**The Upstander Ripple Effect: Standing Up Strong with Dan Tomasulo**

**transcript**

**SPEAKERS**

Dr. Dan Tomasulo - Academic Director at the Spirituality Mind Body Institute, Teachers College, Columbia University

Jackie Congedo – Incoming CEO, Nancy & David Wolf Holocaust & Humanity Center

**Jackie Congedo** 00:03

These are your superpowers - positive character strengths. You have them, all of them, some more than others.

**Dr. Neal Mayerson** 00:11

What we are best suited to do in our lives, connects with who we are and our character strengths.

**Jackie Congedo** 00:19

Standing up strong, activating your superpowers is how you can change the world.

**Dr. Neal Mayerson** 00:25

And you're pioneering the future of humanity.

**Jackie Congedo** 00:27

Let's start right now. I'm Jackie Congedo. To affect change in our lives and the world around us, we have to maintain hope. But we know that's not always easy. The world's troubles, not to mention our own, can sometimes feel pretty overwhelming. And on days when hope seems to be wearing thin, we want conversations like the one we're having right now today to encourage you and lift you up. And to help us do that, today we have an expert in the science and practice of cultivating hope. Dr. Dan Tomasulo is the Academic Director at the Spirituality Mind Body Institute located at Teachers College, Columbia University in New York, and is the author of the book "Learned hopefulness." Dan, we need a dose of learned hopefulness. Thank you for being with us today to talk about this.

**Dr. Dan Tomasulo** 01:15

Well, thank you so much for inviting me, it's a real pleasure.

**Jackie Congedo** 01:17

So I want to start, you know, the idea of this sort of short segment is is just to give people a taste of some things that they wouldn't otherwise maybe think so deeply about. And this idea of learned hopefulness, hope being one of the 24 character strengths, right, in the in the VIA framework. We're talking this month about strengths and action. And I think that hope in particular, is not generally you might think of strength as a strength as an act of strength, can hope be active, right? Can you actually cultivate and engage hope. And you this is your this is your research, this is your work. And I'd like for you to just kind of walk us through your journey to getting to the place of expertise, where you are, what got you thinking about hope to begin with?

**Dr. Dan Tomasulo** 02:09

Thanks, I think that's a good place to start. Because I don't know that I'd be in positive psychology or thinking about hope. If I didn't go through a really rough time. I went through a trauma, and it's kind of intriguing. I was a trauma expert at the time. So I knew a lot about trauma had worked with lots of people, all different levels of different kinds of trauma, complex trauma. And so when I went through it, it was sort of like, oh, wait a minute, this is different than telling people do this or do this. And I had access to, arguably, by quite likely some of the best treatments and best people to to help me with it. And I will tell you, after going through this traumatic experience, I couldn't shake it, I really went into a spiral of depression. And I'm not typically a depressed person. And so this was this was very powerful for me, because, you know, I had to get supervision to keep working with my, my clients. And it was it was starting to close in on me. And at that time, my my best friend was becoming a positive psychologist and said, We should go to the University of Pennsylvania and see Marty Seligman with the first international Positive Psychology Association. And you know, he has all this new stuff and character strengths and blah, blah, blah. And I was like, absolutely not. You know, when you're, when you're depressed and you're feeling miserable, the last thing in the world you want to do is have somebody poke you to come out and feel better. But he, as a good friend would do, didn't pay attention to me and got got us tickets to the conference. And we went and I will tell you that blew me away. All the leaders in the field at the time were there from Martin Seligman through Barbara Fredrickson to Bob Vallerand - everybody was there who is doing this work? Ryan Niemiec, of course, and you know, when when you...

**Jackie Congedo** 04:12

I bet you Neal Mayerson was there?

**Dr. Dan Tomasulo** 04:14

Oh, oh, no doubt, no doubt and doubt, because, you know, character strengths and Marty Seligman and Chris Peterson were involved in in putting them together. This was this was powerful stuff, because we were taking basically age old wisdom that had been around for a long time, but now applying research that showed that you could really use these things and you know, ridiculous stuff. I mean, and I had tried everything for almost a year to pull me out of this dark space. And simple things like a gratitude review of the day before (What are three things you have gratitude for?) and it was like, Oh, my goodness, this is going to make me feel better and felt like I was using the peashooter against the tank but my goodness, it worked. And within about 30 days of doing that, and then learning about character strengths and what mine are and how to start using them, this pulled me out of a very dark space. And that's what got me very excited. So I went back to UPenn to study with Marty Seligman. He was very kind to let me into the program. And there's been no turning back since then.

