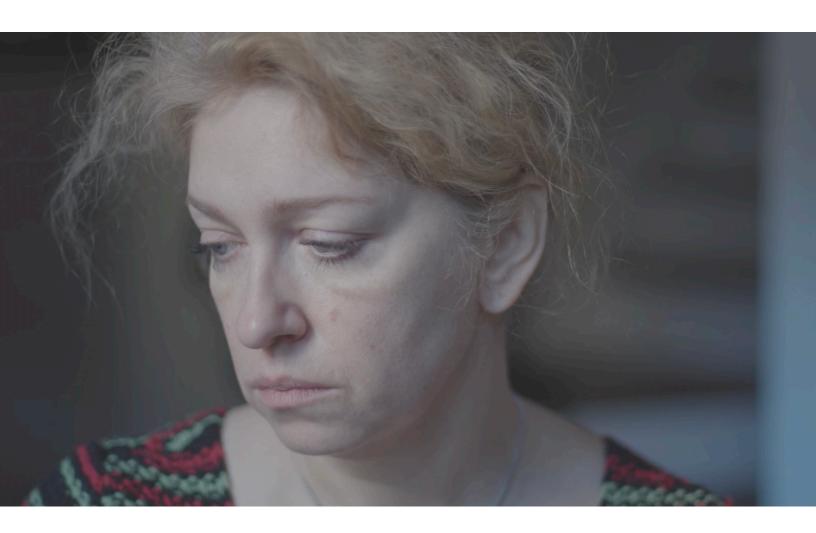




FILM SUMMARY



CALL ME ANYTIME, I'M NOT LEAVING THE HOUSE

Two Ukrainian sisters—one recently emigrated to Brooklyn, the other in war-besieged Odessa—long to be reunited and reminisce about their homeland.



USING THIS GUIDE

TABLE OF CONTENTS

- 2 Film Summary
- 3 Using this Guide
- 4 Foundational Knowledge
- 7 Letter From The Filmmaker
- 9 The Film
- 10 Background Information
- 16 Discussion Prompts
- 18 Taking Action
- 19 Resources
- 20 Credits & Acknowledgments

This guide is an invitation to dialogue. It is based on a belief in the power of human connection and designed for people who want to use Call Me Anytime, I'm Not Leaving the House to engage family, friends, classmates, colleagues, and communities. contrast to initiatives that foster debates in which participants try to convince others that they are right, this document envisions conversations undertaken in a spirit of openness in which people try to understand one another and expand their thinking by sharing viewpoints and listening actively.

The discussion prompts are intentionally crafted to help a wide range of audiences think more deeply about the issues in the film. Rather than attempting to address them all, choose one or two that best meet your needs and interests. And be sure to leave time to consider taking action. Planning next steps can help people leave the room feeling energized and optimistic, even in instances when conversations have been difficult.

For more detailed event planning and facilitation tips, visit https://communitynetwork.amdoc.org/.



FOUNDATIONAL KNOWLEDGE

Timeline of Events Related to the Invasion of Ukraine

February 2022

On February 24, 2022, Russia launched its invasion of Ukraine under the guise of taking action to protect ethnic Russians living in Ukraine. Upon arriving in the capital, Kyiv, Russian troops were met with fierce resistance.

March 2022

After failing to gain control of Ukraine's capital, Russian forces attacked from the south, gaining control of the southern city of Kherson. Hoping for more wins, Russia struck the coastal city of Mariupol on March 16, attacking a theater used for civilian shelter. In this attack, hundreds of people died, making it one of the war's deadliest acts of violence.

April 2022

On April 9, Russia continued its offensive against Ukrainian civilians, striking and killing 52 individuals at a train station in eastern Ukraine. Meanwhile, Ukrainian troops in Kyiv continued to ward off Russian control. Despite this, acts of violence committed by Russian troops became more and more evident, with dead bodies showing signs of torture. The global community began raising questions about Russia's actions and discussing the need to hold Russia accountable for possible war crimes.

