CCEJ’s 2022-23 Equity & Transformation Menu of Services

Adult Training & Coaching

3605 Long Beach Blvd, Ste 100
Long Beach, CA 90807
(562) 435-8184
Info@cacej.org
www.cacej.org/

Updated May 2022
CCEJ Mission

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

Our Impact

CCEJ has a proven track record in providing comprehensive anti-bias training for organizations, educators, schools, companies, families, youth, and community groups. Tens of thousands of people have been trained and coached by CCEJ staff to build cultures that promote stronger communication, healthier relationships where no one is disposable and where conflict is healed in equitable and just ways.

Our Approach

Our model focuses on customizable trainings, followed by personalized coaching to implement new, sustainable practices that benefit the entire organization, workplace or school community.

CCEJ integrates a “Head, Heart and Hand” approach in all of our work. We believe that opportunities for learning and growth exist at every point of conflict, interaction and sharing. Dialogue is central to our process. It can be difficult and uncomfortable, and requires vulnerability, courage and openness to unpack the issues we explore. We integrate anti-oppression education (common language, definitions, terminology, concepts) with experiential activities and dialogue (personal story telling, circle practice, courageous conversations). We approach our partnerships with the recognition that all of us hold powerful knowledge and experiences that can be activated in the service of challenging oppression.

Our pedagogical approach centers on the use and uplifting of personal stories and experiences for the purposes of learning. Throughout our trainings and programs, CCEJ staff are intentional about utilizing trauma informed and restorative practices in our approach. We look to leverage strong relationships in training spaces to encourage risk taking, honesty and curiosity.

COVID-19 Updates

For the safety of our community, all of our current training offerings are virtual using Zoom until further notice. Participants can expect content via slides, group dialogues and interactions using the chat and breakout room features. We continue to monitor public health recommendations and update our policies & procedures accordingly.
Training Details

Training contracts are created as part of a consultation with CCEJ. Pricing and suggested session combinations vary by partner. Workshops can be combined into customized dialogue series of varying lengths and can include affinity groups where appropriate.

Session duration will vary based on goals, activities, and other factors. At minimum, CCEJ requires **two hours per training session**. CCEJ will recommend training hours designed to provide enough time to meet training goals effectively and safely.

Trainers are chosen based on specific contract requirements and availability. CCEJ is not able to accommodate specific trainer requests in all circumstances. **Generally, a 1:18 trainer to participant ratio is used. However, some trainings require more or less facilitators at CCEJ’s discretion.**

Contact CCEJ to discuss your specific needs: [info@cacej.org](mailto:info@cacej.org)

Testimonials

“During our program, our facilitators emphasized that all humans want and deserve to feel seen, heard, and understood. This is a compass that guides the ways that I show up to conflict transformation work with others - it guides my self-reflection and awareness, my listening skills, my empathy, and how I hold other people’s stories and needs.”

“The facilitators did a great job of creating an environment that was welcoming, inclusive, and supportive to learning. Having moments of checking in with each other via chats, doing the role plays, and sharing reflections in a large group - I felt all of that helped me to stay engage on a virtual platform. The facilitators also had a positive approach, using language that was thoughtful and intentional. I think that was important to set a strong foundation for the rest of us.”

Billing Process

CCEJ invoices partners on a regular basis as services are utilized. Staff maintain logs of services used, which can be shared with partners upon request. Partners will commit to a specific and reasonable amount of Technical Assistance when contracting with CCEJ and agree to be charged for the full amount of TA time requested. Hours are not transferable beyond the length of specific contracted services. Please notify CCEJ of specific requirements you have regarding billing/payment of contracts beforehand.
We currently offer both in-person and virtual training options. All of our programming options are interactive and include exploring content, engaging in group dialogues, and participating in other responsive activities (e.g. roleplay, scenarios, pair shares, journal reflections, etc.). For our virtual trainings, we provide a Zoom link for our session(s).

For in-person trainings, to help navigate the ongoing COVID-19 pandemic while returning to in-person services, CCEJ has created policies that establish clear expectations, balance collective safety with the unique experience of in-person activities and draw on public health guidelines. As an organization working to end oppression and injustice, CCEJ is committed to navigating the COVID-19 pandemic anchored in the following values:

- Individuals impact the community.
- Safety is created through clear expectations.
- We are all equally accountable to group agreements.
- Restorative choices are always available to us.
- People feel accountable to relationships they value.
- Individual and collective health and wellness are always core priorities.
- Transparency in communication and decision-making is essential to building and maintaining trust.

