Upstander Ripple Effect Episode 3 The American Ideal

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**SPEAKERS**

Eric Ward, Werner Coppel, Kevin Aldridge, Sarah Weiss, Jackie Congedo

**Kevin Aldridge** 00:02

What do we mean by the upstander ripple effect,

**Werner Coppel** 00:06

Stand up against hate and prejudice, even if it does not affect you

**Jackie Congedo** 00:13

From moral dilemmas in today's headlines, upstanders, who rose for justice and stories of survival,

**Kevin Aldridge** 00:19

Be prepared to walk away from this conversation inspired and motivated. I'm Kevin Aldridge.

**Jackie Congedo** 00:27

And I'm Jackie Congedo. Welcome to the upstander ripple effect. It's

**Kevin Aldridge** 00:31

July and this time of year, we think a lot about our country and its leaders. We just celebrated Independence Day. And there's a lot to unpack related to the state of our democracy, and the events of the past few weeks. And of course, the way people are drawing connections between current events and significant moments in history.

**Jackie Congedo** 00:49

We're going to talk more about that. But you know, as we think about what it means to be American, today, we have some really terrific stories to share from our survivors and other thought leaders this month, to help illustrate that being American what it means to be patriotic, and to be part of this salad bowl slash melting pot of a country means something very different to different people.

**Kevin Aldridge** 01:11

Yeah, but first, we have a bit of news to share with you all today. And it may be one of the worst kept secrets in Cincinnati, I think, for sure. But we certainly want to congratulate you Jackie, on your elevation to CEO!

**Jackie Congedo** 01:24

Thank you, thank you so much. It's been it's been a fun. It's been a fun last few weeks to just talk with so many people and hear about how committed they are to the work at the Holocaust & Humanity Center how excited they are about the next chapter, and what I know we will do together. And And on a personal note, I'll just say that, you know, I think it's the most anticlimactic ascension, really one, because I've been fortunate to have the opportunity to really learn over the past two years, from all of our stakeholders, and you know, to really understand where the organization is where it's headed. But also I feel this, the excitement I have is mixed with this real sense of duty and responsibility for these stories. And that are that are so that are the stories of our most treasured stakeholders or local survivors and their families. And the consequence of those stories, particularly in this moment. Yeah. And so, you know, I, I'm excited, and I am humbled. And I am it's a sort of a very sobering moment for me to think about. You know, we as a team, and it's not me, it's the entire team at the center, which is just a phenomenal, amazing team of passionate, dedicated, folks committed to excellence and committed to our mission. We have an important job to do. During a time, that's really quite unprecedented. And, and there's lots to do, so we should get to work. Yeah,

**Kevin Aldridge** 03:12

well, certainly, again, congratulations, you're the right person for the job. I know your leadership, your vision and your creativity, your passion is going to serve the organization well. So I know I'm a little bit biased in saying this. But you know, it's the truth. And I know there'll be nothing but great things ahead.

**Jackie Congedo** 03:30

All right, well, and I have a secret weapon who is always on call to help me anytime I need it. So keep your phone handy. Kevin, I'm going to be doing that for sure. So, you know, there's sort of start usually by thinking about how the past and the present merge in our current events, and, you know, drilling down on a couple of the topics of the last couple of weeks. It's been a bumpy ride. Here in our in our news cycle over the past few weeks, you know, we have July 4, celebration of our Independence Day, a lot of conversation around, I think the meaning of that day and what it is to be American and the state of our democracy. And then, you know, just weeks later, less than really weeks later, only a couple of days later, and a Sacha assassination attempt on a former president on a current candidate. And, and sort of the way that inevitably shakes every single person. Yes, who's paying attention to what's happening. And so there's been a lot of response and reaction to that since then, and I thought it would be good just to spend the first few minutes talking about that. And starting with the fact that it didn't take long before. People were making historical references that are very specific to the chapter of history that we talked about at the center, specifically sort of implicating the Reichstag fire in this moment. And so I thought it'd be worth just sharing a little bit more about what that was.

**Kevin Aldridge** 05:14

Yeah. Yeah.

**Jackie Congedo** 05:16

For those who aren't as familiar with the history. So this was a fire at the Reichstag building, which was the home of the German Parliament, which happened about a month after Hitler was sworn in as chancellor to Germany, of Germany, on on in 1933, on in January of 1933. And so in February, someone burns down this building. And, and Hitler sees this moment, as an opportunity to cast blame on the on the communists. And, you know, use it as a moment to sort of sow fear, and, and actually a sort of rationale, to issue, you know, a law decree, which stripped away some civil liberties, right, and said, in this moment of, of upheaval, and, you know, this attempt at violence, you know, at the center of our country, we need these, this law in place that will, that inevitably stripped civil liberties and also provided legal cover for Nazis to imprison people, right. So it, it was specifically stripping the liberties of folks who oppose the Nazi Party and also providing legal cover to imprison people. So we look back historically on this, and there's sort of a recognition by historians, that this this moment, this fire was key to the rise in Nazi power. And so it was a consequential moment. And, you know, using that implication right now, as consequences. Yes. So, you know, it wasn't long before I think almost immediately, we started seeing swirls of, you know, this this moment of attempt, the attempted assassination, is the Reichstag fire or time, right, and what's that going to do? And all this speculation about? So I just wanted to like, spend a few minutes talking about the difference between comparisons and lessons from history.

**Kevin Aldridge** 07:31

Sure. Absolutely. Yeah. Yeah, you know, so you and I have talked about this, you know, many, many times, and one of the problems that I have is that we too often jump to sort of these historical comparisons, to draw to try to draw parallels to things that are happening currently. And I get why it's tempting to do that. But I think in many ways, we sometimes wind up making false equivalencies, and even some, in some ways minimizing or even diminishing the significance of other history of the past historical events were referencing. And so my thing has always been, hey, in moments that we have the attempted assassination of a former president is a historic moment in and of itself, that doesn't necessarily require us to compare it to anything. Why can't we just talk about what we are experiencing here? And now how people are feeling about it here? And now? What are the ramifications that it's having here, and now, as opposed to the immediate jumping to comparing it to something else, without the recognition that times are different, that people are different that that institutions and everything around us are different, that we're not living in the same times as it was, you know, back then.

**Kevin Aldridge** 07:35

So I think your point is well taken, that there's a difference between looking at history, being aware of it, and learning lessons from it, without trying to necessarily equate something that is happening in the here and now and saying, This is exactly like this thing here.

