

A close-up portrait of Dr. Nancy Dome, a Black woman with short hair, wearing a yellow and white striped top and a pearl necklace. The background is a soft, out-of-focus grey.

Media kit

Dr. Nancy
Dome

2024



About Me

In 2008, Dr. Dome accepted a position with Pacific Educational Group as the Director of Online Programming where she developed online professional development opportunities for individual teachers and school districts. Realizing that online would provide a greater reach, she provided hundreds of educators with an interactive and transformative curriculum that challenged and inspired them to work as advocates for their underrepresented student populations.

Renowned speaker, author, and equity consultant, Dr. Nancy A. Dome co-founded Epoch Education in 2014 to provide leaders in education and business with accessible professional development to support equity efforts in pursuit of greater diversity, inclusion, and belonging.

Starting her career as a Child Care Worker, she has always had a strong desire to support those students most at risk. Realizing the education track would allow her greater flexibility and reach than the social services track, she re-educated to become a teacher and spent 10 years working in multiple capacities, ranging from classroom teacher, Mentor Teacher, and Teacher on Special Assignment, in the Juvenile Court and Community Schools (JCCS) in San Diego. Roles, which allowed her to train and support teachers in becoming more culturally competent educators for the diverse population they served.

Dr. Dome's passion for education prompted her to obtain her doctorate in 2004, which allowed her to secure a tenure track faculty position at CSUSM in the College of Education. There she spent 7 years working with future teachers to build their capacity in the classroom with a social justice focus, building their awareness around the necessity of being culturally competent. During that time, Dr. Dome coordinated a College of Education program that sought to identify racially under-represented undergraduates and support them in becoming teachers to help diversify the workforce.

Today Dr. Dome continues her important work as Founder/CEO of Epoch Education whose primary charge is to provide current, accessible and transforming Professional Development that helps school districts and educational agencies throughout the country navigate complex topics, build bridges, and work together for inclusive, impactful change. Dr. Dome also works with businesses providing inspirational keynotes, individual and small group coaching sessions, and training on effective communication through Compassionate Dialogue throughout the US and in the UK.

Dr. Dome is the author of the bestselling book *Let's Talk About Race and Other Hard Things: A Framework for Having Conversations That Build Bridges, Strengthen Relationships, and Set Clear Boundaries* that laid the foundation of Compassionate Dialogue as a mainstream strategy to support the development of strong workplace climates and cultures. In 2024, she published *The Compassionate Dialogue Journey: A Workbook for Growth and Self-Discovery* that provides a pathway for internal exploration by guiding readers through prompts and exercises designed to deepen their Compassionate Dialogue practice as a form of self-care.

When Nancy is not working, she spends much of her time in service to her community, gardening, and making memories with her loved ones. Learn more at www.drncancydome.com.

Links

- [Let's Talk About Race \(And Other Hard Things\): A Framework for Having Conversations That Build Bridges, Strengthen Relationships, and Set Clear Boundaries](#)
- [The Compassionate Dialogue Journey: A Workbook for Growth and Self-Discovery](#)
- [School Wellness Wheel: A Framework Addressing Trauma, Culture, and Mastery to Raise Student Achievement by Mike Ruyle \(Author\), Libby Child \(Author\), Nancy Dome \(Author\)](#)
- [Epoch Education](#)
- [Dr. Nancy Dome homepage](#)

Services

Learn to deepen your connection with yourself so you can forge deeper connections with others, create environments that center belonging and ensure all voices are heard, navigate conflicts effectively, and spearhead equity efforts in your organization or community via:

- 1:1 coaching for executives and leaders
- Keynote speaking.
- Interactive workshops

Contact

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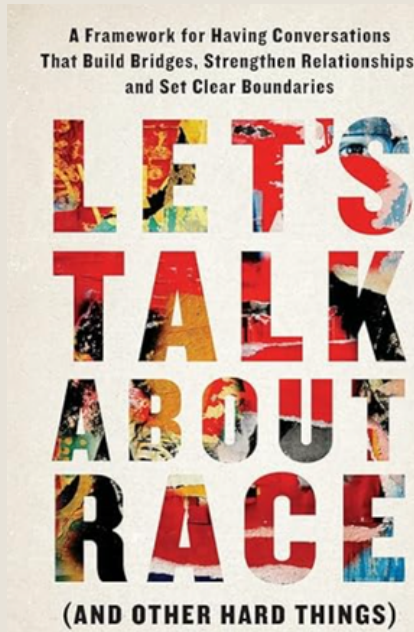


Books & Excerpts

Let's Talk About Race (And Other Hard Things): A Framework for Having Conversations That Build Bridges, Strengthen Relationships, and Set Clear Boundaries

Fear. Avoidance. Division. The safest path can feel like the one without dialogue regarding conversations about equity and diversity. What if you offend the other person? What if they challenge your beliefs? What if you ruin a relationship?