Partners contracting with CCEJ for in-person services are expected to understand and follow these procedures:

**Vaccination & Masking Policies**

- CCEJ requires that all individuals who attend in-person programming to be fully vaccinated against COVID-19, including boosters, at least two weeks prior AND/OR for all participants to wear masks for the full duration of the training. Our preference is for both vaccinations and masks. The choice between vaccinations and masking must be made in advance by the partner organization/company/school and will apply to all participants. Either all participants will be vaccinated or all participants will wear masks.

  - **If choosing masks:** CCEJ invites program participants to bring their own surgical or N95 facemasks to all programming. CCEJ will provide a face mask to program participants if they do not have a face mask when they arrive at CCEJ programming. Program participants must wear masks indoors and outdoors, unless actively eating or drinking.

  - **If choosing vaccinations:** CCEJ defines full vaccination as two weeks after completing the required number of dose(s) of the specific vaccine received, including booster doses.

All partners contracting CCEJ for in-person services, must verify full vaccination status for all individuals attending in-person services. Partners will certify to CCEJ that they have verified full vaccination status during the contracting process, and must be ready to provide proof of vaccination for all individuals if requested by CCEJ.
IN-PERSON COVID-19 SAFETY

Additional In-Person Safety Procedures

While in shared in-person community spaces, program participants are asked to strictly follow the below safety protocols:

Minimizing touch-based activities

- CCEJ will intentionally structure programming to minimize or, where possible eliminate, the expectation that program participants engaged in touch-based activities, including but not limited to teambuilders, circle activities, and games. All participants will have the opportunity to opt-in or out of touch-based activities.

- If program participants lead or facilitate any activities at CCEJ events, we also ask for touch-based activities to be minimized or eliminated as much as possible, with options for individuals to opt out always available.

Sanitizing hands and objects regularly

For off-site meeting spaces hosted by community partners, including in trainings & workshops, community partners are expected to provide hand sanitizer and disinfectant or wipes. For meeting spaces outside of the CCEJ Office hosted by CCEJ, hand sanitizer will be provided by CCEJ. Program participants must consistently wash their hands and use hand sanitizer throughout their time in in-person programming.

Asking for consent to touch

CCEJ honors that everyone has different comfort levels with touch-related greetings. CCEJ staff will not instigate handshakes, hugs, high fives or similar ways of engaging. CCEJ asks participants to explicitly ask for consent before instigating those types of connections with other program participants or CCEJ staff.

Staying home when sick

If program participants are sick or showing any symptoms of sickness, related to COVID-19 or not, they will not be allowed to join shared in-person spaces until cleared by a doctor, or only after 10 days since symptom onset and 72 hours of no fever.

Partner Communication & Commitments

- Pre-Service - All program participants attending in-person CCEJ programming must agree to follow all COVID-19 guidelines in advance of attendance.

- Day of Programming - CCEJ’s COVID-19 requirements will be shared by program partners to program participants at least 2 weeks before scheduled in-person services. Program participants who are not willing to prioritize the safety of CCEJ staff and other program participants by following CCEJ’s COVID guidelines will be asked to leave the space.
**Session 1: Sharing Race Stories**
This session is focused on nurturing personal transformation through story-telling. We will cultivate a space for sharing, listening, reflection and witnessing with each other to strengthen the process of participants’ alignment with racial justice.

**Session 2: Communicating Through Emotion & Conflict**
Establishing conflict as both inevitable and generative will allow us to start brainstorming how we can prepare for productive, trust-building conflict management in the future. We will identify how we communicate with one another on a daily basis, and how they may change or stay the same when we are in conflict.

**Session 3: Leading from Racial Justice Values**
Each of us lives in accordance with our values, both implicitly and explicitly. This session invites us to share and critically reflect on values that guide our personal and professional lives.

**Session 4: Building an Anti-Racist Identity**
Stereotypes, prejudice, and discrimination are commonplace in spaces where people interact, and add pressure and stress for people experiencing systemic oppression. We will discuss how to align our own actions with steps to address racism and reduce harm to people of color.

**Session 5: Confronting Anti-Blackness**
Participants will reflect defining and understanding Anti-Blackness as a core part of White Supremacy in the United States. Special attention will be given to the Black Lives Matter Movement and its vision for a United States that uplifts, values, and protects all Black people. Finally, participants will be invited to make commitments to challenge Anti-Blackness in everyday actions.

