

ACR-GNY & John Jay Roundtable Breakfast | August 3, 2023

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

- 01:03:38 Niki Borofsky | Paris: Welcome to everyone!
- 01:04:07 Martha Chazanoff Livingston County NY: Could someone post the link to the recordings of the monthly meetings here in the chat please?
- 01:04:23 Jennifer S. CRJ Buffalo, NY: Thank you, Julie!
- 01:04:34 Niki Borofsky | Paris: Thank you to Julie for all of your efforts to make these sessions possible!!!!
- 01:04:48 Chloe Choi (She/her), South Korea: Past recordings are available here: <https://www.ijay.cuny.edu/DRC/EVENTS> and here: <https://acrgny.org/RTB-Videos>
- 01:04:57 Chloe Choi (She/her), South Korea: And huge thanks to Julie!
- 01:05:05 Atlanta, GA | Kymberli Ma'at Roberts (she/her): Reacted to "Past recordings are ..." with 👍
- 01:05:10 Jaime C-Utica NY: Reacted to "Past recordings are ..." with 👍
- 01:05:16 Martha Chazanoff Livingston County NY: Reacted to "Past recordings are ..." with 👍
- 01:05:54 Niki Borofsky | Paris: Welcome to Dr. Cynthia Pearce LeMay | <https://www.cynthialeamay.com/>
- 01:06:59 Niki Borofsky | Paris: Cynthia's book "Millennials and Conflict in the Workplace - Understand the Unique Traits of the Now Generation" | <https://www.cynthialeamay.com/new-page-2>
- 01:09:32 Vernel Jacob: Yes, true
- 01:13:33 SA, TX: Alec Chapa: 5 generations.. first time in history!
- 01:13:42 Emily Skinner she/her - NJ: Reacted to "5 generations.. firs..." with ❤️
- 01:15:43 Niki Borofsky | Paris: QUESTIONS?
- 01:16:26 Randy Duque: stuck
- 01:16:26 Niki Borofsky | Paris: HOW WOULD YOU DEFINE BABY BOOMERS IN 1 WORD?

01:16:27 Harvey Newman NYC: Me
01:16:29 Lewellyne C Blanchard: change
01:16:30 Leslie Treff: inclusive
01:16:30 Adah Moreno/ Lansing, MI: parents
01:16:31 Mary Aviles - Detroit, MI: Fleetwood Mac
01:16:31 SA, TX: Alec Chapa: Gold watch
01:16:35 Martha Chazanoff Livingston County NY: old :-)
01:16:43 Gigi Gutierrez Miami Beach: Resilient
01:16:45 Michael Watson: ambitious
01:16:45 Kira Nurieli: 60s
01:16:46 Katherine , Chatham, NY: born after WW2
01:16:47 Henry Fellows, Jamestown NY: opportunities
01:16:48 Shiver, Tamika E - New York, NY: retiring
01:16:50 Michele Kearse, NYC: Must buy a home
01:16:51 Don Greenstein, (he/him) Boston MA: collaborative
01:16:53 Caroline Hanna (she/her) NYC: hardened
01:16:54 Deborah Somme NYC:me
01:16:57 Alex Yaro - NYC: Boomers
01:16:58 Robin Beckhard (she/her) - NYC: Sandwich gen
01:17:04 Maya Dehner, NYC: stable
01:17:04 Rod T: duct and cover
01:17:06 Diane: Still seeking change
01:17:07 Chloe Choi (She/her), South Korea: Achieved
01:17:09 N: Self-confident
01:17:09 Ellyn R.: Originally questioning everything
01:17:16 Katherine , Chatham, NY: well off
01:17:22 Alex Yaro - NYC: Retirement

01:17:24 Richard Thayer Virginia: smug

01:17:27 Robin Beckhard (she/her) - NYC: homeowners

01:17:29 Michele Kearse, NYC: College grads

01:17:29 Elin Lake-Ewald: stoic

01:17:44 Marissa Badgley, she/her, CT: stereotype: old and out of touch

01:17:49 JOHN ADAM's iPhone: Forgotten

01:17:56 Louis Cohen, Florida: Believers in the future

01:18:02 Michele/ Westchester: Leaders of the movements that impacted our culture

01:18:15 Martha Chazanoff Livingston County NY: sarcastic

01:18:16 Niki Borofsky | Paris: HOW WOULD YOU DEFINE GEN Xers?

01:18:19 Gigi Gutierrez Miami Beach: Collaborative

01:18:21 Kira Poplowski | Chief Communications Officer: Independent

01:18:21 Maya Dehner, NYC: disaffected

01:18:22 Michael Watson: Independent

01:18:23 Jennifer S. CRJ Buffalo, NY: No nonsense

01:18:23 Kira Nurieli: Punky brewster

01:18:23 Shiver, Tamika E - New York, NY: stubborn

01:18:24 Henry Fellows, Jamestown NY: forgotten

01:18:25 Jon Adler-Chicago: ambitious

01:18:25 Leslie Treff: ambitious

01:18:25 Michele Kearse, NYC: Very independent thinker

01:18:25 Caroline Hanna (she/her) NYC: responsible

01:18:27 Troi Slade: Stubborn

01:18:28 Randy Duque: brooding

01:18:29 Lewellyne C Blanchard: parenting

01:18:29 Richard Thayer Virginia: relaxed

01:18:29 Mary Aviles - Detroit, MI: Winona Ryder

01:18:29 Lisa Laplante: live to work and not work to live (me!)