**Jackie Congedo** 05:24

Wow. Wow. So you mentioned your character strengths - is hope one of your top character strengths? I just was wondering, yeah.

**Dr. Dan Tomasulo** 05:30

Yeah, yeah. hope, hope, gratitude, perspective, appreciation of beauty and excellence. And as perhaps we'll come through today, humor. Humor - humor and hope are sort of right up there.

**Jackie Congedo** 05:46

Humor is a top strength of mine, I don't know that hope is, but maybe I can cultivate it after this conversation today. So tell me, tell me a little bit more about what you mean by learned hopefulness. I think, as I was saying earlier, you know, a lot of people think about hope as a strength, that it's like, oh, well, you just were born that way. You know, you, you just, you're the kind of person who's an optimist, and you think about things in a hopeful way. And good for you, I don't have that. Or, you know, the world around me feels so heavy and dark, or, you know, to your point where you were sitting, my personal circumstances or... and that you're, you're waiting around for hope to kind of appear. But this idea that you can cultivate it is really, it's really powerful and transformative. So well, how do you what, what is the science of that?

**Dr. Dan Tomasulo** 06:35

Yeah, it's a great question. Because when I first started to think about this idea and writing the book, and you know, Marty had written, Marty Seligman had written the book on learned helplessness. And so I thought this would be a nice, you know, the flip side of it. And when I started doing the research, I realized that the folks in business, we're not really necessarily the the folks in medicine, and the folks in medicine weren't necessarily reading the people in psychology. So we had all of these theories, there's like 27 theories of hope. And it's a little bit like, when you read that stuff, it's a little bit like the parable of the three blind men holding on to the elephant and trying to describe what it's like. So one of them grabs the leg and says it's a tree when it grabs a tail and says it's a snake, and the other one grabs the ear and says, Oh, it must be a bird - it must fly. And I said, "Well, what would hope look like if everybody was right? They just had different components of it, what would it? What would it really look like?" And what emerged was a new science of hope. And that really got me excited, because instead of it being something that either had, it didn't have, or it came to you, there were clearly ways that you could manifest it if you use that language, or cultivate it. And it all began, believe it or not, with understanding that the positive interventions are really in timelines. So as an example, if you look at things like forgiveness, and gratitude, they're often about things that have happened or much more often than not, they're about things that happen, somebody opens a door for you, you say thank you. So gratitude is is a way of cultivating things from the past. And then things like mindfulness or flow, or dispositional, mindfulness, right about what's happening right now, these are about the present, being fully aware and fully connected in the moment. And then things like hope and optimism, intention, and faith are all about the future. So when I realized that, oh, these these are either past, present, and future, we now have a way of moving towards hope that can start with what's already there. So as an example, if we were to take a look at yesterday, and I asked you to identify three things that you have gratitude for from yesterday, or what happens is your day changes. Because the way our brain works is that we kind of summarize things, I have what we know we have about 6000 thoughts a day. And 80% of those thoughts are from the day before, and 90% of that 80% is negative, that's, that's where we start. So we're usually in a space where we're just kind of pushing along. But if we go back and take a look at what's already there, that's why I like gratitude, because it's already there. What do you have gratitude for that happened yesterday, and you pick three things, all of a sudden, these things get highlighted, they get amplified. And as you think about them, it changes your biochemistry.

**Jackie Congedo** 09:45

Wow.

**Dr. Dan Tomasulo** 09:46

And as it changes your biochemistry, it takes that "there and then" feeling and starts to bring it into the now. So by me thinking about the good things that happened yesterday, taking a moment to appreciate it and saturate myself, savor those feelings, I actually - the research shows that if you have gratitude, you actually become more kind. And kindness is in the present, it's about doing things that for others that not only make you feel good, and then feel good, because something else happens with this, called elevation, anybody watching an act of kindness feels just about the same. So now you're kind, and you're mindful. And what that does, the research shows that that sets you up for being more hopeful. So it's hard to just start with be more hopeful. But you can start to cultivate an awareness of positive emotions, and bring them on, savor them, bring them into the moment, change your biochemistry, change your thinking about it. And that helps you start leaning into the future. And so you know, what learned hopefulness is about is about how the mechanics of that work, and what you can do to bring that about.

