CCEJ’s 2023-24 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 July 2023
CCEJ Mission

For 60 years, the California Conference for Equality and Justice (CCEJ) has been building a world where people live free of oppression and thrive. Our mission is to educate and empower youth and adults to lead change for equity and justice in our communities.

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. 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. With few exceptions, 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.

Trainees 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. With few exceptions, most in-person trainings require two trainers.**

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 Coaching/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.
For in-person trainings, to help navigate the ongoing COVID-19 pandemic, 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.

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

**CCEJ Program Participant Vaccination Policy:** While vaccination is not required for participation in programs and events, CCEJ strongly encourages program participants and guests be updated on vaccinations for COVID-19 to protect themselves and others.

**Mandatory CCEJ Staff Vaccination Status:** CCEJ requires that all its staff, with few exceptions, be fully vaccinated against COVID-19, including available boosters.

**Masking:** Masking is optional for all CCEJ staff and guests visiting the office or participating in CCEJ programs. CCEJ staff and guests are encouraged to do what helps them feel safe and comfortable.

**Testing:** Testing is not required for participation in CCEJ programs and events. If staff and guests are experiencing any cold-like symptoms, we suggest testing for COVID-19.

**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.

**Asking for consent to touch:** CCEJ honors that everyone has different comfort levels with touch-related greetings. CCEJ asks participants to explicitly ask for consent before instigating handshakes, hugs, high fives or similar ways of engaging with other program participants or CCEJ staff.

**Staying home when sick:** If CCEJ staff or program participants are sick, showing any symptoms of sickness, related to COVID-19 or not, or testing positive for COVID-19 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.
If you are interested in transforming your organization culture around Racial Justice, we recommend the below training series based on years of working with our partners to cultivate this content. These sessions are not intended to be offered as standalone trainings. Full session descriptions and objectives are available as part of our custom training proposals.

**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, and 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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<tr>
<th>Program Details</th>
<th>Base Series Cost Based on Organizational Annual Budget</th>
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<tbody>
<tr>
<td></td>
<td>&lt;$1M</td>
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<tr>
<td>Core Racial Justice Training Series</td>
<td>18 Total Training Hours</td>
</tr>
<tr>
<td>1. Sharing Race Stories</td>
<td></td>
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<tr>
<td>2. Communicating in Emotion &amp; Conflict</td>
<td>$8,100</td>
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<tr>
<td>3. Leading from Racial Justice Values</td>
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<td>4. Building an Anti-Racist Identity</td>
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<td>5. Confronting Anti-Blackness</td>
<td>$11,000</td>
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<tr>
<td>6. Accountability for Racial Justice</td>
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Choosing the right training is key in setting your team up for success. We recommend striking a balance between building on existing knowledge and encouraging the integration of new learning which often requires shifting paradigms around power & privilege, interrupting harmful biases and practices, and taking measured risks in service of our values.

To that end, we have created the following series for folks looking for foundational first steps in their Equity & Justice work:

**SESSION ONE – Identity Stories: Engaging with Social Identities (2 hours)**

This foundation-laying session will guide participants to explore formative experiences in their past and present with social identities like race, gender identity, class, and involvement with the criminal legal system, to understand their current relationship with themselves, colleagues, clients, and society. Participants will practice reflecting on and communicating about ways differences in social identities are present in their relationships and explore activation as a tool for understanding diverse ways people feel about their identities. Lastly, participants will learn about and practice using a framework of cultural humility to navigate those differences with respect.

**SESSION 2: Interrupting Implicit Bias & Microaggressions (2 hours)**

Everyone has biases and assumptions that we may not be aware of, and guide our thoughts, feelings, and actions. In this final training session, participants will explore how these biases form and sustain, and in the form of microaggressions, create isolation, disrespect, and inequities. Special focus will be placed on bias towards people formerly incarcerated and how relationships and services are affected by this kind of bias. Participants will also identify real ways to begin to interrupt biases in their own work relationships and supporting clients.