When it comes to hard topics, effective communication skills are an asset, vulnerability is necessary, and forgiveness is vital. In *Let's Talk About Race (And Other Hard Things)*, communication expert and equity consultant Dr. Nancy A. Dome provides you with a framework to recognize feelings, interrupt flawed patterns, and repair relationships. Utilized in business, education, and communities throughout the country, Dr. Dome's process makes space for vulnerability and helps participants engage in empathetic dialogue. Conflict is normal and survivable, and you don't need special skills or experience to navigate it—you just need practice. Complete with extensive qualitative research and case studies, this step-by-step guide shows how to lean into difficult conversations, recognize the role emotions play when we are not in control of them, and create a solid foundation for change, progress, healing, and resolution.



Books & Excerpts

Let's Talk About Race (And Other Hard Things): A Framework for Having Conversations That Build Bridges, Strengthen Relationships, and Set Clear Boundaries

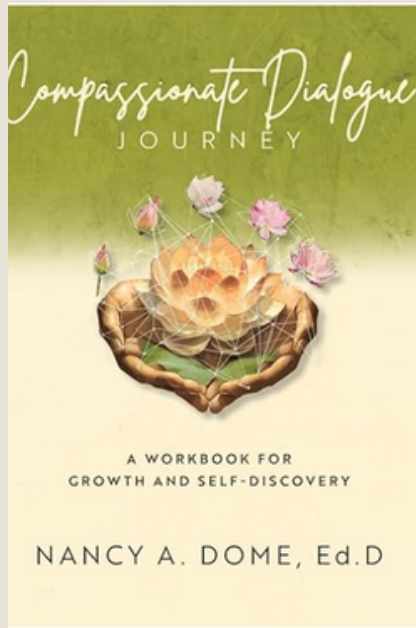
"Sometimes we get stuck in our righouensess to the point of weaponizing our communication. In fact, though, we can tell our truth in a way that avoids unnecessary harm. We can communicate in a way that inspires growth. My experience and input don't need to diminish the person I'm talking to, even if I don't agree . . . We've come a long way, and we have a long way to go. Both are true."

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"My sense of urgency in sharing compassionate communication techniques and the RIR Protocol in particular stems from watching the trajectory of our country. With each passing year, we become more and more divided, primarily as a nation but also globally. At the same time, our society as a whole continues to become more diverse. As we interact with more diversity, how can we have compassionate conversations? If we don't figure out how to resolve our differences and divisions, we risk destroying ourselves."

Pause and Practice

- What is an issue that is unresolved that you have been carrying around with you?
- What do you think is the impact on your body and mind if you continue to carry it?
- What gets in the way of you resolving the issue?
- What would it mean to you not to have to think about it anymore?



Books & Excerpts

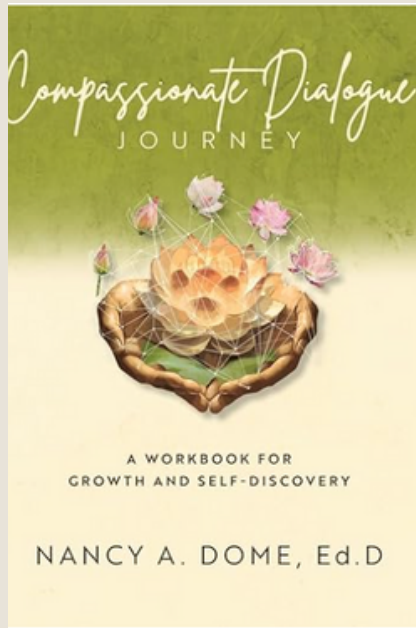
The Compassionate Dialogue Journey: A Workbook for Growth and Self-Discovery

What if you could resolve problems or uncomfortable situations in ways that are meaningful and productive? What if you could learn from them and learn more about yourself in the process? What if doing all these things created a pathway to more equity in our world and more communities of belonging for us all?

Let's face it: we encounter division and differences of opinion more than ever these days. It's not always clear how to move forward in a way that is both healthy and feels good inside, in a way that strengthens our systems, relationships, and selves . . . not erodes them.

