

PHOENIX RISING | FREE PARTICIPANT RESOURCE

Pre-Programme Readiness Pack

Everything you need before your first session



PHOENIX RISING

Anti-Racism Leadership Programme

oxytocin-anti-racism-training.com

FREE for enrolled participants

Welcome to Phoenix Rising

Thank you for enrolling on the Phoenix Rising Anti-Racism Leadership Programme. This pack will help you prepare for your learning journey. Please read through it before your first session and complete the readiness checklist on the next page.

Programme Details:

Programme:	Phoenix Rising Anti-Racism Leadership
Format:	Digital-first, blended learning (self-paced + live sessions)
Duration:	8 weeks (16 CPD hours)
Sessions:	Wednesdays, 10:00 - 12:00 BST
Start Date:	Wednesday 1st April 2026
Facilitators:	Edward K. Neequaye MSc & Dr Jacqui Dyer MBE
Platform:	oxytocin-anti-racism-training.com

Your 8-Lesson Journey:

Lesson 1: The Phoenix Awakening — Recognising bias and the Phoenix Pause

Lesson 2: Inherited Scripts — Excavating cultural survival strategies

Lesson 3: The Courage to Feel — Emotional literacy as leadership

Lesson 4: Power & Truth — Mapping invisible power dynamics

Lesson 5: Rewriting the Rules — Systems change and leverage points

Lesson 6: Community as Medicine — Ubuntu and collective healing

Lesson 7: Liberation as Collective — Coalition building and movements

Lesson 8: The Liberators' Covenant — Legacy and commissioning

Pre-Programme Readiness Checklist

Please complete these before your first session:

- I can access the programme site at oxytocin-anti-racism-training.com
- I have a reliable internet connection for video and audio content
- I have blocked out 2 hours per week in my calendar for live sessions
- I have identified 1-2 hours per week for self-paced study
- I have read and accepted the Learning Agreement
- I have completed the Pre-Assessment
- I have reviewed Ava's Story introduction page
- I have a private, quiet space for reflective activities
- I understand that some content addresses racial trauma and may be emotionally challenging
- I know how to access the Cultural Pause if I need to ground myself during a session
- I have identified a colleague or mentor I can debrief with after sessions
- I have downloaded the Personal Learning Planner (companion to this pack)

*"The work begins with honesty. Not the honesty we perform,
but the honesty we hold — first with ourselves, then with each other." — Ava Thompson*

Week 1: Getting to Know You

At your first session, you may be invited to share some of the following:

1. Your name or what you prefer to be called, and your pronouns if you wish to share them.
2. Something about your grandparents' or parents' cultural background that shaped who you are.
3. How you spend the majority of your time — and whether it aligns with what matters most to you.
4. Something unique about yourself that always surprises people.
5. A cultural object that is meaningful to you. What is its story? What would happen if it were lost?
6. Where you currently live. Share something about cultural diversity in your community — and your experience of racism or prejudice in that environment.

Your Notes:

Support & Wellbeing

This programme addresses racism, structural harm, and experiences of injustice. Some content may be emotionally challenging. Your wellbeing comes first.

Throughout the programme, you have access to:

Cultural Pause™

A built-in breathing and grounding tool available on every page (15s, 30s, 60s, or 90s)

Care & Opt-Out Options

Every lesson includes the option to step back, take a break, or skip content

Non-Disclosure Policy

You are never required to share personal experiences or educate others from lived experience

Facilitator Support

Edward and the team are available via email for private concerns

Your Learning Pod

A small peer group for mutual support throughout the programme

External Support

Your line manager or HR team for workplace-specific concerns

Contact: edward@oxytocin-learning.com
oxytocin-anti-racism-training.com/pages/contact.html

"Your wellbeing matters. Growth happens at the edge of comfort — not past it."