

## The Affiliate Program at Pacific Educational Group

### Courageous Conversations About Race (CCAR)<sup>™</sup> Practitioner Certification Course

*Transforming individuals into racially conscious leaders.*

*Pacific Educational Group partners with individuals and organizations  
in our Affiliate Certification and Intersession Programs.*

*We empower individuals to address "Why Explore Race?"  
in a healthy way through the Protocol for Courageous Conversation.*

The PEG Certification Process is a comprehensive training program designed to enable qualified applicants to serve as Courageous Conversations About Race Practitioners.

The Affiliate Certification Program fulfills PEG's intent to enable widespread implementation of the Courageous Conversations About Race<sup>™</sup> (CCAR) Protocol to assist individuals and organizations to begin to successfully create equitable environments and communities. The Affiliate Certification Program is a comprehensive training and coaching experience. It is designed to enable qualified applicants to serve as Courageous Conversations About Race Practitioners, Facilitators, and Coaches within their own sectors such as PreK-12 education, higher education, law enforcement, healthcare, government, technology, social work, the community at-large, personal spheres of influence and more.

The Affiliate certification process fulfills PEG's intent to enable widespread implementation of the Courageous Conversations About Race<sup>™</sup> (CCAR) Protocol to assist individuals and organizations to begin to successfully create equitable environments and communities. The presence of such resources inside the organization accelerates, broadens and deepens the systemic transformation of organizational culture and climate through a racial equity-focused examination of belief, practice and results. This Affiliate certification process develops individuals to explore their own lived racial experiences and histories, the multiple racial perspectives of others, and how to lead CCAR in their own sectors. With personal commitment, reflection, and engagement, individuals can then work to build systemic capacity and sustainability for racial equity transformation in their sector.

As Affiliates are trained to use the Protocol for Courageous Conversations About Race and embed this into their current practice and job functions, self-discovery, Knowledge and then application is essential. Certified CCAR Practitioners receive ongoing coaching, support and connections at our national webinars throughout the year. Our coaches support their continued practice and implementation in their own organization. All Affiliates receive distinction and membership to Pacific Educational Group's international cadre of Affiliates who are our esteemed Racial Equity Leaders.



## Table of Contents

Program Description .....	p. 1
Orientation.....	p. 3
Course Description/Objectives .....	p. 4
Course Required Text and Technology .....	p. 5
Affiliate Commitment/ Travel Statements .....	p. 8
Feedback .....	p. 12
Webinars (two) *REQUIRED* .....	p. 13
Live Training Day (one) *REQUIRED* .....	p. 13
Course Evaluation *REQUIRED* .....	p. 14
Contact Information .....	p. 15

## Modules

*Titles are listed below for reference, details are provided in the online course.*

1. The CCAR™ Compass - Why do we need to talk about race?
2. Adaptive Leadership - "Just give me a strategy!"
3. Tiers for Courageous Conversations About Race (CCAR)™
4. Agreements and 6 Conditions of Courageous Conversations About Race
5. Condition 1 - Personal, Local, and Immediate
6. Facilitate A CCAR - "Test scores don't lie/It's the parents' or community members' fault"
7. Condition 2 - Isolate Race
8. Condition 3 - Multiple Perspectives, Normalize the Social Construction of Race
9. Facilitate an Activity Using Conditions 2 and 3
10. Condition 4 - Monitor the Conversation
11. Condition 5 - Establish a Working Definition of Race
12. Facilitate Others Using a Working Definition of Race
13. Condition 6 - Presence and Role of Whiteness
14. Characteristics of Whiteness
15. Internalized Whiteness
16. Institutionalized White Racism
17. Racial Autobiography - What impact has race had on you?

## Resources

The Course Calendar is available on the orientation page. Please print this sheet for orientation and fill in the blanks on the orientation call, (or when you review the orientation video) or refer to the dates listed on the orientation page.

