

**Pacific Educational Group**  
**Affiliate (Train-the-Trainers) Certification Options & Training Process**

**I. Overview & Philosophy**

The PEG Affiliate Certification Process is a comprehensive training program designed to enable qualified applicants to serve as Beyond Diversity Affiliates.

The Affiliate Certification Process coincides with PEG's desire to create widespread implementation of the Courageous Conversations Protocol to assist teachers, administrators and districts to internalize the Protocol and deepen engagement around creating racially equitable classrooms, schools, and communities.

**II. The Beyond Diversity Training**

The Beyond Diversity training is a powerful, personally transforming two-day seminar designed to help teachers, students, parents, and administrators understand the impact of race on student learning and investigate the role that racism plays in institutionalizing academic achievement disparities. Participants engage in a thoughtful, compassionate exploration of race and racism and grapple with how each influences the culture and climate of our schools. Attendees practice using strategies for identifying and addressing policies, programs, and practices that negatively impact student of color achievement and serve as barriers for ALL students receiving a world-class education.

Applicants who wish to qualify for training are required to complete an six (6) week course that includes the following:

- 4-week Facilitator Beyond Diversity Online course (14 hours)
  - Assigned reading
  - Video Clips
  - Podcasts
  - Prompts
  - Segmented video responses submitted to PEG Facilitators for feedback
- 2 video teleconferences with experienced Beyond Diversity Facilitator to prepare for live workshop (3 – 4 hours)
- 1-day live workshop led by experienced Beyond Diversity Facilitator (10 hours)
- Co-facilitation with experienced Beyond Diversity Facilitator (14 hours)

The **Beyond Diversity Affiliate (BDA)** is a person who has been certified to facilitate the live two-day Beyond Diversity curriculum.

## **Experience/Qualifications:**

- Commitment to end racism.
- Awareness of his/her racial identity, personal biases and history related to racism.
- Possesses face-to-face facilitation skills and techniques and can demonstrate them.
- Has cultural competency knowledge and abilities.
- Demonstrated ability to successfully work in an environment with economic, racial, ethnic and gender diversity.
- Can deal with conflict at any stage including conflicts with the program, with participants, and with co-facilitator.
- Demonstrates professionalism, self-confidence and authenticity.
- Skilled in honoring a group and affirming participants.
- Skilled in reading the underlying dynamics of a group.

## **III. Certification**

To qualify for training and certification, applicants are required to have an appropriate level of education and experience in the fields of training, advocacy, education, youth empowerment, diversity consulting, team building, or in related fields. This will be determined by district recommendations, prior work/volunteer experience, interviews, and performance during the certification training.

## **IV. Ongoing Relationship**

Certification brings with it access to all the resources of the Pacific Educational Group. Yearly professional development recommendations and periodic assessments to ensure the integrity of the program and continued growth of the PEG Affiliate Program is paramount.

## **V. Agreement**

Prior to the commencement of training, the district and Affiliates will be expected to sign a Mutual Agreement for Affiliate Partner Districts, indicating mutual agreement to the roles and responsibilities for PEG, the district, and Affiliates to ensure the greatest success of the program and its participants.

## **VI. Conclusion**

We welcome you to become a Certified Affiliate of the Pacific Educational Group. You will find your association with PEG to be pleasant and gratifying and your participation in the process to impact the lives of students of color to be rewarding and uplifting.

We want to empower educators to conduct Beyond Diversity trainings as well as develop the expertise to coach others through internalizing the Courageous Conversations Protocol. With certification and licensing, we believe that our partner districts will:

- See greater personal investment among teachers, administrators and school staff

- Witness fewer social barriers that naturally arise when “outsiders” tackle sensitive issues surrounding systemic racism within schools and districts
- Nurture an organic progression toward deeper engagement around issues of equity
- Enable a quick response to issues that arise at the school and district level throughout the year
- Empower teachers to actively work toward creating, testing and implementing solutions specific to classroom, school and district needs