

CALIFORNIA CONFERENCE



FOR EQUALITY AND JUSTICE

CCEJ's 2024-25

Uproot & Emerge Menu of Services

**Conflict Transformation
& Facilitation**

**3605 Long Beach Blvd, Ste 100
Long Beach, CA 90807**

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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 to build cultures that promote stronger communication and healthier relationships. We truly believe that no one is disposable and that conflict can be healed in equitable and just ways.

Our Values



The infographic features a blue background with six orange callout boxes arranged in a 2x3 grid. Each box is topped with a white icon: a heart held by hands, two hands shaking, a person with a question mark speech bubble, a profile of a head with stars, two people with a checkmark, and a globe with people icons and arrows.

 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



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 conflict facilitation is based in Restorative Justice values meaning we center the people most impacted while also holding that no one is disposable, even when we cause harm. We help our partners use storytelling to uncover unmet needs, remove barriers to connection, and set healthy boundaries with each other. We believe that accountability can be effective even when it’s imperfect, and that consequences can be restorative and distinct from punishment. Using trauma-

informed facilitation, we guide participants to engage in risk-taking, honesty, and curiosity with one another in service of creating a different way of being in relationship that honors all of our humanity.

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, & how I hold other people's stories and needs.”

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



We would love to support you finding the programming that feels like the best fit for your team. For a custom proposal, including specific price quotes, email info@cacej.org to set up a free consultation.

IN-PERSON COVID-19 SAFETY

For in-person trainings, to help navigate the 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.



UPROOT & EMERGE CONFLICT SERVICES

Uproot & Emerge services are facilitated processes that address conflict and harm rooted in systemic forms of oppression. We support partners to make meaningful changes in relationships, policies, and culture to strengthen accountability, safety, and equity. CCEJ embraces the use of Restorative Justice and Equity values for every Uproot & Emerge contract, meaning that we center the humanity of everyone involved while keeping a critical lens on power dynamics. CCEJ offers these services in addition to its training and coaching work.

CALIFORNIA CONFERENCE



FOR EQUALITY AND JUSTICE

Conflict can be very destabilizing. You don't have to know exactly what support looks like to reach out to us. We are here to help you sort through what's going on and figure out the best way forward. We offer four major kinds of conflict support that are flexible and customizable for the specific needs of our partners.

Organizational Change & Conflict Process

This pathway is designed to provide support to organizations experiencing conflict rooted in their design, policies, and culture so they can address both immediate conflict and plan to change the root causes of that conflict.

Low Intensity Conflict Process

This pathway is designed to provide interpersonal or small groups experiencing conflict at a low level of intensity in terms of disruption, speed, or awareness in the broader community with support to address roots of conflict by building appropriate scale of agreements.

High Intensity Conflict Process

This pathway is designed to provide interpersonal, small, or large groups experiencing conflict at a high level of intensity in terms of disruption, speed, or awareness in the broader community, with support to address the complex roots of conflict by building agreements.

Crisis & Rapid Response Process

This pathway is designed to provide groups, organizations, and communities experiencing fast-moving conflicts that are disrupting their normal, day-to-day life with support to stabilize the situation and allow for deeper, more long-term healing and accountability to occur.

HOW WE APPROACH PARTNERSHIPS

Conflict facilitation contracts are created as part of a consultation with CCEJ. Pricing Partnerships can include, but are not limited to, individual prep sessions, one-on-one and executive coaching, information sessions, group prep sessions, listening sessions, affinity groups, cross-identity dialogues, trainings, planning sessions for organizational change, surveys, handouts, climate surveys and reports, storytelling circles, agreement-making circles, and community circles. We often include multiple modalities within one contract to best meet the needs of the group.

Types of Conflict: While Uproot & Emerge is open for a wide range of potential partners, CCEJ will refer these kinds of conflicts to other resources:

- Hate crimes
- Intimate partner violence
- Landlord-tenant
- Sexual harms
- Police violence
- Neighbor to Neighbor conflict
- Individuals not affiliated with organizations/groups
- Litigation involved or Court-mandated
- Employment discrimination
- School-mandated student conflict

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

Since these kinds of conflicts often require additional external support services (therapy, housing assistance, financial counseling, etc.) and carry inherent power imbalances that are difficult to overcome no matter what process, they are not well suited to an Uproot and Emerge process.

