CCEJ’s 2022-23

Restorative Justice
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

Iluminar: Training and Coaching for Justice is CCEJ’s interdisciplinary team that provides experiential and innovative training and coaching for adults in schools, families, workplaces, organizations, and community settings. Since 2014, tens of thousands of people have been trained and coached by CCEJ staff in using Restorative Justice practices to build cultures that promote stronger communication, healthier relationships where no one is disposable so that 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 is 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.
Training Details

Training contracts are created as part of a consultation with CCEJ. 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 1:20 trainer to participant ratio is used. However, some trainings require more or less trainers at CCEJ’s discretion. All in-person trainings require two trainers to ensure all safety precautions are being taken.

Pricing is based on a number of factors including company, organization or school size, overall budget, training complexities, facilitator availability, and hours involved. In-person trainings are priced higher than virtual trainings due to travel, materials, and safety precautions involved.

Contact CCEJ to discuss your specific needs: 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.”
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.
Available Restorative Justice Trainings
For a specific price quote, reach out to CCEJ at info@cacej.org to set up a consultation and receive a customized proposal.

Introduction to Restorative Justice (2 hours)
This interactive session introduces participants to the theories, values, and foundations that underlie CCEJ's Restorative Justice implementation model in schools and communities. Participants will experience community building activities and learn about how their own experience is reflective of the work as a whole. This workshop is designed for people interested in learning more about restorative practices, or who want a refresher on the guiding values of the work.

Games & Teambuilders for Relationship-Building (3 hours)
This introduction to Games and Teambuilders equips participants with an adaptable set of COVID-safe activities they can begin using immediately. This workshop is preparation to embody restorative facilitation skills in leading relationship-centered activities for their workplaces, schools, and communities. Building a strong teambuilding practice can strengthen readiness for meaningful participation in dialogue, including Circles, through scaffolded and sequenced games.

All participants will be sent a Games & Teambuilders Guide (PDF) after the training.

Trauma Sensitivity & Restorative Practices (3 hours)
This training introduces basic trauma theory and the embodied effects of traumagenic experiences while providing opportunities to connect with personal and collective resiliency practices. We will explore key principles fundamental to a trauma informed approach and engage Restorative Practices, including Circles, as a trauma sensitive modality. This training includes self-reflection, storytelling, and concept presentations.

Restorative Dialogue (3 hours)
We believe all humans need to be seen, heard and understood. Each interaction we have can bring us either closer or further from that vision. Restorative Dialogue empowers us to respond to challenges with others through a relationship centered lens. In this training, we will explore dialogue skills that affirm positive relationships and provide strategies to shift relationships towards greater understanding, higher accountability and authentic empathy.
Available Restorative Justice Trainings
For a specific price quote, reach out to CCEJ at info@cacej.org to set up a consultation and receive a customized proposal.

Grounding for the Practitioner: Emotional Regulation Strategies (3 hours)
Tending to personal feelings while holding space for circle participants is a challenging task required of all Restorative Justice practitioners. In this training, we will explore strategies for managing challenging emotions, activation of our traumas, and stress that can arise when holding space for others. We will also discuss ways to view powerful emotions as a source of generative growth both for the practitioner and circle participants, and to cultivate appropriate boundaries.

Restorative Leadership
Designed for company, organization and school leaders, this session outlines how those of us in positions of power and decision-making can center relationships in the ways we lead our communities. Building our visions of restorative workplaces and schools, we will discuss how leadership rooted in Restorative Justice values can support us in interrupting punitive thinking and actions. How we decide on and roll out new policies and procedures is just as important as what those new practices include, so we will review strategies for restorative communication and decision-making.

Community Building Facilitator Training (12 hours)
Join us for an experiential training to start building your own Restorative Justice practice in your classroom or workplace! We will reflect on our own communication and discipline styles, learn what makes policies and procedures authentically restorative, and engage in skill-building around teambuilding and leading circles. If you are interested in applying restorative practices and leading the work in your own life, this foundational training is for you.

All participants will be sent a Community Building Handbook (PDF) after the training.

VIRTUAL OPTION: This training takes place in 3 sessions, each running 3 hours for a total of 9 hours of synchronous training with no more than 1-2 weeks between sessions. An additional 3 hours of asynchronous application work is included to be completed between and after sessions. Attendance at all three sessions is required for full completion.

IN-PERSON OPTION: This training takes place over the course of 2 days, ideally back-to-back, but no more than 1-2 weeks apart. Each day includes 6 hours of content and an hour for lunch.
Advanced Restorative Justice Trainings
For a specific price quote, reach out to CCEJ at info@cacej.org to set up a consultation and receive a customized proposal.

