bathabile Mthombeni (she/her) To Everyone:

Question: Is unity a constructive goal? Leaving behind: prepping invoices.

08:37:46 From Paula- Martha's Vineyard Mediation Program, MA To Everyone:

Goal: learning

08:37:48 From Yarisel NYC To Everyone:

Hello everyone my name is Yarisel Diaz I am a John Jay senior studying sociology my goal is to acquire as much information from all of these professionals to include in my career goal and what I leave behind is my enthusiasm to learn and hear from everyone with more experience

08:37:53 From Karla Valero To Everyone:

Goal: learning more about the field I just graduated from (Negotiation and conflict resolution)

Leaving behind: nice and warm sleep haha

08:37:54 From Harvey Newman West Palm Beach, FL To Everyone:

Leaving behind visiting my girlfriend who I just put into a nursing home.

08:37:56 From Franci Saunders To Everyone:

Fresh views to retract entrenchment

08:38:02 From Jesse Baen (she/her) NYC To Everyone:

Jesse Baen (she/her): Goal: dialogue often happens with a self-selecting group on both sides of the issue. How to get out of the dialogue bubble? Leaving behind: getting to work on time 😊

08:38:07 From alfonso wyatt To Everyone:

Rev. Dr. Alfonso Wyatt... I am not a trained mediator but I am called to work with people/institutions experiencing conflict. I want to pick up skills and hear from experienced folk.

08:38:08 From Paula- Martha's Vineyard Mediation Program, MA To Everyone:

Leaving: ignorance

08:38:13 From Kjerstin (shir-stin) Pugh, she/her To Everyone:

Interested in how others design and plan for dialogue and facilitations

08:38:26 From Ramona Buck To Everyone:

Leaving behind anxiety about how I as the mediator will do. Hoping to learn more about dialogue process.

08:38:29 From Jack J To Everyone:

tips to collaborate to develop programs on diverse community conflict resolution

08:38:32 From Deborah Somme NYC To Everyone:

Leaning something new. Leaving some of my knowledge

08:38:33 From Demetris Jones To Everyone:

My name is Demetris Jones, my goal help individual to succeed their goals. I'm leaving behind negative energy.

08:38:38 From Eileen McGinn To Everyone:

More on ADR credentials

08:38:42 From Leslie Treff To Everyone:

Harvey that must be so difficult. So sorry to hear this.

08:38:48 From Kathryn Fazio Brooklyn To Everyone:

Goal How to address the Gang violence? I am bringing Positive Outcomes in Healthcare Using the Creative Arts

08:38:58 From Donna Buehler To Everyone:

Donna Buehler, goal to learn more techniques about constructive dialogue. Leaving behind work that needs to be done soon.

08:39:43 From Prof. Bradley Roth To Everyone:

Bradley Roth | Goal is to learn more about effectively addressing polarization | Not walking to the farmer's market to drop off compost :-)

08:39:51 From Robert Hughes To Everyone:

To gain a fuller understanding of the scope and utilization of conflict resolution throughout our communities and in society.

08:39:57 From Niki Borofsky | NYC To Everyone:

Link to Essential Partners website | <https://whatisessential.org/>

08:40:02 From Jackie Reese To Everyone:

Goal: continuing to bridge gaps between different demographics within communities; leaving behind: hopelessness/negativity around that idea

08:40:42 From David Thaler To Everyone:

I am the Chief International Affairs Officer at the U.S. Federal Mediation & Conciliation Service. I am intrigued by the title of this session and want to get more tools for my practice and share them with the other mediators at FMCS.

08:41:21 From Andrew Larratt-Smith To Everyone:

Goal: To hone my conflict engagement skills particularly in the area of fostering healthy discourse.

08:41:46 From Niki Borofsky | NYC To Everyone:

Please use the chat to ask a question or respond.

08:43:22 From Katie Hyten | Essential Partners To Everyone:

We can "pass" or "pass for now" if we are not ready or do not wish to respond

We'll speak one at a time and will not engage in side conversations (use hand raises)

We'll "move up" and "move back"

We'll check out assumptions by asking questions

We'll make "I" statements and speak only for ourselves

We'll honor confidentiality upon request

08:43:35 From Nancy Karkowsky To Everyone:

Replying to "Leaving behind visit..."

So sad to hear you're going through that. My mother recently passed but she had severe dementia & it's very challenging to deal with chronic illness in someone we care deeply about.

08:43:55 From Molly Zuker To Everyone:

- We can "pass" or "pass for now" if we are not ready or do not wish to respond
- We'll speak one at a time and will not engage in side conversations (use hand raises)
- We'll "move up" and "move back"
- We'll check out assumptions by asking questions
- We'll make "I" statements and speak only for ourselves
- We'll honor confidentiality upon request

08:44:15 From Rita Callahan To Everyone:

Are the agreements on a slide?

08:47:32 From Molly Zuker To Everyone:

What sensations were you aware of in your body?

