

Introducing New StirFry Facilitators

I'd like to introduce three new members of our StirFry Seminars & Consulting Group: Deb Brill, Camille Fisher and Jimmi Langemo. Camille and Deb bring extensive experience doing workshops and trainings in the field of diversity and Restorative Justice. Together they bring almost 33 years of educational experience in the classroom and administration. I have known Jimmi for almost 30 years. He has many years of experience in DEI work as well organizational development. It is an honor to have them join us.

Lee Mun Wah

Camille Fisher & Deb Brill • **Aware Seek Communicate**



Camille and Deb entered into this work by letting our hearts lead us. We are each professionally accomplished which lays a foundation. Camille has been a math teacher at the middle and high school levels for 11 years, and is experienced with training teachers, curriculum development, and finding success with students of all identities. Additionally, she runs a program partnering students with disabilities and general education students in lifelong friendships. Deb has been a middle school teacher and then principal for 22 years. She has also coached, trained, and supported school districts around the greater Bay Area in transitioning to being truly restorative environments. She also has certification and an extensive background in mediation, facilitation, and restorative justice. Camille and Deb came together when they saw a gap in authentic professional development around the area of

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equity, and founded ASC (Aware Seek Communicate). And that brings us back to the heart, to where we are most human.

Camille and Deb offer facilitation of a visioning process, coaching, powerful professional development, and a look at HR practices such as hiring through an equity lens. They believe that for businesses, organizations, and schools to make a shift where people of all identities are seen and heard, where the benefit of a diverse staff is maximized, and where there is a work environment that embodies effective communication and retention of staff, intersectional communication must be a focus. In their work, they intentionally bring staff through a deep and reflective process starting with one's own identity-based experiences and biases and through sharing with others and digesting outside resources, Camille and Deb lead them to an outcome of a connected and highly functioning staff. Their organization, Aware Seek Communicate embodies this process, first gain a deep awareness of oneself, then seek to understand the experiences of people of different identities, and finally learn to communicate effectively in a work environment with people of diverse backgrounds. Camille and Deb bring authenticity and depth to this meaningful work.

The restorative work that they do for organizations, businesses, and schools and districts is about laying a strong foundation in relationship and community building and guiding a successful transformative process to being restorative. In businesses and organizations, the investment in building community and highly functioning relationships and groups transcends into all aspects of job satisfaction and productivity. For schools they offer a unique lens about how to holistically and successfully transform a district or school community. It is about the intentional building of classroom relationships and schoolwide expectations and community.

It is about how to move away from knee jerk discipline to check a box that produces inequitable outcomes and instead move towards creating responses to behavior that embody accountability, education, and restoration. Their unique perspectives and experience allow them to provide visioning, coaching, and training as they guide an organization through this process. It is an honor to have them join with us in helping make this a more just and equitable world.

Jimmi Langemo (He/Him/His)



Jimmi Langemo has been working in DEI since 2004. His clients have been Fortune 500 companies, nonprofits, small businesses, churches, high schools, and universities. He is currently the chief administrative officer at Hennepin Theatre Trust, one of the largest arts organizations in Minnesota. He has continued his DEI consulting work while working at the Trust.

When asked why Jimmi is involved in DEI work, he says, "For all we know this is the only life we have on this earth. While I have breath, I want to make a difference by helping create a more inclusive world in which people are safe to be themselves, can cultivate their talents, and live a full and enriching life. As a straight, white man, I acknowledge that in the United States, many of today's DEI-related problems were started by people

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like me. I want to be on the other end of the story. I want to be a part of ending them.”

DEI training can be powerful and even transformational, but how does change really happen? How do you sustain that transformational experience? How do you weave DEI into the normal operating practices and decision-making processes of your organization so that diversity, equity and inclusion become a nature part of how you work?

Jimmi specializes in strategy, organizational development, and operations. In his DEI work, he conducts operational and cultural assessments. He reviews an organization’s operations, business practices, culture, and organization and provides a report on his findings and recommendations on how it can be more inclusive or how it can mitigate or eliminate bias. He can further participate in vision creation and strategy building. As an experienced HR professional and operations expert, he can also help develop new programs and revise processes.

Upcoming Weekend StirFry Workshop

MINDFUL FACILITATION • ADVANCED LEVEL

Saturday and Sunday May 28 & 29, 2022

8am - 12 noon (PST) • Facilitated by Lee Mun Wah

\$350 for both days

This training will be practicing advanced mindful facilitation techniques through the use of filmed vignettes, role plays and personal stories. The main focus will be on integrating group process and mindful facilitation techniques in situations where there are intense confrontations and conflicts over diversity issues, coupled with a high degree of escalation and polarization. Participants will learn how to de-escalate these types of conflicts within seconds and help those who are disconnected to become reconnected. Participants will not only learn the art of listening, but also the art of responding in a way that supports everyone to feel heard, seen and understood.

Participants will learn:

- How to mindfully facilitate conflicts within a diversity context
- How to de-escalate conflicts within seconds
- Ways to identify and respond when there is a major disconnection
- Ways to create community based on empathy and curiosity
- How to identify when to use the four major advanced mindful interventions
- How to improve their auditory and visual acuity
- The Art of Summary
- How to identify the common threads and issues in most groups
- The intersection of Mindful Facilitation and Group Process
- How to use personal stories to create community and deeper understanding
- The Art of Listening
- The Art of Co-Facilitation

**REGISTRATION AND full schedule of ALL StirFry Workshops
including Tea Time with Lee Mun Wah at stirfryonline.com**

MORE 2022 WORKSHOPS WITH LEE MUN WAH

Mindful Facilitation Mastery Series

Saturday dates in 2022:

April 30 • May 14 • July 30 • September 24 • November 5

8:30 am - 12:30 pm Pacific Time

\$175 per session • Facilitated by Lee Mun Wah & Co-Facilitator

This Mindful Facilitation Mastery Series is an online training series that takes place on Saturdays throughout 2022. Each session will be using filmed vignettes and role plays to enhance your mindful facilitation skill sets. Each training will feature issues such as: What to Do When a Discriminatory Incident Occurs, How to Create Community, How to Have Courageous Conversations in the Classroom and Workplace, How to Facilitate Conflicts, and the Intersection of Mindful Facilitation and Group Process. You can attend one or all of them. The choice is yours.

We will utilize a myriad of vignettes dealing with race, gender, class, physical impairments, and BIPOC issues. In addition, the last part of each session will be reserved to work on private vignettes that participants are having difficulty with or need guidance on from the group's vast wisdom and experience.

Vignettes and role plays will be drawn from Lee Mun Wah's films: Stolen Ground, The Color of Fear, Last Chance for Eden, If These Halls Could Talk and from his writings: The Art of Mindful Facilitation, What Stands Between Us and Let's Get Real.

Between sessions, participants will have the option to meet in groups to discuss suggested topics and as a way of creating a sense of community and support for each other.

Prerequisite: Must have attended Mindful Facilitation workshops: Beginning, Intermediate and Advanced levels.

Maximum: 25 participants • *Online Only (Zoom)*



• Tea Time with Lee Mun Wah

Saturday mornings 9:00am - 10:30am (Pacific)

May 21, 2022 - June 25, 2022 - July 23, 2022 - August 20, 2022

September 10, 2022 - October 22, 2022 - November 19, 2022

Registration Fees: \$50/session price - If you register for 3 or more sessions: each session is \$25

Registration Information at stirfryonline.com