

EDI-BIIDE Committee Minutes

Meeting Date: Friday 21 March 2025
Time: 14:00-16:00
Type: Zoom
Location: Online
Version: Confirmed
Apologies: Ruth Millman (RM), Victoria Nelson (VN), Kim Shiller (KS)
In Attendance: Zahid Nawaz (ZN), Emily Bridges (EB), Alex Crawford (AC), Jonathan Fisher (JF), Manshant Rani Kaur (RK), Will Daniel-Braham (WDB), Caroline Topham (CT), Charles Brown (CB) from 14:42, Jenny Glithero (JG), Fuad Buraimoh (FB)
Minutes By: Alex Crawford – Board & Committees Secretary

***Action Points and Decisions – in Black Bold**

Attendance sheet:

Name	Representation
Zahid Nawaz	EDI (BIIDE) Committee Chair
Charles Brown	Individual Therapist
Fuad Buraimoh	Individual Therapist
Jo Parker	Individual Therapist
Sheetal Amin	Individual Therapist
Victoria Nelson	Individual Therapist
Saynab Hassan	Individual Therapist
Emily Bridges	UKCP Senior Management Representative
Alex Crawford	EDI (BIIDE) Committee Coordinator from January 2025
Will Daniel-Braham	UKCP Board of Trustees, EDI Liaison
Afsana Rachid	UKCP staff representative
Kim Shiller	The Psychosynthesis Trust
Colleges Representation	
<i>No Representation</i>	<i>College for Child and Adolescent Psychotherapies (CCAP)</i>
Charlotte Chiu	College of Family, Couple and Systemic Psychotherapy (CFCSP)
<i>No Representation</i>	<i>College of Medical Psychotherapists (CMP)</i>
Jonathan Fisher	College of Outcome Oriented and Hypno-psychotherapies (COOHP)
<i>No Representation</i>	<i>College for Sexual and Relationship Psychotherapy (CSRP)</i>
<i>No Representation</i>	<i>Constructivist and Existential College (CEC)</i>

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Manshant Rani Kaur	Council for Psychoanalysis and Jungian Analysis College (CPJAC)
<i>No Representation</i>	<i>Humanistic and Integrative Psychotherapy College (HIPC)</i>
<i>No Representation</i>	<i>Psychotherapeutic Counselling and Intersubjective Psychotherapy College (PCIPC)</i>
Ruth Millman	Universities Training College (UTC)

Representation volunteers

Jonathan Fisher
Will Daniel-Braham
Zahid Nawaz
Saynab Hassan
Charlotte Chiu

1. Welcome, apologies and conflicts of interest

- 1.1. ZN welcomed people to the meeting
- 1.2. Apologies were given for RM, VN and KS.

2. Minutes of the previous meeting on 15 November 2024

2.1. Corrections

- 2.1.1. None.

2.2. Matters Arising

- 2.2.1. None.

2.3. **The committee resolved that the minutes were confirmed/approved.**

3. Action Log

- 3.1. Action 78 (trans training for HIPC) – **EB will speak to WDB about this outside of the meeting.**
- 3.2. Action 85 (team building) is on today's agenda for discussion.

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- 3.3. Action 88 (discussion of member survey) is complete.
- 3.4. Action 94 (review of EDI-BIIDE conference session) – **CT has reviewed the recording. CT will make a list of what people said they wanted and create a brief synopsis with themes.**
- 3.5. Action 100 (circulate acronym list) is complete.
- 3.6. Action 103 (committee away day/team building) – **CT sent a poll this morning and will look at possible dates for 1 hour online social meeting.**

4. Chair update

- 4.1. ZN spoke to his report.
- 4.2. Recruitment for an EDI-BIIDE Program Manager will be opened soon. This is a new role and the appointee will be on a 12 month short time contract for 3 days a week and line managed by EB.
- 4.3. ZN attended the Members Forum meeting on 8 March 2025. Some at the meeting questioned the value of EDI-BIIDE. ZN has also received emails about this which he has responded to. The addition of BIIDE to the committee name was also questioned at the meeting.
- 4.4. At the Members Forum meeting on 8 March some also expressed concern that the EDI-BIIDE Action Plan would be 'imposed' on Organisational Members (OMs). We will not, however the Professional Standards Authority (PSA) may require us to track EDI data soon which is something we are preparing for.
- 4.5. Given that UKCP has over 11,000 members the attendance of only 25 people at the Members Forum meeting on 8 March was very low.
- 4.6. **CT will email EB with her thoughts on having a dedicated Trainee representative on the Members Forum and also that Trainees and Students should have voting rights in UKCP elections.** Both points would mean a change to the UKCP constitution and so EB will bring these suggestions to the Constitution Working Group.