08:47:53 From Suz CRJ - Buffalo To Everyone:

tightening up

08:47:54 From David Thaler To Everyone:

Teeth gritting

08:47:57 From Harvey Newman West Palm Beach, FL To Everyone:

How did my girlfriend feel this morning without me? Did she miss me?

08:47:57 From Frances Jeffries To Everyone:

Brain and nervous system "shut down/off"

08:48:02 From Lori Schuldiner Schor (she/her) To Everyone:

Raised eyebrows, tensed up.

08:48:10 From Katy LeDuc To Everyone:

Heat in my chest

08:48:16 From alfonso wyatt To Everyone:

Disoriented/confused

08:48:18 From Harvey Newman West Palm Beach, FL To Everyone:

A feeling of emptiness.

08:48:19 From margo cates, nyc To Everyone:

feeling as if I were punched, . . . disorientating, reeling.

08:48:20 From Ramona Buck To Everyone:

numbness in my shoulders and legs

08:48:20 From Deborah Somme NYC To Everyone:

sadness, anger

08:48:24 From Chip Stewart, New Jersey To Everyone:

defensive

08:48:25 From thureiyya rodriguez To Everyone:

Tightness in face

08:48:28 From Donna Buehler To Everyone:

frustration

08:48:29 From Kathryn Fazio Brooklyn To Everyone:

Urgency to respond

08:48:34 From Leslie Treff To Everyone:

pain in the pit of my stomach

08:48:35 From Debra Hamilton To Everyone:

Disrespected

08:48:35 From Bathabile Mthombeni (she/her) To Everyone:

Tightness in my chest, feeling like the wind was knocked out of me, bewildered

08:48:36 From Kathryn Fazio Brooklyn To Everyone:

tightness

08:48:37 From Fatima Argun To Everyone:

tightening shoulders, stomach

08:48:38 From Robert Quintero To Everyone:

despair

08:48:46 From Verlyn Francis To Everyone:

stunned and then a real ache in my heart.

08:48:59 From Molly Zuker To Everyone:

What thoughts - about you or the other person - were going through your head? What emotions did you experience?

08:49:01 From Prof. Bradley Roth To Everyone:

Increased heartbeat, constricted breathing

08:49:07 From Nancy Karkowsky To Everyone:

Fight-flight response, felt betrayed

08:49:08 From Fatima Argun To Everyone:

invalidated

08:49:09 From Kathryn Fazio Brooklyn To Everyone:

anger

08:49:12 From Leslie Treff To Everyone:

sadness

08:49:18 From Harvey Newman West Palm Beach, FL To Everyone:

Trepidation

08:49:19 From Prof. Bradley Roth To Everyone:

How dare you! :-)

08:49:20 From Suz CRJ - Buffalo To Everyone:

hurt

08:49:22 From thureiyya rodriguez To Everyone:

You've got to be kidding me

08:49:24 From Jackie Reese To Everyone:

Exhausted

08:49:25 From Ramona Buck To Everyone:

Wondered if the other person was crazy

08:49:29 From Chip Stewart, New Jersey To Everyone:

disappointment

08:49:30 From Deborah Somme NYC To Everyone:

pissed off

08:49:32 From Jennifer Svensson-CRJ Buffalo, NY To Everyone:

Like I wasn't being heard, again.

08:49:39 From Bathabile Mthombeni (she/her) To Everyone:

Felt alone, despair, outrage

08:49:44 From alfonso wyatt To Everyone:

Person did not know I was triggered and could not find the words at the moment so it was awkward...

08:49:44 From Frances Jeffries To Everyone:

worthless

08:49:47 From David Thaler To Everyone:

Felt the need to educate

08:49:50 From margo cates, nyc To Everyone:

what's the truth, how can they, and yet they seem to have the power now, offensive gives them that, I can't keep my own.

08:49:54 From Jesse Baen (she/her) NYC To Everyone:

Self-conscious that I might be wrong in how i was thinking about it

08:49:58 From Nancy Karkowsky To Everyone:

Confusion-how could this person do this to me?

08:50:05 From thureiyya rodriguez To Everyone:

Every curse word I could think of. Ready to lash out

08:50:05 From Harvey Newman West Palm Beach, FL To Everyone:

Not feeling in control.

08:50:27 From Molly Zuker To Everyone:

What did you feel tempted to do? (This could include actions that you took, as well as those you felt an impulse to do and rejected.)

08:50:36 From thureiyya rodriguez To Everyone:

Curse them out.

08:50:37 From Jennifer Svensson-CRJ Buffalo, NY To Everyone:

To remain silent

08:50:37 From Frances Jeffries To Everyone:

Run and hide

08:50:37 From Leslie Treff To Everyone:

tempted to cut the person out of my life

08:50:45 From Chip Stewart, New Jersey To Everyone:

Go sad

08:50:46 From alfonso wyatt To Everyone:

Blow up and have it out...

