

CCEJ's 2024-25

Equity & Justice Menu of Services

Adult Training & Coaching

CALIFORNIA CONFERENCE



FOR EQUALITY AND JUSTICE

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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

CCEJ's Institutional Transformation team provides experiential and innovative training, coaching, and conflict facilitation 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.



Our Values



Care

We invest time and energy in the wellness of individuals and the community. We lean on one another for strength and hope.



Relationships

We center connections and work to build trust, understanding, and honesty. We have a mutual responsibility and interest in each other's wellbeing.



Curiosity

We ask questions and seek different perspectives. We recognize our own assumptions and biases.



Imagination

We believe that another world is possible. We create possibilities for more equity and justice in our own lives, workplaces, and communities.



Accountability

We take responsibility for the impact we have on others. We respond to conflict in ways that build trust.



Interdependence

We believe by connecting our individual strengths, we intentionally build a collective whole to deepen our impact.

Our Approach to Equity & Justice

We believe that all forms of oppression are connected, and as such, our approach to our Equity & Justice work is intersectional. Within that framework, we specify Racial Justice and Gender Justice topics within this menu for groups who want to take a deeper dive into those areas while also considering all the intersections of identity, privilege, & marginalization. We also have a Restorative Justice Menu of Services focusing on relationship-centered ways of being in community, and a Youth Menu of Services for our work centering young people.



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.

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

Contact CCEJ to discuss your specific needs: info@ccej.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 engaged 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.



IN-PERSON COVID-19 SAFETY

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.





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CHOOSING THE RIGHT PROGRAM

Choosing the training that is right for you 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 professionalism, interrupting harmful biases and practices, and taking measured risks in service of our values. To that end, we have created the following categories to support you in matching your team's readiness with our training offerings.

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. We've included both existing training series and 2-3 hour sessions that can be combined into a training series that can meet your team's needs.

SEEDING: For teams curious about Equity & Justice, and looking for an overview to basic concepts before committing to specific skill-building trainings.

ROOTING: For teams interested in beginning to build their knowledge and skillsets in foundational Racial, Gender, and Equity & Justice frameworks and trainings.

SPROUTING: For teams who want to expand their practice in key topic areas that each contribute in different ways to creating equitable and just environments as a whole.

BLOOMING: For teams who are both actively engaging in Equity & Justice practices on site & cohesive enough with regard to internal trust to handle higher risk dialogue around conflict.

We are also happy to support you in finding the programming that feels like the best fit for your team. For a custom training plan and specific price quote, email info@cacej.org to set up a free consultation and receive a personalized proposal.

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FOR EQUALITY AND JUSTICE

General Equity & Justice Training & Coaching



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

SEEDING: CURIOUS ABOUT EQUITY & JUSTICE

Experiential & Theoretical Overview

Curious about Equity & Justice? Want to learn more, but not sure if you or your team are ready to move into skill-building? This session is for you!

Rooting into Cultural Humility (2 hours)

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.

ROOTING: READY TO BEGIN

Foundational Skill-Building Trainings

Not sure where to start? Do you have a team who are at different levels of Equity & Justice knowledge and practice? Although there are countless ways to be successful in starting to incorporate Equity & Justice work into your space, here are our recommendations for getting started with CCEJ's skill-building sessions.

Combatting Hate Speech (3 hours)

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.

ROOTING: READY TO BEGIN Foundational Skill-Building Trainings Cont.



Foundations of Equity Training Series

Choosing the right training is key in setting your team up for success. We recommend striking a balance between building on existing knowledge & encouraging the integration of new learning which often requires shifting paradigms around power & privilege, interrupting harmful biases & practices, & 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 & explore activation as a tool for understanding diverse ways people feel about their identities. Lastly, participants will learn about & practice using a framework of cultural humility to navigate those differences with respect.

SESSION TWO: 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.

Program Details	Base Series Cost		
	Based on Organizational Annual Budget		
	<\$1M	\$1M-\$4M	>\$4M
Foundations of Equity Training Series 4 Total Training Hours			
1. Identity Stories: Engaging with Social Identities	VIRTUAL		
	\$3,300	\$3,685	\$4,380
2. Interrupting Implicit Bias & Microaggressions	IN-PERSON		
	\$4,915	\$5,580	\$6,220

Intersectional Intensive Training Series



The following 8 session, 24-hour Intersectional Intensive Training Series, is designed to empower teams to take leading roles in growing a Equity & Justice culture at all levels. Full session descriptions and objectives are available as part of our custom training proposals.