**Jackie Congedo** 09:10

Yeah.

**Kevin Aldridge** 09:10

Because first of all, Donald Trump is not in power, the president, he doesn't have the ability to do anything right now. So to say that somehow or another, I mean, he hasn't been elected yet as president. So to immediately jump to Hey, this is the right shot fire moment for him. Well, maybe if he were president, but last I checked, Joe Biden was sitting in the White House and I don't think we have to worry about him, taking away anybody's civil liberties over this particular moment. Now, maybe, you know, it's something to be aware of, maybe something to keep an eye on on if Trump does wind up winning and, and seeing if there is any, any steps that he takes as a result of this, but as of right now, in this moment, yeah. That's not even an applicable comparison, because there's nothing that Donald Trump can do in this moment to affect Any change on anything as it relates to that. So that's just one small example.

**Kevin Aldridge** 10:05

The other downside of that is, is if you listen to the critics on the right, and we'll get into this here in just a minute about the rhetoric and how maybe some of the rhetoric may have led to this, if you listen to folks on the right, they're saying that part of the reason perhaps why this guy might have taken a shot at Trump is because of these assertions that folks on the left have been making about him being this existential threat, likening him to Hitler. And so again, drawing these comparisons to that feeds into exactly what some people on the right are saying about the rhetoric and what they say are unfair characterizations of, of Donald Trump, you know, no matter how strongly you might feel about that on the other side. So making those comparisons only feeds into the argument about the rhetoric that might have led to a situation like that. And so I think we just have to

**Jackie Congedo** 10:54

It turns up the temperature.

**Kevin Aldridge** 10:55

Yeah, sure. So I think we have to take a step back and look and say, Are we being responsible? When we're making these comparisons? I mean, to even suggest, you know, there were things going around this suggested that, despite there being no evidence to support this, but that somehow this was something that that Trump stage that he set up that, that for maybe some of the nefarious reasons that are even implicated in, in a in a statement like that. And so I think we just have to be careful about what we say how we make comparisons. Are they evidence based? And do we really take the time to say? Or could it be similar? Yeah, maybe? Yeah. But it's not the same.

**Jackie Congedo** 11:40

Right. Yeah, I think, you know, the points around trivializing the history, and the implications, the history, we always say, the only thing that is like, the Holocaust is the Holocaust. Period. And so the minute you start throwing comparisons in a way that that implicates or that, you know, sort of leverages that sort of parallel comparison. It's like a real minefield. And it's and it's, it's insulting, and, you know, degrading to people who actually survived the history and and who were impacted by the magnitude of that history. And at the same time, to your point, it's, it detracts from the real conversations that we should be having today about the problems of today and how we need to fix them. And so I don't think it's helpful on either side. Now, I will say, as an organization whose mission is to ensure the lessons of history inspire action today. We're not living in the past, right? We are, we are grounded firmly in the current and in the future, related to how we think about the past, to help us make sense of and sort of inform how we think about some of, you know, the echoes, should I say like, you know, it's not the history, people say history? Well, if we don't learn from history will repeat itself, right. And the reality is that history doesn't repeat itself. It echoes. And so, you know, absolutely, we must learn from history to understand what went wrong, what trends were happening, how did these How did how did we, how was there an environment that was created, where the worst of humanity could prevail? It's such magnitude like that, you know, the role of rhetoric, the role of propaganda, the role of polarization, dehumanization, these themes that are not new themes, right? They weren't new in the 1930s. They're not new today, we should, we should use the history to help us look out for those things. But to make these kinds of pointed, parallel, this is that comparisons only adds to a climate of fear.

**Kevin Aldridge** 14:01

Absolutely. And that's a thread... that's a thread that goes through across time, and how we see how a lot of these things are able to be put into place and be executed. Right? It is very much the fear factor. And what it is that we're afraid of, you know, fear of history repeating itself can be something that if you aren't careful through your actions, you can wind up creating the future that you say you don't want. And I think we have to be very careful about that, that we don't become so afraid that we wind up doing things or thinking in ways that are not in our best interest. I thought back to after 9/11, right. Certainly a historic tragedy in the history of our country. And what was much of the conversation that came in the aftermath of that was what were we going to do here in America to ensure that we never suffered such a, an attack again. And there were a lot of conversations about security and listening in on people's phone calls and all of these different things to in the interest of creating a more secure society. And there were some folks who were going to be perfectly okay with, with giving away some civil liberties in the event, or in exchange for greater safety.

**Kevin Aldridge** 15:28

And so I think that is the type of thing that fear can create to the point of where we become so afraid that people are willing to give up freedoms and liberty in the interest of stopping this the thing that they don't want to have happen to them again. And I think that we're in that delicate space now of if we don't get a handle on our on our fear of the future, that we don't wind up creating the future that we say we don't want by, you know, putting systems in place that do take away our liberties and freedoms. And doing it willingly. I mean, when we talk about the Reichstag fire, right, like, people gave that those were civil liberties that, yeah, Hitler manipulated it, but he was able to manipulate it through fear that people were okay with saying, we think this is a good idea.

**Jackie Congedo** 16:22

For those people.

**Kevin Aldridge** 16:23

Yes.

**Jackie Congedo** 16:24

For those people.

**Kevin Aldridge** 16:24

Yeah. Right.

**Jackie Congedo** 16:25

Because it was about political dissidents, yes. You know, opposition and, and many others. But yeah, and I think, you know, fear is a powerful motivator might be the most powerful motivator, and it is sort of the, you know, it's the, it's this silver bullet for demagogues like it's, it's, it's the kind of thing that once you start hitting it people's because it's neurological, right, it's like once you start hitting it, people's fight or flight mechanism, and your safety is compromised, and you should be afraid. It puts us in a whole different neurological gear. And we can't access the part of our brains that allow us to actually think critically, that allow us to think with contexts. And again, to think responsibly about, have we been here, in some ways before, am I hearing any echoes? It puts us in like a binary mindset. And, and we're not in our rational minds when we're afraid. Right?

**Jackie Congedo** 17:30

So, you know, I think that part of what's really important, I think, for all of us to be doing right now is just checking in with ourselves. Am I operating out of a mindset of fear? Am I operating out of out of my like, limbic brain? My primitive hardwiring? Yeah. Or, and if I am, then at least I'm aware of that. Right? Before I go making some consequential decisions or comments on Facebook or whatever? Is that going to be helpful? Or should I give myself some time to sit in the fear that I have processed through that, and then get into a place of decision making when I actually have access to rational thought again, which seems like a patronizing thing to say, I'm really just saying, you know, we all feel that like that. That's the truth.

