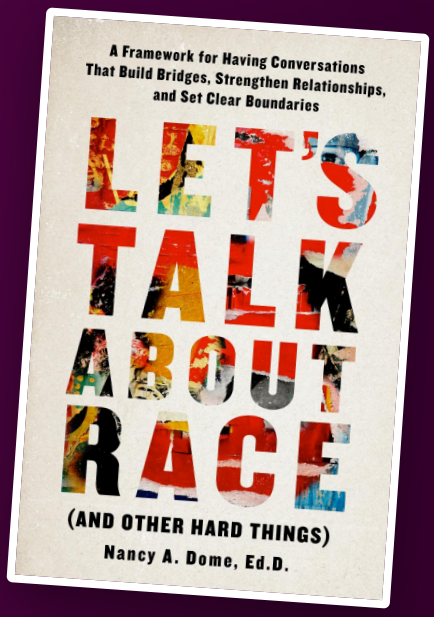
EPOCH EDUCATION

FREE BOOK CLUB GUIDE · THREE SESSIONS

Let's Talk About Race (and Other Hard Things)

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



Welcome

Let's Talk About Race (and Other Hard Things) gives you a practical way to talk across difference: Compassionate Dialogue and the RIR Protocol (Recognize It, Interrupt It, Repair It).

This guide helps your group read it together in three sessions of about 60 minutes.

How to run your book club

Size: 4 to 12 people works best. Larger groups can break into small groups for discussion.

Rhythm: Meet every one to two weeks. Read the chapters before each session.

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

Bring: The book, a journal, and your answers to the Pause and Practice questions at the end of each chapter.

Engagement agreements

Read these aloud at the first session.

1. **Start where we are.** Everyone arrives with different experiences.
2. **Make room for differing perspectives.** Listen to understand, not to win.
3. **Respect confidentiality.** What's shared here stays here; what's learned can leave.
4. **Keep a growth mindset.** We are all still learning.
5. **Engage with the content and each other.**

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SESSION 1 Self-Knowledge

Foreword to Chapter 2

OPENING · 10 MIN

Share your name, your role, how you describe your racial or ethnic identity, and why you joined.

DISCUSS

1. What gave you an “aha” in the Introduction and Chapter 1? Where have you seen that play out in your own life?
2. The book argues we need Compassionate Dialogue now. Think of a recent conversation at work, at home or online that broke down. How might it have gone differently?
3. Chapter 1 asks about an unresolved issue you carry. Without sharing details, what does carrying it cost you?
4. Think of the last hard conversation you had. Which communication type and affect from Chapter 2 showed up in you, and how did they shape what the other person heard?
5. Which style triggers you most, and what's one way to bridge that gap?

> **STEP BACK**
>
> Look over your Pause and Practice answers for Chapters 1 and 2 together. What do the issue you carry and the way you communicate under stress tell you about how you show up in hard conversations?

CLOSE

Each person finishes the sentence “One thing I'll try before next time is…”

NOTES

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SESSION 2 The RIR Protocol

Chapters 3 to 5

OPENING · 10 MIN

Share the last photo on your phone and why it matters to you.

DISCUSS

1. Think of a recent moment when something someone said didn't sit right with you. Walk it through the RIR Protocol: what did you Recognize in yourself, what could an Interrupt have sounded like, and what would Repair look like now?
2. Read one of the sample statements in Chapter 3 aloud. What feeling comes up for you? What would your typical reaction be?
3. Recall a time you held back because a conversation felt unsafe. Looking back, was it unsafe or uncomfortable? What would have helped you stay in it?
4. Chapter 4 asks which of your identities you've had to alter. When did you last alter one, and what did it cost you? Who around you might be doing the same?
5. Chapter 5 asks about a relationship with an unresolved issue. What gets in the way of addressing it?

> **STEP BACK**
>
> Looking across your Pause and Practice answers for Chapters 3 to 5, where does the RIR Protocol come more easily for you: inside yourself, or with other people? What does that tell you about where to practice next?

CLOSE

"One conversation I'm thinking about having is..."

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SESSION 3 Organizations and Urgency

Chapters 6, 7 and Conclusion

OPENING · 10 MIN

Share a song lyric that describes where you are right now on this journey.

DISCUSS

1. What practices in your workplace or community are problematic? Who is impacted, and who benefits from keeping them?
2. Do you feel empowered to address them? If not, what gets in the way?
3. Think of a time you stayed silent when you wanted to interrupt. Which reason from Chapter 6 held you back (fear of rejection, not having the words, fatigue), and what would you need to speak up next time?
4. Chapter 7 asks: What moves you? What issue weighs on your heart? What's your first step?
5. What will you carry from this book into the next month?

> **STEP BACK**
>
> Read back through all of your Pause and Practice answers, from Chapter 1 to the Conclusion. What has shifted in how you see yourself, the people around you, and your organization since the first session?

CLOSE

"One thing I'm feeling... thinking... will do..."

NOTES

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GO DEEPER ONLINE

Let's Talk About Race Online Book Study

- The full book and audiobook, read by Dr. Dome
- Guided activities for every chapter that build on the Pause and Practice questions
- A weekly real-world practice to try between sessions
- A Facilitator Guide with timing for each group session
- A certificate of completion

Group and district licenses are available.

epochacademy.thinkific.com/courses/let-s-talk-about-race-book-study

Be Brave. Be Bold. Be Epoch!

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

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