

COURAGEOUS CONVERSATION™ A.R.E.A.S. **(ACCELERATING RACIAL EQUITY ACCOMPLISHMENT SYSTEMWIDE)**

Pacific Educational Group announces an exciting, new curriculum featuring one-day seminars and ongoing online guidance that support classroom, school and district leaders in accelerating Systemic Racial Equity Transformation. These innovative, comprehensive experiences will deepen educators' understanding and effective execution in critical topics such as culturally relevant teaching, student leadership development, educating Black girls and boys, college and career readiness, and mobilizing families and communities of color. Our unique combination of face-to-face training and ongoing virtual interaction will keep participants engaged in and focused on racial equity accomplishment.

INTRODUCTION TO COURAGEOUS CONVERSATION

Introduction to Courageous Conversation is a powerful, personally transforming, one-day seminar that helps leaders, employees, and organizations understand the impact of race on their lives, their work, and their overall growth and development. Interactive and stirring exercises strengthen participants' critical consciousness of race and lead them to investigate the role that racism plays in institutionalizing achievement disparities. Most importantly, it models and teaches a protocol for discussing race in ways that are productive, insightful, and generative. We cannot solve the problems created by systemic racism without discussing race. Introduction to Courageous Conversation enables organizations to generate equity by imparting a method for connecting and communicating. **No Prerequisite**

CLASSROOMS THAT WORK: DEFINING ROLES AND RESPONSIBILITIES FOR IMPLEMENTING CULTURALLY RELEVANT TEACHING SYSTEM-WIDE

Transforming teaching practices to be culturally relevant requires not only developing the educators' will, skill, and knowledge to confront race in curriculum choices and instructional practices. Successful efforts to design and implement culturally relevant teaching are rooted in a school-wide commitment to achieving racial equity in systemic policy, programming and practices. Our one-day seminar deepens school commitment to culturally relevant teaching by guiding leaders in full examination of the system while identifying the many classroom facets where opportunities exist for implementing a pedagogy that fosters equity and academic excellence for all. Participants will emerge armed with tools, such as PEG's Systemic Racial Equity Transformation Framework™, and a clear understanding of how they are used to shift mindsets and practices at the classroom, division and school levels. **Prerequisite = Beyond Diversity**

LET THEM SOAR: DEVELOPING TEACHERS TO DEVELOP AND SUPPORT STUDENTS ORGANIZED for ANTI-RACISM

For students to become courageous racial equity leaders of tomorrow, they require courageous adult leadership for racial equity today. SOAR is designed to train and empower young people of ALL races to emerge as catalysts for racial justice. This one-day seminar invites educators who have equity passion, practice and persistence to effectively engage with student leaders to eliminate racial disparities in their schools and district. Soar participants learn how to apply Courageous Conversation™ to more thoroughly examine their own racial equity roadmap while also developing an understanding the SOAR philosophy and moving it from theory to practice. Participants will also engage in group action planning to cultivate the structures needed to embed and nurture student racial equity leadership development. **Prerequisite = Beyond Diversity**

PHENOMENAL YOUNG WOMEN: REIMAGINING AND CREATING SCHOOLS IN WHICH BLACK GIRLS THRIVE, AGAIN!

Michelle Obama, Mae Jemison, Marian Wright Edelman, Toni Morrison and Oprah Winfrey are familiar names because bold and creative educators stared down institutional sexism and racism enabling these and other Black girls to develop requisite confidence, skills and knowledge to thrive in college and beyond. Today, systemic challenges and obstacles facing Black girls mirror and often surpass those faced by Black boys, even though few initiatives address Black girls. For example, Black girls are disciplined at higher rates than their non-Black peers and disproportionately receive harsher punishments. This seminar is built from the minds and experiences of successful Black female educators and invites the collective wisdom of women (and men) to deepen the Courageous Conversation about improving the experience and outcomes of Black Girls in school and society. **Prerequisite = Beyond Diversity**

COACHING DIVISION HEADS AND LEADERSHIP FOR RACIAL EQUITY

Coaching Division Heads and Leadership for Racial Equity provides divisional and school leaders with a set of tools to engage in a more courageous inquiry of personal, professional, and organizational implementation of systemic transformation for racial equity. Developed to support working and/or aspiring leaders this seminar introduces participants to the process of Coaching for Racial Equity, with specific attention to the context of site and school leadership. Guided by the Courageous Conversation Protocol™ and Systemic Racial Equity Transformation Framework™, participants will identify, unpack, and begin to develop more courageous responses to the demands of division and school leadership in order to transform their schools for racial equity. **Prerequisite = Beyond Diversity**

RACE-ING TO READINESS: CREATING SCHOOL ENVIRONMENTS WHICH FOSTER ALL STUDENTS' ASPIRATION FOR AND SUCCESS IN COLLEGE & CAREERS

Participants in this seminar will utilize the Courageous Conversation Protocol™ and Systemic Racial Equity Transformation Framework™ to surface the challenges related to how race matters in our schools in the context of College and Career Readiness. This seminar will coach participants through these tools and action strategies, to sustain dialogue around preparation for college and career and to develop courageous solutions that give sight to racial blind spots and interrupt the current of race and power in the school to college/career pipeline. **Prerequisite = Beyond Diversity**

FAMILIES FRONT & CENTER: FOSTERING FAMILY AND COMMUNITY EMPOWERMENT TO ACCELERATE RACIAL EQUITY TRANSFORMATION

Participation of powerful family and community members on school equity leadership teams are essential for effective systemic equity transformation. Schools that accelerate systemic racial equity transformation focus on deep implementation of four equity pillars: Leadership, Students at the Center, Culturally Relevant Instruction, and Family/Community Engagement and Empowerment. Designed for equity leadership teams and family and community partners, this day-long seminar explores ways to explicitly surface, center and align with the voices of families and communities to more effectively engage systemic racial equity transformation. Participants will consider who these often-unheard voices are and how they can and do inform systems in ways that accelerate productivity and accountability for racial equity. **Prerequisite = Beyond Diversity**

LEADING THE WAY BACK TO LOVE, ENGAGEMENT AND HIGH ACHIEVEMENT FOR BOYS AND YOUNG MEN OF COLOR

Districts that create the space for, surface and learn from the voices of boys and young men of color can eliminate the racial inequities and institutionalized practices that marginalize, criminalize and ostracize these students. Using Courageous Conversation participants will examine ways to transform school systems into environments that nurture high-level engagement and achievement. Participants will critically examine the data, school culture and climate that according to Garrett Albert Duncan, renders black boys as "Beyond Love". In this one-day seminar administrators, teachers and student support leaders will take up President Obama's challenge to intensify the support and development of boys and young men of color, to become My Brother's Keeper. **Prerequisite = Beyond Diversity**