**Kevin Aldridge** 18:17

Light represents to me information, knowledge, trying to fill your head with with good solid data. And so when I find myself becoming afraid of things I do the process of doing research or information gathering trying to fill myself with information that helps me process my my fear to help me understand is this irrational fear, right? Because there are some fears that are absolutely rational that that even when you get information, it might even make you more afraid, right? Like the more you know, like, oh, wow, this is...

**Kevin Aldridge** 18:17

It is. Yeah, I mean, I went through this whole process of thinking about how do I process things when when I become afraid or when I have fear and I always say our fear is intensified a lot by the unknown, so a lack of information. So when we have a lack of information or when we're uncertain, and we don't know that exacerbates our fear, it really gets it churning. It's it's the thing around the corner that we can't see, that terrifies us the most, the thing that's under our bed, that's in our closet, but the remedy to that is when you when you shine light on it. You know any kid who's afraid of the dark, you pop the light on they're instantly not afraid anymore.

**Jackie Congedo** 19:29

Yeah you're looking and there's sharks in the pool, the more you look, the more sharks there are. Don't jump in the pool that's useful information.

**Kevin Aldridge** 19:35

Absolutely. So but again, helps you having the information helps you figure out how to navigate and deal with the fear better versus I'm afraid and I just don't I don't even know what to do with it. So I think we've got to, as you said check in when we feel ourselves, being afraid, asking yourself, "Why am I afraid?" And if it is because I don't understand what's going on, or I feel powerless in a situation, understand what the root of that is, and then try to deal with that. If it's a lack of information and knowledge, educate yourself. If it's a sense of powerlessness, start to think about what it is that you need. Yeah, what it is that you can do to give yourself a sense of, of empowerment to the point where that will help you mitigate that, but but just sitting in the fear and allowing that to just kind of soak in and continuing to operate in that irrational part of our brains. That's what we've got to fight again.

**Kevin Aldridge** 20:31

Yeah.

**Jackie Congedo** 20:31

Which, by the way, bravery, is one of the 24 character strengths. But as I was actually listening to you talk, your response to fear is actually pursuit of knowledge. And that is another strength, actually appreciation of beauty and excellence. And there's the wisdom, strength, it's within the wisdom, category of virtue, which is, which is learning love of learning. And so, and then I was thinking about, you know, creativity, somebody could respond with creativity to a sense of fear. Somebody could respond with kindness to a sense of fear. Somebody might respond with judgment to a sense of fear.

**Jackie Congedo** 20:31

Yeah. I and listening to you talk about how you... like, your response, what occurs to me is, we have this framework that we use, we talk about a lot are the VIA character strengths, right? There's 24 character strengths. And, you know, in our conversations leading up to this, Kevin, we were talking about, like, what is the opposite of fear, and you had said, courage, bravery.

**Jackie Congedo** 21:31

So I actually think that the secret weapon to fear is thinking about where your position is, what your assets are, and, and trying to get yourself in a place where you can operate from a place of strength, yes. In an environment that is all too often riddled with inputs that drive fear. So I want to just share two things. First of all, that I've been thinking a lot about our survivor community in the last couple... I mean, I think about them all the time, but I've been thinking a lot about them in the last few weeks. And, you know, as they're watching these comparisons be hurled around... And, you know, I just picture them kind of sitting, watching this take place, and having actually lived it. And then, you know, I was thinking about this idea of bravery and courage and operating from a sense of strength. And we're going to hear from one of our survivors here in a minute, Al Miller. But I was thinking about man, like, the hope that we all have to find a way to access right now. For me, all I have to do is think about the way these people who came here after, after experiencing the worst case scenario, right? The absolute worst of humanity. The fact that they came here with a sense of hope, and resilience. And perseverance through that darkness is just, it fills up my cup every time when I think about that, you know, because, and it's so grounding to speak with any of them, because it's like we've been, it's okay, like, we will move through this, we will move through all of this and dark times come and we lean into our strengths, we maintain hope we persevere. And so and the audacity to have hope.

**Kevin Aldridge** 23:32

Yeah

**Jackie Congedo** 23:32

In a time when things seem really dark, is something I think that's a real gift that we have from our survivor community. And in watching the model this

**Kevin Aldridge** 23:44

Yeah, I, you know, I've said that, you know, you you don't survive. Without hope and courage. You don't become a survivor unless you...unless you possess those traits. Now, there are a lot of people who had hope and courage who didn't survive, right, but you have no chance of survival. Without hope and courage in dark times. And in dark situations. It's what keeps you going. It's what keeps you fighting. It's what allows you to move versus staying put, right. Like sometimes when we talk about fear when we become afraid it's hard to move right? We don't want to move. Yeah, we want to there's safety in somehow or another a sense of feeling like staying where you are when you're afraid. But sometimes staying where you are is the thing they can they can get you killed, you know, if you're in a severe storm, they tell you, wherever you are, move. Yeah, you got to get to a place of safety. If you stay where you are, your chances of survival kind of diminish a little bit.

**Jackie Congedo** 24:46

Yeah. And I think it's worth sort of like adding to that that, you know, in this history, and I know this is sort of what you're saying. There were so many, you know, the victims and the survivors - There were no choices. I mean, there were, there were really no choices. And so the reality is that for those who did survive, and many of them will say, you know, how did you survive? Well, there, you know, there. Some didn't, some didn't like that it wasn't, to my credit, or anyone else's discredit it.

**Jackie Congedo** 25:22

But I will say that, you know, when they came here to this city, and what they did, with that traumatic history, that that's a deliberate choice. And that's a choice that was grounded in a sense of hope, and resilience. And so, you know, speaking about the chapter of history, where people were so terribly dehumanized and victimized, it's hard to say, there were choices there. But speaking about the aftermath, and the fact that these incredible human beings after being treated so horrifically had that made the choice to be hopeful. And to see the best in people. And I mean, that's, that's the museum, right? That they built this space where that is, the mission is really something that gives me a lot of hope, and practicing that can actually, we actually have a expert coming on in another few weeks in a future episode, who talks about how you can cultivate hope, and how, you know, scientifically, neurologically, from a body chemistry standpoint, if you do a certain number of things routinely, that actually can cultivate hopefulness in your brain? So for those of us who say like, well, that's not a strength of mine, I don't have it. I'm not I'm not getting hopeful anytime soon. We all actually can cultivate it. So stay tuned for that.