08:50:49 From Prof. Bradley Roth To Everyone:

Defend (but chose not to)

08:50:51 From Suz CRJ - Buffalo To Everyone:

push back to defend my actions and not apologize

08:50:52 From Jackie Reese To Everyone:

Ending the conversation abruptly

08:50:52 From Bathabile Mthombeni (she/her) To Everyone:

Walk out. Shut the person out, disconnect

08:50:56 From Nancy Karkowsky To Everyone:

Tempted to reprimand the person

08:51:00 From Harvey Newman West Palm Beach, FL To Everyone:

Call her or stop this Zoom and get in a Lyft to visit her now.

08:51:01 From Eileen McGinn To Everyone:

Roll my eyes

08:51:03 From David Thaler To Everyone:

Call them and explain why what they did was hurtful.

08:51:04 From Lewellyne C Blanchard To Everyone:

to confront and then to discuss

08:51:10 From N. Timken Queens NY To Everyone:

tell them how I feel and I likely would because that's me

08:51:11 From Nan Sparrow-NYC To Everyone:

Tempted to call the person "What are you doing?"

08:51:13 From John Green To Everyone:

Shame them

08:51:15 From thureiyya rodriguez To Everyone:

Call them on the carpet for foolishness

08:51:19 From Moira Osorio To Everyone:

Dictate to them what they can and cannot do!

08:51:31 From Fatima Argun To Everyone:

hold them accountable

08:51:34 From margo cates, nyc To Everyone:

Defending won't work, hard to

08:52:02 From Molly Zuker To Everyone:

What could you have done instead? (In retrospect, how might you have responded that would have left both you and the other person feeling that they had been heard and respected? What could you have said or done that would have left you feeling you had brought your best self to the interaction?)

08:52:17 From N. Timken Queens NY To Everyone:

say nothing

08:52:18 From Katy LeDuc To Everyone:

Paused and taken some deep breaths, or a walk

08:52:19 From Claudia Frankel Grosman / Brazil To Everyone:

Talk about how I feel

08:52:25 From alfonso wyatt To Everyone:

Yes, that is largely why I am on the call...

08:52:25 From Chip Stewart, New Jersey To Everyone:

Three deep breaths

08:52:27 From Dr. Barbara Sunderland Manouso To Everyone:

Take a deeper breathe

08:52:30 From Prof. Bradley Roth To Everyone:

Acknowledged their perspective more fully while also sharing through I statements my point of view

08:52:30 From David Thaler To Everyone:

Go one on one, make them feel safe and respected, and then tell them how I see it and hope they learn something new

08:52:31 From Leslie Treff To Everyone:

In order to continue the relationship I had to refrain from doing anything.

08:52:32 From Harvey Newman West Palm Beach, FL To Everyone:

Staying on and believe that all is well with her.

08:52:35 From thureiyya rodriguez To Everyone:

Reflect on them and state how I heard them.

08:52:39 From Suz CRJ - Buffalo To Everyone:

not in the moment but a follow up conversation with an apology again and share my perspective

08:52:43 From Moira Osorio To Everyone:

Listen first

08:52:43 From margo cates, nyc To Everyone:

Pause, ask for time, and let me speak after it, when I can put it together

08:52:49 From Jackie Reese To Everyone:

Waited until later to address it

08:52:57 From Lisa Laplante To Everyone:

I am curious why you feel/think that way?

08:53:12 From Nancy Karkowsky To Everyone:

I spoke to 2 of my daughters & they cautioned me not to respond for a long time, maybe never

08:53:13 From John Green To Everyone:

Reframe the moment

08:53:16 From Donna Buehler To Everyone:

Share my perspective and ask about how they view our situation

08:53:24 From Nan Sparrow-NYC To Everyone:

Pause, breathe, pray..

08:53:26 From Bathabile Mthombeni (she/her) To Everyone:

We had a difference of understanding about child sexual abuse. Some things are not negotiable. I believe that ending the conversation was the best thing.

08:53:31 From Claudia Frankel Grosman / Brazil To Everyone:

Ask questions to Understanding more

08:53:32 From thureiyya rodriguez To Everyone:

Not be reactive. Ask for clarification on their rationale

08:53:59 From Harvey Newman West Palm Beach, FL To Everyone:

Recognize my resilience.

08:54:34 From Bathabile Mthombeni (she/her) To Everyone:

But it was also important to accept their entitlement to their perspective and respect that.

08:55:51 From Harvey Newman West Palm Beach, FL To Everyone:

Have you read Jill Bolte Taylor's "Whole Brain living"?