01:18:30 SA, TX: Alec Chapa: Non-traditional

01:18:32 Adah Moreno/ Lansing, MI: Siblings

01:18:32 Jennifer S. CRJ Buffalo, NY: Me!

01:18:34 Elin Lake-Ewald: ambitious

01:18:34 Greg Spaun - Poughkeepsie NY: Self-reliant

01:18:36 Inez P. Lano (she/her): MTV

01:18:36 N: We're trying

01:18:38 Jen Huttemann-Kall, Watertown: We are feral and drank out of a hose 🍷

01:18:39 Vernel Jacob | Brooklyn, NY: Listener

01:18:43 Shiver, Tamika E - New York, NY: angry

01:18:48 Paula's iPhone: Ambitious

01:18:52 Kira Poplowski | Chief Communications Officer: cheated

01:18:54 Paulette Haynes -Toronto, Canada: Squeezed out

01:18:54 Michele Kearse, NYC: Doesn't understand Boomers

01:18:57 Harvey Newman NYC: Polarizing

01:18:57 Deborah Somme NYC: more open to change

01:18:58 Charlotte Ramsey, Esq. she/her - NY: intolerant

01:19:00 Elena Paraskevas-Thadani (she/her) New York: Workaholic

01:19:01 Jennifer S. CRJ Buffalo, NY: Flexible

01:19:09 Jennifer S. CRJ Buffalo, NY: Saw a lot of change

01:19:10 Michele/ Westchester: No not understand delayed gratification

01:19:12 Vernel Jacob | Brooklyn, NY: Adaptable

01:20:21 Caroline Hanna (she/her) NYC: entitled

01:20:23 Leslie Treff: entitled

01:20:24 Henry Fellows, Jamestown NY: misunderstood

01:20:24 SA, TX: Alec Chapa: Techy

01:20:25 Niki Borofsky | Paris: HOW WOULD YOU DESCRIBE MILLENNIALS?

01:20:25 Lisa Laplante: follow their own rules

01:20:25 Martha Chazanoff Livingston County NY: animated

01:20:27 Maya Dehner, NYC: hungry

01:20:27 Troi Slade: Sensible

01:20:28 Shiver, Tamika E - New York, NY: lazy

01:20:28 Donna Durbin: lazy

01:20:29 Chloe Choi (She/her), South Korea: New workforce

01:20:30 Kira Nurieli: quick

01:20:30 Mary Aviles - Detroit, MI: Chill

01:20:30 Michele Kearse, NYC: Entitled

01:20:33 Charlotte Ramsey, Esq. she/her - NY: confused

01:20:34 N: Activists

01:20:35 Randy Duque: spoiled

01:20:35 Jen Huttemann-Kall, Watertown: Not self-reliant

01:20:36 Alex Yaro - NYC: Chugi

01:20:38 Shiver, Tamika E - New York, NY: lacking work ethic

01:20:39 Greg Spaun - Poughkeepsie NY: Won't pay their dues

01:20:39 Robin Beckhard (she/her) - NYC: beginning to assume leadership

01:20:42 SA, TX: Alec Chapa: Questioning / suspicious

01:20:44 Michael Lohr, Evanston, IL: impatient

01:20:44 tarah newfield: Free thinking

01:20:45 Gigi Gutierrez Miami Beach: Ambitious

01:20:45 Harvey Newman NYC: Naive

01:20:46 Jen Huttemann-Kall, Watertown: NOT critical thinkers

01:20:49 Leslie Treff: lazy

01:20:49 Michele/ Westchester: Non-conforming

01:20:53 Adah Moreno/ Lansing, MI: Resourceful

01:20:56 Michele Kearse, NYC: Does not want children

01:20:57 JOHN ADAM's iPhone: Not a team player

01:20:59 Ellyn R.: Traumatized by their events

01:20:59 Adah Moreno/ Lansing, MI: Reacted to "Ambitious" with ❤️

01:20:59 Lisa Laplante: informal

01:21:01 Inez P. Lano (she/her): Globally conscious

01:21:04 Jennifer S. CRJ Buffalo, NY: Casual

01:21:06 Elin Lake-Ewald: self interested

01:21:07 Shiver, Tamika E - New York, NY: disillusioned

01:21:10 Lewellyne C Blanchard: phone-obsessed

01:21:13 Paulette Haynes -Toronto, Canada: Self-absorbed

01:21:16 Denise: They are entitled and have let social media cripple their minds!

01:21:20 Atlanta, GA | Kymberli Ma'at Roberts (she/her): Bridge

01:21:20 Adah Moreno/ Lansing, MI: Non-traditional

01:21:33 Susan Glatki: not very good coping skills

01:21:34 Michele Kearse, NYC: Influencer

01:21:35 Harvey Newman NYC: Straddlers

00:00:39 Harvey Newman: Ring Bells for Universal Peace Day at 7:15 PM EST to commemorate the 73rd Anniversary of the bombing of Hiroshima. If you are in NYC we are meeting at Pier 46 at Charles St.

00:01:09 N: Millennials :protective of marginalized people

00:01:10 Leslie Treff: millennials kicked us out

00:01:16 Caroline Hanna (she/her) NYC: Reacted to "millennials kicked u..." with 😂

00:01:18 Martha Chazanoff Livingston County: Reacted to "millennials kicked u..." with 😂

00:01:18 Susan Glatki: Reacted to "millennials kicked u..." with 😂

00:01:20 Maya Dehner, NYC: Reacted to "millennials kicked..." with 😂

00:01:20 Michele Holmes: No audio

00:01:20 Vernel Jacob- Brooklyn, NY: Lol

00:01:21 Alec Chapa - SATX: Reacted to "millennials kicked u..." with 😂

00:01:23 N: They run the tech

00:01:24 Paulette Haynes: You think???lol!