**Session 6: Accountability for Racial Justice**
Holding ourselves and each other accountable is how Racial Justice becomes real in a community. In this session, participants will explore their feelings and beliefs around accountability in Racial Justice work; and share honestly about what accountability means for them and what they need from others to start practicing it.
# Pricing Overview

Prices are valid for groups up to 20 participants, and can be scaled up for larger groups by adding trainers. Prices begin at the listed cost and increase accordingly with company/organization/school budget and size.

All sessions are planned for 3 hours, but can be customized as needed.

All sessions are priced for 2 CCEJ facilitators.

For a specific price quote, reach out to CCEJ at info@cacej.org to set up a consultation and receive a customized proposal.

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<th>Program Details</th>
<th>Base Series Cost Based on Organizational Annual Budget</th>
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**Additional Equity & Transformation Training Topics**

**Creating a Sustainable Racial Justice Movement** – When we aren’t intentional about taking care of ourselves enough to make our work sustainable, BIPOC end up bearing the brunt of both racist violence and the emotional labor of interrupting racism. Our tendency to insist on perfection in our activism, from ourselves and others, reinforces white supremacy culture instead of offering opportunities for growth and learning. This session helps us create spaces to discuss these nuances and commit to taking care of ourselves and others in this crucial, lifelong work.

**Restorative Practices for Racial Justice** – Focusing on interpersonal relationships, participants will explore strategies for activating Restorative Justice values in addressing racialized harm and nurturing accountability. Participants will explore ways to connect Racial Justice work at the interpersonal level with transformative paradigm shifts at the structural level.

**Exploring Our Identities** – Our identities impact the way we view, experience, and interact with the world. This exploration of the role of identity in power and privilege will focus on how we perceive ourselves and how we may be perceived by those around us, in order to identify possibilities for strengthening our equity practices.

**Unpacking White Fragility & the White Savior Complex** – In order to move constructively toward dismantling white supremacy and anti-Blackness, it’s crucial to explore the reactions and defensiveness rooted in whiteness that perpetuate harm, including white fragility and the white savior complex.

**Leading for Racial Justice** – Participants will reflect on opportunities and barriers within their team culture for deeper engagement with Racial Justice, identify their role in leading their teams towards Racial Justice, and map out ways to more closely align their personal leadership style with Racial Justice.

**Leading with Cultural Humility** – This foundational session introduces the concept of cultural humility for people who are new to conversations centered on social justice.

**Exposing Implicit Bias** – We believe everyone has their own biases and assumptions that we may not be aware of. This workshop explores how we develop these biases, and how we can begin to interrupt them.

**Interrupting White Supremacy Culture** – As part of the system of white supremacy, overt and covert cultural ideas and practices that perpetuate the oppression of BIPOC are taken for granted in parts of organizations. We explore key parts of white supremacy culture and its impact on fueling team inequities before beginning to identify strategies for creating a Racial Justice Culture.
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Affinity Group Dialogues

One of the central learning strategies in our racial justice dialogue series is the use of Affinity Groups, or break out groups created around a shared identity. When we use Racial Affinity Groups, participants explore racial justice topics deeply and authentically while honoring the differences in our experiences and action steps based on our racial identities. CCEJ proposes the use of Racial Affinity Groups for teams who want to reduce the harm that Black, Indigenous, and People of Color (BIPOC) experience through microaggressions or additional emotional labor. Using Racial Affinity Groups requires the use of facilitators of specific racial identities, leading to increased costs depending on the demographics of the cohort.

Possible Racial Affinity Groups: Black/African American; Bi/Multiracial; Native/Indigenous; Latinx; Pacific Islander/Asian American; Middle Eastern/North African; White/European American

Depending on the goals of a training or needs of a group, Affinity Groups can also include group dialogue based on other identities (e.g., Gender Identity) or even roles (e.g., managers and program staff, administrators and teachers).

Technical Assistance & Coaching Services
Cost accrued per hour per CCEJ staff

- **Consulting Services:** CCEJ offers consulting expertise for curriculum development, site specific implementation design, workshop or dialogue planning and curricula, design of trauma sensitive, anti-oppressive assessments, troubleshooting, and presentation design.

- **Custom Trainings:** CCEJ’s seasoned trainers and curricula authors will design and facilitate a training based on your site’s specific needs and areas of skills improvement. This training is billed based on hours of training and hours of design prep at a ratio of four hours of preparation for every one training hour.