The Compassionate Dialogue Journey teaches us how to do that. This workbook is a testament to the transformative force that education, activism, and empathy can have on our lives and communities.

Here, through thoughtful guidance and a series of journaling prompts and activities, best-selling author, speaker, and equity expert Dr. Nancy Dome teaches tools we can use to bolster both our self-regulation and relational skills. You will walk away knowing, "Others don't control my feelings or my actions. I am open to making mistakes, giving grace to myself and others, and trying my best to stay engaged each and every day. When I do that, I not only see better outcomes and feel more comfortable solving problems, but I can take better care of myself in the process."




Books & Excerpts

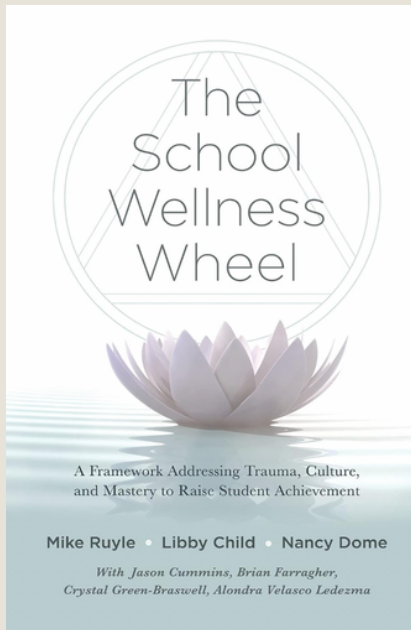
The Compassionate Dialogue Journey: A Workbook for Growth and Self-Discovery

“Part of being a “good person” is understanding that you might not know the exact right thing to say to every person or the exact right way to handle every situation, but that doesn’t take you out of the equation. Instead, those moments in between the binary are invitations to become a better person. To lead, ask, and learn with compassion, curiosity, and courage.

The inverse is true here, too: If someone says or does something that you perceive makes them a “bad person,” do you write them off? How “bad” do they have to be before you explode, retreat, or freeze? Sometimes—as we’ll discuss in depth when we cover the “Repair” in The RIR Protocol—writing off is what is best . . . but not always. There is so much room for complexity between the good person/bad person binary that we owe it to ourselves, and each other, to explore it a little more in a compassionate way.

 When was the last time you avoided having a conversation (or avoided asking a question) out of fear of being perceived as less than a “good person?”

- What happened?
- How did you react, and how did that make you feel?
- When was the last time you thought someone was a “bad person?” What happened?
- How did you react, and how did that make you feel?”



Books & Excerpts

School Wellness Wheel: A Framework Addressing Trauma, Culture, and Mastery to Raise Student Achievement

Your school can evolve to address trauma, promote well-being, and elevate learning. The School Wellness Wheel by Mike Ruyle, Libby Child, and Nancy Dome will show you how. Backed by educational, psychological, and medical research, the resource introduces a growth-focused framework for supporting students' cognitive, social, and emotional needs. Each chapter contains vignettes, examples, and advice from educators who are actively engaged in transforming their schools into centers of healing and resilience.

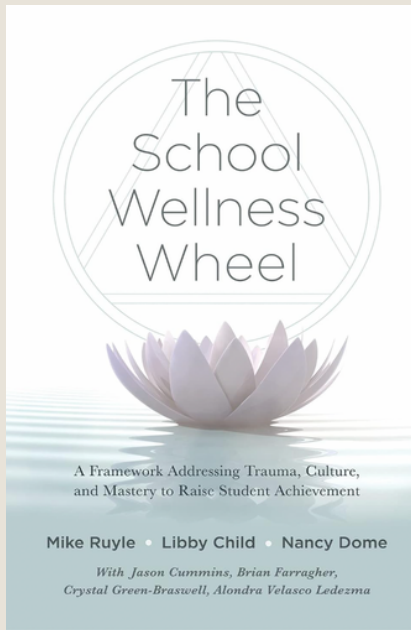
Learn how to develop resilience-centered schools that promote healing and higher levels of wellness and learning.

Discover and grow the three components of the school wellness wheel: (1) mastery-based learning, (2) trauma-responsive schooling, and (3) culturally responsive teaching.

Acquire research-based practices to foster a culture of mastery and ownership and build positive teacher-student relationships.

Understand the effects of trauma and adverse childhood experiences on students' cognitive, social, and emotional growth.

Study how an educator's self-regulation is related to students' self-regulation.



