



## **OUR BIGFOOT PROMISE**

In celebration of all the incredible work our facilitators do during BHM, and indeed all year round, we want to share with you 'Our Bigfoot Promise'; our commitment to ensuring that we actively demonstrate and communicate that Black Lives Matter within all of our work, and that we openly and unconditionally denounce all acts of racism.

In response, we promise to:

- Acknowledge the different cultures and backgrounds of everyone with whom we work and ensure that their voices and opinions are not only heard, but listened to, on a regular basis.
- Not only be robust in our approach to racism, but actively seek to condemn any attempts to cause physical or emotional harm to another due to prejudice based on skin colour.
- Make it our priority that everyone with whom we work knows and understands that we will challenge all acts of direct and indirect racism in our workplace, whether that be training venues, schools, colleges and/or community settings.
- Ensure we openly discuss the opportunities through which we can develop new and existing programmes to be more directed towards exploring Black Lives Matter where possible.
- Fully support all staff and students who experience racial prejudice and work with them towards a resolution whereby they can comfortably and happily return to work and/or play.

We have always considered ourselves an inclusive and diverse company that celebrates the talents, gifts, and skills that come from working with an eclectic mix of people from all backgrounds and walks of life; we wouldn't exist without these people as part of our inherent make up. However, we also acknowledge that there is much work still to be done within Bigfoot and the wider community regarding racism and the issues raised by the Black Lives Matter movement. It is not enough for us to simply disagree with racism; we need to be part of the solution to it no longer existing. We need to be active in our refuting racist actions and remarks, and we need to be vocally and physically supportive of all those who experience racial prejudice. We need to be open to criticism. We need to be able learn. We need to be willing to change. We need to be active in our responses.

**It is our *promise* that we will do this.**