



Illuminar: Training & Coaching for Justice

2020-2021 Menu of Services

Illuminar: Training and Coaching for Justice is CCEJ 's interdisciplinary team that provides experiential and innovative training and coaching in Restorative Justice practices for schools, families, workplaces, organizations, and community settings. Since 2014, tens of thousands of people have been trained and coached by CCEJ staff in using Restorative Justice practices to build cultures that promote stronger communication, healthier relationships where no one is disposable so that conflict is healed in equitable and just ways.

For the safety of our community, all of our current training offerings are virtual using a Zoom platform. Participants in these workshops can expect content via slides, group dialogues and interactions using the chat and breakout room features.

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 organization, workplace or school community.

Core Restorative Justice Training Series:

- Online Introduction to Restorative Justice
- Introduction to Online Games & Teambuilders
- Trauma Sensitivity & Restorative Practices
- Restorative Dialogue
- Community Building Training
- Harm & Conflict Advanced Circlekeeper Training

Technical Assistance & Coaching Services:

- Consulting Services
- Customized Trainings
- Coaching for Restorative Justice Practitioners
- Facilitation & Circlekeeping

Restorative Justice Training Series

Prices are valid for up to 18 participants, and can scale up by adding additional trainers.

Online Introduction to Restorative Justice (2 hours)

\$630

As we all learn to navigate through this era of COVID-19, Restorative Justice continues to help us center what matters. Join us for a virtual circle experience and an introduction to the foundations of this transformative work. This workshop is designed for people interested in learning more about restorative practices, or who want a refresher on the guiding values of the work.

Introduction to Online Games & Teambuilders (3 hours)

\$1,065

In moving all our work to virtual spaces, many of us have struggled with finding engaging ways to build and sustain relationships with our peers, clients, partners, and students. This workshop provides strategies for building and strengthening relationships and connections through online platforms. We will explore tools like games, story sharing, and dialogue to cultivate joy and vulnerability in service of authentic connections.

All participants will be sent a Virtual Games & Teambuilders Guide (PDF) after the training.

Trauma Sensitivity & Restorative Practices (3 hours)

\$1,125

This training introduces basic trauma theory and the embodied effects of traumagenetic experiences while providing opportunities to connect with personal and collective resiliency practices. We will explore key principles fundamental to a trauma informed approach and engage Restorative Practices, including Circles, as a trauma sensitive modality. This training includes self-reflection, storytelling, and concept presentations.

Restorative Dialogue (3 hours)

\$1,445

We believe all humans need to be seen, heard and understood. Each interaction we have brings us closer or further from that vision. Restorative Dialogue empowers us to respond to challenges with others through a relationship-centered lens. In this training, we will explore dialogue skills that affirm positive relationships and provide interventions to shift relationships towards accountability and self-directed actions.



Community Building Training (9-12 hours)

\$3,445

Join us for a virtual experiential training to start building your own Restorative Justice practice in your classroom or workplace! We will reflect on our own communication and discipline styles, learn what makes policies and procedures authentically restorative, and engage in skill-building around teambuilding and leading circles. If you are interested in applying restorative practices and leading the work in your own life, this foundational training is for you.

All participants will be sent a Community Building Handbook (PDF) after the training.

Harm & Conflict Advanced Circlekeeper Training (12-18 hours)

\$5,400

Our in-depth Harm & Conflict Advanced Circlekeeper Training will take your Restorative Practices to the next level in situations where harm has occurred. Participants will learn specific strategies to address harm and conflict in restorative ways that center relationships and minimize exclusion. Building on our Community Building Training, this advanced skill-building session will help you unpack conditioned conflict responses, roleplay specific harm scenarios, and lead re-entry circles to give you firsthand practice with restorative responses.

This training is especially recommended for all those involved in any aspect of creating policies around or implementing disciplinary practices.

All participants must have previously attended CCEJ's Community Building Training before attending Harm & Conflict Circlekeeper Training. It is recommended that sites have an established Community Building Circle practice already in place before moving to implement Harm & Conflict Circles.

Additional Training Topics Available:

- Values Anchored Decision-Making
- Designing Community Reintegration Processes After COVID-19
- Moving Circles Online: How to Transfer Circle Practice into Virtual Space
- Cultivating Resiliency & Accountability Pods
- Restorative Strategies for Parents/Caregivers
- Understanding Needs Based Theory & Applications
- Restorative Practices for Racial Justice



Technical Assistance & Coaching Services

\$250/hr per CCEJ staff

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.

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.

Coaching for Restorative Justice 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 in-person and through online modalities.

Facilitation & Circlekeeping :

Experienced CCEJ staff are available to facilitate meetings or community building circles for teams and committees through responsive agenda design based on site needs and strategic planning framing. Circles can be used to explore issues, navigate conflict, and strengthen relationships and community in a time of high stress and social isolation.

Billing Process:

CCEJ invoices partners on a regular basis as services are utilized. 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 and agree to be charged for the full amount of TA time requested. Hours are not transferable beyond the length of specific contracted services. Please notify CCEJ of specific requirements you might have regarding billing and payment of contracts beforehand.

Our Training 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*.

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.

To discuss the needs of your specific site or to contract CCEJ for training or coaching services, please reach out to Sarah Ogdie at sogdie@cacej.org or call (562) 435-8184.