### Time Commitment of 50 hours for this online certification course

- 2.0 hours orientation
- 2.0 hours live webinars
- 34.0 hours (1-2 hours per Module, 17 Modules)
- 4.0 hours self-study, reflection, practice, conversations and recording with colleagues

- 
- 8.0 hours live training day

## Orientation

### Orientation

Month:                      Day:              Year:

Circle your time zone: (12-1:30pm PST)(1-2:30pm MST)(2-3:30pm CST)(3-4:30pm EST)

Log in at: <https://zoom.us> (refer to your welcome/orientation confirmation email for the full log in link)

\*Open a second tab to follow along in the course at: [LEARN.courageousconversation.com](https://LEARN.courageousconversation.com)

\*A recording link is posted on your announcements page for you to refer back to.

### Photo

Add your photo by Month:              Day:                      Year:

"Edit profile" and upload your picture.

If your photo does not show (non-Google users), create your profile image. This is required for Conditions 1 and 2 in the course as you share your personal, local and immediate racialized perspectives in the interactive comments.

### Coursework Calendar

Week 1 (Month:              Days:              ): Modules 1-3

Week 2 (Month:              Days:              ): Modules 4-6

Week 3 (Month:              Days:              ): Modules 7-9

Week 4 (Month:              Days:              ): Modules 10-12

Webinar #1 (Month:              Day:              )

Week 5 (Month:              Days:              ): Modules 13-14

Week 6 (Month:              Days:              ): Modules 15-16

Webinar #2 (Month:              Day:              )

Live Training Day (Month:              Day:              Time:              )

\*After Live Training Day\_\_\_\_\_: Module 17 Racial Autobiography and Course Evaluation

---

### Webinars (two)

Month:              Day:              Date:

Circle your time zone: (4-5:00pm PST) (5-6pm MST) (6-7pm CST) (7-8pm EST)

Topic: The Power of Protocol in your personal life and facilitator role.

(See Webinar Module for Log In Directions)

### Live Training Day (one)

Month:              Day:              Date:

Time: 9:00am-6:00pm Location:

[BE SURE TO PLACE YOUR LUNCH ORDER in the course BY \_\_\_\_]

\*Details are listed in Live Training Day Module of your course.



## Course Description/Objectives

Description: CCAR Practitioner Affiliate candidates will be trained to use the Protocol for Courageous Conversations About Race™ and embed this into their current practice and job functions. There is no curriculum license nor observation and live feedback at your site. Certified CCAR™ Practitioners receive ongoing coaching, support and connections at our national webinars throughout the year. Certified CCAR™ Practitioners receive the distinction and membership as part of Pacific Educational Group's international cadre of Affiliate Educators.

### Objectives

Upon successful completion of the 50-hour online training, webinar, and live training day, participants will receive CCAR Practitioner Affiliate certification.

CCAR Practitioners are able to:

- Define each component of the CCAR™ Protocol;
- Understand the personal and interpersonal purpose of each part of the Protocol;
- Craft, expand, and articulate his/her Racial Autobiography™;
- Apply Protocol when analyzing and developing meaning around current and critical events;
- Apply Protocol when engaging with personal and professional associates;
- 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.

### Feedback

Working to become a facilitator of CCAR™ requires participants to engage authentic, honest, and courageous self-reflection. Absent this depth of openness, participants will be unable to achieve the racial consciousness, racial discourse, and internalization of Protocol necessary to enact the optimum skills of a facilitator. Participants seeking CCAR™ Practitioner Affiliate training must be open to intensive coaching. This coaching will position participants to reflect on the necessary distinctions between acting as a presenter and a facilitator. Participants must engage with intentional excavation of their socialized racial dysconsciousness to develop the critical racial consciousness necessary to perform highly effective facilitation of conversations about race.

### Benefits of Affiliation with our Program

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™

## Course Required Text and Technology

### REQUIRED Text

(2014) Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools: 2nd Edition

### Additional Resources:

(2013) More Courageous Conversations About Race by Glenn Singleton

(2012) What Does It Mean to be White? by Robin DiAngelo

(2001) Critical Race Theory: An Introduction by Richard Delgado

### REQUIRED Profile Photo

Welcome to your PEG Certification Course. On the first day that you log in, visit the top right of the page and click on the circle to edit your profile.

