



## Black History is About More Than Oppression

October is Black History Month (BHM) in the UK. All too often Black history is centred upon Black trauma. While it is important to acknowledge and understand the legacy of slavery, it should not be the single narrative told. A plethora of Black histories exist but have for too long been marginalised, or erased altogether, not just from the annals of history but also our children's education.

The US State of Florida and its state legislature for example have been on a crusade to rewrite education laws, policies and academic standards that restricts the ways in which race and history is taught.

These renewed efforts to erase Black history are detrimental if we are to move forward and rebuild equitable systems by design. It is these Black histories which tell us the stories of Black brilliance, innovation, culture, identity, community, joy and belonging. It is time we redress our knowledge gaps and accept Black history as History.

You're invited to our [Black Histories Amplified](#) event being hosted virtually on 02 October at 1400-1500 BST. Our panel brings together Black speakers seeking to showcase Black history and the role Black excellence, vibrancy, storytelling, and inimitability play in redefining, recreating, and rebuilding more equitable accessible systems for thriving communities.

Our Brief also brings together a curated collection of resources, challenging you to step into this BHM with respectful curiosity, with a willingness to listen to understand, and with an openness to celebrating Black intersectionality.

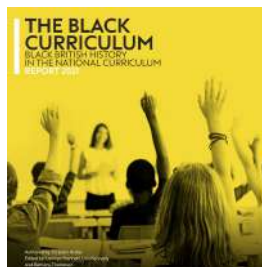
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### Research Insights



#### Race in the UK Workplace: The Intersectional Experience

This research found Black, Bangladeshi, and Pakistani women in the UK were the furthest behind on pay and labour force participation. This suggests UK companies struggle to simultaneously achieve gender and ethnic diversity. Read more [here](#).



#### The Black Curriculum

This report explores how the current History National Curriculum in the UK systematically omits the contribution of Black British history in favour of a dominant white, Eurocentric curriculum, one that fails to reflect a multi-ethnic and broadly diverse British society. Read more [here](#).

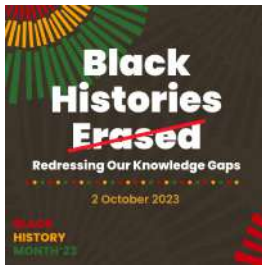
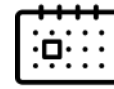


#### How Hair Discrimination Affects Black Women at Work

Race-based hair discrimination still remains a widespread issue with a recent study showing that Black women's hair was two-and-a-half times more likely to be perceived as unprofessional, and one-fifth of the Black women surveyed had been sent home from work because of their hair. Read more [here](#).

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## Upcoming Events



### **Black Histories Erased | 02 October**

BHM is about focusing on the people most impacted by racism and understanding how we can step up as effective allies in the ways they need. Our panel event offers you the opportunity to learn Black history, grow your capacity for action, and celebrate Black storytelling, community, and joy. Register [here](#).



### **Menopause Demystified | 24 October**

Learn how your organisation can build an inclusive culture which not only breaks the stigma and taboo surrounding menopause at work, but creates an inclusive environment where employees and managers feel able to discuss any reasonable adjustments that may be needed. Register [here](#).

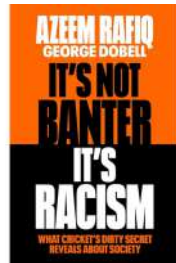


### **Men's Summit | 16 November**

Our curated panels alongside our storytellers question traditional masculine narratives, plant seeds for new masculinities to emerge and thrive, and also challenge us to bring men into the fold when it comes to doing the DE&I work by cultivating inclusive leadership practices. Register [here](#).

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## EL Recommends



### **Read**

#### **It's Not Banter, It's Racism**

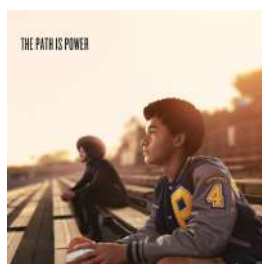
Azeem's story is about how one cricketer started a nationwide conversation. When he stood up and courageously spoke out about his experiences of racism in cricket, he was told that it was "friendly banter". Azeem unpacks his own biases, while also building forgiveness and understanding with the communities he has impacted. Preorder [here](#).



### **Listen**

#### **1619 Podcast**

This is a New York Times audio series, hosted by Nikole Hannah-Jones examining the long shadow of American slavery. It describes how slavery has transformed America, connecting past and present through the oldest form of storytelling. Listen [here](#).



### **Watch**

#### **Colin in Black and White**

The athlete turned activist, Colin Kaepernick, joins forces with Ava Duvernay for a bold and devastating docudrama mixing the story of his early life with shocking stats on racial inequality. It is a bold creation, shaped and fuelled by anger, and aimed at educating. Watch [here](#).

### **Visit**

#### **London's Black History**

Explore Black Londoners' stories in this Museum of London collection through articles, videos and photography. Hear the voices of the Windrush generation, learn about dub reggae's influence on the capital,



and explore the heritage of Black Londoners in this trove of free online resources. Visit [here](#).

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