



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

Aligning Our Practices with Racial Justice Values

End Abuse Long Beach

Trainer:

Daniel Solis, MA

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Who is CCEJ?

- We are the California Conference for Equality & Justice
- Our programs raise awareness, heal conflicts, & bridge differences
- We were founded in 1963 to serve SoCal & now serve a national audience
- We work interpersonally to change hearts & minds, and systemically to create structural change
- Our clients include businesses, schools, colleges, universities, community organizations, families, youth groups, non-profit organizations and government agencies
- In 2020, CCEJ trained over 4,260 youth and adults.

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Today's Objectives

- Reflect on our personal and professional values around Racial Justice
- Reflect on individual and collective role as leaders for Racial Justice
- Challenge ourselves and each other to deepen our practices of values-centered work



Art by Milka Lolo



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Communication Guidelines

- Respect
- Speak for Myself
- Make Space, Take Space
 - Honesty
- Intent and Impact
 - Try On

Others?

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Defining Values

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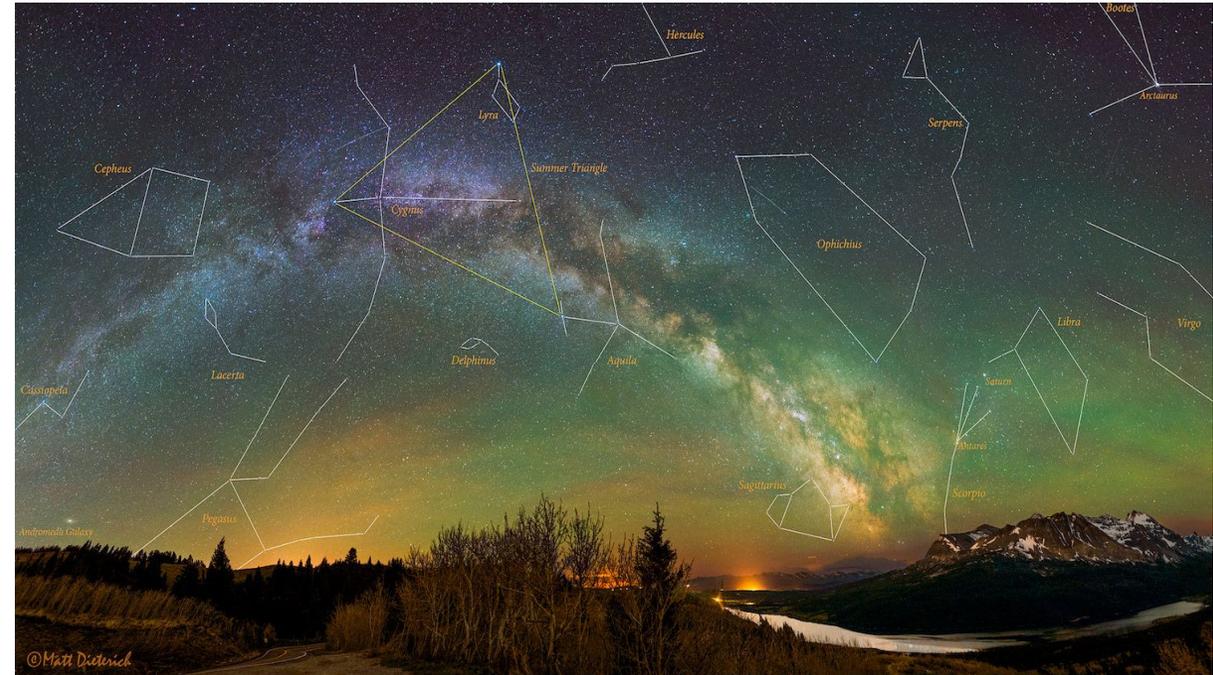
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What are values?

Values are our core beliefs about what is important to us and how we make those beliefs real every day.

Values help us answer:

- On our best day, who are we?
- What truths do we need to remember to guide how we want to act and react?
- What is our core no matter the circumstances?



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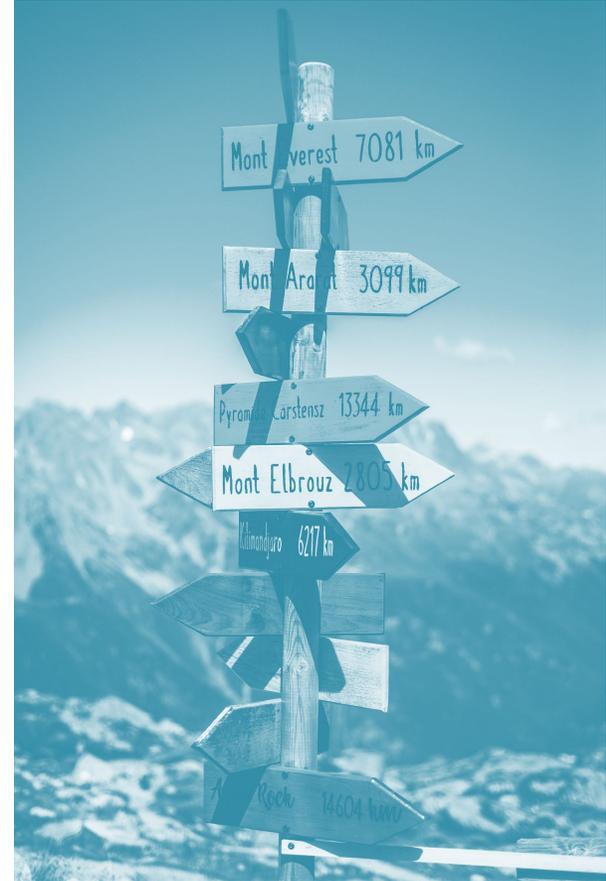
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Values Pair Share

