The California Conference for Equality and Justice (CCEJ) is a human relations organization dedicated to confronting bias, bigotry and racism through education, conflict resolution and advocacy.

SUPPORTING HEALING:
In summer of 2018, a local community garden asked CCEJ for support to address and heal long-standing internal conflicts, and Restorative Practices in Communities staff organized a restorative community circle process. CCEJ helped the group strengthen their skills in communicating needs, expressing emotions, repairing relationships and finding points of agreement. The community garden continues to grow, providing much-needed food and healing for all involved.

PROMOTING UNITY:
CCEJ continues to build bridges for understanding in Southern California. In addition to offering ongoing Racial Justice Building Bridges Camps for youth, in March 2018 we held our first-ever Gender Justice camp, where 94 youth learned how to include and respect people of all gender identities and sexual orientations. At our Interfaith Intercultural Breakfast in February, Marsha and Aiden Aizumi shared their journey of love and acceptance between a mother and her transgender son with more than 850 guests.

CREATING CHANGE:
CCEJ trains entire school districts to move from punitive approaches to student discipline towards practices that keep students in school and improve relationships on campus. In 2018, our Restorative Justice in Schools program trained 2,400 teachers and administrators at more than 30 schools, and continued to expand our reach beyond LA County to partner with Fontana and Coachella school districts. School leaders praised CCEJ for providing an open and warm environment for tackling this important work.

JUSTICE FOR ALL:
Program Participant Demographics
- 62.5% Latinx/Native American
- 17% Black/African-American
- 8% Bi/Multiracial
- 8% Asian/Pacific Islander
- 4% White/European American
- 0.5% Middle Eastern/North African
- 52% Women-Identified
- 46% Men-Identified
- 2% Transgender/Non-Binary

10,274 SERVED
305 VOLUNTEERS
15,693 VOLUNTEER HOURS
In 2018, CCEJ led the way in bringing people together to eliminate systemic discrimination. This has laid the groundwork for us to strengthen our impact in the coming year through our programs:

**Building Bridges for Youth** develops young leaders who are committed to building understanding across differences. Students consistently share that participating in Building Bridges Camp, Building Bridges Club, or Conscious Classrooms changed their lives and motivated them to take action for justice in their schools.

**Restorative Justice in Schools** will launch an online training series for educators to broaden our reach and offer them the tools they need to build respectful and safer schools where students and teachers value and trust each other.

**Restorative Practices in Communities** leads in creating innovative responses in juvenile diversion that has deepened our engagement with other.

Classrooms changed their lives and motivated them to take action for justice participating in Building Bridges Camp, Building Bridges Club, or Conscious Classrooms.

In their schools.

At CCEJ, we continually witness beautiful moments of hope and healing, “aha” moments that spark a change in mindset, and moments of vulnerability and deep listening that result in empathy for another person. If you believe in the power of our work, join us to build stronger, more united communities that are committed to justice:

- **Bring** a CCEJ training or presentation to your school/ workplace/community
- **Become** a volunteer
- **Attend** a CCEJ event like our Interfaith Intercultural Breakfast or Humanitarian Awards Dinner
- **Support** community transformation by making a donation at www.cacej.org/donate

**The Parra Family**

Anel: Camper – 2000, Youth Leader – 2001, Adult Volunteer – 2015: “Understanding our racial identity as a family has impacted my life in a positive way. It makes me extremely proud to know my children are practicing fairness, equality, and social justice.”

Isaac: Camper – 2015, Youth Leader – 2016

“My mother was the one that motivated me to go to camp. After I came back, my whole perspective changed. I was more aware of what I was saying and thought before I spoke. After camp I grew out of my shell.”


“I’ve always tried to be aware of current events, but being a part of CCEJ has made me more knowledgeable, which is changing me for the better. I’m thankful to be a part of such a wonderful community.”

**The Dickson Family**


“I grew up in the ‘90s and went to schools that had racial tension. I wanted something better for my kids & their world. Because of Building Bridges Camp, we can talk about how these things show up in their school and daily lives, how their friends are experiencing it and how they want to deal with it.”

Ryan: Camper – 2018

“My mom has been going to camp since before I was born, and I wanted to learn more about the education to be a social justice warrior. Camp made me more willing to talk to people my age about race, sexism, ageism and cissexism. It’s a safe space where people are willing to listen to young people and hear what they have to say.”

Jayden: Camper – 2018

“Camp helped me realize the different circumstances other people are in and how I can help them or get help myself. I learned how to speak up for others and support them by being an ally.”

### Communities Served

- Artesia
- Avalon
- Calabasas
- Carson
- Cerritos
- Claremont
- Compton
- Downey
- East Los Angeles
- Fontana
- Gardena
- Hawaiian Gardens
- Hawthorne
- Huntington Park
- Indio
- Inglewood
- La Puente
- Lakewood
- Lancaster
- Lawndale
- Long Beach
- Los Alamitos
- Los Angeles
- Lynwood
- Monterey Park
- Norwalk
- Ontario
- Palos Verdes
- Phelan
- Pico Rivera
- Riverside
- San Bernardino
- San Gabriel
- Santa Ana
- Santa Fé Springs
- Santa Monica
- Signal Hill
- South Gate
- So. Los Angeles
- Upland
- Watts
- Willowbrook
- Wilmington

### FY18 Budget: $2.6 Million

**Funding Sources**

- Individual Donors: 6%
- Corporate: 3%
- Government: 8%
- Fee for Service: 33%
- Foundations: 30%

**Allocation of Expenses**

- Programs: 82.5%
- General & Admin.: 7%
- Events: 10.5%
- Events: 20%