**Kevin Aldridge** 26:47

And I think you raise a the the word, you said there was choice. And I think that's the thing that we all have to wrap around and embrace in our minds, we have a choice, we have a choice to be hopeful or not. We have a choice to exchange and deal in the rhetoric or not. Yeah, you know, these are all choices that we make. And I always say, we have a tendency to want to shift blame to other people. Oh, so and so did this. But it's like, we all have a choice. You know, it's like what sometimes when I listen to some of the things that our political leaders say, and the people in the crowd might not be saying exactly that same thing. But they're saying something when they applaud for certain lines, right? Like, that's a choice. Like, you have a choice. When you hear somebody say something, how are you going? Yeah, that's offensive, or that's improper, you have a choice there, regardless of whether that's your person or not, you have a choice to say, you know, what, I didn't agree with what they just said there. So I'm not going to applaud for that, you know, because that's not an applause worthy line. And so I think we have to take more seriously, the choices and how each of us are playing into this, you know, in the aftermath of the shooting, people on both sides of the aisle immediately went to the blame game, like Whose fault is this? Like, this is the the left was saying this, and this is the reason why, you know, Trump was shot at and there was sort of like no acknowledgement of the things that, you know, the former president has said himself, they may have, you know, engendered the type of ill feelings that might want to make somebody take a shot at him. Again, I'm not saying that that's an excuse. But I'm saying that there seems to be a reluctance on both sides to sort of take a look at how am I contributing to the climate?

**Jackie Congedo** 28:38

Yeah it's much easier to point the finger

**Kevin Aldridge** 28:40

Yeah, and am I being reactive? You know, am I being petty? Am I being you know, am I so filled with with fear, anger, and hate that I'm not even taking an inventory of myself? And how I'm looking at how I'm showing up in the world in these times? And is that who I want to be? Is that how I want to represent myself, because I guarantee you in a, in a private moment, if you got with most people, they wouldn't want to show up the way that they sometimes show up on social media or present themselves on social media or wherever they might catch them, not at their best. I don't believe that. That's how most of us if we were in an interview, and we were being asked who we were and how we wanted to show up, it wouldn't be that person. And I think again, those are the times where we have to pause, sort of check ourselves and say, How am I actually showing up? Is this consistent with who I want to be and, and who, you know who I say that I am? And if that's you, okay, great sometimes, you know, you kind of are who you are, right? And that's, that that may be just what it is. But if you're saying to yourself that that's not me, and that's not who I am, then how do you reconcile how you're showing up in these places with who you believe yourself to be?

**Jackie Congedo** 29:52

And this was a moment of choice that happened, right outside the Statue of Liberty and Ellis Island. So one of our most beloved, I mean, all of all of them are so beloved, but certainly a real cornerstone of our mission, Dr. Al Miller, who we recently lost, at the age of 100 years old. Incredible life and legacy, who, who, you know, came here to this country after, after fleeing Europe, with his family. And he was a teenager at the time, I believe. And so he arrives at Ellis Island, with his parents, and his family, and he realizes that he has forgotten his papers. And this is after a very long journey of hopping throughout Europe, country to country because it was almost impossible to find refuge at that point. And they had, there was a series of basically miracles that happened, that allowed his family to get out by the skin of their teeth every step of the way. And it was again, you know, from country to country where they weren't wanted, and we're, you know, they weren't allowed in.

**Jackie Congedo** 29:52

Yeah, and things can be subtle, I mean, so I want to get to this first story we're going to hear from today from our archives. And this was a moment of choice, that was a pretty subtle moment, I actually don't even know if the person who made the choice, if you could find them, or you know, if they're still alive today, or their... their descendants, they would probably have no memory of this choice that they made, because it was that... it's seemingly that inconsequential and routine for them.

**Jackie Congedo** 31:32

And then finally, they get to this, this country and, and he gets there, and there are the gates, and there's no papers in his in his pocket. And so Al talks about this in this clip, and I think it's, I think it's a great, it's a great window into gratitude and hope. It's also a great window into choices and the choice of that immigration official in his response. So let's listen.

**Sarah Weiss** 31:56

We look at the Statue of Liberty. Is it real? Can there really be hope for us? By that time, I lived in five countries over a period of three and a half years, that's how long it took to come the United States. I lived in Switzerland and Belgium and Holland and then England, Germany, of course. And, in none of those countries was I welcome. Now here the Statue of Liberty How would our arrival be greeted in United States? We weren't so sure. We were hoping, symbolized by the Statue of Liberty. Okay, so the we arrive in New York, and the immigration officer establishes himself in one of the cabins everybody goes through that eventually our term comes this is the first real American that I'd seen ever and then wonder if they will look like that. He had them what it is, but let's say what kind of a hat he had on the straw straw had flat straw hat okay. And that shirt opened down to here, cigarette dangling in this mouth, feet on the desk, very, very informal, very, very polite, very, very nice. And it turned out, helpful. And we were not used to that from any other place, in any country in Europe. None whatsoever. They were all BUM BUM BUM - this one okay. So he says "May I have your papers please?" My parents gave him their papers and passports whatever was needed. He said everything is fine. And my brother's turn comes and here here this is two papers in the passport everything is fine. My turn comes... my papers please? I reach here reach here reach here reach here. I have... I don't have them. Who took them? Why are there? Where are they? Where could they possibly be? I tell you panic sets in quickly and powerfully. If my mother's looks could kill, I wouldn't be here now. My mother was good at that. So this official of course sees all this and his talks to me and says, "Sonny, relax. In the excitement you probably left all that in your cabin. Go to your cabin. You will find it and then bring it to me. In the meantime, I'll take care of your family." I run to the cabin. He was right. Found them among some other things and I bring them to the official again. He says here, here it is. And he signs what he needs to sign. I sign what I need to sign, we're ready to go. And he stops us. And he talks to me. And this again, this is one of the things that I probably will not forget. I'm not so sure about that anymore. But I hope I will not forget. And this is what he says, "Sonny, you are now in a free country. You are in the United States of America. Make something of yourself. Get an education. Obey our laws. And if you do all that, we will be grateful to you that you came to live with us." Let me tell you by contrast with all these other officials that we had run across, this man is a miracle. He's not real. And so I don't know what to say to him. And he says, "The time has come to leave." And we left. And did he say anything else? No.

