

# Coaching with Equity & Inclusion in Mind



— SHRM —  
SHRM-CP | SHRM-SCP  
RECERTIFICATION  
PROVIDER  
2021

**ACTP**  
ICF ACCREDITED COACH  
TRAINING PROGRAM  
ICF



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# Program Description

Our country finds itself in a critical time regarding diversity, equity, and inclusion. The coaching world is not immune to the impact that this is having on society. We at the Academy of Creative Coaching are certain that you have had clients that are from historically marginalized communities or who are White that have come to you for assistance in navigating these troubled times.

This could include trying to identify ways to navigate predominantly White organizations while staying connected with their identities. How to succeed in the midst of experiencing microaggressions or stereotype threats.

Perhaps they want guidance on how to make the statement their organization has just put out in support of Black Lives Matter and their commitment to racial justice.



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How do you help your clients navigate these tricky situations while staying true to their salient identities? Do you believe as a coach you have the skills to coach across differences? This workshop will assist you in gaining confidence in your coaching ability to effectively serve your clients.

**Program delivery method:** In-Person

**Program hours delivery method:**  
Synchronous

**Program language:** English

**Target audience:** Current coaches that need ongoing professional development and continuing coach education.

**Attendance:** Participants will have to register, and we will take a role at the beginning, in the middle, and at the end of the session.



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# Learning Objectives

- Participants will take the Intercultural Development Inventory and receive their results.
- Participants will learn the Intercultural Development Continuum model and how it applies to coaching.
- Participants will know what cross-cultural coaching is and how it can benefit them and their clients.
- Participants will know what cultural competence is and how to begin to move toward cultural humility.
- Participants will learn the definitions of microaggressions and stereotype threats and how to coach clients through them to achieve their goals.
- Participants will learn how their own personal and social identities can impact their coaching practice and how to use the Identity Wheel as a coaching tool.



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- Participants will be introduced to implicit bias and the impact it can have on them and their coaching clients and how to use the Implicit Association Test as a coaching tool.
- Participants will be able to identify ways to make a plan to develop their cultural humility aligned with their strengths to prevent defensiveness, overwhelm, and burnout.

## Coaching Specialties

Program requirements: Students must complete the 12 hours of training to receive a certificate of completion.

## Cost

- \$1500/person

Will cap at 20 participants.

## Instructional Time

\*synchronous hours

- Core Competency: 9 hours\*
- Resource Development: 3 hours\*



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# Instructor

**Joel Pérez, Ph.D., ACC (He/Him/EI)**

Dr. Joel Pérez is the owner of Apoyo Coaching and Associate Certified Coach with the International Coach Federation. He received his training with the Academy of Creative Coaching and is a member of the International Coaching Federation. He specializes in career transitions, career coaching, coaching professionals of color navigating predominantly White organizations, and professionals that want to develop their cultural humility. He has a certification in the MBTI, Qualified Administrator for the Intercultural Development Inventory (IDI).

He also currently serves as an adjunct instructor for Brandman University in California in the Educational Doctorate in Organization Leadership. He has over 20 years of experience in higher education, having served most recently as vice president and dean of students at Whittier College in California.



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# Instructor

## Jillian Gross Fortgang (she/her/hers)

With a multifaceted 20+ year career as an educator, nonprofit professional, and researcher focused on individual and organizational development, Jillian's formal training includes a Ph.D. in Higher Education with a concentration in Organizational Behavior and Management (2017), a Masters in Nonprofit Leadership (2008), a professional coaching certification with the Academy of Creative Coaching (2021), and yoga teacher certification (2021). She trains regularly on implicit bias, releasing shame and guilt, community-centric fundraising, having uncomfortable conversations, intercultural awareness, and social identities.

Jillian is also the founder of yes, and... journeys, coaching, and facilitation practice focused on supporting white folks committed to building an antiracist way of life. She lives in Minneapolis with her spouse and their delightful rescue dog, Lettuce.



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