

The Affiliate Program at Pacific Educational Group
 Courageous Conversations About Race (CCAR)[™] Practitioner Certification Course

Transforming individuals into racially conscious leaders.

Through Courageous Conversation, Pacific Educational Group partners with individuals and organizations in our Affiliate Certification and Intersession Programs.

We empower individuals to address "Why Explore Race?" through the Protocol for Courageous Conversation.

The Affiliate 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 the intent to enable widespread implementation of the Courageous Conversations About Race[™] (CCAR) Protocol to assist individuals and organizations to begin to successfully create equitable environments and communities. This 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 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.

Description

The Courageous Conversations About Race (CCAR)[™] Practitioner Affiliate certification program trains individuals to use the Protocol for Courageous Conversations About Race[™] and embed this into their current practice and job functions. 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 Courageous Conversation’s international cadre of Affiliate Educators.

Objectives

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

2.0 hours	Orientation (1 hour pre-recorded videos, 1 hour attend orientation “virtual office hours”)
2.0 hours	Live webinars (2 live webinars, 1.0 hour each)
36.0 hours	18 Modules (1-2 hours per Module)
2.0 hours	Self-study, reflection, practice, conversations with colleagues
8.0 hours	Live Community of Practice day

CCAR Practitioners are able to:

- Define each component of the CCAR[™] Protocol;
- Understand the personal and interpersonal purpose of each part of the Protocol;
- Apply Protocol when analyzing/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/mindfulness to process through racialized fears, triggers and obstacles; and
- Craft, expand, and articulate his/her Racial Autobiography™.

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/bring to scale a personal passion for equity and 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™

Live Community of Practice Day (LCP)

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 that participants have internalized the Protocol to understand each part in its fullest so that they are able to start applying CCAR™ in their own practice within the organization/district. We recommend one full year of CCAR™ practice before applying to Facilitator Certification (contact LEARN for additional information).

9:00am Start	<p>Introductions</p> <p>Affiliate candidates are provided with interactive activities, reflection prompts, and group exercises 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, Agreements and 6 Conditions.</p>
Working lunch <i>(lunch is provided)</i>	<p>The CCAR™ Compass - Why do we need to talk about race?</p> <p>Adaptive Leadership</p> <p>The Four Agreements</p> <p>The Six Conditions of Courageous Conversations About Race</p> <ul style="list-style-type: none"> Condition 1 - Personal, Local, and Immediate Condition 2 - Isolate Race Condition 3 - Multiple Perspectives, Normalize the Social Construction of Race Condition 4 - Monitor the Conversation Condition 5 - Establish a Working Definition of Race Condition 6 - Presence and Role of Whiteness
5:00pm End	<p><i>Affiliate candidates are required to complete Module 18 (Racial Autobiography and personal evaluation) and the Course Evaluation within one week of completing LCP).</i></p>
<i>One week after LCP</i>	

At the completion of the online curriculum and live community of practice day, candidates will be certified as Affiliate Practitioners and then invited to start group coaching for their organization/district with Affiliate Coaches, access the online CCAR Resource center, and receive monthly newsletters with opportunities to connect with Affiliates worldwide to deepen their personal and professional practice in Protocol.

AFTER the Live Community of Practice 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 through participation in National or Regional Summits for Courageous Conversation.

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