



Start with conflict. End with connection.

Equity Communication Training



Level 1: Recognize

Equity Learning Series

Support & cultivate your organization's internal capacity to create communities of belonging

For organizations new to equity work, in crisis, or ready to be proactive

Foundational learning series covers the following topics: Compassionate Dialogue®, Racial and Cultural Identity, Implicit Bias, Systemic Racism, Marginalization and Privilege

Learn core concepts, theories, frameworks, and practices that support greater equity and inclusion through online coursework

Create a common language to name and address inequity

Practice the RIR Protocol™ as a framework for Compassionate Dialogue®



Flipped Classroom Learning Model



Cohorts up to 30



5 x 2-hour sessions



15 hours asynchronous online independent study



Level 2: Interrupt

Equity Learning In Action Series

Develop a common language and lens to lead equity conversations and projects using the RIR Protocol™ - a framework for Compassionate Dialogue®

For organizations currently committed to and practicing equity & ready for deep internal work

Foundational learning series covers the following topics: Compassionate Dialogue®, Racial and Cultural Identity, Implicit Bias, Systemic Racism, Marginalization and Privilege.

Learn core concepts, theories, frameworks, and practices that support greater equity and inclusion through online coursework.

Develop proficiency in the RIR Protocol™

Cultivate an Individual and Collective Equity Lens

Support for your Equity Lead & Co-Lead



Flipped Classroom Learning Model



Cohorts up to 25



7 x 3-hour sessions



15 hours asynchronous online independent study



Level 3: Repair it

Creating Sustaining Equity Series

Apply the RIR Protocol™ to an actionable equity focus area.

For organizations ready to go beyond allyship to anti-oppression, ready to create sustainable change

Interactive sessions explore complexities of communication and build skills to interrupt biases and expand perspectives.

Participants will engage in deep reflection, inquiry, and connection

Includes "Let's Talk About Race (and other Hard Things)" book, and Epoch Education Conversation Starter cards



Deep transformative work



5 x 2-hour sessions



Cohorts up to 30

More Ways to Learn



Compassionate Dialogue® practice sessions

Get more comfortable using Compassionate Dialogue® and the RIR Protocol™ with guided practice sessions.



Listening circles

Moderated sessions turn the floor over to members of your entire community to open respectful and productive lines of communication.



Community forums

Share the RIR Protocol™ with your community and implement it as the standard of communication at meetings and conferences with the help of an Epoch Education Equity Consultant.



Community labs

Invite your company's community to take part in an online course and come together to share their learning, insights, questions, and goals.

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“Such a refreshing change of pace from other trainings I've attended.”

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“I have applied the RIR Protocol™ at work. The strategies and content are applicable to every day relationships.”

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“I've been to a couple of culturally responsive workshops, and you by far have presented messages in the most engaging manner where I feel very respected.”

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Great framework! I can think of at least two conversations in the past couple of weeks where this would have been really useful—one outside of work about climate change where I couldn't think of a response, and one at work where I reacted badly to something I had a problem with in a meeting.”

Paul L., Bupa
Global



Bridge the Divide
between learning it and living it.

We do more than consult. We counsel.
With our help, your team can
learn to work through sensitive issues
and create a culture of belonging.
Compassionate Dialogue® makes it possible.

Start a conversation today.

hello@epocheducation.com