Visit <https://goo.gl/jlxVcO> for quick video tutorial

1. If your photo does not show (non-Google users), create your profile image. This is required for Conditions 1 and 2 in the course as you share your personal, local and immediate racialized perspectives in the interactive comments.

2. Use Gravatar.com to create profile image.

3. Click "update profile" when done.

For assistance, read: How to get started with Gravatar at <https://goo.gl/Cr3c3j> and How to create your profile image at <https://goo.gl/uKJMeK>

### REQUIRED Technology

Visit <https://app.letsrecap.com/login> with your class pin provided from the Affiliate Program Manager at orientation. We have also listed the course class pin in each Module.

- Sign in as a student
- Enter the course pin
- Record for up to two minutes. If you need additional time, use the "additional recording time question" or state "complete".
- You can log in from a computer or download the app onto an iOS device



#### Step 1

Log in at:  
[LEARN.CourageousConversation.com](http://LEARN.CourageousConversation.com)

Click:  
Student



#### Step 2

Use Pin provided on your application  
(such as the one shown)  
\*case sensitive



#### Step 3

Find your name and click on your circle  
(click on "new" if your name is not listed)



#### Step 4

SKIP  
*what are you curious about*



#### Step 5

RESPOND NOW  
and start recording if you work in  
PreK12 or outside of PreK12

### Module Media

Content videos and podcasts may be played from a computer or mobile device. As per your Affiliate Candidate Commitment Statement, do not save, record or download these files.

### Module Recording Examples

Throughout select Modules, you will be asked to record your own video of you having a mock discussion with participants in the room. You are welcome to record yourself with real colleagues responding to you in the room or record Module response with colleague(s) from your district/organization. Below are some examples to get you started.

### Module Comments

When you "edit your profile" you can choose to check or uncheck the following:

\*(Keep checked) Notify me when someone responds to my comments.

\*(Un-check) Notify me when someone comments on a discussion I've commented in.

\*(Keep checked) "Do not receive marketing e-mail from LEARN.CourageousConversation" (as it allows you to receive weekly course emails from PEG and is not "marketing").

### TIPS FOR NAVIGATING YOUR ONLINE COURSE

- Day one of your course, you are required to upload your photo.
- Explore all Modules, pages, activities, and buttons before the course start date. Click around. Have fun!
- Did you know you can right click on a link (PC) or two-finger click (MAC) to open a video or document in a new window?
- Use the left navigation panel to see the progress of all your Modules. You can revisit a Module or section even if it is checked complete.
- Save a backup of your comments and responses in your own word document should you ever have to re-submit or post during the course due to technical issues

### Additional Technology Tips

There are many things which can cause a network to load partially, slowly or not at all. Follow these steps to quickly resolve or determine the cause of this issue:

#### "I click on items and nothing happens/I do not have access"

- Check your internet connection (slower internet connections may have difficulty loading)
- Access your network from a different browser: Google Chrome, Firefox or Safari
- Clear your cache: <http://bit.ly/RXbtOs>
- Delete cookies: <http://bit.ly/Soy16m>
- Restart your computer

#### "My page does not load/I cannot see the entire text/picture"

- Firewall access: go to your computer's security settings to allow access to [LEARN.courageousconversation.com](http://LEARN.courageousconversation.com)
- Ensure you are running the latest version of your browser (links above)
- Enable JavaScript on your browser: <http://bit.ly/NCAYjz>

- Update your Flash Player: <http://bit.ly/Nqqk3c>

---

## Affiliate Commitment Statement

# CCAR Practitioner Affiliate Commitment Statement

---

Thank you for attending PEG's Affiliate Orientation for our CCAR Practitioner Certification Course!