May 2022

After months of resistance, Ukraine surrendered the city of Mariupol, which cut the country off from much of its coast.

June 2022

In June 2022, the Western community began to supply more weapons to Ukraine, aiding the Ukrainians as they reclaimed Snake Island in the Black Sea. As Russian forces withdrew from the island, Ukraine also showed its strength at sea, undermining Moscow's naval power.

July 2022

On July 22, with mediation from Turkey, Ukraine and Russia agreed to unblock grain supplies held up in Black Sea ports. This deal ended a standoff that threatened global food security. Meanwhile, Russian forces continued to besiege eastern Ukraine, taking control of the city of Lysychansk.



FOUNDATIONAL KNOWLEDGE

August 2022

Ukraine fought back against Russian forces in the Kherson region, using Western-supplied weapons to attack Russian military infrastructure.

September 2022

Ukraine continued its counteroffensive, forcing Russia to pull back from the northeastern region around Kharkiv. In response to these losses, the Russian government began to ramp up the military draft. In response, thousands of Russian men fled the country.

October 2022

The beginning of October saw the explosion of the Kerch Strait Bridge, which connected Crimea to Russia. Blaming Ukraine for the explosion, Russia countered with an influx of airstrikes, resulting in major power plant destruction and blackouts across the country.

November 2022

In a huge victory for Ukraine, Russia pulled back from the southern city of Kherson.

December 2022

Eager to keep up its momentum, Ukraine struck Russian military bases on December 5. Later in the month, Ukrainian Prime Minister Volodymyr Zelensky visited U.S. President Joe Biden in an effort to secure more defense missiles.

January 2023

Ukraine continued its offensive, striking a Russian military building and killing 89 soldiers. Fighting back, Russia secured the town of Soledar and further struck Ukraine, hitting an apartment building and killing 45 civilians in the city of Dnipro.

February 2023

Russia continued its offensive in eastern Ukraine, while Ukraine kept up its resistance. As of February 2023, Russian casualties numbered around 200,000, while Ukraine's numbered around 130,000.

March 2023

The fate of the war currently rests on fighting on Ukraine's eastern front, where both armies are relentlessly fighting for control of the city of Bakmut.



FOUNDATIONAL KNOWLEDGE

Sources:

Associated Press. "1 year after the invasion began, a timeline of Russia's war in Ukraine." *PBS NewsHour*, February 19, 2023, https://www.pbs.org/newshour/world/1-year-after-the-invasion-began-a-timeline-of-russias-war-in-ukraine.

Bigg, Matthew Mpoke. "How Russia's war in Ukraine has unfolded, month by month." *The New York Times*, February 24, 2023, https://www.nytimes.com/article/ukraine-russia-wartimeline.html.

Magramo, Kathleen, et al. "March 13, 2023 - Russia-Ukraine news." *CNN*, March 13, 2022, https://www.cnn.com/europe/live-news/russia-ukraine-war-news-03-13-23/index.html.



LETTER FROM THE FILMMAKER

On the night of Thursday, February 24, 2022, I sat in my apartment in New York City as news poured in about the invasion of Ukraine by Russian troops. As I watched some of the earliest reporting about the war—the first instances of shelling, food shortages, injuries, and lengthy lines of people fleeing the country—I thought about what it must mean to be on the other side of all of this, to be the watchers—the Ukrainian diasporic community sitting helplessly in safety as their loved ones endured peril. Was there even an *other* side?

The next morning, I attended one of the earliest rallies calling for justice for Ukraine, in Times Square. I spent the day speaking with family members and friends of those trapped in the conflict zone, and through my conversations, I began to wonder what phone calls people were making home. As an immigrant in the United States myself, I've never experienced conflict or war in my home country of Malaysia, but I have always wondered what my gut reaction would be if something of this scale were to transpire there. I am certain that one of the first things I would do is pick up the phone and call home. It was in that crowd, amidst those musings, that I met Lesya Verba and her eldest daughter, Iva.