**Jackie Congedo** 11:00

Yeah, yeah, that's fascinating, and the trajectory of it to think about starting, I just love that metaphor of sort of the scientific idea of starting from the past, into the present, moving into the future. And the fact that Yeah, exactly. You can lay a foundation for that and cultivate it. I'd love to ask you about, you know, you mentioned your own experience, do you have an example of someone you've worked with, in the specifics of sort of what they were dealing with, where they were able to cultivate this kind of hopefulness? And what that was like, How did somebody actually apply this in their life?

**Dr. Dan Tomasulo** 11:36

Yeah, sure. You know, and let me just preface this by saying, you know, if, if, if you do a Google search, right, and you say "how to cook fish," and you plug that into Google, you will get a billion answers in half a second. But none of them may be exactly what you're looking for, you're just gonna get the most available thing, or the thing that everybody else is asked for. That's kind of like how our brain works. So that if I say, "How was yesterday?" Man, you know, it's good to just kind of take that, that general way of looking at it. But if I say, how do you cook tuna fish on an open barbecue? Now I get very specific answers. So it's really about learning how to ask for something specific within your realm, like, in other words, what's already there that we might not have harvested. So there's a there's a person I work with, arguably, but likely one of the most depressed people that I've worked with. And she was in a really bad place, just a terrible place. And the circumstances in her life were such that it wasn't going to change. And she really didn't have a lot of appreciation for therapy, she tried therapy, and that kind of thing. And, and basically, what happened was, when she came in for the first session, she started to talk about the fact that she had lost her job. And then eventually, she couldn't afford the rent. And her sister invited her to come live with her. And so she did. And she came in, and she was just miserable about the situation. She said, You know, "I had to take two buses to get here. Nothing is going right. And I had therapy before it really didn't work." And so this is not where you want to come back to somebody and say, "Well, you know, things will get better." It's not like that. So she paints this really dark picture. And there's something in positive psychology known as positive deviance. And I use that a lot in therapy, because it's like, yeah, everything is is kind of like, bland, right? But you asked people to start thinking about a time when things were different. So I asked her, I said, "Is there a time in the last couple of months, that maybe you're not as depressed?" Because ultimately, what you want people to do is recognize that emotions that temporary right there, and so they're temporal, and that they may not always be in the range. Your assessment might be that way, like the Google search, but maybe they're not. And she goes, "No, nothing. It's all miserable. And it's been, oh, except for my niece and nephew come home from school. They are such a joy, I play with them." Now, all of a sudden, we have a contradiction. That and instead of the person be being in conflict with you, they're in conflict with themselves. They just told me nothing is good. And then all of a sudden they find this positive deviance where there's this little bright ray of sunshine. And so you get them to talk about that. And guess what? That'll change their biochemistry and that changes this And you know, you're, you know, and then you start to invite them to maybe spend a little more time with them, you only do that for five minutes, maybe 10 minutes would be good. And then you you, you help people understand that this assessment, that everything is bad, is generic and that there might be bright spots in there, and that we can go back, and as I was saying, harvest the emotion. Well, sure enough, she was able to do that. And she started to extend that time. And then, because she really enjoyed children, we got her, you know, a volunteer position in the beginning for working with children, she had time on her hands and this and that filled her up. It also gave her purpose and meaning, which now, we took a "there and then" feeling, capitalized on it, brought her more into the now. And as soon as she started to cultivate those feelings, she was able to start to think better about the future. Right? So that's, that's a short version of that. And sure enough, you know, she did very well in therapy took about, I'd say, six to eight months, I don't remember exactly, because it was a while ago, but then she was ready, then she saw getting a job is possible. Let me go out, let me... and sure enough... wow.

**Jackie Congedo** 16:19

Wow And that's, I mean, six to eight months. I think about so often, you know, people are stuck for a long time. If they don't have that sort of window or the ray to lock in on and to sort of move their patterns of thought in a more positive and hopeful direction we were talking before we before we started recording. I can't help but think about the intersection of our work at the Holocaust & Humanity Center, and this concept of learned hopefulness and the idea of, we're talking about Viktor Frankl and "Man's Search for Meaning" and the experience of so many survivors who have come out of the depths of some of the worst experiences in humanity, right, that we've ever known. And, and have actually maintained hopefulness in the depths of that depravity and despair. And, you know, I mean, in Frankl's book, you know, he talks about how he was able to do that, even in the camps, even amidst, you know, the most horrific experiences and conditions. And then, of course, you know, I think about the survival stories of so many of our local survivors, and how they, you know, these are people who had every reason to think that the rest of their lives were going to be, you know, horrible. And they came out of this experience with this immense gratitude, and purpose, and joy, and hope for the future. I mean, we're located in this space and in Cincinnati, you gotta when you come, you're, we're gonna make sure that you come to the museum in a train station, which is now a civic museum center. And this is where the survivors took their first steps at rebuilding their lives in this train station, they came off and so now it's a museum center, we have a museum there and it tells their stories. But you know, this idea of resilience and rebuilding and channeling the fact that the the future doesn't have to look like the past. And we can have hope in that is so powerful. I wonder if you've, you know, have you had any intersections with the history? You know, Holocaust history, World War II, in your research or in your teaching that are informative here?