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<tr>
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<tr>
<td><strong>Foundations of Equity Training Series</strong></td>
<td><strong>VIRTUAL</strong></td>
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<tr>
<td><strong>1. Identity Stories: Engaging with Social Identities</strong></td>
<td>&lt;$1M</td>
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<td></td>
<td>$3,225</td>
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<tr>
<td><strong>2. Interrupting Implicit Bias &amp; Microaggressions</strong></td>
<td><strong>IN-PERSON</strong></td>
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Due to the trust required for the type of vulnerable sharing that’s needed for effective Equity & Justice work, we very rarely if ever offer standalone sessions. We strongly recommend taking a group of people through a training series together with multiple sessions. Below we’ve listed out several of our 2-3 hour sessions that can be combined into a training series that can meet your team’s needs.

For a custom training plan & specific price quote, reach out to CCEJ at info@cacej.org to set up a free consultation and receive a personalized proposal.

**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 as a framework for people who are new to conversations centered on social justice to move away from fear and move into supportive cross-cultural relationship with others.

**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.

**Combating Hate Speech** – Inclusive language is about so much more than word policing and political correctness. Our words have power, and carry weight to communicate our values or exercise power & violence over marginalized people. This session helps us identify how and why language is so powerful and how to combat hate speech in ourselves and others.

**Creating a Sustainable Racial Justice Movement** – When we all 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.
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; South West Asian/ 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:** 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

**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 13 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*.

**KATHLEAH C. PAGDILAO, MA** *(Pronouns: She/Her/Siya)*
**DIRECTOR OF LEARNING & LEADERSHIP**
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.

**DANIEL E. SOLÍS, MA** *(Pronouns: He/Him/His)*
**CHIEF PROGRAMS & INNOVATION OFFICER**
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.

**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.
# Our Training Team

## 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. As a facilitator, movement worker, and holder of change, Narges’ purpose is to move towards liberation. Grounded in the truth that change is the only constant, Narges guides community members, educators, and organizers to tap into the wisdom already within them with the goal of embodying a restorative and relationship-centered way of being. As a Trainer & Coach, Narges strives to support CCEJ’s mission to empower youth and adults.

## MONICA LOPEZ, MA *(Pronouns: She/Her/Elle)*

**TRAINER & COACH**

Monica is an advocate for transformation and community empowerment. Monica’s personal experiences growing up on the Mexico and the U.S. border, ignited her understanding of the urgent need for decolonization. She is committed to the liberation of Indigenous Peoples and their territories. As a first-generation college student, she earned dual Bachelor’s degrees in Anthropology and Gender and Sexuality Studies at the University of California, Riverside. Pursuing a Master’s in Anthropology of Development and Social Transformation at the University of Sussex, UK, Monica challenged the development colonial project.

## JUSTIN AMIGO, MS *(Pronouns: He/Him/His)*

**TRAINER & COACH**

Justin Amigo is a passionate clinician dedicated to promoting social justice and equity in mental health care. He is currently a Doctorate of Psychology student at The Chicago School of Professional Psychology and is set to graduate in 2025. As an LGBTQ+ identifying clinician, Justin brings a unique perspective to his work that is rooted in compassion and empathy for marginalized communities. Justin has worked community-based organizations in the non-profit sector since 2013. His work has been focused on providing trauma-informed care practices for transitional-aged youth, with a values-centered approach rooted in the Liberation Psychology framework.

## SERENA PADILLA *(Pronouns: She/They)*

**DIRECTOR, BUILDING BRIDGES FOR YOUTH**

Serena is a facilitator, educator, and consultant with 10+ years of experience working with youth in the non-profit, food justice, and education sector. She is a collaborative leader with a commitment to community building, transformative justice, climate resilient farming, racial justice, food justice, & uplifting youth voice. She studied Latin American and Latinx studies and minored in Education at UC Santa Cruz, & they have managed youth programs at non-profits and community based organizations across the country. She believes in transformative values at the personal & professional level, and is a certified Circle-Keeper and Restorative Justice facilitator. She is nourished by time in nature, cooking delicious food connected to her Chumash and Mexican ancestors, & sharing love with queer community.
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.