Session 1: Sharing Identity 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: Aligning Ourselves with Our 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: Bridging the Personal & Political

We will explore where our social identities are impacted by others, including current events, how trauma can and does show up in the body and in each other, and how we can create ecosystems of support, empathy and resilience for one another.

Session 5: Calling In Harm

Grounding in the values of Restorative Justice, participants will navigate the differences of misunderstandings, conflict, harm, and abuse, and problem-solve how to maintain high standards without weaponizing tools designed to keep us all safe.

Session 6: Creating an Equitable Organizational Culture

Keeping this work for ourselves and our own development defeats the purpose of transformational learning as does working within oppressive workplaces while trying to dismantle harmful systems. We will discuss how to infuse our organizational culture with Equity & Justice values from the inside out to ensure we are aligned with our stated goals and positions at every level.

Session 7: Restorative Accountability for Equity & Justice

This session will support participants in defining the differences between punishment, consequences, and accountability, and to reflect on where they can take action in better aligning their own policies and practices with Restorative Justice values in the context of creating Equity & Justice centered organizations.

Intersectional Intensive Training Series Cont.



Session 8: Ensuring Sustainability in Our Equity Work

We will reflect on our individual responsibility for developing stamina and clarity of action to challenge injustice in our everyday lives in service of creating spaces for these nuances to live and committing to taking care of ourselves and others in this crucial, lifelong work.

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 for organizations with annual budgets under \$1M and increase accordingly with company/organization/school budget and size. All sessions are planned for 3 hours, and priced for 2 CCEJ facilitators. Facilitator assignments are made based on specific partner needs and service details.

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

Program Details	Base Series Cost Based on Organizational Annual Budget		
	<\$1M	\$1M-\$4M	>\$4M
Intersectional Intensive Training Series			
24 Total Training Hours			
1. Sharing Identity Stories 2. Communicating through Emotion & Conflict 3. Aligning Ourselves with Our Values 4. Bridging the Personal & Political 5. Calling in Harm	VIRTUAL		
	\$14,745	\$17,200	\$19,660
6. Creating an Equitable Organizational Culture 7. Accountability for Equity & Justice 8. Ensuring Sustainability in Our Equity & Justice Work	IN-PERSON		
	\$15,975	\$18,430	\$20,890

Affinity Group Dialogues

What are Affinity Groups?

Affinity Groups are critical tools for building trust and connection between participants who share a specific social identity, such as Racial Identity, Gender Identity, among other groups. In these groups, participants explore:

- commonalities and differences they have around a shared identity
- the specific ways systemic inequities impact communication, trust, and relationships with people of different communities, both individually and as a community
- ways of working together toward greater trust, inclusion, and equity as a work community

One of the central learning strategies in our Equity & Justice work is the use of Affinity Groups. CCEJ proposes the use of Identity-Based Affinity Groups for teams who want to reduce the harm that marginalized communities experience through microaggressions or additional emotional labor. Using Identity-Based Affinity Groups requires the use of facilitators of specific identities, leading to increased costs depending on the demographics of the cohort.



Example Racial Affinity Groups: *Black/African American; Bi/Multiracial; Native/Indigenous; Latinx; Pacific Islander/Asian American; South West Asian/ North African; White/European American*

Example Gender Affinity Groups: *Cisgender women; Cisgender men; Trans and Non-Binary*

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

Affinity Group Facilitator Training Series



CCEJ can provide a 5 session, 10-hour training series for all interested participants on how to facilitate dialogues in affinity groups for a range of social identities, like Racial Identity, Gender Identity, and Sexual Orientation, among others. The goal is to support participants in having the tools to lead and participate in honest discussions focused on the real-world experiences individuals have with social identities and systemic inequities in order to build stronger relationships and a more inclusive and equitable organizations & schools.

What does the training cover?

