



Fighting Racism

1. **Don't Internalize It!** - A lot of the time, when someone is being a bully, this is a reflection of something negative going on in their own lives. Don't internalize other people's negativity.
2. **Be allies to each other** - If you see someone being racist or bullying, please report it! Support the person that is being victimized and let them know they are not alone.
3. **Embrace Diversity!** - Encourage more diverse role models, literature and history to be taught and shared. The more we learn about other cultures, the less we stereotype.



RACIAL LITERACY & MICROAGGRESSION TRAINING

**CORPORATE TRAINING
BROCHURE**

EVERY FUTURE FOUNDATION

PREPARED BY

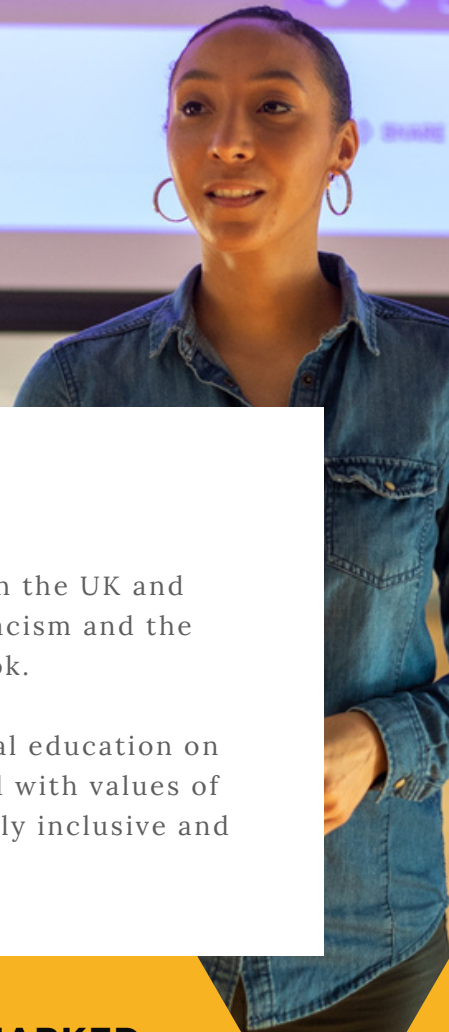
Director - Lara Sengupta

Partnerships Manager - Shilpa Sharma

**EVERY
FUTURE
FOUNDATION**

an overview

WHO WE ARE



OUR MISSION

Our mission is to permanently and ultimately create racial equity in the UK and worldwide, by giving everyone the tools to identify and challenge racism and the freedom to reimagine how inclusion and equity could look.

Our corporate programme will give employees a concrete foundational education on understanding racism historically and in the modern world, combined with values of racial empathy and skills to practice everyday anti-racism to build truly inclusive and safe workplaces for all.



DEVELOPED WITH PROFESSORS AND CURRICULUM DESIGNERS

Our curriculum was developed with the help of Social Psychologist, Professor Rhiannon Turner who has won awards for her research in social justice and curriculum developers who specialise in black history and anti-racism.



BENCHMARKED - OFSTED & ISI GUIDELINES

Our programme is benchmarked against the 2021 Ofsted and ISI guidelines for personal development, such as key deliverables for the spiritual, moral, social and cultural development of pupils. We provide an impact report for each school on the progress of their pupils.



PEER REVIEWED WITH OXFORD AND CAMBRIDGE UNIVERSITY

Our tested curriculum has been peer-reviewed by Oxford and Cambridge professors. During our pilot, our curriculum was also tested on over 600 pupils in schools across London.



RECOMMENDED BY ACEN

We are recommended by the African, Caribbean Education Network (ACEN), which works with companies and schools across the UK, to strive for racial equity for people of colour.

OUR PARTNERS





3 Hour Training

WORKPLACE STAFF TRAINING

Our racial literacy and micro-aggression training is designed to be **interactive, thought provoking and accessible to all**. This half-day training is a great step toward breaking down barriers between colleagues of different cultures, ethnicities, beliefs and lifestyles - fostering a culture of free respectful dialogue and encouraging cross-cultural harmony in the workplace.

This training covers **key terminology** and why we use it as well as **exploring common microaggressions and how to be a positive upstander**. The training is split into 3 main sections:

Part 1 - Developing understanding:

- Common Limitations when talking about race & how to break those down.
- Setting the tone for the workshop.
- Important terminology (both positive and negative) and why we choose some over others.
- Develop understanding of 'racism' and its 3 levels & how these present in society.

Part 2 - Microaggression Workshop (cont):

- Exploring Microaggressions & Early signs of Racism with the workplace & society.
- An interactive workshop in smaller groups.
- Exploring bystander/upstander interventions and the pros and cons of public versus private interventions.

Part 3 - Discussions & Peer-Led Learning

- Sharing from each small group about their activity and findings - to facilitate peer-led learnings and having deeper discussions.

PAST ORGANISATIONS INCLUDE:



DULWICH COLLEGE



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA



SEDBERGH
SCHOOL
FOUNDED 1525

Goldsmiths
UNIVERSITY OF LONDON

Our Impact

OUR WORK SO FAR

Our anti-racism trainings have been delivered to over 3,500 individuals (across students, teachers, governors, senior leaders and councils) across the UK.

The most impressive impact we have measured is a **notable decrease in the preference for "colour blindness"** and an **increase in racial empathy and cross-cultural harmony**.

This **shift towards "colour consciousness"** is extremely positive and promotes-celebrating difference and giving individuals tools to become better, more inclusive members of society.

100%

Staff reported improved confidence in speaking to colleagues about racism.

95%

Of staff reported improved racial literacy.

90%

Of staff reported improved confidence in recognising & combating microaggressions & racist incidents.

"We invited Every Future Foundation into our school to run a series of trainings with students, staff and senior leaders. Staff commented at the end of the session that it had been one of the most thought-provoking and important INSETs we have had and requested that discussions on race, racism and equality form part of our regular cycle of CPD. The facilitator's style of delivery was such that everyone in the room quickly felt comfortable sharing their experiences and thoughts, as well as their commitment to making changes, and left the session feeling more confident to have these conversations. We will definitely be inviting them back for further training with children and staff"

HEADTEACHER
WALNUT TREE WALK PRIMARY SCHOOL

PRICES

3 Hour Training

- This training will be delivered in-person by **2 facilitators**.
- Up to 100 participants
- Includes resources for further learning and discussions.

Fees = £1,500

GET IN TOUCH

If you are interested in finding out more information about our corporate training, feel free to get in touch. **You can book your introduction call with our Director [here](#).**

Email: hello@everyfuturefoundation.co.uk
Website: www.everyfuturefoundation.co.uk