In the "Affiliate Commitment" section of your course, we have provided an orientation video at the bottom the page for your review. We recommend you follow along while you are logged into your class on a separate window in order to try out the demonstrated features that we will cover in the video.

Please read the items below after you complete your orientation. Next copy and paste this statement into an email to [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com).

---

Affiliate Candidate Commitment statement:

I (\_\_\_\_name\_\_\_\_) agree to adhere to the following points listed in the COMMITMENT section of my PEGA Affiliate Program online course. Dated (\_\_\_\_month/day/year\_\_\_\_).

---

### Affiliate Candidate Commitment

Pacific Educational Group and each licensed district/organization agree to the following terms to fulfill the partnership requirements for instituting the PEG Affiliate Program, as filed in the shared and signed contract. Below are highlights for Affiliates to review.

#### AFFILIATE AGREES TO THE FOLLOWING:

1. Do not save, record or download course files.
2. Complete the online certification process which consists of; the online course and completion of all video recordings and assignments, teleconference/webinars, and face-to-face live training session.

Upon completion of all course/training items, the Affiliate CCAR Practitioner Level certificate is issued.

[This level of certification belongs to the individual and may continue to be used in all roles, work sectors, groups, organizations, personally and the community. It is transferable wherever you go.](#)

- Note that CCAR Practitioner Affiliates are not licensed to deliver CCAR trainings on behalf of PEG. This certification provides you with the tools to use CCAR and embed the Protocol in your current roles, trainings, curriculum and discussions that are part of your own organization.
- Upon completing CCAR Practitioner Certification, Affiliates may use the objectives and outcomes they have gained as CCAR Practitioners (to inform, guide, and utilize the Protocol for Courageous Conversations About Race) in each area of work and responsibilities in their current job role and organization with use of the Compass for Courageous Conversations About Race, the Four Agreements and the Six Conditions.
- Affiliates are NOT licensed to utilize any of the full two-day seminar activities in isolation from Beyond Diversity curriculum such as the Race in my life, Rosa Parks (above/below the line), the Colorline, etc.
- Affiliates are NOT licensed to facilitate or utilize activities from the Courageous Conversations About Race, 1st or 2nd edition text for organizational professional development. These activities build upon several group hours that participants

experience together in the format of a structured two-day seminar. The time and placement of activities build upon one another with the foundation of the Protocol for CCAR. When they are taken out of live training, and attempted in isolation, the potential for UNPRODUCTIVE disequilibrium arises. There is no support of the 16-hour full seminar experience to support individuals who may then peak out and above their limits of tolerance, thereby making the learning experience counterproductive to your work as an Affiliate. The book guides individuals through self racial identity processing and the affiliate training provides a structured opportunity to learn how to guide others through racial identity processing.

3. As per the signed contract on file PEG reserves the right to protect our intellectual property. We ask that Affiliates:
- Do not to modify, alter, or otherwise change the Protocol (Compass, Agreements, Conditions). Do not change or adapt the terms or logos.
  - Do not use the terms PEG, PEG Affiliate Program, Beyond Diversity, or Courageous Conversations (CCAR) in any promotional material.
  - Do not to copy, print, reproduce or duplicate the Protocol or any of its contents for use outside of the district/organization (CCAR may not be facilitated for personal consulting.) Beyond Diversity Curriculum, activities, or any pieces thereof may not be used for Non-PEG, Non-BD trainings, workshops, meetings, etc.

---

Optional:

After one year of CCAR Practitioner experience, Affiliate candidates may request information on Facilitator certification with the use of PEG curriculum and materials. Candidates will work to demonstrate continued improvement in areas that have been noted during feedback, coaching and co-facilitation. This level of certification takes time and practice. We do not guarantee that each candidate will reach the capacity to facilitate PEG's curriculum. PEG determines the readiness of candidates to successfully deliver PEG curriculum at the district/organization level.

\*Affiliates will not be licensed to deliver PEG curriculum such as Beyond Diversity, nor any training on behalf of PEG, outside of their district/organization.