The training series will provide participants with experience participating in and facilitating Affinity Groups and Cross-Identity Dialogues in an online or in-person format, depending on the needs of the group. Participants will learn about InterGroup Dialogue, a widely used framework that provides a flexible structure for guiding groups through honest dialogue that moves deeper to address real experiences and needs inside affinity groups and in cross-identity communities.

Participants will:

- practice core facilitation skills
- reflect on their personal experiences, feelings, and readiness to engage in this kind of dialogue
- work on planning their own dialogue activity focused on a specific social identity and systemic inequities

Participants will receive a planning guide to use for future Affinity Dialogues they will lead. The series consists of 5 two-hour sessions, online or in-person.

Program Details	Base Series Cost Based on Annual Budget		
	<\$1M	\$1M–\$4M	>\$4M
Affinity Group Facilitation Training Series 10 Total Training Hours			
1. Affinity Dialogue Foundations 2. Facing Privilege & Mistrust, Building Solidarity 3. Facilitating Towards Healthy Communication & Conflict 4. Calling In Harm with Grace & Accountability 5. Taking Action as Facilitators	VIRTUAL		
	\$6,915	\$8,705	\$10,500
IN-PERSON			
	\$10,370	\$13,055	\$15,745

Coaching & Technical Assistance Services

Cost accrued per hour per CCEJ staff

Coaching, consultation, and technical assistance services provide flexible implementation support for you and your team as you work to make lasting culture changes. Coaching takes the form of a bank of hours that your team can use however you need. Below are examples of some of the most common ways our partners utilize their coaching & consultation hours.

- **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.
- **One-on-One or Small Group Coaching Services:** Bring us a barrier you're experiencing or a case study of a common issue you've been running into and allow us to support you in crafting a solution that's personalized for your team. Direct one-on-one or small group coaching can be designed to address challenges and opportunities that arise from implementing anti-oppressive, restorative practices, either pre-planned on a regular basis (e.g. weekly, quarterly, etc.) or 'as needed' when something comes up.
- **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.
- **Assessments, Evaluations, Climate Surveys, & Listening Sessions:** Our experienced team can put together surveys, assessments, or evaluations to assess the needs of your community or get a pulse on how people are feeling about a specific issue or topic. CCEJ can facilitate an entire process from start to finish or partner with your team for a specific part of an evaluation process, including observational feedback.
- **Curriculum & Policies Review & Consultation:** Are you curious about where to begin in building restorative, anti-oppressive policies? Does your curriculum need a refresh from an outside perspective? Our consulting expertise can be used for curriculum development, site specific implementation design, workshop or dialogue planning and curricula, presentation design, and general trouble-shooting.
- **Dialogue Pod Guides:** Our Training Series can be supplemented with Dialogue Pods (1-hour self-facilitated small discussion groups) made up of a diverse cross-section of staff for the purpose of deeper dialogue and reflection on content covered in the training series. CCEJ provides Dialogue Facilitation Guides with structure and custom questions for the conversations.



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FOR EQUALITY AND JUSTICE

Racial Justice Training & Coaching

SEEDING: CURIOUS ABOUT RACIAL JUSTICE

Experiential & Theoretical Overview

Curious about Racial Justice? Want to learn more, but not sure if you or your team are ready to move into skill-building? This session is for you!

Understanding Racial Identities (2 hours)

This training explores race, racial identity and racism by exploring our own identities. We will discuss the differences between race, nationality and ethnicity, among other concepts that often get conflated with race. Through engaging activities and discussions, participants will deepen their understanding of how these concepts came to be in the United States, and how they impact our identities and our relationships.

ROOTING: READY TO BEGIN

Foundational Skill-Building Trainings

Not sure where to start? Do you have a team who are at different levels of Racial Justice knowledge? Here's one way to get started with CCEJ's skill-building sessions!

Leading for Racial Justice (3 hours)

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.

SPROUTING: PRIMED TO DEEPEN YOUR PRACTICE

Supportive Topic-Specific Trainings

Familiar with Racial Justice and want to hone your practices to be more values-aligned? Ready to take your foundations to the next level? Want to support your team in specific content areas? Consider these trainings!

Unpacking White Fragility & the White Savior Complex (3 hours)

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.

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SPROUTING: PRIMED TO DEEPEN YOUR PRACTICE

Supportive Topic-Specific Trainings Cont.

