



**Lectures deliver information.
Practice delivers the change.**



EPOCH EDUCATION
Anti-Bias Training Programs

**There's a lot you can't
give your school.
But you can
give them a way
to create belonging.**



Contact us to learn more.

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Cold facts, shaming, and lectures don't change minds. Our trainings foster connection and safe, open communication.

Using our RIR Protocol™, you'll go beyond anti-bias theory, and learn to navigate conflict, address bias, discuss sensitive subjects, and create belonging, so your school can grow - together.

We do more than consult. We counsel. With our help, your staff can work together and create belonging.

Compassionate Dialogue®
makes it possible.

Creating and Sustaining Equity Training

Engage in actionable equity and gain sustainable change.

Our Strategy:

Build the Infrastructure

- One-day retreat for Senior Leadership and Equity Champions
- Training for Site/Department Leaders
- Online Implicit Bias Course for Site and District Staff
- Strategic planning and ongoing coaching

Scale the Work

- Site and District Staff Training
- Site/Department Practice Tool Kit can include Conversation Starter Cards™, RIR Protocol™ posters, lanyards, workbooks, and planners.
- Epoch Student, RIR Protocol™ training to help students and staff have open and more productive conversations about identifying and addressing hate, bigotry, and bias.

When participants build proficiency with the 3-step RIR Protocol™ they:

- Help students feel seen, safe, heard, and valued
- Support student efforts to combat hate and bigotry
- Feel better equipped for nuanced conversations
- Encourage clearer, more productive communication between kids, parents, and staff
- Empower creative, compassionate problem-solving
- Successfully facilitate tough discussions on sensitive topics
- Make it easier for kids to show up and learn
- Create a safer school and community

Hear how our clients implement our RIR Protocol™ based anti-bias strategies.

"This training prepared me to have meaningful conversations and practice with my students, colleagues, friends, and family."

"I appreciate the reflection and collaborative work on this critical infrastructure we need."

"I really liked talking with my group about communication styles. It helped me get to know them better and for them to get to know me better too. The equity trainers are very knowledgeable and their expertise truly shows."

"It has been transformative for leaders to have a clear tool (RIR Protocol™) to walk away with. They have guiding questions and it's something they can do. It's not a theoretical big-picture discussion...our community and students feel heard and seen."

At Epoch Education we believe that when adults change their practices, students experience an inclusive and connected climate and culture.

"There is a great emphasis on empathy and seeking to understand, rather than judge. Compassionate dialogue - it is so important and so helpful."