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POWERED BY **ICF** Coaching Education

**Race Matters: Intentionally Incorporating Race in Coach Education Programs**  
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# Objectives

You will be able to:

- Acknowledge why identifying and sharing racial identity and developing racial consciousness in coach education programs is essential to serving clients globally as we commit to respect, integrity, equity, and responsibility.
- Identify how we have incorporated racially conscious coach curriculum into our coach education program.
- Leave the session with resources to determine entry points for isolating race, engaging in conversations about race, and developing coach education with a racial equity-centered lens.



## Who we are and what we do

- We are Educational Leadership Executive Coaches.
- Our School Leadership Coach education program builds the capacity of leaders to become transformational and resourceful coaches.
- Our coach education program certifies internal coaches to support leadership development.
- Our coach education program integrates the ICF Core Competencies and content specific to racial consciousness for a equity-centered leadership coach education experience.



# Why we incorporate race in coach education

To partner with clients in ways that respect and hold integrity for all of who we are and all of who they are

To increase self-awareness around race and identity

To surface and confront racial biases that stem from socially constructed ideas about race



# Race- a working definition

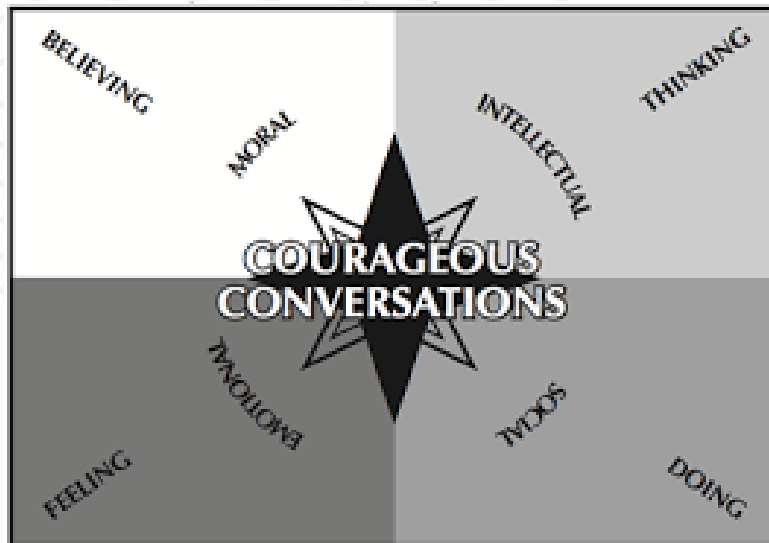
Race is a social fabrication, created to classify people on the arbitrary basis of skin color and other physical features. Although race has no genetic or scientific basis, the concept of race is important and consequential. Societies use race to establish and justify systems of power, privilege, disenfranchisement, and oppression.

*Taken from the National Museum of African American History and Culture*



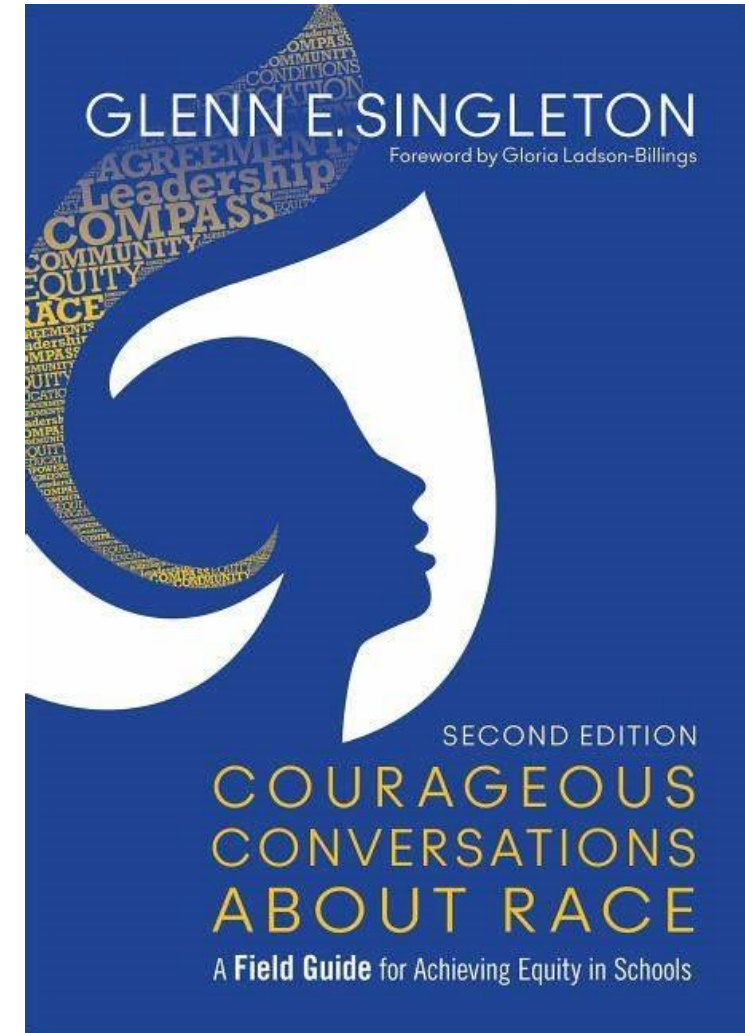
# Courageous Conversation About Race

## The Compass



## 4 Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect/Accept Non-Closure



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## MINDFUL MINUTE

How might your coach education program benefit from incorporating racial consciousness?





Knee to Knee:  
What was one of the earliest events of your life that impacted your views on race? How did this event shape your thinking?

Listener asks, "Can you say more about..."

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# Preparing to Facilitate Racially Conscious Coach Education

## Facilitators Training 2 hours of learning/month for 6 years

- Beyond Diversity- Two-day training with Pacific Education Group
- Team Learning Time- Role Plays, Book Studies, Analyzing Texts, Videos, Ads

## Time Set Aside for ACC/PCC Cohorts

2 hours a month  
for 10 months

## TAKING ACTION

What is a next step for your coach education program connected to incorporating racial consciousness?

**REFLECTION: Share in the chat**

**What are you walking away  
with for yourself today?**

# Bibliography

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# Thank you for joining us!

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