Lesya, an artist and Ukrainian folk musician, resides with her husband and two daughters in Brooklyn. She shared with me that her older sister, Yulia—her best friend in the world—had just entered a bunker in Odessa with her two teenage children. With limited access to electricity and cell signals, Lesya and Yulia had exchanged only brief text messages confirming that Yulia and the children were safe for the time being. I asked Lesya if I could film their first FaceTime conversation with each other—and she said yes. A day later, I was at Lesya's home in Park Slope, Brooklyn, camera in tow, as she dialed the number on her phone and Yulia's face came into view.

Call Me Anytime, I'm Not Leaving the House is a long title for a short film about a moment in time that feels neverending. The phone call between the sisters serves as the film's narrative spine, interspersed with meditative musings from Lesya in deep communion with her past and recollections of her motherland, now crumbling before her eyes. It explores the transformative love between two sisters and offers a resonant portrait of "home," threaded with the continuous tension of neither sister wanting to hang up the phone.



LETTER FROM THE FILMMAKER

The beauty of this film lies in the gray areas—in resistance to how stories about war and conflict are often told, between the lines of security and stability, and within the juxtaposition of freedom and fear. I hope this film catalyzes audience reflection on its sheer universality: as much as this is a film about the war in Ukraine, it is also in the service of and in dedication to the countless other stories of loved ones separated by conflict across the globe, especially in areas less prone to receiving media attention. Against the backdrop of raging war, *Call Me Anytime, I'm Not Leaving the House* stands as an offering—a tribute to resilience in a time when so much is out of our control.

THE FILM

Key Participants

Lesya Verba - Ukrainian artist and musician who immigrated to the United States with her family in 2021

Yulia Verba - Lesya's sister who remains in Ukraine at the onset of the Russia-Ukraine war

Iva Verba - Lesya's teenage daughter

Key Issues

Call Me Anytime, I'm Not Leaving the House is an excellent tool for outreach and will be of special interest to people who want to explore the following topics:

- Ukrainian war
- Identity in the post-Soviet diaspora
- Technology and social media in war
- Community in war
- Impact of war on families
- Refugees and resettlement
- Sisterhood
- Trauma
- Displacement
- Resilience in women



The Formation of Ukrainian Identity

Ukraine began its long and tumultuous history alongside the Russians in the state of Kievan Rus. In the early 1200s, Kievan Rus fell under Mongolian rule (i.e., the Golden Horde). When the Golden Horde finally disintegrated in the 1500s, a new nucleus of power emerged in Moscow, where the foundation of the Russian empire was laid. The people who remained in the area that had been Kievan Rus, now the borderland of the Russian empire, fell under the influence of their Polish and Lithuanian neighbors. As a result, Ukraine's unique identity formed with a culture and dialect that meshed European and Russian influences.

By the time the Soviet Union (USSR) was founded, Ukrainians had defined themselves as distinctly separate from Russia, with their own language, customs, and heritage. Vladimir Lenin, the founding head of government of the USSR, formally granted Ukraine the power to function as a Soviet satellite state and maintain its independence. While the USSR was conceived as a group of equals, Russia quickly emerged as its central power and, as a result, Russian nationality was positioned as supreme. Russian language eventually came to dominate the Soviet states, and Soviet passports with Russian nationality became valuable and closely guarded. Russian dominance was heightened further under Joseph Stalin's rule as he adopted a policy of collectivization. This policy took away individual ownership and transferred property into the hands of the government. During collectivization, Ukraine was tasked with producing food to feed the USSR, and Ukrainians were forced to overwork their land. Not only did this destroy the fertile soil, but feeding the entire USSR was unfeasible.