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

* For anyone joining a little late: A recording of this program will be posted by next week on the ACR-GNY and John Jay Dispute Resolution Center websites including a transcript of the public chat. *

09:03:52 From Maria Volpe - NYC To Everyone(in Waiting Room):

To be added to the NYC-DR listserv, send me your email address at mvolpe@jjay.cuny.edu

09:06:43 From Harvey Newman West Palm Beach, FL To Everyone:

Appreciative Inquiry is wonderful

09:07:07 From N. Timken Queens NY To Everyone:

Harvey, sorry about your girlfriend

09:07:23 From N. Timken Queens NY To Everyone:

I have a place in Palm Beach Gardens, not far from you

09:13:48 From Molly Zuker To Everyone:

<https://drive.google.com/file/d/11KF46WJuYpOorIcRShSk6vtuaxiNL9GK/view?usp=sharing>

09:16:41 From Molly Zuker To Everyone:

Imagine a context, community or institution where you are a stakeholder in conversations that impact you, your experience in that place, and your future. It could be in a dispute resolution setting - but it could also be a class, a Board meeting, a team meeting, or an academic collaboration. In this meeting, the leader asks a question. The first seven responses to the question have all generally reflected the same way of thinking or looking at the problem - they've all been largely in agreement. As you've listened, you've realized that your perspective or beliefs on this issue are different from everyone else who has spoken up until this point. In fact, there is something about who you are that you might want to share - that is important to you, but not necessarily obvious to people who don't know you. Sharing this might help people understand the issue differently if they could hear it - but you are not sure you could, should, or would share at this point. It feels risky. You know that sharing your perspective might help you be understood for who you are (if it was heard); besides, you think it is important for other people to hear different ideas and you want to have your perspective included in discussions as you move forward. You think people are missing something important, and they aren't understanding some core piece of this discussion without your perspective. In this moment, you've got to make a decision, though, as to whether you share that thing - or not.

09:18:38 From alfonso wyatt To Everyone:

trust/mutual respect and desire to resolve the issue at hand.

09:21:54 From Jennifer Svensson-CRJ Buffalo, NY To Everyone:

To be invited into the conversation from the start; in their opening. So I know that is a place/space where ideas are welcomed.

09:21:55 From Leslie Treff To Everyone:

I would first be thinking--whether I spoke up or not would depend on an internal risk/benefit analysis that I do. How important is it? What can I lose? Is it important enough so that it does not matter what I may wind up losing personally (in other words is the good of the community more important than my individual consequences)?

09:21:56 From Theresa K To Everyone:

Tolerance

09:22:03 From N. Timken Queens NY To Everyone:

People would have to agree not to hate me for my different assessment of the situation or my different or blunt opinion. Otherwise, sad experience has taught me that I need to shut up and not participate so as not to get shunned. If they couldn't guarantee that I wouldn't be hated, then I wouldn't speak.

09:22:17 From David Thaler (FMCS) To Everyone:

1. A norm of respecting dissenters
2. An awareness of the dangers of groupthink.
3. An awareness of how we all come to the discussion with different life experiences, perspectives and conditioning, and how a meeting of this nature provides a wonderful and unique opportunity to cross-pollinate those perspectives.
4. Modeling of the above from the leader up to that point.

09:22:26 From Dr. Barbara Sunderland Manouso To Everyone:

A safe space to speak without interruption

09:22:31 From Molly Zuker To Everyone:

What should the facilitator or leader of these conversations be thinking about as the structures that will help you take that step (and help others take steps) to share fully?

09:22:35 From Jeanie Tung/HSS/she, her To Everyone:

confidentiality

09:23:01 From Claudia Frankel Grosman / Brazil To Everyone:

Ground rules and principles. Frame

09:23:03 From Andrew Larratt-Smith To Everyone:

Clarity about the purpose of the meeting, whether there is an expectation that different views will be presented.

09:23:04 From Jeanie Tung/HSS/she, her To Everyone:

know you have individuals who genuinely support you in the organization

09:23:05 From Ramona Buck To Everyone:

Everyone should have time to share - in this way more talkative people would need to listen to the less talkative people.

09:23:25 From Fatima Argun To Everyone:

David Rock Scarf?

09:23:34 From Nan Sparrow-NYC To Everyone:

Please spell David Roth Garth(?)

09:23:35 From Denise To Everyone:

I agree with risk benefit analysis. I also would consider how GENUINELY others would be interested in hearing what I have to say.

09:23:35 From Chip Stewart, New Jersey To Everyone:

Minimize distractions—tv, phones

09:23:35 From princetoncenteradr@gmail.com To Everyone:

Nonjudgmental

09:23:48 From Suann Ingle To Everyone:

knowledge of how people would like to be addressed

09:23:57 From N. Timken Queens NY To Everyone:

non-grudge holding

09:23:58 From Harvey Newman West Palm Beach, FL To Everyone:

I love Agreements versus Ground Rules.

09:24:02 From Michele Holmes To Everyone:

Knowing that their concerns will be heard

09:24:07 From Niki Borofsky | NYC To Everyone:

David Rock's SCARF Model | <https://www.mindtools.com/akswgc0/david-rocks-scarf-model>

09:24:11 From Trudy Junkroski To Everyone:

opportunities for f/u clarification (extra rounds)

09:24:11 From John Green To Everyone:

The leader needs to know their own prejudices. They need to have fine their work.

