

EDI (BIIDE) Committee Minutes

Meeting date: Friday 17 May 2024
 Time: 2pm – 4pm
 Type: via Zoom
 Location: Zoom

Present:	Joanne Hipplewith	CFCST Representative & EDI (BIIDE) Vice-Chair
	Pamela Vickers	Individual Therapist
	Fuad Buraimoh	Individual Therapist
	Victoria Nelson	Individual Therapist
	Manshant Rani Kaur	CPJA Representative
	Charles Brown	Individual Therapist
	Saynab Hassan	Individual Therapist (Student/Trainee??)
	Charlotte Chiu	CFCST Representative
	Laura Stone	EDI (BIIDE) Committee Coordinator
	Emily Bridges	UKCP Senior Management Representative
	Will Daniel-Braham	UKCP Trustee

Apologies: None

Did not attend:	Jo Parker	Individual therapist
	Tom Mould	Individual Therapist
	Jonathan Fisher	COOPH Representative
	Ruth Millman	Independent

Minutes by: Laura Stone

Agenda

Item no.	Description	Paper	By	COI	Time
1	Introductions and apologies				14:00
2	Minutes of the last meeting, actions and matters arising				14:05
3	Staff Update	x			14:15
4	Colleges Update		All		14:20
5	EDI Action Plan <ul style="list-style-type: none"> • Updates from subgroups 		WDB/EB		14:30
Break 14:55					
6	Board Update <ul style="list-style-type: none"> • Chair recruitment 		WDB WDB/JL		15:00
7	Items for discussion (30 minutes) <ul style="list-style-type: none"> • Induction days • EDI/BIIDE/UKCP statement 				15:15
8	A.O.B.				15:45
9	Next meeting		All		15:55

- **Introductions & apologies**

Present: Joanne (JH), Will (WDB), Emily (EB), Pam (PV), Fuad (FB), Victoria (VN), Rani, Charles (CB), Saynab (SH), Charlotte (CC), Laura (LS)

- **Minutes of the last meeting and matters arising**

No matters arising from the previous minutes.

Actions:

24 – on agenda today – action can be closed

26 – colleges to feed back to committee. Template created. **Add to agenda for next meeting.**

Will (WDB) – template was for reps to feedback to their colleges and for colleges to feedback to the committee. EDI/BIIDE should be a standing agenda item at college meetings.

Pam (PV) – HIPC does have this as a standing item at meetings.

Rani – would be good to have a formal structure and space made to allow for better feedback.

Charlotte (CC) – college already doing this. What happens when there is no college representative at committee. We should be targeting colleges to ensure there is representation for EDI/BIIDE.

All college reps to go back to colleges and say can we ensure there is an EDI/BIIDE section as a standing agenda item at regular meetings.

62 – data collected at renewals by survey – report sent round to committee to be used for action plan – close action. Feedback and thoughts on report to be discussed at next meeting.

63 - add roles and group reps to front sheet for clarity (action above).

64 – on agenda today.

65 - induction day (location changed). (the 21 June was cancelled).

- **Staff/SMT update (Emily - EB)**

1. Report circulated with papers.

2. Into conference planning and tickets on sale. The theme is psychotherapy in a changing world. Will (WDB) and Victoria (VN) on working group to ensure EDI/BIIDE is represented.

- **Board update; recruitment of chair, MOU conversion therapy (Will - WDB)**

1. Reviewing job description for chair. Want to give the chair a bit more authority.

Joanne (JH) - Need to understand about influence and what this committee means.

Charles (CB) – we already have a guide and seems we keep redrafting tasks in an oppressive way with the language that is being used. Use of words like ‘should’ ‘must’.

Joanne (JH) – can be challenging when members cannot attend. Joanne (JH) has contacted previous members to encourage attendance. Need more commitment from members carrying out group meetings.

Victoria (VN) – feels there is tension from an observation point of view. Still learning.

Pam (PV) – agrees there is tension. Sense of being committed but she is not sure what she is committing to. Where are we going, where are we as a committee, how can we as a committee be more productive.

Charlotte (CC) – similar thoughts. Attend committee and subgroup. Lots of changes at UKCP and trying to find direction. Feel less energised. What are the tasks of the group, should it be more strategic or consultative (e.g. MOU discussions).

2. MOU conversation – petition by ACT as UKCP took the decision to withdraw. Board having a webinar to address questions and concerns. Please come along to webinar on 17/06 at 6.30pm. Email to go out Monday 20/05 on how to sign up and submit questions.

- **Colleges update**

Joanne (JH) CFCSP – no updates not meeting until mid June 2024

Pam (PV) HIPC – now formally representing HIPC. Questions: What is BIIDEs response to current EDI issues in general and MOU? How is the action plan progressing?