**Dr. Dan Tomasulo** 18:48

Yeah, I, the first thing I teach the within the master's program, the positive psychology course. So it's for graduate students that come in the very first piece of writing that they have to read is Viktor Frankl because it sets the tone. I'm a huge believer in stories, being the bedrock of how we really transform and change. The science is great, but you need exemplars. You need people who are operating in such a way that they inspire others because they've been able to transcend whatever it is that they've they've needed to get through. So if you look at Frankl's work, there's layers and layers. You know, I've done some work with Ryan Niemiec from the VIA Institute. We wrote a book together on disabilities and it was "Character Strengths and Abilities within Disabilities."

**Jackie Congedo** 19:44

We and I will just tell you, you know, we're gonna have you on again to talk about that in more detail. I want to hear a little bit more now. But that's I'm fascinated by that research and that that writing that you're doing.

**Dr. Dan Tomasulo** 19:57

We fought very hard to get the word "abilities within" like, in other words, we didn't want this to be "character strength and disabilities." It was like, no, no, no, the whole idea is that there's something characterological inside it might be your persistence, it might be your grit, it might be, it might be all these things. And so when you, you start to take a look at Frankl's work, and this idea that true, genuine hope is there. And later in his life, he wrote about something called tragic optimism, which I folded into the book on the positivity effect, because tragic optimism says, your trauma, what happens to you is like other people's karma, you know, it's like, it's like, what, what, what they did is on their side, but how you respond, is, is really on your side, and you have a choice about doing that. And this idea about choice is so central. And when you take a look at the research on resilience and disability, you realize that when when people recognize that they have an option about how they respond, everything changes. And actually, Dr. George Bonanno, in the... in our program, who's the leading researcher on resilience, he's been able to take a very deep dive into what makes people resilient. And it's flexibility. It's not being stuck with, oh, this happened. So I must respond this way. It's like this happened. And what is it I can do to get around it? I use the metaphor of rock in a stream. The stream doesn't go, "oh, no, what am I going to do?" It just kind of goes around it and cultivating that is when we have exemplars, when we have people who have somehow figured it out, those are the positive. They're examples of positive deviance, right? They figured it out. What did they do? So we can learn from them. And you know, this is this is I've worked with prisons, where we have the prisoners who are finally being released from a program that's very successful, do a two minute video of "there and then" and "here and now" what they learned. And what happens is when new prisoners come in, and they have no hope at all, they can see somebody who speaks their language, who lived their life, who - that story gives them real hope. We find that it's an accelerant. They do much better, right. And I have a memoir called "The American Snake Pit." It's about the institutionalizing people from Willowbrook here in New York, in an experimental group home. And these were people who were called the incurables. They have no hope at all, and no chance of having any influence their life and no capacity to even speak up. So what we did back then, is we we created an environment where they could flourish. I wasn't a positive psychologist. But I think that the early, you know, roots

**Jackie Congedo** 23:10

It was there. It was there.

**Dr. Dan Tomasulo** 23:13

Percolated you know... but that's when we found people who could do things that they wanted to do, who had somehow transcended it? And then they became the exemplars, and people say, oh, oh, maybe I could do this. And so you need both story and science.

**Jackie Congedo** 23:31

Yeah. That's, I think what's so powerful about the work that you're doing? I want to just pivot for a minute to this idea of the role that hope plays in upstanding. And so the whole idea, right, is the word upstander. When we juxtapose it with bystanders, someone who is...someone who activates their strengths, to stand up, to stand up for themselves, right, to stand up for other people in the face of injustice and in the face of adversity. And so, it seems to me that hope is a pretty essential component to upstanding but I wonder, from your perspective and your research, you know, what do you what do you have to say about the role of hope in being an upstander?