- **Coaching for Equity & Inclusion Practitioners:** Direct one-on-one or small group coaching for staff responsible for leading equity & inclusion implementation designed to address challenges and opportunities that arise from implementing an anti-oppressive framework and practices in-person and through online modalities.

- **Facilitation & Circlekeeping:** Experienced CCEJ staff are available to facilitate meetings, dialogues, or community building circles for teams and committees through responsive agenda design based on site needs and strategic planning framing. Dialogues and circles can be used to explore issues, navigate conflict, and strengthen relationships and community in a time of high stress and social isolation.
Our Training Team

REENA HAJAT CARROLL, MSW (Pronouns: She/Her/Hers)
EXECUTIVE DIRECTOR
Reena is a seasoned non-profit leader with over 14 years working collaboratively with underserved communities, training over 11,000 people throughout the US. Her strong belief that equity and inclusion are not negotiable in any segment of society made her the ideal candidate to take the helm of Diversity Awareness Partnership in St. Louis (2007), which she grew to a 10 person/ $1million budget. Her experience working with corporate clients, schools, and the St. Louis community in the aftermath of Michael Brown’s death in Ferguson make her a sought-after speaker and trainer. Reena is the recipient of the Bank of America’s Local Hero Award, the Brown School of Social Work’s Distinguished Alumni Award, the Missouri Lawyers Citizenship Award, and Delux Magazine’s 100 Most Important People Award.

DANIEL E. SOLÍS, MA (Pronouns: He/Him/His)
ASSOCIATE EXECUTIVE DIRECTOR
Daniel has worked locally and nationwide in anti-oppression training and organizational change design for over 15 years, supporting schools, workplaces, healthcare providers, nonprofits and communities build their power and readiness to enact changes for justice. Daniel is the proud product of social justice youth leadership programs, having attended NCCJ Los Angeles’ Brotherhood-Sisterhood Camp, the Salvadoran American Leadership and Educational Fund’s Civic Leadership Program, and been a Gay-Straight Alliance club leader in high school. Daniel’s writing has appeared in Readings for Social Justice - Second Edition /Third Edition, and IMANIMAN: Poets Writing in the Anzaldúan Borderlands.

KATHLEAH C. PAGDILAO, MA (Pronouns: She/Her/Hers)
DIRECTOR, BUILDING BRIDGES FOR YOUTH
As a former classroom teacher, grounded in an intersectional feminist framework, Kathleah has a range of experiences that include developing standards-aligned curriculum for students to develop strategies for inclusion; partnering youth-serving entities to grow youth leadership; and coordinating trainings for various educational and community-based organizations. A three-time graduate of the College of Education at CSULB, she has earned a Multiple Subject Teaching Credential and an M.A. in Social and Cultural Analysis of Education. Kathleah is also a proud alumni of Leadership Long Beach (Class of 2019) and currently completing the Emerging Leaders program of The Nonprofit Partnership.

SARAH E. OGDIE, MSW (Pronouns: She/Her/Hers)
DIRECTOR, ILUMINAR: TRAINING & COACHING FOR JUSTICE
Sarah believes in modeling the impact of anti-racist, intersectional, feminine leadership, and has over 10 years experience facilitating cross-cultural dialogue. She is a former New Leaders Council Fellow and a Courageous Conversations about Race Affiliate Practitioner. Her publications include “Creating Diverse & Inclusive Schools Through Relationship-Based, Anti-Oppressive Classrooms” in the Millennial Compact with America, and “Toward a Relevant Psychology of Prejudice: Linking Science & Practice to Develop Community Interventions” in Contextualizing the Cost of Racism for People of Color.
Meeting Room Rental in Long Beach
3605 Long Beach Blvd, Suite 100, 90807

LARGE MEETING/TRAINING ROOM
- Capacity: 60 people
- Moveable tables & folding chairs
- Projector screen
- Rates start at $150/hr

CIRCLE/CONFERENCE ROOM
- Capacity: Up to 15 people
- Moveable tables & folding chairs
- Sofa and pillows for more casual seating
- Rates start at $100/hr

SMALL MEETING ROOMS
- 3 smaller rooms accessible by staircase on mezzanine level
- Capacity: 5-10 people depending on room configuration
- Moveable tables & folding chairs
- Rates start at $75/hr per room

INCLUDED IN RENTAL:
- 4 gender-neutral bathrooms (1 accessible)
- Kitchenette
- LCD projector (upon advance request)
- Wifi
- Access to Lobby/Seating area may be arranged
- CCEJ staff person on-site to provide support

Email Jessy at jneedham@ccej.org for more information.