[This level of certification belongs to the organization that maintains the annual license fee to utilize the PEG's curriculum and is NOT transferable should an individual leave and wish to take it to a new organization.](#)

Contact: LEARN@CourageousConversation.com for additional information regarding the requirements and cost for Affiliate Facilitator certification.

---

Selected items from signed full contract on file with your district/organization:

3.1 Independent Contractors. ...Neither this Agreement nor any terms and conditions contained in this Agreement may be construed to: (a) give any party the power to direct and control the day-to-day activities of any of the other; (b) create or constitute a partnership, joint venture, franchise, employment or agency relationship between or among the parties; or (c) allow any party to create or assume any obligation on behalf of the other party, not including such obligations related to completing the Services and/or Deliverables.

5. Intellectual Property Rights and Trademarks. PEG (and its licensors as applicable) shall retain full and sole title, copyright, patent, trademark and other proprietary rights in its Services, Deliverables and/or training protocols (for the purposes of this Section 5, collectively referred to as the "Training Protocols"), the underlying documents and materials, including user manuals, PowerPoint presentations, handouts, and any backup or archival copies of the aforementioned provided to Client by PEG and any modifications or translations thereof, "Pacific Educational Group, Inc.," "Pacific Educational Group," "PEG," and "Courageous Conversation," and any other trademarks, service marks, know-how and other proprietary property adopted by PEG to identify the Training Protocols and other PEG products and services (collectively, referred to as the "PEG IP"). Client shall not have any rights in or to the PEG IP, and Client shall not use the PEG IP in any way other than as specifically allowed for under this Agreement.

[\[Affiliates may use the provided one page reproducible/copy written CCAR table tent of the Compass, the Four Agreements, and the Six Conditions. Affiliates may use the provided one page reproducible/copy written COMPASS for CCAR\]](#)

Client agrees not to cause or permit the reverse creation or recompilation of the PEG IP.

---

[Affiliates may not create their own media such as PowerPoint -nor handouts- with PEG IP] [Affiliates may provide copies of the copy written one page Compass/Protocol Table Tent that will be distributed with their certificate upon full completion of the certification program]

Client shall not market any of the PEG IP in any way which implies that they are the proprietary product of Client or of any party other than PEG (and its licensors as applicable). Client shall take all reasonable steps to ensure that its employees, agents, contractors and clients are aware of and comply with the foregoing.

PEG IP includes, but is not limited to, the following: [On file with full contract: pages 2-3, list of items 1-42]

2 Beyond Diversity  
9 CCAR ("Courageous Conversations About Race")  
10 Courageous Conversations About Race  
11 Courageous Conversation™  
22 MORE Courageous Conversations About Race  
25 PEG Affiliate  
26 PEG Equity Transformation Affiliates  
29 Race in My Life Exercise  
32 SOAR ("Students Organized Against Racism")  
33 Systemic Equity Transformation Framework  
34 The Colorline Exercise  
35 The Compass (of Courageous Conversation)  
36 The Four Agreements (of Courageous Conversation)  
41 The Six Conditions (of Courageous Conversation)  
42 White Talk/Color Commentary

Client shall not use any PEG trademark or any other mark likely to cause confusion with a PEG trademark as any portion of Client's trade name or trademark for any other products of Client. Client shall have the right to use PEG trademarks solely to refer to PEG's Programs, products and services. Client shall keep visible all PEG copyright notices and other such marks on the Training Protocols (and user manuals). Client agrees with respect to each registered trademark of PEG, to include in each advertisement, brochure, or other such use of the trademark, the symbol "TM" and the following statement: "COURAGEOUS CONVERSATION" is a trademark of Pacific Educational Group, Inc. Remaining contract sections 6-11 [On file with the full contract]

Per the Annual Affiliate License between the District/Organization (its Affiliates) and Pacific Educational Group; only certified Affiliates are able to lead Courageous Conversations About Race (CCAR) or deliver PEG curriculum such as Beyond Diversity seminars.