Interrupting White Supremacy Culture (3 hours)

As part of the system of white supremacy, overt & covert cultural ideas & practices that perpetuate the oppression of BIPOC (Black, Indigenous & People of Color) are often taken for granted. 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.

Nurturing Youth's Racial Identities: Adults Supporting Youth in Their Racial Identity Journeys (3 hours)

In this session, we explore our own relationship to identity as adult allies and how we can support youth in their own exploration. Participants will integrate creativity and art, celebrate the impact of BIPOC communities, & identify concrete strategies for supporting youth in their identity exploration as white and BIPOC youth respectively. If you're an adult ally invested in youth, we will create a space to become stronger supporters to young people in our lives.

BLOOMING: EXPANDING YOUR RACIAL JUSTICE CULTURE

Advanced Trainings

Already have strong foundational knowledge, practices and trust that you want to build on? Join us in building these practices for the long haul!

Creating a Sustainable Racial Justice Movement (3 hours)

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.

Restorative Practices for Racial Justice (3 hours)

This training is for individuals both familiar with Restorative Justice and actively engaging in restorative practices, such as Community Building Circles and Restorative Dialogue. (Interested in more? Ask us about our Restorative Justice Menu of Services!)

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.

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Racial Justice Building Blocks



If you are interested in transforming your organization culture around Racial Justice, we recommend the following 6 session, 18-hour 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, and will support your team regardless of where you are entering Racial Justice work. 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.

Building Blocks Series 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 for organizations with annual budgets under \$1M and increase accordingly with company/organization/school budget and size. All sessions are planned for 3 hours, and priced for 2 CCEJ facilitators. Facilitator assignments are made based on specific partner needs and service details.

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

Program Details	Base Series Cost Based on Organizational Annual Budget		
	<\$1M	\$1M-\$4M	>\$4M
Racial Justice Building Blocks 18 Total Training Hours			
1. Sharing Race Stories	VIRTUAL		
	\$8,295	\$9,675	\$11,060
2. Communicating in Emotion & Conflict	VIRTUAL		
	\$8,295	\$9,675	\$11,060
3. Leading from Racial Justice Values	VIRTUAL		
	\$8,295	\$9,675	\$11,060
4. Building an Anti-Racist Identity	IN-PERSON		
	\$11,000	\$12,800	\$14,600
5. Confronting Anti-Blackness	IN-PERSON		
	\$11,000	\$12,800	\$14,600
6. Accountability for Racial Justice	IN-PERSON		
	\$11,000	\$12,800	\$14,600

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FOR EQUALITY AND JUSTICE

Gender Justice Training & Coaching

SEEDING: CURIOUS ABOUT GENDER JUSTICE

Experiential & Theoretical Overview

Curious about Gender Justice? Want to learn more, but not sure if you or your team are ready to move into skill-building? This session is for you!

Understanding Gender Identities (2 hours)

Gender is an important piece to understanding power and privilege. This training explores gender roles and gender identities by exploring our own identities. We will discuss how this can look in our day to day and what we can do to interrupt heteronormative systems. Participants will leave with an understanding of how to appropriately use gender affirming language that can build an inclusive environment.

ROOTING: READY TO BEGIN

Foundational Skill-Building Trainings

Not sure where to start? Do you have a team who are at different levels of Gender Justice knowledge or practice? Below are ideas for getting started with CCEJ's skill-building sessions.

Confronting Sexism & Misogyny (3 hours)

Designed for people wanting to deepen their analysis of how misogyny operates, this session takes an intersectional lens on unpacking sex- & gender based discrimination. We'll explore how Sexism (the systemic oppression of women and femininity) operates in harming all of us and contributes to an unjust society. Finally, participants will reflect on their individual responsibility to challenge misogyny in their everyday lives.

Interrupting Gender- and Sexual Orientation-Based Microaggressions (3 hours)

Microaggressions are one type of bias that gets in the way of creating spaces where everyone is seen, heard, and understood. This session will support participants in recognizing microaggressions related to gender and sexual orientation and learn strategies for naming and responding to microaggressions in healthy, authentic ways that make our values clear.

