

ACPP CPD 16th October 2021

Two lenses into Diversity and Inclusivity

The ACPP are delighted to announce that our AGM CPD event is facilitated by two practitioners from our CPP community, Susan Groves and Syed Azmatullah (Azmat).

This abstract from Azmat's workshop provides a context:

“...The contours and features of the cultural valley through which our lives flow, has been shaped by the successive generations of rivers, storms and rivulets created by our ancestors. The beliefs, myths, legends and fairy tales recounted within the valley shape the cultural lens through which we see the world.

Like social primates from other species, embedded within our cultural lenses are hierarchical patterns privileging the fittest, strongest and those most capable of protecting the social group. The factors contributing to a perceived social ‘pecking order’ are multiple. These many factors intersect subliminally conveying to us our place within the social group.

As human primates we aspire to higher ideals. We have, through our global endeavours and enterprises begun to appreciate that those who see the world through different lenses see possibilities that we may have not noticed...”

Agenda

10 am - Reclamation of Being: Considering Whiteness. Susan Groves shares the approach she is developing in offering contained spaces for consideration of this theme.

Susan suggests that creativity and the Core Process model are fundamental if we are to be able to bring awareness and unbinding to the embodied conditioning we carry as white people.

Susan will offer a short presentation and an opportunity for personal reflection and response.

Bring material should you want to draw or doodle.

10.50 am - Tea break

11 am – 1 pm - Towards Equality and Inclusivity. Syed Azmatullah offers a short workshop to explore potential sub-conscious biases around different ways of being. This includes an investigation of the nature of our cultural lenses and the intersecting factors which constrain us within, or free us from, our perceived 'pecking order' position.

Detailed agenda for Azmat's workshop:

11 am - 11.45 am - This section will include a short (approx. 20 minutes) PowerPoint presentation to set the scene for the second personal experiential part.

There will also be around 20 minutes for clarification questions before the personal experiential part led by Azmat.

11.45 am - 12.25 pm - Experiential. The EDI Grid (see the end of this document) is a one-page grid which we will use for the experiential. ***You may want to print a copy of the grid in preparation for this part of the workshop.***

12.25 pm – 12.45 pm - Small break-out groups for reflections on the experiential.

12.45 pm – 1 pm - Feedback and close in Plenary.

Please note: All timings are according to British Summer Time (BST).

Biographies

Susan Groves



Susan is an accredited Core Process Psychotherapist (with previous training in social work and theology). She has spent much of her life in Southern Africa and is now based in Birmingham. She embraces the Buddhist and Christian traditions. Susan seeks to include playfulness and creativity in her approach to life and work. She has published, among other things, *Presence in Relationship: offering Core Process Psychotherapy* which has been warmly received by the community.

Syed Azmatullah



My DNA is estimated to originate from: Northern India 40%, England 38%, Southern India 10%, Sweden 7%, Germany 2%, Scotland 2% and Norway 1%. **Diversity is embedded in my DNA!** Epigenetic adaptations integrate my masculine & feminine energies beyond binary boxes. **Anatomy is no longer destiny!** Spiritually I have Christian and Islamic heritage and find Buddhist philosophy and psychology deeply rewarding. My first career was as a pharmacologist with neuroscience and oncological interests. I led global development teams and lived in Berlin and New York appreciating diverse cultures. I now practice psychotherapy in Brighton, UK with particular interests in culture, LGBTQ+ issues, transgenerational psychotherapy and trauma. I am a member of the Teaching Faculty of the Karuna Institute, Devon and co-chair the Ethics, Equality and Diversity Committee of the Association of Core-Process Psychotherapists. I also co-chair the Equality, Diversity and Intersectionality Committee of the Humanistic & Integrative Psychotherapy College of UKCP and I am a member of the Board of Trustees of UKCP.

Towards Equality, Diversity & Inclusivity: EDI Grid

	Skin Colour	Gender Identity	Ethnicity	Physical Well-Being	Quality of Education	Socio-Economic Level	Age	Sexual Orientation	Neurological Well-Being	Career Satisfaction	Quality of Upbringing	Supportive Belief System	Supportive Community	Environmental Support	Psychological Well-Being	Other	
+2																	Pride, Privilege, Empowered
+1																	Advantaged, Fortunate, Secure
0																	Neutral
-1																	Disadvantaged Unfortunate, Insecure
-2																	Shame, Oppression, Disempowered
																	S. Azmatullah

Using this aid for personal reflection:

1. **Tick** the box which corresponds to your **felt sense** of how empowered or disempowered you feel you are in each aspect listed.
2. Place a **circle** in boxes **where you would like to be** under each heading according to your felt sense. What does this look like? Explore your emotions around that.
3. Place a **cross** in boxes **where you would not like to be** according to your felt sense. What does this look like/feel like? Explore your emotions around that.
4. Have you become aware of any biases or insights as to what factors keep people in the boxes they feel themselves to be in?
5. Can you identify circumstances which pull people down the grid ('snakes') and circumstances which lift people up the grid ('ladders')?
6. Can you imagine how positions in the grid coalesce to create a global felt sense of where one is in a perceived social 'pecking order'?