00:01:24 Mary Aviles (she/her): Reacted to "millennials kicked u..." with 😂

00:01:24 Karol Mason: I have no sound

00:01:25 Shiver, Tamika E - New York, NY: Reacted to "millennials kicked u..." with 😂

00:01:27 Viviane Topp: what nis going one??

00:01:28 Richard Thayer: tech savvy?

00:01:29 margo cates: If some of the more important links that were lost when we were cut off could be reposted later in today's session, it would be appreciated.

00:01:32 Inez P. Lano (she/her): Reacted to "millennials kicked u..." with 😂

00:01:39 SGIUSA: No sound!!

00:01:42 JOHN ADAM's iPhone: Just what I was thinking!

00:01:49 SGIUSA: Yes

00:02:16 margo cates: No the Host, probably the Ghost.

00:02:37 Darsey Meredith: Reacted to "If some of the more ..." with 👍

00:03:13 Alec Chapa - SATX: Suspicious / questioning

00:03:14 Harvey Newman: Naive

00:03:33 Niki Borofsky: ONE WORK FOR MILLENIALS?

00:03:37 Niki Borofsky: WORD

00:03:51 margo cates: But there are a whole lot of parents who are "entitling" their kids.

00:03:54 Saadia (she/her/hers): As a millennial: misunderstood. As pointed out in the entitled despite :p

00:04:04 Mike Lampert:The same word appears separately in the cloud. How (see eg spoiled onm this slifde)

00:04:08 Colleen H: Reacted to "As a millennial: mis..." with 👍

00:04:09 Niki Borofsky: ONE WORD FOR GEN Z?

00:04:11 Alec Chapa - SATX: Demanding

00:04:13 Henry Fellows, Jamestown NY: promise

00:04:14 Gigi Gutierrez: Lethargic

00:04:15 Elena Paraskevas-Thadani (she/her): Feelings

00:04:16 Mary Aviles (she/her): Digitally immersed

00:04:17 Martha Chazanoff Livingston County: developing

00:04:22 Katie Durgin: Reacted to "As a millennial: mis..." with 👍

00:04:23 Alec Chapa - SATX: Hopeful

00:04:25 Leslie Treff: overdigital

00:04:25 Atl, GA | Kymberli Roberts (she/her): Non-conformant

00:04:25 Robin Beckhard (she/her): spoiled

00:04:26 Vernel Jacob- Brooklyn, NY: Entitled

00:04:30 Harvey Newman: Unknowable

00:04:31 Richard Thayer: idealistic

00:04:31 Greg Spaun - Poughkeepsie NY: A new hope

00:04:31 N: Tech-whiz

00:04:34 Alex Yaro: Boundaries

00:04:35 Sara Barnes MV Mediation: Anxiousp

00:04:36 Caroline Hanna (she/her) NYC: dreamers

00:04:37 Shiver, Tamika E - New York, NY: inquisitive

00:04:37 Atl, GA | Kymberli Roberts (she/her): Innovative

00:04:37 Randy Duque: stubborn

00:04:38 Candace (CJ Ministry & CJ Lifting Hands): Rude

00:04:40 Maya Dehner, NYC: concerned

00:04:43 Adah Moreno/ Lansing, MI: Rule breakers

00:04:43 Vernel Jacob- Brooklyn, NY: Non traditional

00:04:45 Diane: Victims of our lack of success in creating a healthy world

00:04:46 Zoom user: Thinkers

00:04:47 Alex Yaro: Clueless

00:04:48 Shiver, Tamika E - New York, NY: intelligent

00:04:49 Ellyn R.: Traumatized by current events and future

00:04:49 Adah Moreno/ Lansing, MI: creative

00:04:50 Skylla Silva (she/her): hopeless

00:04:52 Claudia Frankel Grosman: inclusive

00:04:55 Elena Paraskevas-Thadani (she/her): Lost

00:04:56 Robin Beckhard (she/her): That's a lot to lay on a bunch of young kids...

00:04:56 Atl, GA | Kymberli Roberts (she/her): Reacted to "Victims of our lack ..." with 👍

00:04:59 Deborah Somme NYC: free spirited and non traditional

00:05:00 Vernel Jacob- Brooklyn, NY: Innovative

00:05:01 Leslie Treff: nonresilient

00:05:01 Teresa Calabrese she/her: Political activist

00:05:02 Alex Yaro: Idealistic

00:05:04 Shiver, Tamika E - New York, NY: socially lost

00:05:05 Alec Chapa - SATX: Reacted to "That's a lot to lay ..." with 👍

00:05:07 Jennifer-Oneonta NY: creative

00:05:12 Skylla Silva (she/her): nihilistic

00:05:12 VeronicaE: Anxious

00:05:15 N: Climate-aware

00:05:16 Lewellyne C Blanchard: traumatized

00:05:17 Paula's iPhone: Polarized

00:05:34 Shiver, Tamika E - New York, NY: sensitive

00:05:53 JOHN ADAM's iPhone: Will not look you in the eye!

00:07:03 JOHN ADAM's iPhone: Better - Do not know how to look you in the eye!

00:07:21 Marissa Badgley: If there are millennials in the "room," (or if you are a person who manages millennials) check out the Millennial Manager Collective, a first-in-kind community for millennial-identifying managers of people, projects, or organizations. We're about 75 people globally so far!

