

Dear Jan and Gilli

Thank you for your letter of the 03rd August 2020 where you highlight the importance of race and racism within a broader structural framework.

It was also interesting to read about the PTMF and its potential usefulness as an analytical and explanatory tool using the lens of power and power relationships.

I was also particularly encouraged to read of your own efforts to address racial injustice in your work and in the construction and generation of knowledge.

I look forward to hearing about the progress you have made against your objectives as outlined in your letter. As you state, these are initial but essential acts.

With respect to the BPS you raise a number of points that I would like to respond to.

Firstly, you mention that you would like to see some commitment, in the form of a public statement, of our commitment to addressing racism and racial injustices in the UK. We have already made a [statement on racial injustice](#) and indeed we have also produced a resource paper for [working with minority ethnic groups during Covid-19](#).

Secondly, you seek assurance that the BPS is committed to addressing racism within the BPS and the profession of Psychology. I hope you were able to see my take on this important issue at the BPS Conference 2020. I attach a link here: [play from 6'23"](#).

I also know that Hazel is totally committed to ensuring we tackle the issues you describe and I hope that this provides you with some assurance that the leadership of the BPS recognises this as an important issue and is committed to addressing it.

Finally, you seek an acknowledgement that action and accountability will be taken. One of the key actions taken this year has been the establishment of a Presidential taskforce on Diversity and Inclusion. This is being chaired by Dr Nasreen Fazal-short.

You can [read more about Nasreen](#) here and there are links on this page to the taskforce, its membership and terms of reference. The taskforce will remain as a standing agenda item for the Board of Trustees to ensure that its recommendations are reported back to Trustees.

Both Nasreen, Hazel and I are very clear that any change we hope to enact across the BPS and the profession needs to be integrated within the organisation. It must also include as many of our networks as possible to ensure coherency and consistency across the profession.

I urge you to reach out to the taskforce and Nasreen by using the inclusion@bps.org.uk email address.

I know that Nasreen will welcome your input and contribution.

You have also raised a number of other specific areas where you believe that action needs to be taken. These are the very areas that the taskforce will be addressing.

Many thanks for taking the time to bring up this important issue and I do look forward to hearing about the progress you have made on your own actions that you have identified and would encourage you to contribute to the work of the taskforce.

Regards,

Sarb