09:24:12 From Bathabile Mthombeni (she/her) To Everyone:

Personally, nothing in particular. I've been a minority of minorities in most contexts in my life so I understand that requiring circumstances to be ideal for me to speak often means saying nothing. So I am not concerned about that personally. For other people, however, for me it is being sure that everyone has actually agreed to the shared agreements for behavior and understands the difference between safe space and brave space.

09:24:36 From Elizabeth Larsen's iPhone To Everyone:

Understanding the decision making process and if my sharing makes any difference to it

09:25:11 From N. Timken Queens NY To Everyone:

If they are going to hate me, which hurts, then my new policy is to just shut up

09:25:32 From E Haavi Morreim To Everyone:

I hear you, Bathabile. I tend to be willing to be "the skunk at the garden party." I'll often preface my observation with: "At the risk of being the skunk at the garden party ... "

09:25:50 From Andrew Larratt-Smith To Everyone:

An expectation that space/time will be given not just based on each different individual but on the basis of differing viewpoints. Otherwise majority will dominate the time.

09:26:22 From Molly Zuker To Everyone:

What agreements would need to be present in the group before you would be willing to share something that differed with others from the group?

09:26:23 From Mac Budill--Westchester To Everyone:

can you add co-facilitators or conveners of the dialogue that supplement credibility or increase trust of participant

09:26:33 From Bathabile Mthombeni (she/her) To Everyone:

E Haavi, I love that! The skunk at the garden party. Mediators are often that, too. I'd love to borrow that one!

09:26:34 From Nancy Karkowsky To Everyone:

Replying to "How did my girlfrien..."

Please forgive me, I don't know you or your girlfriend, & I speak more from personal experience than as a mediator, but I think your girlfriend feels vaguely sad, confused, angry, frustrated, & part of her anger, sadness, confusion, frustration is that she doesn't know why she is sad, confused, angry, frustrated—she senses something is wrong but doesn't know why, has no power to change it.

She misses who she used to be &, whether she recognizes you or not, you are part of who she used to be, so she's vaguely happy but sad —happy to see someone who cares about her but sad because she doesn't know why she doesn't understand more.

Long response.

Sorry if I'm out of line.

I admire your openness, wish you the strength to deal with this challenge

09:26:43 From Leslie Treff To Everyone:

That I would be heard fully without interruption

09:26:45 From Chip Stewart, New Jersey To Everyone:

time

09:26:58 From Lewellyne C Blanchard To Everyone:

confidentiality. trust. respect for personal experience. speak from experience

09:26:59 From thureiyya rodriguez To Everyone:

Awareness

09:27:00 From E Haavi Morreim To Everyone:

I stole that phrase, Bathabile, so it's all yours!

09:27:29 From Bathabile Mthombeni (she/her) To Everyone:

I have a question about "equal time" versus "equitable time". I see here that "equal" is being used as interchangeable with "equitable" and that concerns me.

09:27:39 From Trudy Junkroski To Everyone:

listen with curiosity rather than judgment

09:27:59 From David Thaler (FMCS) To Everyone:

A commitment on everyone's part to do our best to not reactively devalue anyone's contribution and to be open-minded to changing one's perspectives.

09:28:07 From Claudia Frankel Grosman / Brazil To Everyone:

Caucus

09:32:16 From Molly Zuker To Everyone:

What do you need to bring forward in yourself for you to share? What parts of yourself do you need to hold back? What would you hope others would bring forward or hold back?

09:32:24 From thureiyya rodriguez To Everyone:

Open minded

09:32:33 From David Thaler (FMCS) To Everyone:

The courage to be vulnerable

09:32:39 From N. Timken Queens NY To Everyone:

An effort at diplomacy

09:33:02 From Prof. Bradley Roth To Everyone:

Ideally not speaking from a place of control or self-promotion, for the sake of the whole

09:33:02 From Lewellyne C Blanchard To Everyone:

An understanding that it is my experience and their experience and it is real for both.
Ability to listen with love.

09:33:03 From thureiyya rodriguez To Everyone:

Not expecting the response to be what you would want or say

09:33:05 From Leslie Treff To Everyone:

hold back acting out on your emotions while at the same time be able to get your emotions across

09:33:05 From Suz CRJ - Buffalo To Everyone:

a willingness to lose

09:33:06 From N. Timken Queens NY To Everyone:

(which is very hard for me)

09:33:07 From Dror Kahn To Everyone:

people won't make it personal, but about the subject

09:33:08 From alfonso wyatt To Everyone:

resolved to resolve...

09:33:22 From Chip Stewart, New Jersey To Everyone:

Calm + something to look forward to

09:33:55 From N. Timken Queens NY To Everyone:

Acceptance that I will likely be hated for my opinion

09:34:06 From Harvey Newman West Palm Beach, FL To Everyone:

That the outcome will be novel for both parties.

09:34:57 From thureiyya rodriguez To Everyone:

Spray lavender in the room before starting. I've done it

09:35:35 From Harvey Newman West Palm Beach, FL To Everyone:

Can we disagree without being disagreeable.

