

IPI Diversity Meeting Minutes
11.19.21

Attending: Andi (chair), Chris, Ran, Janine

- Approval of October minutes (Andi moved, Ran seconded)
- Review of diversity related projects
 - E-books
 - Andi has been working with Caroline to include a diversity focus in this Friday morning e-book series, asking to incorporate speakers suggested by Patrizia, Ran, Linda, and other committee members. Potential speakers include Kenneth Hardy, Dionne Powell, Jessica Benjamin, and Usha Tummala-Narra. This e-book series could be used to consider potential speakers for future IPI weekends. Janine raised concern about so many IPI events scheduled on Fridays, worried about competing with ourselves. Andi will review this concern with Caroline. Diversity committee members are invited to attend and to make suggestions about other speakers.
 - Journal club
 - This initiative was started by Caroline, occurs on Tuesday nights from 8-9:15 ET, and was initially offered only to faculty. The SC supported expanding the audience to include all IPI committee members; however, Ran and Chris were not aware of this extended invitation. Andi will be leading the next discussion on culturally imposed trauma from a reading by D. Holmes.
 - MS series
 - Janine, David, and Andi will be meeting soon about potentially featuring diversity as next Master Speaker Series for 2022-2023. More information will be forthcoming.
 - October 2022 conference planning
 - Andi will be co-chairing the October 2022 IPI weekend conference on a diversity theme. No additional co-chair has yet been named. The committee briefly discussed possible topics, such as work with gender-fluid and gender-expansive populations.
- Discussion of SC feedback on anti-racism statement
 - This statement came up in the SC as part of a discussion about the October weekend. Caroline circulated the document to SC members.
 - Feedback included potential broadening of the language to be more inclusive in race and ethnicity, as language such as “black and brown brothers and sisters” leaves out Asian-American communities. The committee discussed benefits and drawbacks of using BIPOC language vs. language that sounded more personal. Janine suggested checking other organizational statements to see how these concerns have been addressed. Andi commented that she had received positive feedback from some parties about the current statement. The SC also wondered if the implied definition of aggression in the statement was too narrow, as it

emphasizes physical aggression and omits marginalization, discrimination, cyber bullying, etc. Ran highlighted the importance of dismissal and denial, a negating of the “other” as a potent form of aggression. Chris commented that he thought we were going to review the entire statement as a committee. The group agreed that the statement deserves further discussion and review in the next meeting, including reflection on how and in what ways IPI has, or has not, been following through on the commitments made in the statement.

- Further diversity focus and outreach
 - Andi raised the issue of studying whiteness as a way to help white IPI community members consider their own stance and position, without pressing on people of color to act as educators.
 - Janine raised the issue of targeting our marketing to include more agency populations and move out of the sole private practice focus, perhaps offering discounts to those in community settings treating more diverse groups.
 - The group agreed that these are both important aspects of addressing issues of diversity, equity and inclusion at IPI.
- Tasks for next meeting: Review IPI’s anti-racism statement (posted on website) and discuss outreach efforts

Minutes respectfully submitted by Janine. Andi will send a doodle poll to set next meeting for January.