

DCP UK Chair's update

Roman Raczka



Some reflections on equality, diversity, inclusion and antiracism

THE DCP remains committed to upholding the values of equality, diversity and inclusion and to continuing to develop our anti-racist stance. We recognise that we still have much work to do in implementing these values and creating lasting change. In addition, we call on all our members to consider what they can do, individually, together and with us to take a stand and also to help provide the emotional and practical support needed by service users, families and colleagues. This must not be seen as just another task for those people who are marginalised or oppressed due to their race; we all need to step forward and play our part. Those of us in the white majority need to listen to and validate the feelings and experiences of our marginalised colleagues, whilst accepting that it is not their role to educate us.

I have been reflecting on what personal action I can take in this time of opportunity to change. The book *How to be an Antiracist* by Ibram X. Kendi has made a lasting impression on me. The book encourages self-reflection and is extremely powerful, clear and compelling. I acknowledge that the answers will not be found in a book, but the steps outlined really resonate with me, and act as a guide on my journey to be antiracist. Kendi suggests that if we want to be antiracist, we need to:

1. Understand the definition of racism
2. Stop saying 'I'm not racist'
3. Identify racial inequities and disparities
4. Confront the racist ideas we have held or continue to hold
5. Understand how antiracism needs to be intersectional
6. Champion antiracist ideas and policies. Kendi states that: 'what an antiracist does first and foremost is identify racial inequities'.

DCP executive pledge

As a DCP Executive we made a collective Pledge at our Annual General meeting in March 2021 as follows: *We condemn racial violence, discrimination and structural racism.*

We pledge to:

- Continue to listen, learn and improve
- Be inclusive and welcoming to all
- Increase, value and celebrate diversity
- Take positive action for positive change
- Evaluate our progress.

We invite all our members to make a personal pledge and have set up a page in the DCP Online Community to enable people to share their pledges and share what they have put into action, and the outcomes/impacts.

Equality, Diversity, Inclusion and Antiracism Task and Finish Group

Dr Alan Kassedijan, group co-chair, has reported on the progress of the T&F group. 'The DCP EDI Anti-Racism Task and Finish Group has been meeting once a month regularly since October 2020. There have been some positive developments during this time and some barriers to fulfilling the aims of the draft action plan'.

Positive achievements

- There has been a consistent presence of a small core group of members of the task and finish group, who have shaped work on the action plan and its development and evolution.

- There has been unwavering support from the DCP Executive.
- The Chair of the BPS Diversity and Inclusion Taskforce has additionally been an invaluable support in ensuring that the work of the T&F group was amplified and linked in.
- The excellent interim BPS strategic framework, has inclusion at its heart (see below for more information on the BPS Strategy).
- There has to date been good overlap with the BPS Diversity and Inclusion Taskforce which informed the work of this group. The DCP Task and Finish co-chairs became observing members of the BPS Taskforce and joined relevant meetings. Dr Manreesh Bains became a member of the Task and Finish group to support this on-going close liaison.
- The T&F group created a half-hour slot in each meeting to invite all DCP faculty chairs and the Chair of the Taskforce and the Covid subcommittee Chair to discuss any other initiatives taking place and to learn about and disseminate relevant information on all EDI initiatives in the DCP.
- The co-chair of the T&F group presented at the DCP Annual Conference in March 2021 on the topic 'Addressing Systemic Racism in Clinical Psychology: A call to action'. This was co-presented with Roger Kline and Professor Suman Fernando.
- At the end of this presentation, an online poll was taken. A massive 94 per cent of delegates supported the initiative to get a conversation started about creating a new BPS Section on Race, Culture and Ethnicity. This has been highlighted as a key recommendation for the BPS to pursue.
- Formal discussions have taken place with Division 45 from the APA on race, culture and ethnicity to make the links and understand their terms of reference to enable a mirror section in the BPS.