09:35:39 From Leslie Treff To Everyone:

you can also reflect calmly what they say very emotionally

09:36:49 From Katie Hyten | Essential Partners To Everyone:

<https://whatisessential.org/resources>

09:36:59 From Katie Hyten | Essential Partners To Everyone:

<https://whatisessential.org/our-stories>

09:37:01 From Suz CRJ - Buffalo To Everyone:

translating to virtual, two-hour-ish, court predicted mediations.

09:38:55 From Nan Sparrow-NYC To Everyone:

Could you write these 3 excellent questions please?

09:39:13 From Nan Sparrow-NYC To Everyone:

Thanks

09:39:23 From Molly Zuker To Everyone:

What do you wish the other party understood about your story?

What do you need to be your best?

Imagine a dream scenario where everyone walks away happy. What does that look/ feel like?

09:40:26 From Nan Sparrow-NYC To Everyone:

Thank you

09:43:45 From Lisa Laplante To Everyone:

What happens if you have a person in the community who will not follow the rules or even gets antagonistic?

09:43:47 From Niki Borofsky | NYC To Everyone:

Feel free to comment in the chat...or raise your hand.

09:43:53 From thureiyya rodriguez To Everyone:

What do you do when the meeting becomes a boxing ring ?

09:44:57 From Ramona Buck To Everyone:

If you are facilitating a meeting and someone keeps talking who seems to have a mental health issue and therefore isn't responsive to some of the usual interjections by the facilitator - what might you do?

09:45:29 From N. Timken Queens NY To Everyone:

Take a break

09:45:38 From Nancy Karkowsky To Everyone:

How do you manage if you're in a context that doesn't allow for any time to discuss rules?

09:46:07 From Harvey Newman West Palm Beach, FL To Everyone:

I host Death Cafe NYC every month. It runs one hour on Zoom and often I have to let a participant who needs more time to use much of the time. Will an agreement concerning time-use have a negative effect if I employ it?

09:47:08 From Viviane Topp UWS To Everyone:

How do you join the death cafe??

09:47:18 From Claudia Frankel Grosman / Brazil To Everyone:

Great Structures. Helps to customize every meeting / every case. Thanks for sharing Katie.

09:47:46 From Eileen McGinn To Everyone:

This is so relevant for me now

09:48:10 From Claudia Frankel Grosman / Brazil To Everyone:

Sometimes what looks a boxing ring is working. I just asa this is working for you?

09:48:27 From thureiyya rodriguez To Everyone:

Reacted to "Sometimes what looks..." with ❤️

09:48:32 From Suann Ingle To Everyone:

Reacted to "Sometimes what looks..." with ❤️

09:48:41 From Suann Ingle To Everyone:

Reacted to "This is so relevant ..." with ❤️

09:48:48 From thureiyya rodriguez To Everyone:

Reacted to "This is so relevant ..." with ❤️

09:49:15 From Leslie Treff To Everyone:

From my experience its about knowing and feeling when it is not a boxing ring, its part of the process. Knowing how far to let it go.

09:49:44 From thureiyya rodriguez To Everyone:

Harvey can you share a link

09:50:09 From Niki Borofsky | NYC To Everyone:

Info on Harvey Newman's Death Café NYC | <https://www.facebook.com/DeathCafeNYC/>

09:50:40 From Niki Borofsky | NYC To Everyone:

(Harvey, please correct if there's a better link)

09:51:14 From Harvey Newman West Palm Beach, FL To Everyone:

It can be found on Meetup.com

09:53:18 From Debra Hamilton To Everyone:

I facilitate a meeting every Wednesday night for a group discussion on setting up care plans for a pet. What people want and what they find out they need creates educational safe place to discuss pet. Very emotional.

<https://bit.ly/MAAPFeb8>

09:54:02 From thureiyya rodriguez To Everyone:

Reacted to "I facilitate a meeti..." with ❤️

09:54:12 From Suann Ingle To Everyone:

wow, that's brilliant

09:54:26 From thureiyya rodriguez To Everyone:

This is helpful

09:54:44 From Bernadette Beekman To Everyone:

I am a death doula, happy to connect with anyone.

www.linkedin.com/in/bernadettebeekman

09:55:17 From Donna Buehler To Everyone:

Thank you, excellent! Need to go to my 10 am meeting.

09:55:31 From Niki Borofsky | NYC To Everyone:

Death Café NYC | https://www.meetup.com/death-cafe-new-york-city/?_cookie-check=Wv8moV4Xsjoo5HOf

09:55:48 From Haavi Morreim, Memphis TN To Everyone:

In large group conversations/facilitations/mediations, some sort of agreed-on process or ground rules can be very helpful and important.

However, in mediations with small numbers on each side (1 or 2, maybe 3), I find that "ground rules" can be annoying, counterproductive and excessive mediator control. When a couple of people need to yell at each other, then often that's what they really need to do.