**Dr. Dan Tomasulo** 24:20

It's it's just such a fascinating term and idea because if you look at the research on bystander and bystander apathy, right, and if you appreciate what happens is when nobody does anything, nobody thinks anything needs to be done.

**Jackie Congedo** 24:40

Right? Right.

**Dr. Dan Tomasulo** 24:41

And so they there's millions of stories from Kitty Genovese on through about if nobody moves, or makes a makes a move to do that, and everybody thinks, oh, somebody else is taking care of it. But you know, I don't feel... so so part of this is is really what I've termed "the positivity effect" is that you need hope. But you need empowerment. Right? And empowerment is part of what used to be called self-efficacy, it means that you need hope. But you also need to have that sense of agency that it's not just a concept, it's a verb, you have to do something about that, and that the empowerment is part of that. And then next to that is resilience. That that it's like, okay, I feel empowered, but there's going to be pushback, there's going to be a difficulty. And so you, you need that skill. And then, you know, at the end of that is like, as you start to have the hope, have the empowerment, have the resilience to move forward and have that courage, then, then optimism is what starts to make you think, well, there may be other ways that I can bring hope to the situation. And conveniently, that spells hero, H. E. R. O, it's hope, empowerment, resilience, and optimism, which is known as psychological capital.

**Jackie Congedo** 26:06

Wow. I'm gonna remember the acronym because I've always said that, you know, I have two young daughters. And I think if I raise two kids who are resilient, and empathetic, I don't really... like, that's my mantra to myself is resilience and empathy. Now, maybe I'm gonna change that to hero, which I feel like is a better encapsulation of that.

**Dr. Dan Tomasulo** 26:31

I think it's, you know, it's so interesting, because,obviously, my own experience launched this, but then as you kind of read stories, and hear people and see other researchers and, you know, start putting things together, you realize, oh, wait a minute, other people have been here before, and their ideas might not be fully developed yet, or that we can learn something from them. And this idea of psychological capital now is, is powerful, because you need all of them. It's not hope alone, that'll do it, you need to have that sense of empowerment/agency, you know, resilience, optimism, that kind of thing, because now you've got, you've got a Good left hook, if that's a proper analogy.

**Jackie Congedo** 27:14

Yeah. Wow. Absolutely. I'm thinking about it probably inadvertently, as our design team that built the museum and 2019 was working on that. I think, actually, inadvertently, that's exactly what they were building is this synthesis, this hero's synthesis of an experience that provides all of those things, right.

**Dr. Dan Tomasulo** 27:33

Absolutely.

**Jackie Congedo** 27:34

And, and, and I think I think that there are so many meaningful and powerful intersections here. I want to sort of like wrap up, this has been so helpful, actually, even personally, to me, as I think about, you know, the things, you know, the days when I feel like I'm better, I'm doing a better job cultivating hope, and the days when I'm not, hearing you talk about, you know, whether I'm realizing it or not, actually what I'm doing when I'm having more success cultivating that makes it easier for me to think about, okay, in the future. What are those things? I start my day with gratitude, right, that the positive feelings that I ended yesterday with, I can start again with today and making that a practice and trying to channel that into the future as well as the present? I think that absolutely is what I'm doing when I'm having good days. And when I'm feeling

**Dr. Dan Tomasulo** 28:26

Yeah, exactly

**Jackie Congedo** 28:28

even though I didn't realize it. So, you know, for folks listening? What's the one thing they should do when they put down their phone or their computer? I mean, what do you suggest? What's the first step? I mean? Yeah, what should what can people do right now to start cultivating that feeling of hopefulness?

**Dr. Dan Tomasulo** 28:45

Yeah, there's, there's actually three things to roll into related, of course, but I think the very first thing is to cultivate a daily gratitude review. And what that means is - what are three good things that happened yesterday that you have gratitude for? And in the beginning, write them down, so that you have a little bit of a journal with that, I usually encourage people to do that in the morning, because the morning can be tough, you know, I wake up with the to do list with its fingers around my throat most of the time. And so I have to kind of push them off and do the gratitude list, because then it changes how I'm going to approach the day. So I would say that we take care of the past that way. And take care of it in terms of that harvesting and bringing those positive feelings into the moment changes your headset. And the second thing is look for every possible opportunity to be kind. This... there's like there's no danger of being too kind. It's not gonna overdose, right? The research is kind of interesting. They say pick one day a week, where you do five acts of kindness. Like my day is Thursday. So it doesn't mean if you drop a book on Wednesday, it's like, oh, man, I wish I could help you.

