

CALIFORNIA CONFERENCE



FOR EQUALITY AND JUSTICE

CCEJ's 2024-25

Restorative Justice Menu of Services

Adult Training & Coaching

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Long Beach, CA 90807

(562) 435-8184

Info@cacej.org

www.cacej.org/

Updated
July 2024

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.



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.

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).

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

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 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."



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.

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.

Available Restorative Justice Trainings



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 discipline, 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.

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

ROOTING: For teams interested in beginning to build their knowledge and skillsets in foundational Restorative 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 a restorative environment as a whole.

BLOOMING: For teams who are both actively engaging in Restorative Practices on site and cohesive enough with regard to internal trust to handle higher risk dialogue around conflict.

We are also happy to support you landing on a good fit. For a specific training plan and price quote, email info@ccej.org to set up a free consultation and receive a customized proposal.

SEEDING: CURIOUS ABOUT RESTORATIVE JUSTICE Experiential & Theoretical Overview

Curious about Restorative 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!

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. 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.

ROOTING: READY TO BEGIN

Foundational Skill-Building Trainings

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

Restorative Leadership (3 hours)

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.

Games & Teambuilders for Relationship-Building (3 hours)

This introduction to Games and Teambuilders equips participants with an adaptable set of relationship-building activities they can begin using immediately. This workshop helps prepare participants to embody restorative facilitation skills in leading games designed to support centering everyone's humanity in community, workplace, classroom, or school settings. Building a strong teambuilding practice can strengthen readiness for meaningful participation in dialogue, including Community Building Circles, through scaffolded and sequenced games.

All participants will receive a Games & Teambuilders Handbook as part of the training.

Community Building Facilitator Training (2 days / 12 hours)

This experiential Community Building Training is designed to start building Circle practices in a community, workplace, classroom, or school. Participants discuss their own approach to relationship-building, learn about needs-based theory, reflect on the role their social identities may play in facilitation, and engage in skill-building around teambuilding and leading circles. Participants leave with their own Circle plan that they are ready to lead themselves.

All participants will receive a Community Building Handbook as part of the training.

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 up to an hour for lunch. **Attendance at both days is required for completion. This training is for individuals who will be facilitating circles—it is not a Train-the-Trainer model.** If your team plans to lead virtual circles, ask us about our virtual training option.



CREATING CULTURES OF ACCOUNTABILITY

Establishing conflict as both inevitable and an opportunity for growth, this 3-session training series will support participants in creating a productive, trust-building culture of conflict and accountability. By exploring individual and organizational patterns around communication, conflict norms, and how harm is handled, participants will create an essential foundation to support deeper future engagement with each other.

Session 1: Understanding Communication (3 hours)

In this session, participants will identify how they communicate with one another on a daily basis, and how that may change or stay the same when they are experiencing powerful emotions. Participants will practice communicating about how they experience and show emotions at work in an honest way that also uplifts boundaries and consent. Participants will also reflect on the ways that their identities impact how they express their emotions and understand the emotions of others.

Session 2: Leaning into Conflict (3 hours)

In this session, participants will explore a needs-based framework of conflict and use it to understand what drives conflict at work. Participants will also reflect on the barriers to engaging directly and honestly in conflict with each other, such as organizational policies or unofficial norms, challenging power dynamics and different relationships to privilege and systemic oppression. Lastly, participants will explore a range of tools to use to use conflict to build trust and strengthen relationships.

Session 3: Calling In Harm (3 hours)

In this third session, participants will engage in building a culture of accountability when identity-based conflict & harm occurs. Participants will reflect on articulating their values, feelings, & needs to better map out options for responding in real time when harm happens in community. Through common scenarios, participants will practice naming & responding in ways that promote accountability, relational equity, & inclusion for all.



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

Creating Cultures of Accountability Training Series 9 Total Training Hours

| | |
|---|---|
| 1. Understanding Communication 2. Leaning into Conflict 3. Calling In Harm | VIRTUAL |
| | Prices start at \$5,550 for Org Budgets <\$1M |
| | IN-PERSON |
| | Prices start at \$6,500 for Org Budgets <\$1M |

SPROUTING: PRIMED TO DEEPEN YOUR PRACTICE

Supportive Topic-Specific Trainings

Familiar with Restorative Justice and want to hone your practices? Ready to take your foundations to the next level? Want to support your team in specific content areas?

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.

All participants will receive a Restorative Dialogue Handbook as part of the training.

