

ACR-GNY Roundtable Breakfast | November 4, 2021

ZOOM MEETING PUBLIC CHAT TRANSCRIPT

- 01:07:22 Niki Borofsky | JAMS | Paris: Welcome to everyone to November's ACR-GNY & John Jay Roundtable Breakfast!
- 01:07:31 Niki Borofsky | JAMS | Paris: This session is being recorded and will be posted within the week on the ACR-GNY website. You can also watch past Roundtable Breakfasts at: <https://www.acrgny.org/RTB-Videos>
- 01:07:55 Chuck Newman - NYC: Welcome, everyone. Thanks for joining I have a conflict at 9:30 and will have to step away early.
- 01:08:51 Niki Borofsky | JAMS | Paris: Welcome to Dr. Donna Hicks | <https://drdonnahicks.com/bio/>
- 01:20:25 Robin Beckhard - NYC: Donna, how would you differentiate between dignity and respect?
- 01:20:39 Lisa PytlikZillig - NE: How do you "do dignity" first? what concrete processes help us to "do dignity"?
- 01:21:12 Niki Borofsky | JAMS | Paris: Dr. Hicks will be taking questions at the end of her presentation. You are encouraged to enter any questions in the "Chat" - or wait to ask them live once we open the Q&A session.
- 01:21:26 Robin Beckhard - NYC: Thanks, Niki.
- 01:26:29 Chuck Newman - NYC: Donna's PowerPoint will be available when the recording of this meeting is posted.
- 01:27:50 Sharon Eckstein: Dignity is inherent and we all have that inherent worth - respect can be gained, lost, earned, since it is conditional on our actions. Dignity has a spiritual component since it is unconditional
- 01:31:47 Cris Houston: Hi, Richard. It is good to see you also. This is so helpful. Have a great day as well.
- 01:32:33 Kishor Dere: Do you think that utilitarians and rationalists would see reason in respecting inherent and intrinsic worth of humans (and all other creations of God/Nature)?
- 01:35:15 Monae Ollivierre - NYC: That is how I felt about the situation at John Jay

01:36:00 Kira Nurieli: Question for the end: Curious to hear your thoughts on Restorative Practices / Circles as they relate to Dignity?

01:37:25 Niki Borofsky | JAMS | Paris: Link to Dr. Hicks' books | <https://drdonnahicks.com/books/>

01:37:34 Ayanna Behin: Thanks Niki

01:38:49 Monae Ollivierre - NYC: Agreed

01:39:05 Robin Beckhard - NYC: Acknowledgement is the "I see you, I hear you" piece -- if we can't get parties to acknowledge each other, at least we can do it ourselves, as mediators, to help them move beyond their hurt.

01:41:10 Marty Izaak-NYC: How do you make a safe relationship?

01:42:27 Teresa Calabrese she/her: @Robin Yes-so important

01:42:56 Ingrid Beer: How to re-build trust, so many people working on this topic.

01:48:27 Lisa PytlikZillig - NE: @marty, some of the trauma literature (including developmental trauma) might have clues given the emphasis on connection (connected parenting - also DDP which emphasizes connection through PACE - playful, accepting, curious, empathetic - interactions)

01:49:52 Ingrid Beer: Author's name is E. O. Wilson?

01:49:57 Niki Borofsky | JAMS | Paris: About E. O. Wilson | [https://en.wikipedia.org/wiki/E. O. Wilson](https://en.wikipedia.org/wiki/E._O._Wilson)

01:55:38 Harvey Newman New York City: Or feed it.

01:56:38 Harvey Newman New York City: Jill Bolte Taylor's 90 second rule applies.

01:57:31 Niki Borofsky | JAMS | Paris: Welcome to everyone who has joined late... This session is being recorded and will be posted within the week on the ACR-GNY website at: <https://www.acrgny.org/RTB-Videos> The PPT slides will also be provided.

01:59:08 bob kaplan: TY

02:01:45 Niki Borofsky | JAMS | Paris: Q&A Session! We have a bunch of questions that have trickled in over the course of the presentation. Please raise your hand or pop a note in the "Chat" if you would like to ask a question live.

02:03:53 Margie Echevarria NJ: Is there a particular reading/book by E.O. Wilson you found most helpful to understanding Dignity or fundamentals of Dignity Education?

- 02:04:41 Janet Gerson - NYC: I would like to ask about how you decided to divide the two slides, one on 10 Elements of Dignity, and the other 10 Temptations. What an incredible presentation, so fitting for this group too! Thank you. I am so inspired!
- 02:05:04 Judit Revesz: You are welcome to visit our website of Human Dignity and Humiliation Studies founded by Dr Evelin Lindner : <https://humiliationstudies.org/>
- 02:05:24 Cris Houston: Here! Here! Three cheers for Dr. Hicks! .You have elucidated a key issue my that DEI professionals experience as they work to bring about healthy growth and change in their workplaces. I now see another reason for the insomnia, nightmares, and emotional distress that I am now experiencing as I do my daily work. I cannot thank you enough for teaching us these concepts and tools today. Education is the first step indeed. I also see the usefulness of this work for ADR professionals. I will be chewing on this information forever.
- 02:05:28 Judit Revesz: Dignity through Solidarity coming up on Dec 9-11 online <https://humiliationstudies.org/>
- 02:05:29 Jack Kellogg, Canandaigua: Once we get ourselves dignified how can we bring or approach another person to recognize their dignity? Especially in a mediation?
- 02:05:47 Anne Shuttee - Dallas: How should we use these ideas in conflicts with people whom we believe are under a delusion (such as anti-vaccine ideas or QAnon)?
- 02:06:26 Robin Beckhard - NYC: Thank you for the insight about the difference between dignity (innate) and respect (earned).
- 02:07:34 Andrea Hirshman: The self-preservation instincts are so loud n today's climate - we're so divided - January 6th as example; What do we do about mobs of people acting from their limbic system? That is, any ideas about the divide in this world and practical ways for intercepting such lack of empathy??
- 02:07:54 Sharon Eckstein: What about those who aren't interested in dignity - a legal dispute where parties and counsel resist dealing with the "under the table" issues,,,,,what are some concrete ways you engage parties and counsel in these discussions?
- 02:09:56 Lou Rigali: What is your process when you find yourself engaging someone with lack of dignaty
- 02:10:14 Andrea Hirshman: My question was Bob's, so never mind!
- 02:13:54 Andrea Hirshman: so frightening though how easily these folks connect to each other into loud mobs
- 02:13:56 Robin Beckhard - NYC: Genuine curiosity, with empathy.