**Jackie Congedo** 30:05

you're not allowed to be kind the other days

**Dr. Dan Tomasulo** 30:10

But you know, so find ways to bring yourself into the moment and looking for the kind, so that takes care of the past, and then the present. And then the biggest thing I think that has caught on with people, and that has come from the research on hope, is micro goals, not these big things about what you're going to do three years from now or... those are all good. But what are you going to get done in the next 20 minutes? One of the things that we found out is that if, if Hope is the only positive emotion that requires negativity or uncertainty to be activated, that's what makes it so powerful and unique. So if you're feeling a little bit like, "Oh, gee, I don't know if I'm gonna get this work done today, or these emails out today? Or that kind of thing?" That's the the spark. That's the no mud, no lotus, right? So that's the, that's the mud part. It's like, oh, well, I'm worried about this or that? Well, instead of thinking about, you know, three days from now, it's like, what can I do in the next 20 minutes, oh, I can make this phone call, or I can send this email back. Because hope is also bi-directional. If I feel a little bit, that I can see that goal being achieved and a little motivation, and then I achieve it, that comes right back into the system that the good feeling that went out now comes back, it's like, "Oh, I got that done. But you know what, in the next half hour, I'm gonna get this phone call and maybe make lunch." You know, the goals do not have to be massive. They're micro goals. But it starts with Barbara Fredrickson, we call an upward spiral of engagement. So gratitude, kindness, and micro goals for hope. I think will do it.

**Jackie Congedo** 31:57

I love that. We like to call that the ripple effect here, which is the the act, you know, it's the energy that kind of comes back at you and recycles in a way that propels you forward and brings actually, other good things into your orbit. You know, you said manifesting, if that's your vibe and your terminology. That's totally, I think, it's all... we're all saying the same thing. And I'm gonna I actually, I've, I've decided, one of the key things I think you just said that I'm going to take away from this is, in this world of, of seemingly endless opportunities to get stuck in the darkness, right? We should see them as opportunities to cultivate hope, you know, that we we, we get hung up in like, and to your point, that hope is the only of these strengths, right? These character strengths that actually is activated by feelings of negativity and or negative experiences. So it's actually like, you can't have hope, unless there's something bad out there. And so the good news is,

**Dr. Dan Tomasulo** 32:58

yeah, if there's fine, you don't need hope, right?

**Jackie Congedo** 33:00

So there's plenty, this is a great time to cultivate learned hopefulness, because they have plenty,

**Dr. Dan Tomasulo** 33:08

plenty of mud,

**Jackie Congedo** 33:09

so much inspiration.

**Dr. Dan Tomasulo** 33:12

Plenty of mud to grow the lotus is

**Jackie Congedo** 33:14

so much. Thank you so much, Dan. And of course, if you're listening, watching, so grateful to you, you're gonna be in my gratitude journal tomorrow, about these things that happen in a great way today. Thank you, Dan, and thanks to all of you for joining us.

**Dr. Dan Tomasulo** 33:31

Thank you, Jackie.

**Jackie Congedo** 33:32

To learn more about Dan you can visit his website or check out his most recent book called "The Positivity Effect." Our thanks to the Mayerson Family Foundation and the VIA Institute on Character for supporting this series. If you haven't taken your own free Character Strengths survey, go now give it a try. This is your chance and learn more about all 24 strengths. And then you can tell us about your experiences with them. You can reach us anytime by email and you can listen anytime on Spotify Apple podcasts or visit holocaustandhumanity.org/podcast. You can also connect with us on Instagram and Tiktok @holocaustandhumanity and X and Facebook @cincyhhc. The Upstander Ripple Effect is a production of the Nancy & David Wolf Holocaust & Humanity Center. This series is part of the Cynthia & Harold Guttman Family Center for Storytelling. Visit us in person at historic Union Terminal in Cincinnati, Ohio or online at holocaustandhumanity.org Executive Producers are David Wise and Jackie Congedo. Managing producer is Anne Thompson. Consulting producer is Joyce Kamen. Technical producer is Ron Thomas and Technical director is Ethan Spanja. Opening sequence is by Ken Furman. Select music is by Kick Lee. Videography and editing are by Robert Mills. This is recorded at Technical Consulting Partner studios in Cincinnati, Ohio.