Pricing: Costs are based on an organization's annual budgets, the complexity of the project, the time commitment, and the number of individuals, sessions, and facilitators involved. Pricing includes all preparation & planning time, individual and group sessions, and post-session support and follow-up. **Costs provided in this menu are estimates as each contract is unique and pricing may vary.**

Session Structure: Session duration will vary based on goals, activities, and other factors. With few exceptions, at minimum, CCEJ requires **two hours per prep session and three hours per circle**. CCEJ will recommend session hours designed to provide enough time to meet contract goals effectively and safely.

Scheduling, Timelines & Facilitation: Scheduling and timelines are dependent on partner and facilitator availability. CCEJ will move as quickly as responsibly possible. Facilitators are chosen based on specific contract requirements and availability. CCEJ is not able to accommodate specific facilitator requests in all circumstances. **Generally, each contract has at least two facilitators. However, some sessions require more or less trainers at CCEJ's discretion.**

Organizational Change & Conflict Process

People often find themselves in conflict because of underlying structural organizational dynamics (e.g. decision-making processes, roles, funding, staffing, etc.) and addressing conflict often requires deeper changes across an organization. In this pathway, CCEJ guides organizations through an assessment and planning process to identify needed changes to create more equity and healthy conflict. Although deeper organizational change is the ultimate goal in this pathway, immediate conflict often blocks that work and needs to be addressed. CCEJ's support can include a facilitated process to address open conflict as part of larger organizational change planning.

CCEJ will put together an organizational planning process focused on identifying the roots of conflict in the organizational structure. Facilitators will then lead the organization through a planning process that will include assessing culture, policies, and structures for ways to strengthen community, trust, communication, healthy conflict, and equity.

Prices ranges below are estimates and vary based on organization and project budgets, number of participants, conflict complexity and time commitment required. For a specific facilitation plan and price quote, reach out to CCEJ at info@ccej.org to set up a consultation and receive a customized proposal.

Estimated Timeline	2-6 months from start of contract
Number of Participants	Up to 40
Number of Facilitators	2+
Estimated Price Range	\$8,350 – \$27,650

Sample Process Outline

1. Assessment and Planning Sessions with Participants
2. Plan & Session Development, including Proposal and/or Contract Finalizing
3. If needed, facilitated conflict process for active conflicts
4. Change Planning Session(s) Facilitation
5. Post-Session Support for Culture-Building &/or Decision-Making Processes
6. Follow-Up Debrief and/or Coaching Call



Low Intensity Conflict Process

When your team, organization or community is still able to function together, but have an underlying conflict beneath the surface, this pathway is right for you. In this pathway, CCEJ provides a facilitated process based in Restorative Justice values to address a range of conflicts that may be more individualized or interpersonal, or based on a misunderstanding, lack of communication, and have a low risk of escalating.

Facilitators will lead participants through an expedited harm process that balances preparing participants to share and listen honestly about needs while moving into direct engagement with each other so the conflict can be transitioned into its next phase. CCEJ determines whether a conflict is Low or High Intensity based on what serves are needed.

Prices ranges below are estimates and vary based on organization and project budgets, number of participants, conflict complexity and time commitment required. For a specific facilitation plan and price quote, reach out to CCEJ at info@ccej.org to set up a consultation and receive a customized proposal.

Estimated Timeline	1-3 months from start of contract
Number of Participants	Up to 15
Number of Facilitators	1-2
Estimated Price Range	\$3,500 – \$10,240

Sample Process Outline

1. Individual and/or Group Prep Sessions (can include asynchronous work)
2. Storytelling & Agreement-Making Circle(s)*
3. Post-Session Support for Agreements

* Storytelling Circles provide a space for participants to share about their experiences honestly and openly. CCEJ facilitators create the structure for the space and often work with participants in advance to allow sharing to feel easier. Circles usually include both structured sharing rounds and witnessing or dialogue rounds that can be iterative and responsive to what comes up in the moment.