Restorative Practices for Racial Justice (3 hours)

_This training is best suited for individuals both familiar with Restorative Justice and actively engaging in restorative practices, such as Community Building Circles and Restorative Dialogue._

In this session, we will explore the transformative potential from grounding Racial Justice processes in Restorative Justice values and practices. 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.

Harm & Conflict Facilitator Training (18 hours)

_All participants must have previously attended CCEJ’s Community Building Training before attending Harm & Conflict Facilitator Training. It is recommended that sites have an established Community Building Circle practice already in place before moving to implement Harm & Conflict Circles._

Our in-depth Harm & Conflict Facilitator Training will take your Restorative Practices to the next level in situations where harm has occurred. Participants will learn specific strategies to address harm and conflict in restorative ways that center relationships and minimize exclusion. Building on our Community Building Training, this advanced skill-building session will help you unpack conditioned conflict responses, roleplay specific harm scenarios, and lead re-entry circles to give you firsthand practice with restorative responses.

This training is especially recommended for all those involved in any aspect of creating policies around or implementing disciplinary practices.

**VIRTUAL OPTION:** This training takes place in 4 sessions, each running 3 hours for a total of 12 hours of synchronous training with no more than 1-2 weeks between sessions. An additional 6 hours of asynchronous application work is included to be completed between and after sessions. Attendance at all four sessions is required for full completion.

**IN-PERSON OPTION:** This training takes place over the course of 3 days, ideally back-to-back, but no more than 1-2 weeks apart. Each day includes 6 hours of content and an hour for lunch.
Restorative Justice Trainings for Parents & Caregivers

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

Introduction to Restorative Justice for Parents & Caregivers (2 hours)

In this workshop, parents and caregivers will engage in a community building circle experience and learn about the foundations of Restorative Justice. Participants will also get the opportunity to learn about the use and impact of Restorative Practices at their children’s school as well as the impact these practices have on relationship building and intervention when harm happens.

Restorative Practices at Home (3 hours)

In this session, participants will explore the opportunities and challenges of bringing Restorative Practices to family settings. Focusing on strategies for adapting Restorative Practices for use with loved ones, participants will reflect on setting appropriate boundaries, defining clear ethics, and discerning inappropriate situations. Special attention will be placed on using Restorative Practices with children and navigating intergenerational challenges.

Language Accessibility

Most training sessions can be available in either Spanish or English, and can be facilitated concurrently or mirrored at different times, pending trainer availability. Due to the nature of the trainings, real-time translation is not available, and sessions must each be completed fully in one language. Bilingual training requests must be discussed at the time of contracting, and must be made at least a full month in advance of scheduling.

Additional Restorative Justice Training Topics Available:

- Restorative Accountability
- Values Anchored Decision-Making
- Online & Offline: Transferring Circles to and from Virtual Space
- Cultivating Resiliency & Accountability Pods

Ask us about our Racial Justice, Gender Justice, Equity & Transformation Training offerings!
### 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.

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

<table>
<thead>
<tr>
<th>Program Details</th>
<th>Format</th>
<th>Hours &amp; Structure</th>
<th># of CCEJ Facilitators</th>
<th>Series Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Core Restorative Justice Training Series</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Introduction to Restorative Justice</strong></td>
<td>Virtual</td>
<td>2 hours</td>
<td>1</td>
<td>$810</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>2</td>
<td>2</td>
<td>$1,215</td>
</tr>
<tr>
<td><strong>Games &amp; Teambuilders for Relationship-Building</strong></td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,260</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>2</td>
<td>2</td>
<td>$1,890</td>
</tr>
<tr>
<td><strong>Trauma Sensitivity &amp; Restorative Practices</strong></td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,350</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>2</td>
<td>2</td>
<td>$2,025</td>
</tr>
<tr>
<td><strong>Restorative Dialogue</strong></td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,620</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>2</td>
<td>2</td>
<td>$2,430</td>
</tr>
<tr>
<td><strong>Grounding for the Practitioner: Emotional Regulation Strategies</strong></td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,400</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>3 hours</td>
<td>2</td>
<td>$2,100</td>
</tr>
<tr>
<td><strong>Restorative Leadership (for Leaders)</strong></td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,605</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>3 hours</td>
<td>2</td>
<td>$2,415</td>
</tr>
<tr>
<td><strong>Community Building Facilitator Training</strong></td>
<td>Virtual</td>
<td>3 sessions (3 hours each)</td>
<td>1</td>
<td>$3,870</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>2 days (6 content hours each)</td>
<td>2</td>
<td>$5,805</td>
</tr>
</tbody>
</table>
# 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.

