

MENU

[Speaker Series](#) - [Sessions](#) - [Registrant Info & Checkout](#)

Pacific Educational Group, Inc. (PEG), DBA, Courageous Conversation™ is a San Francisco-based consulting firm, dedicated to forging racial equity in education, corporate, government, health care and community organization contexts. Founded by Glenn Singleton in 1992, Courageous Conversation™ engages in sustained partnerships to help examine beliefs, behaviors, and results in the US, Canada, Europe, New Zealand, and Australia. We do so through intentional, facilitated, self-reflective dialogue focused on developing leadership, culture, and structures to transform systems through a lens of racial equity.

SPEAKER SERIES

"Decolonizing Ourselves and our Leadership: Utilizing a Liberation Approach and Intersectionality Framework to Challenge White Supremacy"

Tuesday, April 27th from 2:30 pm - 3:30 pm (PDT)

This workshop will provide a historical overview of how white supremacy and colonialism permeates throughout organizations/places of work and subsequently informs leadership and work environments. These environments are harmful and suffocating, and often counterproductive in our strive towards equity. This workshop will introduce attendees to liberatory, intersectional, and anti-racist frameworks as a call to action to decolonize the self and leadership.

EXECUTIVE ORDER 13985 - ADVANCING RACIAL EQUITY AND SUPPORT FOR UNDERSERVED COMMUNITIES THROUGH CRITICAL RACE THEORY

Led by Glenn Singleton (Founder & CEO of Courageous Conversation™)

On January 20, 2021, mere hours after being inaugurated as President, Joseph R. Biden signed executive actions on race in the United States of America. EO 13985 declares that "affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our government." Executive Order 13985 also revoked the order of the previous administration banning Critical Race Theory.

Critical Race Theory (CRT) seeks to explore and challenge the prevalence of racial inequality in society and examines the ways in which racial inequality is maintained and normalized.

In this 2-hour seminar, we will center the history, policy, practice, and outcomes through a lens of racial equity. Using critical race tenets, participants will explore the on-going debate about the costs, human value, and humanity of BIPOC in government, business and education.

Duration: 120 min.

SESSIONS

All session times are reflected in **Pacific Daylight Time (PDT)**

DEVELOPING A RACIAL EQUITY LENS *NEW*

Led by Tito Soto-Carrión

Introduction to Courageous Conversation™ is the prerequisites for this Part I.

In this foundational training, participants will strengthen their analysis of how racism manifests in schools and institutions. Participants will practice the Courageous Conversation™ Protocol and be introduced to the Systemic Racial Equity Transformation Framework, in which it is embedded, to help develop and support critical self-reflection. This training supports participants who are newer to conversations about race and racism to grow their racial equity lens.

INTERROGATING WHITENESS *NEW*

Led by Tito Soto-Carrión

This session is aimed at making Whiteness visible. Participants will use the Courageous Conversation™ Protocol to gain a shared understanding of how dominant White cultural norms manifest in interpersonal dynamics and behaviors as well as in institutional policies and practices. Participants will explore their own experiences participating in and/or experiencing aspects of White culture, and reflect on how these dominant norms impact their work for racial equity within schools and institutions.

Duration: 120 min.

COURAGEOUS CONVERSATION™ EXPLORATION

Led by Courageous Conversation™ Team

This session is required to enroll in CCAR Protocol: Grown and Practice (Part I).

This full-day, 6.5 hour, seminar is intended for participants who were unable to take the same or a similar seminar at their company/school/organization. This professional learning exercise will enable participants to gain a working understanding of racial equity, diversity and inclusion as well as explore the basic elements of The Protocol™. Participants will also consider how to engage the Courageous Conversation™ in their personal and professional lives.

Duration: 6.5 hours

INTRODUCTION TO COURAGEOUS CONVERSATION™

Led by Courageous Conversation™ Team

Introduction to Courageous Conversation™ is an experience that acquaints individuals with a set of tools, The Protocol™, to engage, sustain and deepen dialogues about race. Participants will be introduced to the three components of The Protocol™: The Compass, Four Agreements, and Six Conditions. This initial engagement with Courageous Conversation™ guides an exploration of the life impact, and promotes and essential literacy and consciousness to examine our personal, professional, and organizational ways of being. Designed to meet participants at whatever their level of experience. Introduction to Courageous Conversation™ will enhance any effort to promote racial equity.

Duration: 150 min.