Restorative Accountability (3 hours)

Leaders moving toward Restorative Justice are often challenged with how to address harm in ways that both promote accountability while moving away from punishment and shame. Gaps often exist in our policies, procedures, and practices when we need more structure than the motivational interviewing that Restorative Dialogue offers us while at the same time responding to situations where a full Harm & Conflict Circle process may not be available or the best fit. This workshop 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.

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 as a responsive modality. This training includes self-reflection, storytelling, dialogue, and concept presentations.

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



BLOOMING: EXPANDING YOUR RESTORATIVE CULTURE

Advanced Facilitator Trainings

Looking to level up your practices to use Restorative Justice as an intervention for harm?
Already have strong foundational practices that you want to build on?

Restorative Practices for Racial Justice (3 hours)

This training is for individuals both familiar with Racial 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 (3 days / 18 hours)

As our only training with a formal prerequisite, all participants must have previously attended CCEJ's Community Building Training within the last five years before attending Harm & Conflict Facilitator Training. It is also recommended that sites have an established Community Building Circle practice already in place before moving to implement Harm & Conflict Circles. This training is especially recommended for all those involved in any aspect of creating policies around or implementing disciplinary practices.

This in-depth Harm & Conflict Facilitator Training prepares participants to use Restorative Justice practices 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 participants unpack conditioned conflict responses, roleplay specific harm scenarios, and lead re-entry circles to give you firsthand practice with restorative responses.

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 up to an hour for lunch. **Attendance at all three days is required for completion. This training is for individuals who will be facilitating circles—It is not a Train-the-Trainer model.** If your team plans to lead virtual circles, ask us about our virtual training



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. 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 | Format | Hours & Structure | Training Cost |
|--|-----------|-------------------------------|---------------|
| Introduction to Restorative Justice | Virtual | 2 hours | \$1,125 |
| | In-Person | | \$1,640 |
| Restorative Leadership (for Leaders) | Virtual | 3 hours | \$2,480 |
| | In-Person | | \$2,995 |
| Games & Teambuilders for Relationship-Building | In-Person | 3 hours | \$2,520 |
| Community Building Facilitator Training | In-Person | 2 days (6 content hours each) | \$8,560 |
| Restorative Dialogue | Virtual | 3 hours | \$2,110 |
| | In-Person | | \$2,625 |
| Restorative Accountability | Virtual | 3 hours | \$2,385 |
| | In-Person | | \$2,890 |
| Trauma Sensitivity & Restorative Practices | Virtual | 3 hours | \$2,330 |
| | In-Person | | \$2,840 |
| Grounding for the Practitioner: Emotional Regulation Strategies | Virtual | 3 hours | \$1,895 |
| | In-Person | | \$2,415 |
| Restorative Practices for Racial Justice | Virtual | 3 hours | \$2,510 |
| | In-Person | | \$3,020 |
| Harm & Conflict Facilitator Training | In-Person | 3 days (6 content hours each) | \$12,875 |

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.

4 C's Parent & Caregiver Series (4 sessions / 8 hours total)

Curiosity (2 hours): This session focuses on cultivating curiosity toward and with our children. Parents and caregivers will practice strategies for asking restorative questions in ways that invite reflection with assumptions and allow our children to share with us in ways that center consent.

Communication (2 hours): This session centers on affective statements for affirmation and accountability as a strategy for changing the way our homes feel all around. Removing shame from conversations about our own behavior and that of our children allows us to show up more authentically on both a day-to-day basis and when we're in conflict.

Connection (2 hours): Through use of games and teambuilders, this session will give parents and caregivers fun examples of activities to do at home with their families. These games promote meaningful connections through shared joy and vulnerability while also helping us move toward centering relationships instead of rules.

Conflict (2 hours): By exploring how we each approach conflict, in general and with our families, parents and caregivers will be able to reflect on any differences between how they currently engage in conflict and how they'd like to. Understanding conflict as inevitable and neutral can help interrupt our charged negative connotations, and invite us to step into our values instead.



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. 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 | Format | Hours / Structure | Training Cost |
|--|-----------|-----------------------------------|----------------|
| Restorative Justice Trainings for Parents and Caregivers | | | |
| Introduction to Restorative Justice for Parents & Caregivers | Virtual | 2 hours | \$1,380 |
| | In-Person | | \$1,895 |
| Restorative Practices at Home | Virtual | 3 hours | \$2,075 |
| | In-Person | | \$2,480 |
| 4 C's Series: Curiosity, Communication, Connection & Conflict | Virtual | 8 hours (2 hours each session) | \$4,990 |
| | In-Person | | \$5,785 |

Billing Process:

CCEJ invoices partners on a regular basis as services are utilized. Staff maintain logs of training and coaching services used, which can be shared with partners upon request. Partners will commit to a specific and reasonable amount of Training and Technical Assistance Services when contracting with CCEJ and agree to be charged for the full amount of TA time requested and to be invoiced for trainings after they occur. 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.