**Sarah Weiss** 33:29

No, but you talk about how those how that sentence made an impact on your life? How did that? How did that sentence impact you? That simple sentence?

**Sarah Weiss** 36:28

How did it impact me? It made a huge difference. If the if they're all like that in the United States, what could go wrong?

**Jackie Congedo** 36:51

That's the power of choices.

**Kevin Aldridge** 36:52

Yeah

**Jackie Congedo** 36:52

One choice.

**Kevin Aldridge** 36:53

Yeah. I mean, there's so much

**Jackie Congedo** 36:55

It changed his whole life.

**Kevin Aldridge** 36:56

Yeah. I mean, there's there's so much to take away from from Al's story. First of all, I mean, you can't help but love him. I mean, what a, I just love the way he told that story. And you got to think how impactful that was for a guy who's in his 90's, remembering in vivid detail, the story that happened to him in his teenage years, let you know how impactful that moment was that in a man who's had a very full life, that that sticks out in his mind more than anything. I'll try to be quick on this, because there's just so much I took from that. But I think Al's story exemplifies the complexity of America. And I'll just go through the things that ran through my mind as I listen to him talk. Lived in five other countries, not welcomed there. He comes to America, he sees the Statue of Liberty, and he feels everything that I'm sure the founders of this country wanted people to feel when they came to America. Hope, acceptance, a sense of stability, possibility, no matter where you came from, no matter how bad it was someplace else, that when you come to America, there's there's a chance, right. And so he's feeling all of that.

**Kevin Aldridge** 38:14

And he, he has this encounter with this, this immigration official, that could have gone very badly, to be honest. I mean, if you get a different type of person there, when he forgets his papers, I mean, just imagine how differently it would have been if you'd have had someone who was less tolerant, or who didn't suggest that he goes back or even if he does go back, and what if he still can't find his papers? Like, what does that mean for him and his family, so that that could have gone a lot of different ways. But, but fortunately for him, he got a really kind, helpful individual who, you know, was willing to help him work through that. And again, this individual, he's probably seeing hundreds of people coming through here. And he probably isn't even thinking anything about his interaction beyond what it was. But it meant so much to Al and, and he's thinking like, are all Americans that way? Well, we know they're not right. We know all Americans are not that way. And as we found out that he experienced this later on in his life, that, that there are some good people here and there are some not so good people here.

**Kevin Aldridge** 39:25

And that is part of the complexity of what being an American is and what America is. It's a deeply personal thing that's built into our experiences. Because as an African American, I couldn't help but think that the hope and promise that our felt when he was coming here the sense of welcoming there were people who look like me who didn't feel that sense of welcome who in fact, didn't weren't even able to enjoy some of the freedoms and liberties that that someone who was not like Al who was not even born here. Yeah, yeah, would be able to enjoy and coming here from someplace else. And so when we talk about how someone like Al Miller might view America and his sense of what it means to be American, it's very different from that of an African American who, for many times for many years, did not have the exposure to that liberty and that acceptance as a citizen of this country. And so when we wonder

**Jackie Congedo** 40:29

Just the recognition of humanity

**Kevin Aldridge** 40:30

Yeah, yeah, Absolutely. And so when you think about well, why is it that that African Americans, it's not that we don't love this country, right. But there's a different there's a, there's a different way. And how that relates to that is has that relationship is because of the deeply personal experience that we've had. And I think that when we try to impose our sense of what America is or what it means to be American on others, I think it discounts what our experiences... I'm not taking anything away from Al Miller and his experience and what it meant for him, because that was very real for him. You can see it in the video, he felt even all these many years later, he felt that you could tell he felt that in his bones, and I have a respect for that, and an appreciation for that. And I can understand why he would feel that given where he's coming from. I think a lot of times, you gotta extend that same sense of empathy and try to understand when you hear the stories of other people's whose experience with America has been different.

**Kevin Aldridge** 40:33

Who were not welcome.

**Kevin Aldridge** 40:46

Yeah.

**Jackie Congedo** 40:48

And who, who were in, you know, who have been dehumanized. Throughout history, and today. And when you talk about the experience of other people and what it is to be an American, it is so many moments of small choices that create that different relationship.

**Kevin Aldridge** 41:51

For sure.

**Jackie Congedo** 41:52

It's not it's not a predetermined thing, right? Although we do, we do certainly... are at the mercy and sort of suffer from systems that make that too often the default. But it is how we go about our day to day life, and treat each other in the individual choices. Those are all turning - possible turning points for people. And so yeah, I think it's a really important sort of contextual awareness that this isn't everyone's experience. And that, who creates the experience? Who creates the experience? We all create that for each other.

**Kevin Aldridge** 42:29

Absolutely. I mean, just kindness, right, like, this guy, this official. This official was kind. Kindness is not something that it takes a lot, right? It doesn't...

**Jackie Congedo** 42:42

He didn't think twice about it, I think, not to not to discredit him, but I'm sure this was just, you know, he's still over there stamping documents. And he's like, alright, you know, what family goes, this was his nature. This was his strength.

**Kevin Aldridge** 42:53

Yeah. And he had it. And again, it was kind of like, if you listen to Al's description, everywhere else he had been people were just very much about the system and protocol and doing things by the book and just very uptight. Yeah, very uptight. And he talked about how, you know, this American was kind of pretty laid back, you know, Yeah, you know, and was just saying, hey, you know, I know, this is how it's supposed to go. But you know, what, go back to your cabin, take a look, you probably left it there. Just Just a very kind simplistic thing, if this had been a, you know, by the book kind of guy, he could have made that a very hard and memorable experience for him in a different way, in a much negative way. But because of the kindness that he showed the compassion, the patience, you know, to be able to send him on back look for it, while he takes care of his parents. All of those are small things that most of the time day to day, we don't give a second thought to. But it can mean the world to somebody else.

**Jackie Congedo** 43:53

Yeah. And, and they're also things that actually, you know, we talked about, like, they're all choices, but sometimes the choices happen without us even being conscious of them. So this is where bias comes into play, right. And so the same person who's going to extend that kindness without thinking to some person who looks like this, might not extend that kindness to someone else who looks different, because it triggers without them even being conscious of it, a biased response and reaction, and that informs the choice.

**Jackie Congedo** 44:22

So I think, I think it's worth really kind of sitting with and thinking about and realizing that today, in our interactions, wherever you go off to today, after we, you know, finish this, whatever I do, we're going to make a lot of choices. And some of them are going to be more conscious than others. And we should just be aware of the fact that any a turning point like what happened to Al is possible for us in our lives today. And for us to have influence on other people in their lives in that way. And maybe what happens with us, you know, in the next, before the sun sets today, could be the moment that someone later recounts 90 years later and says, "That changed my life."