This Affiliate license cannot be used outside of the District/Organization, nor for participants/attendees who are not District/Organization staff.

The items included in this license are explained in depth on the following pages of the full contract:

- (Pages 2-3) Intellectual Property of Pacific Educational Group for use of licensed Affiliates with copyright restrictions.
- (Page 11) Upon completing CCAR Practitioner Certification, Affiliates may use the objectives and outcomes they have gained as CCAR Practitioners (to inform, guide, and utilize the Protocol for Courageous Conversations About Race) in each area of work and responsibilities in their job role at their current organization with use of the Compass, the Four Agreements and the Six Conditions. CCAR Practitioner Affiliates are not licensed to utilize full two-day seminar activities in isolation from Beyond Diversity curriculum such as the Race in my life, Rosa Parks, the Colorline, etc.
- (Page 11) Upon completing Facilitator Certification, Affiliates may use the objectives and outcomes they have gained as curriculum Co-facilitators to conduct full two-day seminar activities in the order of the slide deck, and in their entirety: Do not conduct activities from the Beyond Diversity, any PEG curriculum, nor any activities from the text in isolation such as Race in my life, Rosa Parks, Colorline, etc.

---

Contact: [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com) with questions to request additional information regarding this AFFILIATE COMMITMENT STATEMENT.

# TRAVEL to CCAR Practitioner Live Training Day

---

By submitting this Affiliate Program Travel commitment statement, I agree to the following:

- I will arrange my travel to ensure my full participation from 9:00am - 6:00pm on the live training day listed in the orientation section of the course
- I am committed to arrive to the training location no later than 9:00 am
- I am committed to not depart earlier than 6:00 pm
- I am committed to reserve the use of cell phone/email/communication during the training hours of 9:00am - 6:00pm
- If I arrive late/leave early, I will be required to reschedule my training day and participate with another cohort to receive my CCAR Practitioner certification

Email the following statement to: [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com).

---

CCAR Practitioner Live Training Day Commitment statement:

I (\_\_\_\_name\_\_\_\_) agree to adhere to the points listed in the TRAVEL/COMMITMENT section of my CCAR Practitioner Affiliate Program online course. Dated (\_\_\_\_month/day/year\_\_\_\_).

---

---

Contact: [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com) with questions to request additional information regarding this AFFILIATE COMMITMENT STATEMENT.

## Feedback

We believe that by sharing our feedback for everyone, with everyone, you can each learn from one another in this process!

Thank you,  
The Affiliate Coaching Team

As you access your weekly feedback, note that it is "view" only. You cannot edit or delete it. You will not provide feedback to your colleagues, but you may review others' feedback for this collaborative learning environment.

<http://bit.ly/1Peg123z> link indicates your video has been received. Your video feedback will become available to you in the same cell as the link. Look for your name and follow the 8 Modules down the column of your initials. You can double click on the cell to read the entire paragraph.

Module	Affiliate 1	Affiliate 2	Affiliate 3
1	<a href="http://bit.ly/2Peg123z">http://bit.ly/2Peg123z</a> Lynda, great start with the overview of what the Protocol is: Agreements, Conditions and Compass. @0:48 you shared your first condition.....	<a href="http://bit.ly/1Peg123z">http://bit.ly/1Peg123z</a> Shaun, excellent using the room as a physical Compass and have us participants walk to the quadrant we are in when we here "why do we need to talk about race here at....	<a href="http://bit.ly/3Peg123z">http://bit.ly/3Peg123z</a>  (video has been received but feedback is blank, please allow for 3 business days for feedback to post)
2			

---

\*You will record and submit 9 video recordings in this course for the Modules listed below.

---

Module 1. The CCAR Compass – Why do we need to talk about race?