Stalin scapegoated the Ukrainian population for the failure of his collectivization plans. According to Stalin, the laziness of Ukrainian workers caused the lack of food, and, therefore, he had the right to seize all of their grain. This premeditated act became known as the Holodomor, a genocide that starved 13 percent of the Ukrainian population to death. Stalin's manmade famine was one of the first offenses that intrinsically markedUkrainians as disposable in comparison to their Russian comrades. In response, Ukrainian identity began to strengthen in opposition to the treatment Ukrainians received at the hands of Soviet leaders, who prioritized themselves and the Russian population. These abuses continued into the 1980s, as is evident in the infamously mishandled Chernobyl nuclear disaster, where Russians were concerned not with the suffering of Ukrainian people, but with their own public image.



Ukrainian identity continued to develop in reaction to alienation from Russian authority and a subsequent need to grow stronger to survive. As a result, Ukrainians leaned into the European aspects of their identity that had long differentiated them from Russia. When the Soviet Union finally collapsed in the 1990s, Ukraine used its newfound freedom to seek other allies. Ukraine began pursuing relationships that would allow it to join NATO and the European Union, which Russia saw as a further threat (and humiliation) after the outcome of the Cold War had already weakened its image in the global sphere.

Understanding Russian Insecurity and Putin's Power

Since the 1600s, Russian leaders have engaged in a battle to prove themselves equal, if not superior, to the West. This insecurity stems from a variety of sources, but mainly follows a pattern of rejection and alienation that has never allowed Russia, despite its best efforts, to be considered truly European. In the same way that Ukrainian identity strengthened in response to Russian alienation, Russian identity strengthened in answer to European exclusion.

As the Soviet Union started to collapse, Boris Yeltsin began to rise to power, ultimately becoming president in 1991. In an effort to save the Russian economy following the collapse of the Soviet Union, Yeltsin ceded power to the Clinton administration in exchange for financial aid. He ultimately proved to be an ineffective leader, and Russians' faith in their new government faded. Vladimir Putin stepped onto the political stage at this opportune time: not only were Russia's government and economy in disarray, but the people's sense of security was under threat after a string of bombings struck Moscow in 1999. As prime minister at the time, Putin vowed to protect the Russian population, offering a sense of hope for the country, and by 2000 he was president.

Putin quickly worked to consolidate power and reestablish Russian authority in former Soviet satellites. His successful efforts can be seen in a variety of countries (including Belarus and Chechnya). He controlled those countries through puppet presidents who were granted control by the Kremlin in exchange for their subordination. However, attempts to push this model onto Ukraine were unsuccessful. Forcing Ukraine back into Russia's orbit was essential for Putin, given that Ukraine was actively pursuing NATO membership and recognition from the European Union. Losing Ukraine would mean more than losing strategic land—it would be a major concession to the same European insecurities that had shaped Russian identity.



In 2004, when Kremlin-backed candidate Viktor Yanukovych won the Ukrainian presidency over pro-West, anti-corruption candidate Viktor Yushchenko, the Ukrainian public took to the streets to protest the results. This movement, known as the Orange Revolution, solidified the ways Ukrainians viewed themselves in regard to Russian authority. Ukrainians were not willing to live complacently under Putin's authoritarian regime. They deemed themselves separate and committed to democracy. The protests successfully ousted Yanukovych and replaced him with Yushchenko, ushering in a new era in Ukrainian politics—one that would be marked by strong attempts to remain independent from Russian influence. Geopolitically, the Orange Revolution forced the West to recognize Putin's authoritarian relationship with former Soviet states and the danger that this presented. Once surrounded by the protective armor of countries that were loyal to it, Russia now had a gaping hole at its border.

The Slow Invasion

Tensions between Russia and Ukraine continued to rise as Ukrainian defiance against Russian influence grew. Similar to the Orange Revolution, the Ukrainian Euromaidan protests of 2014 formed as a response to Russia's attempts to corrupt Ukrainian leaders and government. Following the protests, Russian troops appeared in the Crimean peninsula, a small, strategic strip of land linking Russia and Ukraine on the Black Sea. Putin began to claim that Crimea had always belonged to Russia—citing its primarily Russian speaking population—and that Russian speakers in the area were being forced into submission by Ukrainians. Simply put, Putin assured the residents of Crimea that the Russians troops were there to defend them. To this day, there is little evidence to suggest that Russian speakers in Crimea were being persecuted by Ukrainians.

