mental health & life

LET'S MENTALLY FLOURISH!

Race Ahead®

Introduction to

RACE AHEAD

ANTI-RACISM TRAINING COURSES FOR WORKPLACES AS WELL AS INDIVIDUALS

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EDP TRAINING

An Overview

Empower Develop People (EDP) Training is a leading training provider with 15 years of organisational experience. As a direct response to significant global events, MD Bianca Jones developed our Anti-Racism course, Race Ahead, which stands at the forefront of EDP.

Our Race Ahead course is one of a kind and has been designed for professionals, workplaces, and individuals to support them to become truly anti-racist and better allies.

Take our anti-racism course to make sure you are culturally competent to talk about "race", racism, and its effects on mental health in the workplace.

- Black-owned Business
- Pioneering Anti-Racism Training
- Award-winning Mental Health Training
- Tailored programmes to achieve organisational objectives
- 5/5 star Google & Facebook reviews

WHY CHOOSE RACE AHEAD?

How we work

Effective training delivery centred around accelerated learning techniques, with a focus on people learning by doing. In the classroom this is achieved through engaging and inclusive training methods, asking learners to be actively involved in their anti-racism development. Via Zoom, this is achieved using whiteboards, breakout rooms, and asking people to stand wherever this is possible.

Enabling us to bring theoretical aspects of our training course to life, we create a safe space where students/Trainers can share lived experiences. We have received positive reviews of this approach.

Ongoing support to embed anti-racism within your organisation and create a truly supportive, inclusive, and representative workforce. At EDP Training, we take a personal interest in supporting every organisation we work with to affect long-term, sustainable change. We provide ongoing consultancy and support services to key decision-makers long after training delivery is completed.

Highly qualified Trainers from the Global Majority community and our White British Allies.

The majority of our Trainers are Mental Health First Aid instructors and have substantial years of experience delivering anti-racism training/consultancy. As members of the Black and Brown community and our white British Allies, our Trainers are all passionate about race equity. Using their lived experiences of racism, our Trainers bring the course content to life, fostering learners' compassion and empathy to support understanding of the subject matter.

A unique perspective on how racism impacts mental health in the workplace.

Our experience delivering mental health awareness, empowerment, and anti-racism training courses, places us in a unique position to teach the mental health impacts of racism effectively and knowledgeably. While only one aspect of the negative impacts of racism, poor mental health can impact all areas of life. By supporting the mental health of your global majority employees through our training, you will reduce individual mental stress; increasing productivity and motivation at an organisational level.

RACE AHEAD PARTNERS & CLIENTS

These are some of the companies we have had
the pleasure of working with

ATKINS
Member of the SNC-Lavalin Group

LiveWest
A home for everyone

Burges Salmon

BAE SYSTEMS

B.O.S.H

CIPD

DAME KELLY HOLMES TRUST

AIRBUS

British Association Landscape Industries
bali.org.uk

NHS

AECOM

MARRIOTT

we the curious

SPB
SUICIDE PREVENTION BRISTOL

MHFA England

Aardman

OUTDOOR AND CYCLE CONCEPTS

elmtree
garden contractors limited

Carnival

RACE AHEAD COURSE OPTIONS

Race Ahead Full Day: 1 Day Online or In-House, Host Facilitated

Race Ahead Full Day

Course Aims & Objectives

- Learn about the nature, history, and impact of systemic racism in British institutions and how it affects the lives of people today
- Learn to identify how disparities caused by racism impact the mental health of the Global Majority in Britain and how to better support Black and Brown people experiencing racism as an added stressor to their ill mental health.
- Increase cultural competence and understanding of racism and its effects.
- Discover what they can do to become an anti-racism ally by completing an action plan.

Course Content

- The hangover of systemic racism and its impact on the Global Majority today.
- Racism in the workplace and microaggressions.
- Understanding intersectionality.
- Physical and mental health impacts of racism.
- White privilege and power privilege.
- Being an ally and having practical tools to practice anti-racism.
- Creating psychological safety in the workplace.

Course Delivery

- In-house or online classroom sessions delivered by a Race Ahead instructor.
- Self-learning is also available.
- Pre-learning is to be completed before the learning day session.
- Anti-racism allyship resources such as inclusive language guides.
- Certificate of completion.

How will this benefit me and my organisation?

This is an essential course for individuals who want to demonstrate that they work in a proactive anti-racism workplace.

Taking part in the Racism Awareness course, at an individual level or a business level:

- Reduces employee turnover in Black and Brown members of staff.
- Increases your company's reputation and image as an equitable employer.
- Creates a more motivated and productive workforce.
- Allows for enhanced psychological safety for all employees.
- Allows you to retain skills and talent.
- Helps you stand out as an employer of choice.
- Reduces complaints, grievances, and tribunals.

RACE AHEAD COURSE OPTIONS

Race Aware & Race Ahead Digital - Self Paced

Race Aware Short Course

Our shortest version of our Race Ahead course Race Aware has been designed to educate larger groups on the very basics of "race", racism and its effects on mental health. This is a great way to raise awareness in the workplace and helps hold employees accountable to their individual pledges and the organisation's race equity objectives.

