

EDI (BIIDE) Committee Minutes

Date: Friday 19 January 2024

Time: 14:00-16:00

Location: Zoom

1. Introductions and apologies - KRF

Present: Kei-Retta Farrel (KRF) – EDI (BIIDE) Committee Chair
Joanne Hipplewith (JH) - EDI (BIIDE) Committee Vice-Chair, CFCSP Rep
Will Daniel-Braham (WDB) - UKCP Board of Trustees, EDI Liaison
Emily Bridges (EB) - UKCP Senior Management Representative
Charlotte Chiu – College of Family, Couple and Systemic Psychotherapy (CFCSP) representative
Dr Rani Kaur - Council for Psychoanalysis and Jungian Analysis College (CPJAC) representative
Pam Vickers – individual therapist
Saynab Hasan – individual therapist
Tom Mould – individual therapist
Victoria Nelson – individual therapist

Apologies: Charles Brown, Ruth Millman, Jonathan Fisher, Jo Parker

Minutes by: Laura Stone (LS) UKCP HR Manager and Committee Coordinator

Evaldo has stepped down as UKCP staff representative.

KRF stepping down as Chair at the end of January and thanked everyone for their contribution to the committee.

2. Minutes of the last meeting and matters arising - KRF

No comments about previous minutes.

24 - discussion on race scheduled for this meeting



25 - papers on race - action closed

JH suggested that the discussion on language and race be ongoing and a standing item, rather than a specific agenda item. KRF suggested this be discussed every other meeting rather than every meeting. WDB suggested we keep it in mind and address as and when things come up. KRF said let's discuss after today's agenda item.

WDB suggested we have a more structured approach to papers, such as introducing a specific paper and presenting that paper to the committee. If papers are to be introduced, a proposal should be put forward to the committee and added as an agenda item.

26/27 - coming to committee in March - closed.

41 - closed

47 - no further updates - please contact EB if there are any further concerns on functionality - closed

49 - governance team testing some software - pending

52 - recruitment for committee and newsletter - EB asked whether we should hold this item until a new chair has been appointed - EB suggested recruiting through colleges first and seeing how that goes - pending


53 - share toolkit - closed

55 - communicating action plan to UKCP staff - need to decide who could do that - JH said she might be able to help - EB to reach out to Joanne - pending

56 - encouraging 2-way communication - colleges and committee need to understand what each other are doing - WDB said could use a template of things to feed back - JH to create template and share at next meeting

58 - closed

61 - forum for members with autism diagnosis - JH asked if she could be kept in loop - pending



NEW ACTION - EDI data to be shared and discussed with committee once it has been approved at SMT

3. Chairs Report - KRF

Accessibility of the committee - ways of working need to reflect practice.

Thursday 7th December - gave brief verbal update to board.

Autism discussion ongoing.

JH talked about introducing more videos and other methods of communication to make sure communications are accessible to all.

CC asked what we do to share the toolkit and WDB said he would cover it in his report.

4. Board update - WDB

EDI toolkit - coalition for inclusive and anti-oppressive practice chair is standing down in August - toolkit will be promoted over next few months and the remit of the coalition will be expanded after August


WDB spoke about inclusivity of board and how we improve this practice. RK suggested that someone else from the EDI committee could possibly attend interviews.

WDB confirmed that the EDI action plan is how we share the priorities of the EDI committee to support decision making at board level. WDB said it would be beneficial if he had support at board meetings when talking about EDI.

RK suggested the UKCP Chair / Vice Chair / CEO attend future committee meetings from time to time.

WDB to have a meeting with EB to talk about EDI action plan.

Due to overrunning, KRF suggested we skip updates and go straight to race and language discussion.



Further updates can be sent by email if needed.

LS to add to agenda to discuss format and timing for EDI moving forward.

Break 15:00-15:10

5. Discussion on race and language

KRF said that the discussion came from there being different terminology used on race at previous meetings.

JH introduced the papers, starting with the paper entitled 'Pillow epistemic witnessing theoretical responsibilities, decolonial attitude and lenticular futures'.

When the committee formed, it was thought that language should be personal and there be a consideration on how language is received by others. How can we attune ourselves to understand that one person's experience is different from another?

The paper talks about how we can be 'knowledge witnesses' to other people and their work, how we see the things that are missing, and make sure we are representing information in a truly inclusive way.

KRF asked how we make discussions about language more structured and how we move forward with this agenda item.


WDB reiterated that it would be good to talk about a specific paper rather than being sent several papers at once.

JH said she felt it would be useful to have space for discussing papers and what they mean to the individual.

On a side note - RK asked whether there should be a process for members who consistently don't attend the meeting for the purposes of continuity.