**Kevin Aldridge** 45:03

Yeah. So here's, here's the, here's the calculation that we sometimes make. Because we do, we do make decisions on whether it be kind and compassionate to people based on a couple of like, it should be a reflex, like kindness and compassion should be how we operate. But a lot of times we base that on who we feel like deserves it, or what are they going to do?

**Jackie Congedo** 45:23

It's how we're conditioned. I think a lot of that is implicit, right?

**Kevin Aldridge** 45:26

What are they going to do with my kindness? If I give this, you know, this panhandler on the street a couple bucks? What's he going to do? Is he going to go drink it up? Or is he actually going to go get a sandwich? It's like, those are the calculations that we go through, but we really shouldn't, if we're going to be kind, be kind. It shouldn't matter whether you feel like

**Jackie Congedo** 45:44

unconditional

**Kevin Aldridge** 45:45

Yeah, exactly. And I think that's how we how we get around those biases and trying to figure out like, in reality, everybody deserves to be kind, to have kindness extended to them, even if they even if they abuse it. But what about the person who is waiting on somebody to just show them kindness, and it changes their life, and you could be that person? So I think, I think we've got to get out of this mentality of where we start, you know, judging who deserves kindness, and who doesn't based on whatever criteria and just operate from that, you know, and yes, there are going to be folks who are going to run roughshod over our kindness. But that doesn't diminish what you did in any way. It shouldn't.

**Jackie Congedo** 46:29

Yeah, yeah. And I think I think that, you know, the next person we're gonna hear from is, is his name is Eric Ward, he's a, he's an expert in sort of the, you know, the dynamics of black communities, Jewish communities, the the intersection of those things, the the allyship dynamics, but I was thinking about the fact that like, you know, this idea of a bias and the consciousness that we think about in terms of how we choose to deploy kindness, this is something I think that like people who have suffered marginalization in some form or another, on the basis of their identity, really understand the implications of because they have been the victims of the lack of consciousness, or of the bias that comes out.

**Jackie Congedo** 47:19

When in some cases, hate that comes out. And, you know, African Americans, Jewish communities, these are two communities that deeply, painfully personally understand the implications of bias and hatred. And that has led us down shared paths, in allyship with each other on... throughout history. And it's been, you know, a path that's been smooth and amazing at some points, and deeply bumpy and turbulent and other points.

**Kevin Aldridge** 47:52

Sure.

**Jackie Congedo** 47:52

And, you know, we're in this moment now, which is why we're so fortunate to have Eric, who can sort of shed some light on this, where it's a little bumpy. I mean, it's been bumpy, I think for a little while, and particularly in the wake of, you know, some of some of sort of the seismic upheaval we've seen in our world and in our communities in the last, I don't know, four or five years. You think about, you know, the murder of George Floyd, and sort of this like racial justice reawakening, you think about the, you know, the the skyrocketing of antisemitism and some of these watershed events, including, you know, we saw on October 7, and sort of the response to that. And so, you and I got the chance to sit down with Eric, who, as I said, is an expert on the intersections of antisemitism and racism and sort of the black and Jewish experience. And, and this idea of allyship and diverse coalition, and its role in a democratic society. And so he, you know, we got to sit down and talk to him about how's he navigating this as someone who sits at the intersection of all of this, in a terribly difficult moment post October 7. So let's, let's have a listen to what he has to say.

**Jackie Congedo** 49:02

I'd love to hear you speak, Eric, a little bit about what your life has been like, since October 7. Being in this work at the intersection of black and Jewish communities, the intersection of racism, antisemitism, watching deeply painful terror, is what it's felt like, on my end watching it? What does that been like?

**Eric Ward** 49:26

I mean, not only painful, but but I would argue dangerous right? Yeah, we should we should unpack this. I think before I I unpack it, and almost want to take a step back and just say, one of the things that I think I think of George Floyd or I think of other moments of Black horror in America and I think the Jewish community, right? Those in Gaza, right? Want to hear exactly what anyone else would want to hear in in this kind of moment, which is, "It is horrifying. And I'm sorry that that happened right to your community." And we weren't hearing that in in that moment.

**Eric Ward** 50:27

Now, I'm not saying it wasn't being said. But it wasn't the story that was being told. The story that was being told was not one of understanding, the deep loss, the triggering horror, right that that that meant for the Jewish community, what was being told was, was a different narrative. And I think that was quite a loss in that moment. That's what folks wanted to hear. That's what they deserved to hear. And it's what they needed to hear in that moment. And it was not a message that was that was given.

**Eric Ward** 51:06

It's not surprising in that moment, then that people would turn inward into into silo, you're not hearing from your friends and colleagues and allies, the thing that is most important, right, that the idea the fundamental right to exist, and that's a deep and painful place in an isolating pace to be. We know that in smaller scales, I know what it was like to walk to the world after the the killing of George Floyd and not know what folks might say, or if they would show up or how they would show up. And so I think it's important to hold that was a deeply painful moment in US social change, and in the American public to understand October 7, and its ramifications in the United States, we almost have to start with a premise, right?

**Eric Ward** 52:09

I'm not going to ask folks to automatically accept this premise. But to just kind of wrestle with it in curiosity. It is a premise that white nationalists neither create antisemitism, nor Islamophobia, right, or anti-Arab racism, nor do they bring it into our communities, they merely tap into the unconscious bias that already exists, meaning, we walk around with those biases. Now, that doesn't make us a Louis Farrakhan, or a David Duke, right? It just means we walk around with biases as human beings and in moments of stress and high emotion, we tend to fall back into those biases, without even knowing it.

**Eric Ward** 52:55

Right? And I think that was a moment, October 7 for the tragedy, and then the horror of what we understood that would come right, from that horror, I think also was a moment where too many doubled down first into unconscious bias.

**Jackie Congedo** 53:16

Yeah.

**Eric Ward** 53:17

And because we didn't have an understanding of antisemitism or Islamophobia, anti-Arab racism, we became defensive, right when other folks began to point out, right, these these biases and our memes or things we might be saying, but I think the real other danger in that moment, was it wasn't really the Jewish community and the Palestinian community in the United States, talking to each other, or the Arab community and the Jewish community talking to each other. It was really everyone else.