In 2014, Russia illegally annexed Crimea based on what it claimed was a 97 percent vote of Crimeans in favor of the switch. These results are still disputed. Following the annexation of Crimea, Russian-backed separatists began lining the western border of Ukraine in the Donbas region. Putin again doubled down on his claims that Russian troops were there only to defend Russian speakers, even while the people inciting violence were those with Russian guns.

In 2019, Volodymyr Zelensky was elected president of Ukraine. Zelensky, who ran on an anti-corruption platform and vowed to put an end to the violence, began efforts to foster unity between Russian and Ukrainian speakers. However, Zelensky's efforts to achieve



peace were continuously hindered by the West and Putin. The West, an ally that Ukraine was not desperately seeking, continued to promote the idea of negotiation between Putin and Zelensky. In response to global pressure, Putin began to claim publicly that he was withdrawing his troops, yet his actions showed otherwise. The Ukrainian border continued to be swarmed by Russian troops—troops that were now engaging routinely in military practices. Perfectly positioned, Putin reiterated his claims that Ukraine had historically always been Russian, and that pro-Russian Ukrainians in the country were under threat.

On February 24, 2022, with mounting troops at the border, Russia finally invaded Ukraine, a move almost eight years in the making.

Resilience in Ukrainian Women

While the resilience of all Ukrainians in the face of adversity has been incredible to witness, Ukrainian women in particular have shown the country's deep commitment to protecting Ukraine and its identity for future generations. Ukrainian women are fighting in the armed forces and in their communities. There are currently over 50,000 Ukrainian women serving in the armed forces. While Ukrainian women were initially tasked only with providing support for the troops (i.e., cooking, medical aid), the number of women being sent to the frontlines has been slowly increasing, making the Ukrainian army one of the forces in Europe with the largest female contingent.

With the majority of men on the frontlines, women in Ukraine have also risen as leaders within their communities. Primarily mobilizing and connecting through Facebook groups (images of which can be seen in *Call Me Anytime, I'm Not Leaving the House*), women in Ukraine have filled roles left vacant not only by the missing men, but also by the various international organizations that left the country at the onset of the conflict. Ukrainian women teach, govern, clean bomb debris, and heal members of their communities as the conflict progresses. The female population has become the backbone of the mission to preserve what is left of Ukrainian cities.

These efforts extend beyond Ukraine's borders. Due to martial law, Ukrainian men have not been permitted to leave the country. Women who have participated in the growing Ukrainian diaspora have filled important advocacy and ambassadorship roles to continue the fight abroad. Historically, Ukrainian women have held power in both the public sphere and at home. Continuing this legacy as the conflict evolves, they have remained



essential to ongoing resistance efforts and powerfully foreground Ukrainian identity amid geopolitical turmoil.

Sources:

Applebaum, Anne. "Holodomor | Facts, Definition, and Death Toll." *Encyclopedia Britannica*, October 25, 2019, www.britannica.com/event/Holodomor.

Boettke, Peter J. "The Russian Crisis: Perils and Prospects for Post-Soviet Transition," *The American Journal of Economics & Sociology* 58, No. 3 (July 1999): 371–84, www.jstor.org/stable/3487768.

Dickinson, Peter. "How Ukraine's Orange Revolution Shaped Twenty-first Century Geopolitics." *Atlantic Council*, November 22, 2020, www.atlanticcouncil.org/blogs/ukrainealert/how-ukraines-orange-revolution-shaped-twenty-first-century-geopolitics. King, Noel, et al. "The Real and Imagined History of Ukraine." *Vox*, February 25, 2022, www.vox.com/22950915/ukraine-history-timothy-snyder-today-explained.