Rani CPJA – no updates. Doesn't currently have a space to feedback with CPJA committee.

Will (WDB) – need to address what is being said by colleges and respond to show that we are moving on and addressing questions.

- **Break (10 minutes)**

Break until 3.05

- **Action plan; addressing diversity**

Will (WDB) – create context/background. 3 years ago EDI taskforce set up. An outside consultant

was brought in to set up a taskforce to create action plan. Action plan consists of around 30 points, including engagement, curriculum, and training. Taskforce created EDI committee and recruited Kei-Retta as chair. Sent notification to colleges to attract members. Broke into subgroups that were intended to have access to UKCP staff to disseminate information. Subgroups haven't really worked, maybe because the committee take on an advisory role rather than making decisions. Remit in new job description for chair is for them to have a closer connection with UKCP CEO and board. EDI action plan – things moving forward. Fed through Emily (EB) as UKCP staff representative. Action plan is updated on UKCP website.

Joanne (JH) – action plan looks good on paper but there are barriers to moving things forward. Why are we reviewing this now when we had a structure in place. Doesn't feel that we have open access to information.

Rani – taking a long time since the start of the action plan to today. Wants to find a solution. How can we make things better. Having good dialogue, more involvement with UKCP staff, support from the board.

Pam (PV) – dialogue is significant, with colleges and wider membership. Been looking for local groups with EDI focus.

Will (WDB) – confirmed that Kei-Retta left because she accepted a new full-time job and was unable to continue with EDI commitments.

Charlotte (CC) – how do we have influence by power and other domains, do we need to educate colleges on EDI, differences in relationship with EDI depending on individual circumstances.

Fuad (FB) – has some questions around mechanics of group, being advisory vs decision-maker.

Victoria (VN) – understands the advisory perspective, still learning and observing the group.

Saynab (SH) – as a student, understands the struggles and wants to be able to contribute and make an impact.

Pam (PV) – wider engagement with UKCP and the forum. Opportunity to say what needs to be said. MOU – legal proceedings against UKCP because of different interpretations of MOU and conversion therapy. Had to make an immediate decision and the impact on LGBTQ+ communities was discussed and considered. UKCP are against conversion therapy, but the messages have been interpreted differently by outside parties and activists.

- **Paper presentation (Saynab (SH): Hill)**

Saynab (SH) (Zadies) shared her experience and thoughts of the paper.

- **AOB**

Bring Emily's (EB) report to next meeting - add to agenda

Joanne (JH) - terms of reference – need to think about what we want to be as a committee.

New member request: Kim is not a registered therapist but is a Programme Director and OM contact for HIPC. However, under our terms of reference she is unable to become a member.

Will (WDB) – invite as a layperson or OM. In terms of inclusivity, it would be good to have her come along.

Emily (EB) – will take away and confirm whether possible from a governance perspective.

No objection from committee members. Consideration around clinical aspect and knowledge.

Joanne (JH) – focus on team building and responsibilities at next meeting. **Add to agenda next time.**

Will (WDB) – interview panels need representation from EDI/BIIDE. Would anyone be willing to be approached to be part of an interview panel. **Will (WDB) to provide more information about the commitment.**

Next Meetings:

Friday 19th July 2024

Friday 20th September 2024

Friday 15th November 2024

Summary of action points	Owner	Date action required	Update - Open/Closed
ACTION POINT 24: Discussion on race scheduled for Friday 19 May 2023. Committee members should reflect between now and then.	ALL	22/03 – JH to recirculate papers.	CLOSED
ACTION POINT 49: HW to look into support for subgroups with minutes.	HW	UKCP governance team testing some software.	PENDING
ACTION POINT 52: HW and EB to look at recruitment for the committee in a future email newsletter.	EB/HW	JH/EB to schedule time to discuss.	PENDING
ACTION POINTS 55: HW and EB to communicate to UKCP staff colleagues about the EDI/BIIDE committee.	EB/HW		PENDING
ACTION POINT 56: To make it a stipulation that colleges must feed back to the committee.	KRF	JH to create template and share at next meeting.	OPEN
ACTION POINT 61: Add an item to the November agenda for a forum for members that have had an autism diagnosis or would have a diagnosis.	KRF		PENDING
ACTION 62 EDI/BIIDE data to be shared and discussed with committee once it has been approved at SMT	EB		CLOSED

<p>ACTION 63 Colleges update – languages/updates sub group</p>		<p>JH will schedule a meeting for the languages/updates sub group.</p>	<p>OPEN</p>
<p>ACTION 64 Board update - recruitment</p>		<p>JL to liaise with EB to recirculate recruitment pack to committee.</p>	<p>OPEN</p>
<p>ACTION 65 Induction day</p>		<p>EB to circulate details on dates/times.</p>	<p>OPEN</p>