00:07:32 Emily Skinner she/her - NJ: Reacted to "If there are millenn..." with ❤️

00:07:41 Shiver, Tamika E - New York, NY: Reacted to "If there are millenn..." with ❤️

00:07:53 Darsey Meredith: Reacted to "If there are millenn..." with 👍

00:11:05 margo cates: Is it 2043 when the US will have a minority majority?

00:12:09 Niki Borofsky: QUESTIONS?

00:14:34 Alec Chapa - SATX: Assertiveness across gender not too surprising. Studies show males nowadays (across many gens, esp younger) want to redefine masculinity.

00:15:03 Niki Borofsky: TAKE THE THOMAS-KILMANN CONFLICT MODE INSTRUMENT (TKI) | <https://kilmanniagnostics.com/overview-thomas-kilmann-conflict-mode-instrument-tki/>

00:15:59 Adah Moreno/ Lansing, MI: Reacted to "TAKE THE THOMAS-KILM..." with 👍

00:16:05 Karol Mason: What was the size of the data set for each generational group?

00:18:55 JOHN ADAM's iPhone: How is 'Passive Aggressive' factored in?

00:19:28 Alec Chapa - SATX: Reacted to "How is 'Passive Aggr..." with 💡

00:20:24 Atl, GA | Kymberli Roberts (she/her): Replying to "Assertiveness across..." And to add we are seeing more introspection as individuals redefine self.

00:20:45 Atl, GA | Kymberli Roberts (she/her): Reacted to "Assertiveness across..." with 👍

00:20:54 Atl, GA | Kymberli Roberts (she/her): Reacted to "TAKE THE THOMAS-KILM..." with 👍

00:21:19 Charlotte Ramsey, Esq. she/her - NY: Were the groups diverse along racial lines or ethnicity?

00:21:26 N: Sounds like everyone is talking more about millennials !

00:23:13 Karol Mason: Are you collapsing Gen X and Boomers as one group, versus Millennials?

00:24:41 Harvey Newman: Could what you are calling narcissism also connect with growing consciousness?

00:25:21 Emily Skinner she/her - NJ: Replying to "Could what you are c..." This is a great question. Thank you for raising it.

00:25:58 Atl, GA | Kymberli Roberts (she/her): Reacted to "Could what you are c..." with 👍

00:26:01 Alec Chapa - SATX: Replying to "Could what you are c..." Yes, great question. As we all know, self awareness and self management are pillars in relationship management.

00:26:27 Claudia Frankel Grosman: Reacted to "Could what you are c..." with 👍

00:26:57 Charlotte Ramsey, Esq. she/her - NY: If the " diversity " issue is so prevalent, how is it defined without the racial component ? I am confused. What is your definition of diverse?

00:27:24 Atl, GA | Kymberli Roberts (she/her): Replying to "Could what you are c..." Agreed! And there is a greater emphasis on being proactive about how individuals show up in the world and the impact they have on the world left for generations to come.

00:27:31 JOHN ADAM's iPhone: Was there a 'Southern' effect, NC, SC, GA across to TX up to ARK back over to TN & Kentucky?

00:27:37 Niki Borofsky: See The Narcissism Epidemic | <https://www.jeantwenge.com/the-narcissism-epidemic-book-by-dr-jean-twenge/>

00:27:48 Emily Skinner she/her - NJ: Reacted to "Yes, great question...." with ❤️

00:28:11 Alec Chapa - SATX: Millennial without twitter, here.

00:28:20 Emily Skinner she/her - NJ: Reacted to "Agreed! And there is..." with ❤️

00:28:36 Emily Skinner she/her - NJ: Reacted to "Millennial without t..." with ❤️

00:28:38 Amelia: Reacted to "Millennial without t..." with ❤️

00:28:57 Henry Fellows, Jamestown NY: Replying to "Millennial without t..." Me, too. I don't use social media- too toxic

00:29:06 Niki Borofsky: ...it's no longer Twitter : <https://www.nytimes.com/2023/07/24/technology/twitter-x-elon-musk.html>

- 00:29:17 Alec Chapa - SATX: "Gold watch retirement"
- 00:29:43 Emily Skinner she/her - NJ: Reacted to "...it's no longer Tw..." with ❤️
- 00:30:14 N: And they will be healthier !
- 00:30:29 Charlotte Ramsey, Esq. she/her - NY: Smarter and not harder? Is that based on the use of technology?
- 00:30:44 Denise: This is a total different generation!
- 00:31:25 Michael Lohr: Quietly quitting
- 00:31:31 Amelia: Reacted to "Quietly quitting" with ❤️
- 00:32:07 Alec Chapa - SATX: Quitting narrow aims for broader aims.
- 00:32:14 Alec Chapa - SATX: Reacted to "Quietly quitting" with ❤️
- 00:33:09 Ellyn R.: Just a subjective experience that validates these findings. I'm a psychotherapist with a 29 year old female Millennial patient who was fired from a marketing job because of conflict with her Baby Boomer female boss. They had totally different communication styles. Baby boomer boss was passive aggressive - my client was more direct (also different ethnic group). Boomer boss brought in client for her tech savvy but then resented her for not using pre-social media techniques as well for marketing. These techniques never even occurred to my client who operates only on online media. The Boomer boss wanted Millennial to be her friend only on her terms. Millennial pt preferred working from home, not going in live. She did work hard but on her terms, not the way Boomer boss wanted.
- 00:33:26 Karol Mason: I find it interesting that the millennials were raised by parents that I would think raised them with these values, yet there is a disconnect in the workplace
- 00:33:54 Skylla Silva (she/her): If anyone is interested in the TikTok referenced, I found one example from the same account and included it below. I think it is more a reflection of Millennial/Gen Z boundary setting (as opposed to lack of motivation or work ethic): <https://www.tiktok.com/t/ZT8L2gybE/>
- 00:34:42 Alex Yaro: Reacted to "Just a subjective ex..." with 👍
- 00:34:53 Colleen, Dispute Resolution Center: Reacted to "Just a subjective ex..." with 👍
- 00:34:59 Alex Yaro: Reacted to "If anyone is interes..." with 👍
- 00:35:06 Colleen, Dispute Resolution Center: Reacted to "I find it interestin..." with 👍

