

BLACK HISTORY MONTH

DIVERSITY INCLUSION BELONGING KINDNESS EQUALITY

“One day our descendants will think it incredible that we paid so much attention to things like the amount of melanin in our skin or the shape of our eyes or our gender instead of the unique identities of each of us as complex human beings.” —Franklin Thomas, first Black president and CEO of the Ford Foundation

October is Black History Month, a time to commemorate the accomplishments of Black history. First, it is important to remember that Black history is every bodies history. The contributions of this have shaped our country in countless ways, and they should be celebrated. Second, recognising Black history all year round would help to ensure that learners are getting a well-rounded education. Too often, the history of Black history is relegated to a single month or even a single course. By incorporating it into the curriculum on a more regular basis, learners would be more likely to gain a deeper understanding of the subject matter. Finally, by everybody recognising Black history all year round this would send a strong message to all Debut Training Academy learners and staff that we are committed to diversity and inclusion. At a time when race relations are strained, this is an important step in promoting unity and understanding. There are many good reasons to recognise Black history all year round and doing so will provide a more accurate picture of the history and send a powerful message about our nation's values.

At Debut Training Academy, we firmly believe that diversity is one of our strengths. We come from all walks of life and from all corners of the globe, and it is this variety that helps to make our company so special. However, we also recognise that there are still some areas where we need to improve. This year, we are focusing on developing our staff's understanding of equality and diversity therefore, all staff have recently completed training with Trevor Gordon, who has become part of the Debut family. It is always a pleasure to have him here, and we are confident that his guidance will help us to become even more inclusive in the future. We are committed to creating an environment where everyone feels valued and respected, and we are proud to be taking steps in the right direction.



Trevor Gordon
Gordon Ffrench Associates

Who is Trevor Gordon?

What a pleasure it has been to have Trevor at Debut Training Academy, as the leading expert in equality and diversity issues, shaping people's views on how to tackle these challenges.

Trevor has been providing training for many years around the world, helping leaders, adults and teenagers to gain a better understanding of what we face today while teaching communities, as well as showcasing they are not alone during this time where there have been so many changes all at once, while delivering education and new skillsets to professionals.

Trevor's approach is to educate us about the facts rather than push 'correct' opinions, this in turn inspires people to make their own decisions, based on knowledge instead of fear or ignorance.

What is the goal for any inspirer? To empower those around them with information from all angles until finally inspired themselves! - It is clear for us all to see and embrace Trevor's mission is to inspire and educate. He doesn't tell you what your opinion should be, but rather provides a platform for expanding the range of possibilities in life by presenting new ideas and perspectives.

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We were fortunate to have the opportunity to speak with Trevor and ask him the important questions we wanted answers to. From his experience in the field, he has a unique and valuable perspective on many different issues facing our society today. Trevor shared his thoughts and opinions on various topics that are closely related to his area of expertise.

What does Black history mean to you and why do you think it is important to embed this into the curriculum all year round?

It's important to include Black History and the contribution of Black history to World history. Black people have made massive and important contributions to the World, and it is important we recognise these contributions, not just in the month of October.

What are the main changes you want to see in education regarding equality and diversity?

I would like to see equality and diversity as a mainstream curriculum issue being taught in all schools. It's important young people learn about discrimination at a young age. This knowledge and learning can then be applied as they navigate life and the world as we know it.

If you could give anyone any advice who is struggling or experiencing discrimination or racism what would this be?

Report it, seek help and assistance. Don't suffer in silence, take action and act!

What personal challenges have you found in your career and daily life?

Racism is still a major factor that I must contend with, however we have made progress and I am confident that progress is being made across all nine protected characteristics in the Equality Act 2010.



BENEDICTA TUFFOUR

I have been coming to Debut for several years now, and I always look forward to my lessons. Each time I come to Debut, I am greeted by enthusiastic and helpful staff that are always ready to answer any questions or help. From my first course to my third, the staff at Debut always make me feel welcome and valued. They treat every student with kindness and respect, regardless of their background or experience level!



KIYA WEEKS

I am really enjoying the course I'm on so far, the induction was fab, I got all the information I needed as well as an extra one to one discussion regarding support. The staff in particular have made me feel very welcome and included me at all times especially as they know I suffer with mental health. Since being here and being one of the very few black students I have not experienced any discrimination which is huge for me. Overall the academy as well as the students are very welcoming and I'm so glad that I chose to enrol here!

Our website is a great place to start exploring all of the courses available through Debut, offering funded and private courses. With instructors that have expertise on a wide range of subjects to choose from. You're sure to find the perfect program for your needs and goals.



Celebrating success-Louise Sara Sanderson



Louise is a true success story! She came to Debut in 2021, already an accomplished makeup artist with years of experience under her belt. At Debut, she sought to further her skills and gain the industry recognition necessary to take her career to the next level. Despite having to juggle work and family commitments, Louise worked diligently throughout her time at Debut and produced some truly impressive pieces of work. Since leaving Debut, Louise has continued to flourish in her chosen field, securing a role as a Mua Cosmetic Ambassador. (Exclusive to Superdrug). Through this initiative, she has gained exposure to thousands of beauty enthusiasts nationwide and received the recognition that she deserves. We could not be prouder of Louise's incredible achievements and are looking forward to following her on her continuing journey of success. Here's wishing you all the best, Louise – congratulations! Catch up more with Louise on next month learner's newsletter!