**Jackie Congedo** 53:52

Yes. Yeah.

**Eric Ward** 53:53

Talking for those two communities. Right. And to me, that was a betrayal of values, right. In a way that I have not seen around other issues.

**Jackie Congedo** 54:09

You know, I think Eric kind of hits that. Like, you know, these communities, whether we talk about the Black community, the Jewish community, the Muslim community, these are communities that have sat together around common shared tables for many years. Over shared interest, and, and so the question he was posing is like, why was this moment so different? Where was the allyship? Where were the voices? Where was the support? Where were people just to reach out and say, Hey, all right, yeah, it's terrible. What happened is just terrible. And I think part of the challenge is that, you know, in community relations, like you know, the one of the one of the founding sort of guiding principles of community relations is, you know, you don't build relationships. You don't deal with hard things in the fire. You have to deal with the hard things outside of the fire.

**Kevin Aldridge** 55:05

Yeah.

**Jackie Congedo** 55:05

And I think I think we've done a really good job as communities of showing up for each other, you know, when there's a shared interest, there's a self interest and that self interest aligns. And I think that, you know, we've been contented just let the other stuff be. And what happens when the other stuff is just left to be is there's not education happening. There's not deepened allyship that's happening. And inevitably, those things come up. And that's what we saw on October 7, right?

**Jackie Congedo** 55:39

There was this seismic moment that was so it was it was received so differently, depending on who you were, what your identity was, what your lived experience was, and these tables of ally ship. You know, the Jewish community felt like, hello, where is everyone? I know, the Muslim community felt the same way. And I think that, you know, folks and and other identities, other communities, Black and otherwise, yeah, probably, we're just also kind of confused about, what do I say, What's going on here? Because the tackling of those things had not really happened. The education wasn't there, the tough conversations had not been had. And then I think, as Eric said, Everybody jumped to their silos and said, Well, you again, in a moment of fear? Well, it's because of this. I'm going to I'm going to assume make some assumptions about why I didn't hear from any of my friends on this. And I think we've seen play out that some of those assumptions were somewhat warranted. Some weren't. Some weren't.

**Kevin Aldridge** 56:52

Yeah, I think, you know, just looking at it. And looking at the dynamics. I think, as you said, you know, there was a gentleman radio talk show guy named Joe Madison, he and he always used to have this saying is that there are no permanent friends or enemies, only permanent interests, right. And so when I heard you say, the word interests, you know, that when our interests align, right, we can be an ally ship, we can be in fellowship. But when our interests don't align, that's where the relationships can sort of break down. So whether you're Black, Muslim, or Jew, you can look at certain purveyors of hate, and you can see that as a common enemy, and that's something that we can unite around because those interests align, you know, LGBTQ communities. Hate is a common thing that generally mostly minority and marginalized communities can rally around. In fact, I think, locally here we have the Coalition Against Hate, right? Like, that's a common thing. Yeah. But what happens when people within that dynamic have conflicts against each other? Right. And I think that's what we're seeing with the Muslim and the Jewish community on October 7, is that we can work together against a common enemy, but how do we deal with the issues that we have with each other? And when that flares up? What is that that has the potential to destroy everything that everything

**Jackie Congedo** 58:23

we've worked on together? Yeah, that and that's, that's, I think, what Eric's saying is, like, you know, he talked about how this is like, you know, yes, this moment was painful, but also dangerous.

**Kevin Aldridge** 58:33

Yeah.

**Jackie Congedo** 58:34

Like what happens when these coalitions are disrupted beyond...possibly beyond repair?

**Kevin Aldridge** 58:38

Yeah, yeah, absolutely.

**Kevin Aldridge** 58:40

And the work that they are, have must do in a functioning democracy. Right.

**Kevin Aldridge** 58:44

Absolutely. And then I think, you know, the other thing that Eric said, that I can understand, but I also think is another thing that you've got to look at in terms of allyship is, who do we allow to be a part of the conversation at the table? So it's sort of like if only Jews, and only Muslims can talk about what happened on October 7, if they say, Well, if the if the attitude is, is that the only people that can venture an opinion are people who have skin in the game, so to speak, and everybody else's opinion is irrelevant, right? Or, or maybe not irrelevant, but it just doesn't hold the same kind of weight. And all we want our allies to do is just kind of show up for us and say, Oh, we we feel we feel bad for you. Right? That creates a scenario of of not true allyship because then your only expectation for me is to come in and sort of validate your sense of hurt and pain.

**Kevin Aldridge** 59:45

Well, what happens when I have two friends who are fighting against each other and I care about both of them and I feel both of your pain, right, which I think is where a lot of people are so we've got to figure out a way in our in our allyship that Is that not when you and I have conflict that you and I don't talk about it, but who do we allow in to kind of help us? That we educate? Right? And then allow them to kind of help us help us work through it. And so I think that allyship has to be more than sometimes the narrow view of what we what we paint it as. Are we going to be true allies? Or are we just going to only kind of try to show up for each other for

**Jackie Congedo** 1:00:28

When it's mutually convenient?

**Jackie Congedo** 1:00:29

you've got to do the hard work on both sides.

**Kevin Aldridge** 1:00:29

Yeah, yeah, exactly. And so I think this whole notion of what allyship and relationship looks like, needs to be redefined. And this may be, it might not be the ideal time, but it may be a really good time to begin to take a look at that and really say, like, how do we want? How do we tackle the really, really tough issues and have the tough conversations that we need to have in the interest of trying to strengthen our alliances, and there may be times where those conversations get difficult, and it may seem like, those conversations can derail what we're trying to build. But I think the true leaders have an obligation in our community to stay at the table. Like if you're leading any one of these potential groups, you cannot walk away from the table. That is the charge of leadership is you got to hang in there when

**Kevin Aldridge** 1:00:29

Absolutely. So

**Jackie Congedo** 1:00:30

your people, and the folks who are at the table with you?

**Kevin Aldridge** 1:00:31

Yeah. And so I think as as our area,

**Jackie Congedo** 1:00:33

Very hard, very lonely work.

**Kevin Aldridge** 1:00:37

Absolutely. And I think in our individual communities, as we're selecting our leaders and figuring out who's going to lead our organizations. One of the things is, does that person have the capacity

**Jackie Congedo** 1:01:45

to hold both those things?

