

Diversity Committee Meeting Minutes – Follow up on several current/future initiatives

Friday, 10/18/21

Present: Andi Eliza-Christie, Linda Hopkins, Ran Zhang

Respectfully submitted by Ran Zhang

September minutes approved

Discussion:

The committee briefly discussed some reactions, challenges, and feedbacks for October conference; the committee was encouraged by more diverse turnout for the conference.

Andi shared positive responses from Karen and Ann regarding the contribution and input from diversity committee in the process of planning for Oct weekend. In addition, a general consensus that the open-ended question in scholarship application is much less intrusive and more encouraging. Ran noted another way of awarding scholarship: IPI can outline different levels of scholarship awards based on income brackets, and applicants can self-identify their income level and get a general sense of how much scholarship awards will be. This can be used in combination of the open-ended question about applicants' financial circumstances in cases where applicants need more financial support than what the general guide outlines.

Andi posed questions to the committee regarding how members see the work of the committee so far in terms of discussing and promoting diversity at IPI, specially what aren't being addressed? And what are various ways the committee, and/or IPI can do to incorporate more diversity into curriculum, programming, and the existing structure of IPI?

Andi discussed updating citations list Patrizia constructed, which was helpful to IIPT curriculum committee in developing analytic training program curriculum. Andi plans to start working on it, and asked for the committee's input on authors to include, either in citation list, readings, study groups, master speakers series, or future conferences. The committee discussed what IPI can address more with offerings: racism/prejudice against regarding Muslim, Asian American, Anti-Semitism, sexism/feminism, intersectionality, class, power, etc. Linda brought up the point of how a change in class is often a struggle no matter in what direction.

A few author/speakers' names were mentioned that we would like to hear more from: Michael Moskowitz, Jay Frankel, Kenneth Hardy (he is a family therapist; "Tasks of the Privileged and the Subjugated", "The Self of the therapist in epistemological context: A multicultural relational perspective"), Lara Sheehi (the innocence of analysis, challenging neutrality), etc.

Andi updated the committee on several developments:

- 1) previous idea of constructing a Master speakers series surrounding issues of intersectionality: this idea was brought up and in consultation with David Scharff, and Janine Wanlass.
- 2) a monthly study group dealing with diversity related topics Caroline Sehon started, which was generated by interests amongst faculty to study together. One meeting already happened, Caroline recommended an article about COVID; the next meeting will be in late Nov, and it was suggested that Andi guides the study group. Andi may bring Dorothy Holmes's paper, "Culturally Imposed Trauma: The Sleeping Dog Has Awakened. Will Psychoanalysis Take Heed?" It was proposed that this group may become open to faculty associates, student members of committee; currently the group is held once every two months.
- 3) A new level of membership and involvement at IPI: faculty associates-for individuals who are interested in learning about, and are interested in possibly becoming faculty at IPI in the future.
- 4) Caroline proposed having a conference focused on working LGBTQ clients, possible time Oct, 2022/April, 2023

In addition, the committee acknowledged that there is both the need to deepening our understanding of diversity of marginalized groups by studying specifically, and in a focused way, issues relating to those groups. Nonetheless, the committee discussed broadening our views on what diversity is, when we address issues relating to diversity: for example, having diversity themes and issues processed at an organizational and structural level, like ethics issues addressed in each conference, and kept in our minds frequently and examined rigorously.