6. A.O.B.

WDB thanked KRF for her contribution.



CC suggested we have a chat with UKCP to talk about the representation of the committee and to raise any concerns.

7. Next meeting

Add dates

8. Table of actions

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	Include Actions 24 and 25 on the agenda for January and recirculate papers on race.	OPEN
ACTION POINT 25: JH will send some papers to SW to circulate to all members before the discussion. KRF asked other committee members to send any papers they think would aid the discussion to SW for circulation also.	ALL	Include Actions 24 and 25 on the agenda for January and recirculate papers on race.	CLOSED
ACTION POINT 26: ED to notify the Committee when the 'House Style' is up for formal review so that the committee can feedback their agreed language positions from the discussion scheduled for Friday 19 May 2023.	ED	BIIDE Committee meeting – 14/07/2023	CLOSED

ACTION POINT 27: ED to provide a demo for Committee members when 'house style' is live online.	ED / EB	House style to be shared with the committee for feedback at the March committee meeting.	CLOSED
ACTION POINT 35: JF proposed developing a meeting netiquette document. JF to share a document which could be used as a guide.	JF	Next BIIDE Committee meeting – 19/05/2023	CLOSED
ACTION POINT 36: KRF to circulate the ground rules document again.	KRF	Next BIIDE Committee meeting – 19/05/2023	CLOSED
ACTION POINT 41: Meet with colleges over the next year to keep the dialogue open on EDI action plan and have conversations. They will provide feedback to the committee on the action plan when they can.	KRF and WDB	Ongoing	CLOSED
ACTION POINT 42: Distribute the documents from PSA.	KRF	Next BIIDE Committee meeting – 14/07/2023	CLOSED
ACTION POINT 44: Provide narrative on proposed new EDI action plan recommendations in line with the	HW	Next BIIDE Committee meeting – 14/07/2023	CLOSED
action plan to help with discussion.			

ACTION POINT 46: KfF to provide formal written report of chair's report moving forward to be distributed to members.	KRF	Next BIIDE Committee meeting – 22/09/2023	CLOSED
ACTION POINT 47: ED to explore what other functionality is available on the webpage.	ED	Next BIIDE Committee meeting – 22/09/2023	CLOSED
ACTION POINT 48: KRF to reach out to VN to understand whether accessibility was a consideration in standing down from the committee.	KRF	Next BIIDE Committee meeting – 22/09/2023	CLOSED
ACTION POINT 49: HW to look into support for subgroups with minutes.	HW	UKCP governance team testing some software	PENDING
ACTION POINT 50: KRF will bring what the EDI induction presentation in September meeting. In prep for November induction.	KRF	Next BIIDE Committee meeting – 22/09/2023	CLOSED
ACTION POINT 51: HW to approach Members Forum moderator to get more information related to EDI to the committee.	HW	Next BIIDE Committee meeting – 22/09/2023	CLOSED
ACTION POINT 52: HW and EB to look at recruitment for the committee in a future email newsletter.	EB/HW	On hold until a new chair has been appointed - Emily suggested recruiting through colleges first and seeing how that goes.	PENDING

ACTION POINT 53: WDB and HW to share links for the EDI toolkit with committee members.	WDB/HW	Following this meeting – 23/09/2023	CLOSED
ACTION POINT 54: HW and EB to look into improvements to the visibility of the committee on the UKCP website.	EB/HW	Next BIIDE committee meeting – 17/11/2023	CLOSED
ACTION POINTS 55: HW and EB to communicate to UKCP staff colleagues about the BIIDE committee.	EB/HW	Need to decide who could do that - Joanne said she might be able to help - Emily to reach out to Joanne.	PENDING
ACTION POINT 56: To make it a stipulation that colleges must feed back to the committee.	KRF	Joanne to create template and share at next meeting.	OPEN
ACTION POINT 57: Sub-groups to share their minutes and feed back into the committee.	JH	MRK to remind JH to send subgroup minutes to the committee.	CLOSED
ACTION POINT 58: Cover sheet of the minutes should include subgroup members	HW	Next BIIDE committee meeting – 17/11/2023	CLOSED
ACTION POINT 59: WDB and EB to schedule meeting to update BRAG rating of the EDI action plan.	WDB/EB	Next BIIDE committee meeting – 17/11/2023	CLOSED
ACTION POINT 60: Provide update on the changes to	EB	Next BIIDE committee meeting – 17/11/2023	CLOSED

the EDI action plan and promote that it is on the UKCP website.			
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	Forum for members with autism diagnosis - Joanne asked if she could be kept in loop.	PENDING
ACTION 62 EDI data to be shared and discussed with committee once it has been approved at SMT	EB		OPEN