CB joined the meeting at 14:42

- 4.7. **Regarding the vacant Vice Chair role on the EDI-BIIDE Committee, ZN advised that 2 people have expressed an interest in the role. ZN will speak to them both and then come back to the committee by email before the next meeting on 2 May with a process on how to fill the role.**

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5. Board update

- 5.1. WDB spoke to his report.
- 5.2. **WDB will soon be meeting with former and current British Association of Counselling and Psychotherapy (BACP) EDI Officers and will report back to the committee on how the meetings went.**
- 5.3. **With regards to WDB having the opportunity to give regular EDI updates in the UKCP Newsletter, EB and AC will see if a process for this is being put in place.**
- 5.4. WDB reported that the request from the EDI-BIIDE committee for UKCP representation at Pride 2025 had been turned down by the Senior Management Team (SMT). Pride is deemed to be political in nature which does not align with the UKCP charitable objectives. Any representatives at the event would also need media training beforehand as they would be speaking on behalf of UKCP.
- 5.5. ZN said that one of the arguments against having UKCP representation at Pride is that it would compromise the organisation's neutrality. ZN said he thought this argument was weak and he also questioned whether Pride is a political event. Others in the committee supported ZN's views on this.
- 5.6. JF said that he understands the need to protect the organisation but that we must get the balance right.
- 5.7. WDB's proposal for a woman of colour and a trainee to be co-opted onto the Board as trustees has been put on hold for the time being. WDB has been asked to put a more formal proposal together regarding the co-optees which the Board will consider once the lay trustee recruitment has been completed.
- 5.8. Regarding point 4 of WDB's report in which he says that the committee is refining and embedding the EDI-BIIDE Action Plan, CB asked how we can refine a plan that has not even been implemented yet and expressed his concern that things are not moving forward with the action plan.
- 5.9. WDB said that we are making the plan more accessible and understandable.
- 5.10. EB, in response to CB, said that we have an EDI-BIIDE Action Plan working group in place and that we are also recruiting an EDI-BIIDE Program Manager to help deliver the action plan.
- 5.11. WDB reported that there are now 29 members of the LGBTQIA+ Special Interest Group.

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5.12. There is a group meeting on 24 March to discuss the creation of a Neuro Diversity Special Interest Group.

6. Staff update

6.1. EB referred to her written report.

6.2. EB, the CEO and the EDI Program Manager (once appointed) will be attending a 'Bridging the Gap EDI' in-person training course with Aspire Leadership Ltd later in the year. The course will include assessing organisational culture and unconscious bias. EB will report back to the committee following the course. **WDB said that he would also like to attend the course and EB will send him the details.**

7. College and committees update

7.1. JF reported that each OM within COOHP has a diversity program.

7.2. JF also advised that COOHP is looking into whether students and trainees on UKCP courses can access government funding and grants.

7.3. RK is on the CPJAC Race and Culture Committee (RCC) and reported that there have been some allegations that the RCC is not inclusive. RK also said that there needs to be 2-way communication between the EDI-BIIDE Committee and OMs.

7.4. ZN said that he and WDB have attended meetings of the Professional Regulatory Committee of the Colleges and Faculties (PRCCF) and asked colleges for their input into the EDI-BIIDE Action Plan, however nothing has been received so far. **The colleges are to be reminded to give their feedback.**

7.5. **ZN requested that committee members think of practical ideas to enhance college participation in the EDI-BIIDE Committee.**

8. Team Building

8.1. This was briefly discussed earlier in the meeting (see point 3.6).

8.2. An informal 1 hour online social meeting will be a precursor to a team building event.

9. EDI-BIIDE Action Plan

9.1. EB shared the EDI-BIIDE Action Plan project plan on screen with the committee and talked through it.

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9.2. The committee thanked EB and showed great appreciation for the project plan.

9.3. **EB will share the project plan with the committee, as requested by FB.**

10. Standing Items

10.1. Members Forum

10.1.1. This was discussed earlier. There is an online meeting on 31 May focussed on statutory regulation and an in-person meeting in Birmingham or Leeds on 28 June.

10.2. UKCP Induction Days

10.2.1. The induction Day yesterday on 20 March 2025 went very well. SH did a great job of presenting the EDI-BIIDE slides. **ZN will send his thanks to SH on behalf of the committee.**

10.2.2. **Anyone interested in attending or presenting at the next Induction Day on 6 June is to let EB know.**

10.2.3. **ZN will review the EDI-BIIDE slides before the next Induction Day on 6 June.**

10.3. Interview Panels

10.3.1. ZN will be involved in the recruitment of an EDI Program Manager and will be on the interview panel. RK also volunteered to be involved in the recruitment. **AC will add RK's name to the list of committee members available for interview panels.**

11. AOB

11.1. Training Organisations (TOs)

11.1.1. JG wanted to check that TOs are considered and have a voice with regards to the EDI-BIIDE Action Plan. EB said that there was some discussion about placements during the discussion of the EDI-BIIDE Action Plan at the 2024 UKCP conference. **JG will review CT's synopsis of the conference (see Action 94) to ensure her point about TO input is covered.**

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11.2. EDI-BIIDE and the Complaints & Conduct Process (CCP)

11.2.1. **The UKCP Registrar is to be invited to a suitable EDI-BIIDE Committee meeting pending receipt of a summary from RK & JF on what is required from the Registrar (see Action 91).**

12. Next Meeting

12.1. Friday 2 May 2025, 14:00 to 16:00 online by zoom.

CONFIRMED