

Iluminar: Training & Coaching for Justice



The California Conference for Equality and Justice has a proven track record in providing comprehensive Restorative Justice training for educators. Iluminar: Training and Coaching for Justice is CCEJ 's interdisciplinary team that has provided experiential and innovative training and coaching to tens of thousands of people across Los Angeles County & Southern California since 2014.

We build cultures that promote stronger communication, healthier relationships, and where no one is disposable so that conflict is healed in equitable and just ways.

Inspired by the power of light in many forms to shift our perspective and understanding - especially around topics that we might prefer stay unexamined - Iluminar specializes in bringing Restorative Justice practices to three places:

- K-12 Schools, Colleges, & Universities
- Workplaces
- Families

Attend one of our upcoming in-person or virtual Restorative Justice trainings
OR contact us today to schedule a training at your school site!

Last year, we served
8,521 Youth

**2,400
Educators**

**30 Schools
across Southern
California**

"CCEJ has helped our school district move toward enhanced personal relationships and connections between students and staff, while reducing a top-down punitive approach. CCEJ has helped with the focus on social-emotional learning, in a safe, accepting environment. Our district focuses on building community and strengthening interpersonal relationships. This has improved the school climate and enhanced the social-emotional growth of our students and community."

- Jeff Middleton, LCSW, PPSC Mental Health Liaison, El Rancho Unified School District

Illuminate: Training & Coaching for Justice

Restorative Justice Services

Our model focuses on a comprehensive training series of core Restorative Justice modalities, followed by personalized coaching to implement new, sustainable practices that benefit the entire school community. We have evolved to offer virtual convenings, workshops and trainings to help meet the growing needs of our communities.

Nurturing Restorative Cultures in the Time of COVID-19

As the ongoing COVID-19 pandemic continues, schools, workplaces, and families find themselves not only navigating challenges in maintaining essential day-to-day rhythms, but also fighting for basic needs. In this moment, the need for Restorative Justice values and practices is more urgent as communication is challenged, relationships are being tested, and alignment with core values can seem a luxury.

To help meet the need for stronger communication, increased focus on the connections that bind us to each other, and for acting from values that uplift healing, justice, and transformation; CCEJ is offering the following services to schools, workplaces and agencies serving families:

Online Coaching Services

- **Circlekeeping for Staff & Parents/Caregivers:** Experienced CCEJ staff are available to lead circle for exploring issues, navigating conflict, and strengthening relationships and community in a time of high stress and social isolation.
- **Facilitation:** CCEJ staff facilitate meeting for teams and committees through responsive agenda design based on site needs and strategic planning framing, especially for post-COVID-19 transition period.
- **Coaching for RJ Practitioners:** Direct one-on-one or small group coaching for staff responsible for leading Restorative Justice implementation designed to address challenges and opportunities that arise from implementing a Restorative Justice framework and practices during the COVID-19 pandemic, and through online modalities.
- **Consulting Services:** CCEJ offers consulting expertise for advising task force meetings, site specific implementation design, circle planning and curricula, design of trauma sensitive Restorative Discipline matrices, troubleshooting, and presentation design.
- **Planning for Community Reintegration:** Support for creating trauma sensitive, community building plans for when school and workplace communities are able to physically reunite. Themes include: creating appropriate spaces for students/staff to share and process experiences of COVID-19, re-establishing cultural values and norms, rebuilding relationships and strengthening trust, navigating conflicts that emerged from physical separation, etc.

Online Workshops & Trainings

CCEJ's workshops and trainings will feature interactive learning and dialogue, with frequent use of break out groups for small group discussions and learning. Each workshop and training will be anchored by tools that can be put into easy use by participants. Workshops and trainings will vary between number of sessions, but each session will be no longer than 60 minutes. All sessions will be held on Zoom.