We Are Every Part of Us: Intersectionality & Gender Justice (3 hours)

What unites different forms of oppression that target people based on gender identity and sexual orientation into one larger system called CisHeteroPatriarchy? This training explores how CisHeteroPatriarchy affects our identities and experiences and builds our skills to use the framework of Intersectionality to better understand oppression and how we can challenge it.



ROOTING: READY TO BEGIN Foundational Skill-Building Trainings Cont.



Gender Justice Leadership Training Series

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 & practices, & taking measured risks in service of our values. To that end, we have created the following series for those in leadership roles or holding positional power looking for foundational first steps in their Gender Justice work:

SESSION ONE: Facing & Changing Gender Norms in Our Leadership (3 hours)

In this session, organizational leaders will explore gender norms (stereotypical ideas and rules around gender identities) and how they create mistrust, inequities, and conflict in relationships and organizations through the actions of leaders. Participants will reflect on their own views of leadership and what role gender norms play in the ways they lead others. The training will also introduce a framework for Gender Justice Leadership to guide participants in strengthening their leadership practice to create more equity and trust for people of all gender identities.

SESSION TWO: Leading for Gender Justice (3 hours)

Leaders will reflect on how to create a values-aligned workplace, deeply rooted in Gender Justice values. We will explore the critical role of interpersonal relationships and organizational culture in shaping gender justice-aligned goals. Through the transformative process of reframing leadership for gender equity, from policy formulation to its implementation, participants will leave with models and examples of more expansive ways of leadership.

Program Details	Base Series Cost Based on Organizational Annual Budget		
	<\$1M	\$1M–\$4M	>\$4M
Gender Justice Leadership Training Series 6 Total Training Hours			
1. Leading for Gender Justice	VIRTUAL		
	\$4,615	\$5,225	\$5,835
2. Facing & Changing Gender Norms in Our Leadership	IN-PERSON		
	\$5,995	\$6,915	\$7,835

SPROUTING: PRIMED TO DEEPEN YOUR PRACTICE

Supportive Topic-Specific Trainings

Familiar with Gender Justice and want to hone your practices to be more values-aligned? Ready to take your foundations to the next level? Want to support your team in specific content areas? Consider these trainings!

Hidden Stories: Exploring the Evolution of Gender & Sexuality in the U.S. (3 hours)

Gender identity and sexuality are often thought of as being unchanging throughout US history, but the real stories of how these identities have been transformed and fought over for centuries are often hidden. In this training, participants build more complicated narratives of how and why gender identity and sexuality in the United States have been controlled, and practice recognizing the impact of historically rooted forces on individuals, relationships, institutions, and culture in the present day.

Nurturing Youth's Gender Identities: Adults Supporting Youth in Their Gender Identity Journeys (3 hours)

Through mixed media and personal reflection, we will reflect on facets of Gender Identity, and explore our own relationship to them as adult allies. Participants will integrate creativity and art, celebrate the impact of Queer and Trans communities, and create concrete strategies for supporting youth in their gender exploration. Together, we will create a space of learning, creativity, reflection, & growth to become stronger supporters to the various youth in our lives.

Creating a LGBTQ+ Affirming Workplace (3 hours)

LGBTQ+ people face many challenges and inequities across society, with workplaces being a particularly frequent site of discrimination, disconnection, and disrespect. In this training, participants will explore the barriers and biases many LGBTQ+ people experience at work, as well as the source of those harmful experiences in systemic inequities like Cisgenderism and Heterosexism. The training will also introduce strategies to strengthen equity, connection, and respect for LGBTQ+ staff through policies, culture, and team relationships. Finally, participants will practice disrupting anti-LGBTQ+ actions through real-life scenarios.



SPROUTING: PRIMED TO DEEPEN YOUR PRACTICE

Supportive Topic-Specific Trainings Cont.

Beyond Bathrooms: How Trans Exclusion Impacts Us All (3 hours)

At CCEJ, we believe that none of us will be free until all of us are free. As we cultivate this type of interdependence in our workplaces, schools and communities, it's crucial that our lens of equity and justice includes Trans and Non-Binary people. This session will support participants in understanding how all oppression is connected by defining relevant terms, examining historical context and unpacking media examples. Participants will leave feel more knowledgeable and empowered about how to ensure all of our community members feel seen, heard and understood around us.