- 02:14:47 Josh Zion: Evan Osnos tells similar stories in his new book to trace the sources of rage in this country — highly recommend.
- 02:16:02 Joy Rosenthal: Hi Donna!
- Sally Kohn (progressive commentator) wrote a wonderful book called The Opposite of Hate where she made connections with people who had written her hate mail.
- 02:16:13 Harvey Newman New York City: It felt like the 10 commandments.
- 02:17:30 Shari Bornstein: Thank you so much for this!
- 02:18:47 Kathy Goodman: thank you for this wonderful talk
- 02:19:18 Lewellyne C Blanchard: Would love to have the RJ info as well! Wonderful presentation - I wish it would have been last month because all of the concepts would have been helpful in a difficult mediation this past month! Thank you!
- 02:21:02 O Gigliotti: AGREE! we don't need to know or ask WHY someone thinks different and challenge them to support their view. it should be enough that they JUST THINK DIFFERENTLY. maybe we just need to be quiet and not think we, ourselves are so smart.
- 02:22:30 Joy Rosenthal: The law was really designed for businesses. Those of us who work with families this is so very relevant - interpersonal conflict
- 02:22:47 Andrea Hirshman: What would it take to establish a culture in our field in which we all abide by explicit expectations that everyone will be treated with dignity, and a culture of responsibility in which everyone is responsible for honoring their own dignity, and the dignity of others, the dignity of conflict resolution process?
- 02:23:15 Chinyere Ukabiala: I am also interested in learning more about the RJ program integrating the Dignity model in Burlington Vermont. Thank you!
- 02:25:51 Andrea Hirshman: Can you talk about how leadership of organizations, workplaces etc have to buy-in if we hope to change culture of workplaces, organizations, families, etc
- 02:25:59 Teresa Calabrese she/her: There is so much depth to dignity and our connection to ourselves, each other and something larger more spiritual. I also feel it is important for all of us to consider our relationship with animals and recognize their dignity as well and what our role is in violating that sacred trust.
- 02:26:20 Margie Echevarria NJ: How do we translate these principles to the space of a 3-8 hr mediation? Ie where we do not have the time to educate participants on Dignity for a couple of days?
- 02:26:48 Lisa PytlikZillig - NE: @Margie - yes! :)

02:32:23 Joy Rosenthal: Donna's books Dignity and Leading with Dignity are MUST READS!!!

02:33:23 Felicitas Kort NYC: Thank you Donna for a very provocative presentation. As a Behavioral and cognitive psychotherapist I recommend to read the latest book of Albert Bandura , Moral Disengagement - Bandura is a pioneer in Social Psychology who passed recently

02:34:13 Joy Rosenthal: Yes Brooklyn - red hook

02:34:13 Robin Beckhard - NYC: Yes, @Judy Munoz. We've talked about the way to get the broader public to be more aware of ADR as a preferred alternative to litigation: introducing children to the practice from their earliest years.

02:34:45 Niki Borofsky | JAMS | Paris: Cultures of Dignity | <https://culturesofdignity.com/>

02:35:29 Anne Shuttee - Dallas: Thank you for this great program! I heard about it through the ABA DR Section collaborative law committee and found it very helpful and enlightening. Great work, Dr. Hicks!

02:35:38 Niki Borofsky | JAMS | Paris: Global Dignity | <https://globaldignity.org/contact/>

02:36:55 Ayanna Behin: Thank you!

02:36:56 Almitra - NYC (she/her): Thank you

02:36:59 Andrea Hirshman: Brilliant as always! Thank you Donna.

02:37:00 Niki Borofsky | JAMS | Paris: Thank you to everyone!

02:37:02 Nesha Rosado (she/her): Thank you! This was fantastic!

02:37:05 Robin Beckhard - NYC: Super -- thank you!

02:37:15 Gayle Murphy: Thank you this was wonderful!

02:37:23 Gary Ravert's iPhone 7: Thanks!!

02:37:35 Rafael Robinovich: Amazing program!

02:37:36 Elyn Rabinowitz - Nyack, NY: This has been a brilliant and informative session. Thanks to all involved.

02:37:39 Andrea Hirshman: The books are great - read them!!

02:37:43 Niki Borofsky | JAMS | Paris: READ THE BOOKS : <https://drdonnahicks.com/books/>

02:37:49 Andrea Hirshman: I've read them over and over again!

02:38:05 bob kaplan: Deep Thanks

02:38:15 Ingrid Beer: Thank you

02:38:17 Michele Holmes/ Westchester: Thank you for this provocative discussion

02:38:22 Michael Obasohan: Thank you sooo much!

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