- ❖ What are your guiding values in your work?
- ❖ How do you know you are acting from those values?



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Racial Justice Values in Action

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Anti-Racism as Commitment & Action



Ijeoma Oluo 
@IjeomaOluo

The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward.

Author, *So You Want to Talk About Race*

Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily.

These choices require ongoing self-awareness and self-reflection as we move through life.

In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society.

Being antiracist is not about who you are; it is about what you do.

Source: *National Museum of African American History & Culture*



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Moving Sidewalk Analogy





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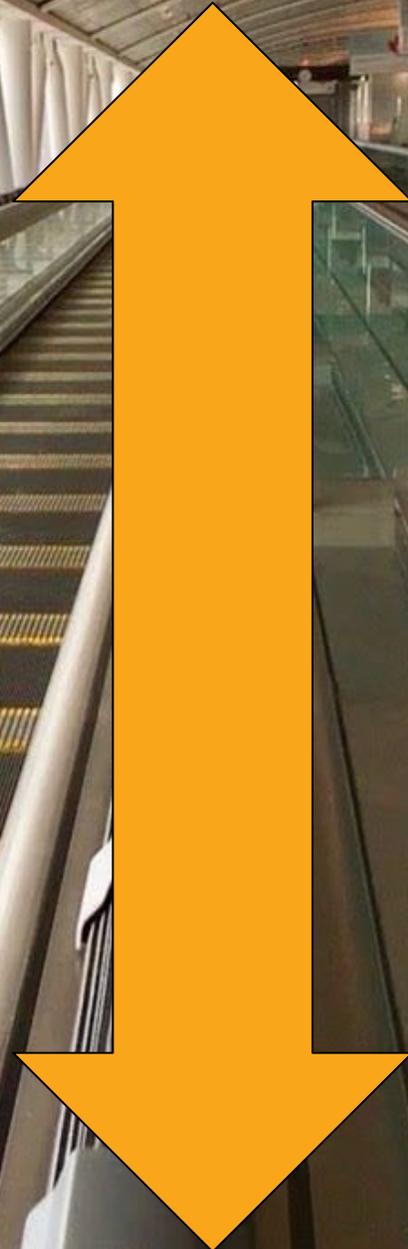
Currently,
where are you
in your work
life?

How do you
know?

Moving With

Staying Still

Moving Against





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Values Scenarios

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Breakout Groups Guiding Questions

- What value are you centering?
- What should you take into account from a Racial Justice perspective in deciding how to move forward?
- Naming the value explicitly, how would you respond?



Scenario 1

You are holding a virtual meeting with several colleagues over Zoom. During a discussion on an upcoming event, you notice one of your Black team members has been consistently interrupted by a few of the other white team members. After they are cut off for the third time in a row, you see them stop speaking, and turn off their camera. They put one more comment in the chat about the discussion which no one responds to, and the meeting continues.



Scenario 2

You are representing your organization at a meeting with several other service providers. Most of the representatives from the other organizations are white, and racial microaggressions towards representatives of color have happened at previous meetings. A white representative starts a discussion for a joint grant opportunity to bring more services to “at risk” communities. Several groups share that it’s a great idea to bring these services to underrepresented groups, while others want to have representation from these communities to inform the grant. The group is leaning toward putting in an application, and ask you if your organization will be signing on.



Scenario 3

Your organization is hiring for a new director position. The hiring committee is made up of current staff and Board members, including 4 white people and two Latinx. After reviewing all the applications and conducting initial interviews, there are two clear contenders for the position: a Latinx person with a lot of experience in direct service who has never held a leadership position before, and a white person who has only held leadership positions for the last 20 years. Most of the group is leaning toward the white candidate. One person on the hiring committee suggests to extend the recruitment process to secure more applicants. Another person says that they shouldn't be focused on race – their job is to choose the most qualified candidate, regardless of skin color. Another person says hiring the Latinx person is necessary to 'fix' the organization's image in the community. No one can seem to come to a consensus.