Kulyk, Volodymyr. "National Identity in Ukraine: Impact of Euromaidan and the War," *Europe-Asia Studies* 68, no. 4 (2016):, 588-608, <u>10.1080/09668136.2016.1174980</u>.

Mearsheimer, John. "John Mearsheimer on Why the West Is Principally Responsible for the Ukrainian Crisis." *The Economist*, July 15, 2022, www.economist.com/by-invitation/2022/03/11/john-mearsheimer-on-why-the-west-is-principally-responsible-for-the-ukrainian-crisis?utm medium=social-media.content.np.

Palikot, Aleksander. "Women at War: Ukraine's Female Soldiers Dream of Freedom, Fight for Survival." *RadioFreeEurope/RadioLiberty*, January 26, 2023, https://www.rferl.org/a/ukraine-war-women-soldiers-female-freedom-survival/32240805.html.

Rogin, Ali, and Morgan Till. "Ukraine's History and Its Centuries-long Road to Independence." *PBS NewsHour*, March 9, 2022, www.pbs.org/newshour/show/ukraines-history-and-its-centuries-long-road-to-independence.

Ross, Adrienne. "Ukraine's Women Are Playing a Key Role in the Fight Against Russia."



Atlantic Council, March 2, 2023, https://www.atlanticcouncil.org/blogs/ukrainealert/ukraines-women-are-playing-a-key-role-in-the-fight-against-russia/.

Slezkine, Yuri. "The USSR as a Communal Apartment, or How a Socialist State Promoted Ethnic Particularism." *Slavic Review* 53, no. 2 (Summer 1994): 414-52, https://doi.org/10.2307/2501300. Sullivan, Becky. "Russia's at war with Ukraine. Here's how we got here." *NPR*, February 24, 2022, https://www.npr.org/2022/02/12/1080205477/history-ukraine-russia.

U.S. Mission Italy. "Ukrainian Women Fight for Their Country's Future." *U.S. Embassy & Consulates in Italy*, March 6, 2023, https://it.usembassy.gov/ukrainian-women-fight-for-their-countrys-future/.

Young, Cathy. "Medieval Geopolitics Help Explain Modern Russia and Ukraine." *Reason*, July 2022,

reason.com/2022/06/13/medieval-geopolitics-help-explain-modern-russia-and-ukraine.



DISCUSSION PROMPTS

STARTING THE CONVERSATION

Immediately after the film, you may want to give people a few quiet moments to reflect on what they have seen. You could pose a general question (examples below) and then give people some time to themselves to jot down or think about their answers before opening the discussion. Alternatively, you could ask participants to share their thoughts with partners before starting a group discussion.

- 1. Place yourself in Lesya's shoes: Who would you call first if you learned of conflict in a place you identify as "home"? What questions would you want answered immediately?
- 2. The film is about war, yet you don't see any imagery of violence. What does this mean when telling stories of war and conflict? Does it make you feel any more/less for the film's protagonists?
- 3. Which moments or phrases embodied Lesya and Yulia's resilience in the situation at hand?

IDENTITY

- 1. Language plays an important role in the conflict and in this film. Where do we see Yulia make a clear stance on how language defines (or doesn't define) her identity as a Ukrainian?
- 2. At one point in the film, Lesya states, "There is Ukrainian history, too." Based on what you read about Ukrainian history in the background information, why is this statement so impactful?
- 3. What efforts are made to intertwine Lesya's family history with the history of Odessa? What do these efforts show about the reality of the place Lesya calls "home"?
- 4. As we watch Lesya break down over the fear of losing her sister, what else might we be able to assume she is grieving?

CONNECTION IN CONFLICT

- 1. Technology and social media during war play a pivotal role in this film. What are a few examples of modern connection that we see during conflict?
- 2. Reflect on the casualness that the medium of FaceTime unavoidably brings to the topic being discussed. Do you believe the impact of the situation is amplified or diminished by FaceTime?