**Jackie Congedo** 1:01:46

Yes. And that's, that's actually, I think what's so fundamentally broken in the incentive system around leadership, is that it's about self-gratification. It's about people saying, did they make me feel good all the time? Do they validate me, whereas they don't, people don't recognize that for someone to be a good leader for your cause requires them to sit at a table with people who don't agree with them. And to have to do the hard work of actually governing and leading, which is finding common ground, which is playing devil's advocate, which is forcing sort of the conversation around hard truths. And that's going to look different, right? And if they're doing a good job as a leader, they're doing that across the table. And they're doing that in at home, too.

**Kevin Aldridge** 1:01:46

Yes.

**Kevin Aldridge** 1:02:32

Absolutely.

**Jackie Congedo** 1:02:32

And that's, that's, like I said, it's incredibly lonely, because it's a recipe for everybody hates you, like, no one thinks you're no one thinks you're working in their best interest, because, but what they don't what they what people should trust, is that if you have put your faith in someone who has, who has character, right, and judgment, right, and it was demonstrated that they that they they have your values, and they have your back, then give them the space to do the hard work of leadership.

**Kevin Aldridge** 1:03:09

Yeah, yeah. And so me being a big sports fan, I see this all the time, right? Like, people will hate coaches, or general managers who make moves in the moment cut their favorite player won't pay this guy, you know, all of these different things. But at the end of the day, when they raise that championship trophy, they Yeah, you make that that coach or that person may be ridiculed throughout the process. But when the trophy is raised, all of that goes out of the window.

**Jackie Congedo** 1:03:40

Yeah.

**Kevin Aldridge** 1:03:40

So I think what leaders have to understand is, is if you believe in what you're doing, and you have a conviction in the road, that where you're taking the people that you're leading is going to lead to, for lack of a better word, championships and trophy, you got to be willing to take the slings and arrows because at the end of the day, yeah, it is. And too often in politics and in community relations, we were too worried about the short game, you know, we don't have enough to long game thinkers. And if we're ever going to get out of this, this this mode of doing what's expedient or what what's popular with the political winds, we've got to develop leaders who have vision and conviction in those visions, who are willing to play the long game, still willing to get beat up. And it's tough. Everybody's not built for it. That's why I say like, when we choose our leaders, we have to really be able to say is this person built for this? Because everybody's not. And so the and if you're not built that way, don't don't seek don't seek that leadership, right. If I know in your heart you're not built. If you're thin skinned, you can't take the hits. Don't even venture down that path. Save us spare us all the years of wasted leadership. We need resilient individuals who are going to stay at the table who can take the hits, who have vision who have long game vision, because that's what's gonna get us where we need to be.

**Jackie Congedo** 1:05:03

Yeah, yeah. I mean, I just want to give credit to Eric because I really as I, as I look out there at, you know, who are the real... Who are the, the bridge the bridges, who are the people who are holding so many competing truths, so many competing identities, so many competing, you know, sort of community dynamics at once, like, he's at the top of my list.

**Kevin Aldridge** 1:05:29

Yeah.

**Jackie Congedo** 1:05:30

And, and so I just and you know, like I said, so often, you know, those folks are not celebrated. So, as we think about upstanders, in our in our world, and the ripple effect of upstanding, shout out to Eric Ward, who is, who has been doing this work long before we were really talking about it, and is still doing it is still at the table, he's still there. And he's probably taken all kinds of heat from all sides in moments like this. So you know, here's to the bridge builders,

**Kevin Aldridge** 1:06:01

brilliant, brilliant guy, and someone who really, I think listens and kind of takes in and thinks critically, right, like, yeah, like, Eric doesn't ask you to accept the premises that he puts out, he just challenges you to think about,

**Jackie Congedo** 1:06:20

yeah, be curious about things

**Kevin Aldridge** 1:06:21

Yes. Just think differently.

**Jackie Congedo** 1:06:23

He says that he's actually said that. Yeah. He said, I don't want to, you know, I'm just gonna, I'm just gonna put this out there for us to be curious about.

**Kevin Aldridge** 1:06:30

Yeah, yeah. And I admire that about Eric. And I think that if more of us could move off of our absolutism, right, and open our minds a little bit more to the possibilities that maybe I could be wrong. Or maybe I'm not looking at this from missing. I mean, we're missing something here. The value of of other perspective, you know, somebody gave me a really good example, the other day, I can't take credit for this. But it's like, you know, you and I are sitting here looking at each other. And how I see you is my perception of, yeah, where we are. But there are things going on behind me that I can't see on the side of me that, you know, I'm only catching out of the peripheral. So my perception is what's right in front of me, right. But I don't have all of the information going on around me to adequately assess what my situation actually right. So the only thing that can help me with that, and that's where allies come is I've got to get your perspective. So Jackie, what do you see that I'm not seeing in the space that we're in right now? What is our camera crew seeing that I can't see, or the only marginally see out of my, my peripheral? And then once I take in your perspective, with their perspective, and add it to my own perception, then that's how I begin to come up with a more educated a more well rounded view of what's actually going on in the situation that I'm in. Too often, we only go with our perception.

**Jackie Congedo** 1:08:01

Yep.

**Kevin Aldridge** 1:08:01

And that becomes our reality. So that's just a way to think about, you know, I think what Eric challenges us to do when he puts that out there is to say, you know, maybe there's a lot of things that you can't see, that you're blind to

**Jackie Congedo** 1:08:13

Yeah,

**Kevin Aldridge** 1:08:14

that other people can see that you can't, and we are unwise when we don't bother to try to figure out what that is.

**Jackie Congedo** 1:08:22

Yeah, yeah, it's a challenge for all of us. You know, as we think about our independence, as we think about our project, ongoing project of evolving democracy and the work we have to do that perspective and curiosity and this idea of 'We the people' we not I.That's a we. So you know, there's a there's a shared conversation that we have to be better at having from a space of, of curiosity. And, yeah, well, certainly, we want to hear from folks who are listening, let us know what you think. The Good, the Bad, the Ugly. Yes. And you can learn where to find us in the details in the show notes. And also, just remember, leave a review. Yeah,

**Kevin Aldridge** 1:09:06

very important. Yes.

**Jackie Congedo** 1:09:08

So come back next time. We're excited to keep the conversation going. And hopefully this will help you again, just think about the choices you're making day to day and how in every choice there's an opportunity to start a ripple, for better or for worse. So let's make them let's make them good ripples wherever you are today. Thanks for joining us. Let us know your thoughts on this episode. Our email is in the show notes.

**Jackie Congedo** 1:09:33

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**Jackie Congedo** 1:10:00

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