Agreement-Making Circles provide a space for participants to share their needs and requests for one another in service of finding a path forward that everyone can consent to. CCEJ supports this process, but the Agreements are crafted largely by participants.



High Intensity Conflict Process

Conflict can escalate, leading to breakdowns in communication, relationships, trust, and shared work. This pathway could provide support for you if conflict has impacted your usual ways of working together within your organization/team, or conflict is escalating quickly, or conflict is spreading and impacting the broader community. For these kinds of conflict, CCEJ facilitates an intensive Restorative Justice process that can be an opportunity to create safety, trust, and meet the needs of people in conflict.

CCEJ facilitators will lead participants through an in-depth harm process that focuses on preparing participants to name the dynamics that are harming their community, take accountability for their actions, and identify realistic agreements that can address the root causes of the conflict and harm.

Prices ranges below are estimates and vary based on organization and project budgets, number of participants, conflict complexity and time commitment required. For a specific facilitation plan and price quote, reach out to CCEJ at info@ccej.org to set up a consultation and receive a customized proposal.

Estimated Timeline	3-12 months from start of contract
Number of Participants	Up to 15
Number of Facilitators	2+
Estimated Price Range	\$11,675 – \$27,900

Sample Process Outline

1. Process Info Session for all participants
2. Confidential Survey for participants
3. Group/Individual Prep Sessions for Participants
4. Storytelling Circle(s)
5. Agreement-Making Circle(s)
6. Post-Session Support for Agreements

This process will move at the speed of all participants' readiness to move through each stage of the process, including multiple prep sessions and at least two Circles.



Crisis & Rapid Response Process

This pathway is designed for the fastest escalating conflicts that are impacting the most people and/or disrupting normal day-to-day life for your group, organization, or community. Crises can also include a media presence (including social media), and the wider community is responding to public disclosures about a conflict.

CCEJ will provide customized services that could range from affinity groups to address harms, community circles to build shared understanding and readiness for addressing conflict, to Listening Sessions to gain confidential information to surface hidden causes of conflict, among others.

CCEJ will support contract partners through a Response Team assembled from CCEJ staff and consultants based on specifics of crisis, needs around skill sets, and identities to build rapport and trust with the community. Potential members of Response Teams will be trained and prepared to navigate this type of conflict on a regular basis, limiting the amount of prep time needed to respond to fast-moving crises.

Prices ranges below are estimates and vary based on organization and project budgets, number of participants, conflict complexity and time commitment required. For a specific facilitation plan and price quote, reach out to CCEJ at info@ccej.org to set up a consultation and receive a customized proposal.

Estimated Timeline	1-3 months from start of contract
Number of Participants	Up to 200
Number of Facilitators	2+
Estimated Price Range	\$7,985 – \$88,065

Sample Process Outline

1. Work with organizational leaders to create a rapid Response Plan
2. Assembling Appropriate Response Team
3. Circles for sharing experiences and needs, identifying harm and impact on community, and if appropriate, defining next steps to rebuild safety and trust
4. Coaching Recommendations and Planning for long term healing and accountability



Coaching & Technical Assistance Services

Cost accrued per hour per CCEJ staff

Coaching, consultation, & technical assistance services provide flexible implementation support for you & 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.