I sit back, listen, and often learn amazing things that turn out to be crucial to resolving the issues.

Example: landlord-tenant case. LL suing elderly lady, who's accompanied by her adult sons. They yelled at each other. And then ... after a bit of yelling, one of the sons said "You've never been anything but *respectful* to our mother ... " (Wow!)

Periodically I'll try to reel them back in. If that doesn't work, then apparently they still need to get things off their chests. At some point, they tend to tire out. Then's a good time to reel them back in.

09:56:06 From Andrew Larratt-Smith To Everyone:

Question: How deeply to flesh out the agreements. Some concepts are more complex: "Respect one another." "Confidentiality" are actually quite nuanced. When do you move over them quickly and when do you spend time to delve into the nuances?

09:56:39 From Dr. Barbara Sunderland Manouso To Everyone:

Great session. Thank you!

09:56:41 From Harvey Newman West Palm Beach, FL To Everyone:

Excellent. Thank you.

09:56:53 From Katie Hyten | Essential Partners To Everyone:

<https://forms.gle/b1G3xwBEyApboezP9>

09:56:56 From Nancy Karkowsky To Everyone:

Thanks

09:57:03 From Moira Osorio To Everyone:

Thank you for the insights and perspectives on co-creating agreements amongst people. So helpful for sure

09:57:08 From thureiyya rodriguez To Everyone:

Thank you for having me. This was great.

09:57:22 From Karla Valero To Everyone:

Thanks so much for this insightful roundtable, it was very nice to have some reminder of practice. I would love to be included in the email blast. karlavalero@gmail.com

09:57:23 From Niki Borofsky | NYC To Everyone:

Please provide feedback with the assessment | <https://forms.gle/b1G3xwBEyApboezP9>

09:57:26 From Harry Manasewich (he/him) To Everyone:

Thank you!

09:57:31 From Tricia Jones (she/her) To Everyone:

Thank you Katie for a very informative and pleasant r

09:57:38 From Tricia Jones (she/her) To Everyone:

session.

09:57:43 From Bathabile Mthombeni (she/her) To Everyone:

Thureiyya, please know that you are seen! And heard. I've been listening. ❤️

09:58:03 From Deborah Somme NYC To Everyone:

Thank you

09:58:06 From princetoncenteradr@gmail.com To Everyone:

Thank you!

09:58:10 From Matthew Lattimer-NYC To Everyone:

Thank you, Katie, for a helpful and informative presentation.

09:58:12 From Kathryn Fazio Brooklyn To Everyone:

Thank You, Katie and everyone here for an important coversation

09:58:16 From Paula- Martha's Vineyard Mediation Program, MA To Everyone:

Thank you for this informative session

09:58:20 From Andrew Larratt-Smith To Everyone:

Thanks!

09:58:21 From margo cates, nyc To Everyone:

Thank you for an excellent presentation.

09:59:01 From Bathabile Mthombeni (she/her) To Everyone:

Thank you so much Katie! It is wonderful to have a session that is both review and delivers new insights.

09:59:09 From Cheryl Prewitt To Everyone:

Thank you.

09:59:10 From Prof. Bradley Roth To Everyone:

Thank you!

09:59:12 From Claudia Kenny To Everyone:

Thank you- Love the resources!

09:59:15 From Lewellyne C Blanchard To Everyone:

Thank you!

09:59:22 From Rob Dwek To Everyone:

Katie - Thank You for taking the time!!!

09:59:41 From Zulma Miranda To Everyone:

Thank you for this wonderful and intentional presentation!

09:59:42 From Fatima Argun To Everyone:

Katie, thanks so much for the wonderful presentation and resources!

09:59:43 From David Thaler (FMCS) To Everyone:

Thank you.

09:59:54 From Ramona Buck To Everyone:

Thank hou!

09:59:59 From Trudy Junkroski To Everyone:

Thank you!

10:00:03 From Elliott Adams (he, him) To Everyone:

thank you

10:00:03 From Leslie Treff To Everyone:

thank you

10:00:07 From Lisa Laplante To Everyone:

Thank you!

10:00:22 From Michael Cassandra To Everyone:

Many thanks. Great discussion with some good advice and ideas.

10:00:25 From Katie Hyten | Essential Partners To Everyone:

whatisessential.org

10:00:26 From Nan Sparrow-NYC To Everyone:

Thank you Katie Hyten for your thoughtful and helpful presentation...Will go to website

10:00:30 From Katherine , Chatham, NY To Everyone:

Thank you!

10:00:31 From Maria Elena Humphrey To Everyone:

Thank you!

POST-SESSION Q&A

10:00:40 From Niki Borofsky | NYC To Everyone:

POST-SESSION Q&A

10:00:56 From Verlyn Francis To Everyone:

Great presentation! Thank you, Katie. I will be using some of your many great ideas.

10:01:44 From Molly Zuker To Everyone:

www.whatisessential.org

10:01:49 From Katie Hyten | Essential Partners To Everyone:

Thanks, Molly!