CULTIVATING COMPASSION: A 24-HOUR COMMUNITY MEDIATION CERTIFICATION PROGRAM

Strengthen your team's ability to work through conflict by certifying them as community mediators! This relationship-centered training introduces the core principles and methods of Alternative Dispute Resolution and Restorative Justice. Our curriculum follows American Bar Association guidelines and meets the standards of the California Dispute Resolution Programs Act (DRPA). Participants will practice skills through discussion, hands-on exercises, case studies, role-plays, and feedback from experienced mediators and trainers.

Attendance at all four days is required for completion. At the conclusion of the training, all participants will be Certified Mediators in the state of California.

Learning Objectives:

- Engage in community building, self-reflection & the integration of mediation skills into daily practice
- Identify core values and techniques of community mediation
- Unpack ideology around conflict and communication styles
- Examine power, privilege, and social inequity as it relates to conflict and mediation practices
- Practice mediating conflict together in preparation for taking on this role

Our approach to mediation is best suited for individuals working within communities or institutions who would like formal ways of supporting conflict as a third party that are distinct from Restorative Justice and generally outside the criminal legal system. If you would like to be mediator for court cases or other legal situations, this training is not the best fit. Additionally, CCEJ is not responsible for finding mediation roles for facilitators after their completion of the training.



| Mediation Certification Training 24 Total Training Hours | | |
|---|---|--|
| Format | Hours / Structure | Training Cost |
| In-Person | 4 days / 24 training hours (6 content hours each day) Up to 5 hours asynchronous work | Starting at \$17,665 for up to 20 participants |

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.
- **Train-the-Trainer Processes:** CCEJ can provide curriculum templates and walk your team through the process of customizing the program to fit your needs. Generally, our Train-the-Trainer processes follow a three-step model supplemented by coaching hours that includes the training team a.) going through the session as participants, b) working with CCEJ to customize provided templates, and c.) practicing session facilitation through roleplaying. This corresponding coaching will inform the adaption of the sessions for the appropriate audiences and intended outcomes.



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, feminine leadership, & has over 15 years experience facilitating cross-cultural dialogue. Sarah's publications include "Creating Diverse & Inclusive Schools Through Relationship-Based, Anti-Oppressive Classrooms" in the *Millennial Compact with America*, & "Toward a Relevant Psychology of Prejudice: Linking Science & Practice to Develop Community Interventions" in *Contextualizing the Cost of Racism for People of Color*.

NARGES ZAGUB (*Pronouns: She/They*) - TRAINER & COACH

The product of an immigrant family from Benghazi, Libya, Narges' background as a North African, Muslim, & queer person has given them a passion for intersectionality & social justice. As a facilitator, movement worker, & 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, & organizers to tap into the wisdom already within them with the goal of embodying a restorative & relationship-centered way of being. As a Trainer & Coach, Narges strives to support CCEJ's mission to empower youth & 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.

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.

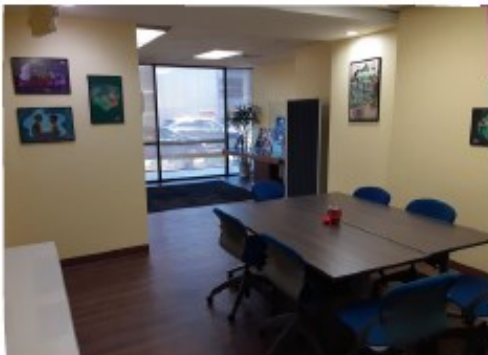
Meeting Room Rental in Long Beach

3605 Long Beach Blvd, Suite 100, 90807



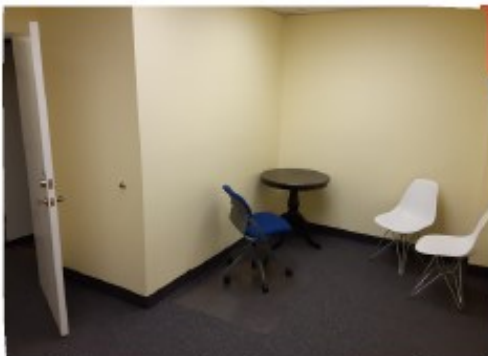
LARGE MEETING/TRAINING ROOM

- 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.