



COURAGEOUS CONVERSATION

BEYOND DIVERSITY

Beyond Diversity is a powerful, personally transforming, two-day seminar that helps leaders, employees, and organizations understand the impact of race on their lives, their work, and their overall growth and development. Interactive and stirring exercises strengthen participants' critical consciousness of race and lead them to investigate the role that racism plays in institutionalizing achievement disparities. Most importantly, it models and teaches a protocol for discussing race in ways that are productive, insightful, and generative. We cannot solve the problems created by systemic racism without discussing race. Beyond Diversity, a program with a 25-year history and over 100,000 alumni, enables organizations to generate equity by imparting a method for having Courageous Conversations about race.

ENGAGE

in a thoughtful, compassionate exploration of race and racism and grapple with how each influences the culture and climate of our workplace and in our communities.

PRACTICE

strategies for identifying and addressing the policies, programs, and procedures that negatively impact people of color's achievement and serve as barriers to ALL people's fullest potential.

DEVELOP

the knowledge and requisite skills for engaging, sustaining, and deepening Courageous Conversation about the impact of race and racism on our lives.

CORE SEMINAR TOPICS & CONCEPTS

- Courageous Conversation Protocol
- Racial Identity Development and Practice
- (De)Constructing Systemic Racism
- Adaptive Leadership for Equity
- Racial Power and Privilege

The way to stop discrimination on the basis of race is to speak openly and candidly on the subject of race.

-Hon. Sonia Sotomayor,
U.S. Supreme Court Justice
(2014)

TESTIMONIALS

"The City's leadership team has used Pacific Educational Group's training and the Courageous Conversation protocol effectively to launch our racial equity work. Sharing these concepts and approaches with our partners, Saint Paul Public Schools, has created a level of trust and understanding around racial equity we didn't have before."

Christopher B. Coleman, Mayor
City of Saint Paul, MN

"I will be forever changed by this experience, although I realize that I am just taking my first steps on a life-long journey. I can now move to change my classroom, home, and school."

Kristin Pack, Teacher, Poway High School, San Diego, CA

"I am excited to see how his work can impact the advertising industry. Writing mission statements, policies and coming up with programs are all boxes many companies check. And I think many companies will admit to feeling stuck. PEG's approach takes true courage to get real about one major obstacle which is - the belief system I have that may block my perspectives on diversity. Cheers to PEG for challenging the conversation!"

Keesha Jean-Baptiste, Director of Human Resources
Wieden+Kennedy, Portland, OR

"Beyond Diversity is just that – an experience that takes us beyond what we have ever experienced in diversity training before. We are challenged to look at ourselves and others through an entirely new lens. A powerful, life-changing experience!"

Deloris Bryant-Booker, Staff Development Director, Fulton County School System, Atlanta, GA

"Courageous Conversations About Race came across my desk at a time that I had almost given up on engaging in discussions of race and equity. I was exhausted from countless... unproductive conversations on this sensitive topic. I quickly learned why so many people choose not to engage in these conversations - because it is hard. This... gives system level leaders... concrete tools for productively entering a conversation about race."

Dr. Veronica Benavides, CEO The Engagement Think Tank / Equity Transformation Specialist, EDLD

EVANSTON BEYOND DIVERSITY

April 19 and April 20
8:30 A.M. - 4:00 P.M.

Lorraine H. Morton Civic Center
2100 Ridge Avenue
4th Floor, Parasol Room

For parents and guardians of District 65
and District 202 students and partners of
Evanston Cradle to Career

[Click here to register](#)

