

**The British
Psychological Society**
Promoting excellence in psychology

Towards a Culture and Diversity Strategy within and across Ethnic Minorities



Strategy for the Division of
Counselling Psychology

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Division of Counselling Psychology

Toward a culture and diversity strategy within and across ethnic minorities for the Division of Counselling Psychology

Approved by DCoP Divisional Committee 9.12.13

This document is a work in progress and will continue to evolve and develop. It will act as a measure of DCoP's performance on these matters yearly at the Strategy Meeting.

Purpose of the document:

1. This strategy is designed to complement and explicate in terms of the Division of Counselling Psychology (DCoP) the principles outlined in the BPS Document *Our Plan for Equality and Diversity* (2008). These BPS guidelines are being revised. This present document will be revised to reflect any changes in BPS policy, as the process unfolds.
2. To record our intentions which are consonant with the core values of the Division:
 - a humanistic underpinning in terms of values
 - inclusivity
 - respecting diversity and difference
 - challenging Eurocentric/Western values as an unquestioned given
 - a wide commitment to equal opportunities in all its forms
 - a commitment to a researched evidence base.

We are aware that we can do more to exemplify these values and are committed to realising them in practice.

Scope of the document:

Current information is scarce so we aim not only to explore and act on concerns within 'communities' but also to address the need for action and research outside and between communities. The strategy set out in this document therefore ranges more widely than DCoP itself. We are engaging in an ongoing dialogue. This strategy will evolve long term and will involve liaison:

- between applied psychology Divisions
- with other groups within the BPS
- with individual counselling psychologists working with people and organisations, and psychological training courses within and outside of psychology.

Explicit action goals:

1. To ensure that 'culture and diversity within and across ethnic minorities' (CDEM) concerns are 'mainstream' within the discourse of the Division.
2. To privilege the congruent theme of social justice within the scope of our current work environments, and involvement of the Society.
3. To ensure that CDEM concerns are present and active in all our Divisional Committee, Regions and Network agendas. This goal involves an awareness of the inclusive constitution of committees so that there is adequate CDEM input.
4. To encourage, and resource appropriately, the exploration of various CDEM interests, providing a platform for a particular issue or topic e.g. Black and Asian and Eastern European concerns.
5. Exemplify these principles in our CPD output to ensure that it adequately represents our commitment to ethnic minority presence, contribution, needs and developmental issues.
6. To encourage further investment in CDEM education in our training courses, and in training syllabi. We wish to encourage an integrated syllabus with respect to culture, diversity, and ethnicity. We encourage varied therapeutic modalities whilst working within and across varied cultural frameworks. We wish to encourage a critical examination of these different theoretical stances, questioning what in each is implied by the terms 'multicultural', 'intercultural', 'transcultural', etc. We regard it as important to encourage constructive debate between these different perspectives.
7. To encourage and foster appropriate supervision in relation to culture and diversity, race and ethnicity.
8. To encourage practice applicable and externally focused research, publication and debate around pertinent CDEM issues, and the promulgation of such. This would also mean efforts to enhance the profile of such publications.
9. To support CDEM research, e.g. lists of external examiners, research supervisors who are working in this area of research; and methodological and other resources.
10. To encourage CDEM awareness in such things as the awards and prizes that the Division offers.
11. To consider a Divisional award for services to CDEM awareness.
12. To encourage a deep awareness of CDEM issues throughout the grassroots of the Division, both in support of those serving diverse communities and increasing understanding especially in areas where ethnic minority populations are not highly represented. We encourage all to have a voice and be part of any debate the racial or cultural background including those from visible or less visible racial and/or cultural or mixed race/cultural backgrounds.

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For further information on the work of the Society and to download a copy of our annual report, please visit our website or contact us at:

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