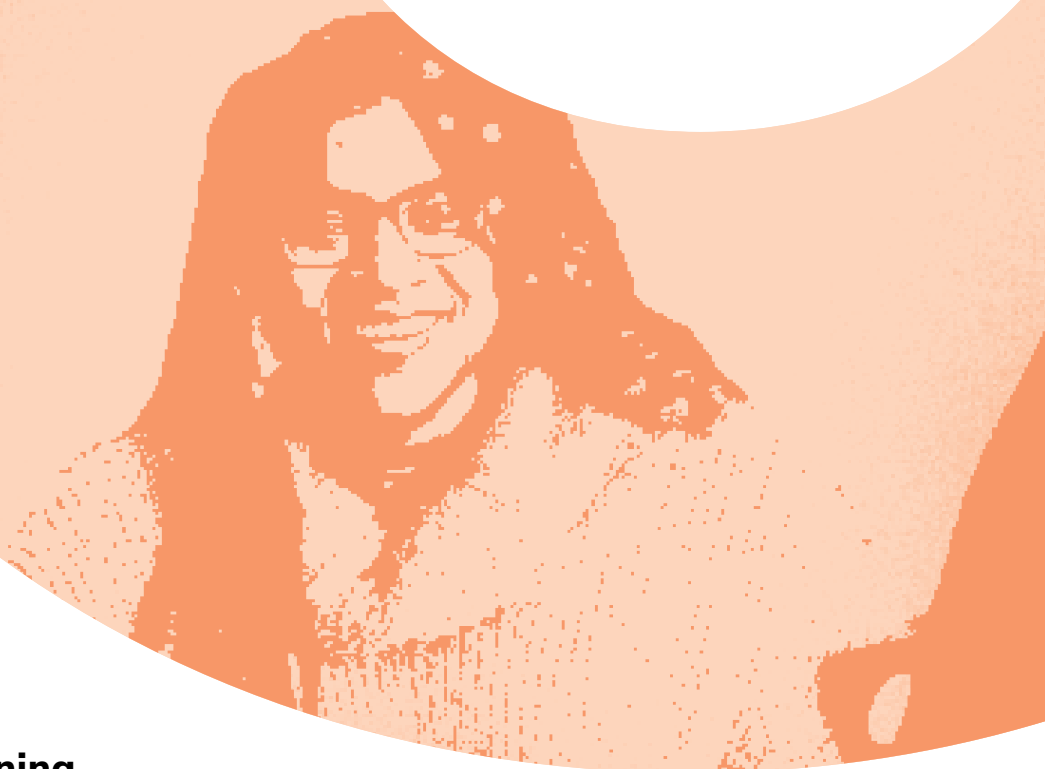


ORGANISATIONAL DEVELOPMENT AND INCLUSION



Supporting organisations to build understanding, create meaningful dialogue and develop practical approaches that promote equity, inclusion and build cultural consciousness.

Our Organisational Development and Inclusion offer combines lived experience, community insight, trauma-informed practice and evidence-informed approaches to support organisations on their journey towards becoming more inclusive, equitable and psychologically safe places to work.

WHY BIG LIFE?

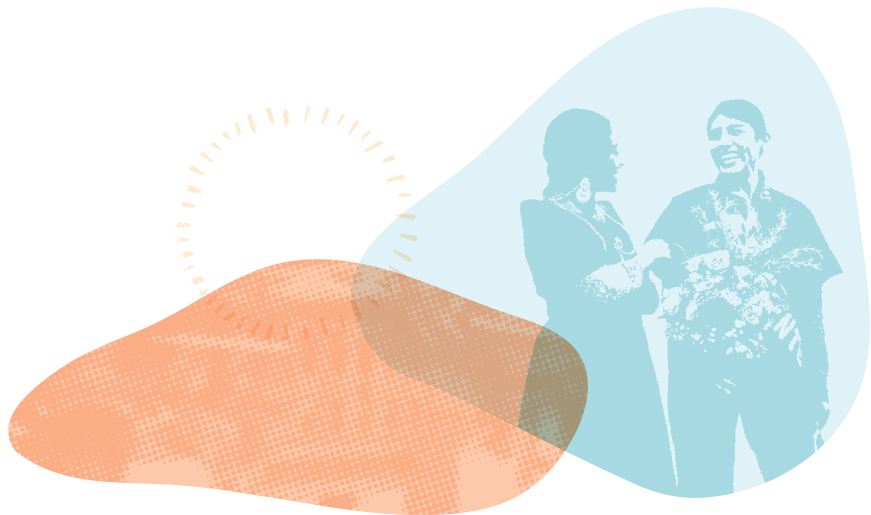
At Big Life, we understand that creating inclusive organisations requires more than policies and statements.

Meaningful change happens when people have the opportunity to learn, reflect, challenge assumptions, share experiences and develop practical ways of working together.

Our approach combines:

- Anti-racist practice
- Trauma-informed approaches
- Community and lived experience
- Organisational development expertise
- Safe, facilitated dialogue
- Practical action and reflection

We create spaces where difficult conversations can happen constructively, respectfully and with purpose.