SHE SPEAKS, SHE LISTENS: AT THE INTERSECTION OF RACE AND GENDER

Led by Hiria Cameron

This session opens space for participants to examine how conversations about gender and race can challenge the dominance of Whiteness. Through the diverse narratives coming out of the South Pacific where the racial context centers Indigenous and non-Indigenous people, participants will have the opportunity to listen to multiple perspectives. We will also examine how we bring our racialized self into the work of anti-racist relationships among and between racially diverse women. The purpose of this gathering is to develop deeper understanding of how one's gender and racial identities can serve to strengthen anti-racist practice and dismantle Whiteness.

Duration: 120 min.

RACIALIZING LATINX PEOPLE AND COMMUNITIES

Led by Luis Versalles

People all across the broad color spectrum of the Latinx community face critical choices regarding racial equity, intragroup conflict, and the "colorblind" narrative dominant in the United States. The intersection of language, nationality, and ethnicity with race, significantly impacts the education of Latinx children. This experience will introduce participants to current identity theories related to the racialized experiences of Latinx people, and explore their implications in the socialization of Latinx students, professionals, and communities.

Duration: 120 min.

RACIALIZING LATINX PEOPLE AND COMMUNITIES

Led by Luis Versalles

People all across the broad color spectrum of the Latinx community face critical choices regarding racial equity, intragroup conflict, and the “colorblind” narrative dominant in the United States. The intersection of language, nationality, and ethnicity with race, significantly impacts the education of Latinx children. This experience will introduce participants to current identity theories related to the racialized experiences of Latinx people, and explore their implications in the socialization of Latinx students, professionals, and communities.

Duration: 120 min.

RACE AND PLACE: A COURAGEOUS CONVERSATION ABOUT RACE AND INDIGENEITY

Led by Kat Poi

This experience provides an opportunity to explore the links between race, sovereignty and possession from an overarching position that White colonial settler nations continue to be socially constructed on the disavowal of Indigenous sovereignty. As an impact, the acknowledgement of race as color can be a space of Indigenous resistance. Using Courageous Conversation Protocol™, we will personalize how the continuation of these dynamics serve as roadblocks in our collective efforts toward racial equity while inhibiting our own development of authentic, humanizing relationships with one another.

Duration: 120 min.

PLAN AND PROCESS FOR SYSTEMIC RACIAL EQUITY TRANSFORMATION

Led by Luis Versalles

Systemic racial equity transformation is an unapologetically top-down process. Centering this work at the highest levels of the organization prepares it for accelerated results. It also better positions leadership to create the essential culture of authenticity and sustainability. Participants will be introduced to the process for developing a Systemic Racial Equity Transformation Plan. Leaders explore a model of organizational expectation; learn, anticipate, and ultimately interrupt the “faces of danger” in leading racial equity; and consider the degree to which they are poised for transformation.

Duration: 120 min.

INTERSECTIONALITY, DETOURS AND PROTOCOL: WHY IS THIS CONVERSATION ONLY ABOUT RACE? CAN'T WE TALK ABOUT _____?

Led by Andrea Johnson

We are complex beings and the intersection of our various identities sometimes calls us to question Condition Two of Courageous Conversation™, to Isolate Race. This seminar will use the Protocol to examine the meaning of Intersectionality and ways that it can become a detour and keep us from addressing the systemic issues that uphold the status quo. We will engage in deep thought and examine our life texts as we embark on the work before us and when we emerge from, global crises of our humanity and our health.

Duration: 120 min.

BLACK WOMEN LEADING FOR RACIAL EQUITY

Led by Dawan Julien

When you think about great leaders, are men the first people who come to mind? Are women an afterthought? Living at the intersection of racial and gender oppression, Black women lead in ways that challenge and interrupt both whiteness and patriarchy. Participants will use Courageous Conversation™ to examine their own beliefs about, and experiences with, Black women leaders.

Duration: 120 min.

WHITE RACIAL IDENTITY DEVELOPMENT: A COURAGEOUS CONVERSATION™ WITH SELF

Led by Courtney Caldwell

This is White Racial Affinity Seminar. White racial identity development theory describes how white people develop a sense of themselves as racial beings. In this session, participants will use The Protocol™ to move from a theoretical understanding to a personal examination of their own White racial consciousness journey. Participants will reflect on their experiences of the stages of White racial identity development, so that they can apply these learnings to who they are as racial equity leaders in their families, organizations and communities.

Duration: 120 min.