DISCUSSION PROMPTS

- 3. During the film we encounter the juxtaposition of Lesya's children (safe in the United States) with Yulia's children (who have lost everything).
 - a. How does Iva express her survivor's guilt?
 - b. How are teens like Iva employing technology in the conflict?
 - c. Do you think there are generational differences in the way the conflict is approached by Iva and Lesya?
- 4. The film is told from Lesya's perspective of safety. What does this say about how conflict is experienced by those in the diaspora and not directly in the line of fire?

HOPE AND HOME

- 1. Toward the end of the film Lesya and Yulia struggle to hang up the phone. Reflect on the impact of knowing a family member is in danger but also only a text away. How would you bear this weight? Would this lens classify this phone call as traumatic or relieving?
- 2. During the film, Yulia makes it clear that she does not wish to leave Odessa, yet at the end it is revealed that she was able to flee to her sister's house in Brooklyn.
 - a. What does this say about the emotional toll of displacement on the refugee?
 - b. What does this say about what Yulia considers her "home"?

SURFACE TENSIONS

- During times of trauma, how are relationships between individuals in the diaspora and those at the frontlines of conflict impacted? Think specifically about the phone call between the sisters: what was said, and what was left unsaid.
 The film ends by informing us that over 12 million Ukrainians have had to leave
 - their homes. While this number is jarring, what other recent conflicts can you name that have had similar levels of displacement? Would you consider the global media attention toward the Ukrainian plight in this regard similar or different from that toward other refugees and conflict-stricken populations globally? Why?



TAKING ACTION

If the group is having trouble generating ideas for next steps, these suggestions can help get things started:

- Seek ways to support the Ukrainian community in your city. With the displacement of over 12 million Ukrainians, there are ample opportunities to get involved with local immigration nonprofits to support this transition.
- Continue the conversation! While it has now been over a year since Russia formally invaded Ukraine, the conflict and trauma are far from over. Continue to engage with news about the war and in any ongoing alleviation efforts.
- By simply interacting with this discussion guide, you are doing your part to allow Ukrainian voices to be heard and understood. Consider sharing this film and guide with those in your community.



RESOURCES

<u>Amna</u> - Formerly the Refugee Trauma Initiative, Amna is providing psychological first aid to refugees fleeing Ukraine.

<u>Nova Ukraine</u> - Nova Ukraine is a nonprofit organization dedicated to providing humanitarian aid to the people of Ukraine and raising awareness about Ukraine in the United States and throughout the world.

<u>Razom</u> - This nonprofit focuses on the needs on the ground to support Ukraine and on opportunities to amplify voices from Ukraine in conversations in the United States.



CREDITS & ACKNOWLEDGMENTS

Discussion Guide author: Kcenia Kloesel



Kcenia Kloesel graduated Phi Beta Kappa from Sewanee, the University of the South, in 2021 with honors in both her history and Russian majors. Kloesel, a native Russian speaker, translated Call Me Anytime, I'm Not Leaving the House alongside her mother in an effort to provide support to the Ukrainian mission. Both wanted to ensure that the film's impact was preserved in its English translation.

During school and since graduation, Kloesel's primary passion for research has developed around post-Soviet political history and examination of the conditions that allowed Putin's meteoric rise to power. She has developed a keen interest in the Second Chechen War, media manipulation within the Russian Federation, and the relationship between Boris Yeltsin and the Clinton administration. Kloesel has helped translate a variety of Russian poems and enjoys reading Russian literature in her spare time. She is adamant about protecting her Russian heritage and homeland from the authoritarian influences that dominate it today.

Discussion Guide Producers

Courtney B. Cook, Phd | Education Manager, POV Jordan Thomas | Education Assistant, POV

Thanks to those who reviewed and contributed to this resource:

Natalie Danford, Copyeditor