10:02:07 From (Maryland) Andrea King To Everyone:

Reacted to "www.whatisessential...." with 

10:05:00 From N. Timken Queens NY To Everyone:

Thank you for a great program!

10:05:12 From Michele Kearse To Everyone:

Thank you

10:05:34 From Eileen McGinn To Everyone:

Great. So relevant

10:05:38 From Claudia Frankel Grosman / Brazil To Everyone:

 Thanks for this amazing breakfast.

10:05:47 From Will Sawma - Dispute Resolution Center To Everyone:

So many great ideas and people this morning! Helpful and inspiring. Thanks!

10:06:35 From Jos To Everyone:

Thank you for having me here! It's a great presentation. 😊

10:07:01 From Harvey Newman West Palm Beach, FL To Everyone:

Have a wonderful day.

10:07:47 From Niki Borofsky | NYC To Everyone:

All breakfasts with resources : <https://acrgny.org/RTB-Videos>

10:08:56 From Niki Borofsky | NYC To Everyone:

and <http://www.ijay.cuny.edu/disputeresolution>

10:09:45 From Jennifer Svensson-CRJ Buffalo, NY To Everyone:

Thank you so much for your time today and the presentation you gave!

10:10:23 From thureiyya rodriguez To Everyone:

Where do I email my address

10:10:29 From JOHN ADAM KERNS JR To Everyone:

Does one need to be a member of your chapter to have access to the programs and chats since 4/20?

10:11:26 From Niki Borofsky | NYC To Everyone:

@JOHN Access to the recordings are currently freely available to all.

10:11:50 From margo cates, nyc To Everyone:

I've known of Death Cafes for several years now, but have not actually attended them. They are available world-wide. In NYC, there's one at NYU informally, but probably many others.

10:11:58 From Katie Hyten | Essential Partners To Everyone:

I need to head out to another meeting - but am grateful for you all for being here! I've learned so much from this and look forward to staying in touch.

10:12:06 From Niki Borofsky | NYC To Everyone:

More information on Harvey's Death Café NYC on Meetup here | https://www.meetup.com/death-cafe-new-york-city/?_cookie-check=Wv8moV4Xsjoo5HOf

10:13:42 From Dr. Barbara Sunderland Manouso To Everyone:

Jobs and retirement offer a second act. Death is final.....unless you are Jesus.

10:15:24 From Niki Borofsky | NYC To Everyone:

<https://www.nypl.org/locations/snfl/yoseloff-business>

10:15:35 From Niki Borofsky | NYC To Everyone:

Thomas Yoseloff Business Center

Stavros Niarchos Foundation Library (SNFL)

10:15:40 From thureiyya rodriguez To Everyone:

Thureiyyarodriguez@gmail.com

10:16:53 From Niki Borofsky | NYC To Everyone:

New York StartUP! 2023 Business Plan Competition |
<https://www.nypl.org/help/services/startup>

10:19:02 From Maria Volpe - NYC To Everyone:

mvolpe@jjay.cuny.edu

10:19:21 From Nan Sparrow-NYC To Everyone:

What a wealth of information Thuriyya!

10:19:55 From thureiyya rodriguez To Everyone:

Thureiyyarodriguez@gmail.com

10:22:23 From Fatima Argun To Everyone:

Hey everyone, really enjoyed the session and look forward to staying connected! Also looking for (paid) opportunities to practice. Please contact at fhargun@gmail.com if you need anyone to work with you!

10:23:08 From Fatima Argun To Everyone:

Also feel free to send me invite on LinkedIn: <https://www.linkedin.com/in/fatimaargun>

10:25:07 From Fatima Argun To Everyone:

Also, the Death Cafe sounds intriguing! Will try to attend!

10:26:26 From Chloe Choi, NJ (She/her) To Everyone:

Thanks so much!

10:26:29 From Nan Sparrow-NYC To Everyone:

Thank you!

10:27:11 From Fatima Argun To Everyone:

Thanks again!

Videos of ACR-GNY & John Jay Roundtable Breakfasts are available here:

ACR-GNY website | <https://www.acrgny.org/RTB-Videos>

John Jay College of Criminal Justice Dispute Resolution website | <https://www.jjay.cuny.edu/DRC/EVENTS>

Started in the aftermath of 9/11 by Professor Maria R. Volpe, the NYC-DR Monthly Roundtable Breakfasts are co-sponsored by the [Association for Conflict Resolution of Greater New York](#) and the [CUNY Dispute Resolution Center at John Jay College](#). The Breakfasts are organized and facilitated by Julie Denny, Matthew Lattimer, Niki Borofsky, Emily Skinner, and Maria Volpe and occur the first Thursday of each month from 8:30 – 10:00 am (New York Time).

Please note, the views and opinions expressed at Breakfast Roundtables and in the Chat Transcript are those of the speakers and participants and do not necessarily reflect the beliefs or position of ACR-GNY or John Jay College.