- **Policies, Procedures & Operations:** The systems that keep organizations running behind-the-scenes often rely on strong policies & procedures as it relates to operations. Unfortunately, our systems don't always reflect our values & often come at the expense of the humanity of ourselves & our teams in service to risk-management. We can support Leaders in creating, revising or analyzing policies & procedures with a relationship-centered lens.
- **Change Management:** Navigating change well is a keystone of thriving organizations, & unavoidable in spaces where stagnation keeps us stuck. Changes, big or small, can also create tender times for organizations, & knowing how to move through those moments is important. We can support Leaders in using imagination & authenticity to move their organizations through change with grace.
- **Culture-Building & Coaching:** Culture can begin & end with Leadership, & has the ability to lead an organization to humanity-centered success. Building up a team individually & as a group can be both rewarding & challenging for organizational Leaders. We can support Leaders with their individual coaching as well as their overall team-building practices in service of keeping both standards & morale high (& also having fun in the process).
- **Communication & Conflict Management:** Modeling effective communication & conflict skills as a Leader can make a huge difference in how our teams learn to communicate & navigate conflict with one another. While all of us have natural & socialized tendencies around our communication & conflict styles, there's always space to learn, adapt & grow.
- **Decision-Making:** Stepping into direct communication & clear, compassionate decision-making can be one of the most impactful assets of an effective leader. We can support Leaders identifying how they can bring humanity & clarity into how they make & share decisions within their organizations & teams.
- **Internal Accountability Process & Planning:** CCEJ is prepared to review the work that's already been done internally to develop a process for how to address instances of miscommunication, conflict, & harm when they arise in the community, & provide feedback & recommendations for next steps.
- **Support for Conflict Facilitators:** CCEJ can support staff in planning & facilitating your own conflict process to address harms within your organization. We can consult on key phases of a conflict process, including prep sessions before circle, designing circle plans, envisioning realistic & effective agreements, & post-circle follow up. Individuals leading these processes must be trained & have experience in Harm & Conflict Circles to be able to receive this type of coaching support.



Our Facilitation 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 is the Vice President of Institutional Transformation at the California Conference for Equality & Justice, where he leads work to support businesses, nonprofits, universities, K-12 schools, & government agencies to shift their culture, policies, practices, & relationships to be more equitable & restorative. Daniel has expertise in providing engaging & challenging trainings, designing & facilitating conflict processes, implementing Equity frameworks & practices, & creating accessible & relevant training curricula. Living in Ohio & Southern California, Daniel has worked for over 18 years supporting schools, workplaces, healthcare providers, nonprofits & communities to build their power & readiness to enact changes for more inclusive & equitable outcomes. 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*.



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

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.

ALEJANDRO LUK HAEZAERT-HOUSE, MA *(Pronouns: He/Him/His)*

DIRECTOR, HEALING HARMS

Alejandro, or "Ali" oversees the day-to-day operations and coordination of Healing Harms, CCEJ's conflict transformation department. His role is to manage CCEJ's case management process and lead the case management team in execution of core responsibilities to meet all required deliverables and metrics. He works with community members facing conflict, naming the impact and harm they experience while developing meaningful and appropriate methods of accountability and healing. This includes CCEJ's pre-adjudication diversion program, Restorative Youth Diversion with the purpose of diverting youth away from the criminal justice system.



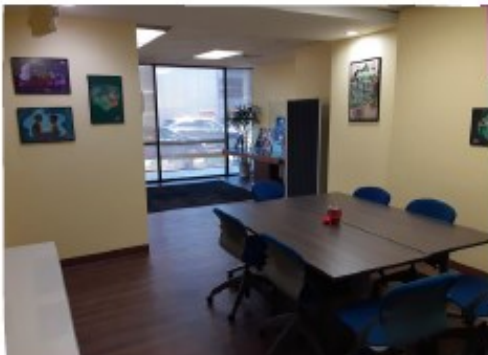
Meeting Room Rental in Long Beach

3605 Long Beach Blvd, Suite 100, 90807



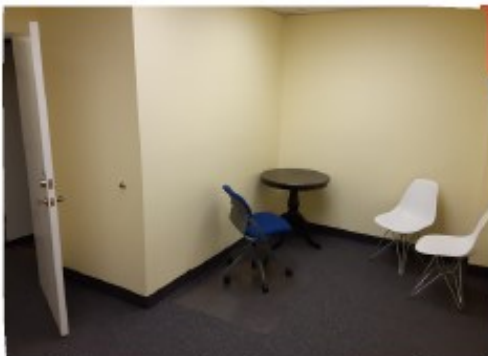
LARGE MEETING/TRAINING ROOM

- 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.