- 00:35:06 Alec Chapa - SATX: Reacted to "Just a subjective ex..." with 👍
- 00:35:21 Troi Slade: Reacted to "If anyone is interes..." with 👍
- 00:35:53 Robin Beckhard (she/her): Remember, though, that Millennials are in their prime child-raising years = value flexibility.
- 00:36:09 Jennifer-Oneonta NY: Reacted to "Remember, though, th..." with 👍
- 00:36:20 Alec Chapa - SATX: Reacted to "I find it interestin..." with 👍
- 00:36:26 Atl, GA | Kymberli Roberts (she/her): Reacted to "Remember, though, th..." with 👍
- 00:37:58 Greg Spaun - Poughkeepsie NY: Is it that Millennials want to learn, or that they went to college because their Boomer/Gen-X parents compelled them because of the conception that a college degree always leads to a better job?
- 00:38:09 Robin Beckhard (she/her): Wanting to know "why" is a key factor of adult learning, not just a millennial factor...
- 00:38:20 Henry Fellows, Jamestown NY: Reacted to "Wanting to know "why..." with 👍
- 00:38:48 Atl, GA | Kymberli Roberts (she/her): Did your research dive into the parenting styles of prior generations and the possible impact on the working/conflict styles of younger generations?
- 00:38:48 Mary Aviles (she/her): We're hearing this in research with college and university students related to their engagement as well.
- 00:38:55 Alec Chapa - SATX: Every single associate and partner I have gets to redefine their role from the get-go. Collaborative from the start. It's a necessity, in my org.
- 00:40:27 Colleen, Dispute Resolution Center: Replying to "Is it that Millennia..." I would say both.
- 00:40:46 Harvey Newman: Amazing. I'm 80 and I've been a Millennial all my life. No wonder I didn't fit in.
- 00:41:02 Kira Nurieli: Reacted to "Amazing. I'm 80 and ..." with 😄
- 00:41:07 Atl, GA | Kymberli Roberts (she/her): Reacted to "Amazing. I'm 80 and ..." with 😄
- 00:41:25 Claudia Frankel Grosman: Reacted to "Amazing. I'm 80 and ..." with 😄

00:41:33 Alec Chapa - SATX: Reacted to "Wanting to know "why..." with 👍

00:41:49 Charlotte Ramsey, Esq. she/her - NY: Reacted to "Amazing. I'm 80 and ..." with 😊

00:41:50 Kira Nurieli: This is a very helpful program for Corporate Organizational Ombuds - most of the people who visit my office are millennial / Gen Z. This research helps understand key motivations and assumptions, in order to support them best-navigating through their workplace conflicts. Thank you!

00:43:24 Saadia Ahmad (she/her/hers): I feel very judged by everyone calling us entitled here 😊😞

00:43:33 Skylla Silva (she/her): Reacted to "I feel very judged b..." with 😊

00:43:37 N: I agree with Chloe!

00:43:51 Colleen, Dispute Resolution Center: Replying to "I feel very judged b..." Indeed!

00:43:52 Chloe Choi (She/her), South Korea: Reacted to "I agree with Chloe!" with ❤️

00:43:54 Colleen, Dispute Resolution Center: Reacted to "I feel very judged b..." with 👍

00:44:11 Henry Fellows, Jamestown NY: Replying to "I feel very judged b..." I'm not entitled, I have high expectations! Love that framing

00:44:17 Emily Skinner she/her - NJ: Replying to "I feel very judged b..." I agree. It also becomes this obstacle so that we can't ask for things we need because it get categorized as being entitled.

00:44:26 Henry Fellows, Jamestown NY: Reacted to "I agree. It also bec..." with 👍

00:44:27 Alec Chapa - SATX: Reacted to "This is a very helpf..." with 💡

00:45:38 Saadia Ahmad (she/her/hers): Replying to "I feel very judged b..." it's interesting to me that we're willing and okay with using terminology like this towards millennials yet if we used this kind of terminology to describe any other identity i.e. race, gender identity, sexual orientation, religion, etc., it would be 100% unacceptable which it totally should be, but why is it okay to throw those words around here to describe millennials?

00:45:50 Saadia Ahmad (she/her/hers): Replying to "I feel very judged b..." the point that it can feel like discrimination I think is very accurate

00:45:50 JOHN ADAM's iPhone: How is the visible presence of Tattoos having an effect on older generations?

00:45:59 Atl, GA | Kymberli Roberts (she/her): For Millennials in their late 30s, they have also either experienced or witnessed their parents dedicate years of effort only to be overlook for opportunities. Serving as a catalyst almost like a movement for speaking up more, no longer waiting to be seen and setting stronger boundaries.