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CLOSING

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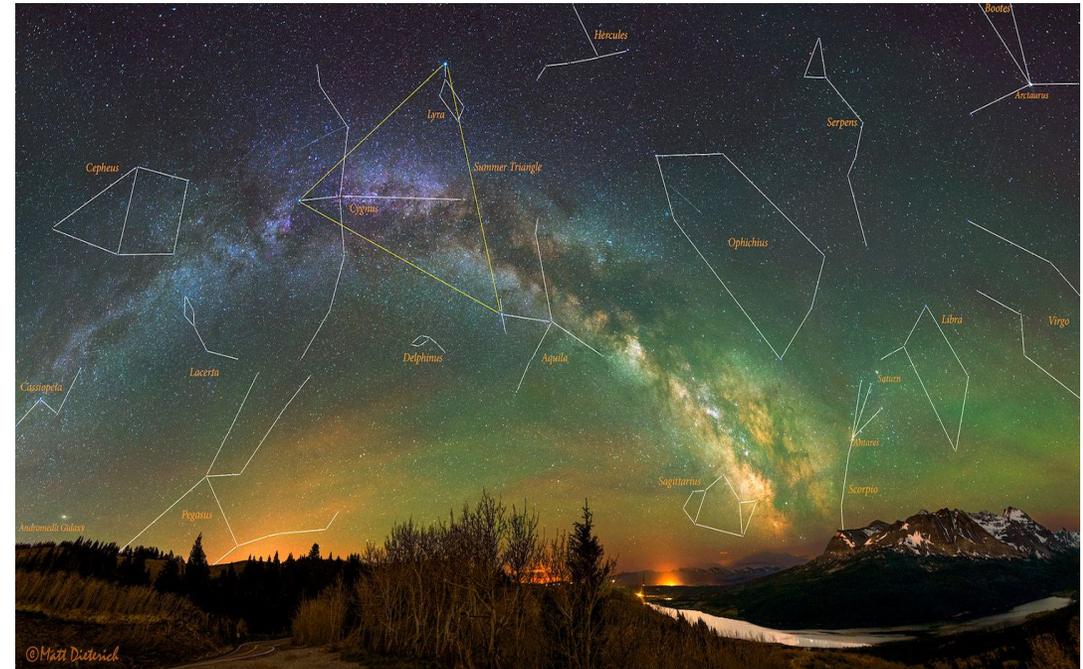
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Racial Justice Constellations

- Star 1: A value that helps me stay committed to Racial Justice
- Star 2: A value that helps me be aware of the harm White Supremacy causes
- Star 3: A value that helps me confront challenging feelings around White Supremacy
- Star 4: A value that helps me unlearn White Supremacy Culture
- Star 5: A values that motivates me to contribute to Racial Justice in this community



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Identifying Our Values

ACCOUNTABILITY
ACHIEVEMENT
ADAPTABILITY
ADVENTURE
ALTRUISM
AMBITION
AUTHENTICITY
BALANCE
BEAUTY
BEING THE BEST
BELONGING
CAREER
CARING
CANDOR
CHALLENGE
CHARITY
COLLABORATION
CONTENTMENT
COMMITMENT

EMPOWERMENT
ENDURANCE
ENTHUSIASM
EQUALITY
ETHICS
EXCELLENCE
EXPLORATION
EXPRESSION
FAIRNESS
FAITH
FAMILY
FINANCIAL STABILITY
FORGIVENESS
FREEDOM
FRIENDSHIP
FUN
FUTURE GENERATIONS
GENEROSITY
GIVING BACK

KINDNESS
KNOWLEDGE
LEADERSHIP
LEARNING
LEGACY
LOVE
LOYALTY
MAKING A DIFFERENCE
OPTIMISM
ORDER
PATIENCE
PATRIOTISM
PEACE
PERSEVERANCE
POWER
PRIDE
RECOGNITION
RELIABILITY
RESOURCEFULNESS

COMMUNITY
COMPASSION
COMPETENCE
CONFIDENCE
CONNECTION
CONTENTMENT
CONTRIBUTION
COOPERATION
COURAGE
COURTESY
CREATIVITY
CURIOSITY
DETERMINATION
DEVELOPMENT
DIGNITY
DISCOVERY
DIVERSITY
DRIVE
EFFICIENCY

GRACE
GRATITUDE
GROWTH
HARMONY
HEALTH
HOME
HONESTY
HOPE
HUMILITY
HUMOR
IMAGINATION
INCLUSION
INDEPENDENCE
INDIVIDUALITY
INITIATIVE
INNOVATION
INTEGRITY
INTUITION
JOY
JUSTICE

RESPECT
RESPONSIBILITY
RISK TAKING
SECURITY
SPORTSMANSHIP
STEWARDSHIP
SUCCESS
SUSTAINABILITY
TEAMWORK
THRIFT
TIME
TRADITION
TRAVEL
TRUST
TRUTH
VULNERABILITY
WEALTH
WELL BEING
WHOLEHEARTEDNESS
WEALTH

ADAPTED FROM DARE TO LEAD BY BRENE BROWN

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Continue Learning with CCEJ

For more anti-oppression and restorative justice online learning opportunities, check out our website: <https://www.cacej.org/upcoming-events/>

Donate to CCEJ: <https://www.cacej.org/makeadifference/donate/>

Stay in Touch:
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