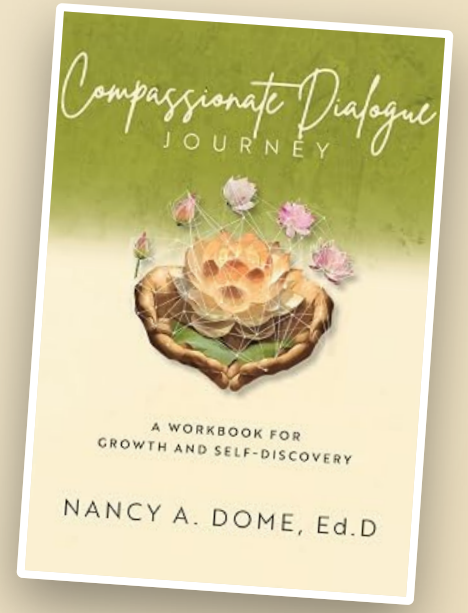
EPOCH EDUCATION

FREE BOOK CLUB GUIDE · FOUR SESSIONS

The Compassionate Dialogue Journey

For book clubs, staff teams and reading groups. From Dr. Nancy Dome and Epoch Education.



Welcome

The Compassionate Dialogue Journey: A Workbook for Growth and Self-Discovery takes the RIR Protocol (Recognize, Interrupt, Repair) from idea to daily practice. It moves from the inside out: your own feelings and beliefs, then your relationships, then your organization.

This guide helps your group work through it together in four sessions of about 60 minutes.

How to run your book club

Size: 4 to 12 people, or work with a partner.

Rhythm: Meet every two weeks. Complete the workbook activities and journaling before each session.

Facilitator: Rotate the role, or ask one person to keep time.

Bring: Your workbook, the Feelings Wheel, and Epoch Conversation Starter Cards if you have them.

Tip from the book: Keep your work in one place, check your judgment at the door, and take your time.

Engagement agreements

Read these aloud at the first session.

1. **Start where we are.**
2. **Make room for differing perspectives.**
3. **Respect confidentiality.**
4. **Keep a growth mindset.** When I fail, I learn.
5. **Engage with the content and each other.**

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SESSION 1 Getting Started

Before We Begin and Module 1

OPENING · 10 MIN

Share your “why” for starting this journey and the commitment statement you signed.

DISCUSS

1. Pick one key term from Before We Begin (equity, justice, intersectionality, non-ness). Where do you see it, or its absence, in your workplace or community right now?
2. What fears get in the way of speaking up for you: not saying the right thing, retaliation, not knowing enough?
3. Look at your Equity Avatar. What experiences put you where you are, and what would help you take the next step?
4. The book asks us to drop the “good person/bad person” binary. Why is that hard?
5. What situation do you hope Compassionate Dialogue will help with in your life?

> **STEP BACK**
>
> Lay your Equity Avatar next to the fears you named in Module 1. Together, what do they say about where you're starting from, and what you'll need to keep going?

CLOSE

“One feeling I noticed this week was...”

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SESSION 2

The RIR Protocol and the Intrapersonal Journey

Modules 2 and 3

OPENING · 10 MIN

Use the Feelings Wheel to name how you're arriving today.

DISCUSS

1. The book says feelings are neutral and we assign their meaning. Think of a feeling you usually judge in yourself. What changes if you treat it as information instead?
2. Where do you feel a trigger in your body before your mind catches up?
3. Think of a time you interrupted someone. Were you trying to build trust or to be right? How could you tell, and what did it change?
4. What did the My Racial Experience and My Identity Chart activities show you that you hadn't put into words before? How does it show up in how you respond to others?
5. What "non-ness" language have you noticed in your workplace or community (non-English speaker, non-essential)?

> **STEP BACK**
>
> Put your Feelings Wheel notes beside your My Identity Chart from Modules 2 and 3. Which feelings come up most around which identities, and what does that tell you about where Recognize It begins for you?

CLOSE

"One belief I'm questioning is..."

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SESSION 3 The Interpersonal and Organizational Journey

Modules 4 and 5

OPENING · 10 MIN

Draw a Conversation Starter Card and name your first feeling.

DISCUSS

1. Walk through the Cycle of Inference with a recent misunderstanding. Where did you add meaning that may not have been there?
2. When are you most likely to slip into a fixed mindset, and what helps you shift back?
3. The book says repair can sometimes mean an ending. When has that been true for you?
4. Mirrors, windows and sliding glass doors: who sees themselves in your organization, and who doesn't? What is one change within your reach?
5. What did the inclusivity walk-through show you about your classroom, team or brand?

> **STEP BACK**
>
> Hold the Cycle of Inference from Module 4 up against your inclusivity walk-through from Module 5. Where do the meanings people add on their own show up in how your organization treats people?

CLOSE

"One interruption I'm preparing for is..."

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SESSION 4 What's Next?

Module 6

OPENING · 10 MIN

Share one way your thinking has changed since Session 1.

DISCUSS

1. How does contact with people different from you change your understanding? Whose responsibility is it to seek that out?
2. How do you respond when someone uses the protocol on you? What helps you move from defensiveness to grace?
3. Revisit your Equity Avatar. What moved you since Session 1, and what still holds you back?
4. Share your final portfolio statement: your why, your next step, and who will be affected.
5. What support do you need to keep practicing?

> **STEP BACK**
>
> Read the commitment statement you signed in Before We Begin next to your final portfolio statement from Module 6. What changed between them, and what stayed the same?

CLOSE

Read your final commitment statements aloud.

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GO DEEPER ONLINE

Compassionate Dialogue Advocate course

- Builds on this workbook with guided practice
- Coaching tools for leading Compassionate Dialogue with others
- A certificate as a Compassionate Dialogue Advocate

Group and district options are available.

epochacademy.thinkific.com/courses/pdp-advocate-certification

Be Brave. Be Bold. Be Epoch!

Want Epoch to lead the conversation for your team? Email hello@epocheducation.com

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