Books & Excerpts

School Wellness Wheel: A Framework Addressing Trauma, Culture, and Mastery to Raise Student Achievement

““If we encourage ourselves to approach the critical issues from a different perspective, it can open up a new world of unlimited possibilities. This is about the humans and the learning. It’s not about the curriculum and the content. By understanding and responding to students’ past and current experiences with trauma and stress, school administrators, teachers, an staff can break the cycle of trauma, help reduce its negative impact, prevent retraumatization, support critical learning, and create a more positive school environment.”

“Until we create schools that actively focus on the overall health of the brains, bodies, and psyches of the humans in the building, the quality of the curriculum, instruction, and assessments is irrelevant. Thus, the adults in the educational system have a critical responsibility to adjust their professional orientation away from simply delivering curriculum, providing instruction, and maintaining traditional grading systems, to adopting and growing within a humanized educational model that recognizes students’ individuality and helps them grow to the greatest capacity possible.”



Podcasts, Book Readings, Blog Posts, and Speaking Appearances

Unleash Learning TV

A conversation on how to navigate conflict and communicate in a way that seeks understanding:

<https://www.youtube.com/watch?v=08orzOI8qok>

The Resilient Entrepreneur Podcast, Episode 120

A must-listen-to episode for entrepreneurs looking to begin conversations about equity and diversity in their businesses:

<https://www.youtube.com/watch?v=vJbLUu7LD1o>

Live at Readers Books

A live presentation at Readers Books, an independent bookstore in Sonoma California, to the largest crowd the store had seen to date:

https://www.youtube.com/watch?v=ASS5_Km-sqY

That's What SHE Said Podcast Appearance

An interview about how listeners can improve communication skills and set healthy boundaries to help them to meet the current moment:

<https://www.youtube.com/watch?v=x9A3RaMyh2M>

Leadership Purpose with Dr. Robin, Episode 120

An interview about how change-makers can create communities of belonging and lead by centering equity and purpose:

https://www.youtube.com/watch?v=6oGZx4l_Upg

Speaking to Hanna Boys Center

A live on-stage presentation about compassionate communication in polarizing times:

<https://www.youtube.com/watch?v=Xlc05oWrTPs>

Blog Post about Personal Transformation, Contact Theory, and Creating Belonging

Excerpt: "Let me ask you, once again, to use your imagination. Imagine facing prejudice, intolerance, and even hate on a daily basis. What would that do to you? Imagine facing so much unwarranted covert and overt hostility that reacting to it feels futile.

Imagine your loved ones going through that and being helpless to do anything about it. That's what it's like, every single day, for minorities throughout the United States:"

<https://drnancydome.com/about/f/one-of-the-most-profound-experiences-of-my-life>

Blog Post about the RIR Protocol™

Excerpt: "And yet, as hard as it can be to have tough conversations, they are crucial and necessary. After all, avoiding a problem won't make it go away. Because of that, the question to ask yourself isn't, "Do I have this tough conversation?" The question to ask is, "How can I have this tough conversation in a way that is authentic, compassionate, and effective?" My answer? The RIR Protocol:"

<https://drnancydome.com/about/f/the-power-of-the-rir-protocol%E2%84%A2>

Suggested Questions for Discussion: Let's Talk About Race (and Other Hard Things)

1. To pose your question from Chapter 2's title back to you: Where *does* Compassionate Dialogue come from?
2. For readers who are worried about offending other people with their opinions, how do you recommend they enter into conversations about race?
3. How should readers respond if their beliefs about race are challenged? Is it OK to simply ask for time to consider what the other person is saying, or could that also be seen as a type of avoidance?
4. What does it take to change unconsciously biased behavior? How can your readers become better allies?
5. What role do emotions play when we're not in control of them?
6. Why do you think people get defensive when confronted with their own biases? Why are people so keen to turn a blind eye to their own behavior?
7. How can your readers and our listeners make space to hear and acknowledge other people's experiences without getting defensive?
8. In your book, you say, "Resolution doesn't always equal forgiveness." Tell us what you mean by that.
9. If conversations about race have come to a resolution but not forgiveness, how can readers go about repairing their relationships?
10. You close your book by talking about "moving forward with urgency." What does that process look like, and how can your readers and our listeners participate?

