DCP Draft EDI Plan

Introduction

The DCP Executive developed this draft action plan in consultation with our networks in order to give a framework to guide us in taking action. Some of the ideas in the plan are already developing whilst others remain aspirational at this stage. The action plan needs much more work before it becomes an operationalised work plan for the Division. This work was undertaken before the BPS EDI Taskforce began to meet. Now the Taskforce is in place, the work that DCP undertakes will be in partnership and close cooperation with the Taskforce. We would anticipate that further work on this draft plan will be informed by the work of the Taskforce as well as by the DCP Task and Finish Group.

Whilst much of the focus in this plan references people from BAME backgrounds, the DCP commitment is to addressing inclusion for all marginalised groups e.g. age, SES, disability, gender, LGBTQ

It is also the outline of an action plan; much detail needs to be developed

We need to structure the plan around what is needed to build lasting change:
- For aspiring, trainee and qualified psychologists
- For services/course/organisations
- As DCP and BPS

And to consider the priorities as:
- Short term
- Medium term
- Long term

Using the key principles:

- The emotional labour required should not fall on the marginalised
- Making it safe to have conversations
- Bear in mind the less/non visible difference
- Reach out to and learn from those who have been living this for years
- Engage with and learn from other professions
- Work with the BPS Taskforce
- Maintain the systemic focus

Where action has already begun, this is described in italics

Action Plan

1. **Create a comprehensive strategy to increase and support BAME representation in all parts of the DCP, including making these safe places for people to contribute.**

- Discussion and clarification of the responsibility of committee chairs to ensure that the committee is diverse and inclusive. An early action could be to co-opt people onto committees as an interim measure This to form a key part of the DCP restructuring work this year. *This proposal is currently being discussed in the Executive and our networks with the aim to begin implement in the near future*

- A commitment to a having a certain proportion of BAME speakers on panels at our highest profile events (or all events)
- Action the existing plan for a mentoring scheme for early and mid career BAME clinical psychologists, potentially provided by current or recent senior DCP officers. This could tie in with the scheme to invite observers / co-opt members to committees.
- Monitor language in all documents.
- Monitor publications for content range, including Clinical Psychology Forum

2. **Work with GTiCP and CTCP to change training and accreditation.**

   This needs to include:
   - Addressing barriers to accessing training. This will include both selection issues and widening access initiatives like the London BME mentoring scheme
   - Making training more inclusive and anti-racist,
   - Educating about the breadth of diversity and the factors that are impacting on multiple facets of diversity. Diversity can exist even within groups that "look" similar or have similar characteristics
   - Making EDI core e.g. requiring all assignments, across all training options to have a section on equality/ diversity/ inclusion
   - Focusing on supervisor competencies through training and ongoing support

Work with GTiCP and the Course Directors on all the above is ongoing, particularly in relation to the Review being carried out by the courses

Membership of the group working with HEE on increasing diversity on the courses

3. **Create range of interactive listening spaces and training opportunities for qualified psychologists**

These will need to ensure that there is scope for acknowledging that discussing and addressing issues of EDI can bring both difficult and

painful conversations, and also hope and opportunity. Scope for discussion and containment of the emotions created by these conversations must exist. Examples of options:

- Invite people from BAME backgrounds to listen to and comment on an exec or rep assembly discussion
- Create discussions on set topics
  Listening events around the live publication "Racial and Social Inequalities in the times of Covid 19"
- Virtual meetings for those from different minority backgrounds to learn about their experiences and support them in their struggles. Maybe particularly relevant during Covid
- Develop a training programme or discussion forum for qualified psychologists - something that could be taken around the country or be accessed online

4. Maintain support for ongoing work

- Support the DCP workstream on racial disparities and health inequalities *Ongoing*
- [Support the work of the Minorities subcommittee and the Prequalification Group in reaching out to students, aspiring and trainee clinical psychologists]. *This work is ongoing. Publications and events are being supported, as are the committees themselves, by members of the Executive and the Networks*

5. Specific New Actions

- Create profiles of people who have become CP on the website and interactive [multimedia platforms]. This also needs to be addressed on BPS Careers site
- Develop a position statement around minorities in the profession
- Look into an advocacy scheme for those who are personally impacted

6. Work with BPS and other Divisions

- Work with the BPS Task Force
  Has begun
- Engage proactively around other initiatives
- Support the actions planned in the Racism, Power and Priviledge statements - listening events with trainees and a UK wide trainee questionnaire
  Has begun
- Campaign for the in[clu]sion of [non-white psychology teaching in all psychology teaching: undergraduate/ postgraduate/ including DClinPsy]

7. Reach out to other professional groups
- Learn from what others have done
- Potentially work together to increase speed of reform.