Culture and Difference within and across Ethnic Minorities
The Division of Counselling Psychology Statement
Introduction
This document sets out the Division of Counselling Psychology’s framework on race, culture, and ethnicity. It is intended to be a work in progress and will evolve with our members, our environment, our society, and the needs of those communities encompassed within its definition.

Primarily, the strategy is to eradicate racial and ethnic discrimination, to bring awareness, recognition and validation to the experiences of these groups of people re-membering the intersections at play. It is our professional and ethical responsibility to be preventative as well as responsive. More crucially, to progress the dialogue within this area.

Purpose of the document
This document will implement a strategy that is able to scrutinise individuals, organisations, knowledge bases or policies which do not adhere to the equality and inclusion of ethnic minority groups. The BPS Declaration on Equality, Diversity and Inclusion (2017) explicates the need to ‘embed the principles of equality, diversity and inclusion’ within all areas of being.

Core tenets
DCoP emphasises:
Scope of the document

We aim not only to explore and act on concerns within ethnic communities but also to address the need for action and research within, outside and between communities. The strategy set out in this document therefore ranges more widely than within the Division of Counselling Psychology itself. As a consequence, we will engage with:

- other applied psychology Divisions and Sections;
- other groups and organisations outside of the BPS;
- individual counselling psychologists, in-training and chartered members; and
- counselling psychology training institutions.

Strategy

The Division of Counselling Psychology puts its members and those we engage with at the heart of our professional standards. Our strategy will develop and manage structures that are fit for purpose by:

1. Ensuring that ‘culture and difference within and across ethnic minorities’ (CDEM) concerns are ‘mainstream’ within the discourse of the Division.
2. Privileging the congruent theme of social justice within the scope of our current work environments, and involvement of the Society.
3. Guaranteeing that CDEM concerns are present and active in all our Executive Committee, Regions, and Network agendas. This goal involves an awareness of the inclusive constitution of committees so that there is adequate CDEM input.
4. Enriching, and resourcing appropriately, the exploration of various CDEM interests, providing a platform for a particular issue or topic e.g. Black, Asian, and Eastern European concerns.
5. Exemplifying these principles in our CPD output to ensure that it adequately represents our commitment to ethnic minority presence, contribution, needs and developmental issues.
6. Securing further investment in CDEM education in our training courses, and in training syllabi. We aim to encourage:
   a. an integrated syllabus with respect to race, culture, difference, and ethnicity as well as all its intersections.
   b. varied therapeutic modalities whilst working within and across varied cultural frameworks.
   c. critical examination of these different theoretical stances, questioning what in each is implied by the terms ‘multi-cultural’, ‘inter-cultural’, ‘trans-cultural’ etc.
7. Engaging in constructive debate between these different perspectives.
8. Encouraging and fostering appropriate supervision in relation to race, culture, difference and ethnicity.
9. Promoting practice-applicable and externally-focused research, publication and debate around pertinent CDEM issues, and the promulgation of such.
10. Supporting CDEM research e.g. lists of external examiners, research supervisors who are working in this area of research; and methodological and other resources.
11. Inspiring CDEM awareness in such things as the awards and prizes that the Division offers.
12. Considering a Divisional Award for services to CDEM awareness.
13. Enlisting a deep awareness of CDEM issues throughout the grassroots of the Division, both in support of those serving diverse communities and increasing understanding, especially in areas where ethnic minority populations are not highly represented.
14. Affirming all to have a voice and not be silent.
15. Bringing the visible and less visible communities to the fore.
16. Being reflexive, having a sense of racial and cultural history/identity.

**Responsibility**

It is the responsibility of the CDEM Lead and the Division of Counselling Psychology to ensure this document is reviewed annually. Similarly, it is the responsibility of both to ensure the contents of this document are brought to the fore and that the voices of these communities are heard.

**Get involved**

Part of the response-ability falls to us all; share your experiences, tell us where we can be supportive. Help us to maintain these standards.

If you would like to discuss any of the information in this leaflet further, please contact:

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