

Pacific Educational Group

Frequently Asked Questions

What is Pacific Educational Group?

Pacific Educational Group, Inc. (PEG) is a San Francisco-based consulting firm founded in 1992 by Glenn Singleton. Established initially to address race in educational systems in the United States, our focus has expanded and includes higher education, corporations, non-profits, and law enforcement in Canada, New Zealand, and Australia, as well.

We believe systemic racism is the most devastating factor contributing to the diminished capacity of all people, and especially people of color and indigenous people, to achieve at the highest levels. It fractures the communities that nurture and support them. We cannot hope to eliminate the racially predictable outcomes of our lives unless we first discuss race and racism in a way that is earnest, honest, and sustainable.

What is the mission of PEG?

Our mission is to transform systems into racially-conscious, socially just environments that nurture the spirit and infinite potential of all people, especially Black, Indigenous and People of Color to achieve at the highest levels, and live their most powerful and empowered lives.

What is Courageous Conversation?

Courageous Conversation™ is our internationally-embraced process to discuss race explicitly in a manner that is intentional, compassionate and sustainable. It includes a set of tools, The Protocol, and the strategic Framework in which it is embedded. This dialogic approach holds the premise that already diverse organizations and systems cannot become more equitable and inclusive until the very nature and dimensions of the conversations about race and racism that are (or are not) taking place are examined and addressed.

To that end, we engage in sustained partnerships to help our clients examine beliefs, behaviors, and results in personal, professional and organizational contexts. We do so through direct, self-reflective, facilitated dialogue to develop leadership, culture, structures, and climate to effectively address and transform environments to be more equitable, diverse and inclusive.

Why Courageous Conversation?

Partnering for 28 years with a broad range of entities in the US and around the globe has revealed that organizations are deeply challenged to examine EDI beliefs polished with the aspirational jargon and hopes of mission and vision statements. This extensive experience, practice and research has rendered three compelling lessons about racial equity, identity

politics and cultural transformation: 1) *Race Matters*. 2) *Leadership Must Lead*. 3) *Courageous Conversation is Essential*.

Race Matters – The unfortunate history of racism in the United States, as well as current problematic racial disparities across every sector of society point to a truth...Race Matters! Still, many policy, programming and practice guidelines fail to align with this reality. When leaders develop deeper understanding of the omnipresent impact of race on their personal, professional and organizational contexts and, effectively act upon their newfound understandings, lasting change begins.

Leadership Must Lead -- Transforming the workforce and workplace require a shift in the organizational culture and climate of the company. That shift must flow from the highest-ranking leadership to and between staff in all divisions of the workplace. Developing leaders' critical consciousness and literacy of leaders on how racial belief and bias yield racial disparities is a critical process to transform new understanding into effective practice.

Courageous Conversation is Essential — Although racial disparities are commonplace in the US and often cited as strategic concerns, few people want to discuss race or are able to do so in a sustained and deepened manner in a multi-racial setting. Language is at the heart of the organization's culture and thus, what cannot be discussed cannot be achieved. Relatively few leaders have learned how to talk about race effectively, and such a skill set must be honed before a practiced value for racial equity, increased diversity and enhanced inclusivity can be achieved.