- **Restorative Strategies for Parents/Caregivers**
- **Authentic Community Building Online**
- **Cultivating Resiliency & Accountability Pods**
- **Centering Play and Joy in Relationships**
- **Restorative Dialogue**
- **Understanding Needs Based Theory & Applications**
- **Planning & Guiding Trauma Sensitive Restorative Circles During COVID-19**
- **Designing Community Reintegration Processes**
- **Values Anchored Decision-Making in Crises**
- **Customized Trainings:** CCEJ's seasoned trainers and curricula authors will design and facilitate a training based on your site's specific needs and areas of skills improvement. This training is billed based on hours of training and hours of design prep at a ratio of four hours of preparation for every one training hour.

Online Community Circles

- **Monthly Restorative Justice Practitioners Convening**
- **Monthly Parents/Caregivers Dialogue Circle**

Billing Process:

CCEJ invoices partners on a regular basis as services are utilized. CCEJ staff maintain logs of services used, which can be shared with partners upon request. For discrete services such as trainings, CCEJ uses a 1:18 trainer to participant ratio to calculate costs and schedule trainings. Partners will commit to a specific and reasonable amount of Technical Assistance Service when contracting with CCEJ.

CCEJ charges schools for the full amount of time requested. Hours are not transferable beyond the length of specific contracted services. Please notify CCEJ staff of specific requirements you might have regarding billing and payment of contracts beforehand.

For contract partners, CCEJ will work to modify pre-existing plans to match emerging needs and physical distancing requirements.

Our Team



GILBERT SALAZAR, MA

TRAINING COORDINATOR - INNOVATIONS DEVELOPMENT (*Pronouns: He/Him/His*)

Gilbert advises schools and districts on the CCEJ implementation model and leads the development of multimedia tools and materials for trainings, coaching and media. Gilbert has worked with a wide range of K-12 students and teachers, including students who were suspended/expelled and affiliated youth; as well as with parents and families. Gilbert has been recognized for some of his work in two publications: *Some Men: Feminist Allies and the Movement to End Violence Against Women* and is a contributor to "Colorizing Restorative Justice: Voicing Our Realities" by Living Justice Press.

SARAH OGDIE, MSW

TRAINING COORDINATOR - PARTNERSHIPS DEVELOPMENT (*Pronouns: She/Her/Hers*)

Sarah stewards, strengthens, and expands partnerships with schools and workplaces invested in restorative and social justice. She believes in modeling the impact of anti-racist, intersectional, feminine leadership, and has over 10 years experience facilitating cross-cultural dialogue. Sarah's publications include "Creating Diverse and Inclusive Schools Through Relationship-Based, Anti-Oppressive Classrooms" in the *Millennial Compact with America*, and "Toward a Relevant Psychology of Prejudice: Linking Science & Practice to Develop Community Interventions" in *Contextualizing the Cost of Racism for People of Color*.

DR. JENNY ESCOBAR, PHD

TRAINING STRATEGIST AND COACH (*Pronouns: She/Her/Hers*)

Dr. Jenny Escobar leads the implementation of Restorative Justice values and practices at the school and district level. Previously, Dr. Escobar served as the Director of a Family Resource Center in the Mission District of San Francisco. She has also been involved with the healing justice strategies of survivors throughout Latin America and South Africa. She focused her scholarly work on Colombia, working alongside survivors as noted in her publications *Memoria Viva: State Violence and the Movement for Memory in Colombia*, and *From rescue to solidarity: (Re)humanizing relationships for social transformation*.

MAYRA SERNA, MA

TRAINING SPECIALIST (*Pronouns: She/Her/Hers*)

Mayra is a first generation Chicana from Santa Ana, California. At CCEJ, Mayra leads CCEJ's Raising FUTUREs program, a restorative caregiving education program for parents/caregivers of youth involved in and/or targeted by the juvenile justice system while also supporting the implementation of Illuminar's Training and Coaching for Justice programs for schools, community organizations and agencies. Mayra has over ten years of experience in nonprofit organizational leadership, coordinating programs and services, developing curriculum and training, as well as organizing with youth of color and their families.