Module 2. Adaptive Leadership – “Just give me a strategy”

Module 6. Facilitate a CCAR – “Test scores don't lie/It's the parents' or community members' fault”

Module 9. Facilitate Activity Using C2 Isolate Race and C3 Multiple Perspectives

Module 12. Facilitate Others Using a Working Definition of Race

Module 13. Facilitate a discussion on Condition 6 – Presence and Role of Whiteness

Module 15. Internalized Whiteness

Module 16. The 4 Types of Institutionalized White Racism

Module 17. Racial Autobiography - What impact has race had on you?

## Webinars

The webinars are mandatory to receive the CCAR Practitioner certificate.

Webinar dates are listed in the online course, or contact: [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com)

CCAR Practitioner Certification Webinar:

Topic #1: Condition 5 - Establishing a Working Definition of Race

Topic #2: Internalizing Protocol/Moving from Participant to Facilitator

Join from PC, Mac, iOS or Android: <https://zoom.us>

For phone number/meeting ID: contact [LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com)

International numbers available at <https://goo.gl/dd17oN>

Be sure to place your phone on mute when not speaking (to reduce background noise).

Note: If you need tech assistance text/call Program Director at 415-314-8487.

\*Transcript of the webinar will be posted in the online course.

## Live Training Day

The live training day is the culmination session and is mandatory for certification. The live training day is the space to apply the Protocol in your personal and professional practice. The Affiliate Coaches assess the room and individuals' knowledge of Protocol to determine where they need to go, based on what is showing up in the discussion.

Our goal is to ensure you have internalized the Protocol to understand each part in its fullest before you are able to start applying CCAR™ in your Practice at your organization/district. We recommend one full year of CCAR™ Practice before the next step. (Contact your site's equity coordinator if you are interested in moving into the next level of Affiliate Facilitator certification).

At the end of your online curriculum and online video coaching feedback, you are ready to prepare for your Live Training Day with Affiliate Coaches.

A link to the live training schedule and specific date, time, location, etc, are updated on the Orientation page of the course.

Affiliate candidates are encouraged to bring a journal for taking notes.

Affiliate candidates are required to complete Module 17 (Racial Autobiography and personal evaluation) and the Course Evaluation within one week of completing the live training day).

Affiliate candidates are provided with a reflection prompt to prepare them for an interactive live training day that is immersed in real live practice in Protocol conversations and personal/professional development using the Compass, 4 Agreements and 6 Conditions.

### AFTER the Live Training Day

Affiliates continue to reflect on the certification training and opportunities to grow with each new Courageous Conversation About Race that they lead in buildings, teams, meetings, with parents and colleagues, in districts/organizations, and in personal life.

\*Prep. Practice CCAR™. Reflect. Repeat.\*

- Participants that complete certification are invited to webinars with Affiliates doing CCAR work worldwide.
  - Ongoing participation is required to maintain certification requirements.
  - Bi-annual recertification is required by registration and attendance at National or Regional Summits for Courageous Conversation.
- 

### **Course Evaluation**

Course Evaluation is required after you complete your live training day and your final Module 17.

We value your feedback.

Please complete our brief evaluation form at <https://goo.gl/ig77Y3> to receive your certificate.

If you choose to submit it anonymously, please email  
[LEARN@CourageousConversation.com](mailto:LEARN@CourageousConversation.com) with a screen shot or noting you completed your evaluation.

## Contact Information

### General Information

LEARN@CourageousConversation.com

PEGaffiliate@gmail.com

Office: 415-484-5051

Skype: PEG Affiliate

Google Hangout: SBrown@CourageousConversation.com

Shaundra Brown, Program Contact, Affiliate Program Director

SBrown@CourageousConversation.com

Cell/Text: 415-314-8487

### Coaches

Devon Alexander, Affiliate Coach

racialequitycoach@gmail.com

Cell/Text: 224-279-5420

Skype: PEG Affiliate

Google Hangout: racialequitycoach@gmail.com

Tonica Abdur Salaam, Affiliate Specialist

TSalaam@CourageousConversation.com

Cell/Text: 651-398-5586

Skype: PEG Affiliate

Google Hangout: TSalaam@CourageousConversation.com