00:46:09 Colleen, Dispute Resolution Center: Reacted to "I agree. It also bec..." with 👍

00:46:12 Colleen, Dispute Resolution Center: Reacted to "I'm not entitled, I ..." with 👍

00:46:12 Alec Chapa - SATX: Reacted to "I agree. It also bec..." with 👍

00:46:14 Katie Durgin: Reacted to "it's interesting to ..." with 🙌

00:46:15 Skylla Silva (she/her): Reacted to "it's interesting to ..." with 🙌

00:46:16 Troi Slade: Reacted to "For Millennials in t..." with ❤️

00:46:17 Skylla Silva (she/her): Reacted to "I agree. It also bec..." with 👍

00:46:18 Alec Chapa - SATX: Reacted to "it's interesting to ..." with 🙌

00:46:35 Alec Chapa - SATX: Reacted to "For Millennials in t..." with ❤️

00:46:36 Colleen, Dispute Resolution Center: Reacted to "it's interesting to ..." with 👍

00:46:41 Denise: I was told to get rid of my Tatoo if I want to continue to be employed1

00:46:50 Emily Skinner she/her - NJ: Reacted to "the point that it ca..." with ❤️

00:46:55 Atl, GA | Kymberli Roberts (she/her): Replying to "I feel very judged b..."
It's like Millennials are catching the heat so Gen Z doesn't have to.

00:46:58 N: ++ Sadia! I'm seeing that from my Gen X perspective, no one is complaining about us

00:47:02 Martha Chazanoff Livingston County: I am guessing Milenials will be more interested in retirement plans and health insurance as they age.




00:47:05 N: Reacted to "I feel very judged b..." with 👍

00:47:11 Harvey Newman: EI and SI (Spiritual Index) also.

00:47:14 Alec Chapa - SATX: Replying to "For Millennials in t..." And let go as soon as a recession hits. How could a generation just getting started look at that loyalty and desire it?

00:47:34 Henry Fellows, Jamestown NY: Reacted to "For Millennials in t..." with ❤️

- 00:47:38 Colleen, Dispute Resolution Center: Reacted to "For Millennials in t..." with 👍
- 00:47:45 Charlotte Ramsey, Esq. she/her - NY: Reacted to "For Millennials in t..." with 👍
- 00:48:23 Skylla Silva (she/her): Reacted to "And let go as soon a..." with 🙌
- 00:48:37 N: Reacted to "For Millennials in t..." with 👍
- 00:48:56 Emily Skinner she/her - NJ: Reacted to "It's like Millennial..." with ❤️
- 00:49:27 Saadia Ahmad (she/her/hers): it's not so much a sense of disrespect as much as wondering/questioning certain procedures and whether they're effective and actually accomplishing what they need to and are meant to. what's tricky is that many of these systems are established outside of individual workplaces and that's part of what puts strain between relationships between generations and what that I think requires is patience and understanding and flexibility for each side: for Gen X, to be patient with the changes requested, and for Millenilals, to be patient that change takes time
- 00:49:32 Maya Dehner, NYC: This discussion makes me wonder if many Millenials want their supervisors to take on something like the role their helicopter parents had
- 00:49:56 Marissa Badgley: In my consulting work around helping organizations navigate intergenerational dynamics, we start with relationship building and co-creating collaborative culture and expectations for engagement. It becomes much more about helping people see each other as humans rather than ages. Let me know if you're interested in some frameworks for that!
- 00:49:59 Theresa Roberts: What about politically being targeted, traumatized at work place, based on age discrimination, martial status, race, etc... which has a major effect on why there maybe conflict as well?
- 00:50:09 Donna Buehler: I wonder how the regional, cultural differences of the population surveyed might influence the survey results. I might assume that the participants are from the US. If this study was done let's say in other countries, I know that the data would be different as culture and life events impact behavior. Some countries don't have access to technology or a fast internet, and social media, etc.
- 00:50:09 Colleen, Dispute Resolution Center: YES Karol !!!
- 00:50:16 Denise: Emotional intelligence is not the key. It is how you use it to get ahead is the problem.

- 00:50:17 Alec Chapa - SATX: Intergenerational boundary setting: negotiated rule making. It worked like a charm when I managed a team of Gen Z
- 00:50:22 Marissa Badgley: Reacted to "Intergenerational bo..." with 
- 00:50:32 Troi Slade: Replying to "I feel very judged b..." @Atl, GA | Kymberli Roberts (she/her) Yes! Hopefully when Millennials are the ones in higher positions, the workplace will look very different and promote work/life balance, diversity, etc. (I'm Gen Z btw!)
- 00:50:34 Marissa Badgley: Replying to "Intergenerational bo..." Yes! This is what I teach!
- 00:50:38 Saadia Ahmad (she/her/hers): Replying to "This discussion make..." I wouldn't put it so much in that way as much as that I think millennials hope and expect for more care and support and I would say humanity in interactions in workplaces. I would think this would also serve to benefit others as well i.e. an environment in which people feel seen and cared about and supported for who they are would be a positive culture for all. this is also very directly connected with DEI efforts and creating inclusive environments at work
- 00:50:43 Lisa Laplante: Replying to "Intergenerational bo..." in some settings perhaps, but probably not with a judge on a schedule. I think context matters.
- 00:50:45 Emily Skinner she/her - NJ: Replying to "I feel very judged b..." It also feels like a coping mechanism for a resistance to change.
- 00:50:52 Alec Chapa - SATX: Reacted to "Yes! This is what I ..." with 
- 00:51:04 Claudia Frankel Grosman: Reacted to "I feel very judged b..." with 
- 00:51:21 N: Agreed, their parents had a big role - are older colleagues criticizing their own kids indirectly
- 00:51:51 Alec Chapa - SATX: Replying to "Intergenerational bo..." Good point Lisa! Ironically, many courts are getting more flexible. Entire counties are shifting to court-mandated mediation, featuring more flexibility (zoom, rescheduling allowed, etc.)
- 00:53:13 Lisa Laplante: Replying to "Intergenerational bo..." Yes, I tell my students that it is wise to learn the rules of the "elders" (sadly I am included!) and then when they are in power they can change the system. :-)
- 00:54:09 Atl, GA | Kymberli Roberts (she/her): Replying to "This discussion make..." I would ask the individuals what their expectations are as each employee will have their own needs.