Suggested Questions for Discussion: The Compassionate Dialogue Journey

1. Let's start at the beginning: What is Compassionate Dialogue, and why do we need it now more than ever?
2. In 2021, you wrote the bestselling book *Let's Talk About Race (and Other Things): A Framework for Having Conversations that Build Bridges, Strengthen Relationships, and Set Clear Boundaries*. That book brought Compassionate Dialogue mainstream. How is this book different? What was your inspiration for *The Compassionate Dialogue Journey*?
3. You suggest readers work in groups if possible. Why is this recommended? And is it possible to get the same impact if you work through it alone?
4. What main problem or challenge does *The Compassionate Dialogue Journey* address for readers?
5. This is workbook-style, so it's designed to go from conceptual to actionable and experiential. Can you share an example of an activity so readers know what to expect?
6. How is what you teach in this book a form of self-care?
7. In Module 1, you have an Equity Avatar activity. You write, "The equity avatar that felt most true to me a few years ago was not a picture but a song: 'More Than Words' by Extreme." You go on to explain how this relates to your overall perception of the DEI space. Can you speak to that (and why it's important for readers to find their own equity avatars)?
8. You say readers need to give themselves grace as they go through this work. Why?
9. A big part of this book discusses knowing ourselves, including any fixed mindsets we may still be carrying or perpetuating. How do we address our blind spots if we don't know we have them?
10. You write about applying Compassionate Dialogue to larger organizations and ultimately systems. This feels huge. Can you share an example of how it has worked in practice?
11. What do you hope readers most walk away with after completing this workbook?

Suggested Questions for Discussion: School Wellness Wheel

1. Why did you decide to collaborate on this book, and who needs to read it the most?
2. This book teaches how to develop “resilience-centered” educational environments. What does this mean in practice?
3. Why is the focus on resilience so important, especially today?
4. How can readers use the School Wellness Wheel to promote healing and higher levels of wellness and learning?
5. Can we unpack each of three components of the wheel briefly? What is mastery-based learning, and why is it so important?
6. How about trauma-responsive schooling?
7. How about culturally responsive teaching?
8. Each component of the wheel is robust. How do they work together?
9. What outcomes can readers expect or hope for if they adopt this framework?
10. As the (solo) author of several books, how was the creation process different for this collaborative project? What did you learn/what surprised you?

Suggested Questions for Discussion: General Discussion

1. How did you arrive at this equity work? Did you always know that's what you wanted to do?
2. How about the origin story of Compassionate Dialogue?
3. What do you want people to know about the RIR Protocol™ who have never heard of it before? How do you describe it, and why do we need it now more than ever?
4. Do you still use these tools in your own life? Can you give an example?
5. How did your upbringing and early experiences shape your work today?
6. There's a lot going on right now, and you're a leader in a heavy space. Do you ever get tired? What is your relationship with self-care?
7. You speak a lot about creating communities of belonging. What does that look like? What can the everyday person do to help?
8. When we think of communication, we tend to think about it in terms of how we interact with others. A core tenant of your work is about that inner piece. Why is that so important?
9. You are a source of inspiration and growth for many. What thought leaders/resources/outside influences do you look to when you need inspiration or are pursuing growth?
10. Again, the world is as lot right now. What brings you hope about the future?



What People Are Saying

"Having leaders in the world like Dr. Nancy Dome is a gift to all of us. Her expertise, proven framework, and compassionate heart offer individuals and organizations the opportunity to build bridges, strengthen relationships, and set clear boundaries. As a black woman in the diversity and inclusion space, she offers a coveted perspective and uniquely broadens the discussion. Having difficult but necessary conversations, especially at this juncture in history, is imperative to our collective growth, and Dr. Nancy Dome shows us the way."

- Rich Litvin, Founder of 4PC

"Dr. Dome continues leading the way by guiding us to engage in more productive conversations on difficult topics. During a time in our history when people are anonymously attacking one another or using social media to encourage divisiveness, Dr. Dome provides an alternative. Compassionate Dialogue®

-Dr. Julie Vitale, Superintendent Oceanside USD

"We have to get to a place where people with very different opinions can come to the table and have a conversation. We can agree to disagree, but it doesn't have to be an 'I hate that person' type of situation. This is an ongoing challenge. Compassionate Dialogue gives us a path to follow."

- Diane Stevenson, Elk Grove Unified School District, Universal Equity Program Specialist

I have often found people who are extremely "awake" and doing the work are very rarely asked to look at **THEIR OWN ROLE** in perpetuating the inequities.

from **LET'S TALK ABOUT RACE (AND OTHER HARD THINGS)**
A Framework for Having Conversations That Build Bridges, Strengthen Relationships, and Set Clear Boundaries
by **NANCY A. DOME, Ed.D.**