COURAGEOUS CONVERSATIONS ABOUT RACE

Learning, reflection and action

Courageous Conversations about Race (CCaR) creates structured, facilitated spaces where people can explore race, racism, identity, power, inequality and lived experience together. The programme supports people to build understanding, develop confidence and engage in meaningful conversations that leads to positive change.

People are encouraged to approach conversations with curiosity, openness and accountability, recognising that learning about race is an ongoing process.

Organisations can choose from themed packages including:

Learn

Foundations of race, racism and anti-racism.

Unpack

Understanding systems, history, colonialism and structural racism.

Reflect

Exploring lived experience, trauma, identity and the human impact of racism.

Explore

Power, privilege and how inequity is maintained.

Act

Moving from awareness to practical anti-racist action and organisational change.

Ideal for:

- Leadership teams
- HR and People teams
- Equality, Diversity and Inclusion teams
- Public sector organisations
- NHS organisations
- Voluntary and community sector organisations
- Corporate organisations seeking to strengthen inclusion, belonging and anti-racist practice



HEQRRT (HEALING FROM RACISM AND RACIAL TRAUMA)

Train the Facilitator Programme

HEQRRT is a 12-week closed support group (delivered as a course) designed specifically for people who have experienced racism or racial trauma. It offers a unique space for people to share, heal, and build resilience in a safe and supportive environment.

At Big Life, our mission is to fight for equity in health, wealth and life. Sharing our **HEQRRT** model is one of the ways we support organisations to become more equitable, build cultural consciousness and respond meaningfully to the impact of racism and racial trauma.

HEQRRT was developed in response to a recognised gap in support for people affected by racism and racial trauma.

While many organisations have introduced anti-racist initiatives and awareness programmes, there remains limited community-based, peer-led and non-clinical support available for people living with the impact of racial trauma. **HEQRRT** offers an innovative approach that combines lived experience, community knowledge and trauma-informed practice to support healing, resilience and wellbeing.

The HeaRRT Train the Facilitator programme enables organisations to develop their own internal capacity to facilitate **HEQRRT**-informed spaces and support people affected by racism and racial trauma.

Rooted in trauma-informed, strengths-based and community-led approaches, the programme equips participants with the knowledge, confidence and practical skills needed to create safe, culturally conscious environments where people can explore experiences of racism, build resilience and engage in collective healing and support.

What you'll learn

- Understanding racial trauma and its impact on individuals and communities
- Principles of collective healing and community-based support
- Trauma-informed facilitation skills and approaches
- Creating psychologically safe and inclusive spaces
- Managing group dynamics, difficult conversations and emotional responses
- Reflective practice, professional boundaries and facilitator wellbeing
- Adapting sessions for different communities, settings and audiences

IMPACT AND OUTCOMES

Early evaluation of **HEQRRT** has demonstrated positive outcomes for participants, including:

- Increased racial self-esteem and self-worth
- Greater cultural pride and connection to identity
- Increased use of culturally grounded coping strategies
- Improved resilience and wellbeing
- Reduced feelings of isolation through collective support
- Greater confidence in navigating experiences of racism and racial trauma

People taking part in **HEQRRT** also showed an increased appreciation of both their own cultural identity and wider cultural diversity, alongside a reduction in the acceptance of negative stereotypes about their own racial or ethnic group.

Ideal for

- NHS organisations
- Community organisations
- Local authorities
- Equality, Diversity and Inclusion teams
- Mental health and wellbeing services
- Community leaders and advocates
- Community facilitators and peer support workers
- Health and wellbeing professionals
- Corporate organisations seeking to strengthen inclusion, belonging and anti-racist practice

By the end of the programme, participants will feel equipped to facilitate **HEQRRT**-informed spaces that centre lived experience, promote collective care and support meaningful conversations about racial healing, resilience and wellbeing.



MEET THE TRAINER

Our training is delivered by experienced practitioners with backgrounds across health, care and community services.

Through a combination of professional expertise, practical experience and person-centred approaches, our trainer can create engaging learning environments that support confidence and reflection.



STEPHANIE WOLKER

Stephanie is Transformation Manager at The Big Life Group and creator of the **HEQRRT** programme. With more than 20 years' experience across youth work, education, community development and anti-racism, she specialises in trauma-informed practice, cultural consciousness and equity. A qualified CBT therapist and co-founder and trustee of the Anthony Walker Foundation, Stephanie combines professional expertise with lived experience of racial trauma to create safe, compassionate learning environments that empower individuals and organisations to drive meaningful change.

OUR APPROACH

All programmes are underpinned by:

- Trauma-informed practice
- Person-centred approaches
- Strengths-based principles
- Psychological safety
- Community and lived experience
- Reflection and action

We recognise that conversations about race and inclusion can be challenging. Our role is to create safe, supportive environments where meaningful learning and change can take place.

LET'S START A CONVERSATION

Whether you're looking to support organisational culture change, develop anti-racist practice, strengthen workforce wellbeing or commission a bespoke programme, we'd love to talk.

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thebiglifegroup.com/training



We fight for equity –
in health, in wealth and in life.