- There has been active participation in the 'Inclusion' series of Webinars run by the BPS Taskforce, which are now freely available online. Alan Kessedjian hosted a webinar looking at Men's Experiences: Exploring Barriers to Men Talking About Their Mental Health and members contributed to the panel discussions in Tackling Racism Across the Psychological Professions and Challenging Disability and Embracing Human Diversity.
- The T&F Group has strengthened links with the DCP Racial and Social Inequalities in the Times of Covid Subcommittee and is actively engaged with their working conference planning conversations for a two-day Group Relations Workshop event in December (see below for booking arrangements)

Barriers

- Competing demands on some members of the task and finish group has led to intermittent attendance, therefore less progress has been made than would have been the case with a larger core group attending each meeting.
- All group members are voluntary so other demands can take precedence and then the group cannot function well. As the pandemic continues to impact all of our lives and adds pressures in our work environments, this is likely to further impact some members' capacity to further commit to the work of the T&F Group.
- The Task and Finish Group would still want to establish stronger links with the Group of Trainers in Clinical Psychology (GTiCP) and the DCP Minorities group. Both of these groups will have invaluable contributions to be incorporated into the work of the T&F group.
- Shazma Thabusam Co-Chair had to step down early in the process (for personal reasons) and the role has yet to be replaced.

Next steps

The T&F was initially established to have a 12-month term to carry out its functions which were to implement the action plan and ensure that recommendations are made to continue this work following its conclusion.

With the support of the DCP Executive Committee the T&F group will continue in the last quarter to working towards further establishing and embedding EDI and antiracism practice across the DCP, working collaboratively in partnership wherever possible with a view to thinking of how best to move forward into next year.

BPS Strategic Framework 2021–2022

The Framework captures the BPS aim to grow as an organisation – in reach, influence, and impact – to work collaboratively across the society to provide high quality guidance, support and services for psychologists and the wider psychological workforce, support the advancement of psychology, and place psychology at the centre of tackling wider societal issues.

Six strategic goals make up this strategy:

1. We will promote and advocate for diversity and inclusion within the discipline and profession of psychology and work to eradicate discriminatory practice.
2. We will strive to create a vibrant member-centred community with a meaningful membership identity.
3. We will promote the value of and encourage collaboration in interdisciplinary development and engagement.
4. We will be the home for all psychology and psychologists and uphold the highest standards of education and practice.
5. We will increase our influence and impact and advance our work on policy and advocacy.
6. We will strive to be more innovative, agile, adaptive and sustainable.

You can read the full interim strategy [online](#).

Useful reading resources

There is some really useful equality and diversity information including a new report and guidelines for fairer recruitment and career progression.

Report: No More Tick Boxes

This [report](#) seeks to be a summary of some of the research evidence on fair recruitment and career progression. It is written for practitioners and highlights a small number of principles drawn from research that then underpin the suggestions made for improving each stage of recruitment and career progression.

Practitioner Guide

This [practitioner guide](#) draws attention to the types of practices that consistently get in the way of equality and diversity and has been developed to provide practical examples of how organisations can improve recruitment practices.

Advance notice of an important upcoming event: *'Fully Human: Soul, Psyche, Skin – Exploring Race in Psychology'*

This is a two-day online event 2–3 December organised by the DCP Covid workstream.

This online conference and workshop will study the way that society separates us on the basis of race, class, gender, ability, language, accent, and creates a system that places more value on some people over others. We will study the lived experience of these forces of separation and judgement as they emerge in the working Group Relations conference as a temporary learning organisation.

The Group Relations Conference applies a systems psychodynamic lens to the study of social and organisational dynamics. This is an active learning event that requires the full participation of members to bring their thoughts, feelings and experience to share in the contained learning space of the Group Relations Workshop Event as a temporary learning organisation.

The conference will have a number of interconnected events running on each day.

- **Social Dreaming:** A methodology for the study of dreams to make social meaning in the context of a group.
- **Small Study Groups:** Working with consultant staff.
- **Intergroup Event:** A space to form groups and study the dynamics of engagement across and between groups.
- **Review and Application Groups:** Spaces to reflect on the experience in the events of the workshop, where people can review their experience and plan how they might apply what they have discovered about themselves in role.

The conference will be directed by Leslie Brissett, Group Relations Programme Director, Tavistock Institute of Human Relations. Dr Amra Saleem Rao (Consultant Clinical Psychologist, Organisational Consultant) will be the Associate Director.

This is a bold and creative innovation from the DCP that puts the BPS at the front and centre in thinking about this issue in our current context.

Booking link

<https://www.bps.org.uk/events/fully-human-soul-psyche-skin-exploring-race-psychology>

Black History Month

Finally, the Society's theme for this upcoming Black History Month in October 2021, is 'Proud to Be'. Black History Month does not usually set a 'theme' but they have chosen to do this for 2021. The BPS will be collaborating with the Black History Month Magazine (<https://www.blackhistorymonth.org.uk>) on a number of initiatives throughout October.

Dr Roman Raczka

DCP-UK Chair