- 00:54:22 Alec Chapa - SATX: Replying to "Intergenerational bo..." Indeed 😊 My mom always raised me to "know my teachers" because they set the house rules. It's worked well for me blending in with many different generations.
- 00:54:41 Niki Borofsky: It Didn't Start with You: How Inherited Family Trauma Shapes Who We Are and How to End the Cycle Paperback – Illustrated, April 25, 2017 | <https://www.amazon.com/Didnt-Start-You-Inherited-Family/dp/1101980389>
- 00:55:19 Atl, GA | Kymberli Roberts (she/her): Reacted to "And let go as soon a..." with ❤️
- 00:55:27 Lisa Laplante: Reacted to "Indeed 😊 My mom alw..." with ❤️
- 00:55:27 Adah Moreno/ Lansing, MI: Reacted to "t Didn't Start with ..." with 👍
- 00:55:41 Colleen, Dispute Resolution Center: Reacted to "It's like Millennial..." with 👍
- 00:55:47 Niki Borofsky: (non-Amazon link) It Didn't Start with You: How Inherited Family Trauma Shapes Who We Are and How to End the Cycle | <https://markwolynn.com/it-didnt-start-with-you/>
- 00:55:52 Colleen, Dispute Resolution Center: Reacted to "@Atl, GA | Kymberli ..." with 👍
- 00:55:52 Atl, GA | Kymberli Roberts (she/her): Reacted to "Wanting to know "why..." with 👍
- 00:55:57 Colleen, Dispute Resolution Center: Reacted to "It also feels like a..." with 👍
- 00:56:09 Colleen, Dispute Resolution Center: Reacted to "Agreed, their parent..." with 👍
- 00:57:10 N: Media has made a sport out of criticizing millennials
- 00:57:31 Jennifer-Oneonta NY: Reacted to "Media has made a spo..." with 🙌
- 00:57:31 Kira Nurieli: Reacted to "I wonder how the reg..." with 🙌
- 00:57:32 Colleen, Dispute Resolution Center: Reacted to "I wouldn't put it so..." with 👍
- 00:57:49 Colleen, Dispute Resolution Center: Reacted to "Media has made a spo..." with 👍
- 00:58:16 margo cates: I know you've equated Entitled, with High Expectations (HE) throughout this seminar, but I don't see Entitled in the same way, or perhaps HE without necessarily having to have worked or waited for. A lot simply expected and given to. I see this with the kids of various friends who are parents.

00:58:51 Atl, GA | Kymberli Roberts (she/her): We are living evolution. As each generation enters the world, they are not designed to be clones. Yet bring new perspective, approaches and ways of existing in an ever changing world.

00:59:03 Emily Skinner she/her - NJ: Reacted to "We are living evolut..." with ❤️

00:59:04 margo cates: Children from their early years through their adult now even some into their early 40s, but many in their 30s now.

00:59:12 Vernel Jacob- Brooklyn, NY: Yes I was thinking how political/ geopolitics affects conflict resolution

00:59:36 Colleen, Dispute Resolution Center: Reacted to "We are living evolut..." with 👍

00:59:58 Marissa Badgley: PREACH Saadia!

01:00:04 N: ++ Saadia

01:00:15 Jennifer-Oneonta NY: Reacted to "We are living evolut..." with 👍

01:00:15 Leslie Treff: high expectations is not the same as entitled. its very different.

01:00:16 Marissa Badgley: Ageism is alive and well

01:00:17 Teresa Calabrese she/her: Reacted to "We are living evolut..." with ❤️

01:00:34 Jennifer-Oneonta NY: Reacted to "high expectations is..." with 👍

01:00:36 Alec Chapa - SATX: Reacted to "high expectations is..." with 👍

01:00:36 margo cates: But I don't see High Expectations as the same, and yes, it is a generalizations, not everyone is. But I certainly have found it in many.

01:00:36 Harvey Newman: Reacted to "We are living evolut..." with 👍

01:00:38 Harvey Newman: Reacted to "We are living evolut..." with ❤️

01:00:40 Harvey Newman: Reacted to "We are living evolut..." with 👍

01:01:14 Sara Barnes MV Mediation: These stereotyping terms serve to dehumanize in order to discriminate. No more entitled use as a term for me.

01:01:20 Colleen, Dispute Resolution Center: Reacted to "high expectations is..." with 👍

01:01:30 Atl, GA | Kymberli Roberts (she/her): Great point @Saadia especially considering that people are staying in the workplace longer leaving less room for the needs of younger generations to be met when trying to grow within their role.

