

BLACK INTROVERT WEEK — UK —

Black Introvert Week UK falls on the final week of Black History Month and seeks to give voice to one of the country's most misunderstood communities.

WE AIM TO:

- 1.** Support teachers and employers to better understand how to recognise and nurture the talents of Black introverts
- 2.** Raise awareness and understanding of the value that Black introverts bring to a workplace
- 3.** Support Black introverts to have a voice about their experiences

Black Introvert Week UK was set up in 2021 to give a voice to a minority within a minority.

With one in three Britons classed as introverts, that means there are more than one million Black introverts in our workplaces.

Highlighting the complex intersectionality between race and personality diversity and raising awareness that diversity is more than skin deep is the reason why we exist.

Black Introvert Week UK has produced guidance to help employers recognise and nurture the talents of all employees within the workplace.

But we believe there is more to do to ensure Black introverts have the chance to reach their full potential – which is why we are taking our campaign to the classroom in 2023.

CONTEXT:

- **Teachers currently receive no official Department for Education (DfE) guidance or training on how to get the best out of introvert pupils.**
- **Often wrongly thought of as shy or even struggling, introvert pupils are overshadowed by their extrovert classmates.**
- **They are also drained by modern teaching methods that favour 'speaking up' and 'joining in' rather than quiet individual learning. This can eat away at self-confidence and act as a barrier to an inclusive education.**
- **This poses challenges for all introvert pupils but the implications of an added layer of exclusion for Black students with introvert personalities are clear.**
- **At GCSE level, young people from the Black majority ethnic group have the lowest combined English and Maths pass rate of any major ethnic group.**
- **In England, young people from Black ethnic groups are more likely to go onto higher education than average but less likely to obtain higher grades, enter prestigious universities or end up in a high skilled job.**

WHERE BLACK INTROVERT WEEK COMES IN

Black Introvert Week UK has created a toolkit to help teachers help all their pupils.

We are hoping to partner with organisations and influential partners to support the talents of an introverted child who is thoughtful, inquisitive, focused and collaborative.

We have also launched the 'Speak Up' survey for teachers to establish what, if anything, they know about personality diversity and how it impacts on learning.

And we are campaigning for the Department for Education to issue official guidance for teachers about personality diversity.

With personality diversity rising up the agenda for progressive British companies, the Government needs to keep pace to ensure our schools are nurturing the talents of all pupils.

Diversity is more than skin deep, and with a little guidance teachers can set their introvert students up to succeed not just in the classroom but in life.

MEET THE TEAM



Richard Etienne
Founder and
Content Manager



Kate Finnis
Campaign Manager



Kirsty Buchanan OBE
Senior Media Officer



Jeri Bingham
US Consultant



Raphael O'Selle
Designer



Patience Ogunbona
Partnership liaison

The management team is made up of Richard, Kate, Kirsty and Patience who meet fortnightly to discuss governance, latest news and update on our action plan.

QUICK LINKS AND USEFUL INFORMATION

Official website: blackintrovertweek.uk

Company number: **14293907**

Company Secretary: **Kate Finnis**

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Company Director: **Richard Etienne**

NEXT MAIN EVENT:

Thursday 26 October 2023, Location: London