Course Content

- The history of "race" relations and systemic racism
- The hangover of systemic racism and its impact on the Global Majority today
- Racism in the Workplace and microaggressions
- White privilege and power privilege
- Being an ally and practical tools to practice anti-racism
- Creating psychological safety in the workplace

Course Delivery

- In house or online classroom sessions delivered by a Race Ahead instructor.
- Pre-learning to be completed before the learning day session.
- Anti-Racism Allyship resources such as inclusive language guides.
- Certificate of completion.

Race Ahead Digital

Self Paced

The Race Ahead Digital course has been designed for users to learn in their own time. It includes access to our digital portal and is interactive with videos and quizzes to be answered for increased learning and interaction. It is great for workplaces, professionals and individuals. Email us for pricing and access for larger groups.

"It's challenged me, made me think about things in a different way, brought things to my attention that I previously had no idea about, made me take a step backwards and reflect on things I might have said and done in the past, made me want to find out more, helped me draw parallels between racism and the prejudice I've experienced in my own life, and made me want to do more to be actively anti-racist."

- Ali Watson

RACE AHEAD

Case Study: We the Curious

Background

We the Curious is a science and arts charity all about asking questions, fostering creativity, and daring to experiment.

Since 2020, we have worked closely with We The Curious to improve their anti-racism strategy by delivering tailored training and ongoing support.

EDP began this transformation by delivering the Full Day Race Ahead course to the senior leadership team, trustees, and board members in 2022. By the end of 2023, the entire organisation will have completed the Race Ahead course.

We the Curious marked a significant milestone in their commitment to becoming an Anti-Racist and inclusive organisation as we announced our new partnership with the charity in April 2023.

Delivery

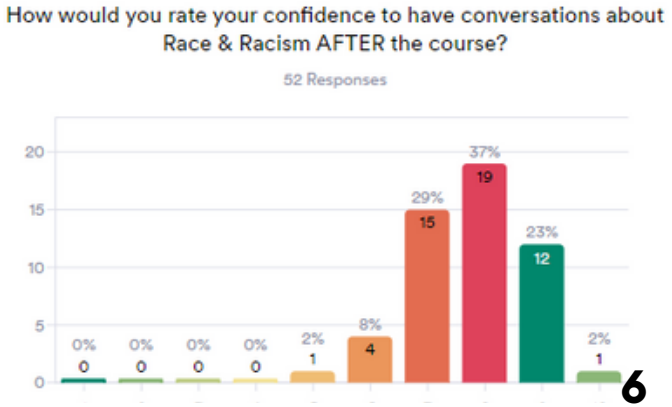
EDP Training supported and designed a bespoke Anti-Racism training program tailored to We the Curious. The one-day courses aimed to equip every organisation member with essential knowledge, awareness, and skills to recognise racism in the UK and how to become genuinely **Anti-Racist**.

We delivered comprehensive training. All learners completed pre-work. This sets up the learning sessions, improving comfort levels and confidence in talking about "race" and racism. Our Race Ahead Instructors use various teaching tools and methods, such as **group discussions, reflective exercises, visual and auditory examples, and case studies**. We provide proactive tools such as the "pause and reflect" method to help reduce potential microaggression and unconscious bias.

At the end of July 2023, a comprehensive **action plan** for the work they did was compiled and analysed to create the We the Curious **Anti-Racism Strategy**.

Key Results:

- Significant increase in staff confidence in discussing racism, with a staggering increase from **18%** voting seven and above pre-course to an overwhelming **91%** post-course.
- Knowledge of Racism in England surged from **77%** voting six and above to a perfect **100%** after the course.
- The individual pledges and a robust action plan were embedded in the organisation's **KPIs**.



WHAT OUR RACE AHEAD CLIENTS SAY

Testimonials

"The team felt more compelled to discuss matters of race and the impact it has on them in the workplace and in society. I recommend that anyone who works with Bianca and her Race Ahead Programme, you will be pleasantly surprised."

Chris Cummins
Joint Managing Director OTD Ltd.

"I see a lot of organisations providing training on mental health and wellbeing which is fantastic, but not many that specifically address race and diversity and the specific health and wellbeing challenges that minority groups face.
I highly recommend the Race Ahead course which provides a non-judgmental space to learn about race, racism and its effects on mental health."

Lisa Jones, MBACP, MNCS (Accred)
Mental Health Consultant and
Psychotherapist @HeadStrong

"The course was well designed and the content was essential for people to understand the impact and lived experience of racism on mental wellbeing. Highly recommended and an essential course, in my opinion."

Lydia Samuel
Diversity and Inclusion Consultant at Jisc

"We had a fantastic Race Aware session with our team. I learnt a lot and feel much better placed - both personally and as a team - to appreciate differences, stand up against systemic injustice and have the courage to be a stronger anti-racist ally. Highly recommended."

Dr Mark Williamson
CEO of Action for Happiness

"As an organisation striving for inclusivity and social justice, We The Curious has embarked on anti-racism training and can highly recommend EDP Training."

Donna Speed
Cheif Executive Officer at We the Curious

RACE AHEAD INSTRUCTOR

Contact me to learn more and discuss your organisation's requirements.

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CERTIFIED BY Race Ahead®