BLOOMING: EXPANDING YOUR GENDER JUSTICE CULTURE

Advanced Trainings

Looking to level up your practices to maximize Gender Justice in your workplace, school or community? Already have strong foundational knowledge, practices and trust that you want to build on? Join us in building this work for the long haul!

Restorative Practices for Gender Justice (3 Hours)

This training is 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 Gender Justice processes in Restorative Justice values and practices. Focusing on interpersonal relationships, participants will explore strategies for activating Restorative Justice values in addressing gender-based conflict and nurturing accountability. Participants will explore ways to connect Gender Justice work at the interpersonal level with transformative paradigm shifts at the structural level.

If you're interested in more Restorative Justice training & coaching offerings, ask us for our Restorative Justice Menu of Services!



Our Training Team

SARAH E. O. HOWLETT, MSW (Pronouns: She/Her/Hers)

DIRECTOR, TRAINING & COACHING FOR JUSTICE

Sarah stewards, strengthens, & expands partnerships with schools & workplaces invested in equity and restorative justice. She believes in modeling the impact of anti-racist, intersectional, queer leadership, and has over 15 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

Kathleah Consul Pagdilao leads organizational learning and leadership development and trains and facilitates in Equity, Transformation, and Restorative Justice at CCEJ. She has been designing, coordinating, and facilitating critical dialogues and creating justice-focused learning spaces for over a decade. A proud daughter to immigrants, Kathleah brings a collaborative spirit to her work with schools, workplaces, and organizations. She is grateful to work at CCEJ where she finds deep meaning in helping young people and adults feel seen, heard, and valued. As a loyal and introverted Aquarius, Kathleah is a compassionate facilitator who enjoys connecting over shared stories, experiences, and laughter.

DANIEL E. SOLÍS, MA (Pronouns: He/Him/His)

VICE PRESIDENT, INSTITUTIONAL TRANSFORMATION

Daniel E. Solís leads CCEJ's work to support organizations and schools in shifting their culture, policies, practices, & relationships to be more equitable & restorative. Living in Ohio & Southern California, Daniel has over 18 years of expertise in providing engaging & challenging trainings, designing & facilitating conflict processes, implementing Equity frameworks & practices, & creating accessible & relevant training curricula. Daniel's writing has appeared in print & online in *BeyondMasculinity: Essays by Queer Men on Gender & Politics*; *Readings for Social Justice - Second & Third Editions*; *Black Girl Dangerous*; *SPIRIT: A zine that documents POC spirituality*; & *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 (*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/Elle*)

TRAINER & COACH

Monica is an advocate for transformation and community empowerment. Their personal experiences growing up on the Mexico and the U.S. border, ignited their understanding of the urgent need for decolonization globally. They are committed to the liberation of all Indigenous Peoples and their territories. As a first-generation college student, they 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's focus was on challenging the development colonial project.

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.



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

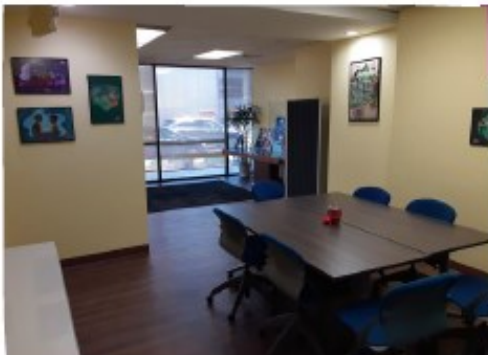
Meeting Room Rental in Long Beach

3605 Long Beach Blvd, Suite 100, 90807



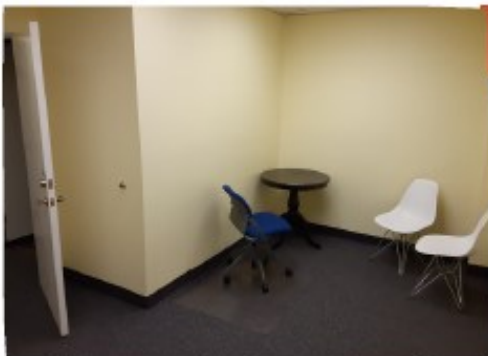
LARGE MEETING/TRAINING ROOM

- 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

- 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 Lauren at lsnook@cacej.org for more information.