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

<table>
<thead>
<tr>
<th>Program Details</th>
<th>Format</th>
<th>Hours / Structure</th>
<th># of CCEJ Trainers</th>
<th>Series Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Advanced Restorative Justice Trainings</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restorative Practices for Racial Justice</td>
<td>Virtual</td>
<td>3 hours</td>
<td>2</td>
<td>$2,250</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td></td>
<td></td>
<td>$3,375</td>
</tr>
<tr>
<td>Harm &amp; Conflict Facilitator Training</td>
<td>Virtual</td>
<td>4 sessions (3 hours each)</td>
<td>1</td>
<td>$5,670</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td>3 days (6 content hours each)</td>
<td>2</td>
<td>$8,505</td>
</tr>
<tr>
<td><strong>Restorative Justice Trainings for Parents and Caregivers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introduction to Restorative Justice for Parents &amp; Caregivers</td>
<td>Virtual</td>
<td>2 hours</td>
<td>1</td>
<td>$1,100</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td></td>
<td>2</td>
<td>$1,650</td>
</tr>
<tr>
<td>Restorative Practices at Home</td>
<td>Virtual</td>
<td>3 hours</td>
<td>1</td>
<td>$1,350</td>
</tr>
<tr>
<td></td>
<td>In-Person</td>
<td></td>
<td>2</td>
<td>$2,025</td>
</tr>
</tbody>
</table>

Parent/Caregiver Sessions are available in either Spanish or English.
Coaching & Technical Assistance Services
Cost accrued per hour per CCEJ staff

Consulting Services:
CCEJ offers consulting expertise for advising task force meetings, site specific implementation design, circle planning and curricula, design of trauma sensitive Restorative Discipline matrices, troubleshooting, and presentation design.

Customized 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 Restorative Justice Practitioners:
Direct one-on-one or small group coaching for staff responsible for leading Restorative Justice implementation designed to address challenges and opportunities that arise from implementing a Restorative Justice framework and practices in-person and through online modalities.

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

Train-the-Trainer Processes:
CCEJ can provide training curriculum templates and walk your team through the process of customizing the program to fit your needs. Generally speaking, our Train-the-Trainer processes follow a three-step model supplemented by coaching hours that includes a.) having the training team go through the session as participants, b) working with CCEJ staff to build out customized curriculum based on CCEJ’s templates, and c.) focusing on facilitation skills and roleplaying. This responsive agenda design coaching will directly inform the adaption of the sessions to fully customize the curriculum for the appropriate audiences and intended outcomes.

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 Service 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 might have regarding billing and payment of contracts beforehand.
### Our Training Team

#### SARAH OGDIE, MSW *(Pronouns: She/Her/Hers)*
**DIRECTOR, ILUMINAR: TRAINING & COACHING FOR JUSTICE**

Sarah stewards, strengthens, and expands partnerships with schools and workplaces invested in restorative and social justice. She believes in modeling the impact of anti-racist, intersectional, feminine leadership, and has over 15 years experience facilitating cross-cultural dialogue. Sarah’s publications include “Creating Diverse and 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*.

#### MAYRA SERNA, MA *(Pronouns: She/Her/Hers)*
**SENIOR TRAINER & COACH**

Mayra Serna (she/hers) is a first generation Xicana who was born and raised on Tongva and Acjachemen land (Santa Ana, CA). As a Senior Trainer & Coach, Mayra supports the implementation of Restorative Justice and Anti-Racist practices in schools and community based organizations. Mayra previously launched and led CCEJ’s Raising FUTUREs program, a restorative practices program for parents/caregivers of youth involved in and/or targeted by the juvenile justice system. Mayra joined CCEJ with over a decade of experience working in nonprofit organizational leadership, coordinating programs and services, developing curriculum and training as well as organizing as a Reproductive Justice advocate.

#### NARGES ZAGUB, BA *(Pronouns: She/They)*
**TRAINER & COACH**

The product of an immigrant family from Benghazi, Libya, Narges’ background as a North African, Muslim, and queer person has given them a passion for intersectionality and social justice. Their organizing experiences at UCLA led them to cultivate skills such as facilitation, curriculum building, and creating workshops. More recently, Narges has experience organizing with Uprooted & Rising, an organization that does work around food justice and speaking truth to the Big Food industry. Furthermore, Narges has experience with case management at a refugee resettlement agency. As a trainer and coach, Narges strives to support Iluminar’s mission to build cultures that center Restorative Justice.

#### NIMISHA BARTON, PhD *(Pronouns: She/Her/Hers)*
**TRAINER & COACH**

Nimisha is a first-generation South Asian American who grew up in Southern California. She began her career as a historian, and her award-winning book on gender and immigration appeared with Cornell University Press in 2020. She has spent the last ten years working as an equity practitioner in various schools, colleges, and universities, designing and managing programs for historically marginalized students, developing curricula and training for educators, and guiding institutions through strategic planning processes. Nimisha is currently at work on a book that will help higher education leaders understand the history and future of equity and inclusion at predominantly white institutions.
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@cccej.org for more information.