



# COURAGEOUS CONVERSATION

## AFFILIATE PRACTITIONER

**T**his Certification Program fulfills Courageous Conversation's intent to enable widespread implementation of the Protocol for Courageous Conversations About Race™ (CCAR) to assist individuals and organizations to begin to successfully create equitable environments and communities. The Affiliate Program provides a certification process to develop individuals to lead CCAR™ with others in order to build system capacity and sustainability for racial equity transformation. The virtual certification course combines online learning, video conferencing, and field practice. Coaching is offered to Affiliates for up to one year after completing the certification course.

## PROFESSIONAL BENEFITS

Affiliate training will prepare you to:

- Define each component of the CCAR™ Protocol
- Understand the inter/personal purpose of each part of the Protocol
- Craft, expand, and articulate your Racial Autobiography™
- Apply Protocol when analyzing/discussing current and critical events
- Apply Protocol when engaging with others
- Utilize the Protocol to guide others in racial literacy development and healthy racial discourse
- Consistently engage in self-reflection and mindfulness to process through racialized fears, triggers and obstacles

## AFFILIATION ADVANTAGES

What does it mean to work with and learn from Courageous Conversation?

As an Affiliate, you will be able to:

- Strengthen and bring to scale your personal passion for equity and your Systemic Equity Transformation Plan
- Access trained facilitators as you work to implement the Protocol for CCAR™
- Receive ongoing support from Affiliate Program coaches
- Connect to regional, national, and worldwide networks of certified Affiliates
- Gain perspectives and best practices from other Affiliates rooted in experience
- Enrich and provide follow-up support for your organization's experiences during CCAR™

# DETAILING THE CCAR AFFILIATE CERTIFICATION PROCESS

## PRE-REQUISITES

- Attend full two-day Beyond Diversity seminar at a PEG summit, regional, or city offering.
- (Optional) Two-day Beyond Diversity II Seminar.
- Read *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*, by G. E. Singleton (2015).

## TECHNOLOGY

- Participation in this certification program requires extensive online training and group interaction.
- Candidates must be proficient in online classroom tools, webinars, and videos.

## SELECTION

- Selected candidates should exhibit outstanding leadership and facilitation skills, capacity for self-development and direct implementation of continuous feedback.

## PROFESSIONAL DEVELOPMENT

- Attend an online orientation webinar meeting with community agency or individual Affiliate candidate and PEG Affiliate Program Manager.
- Participate in Affiliate CCAR Practitioner Certification. This is a six-week course with two one-hour live webinars and one live Saturday training.
- Participate in monthly CCAR Practice and live webinars for one year.

## FEEDBACK

- Participants must be open to intensive coaching.
- This courageous self-reflection will excavate socialized racial histories to develop a new racial consciousness required for CCARTM facilitation.

## RECERTIFICATION

- Remaining current and connected to the Protocol language and delivery, biannual recertification is required to maintain consistency with our proprietary materials content and processes.

## TO APPLY

Visit [tinyurl.com/CCARap](https://tinyurl.com/CCARap)

## FOR AFFILIATE PROGRAM INFORMATION, DATES, DETAILS

Visit [tinyurl.com/CCARpractitioners](https://tinyurl.com/CCARpractitioners)

## CONTACT US

[LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com)