



# **A Center For Restorative Solutions**

## **TEAM BIOS**

Leonie Smith  
Maria Lamos  
Pam Orbach  
Janice Eng

## ABOUT P. LEONIE SMITH

**P. Leonie Smith** is a first-generation Canadian of Jamaican heritage and is founder of The Thoughtful Workplace, a consultancy that uses a relational and skill-building approach to coaching, training, and mediation. Her work and life are centred around sharing people-centred modalities such as Nonviolent Communication, Restorative and Transformative Justice practices, and Sociocracy to support people who are traditionally marginalised to show up in their full humanity.

Through the use of these and other tools, she supports groups and teams to find ways of working that reduce harm by understanding and sharing practical skills to address the impact of systemic racism and oppression. She has over 20 years of experience in senior management positions in nonprofit organisations in communications, fundraising and human resources. She is based in Vancouver, BC, Canada.

[thethoughtfulworkplace.com](http://thethoughtfulworkplace.com)



## ABOUT MARIA P. LEMOS

**Maria P. Lemos, Ph.D. MPH,** is fully dedicated to reducing harm and suffering through her work and activism, locally in Seattle and in challenging situations internationally.

She contributed for 4 years to Minorities As Student Teachers Program to increase STEM skills in middle and high-school public school students; developed capacities for teaching in BIPOC college students; and supported mentorship that students could identify with.

For the past 12 years, she has coached 1-2 BIPOC medical students every summer to learn research skills in HIV prevention as part of the Research and Mentorship Scholars Program from the HIV Vaccines Trials Network: The effects of hormonal supplementation therapy in vaccination of transgender women.

Maria designed and conducted trainings in Nonviolent Communication since 2008 for men and women in the WA correctional system.

In 2010-2012, she designed RJ and NVC trainings to improve communication between bi-racial and indigenous communities for the improvement of public health outcomes in Guatemala. She supported and mediated conversations that created opportunities to name and heal from impact.

In 2014-2016 Maria contributed to training racially-diverse laboratory teams to improve HIV prevention and treatment services in South Africa.

In 2020-2021, she has been primarily focused in the design and conduct of inclusive RCT for COVID vaccines: from 2% to more than 37% BIPOC participation.



## ABOUT PAM ORBACH

**Pam Orbach, M.A.Ed** identifies as a white Jewish South African, British, American. She acknowledges her privilege in the form of the opportunities and systemic inheritances she has been handed. She is dedicated to using her power and privilege to work nonviolently for justice.

For the past 9 years, Pam has been a Nonviolent Communication consultant and trainer deepening her practice in Restorative and Transformative Justice, mediation, Circle Keeping and nonviolence. She works to support compassionate consciousness and practice — a paradigm shift — partnering to collectively increase self-awareness, authentic communication, and to support systemic change.

Pam's particular approach to community building and conflict transformation, grounded in Marshall Rosenberg's Nonviolent Communication and Dominic Barter's model of Restorative Circles, led to the founding of A Center for Restorative Solutions in 2017. The Center has an equity focused community-centered and culturally responsive commitment in their approach to accountability and healing work.

Pam has designed and delivered trainings in WA state prisons since 2015 and has consulted for and supported work with Freedom Project to dismantle the institution of mass incarceration and heal its traumatic effects on the community.

She has worked with local universities, schools, school districts, organizations and communities in the Greater Seattle area, nationally and internationally.

To see more of what the Center does, its work, current clients and testimonials, please follow the link:

[CenterForRestorativeResolutionsSeattle.com](https://CenterForRestorativeResolutionsSeattle.com)



## ABOUT JANICE ENG

**Janice Eng** is a second generation Chinese American from Eastern Washington. Janice has facilitated Nonviolent Communication classes since 1999.

Janice is a founding member of two nonprofits based on Nonviolent Communication: Northwest Compassionate Communication in 1999; and Freedom Project in 2001.

She has facilitated Restorative Circles with a Center for Restorative Solutions since 2019 and supported the Center's year-long RJ immersion program in 2019-2020.

Janice has also facilitated Peace Circles on racial equity through Circle Works in 2018 through 2019.

She has been a certified counselor since 2013.