- 01:01:34 Emily Skinner she/her - NJ: Reacted to "high expectations is..." with ❤️
- 01:01:47 Colleen, Dispute Resolution Center: Reacted to "These stereotyping t..." with 👍
- 01:02:04 Colleen, Dispute Resolution Center: Reacted to "Great point @Saadia ..." with 👍
- 01:02:41 N: High expectations for how jobs should treat employees makes sense - entitlement assumes the individual just expects the good thing for themselves, but we're seeing this cohort is socially conscious and wants good things for others, too
- 01:02:56 Henry Fellows, Jamestown NY: Reacted to "High expectations fo..." with 🙌
- 01:03:06 Harvey Newman: Reacted to "High expectations fo..." with 🙌
- 01:03:17 Colleen, Dispute Resolution Center: Reacted to "High expectations fo..." with 👍
- 01:03:27 Vernel Jacob- Brooklyn, NY: I think our experience of millennials contribute to the negative perception...I believe the way they communicate they're not aware of their choice of words..."the how you say what you say" in our social & communication skills matters
- 01:03:37 Harvey Newman: Reacted to "Media has made a spo..." with 👍
- 01:03:39 Harvey Newman: Reacted to "t Didn't Start with ..." with 👍
- 01:04:04 margo cates: I agree with Leslie T above, High Expectations is different from Entitled, so it cannot easily be substituted without certain acknowledgments or understandings. Certainly High Expectations is a descriptive terms that has more positive connotations.
- 01:04:15 Leslie Treff: entitlement is not necessarily expectations at all. It is a feeling about what a person's place is within a certain society, their importance, and what they deserve.
- 01:04:43 Atl, GA | Kymberli Roberts (she/her): Netflix has an interesting movie addressing the weight of ageism called "Paradise"
<https://www.netflix.com/title/81288179>
- 01:04:54 N: Yes please, case study
- 01:05:00 Harvey Newman: Replying to "entitlement is not n..." Love that point
- 01:05:10 Sara Barnes MV Mediation: So let's use self worth instead of entitled

01:05:30 Harvey Newman: Reacted to "So let's use self wo..." with 🙌

01:06:45 Louis Cohen (Peace Advocate): Reacted to "As a millennial: mis..." with 👍

01:07:11 Kira Nurieli: Reacted to "So let's use self wo..." with ❤️

01:07:28 Leslie Treff: this was fantastic. thanks so much

01:07:29 JOHN ADAM's iPhone: Best Recruiting effort by current employees?

01:07:33 margo cates: I don't see self worth as same as entitled.

01:07:35 Jen Huttemann-Kall: This was soooooo interesting!

01:07:40 Inez P. Lano (she/her): thank you!

01:07:41 Harvey Newman: This was quite illuminating. Thank you, Cynthia.

01:07:43 Niki Borofsky: Thank you!!!

01:07:46 Randy Duque: Will the slides be available?

01:07:47 Candace (CJ Ministry & CJ Lifting Hands): Thank You

01:07:48 Claudia Frankel Grosman: Thank you Cynthia.

01:07:48 Susan Glatki: Thanks for the insights into the hows and the whys

01:07:49 N: Thank you, Cynthia ! Really important work

01:07:52 Troi Slade: Thank you!

01:07:52 Ashley Croker: Thanks so much for this awesome presentation!

01:07:57 Paula's iPhone: Thank you

01:08:05 Saadia Ahmad (she/her/hers): would love to connect with folks interested in continuing the conversation and how to manage these conflicts with folks who are interested! - <https://www.linkedin.com/in/saadiaahmad548/> and email is sahmada@commteam.org

01:08:08 margo cates: This has been an excellent presentation. So very valuable, thank you.

01:08:15 Atl, GA | Kymberli Roberts (she/her): Reacted to "would love to connec..." with 👍

01:08:17 Marla Moss, Mediator: Thank you, very informative!

01:08:28 Niki Borofsky: Reminder that this session will be posted online: 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>

- 01:08:30 Kira Nurieli: Love that distinction @Julia!
- 01:08:31 margo cates: I love what Julia has just shared, in terms of High Expectations.
- 01:08:33 Wade Rosenthal (they/he): TYSM
- 01:08:37 Theresa Roberts: This is true
- 01:08:38 N: Reacted to "So let's use self wo..." with ❤️
- 01:08:38 Dawn Jewett - Hollis, NH: Thank you, enjoyed this presentation.
- 01:08:39 Alex Yaro: Replying to "So let's use self wo..." Personally, I am reluctant to substitute "negative" word for "positive" once without understanding the intention of the word "entitled." It carries a certain charge which is important to capture, acknowledge and address.
- 01:08:41 JOHN ADAM's iPhone: How do you get current employees to convince friends to apply?
- 01:08:47 Terencia Martin: Thank you so much. I think your point about learning to understand one another and work together are key. All generations have great attributes when added together can make a dynamic work environment for all.
- 01:09:45 Atl, GA | Kymberli Roberts (she/her): Reacted to "Personally, I am rel..." with ❤️
- 01:09:49 Terencia Martin: I also think sometimes the issue may not just be the generation of the worker, it may also be the actual work place (nature of the work), maybe the fit is not a good one.
- 01:09:56 Jennifer S. CRJ Buffalo, NY: Thank you so much! This was delightful!
- 01:10:33 Harvey Newman: Are they going to vote?
- 01:10:36 Leslie Treff: so were we in the 1960s
- 01:11:09 Oswald Fraser: Thank you, Cynthia. This was a very insightful presentation. Would you be able to share the slides?
- 01:11:11 Theresa Roberts: They are also easier to sell an ideology without history of ills of old

- 01:11:22 Niki Borofsky: The Book : Millennials and Conflict in the Workplace - Understand the Unique Traits of the Now Generation | <https://www.cynthialeamay.com/new-page-2>
- 01:11:26 Vernel Jacob- Brooklyn, NY: Reacted to "The Book : Millennia..." with 👍
- 01:11:28 Chloe Choi (She/her), South Korea: Reacted to "The Book : Millennia..." with ❤️
- 01:11:37 Vernel Jacob- Brooklyn, NY: Reacted to "They are also easier..." with 👍
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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, Chloe 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.