

## **TF Cultural and Ethnic diversity**

1st meeting October 5<sup>th</sup> 2012

### **AGENDA**

1. Welcome and introduction
2. Nomination of Convenor and roles
3. Task Force Rationale, Function and Terms of Reference (\*)
  - Position of the TF in EFPA
4. Membership (\*)
  - Active and corresponding members
  - Invitation of observing members of AMs and other associations
5. Mode of operation (\*)
  - Internal communication among members
  - External communication (media and procedure)
  - Live and virtual meetings
  - Relations with EC, other committees in EFPA, MAs, AMs
  - Website
6. Task Force's targets:
  - a) Suggestions regarding how knowledge on (the implications of) cultural and ethnic diversity can best be incorporated in the education and professional work of psychologists in various areas.
  - b) Suggestions regarding promising lobbying activities and/or funded projects with the European Commission (particularly Directorate of General Employment, Social Affairs and Inclusion).
7. Work plan 2012 -2013
8. Place and calendar of meetings 2012-2013
9. Agenda for next meeting
10. Closing

(\*) Please find references to 3, 4 and 5 in documents at the task force link.

### **Minutes from 1st meeting October 5<sup>th</sup> 2012**

**Attendants:** Inger Birk (Denmark), Alexander Thomas (Germany), Ludek Kolman (Czech Republic), Ine Vink (Netherlands), Emine Kale (Norway), Carla Moleiro (Portugal), Enlisa Khanna (Denmark guest and penholder)

#### **Point 1-+2-3:**

Convenor Inger Birk welcomes and invites Vice president of EFPA Edward van Rossen to join in the first part of the meeting in order to clarify some questions put by Inger Birk and other members concerning way of working, economics, etc. The following was pointed out regarding task force rationale, function and terms of Reference:

- There will be no replacement for Veronika Polisenska (EC Liaison) in the future meetings, but Veronica will still be our liaison to the EFPA system.
- Regarding formal/informal contact: EFPA is to be informed about the work of the task force in accordance with the EFPA guidelines. Email contact is the connection to the head office. Any new nominations for the task force has to be sanctioned by EFPA.
- Budget for the taskforce: There is a limited and fixed annual budget for the representations and activities of task forces. (No exact figures were mentioned at the meeting and inquiry about this will have to be made in connection with presentation of a budget for the Task force. )
- There is possibility for support and to obtain CED taskforce link at the EFPA website with coaching of Ivana Marinovic: [Ivana.marinovic@efpa.eu](mailto:Ivana.marinovic@efpa.eu) – We were given the advice to look at the Board of Ethics to get inspiration for the structure and to appoint a taskforce webmaster in order to be able to share documents, position papers of the taskforce, best practice for teaching in CED etc.
- Edward van Rossen was asked to make a request to the Belgium Psychologist Association to have a member nominated to enter the taskforce.
- Edward van Rossen informs that that Board of Ethics is a very active group, and he will present the work of CED in the next meeting, which will take place in two weeks and notice whether there is specific work going on regarding ethnic minorities with different cultural backgrounds.
- Edward van Rossen announces that the approach on spreading sensitivity on CED issues fits in to the general aim of the taskforce as well as it's the aim of the General Assembly.
- All agreed upon the necessity to unite the efforts on the ethical matters with focus on sensitivity towards ethnic and cultural diversity also in order to avoid discrimination. Additions to the mainstream ethical guidelines have already been developed in the Netherlands and Germany and will be forwarded for inspiration.
- Awareness of the international dimension in EuroPsy was emphasized and suggestion to look into criteria with regard to cultural sensitivity in connection with assessment and test use. An awareness of good practice regarding these issues together with Board of Professional Development Could also be recommended.
- Suggestion that input/recommendations to policy makers and discussions partners also include issues of mobility of workers and should be attached to the political agenda in EU.
- It's recommended to report to our associations and involve them as much as possible.
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### **Presentation and introduction of the members of the EFPA task force**

All members agreed upon writing a small introduction about themselves, to send the contribution to [IngerBirk@hotmail.com](mailto:IngerBirk@hotmail.com), who will then distribute them to our task force and EFPA.

### **Point 4: Membership**

CED position in EFPA was discussed, and the importance to grow and to display more visibility.

The importance of reaching out on a personal level was discussed. It's clear that membership of the taskforce must be a nominated person from the member associations. Corresponding members can take part in the online discussion as well as live e.g. Norway represented by Emine Kale represents a very active corresponding member within the taskforce.

An idea is to make a strategy on how to approach potential members. One way is to take contact to the psychological associations. Another strategy is to invite psychologists who already have the qualifications in the field of cultural and Ethnic Diversity. A strategy could be to list out the topics of the taskforce and the work plan on and request them to join the taskforce and convince them about the benefits. There was agreement on sending a letter to the associations with the concrete topics.

It was agreed upon the two lines in approaching potential members of the taskforce: an informal line and a formal line.

Representative from Cyprus asked for virtual meetings as it wasn't possible to attend the meeting.

Ine Vink will make contact to Kamel Chahal from UK as well as Andrea Hochfilzer-Winter from Austria

Carla Moleiro will make contact to psychologists in Spain and Paris.

General discussion on inviting psychiatrists to join the taskforce took place and it was agreed that it may be too early. There was agreement on looking for both applied and academic psychologists.

#### **Point 5: Mode of operation**

Carla Moleiro is appointed webmaster of the taskforce and will make contact to Ivano Marinovic.

Informal - formal contact to new potential members: Convenor Inger Birk will draft a letter of invitation for the associations and submit it in order for them to send a representative to join the taskforce: France, Austria, GB, Spain, Slovakia, Hungary. Inger Birk will make an informal inquiry to Sweden a very important participant because of the conference in Stockholm. Emine Kale will take informal contact with representatives from Turkey. Edward van Rossen will make a request to the Belgium Psychology Association to nominate a member to the taskforce.

#### **Point 6: Taskforce targets**

1. Topic: **Best practices of academic teaching programs in culture and ethnic Diversity for student of psychology, BA and MA.**

The idea is to develop an one page description on the academic teaching program "International Competence" stated in 2001 in cooperation between the University and the University of Applied Sciences in Regensburg. This text will be sent to professors of psychology in Germany working in the field of cross-culture and intercultural psychology. They will be asked to send a one page description if they offer similar academic programs for students of psychology. It may be that

we get 3 to 5 descriptions of training programs from Germany. Alexander Thomas is the coordinator of this topic and will collect Educational programs from the universities in Germany. The papers and the reactions will be submitted to the taskforce. Feedback from the group will be collected. – A bottom up process. It is discussed and proposed that each member of the task force do some investigation on the programs in their own countries – In Norway there is a report – a summery in English to be forwarded to the convenor.

2. Topic: **Special training programs for clinical psychology to conduct psychotherapy for migrants.**
3. Topic: **Best practice or preparation programs for school teachers working in the field of intercultural learning .**  
(Ine Vink has an example from Holland on the issue – she will send the website address)
4. Topic: **Development of ethical guidelines for European psychologist working with cultural and ethnic diversity.**  
Carla Moleiro will be the coordinator of this task. The idea is to see what already exists in the ethical codes of the different EFPA countries, in a first step. Then, check for the existence of specific guidelines (e.g. Dutch). Ine Vink will translate the Dutch contribution. Carla Moleiro will collect what exist and arrange a meeting with the Ethical Board – we must mingle with the various groups – Emine will send the contribution from Norway – and make a summary and distribute to the members of the taskforce. The end is to meet with the Board of Ethics - Carla is already involved in writing the ethic codes, and it's of great interest to work with EFPA regarding ethical guidelines .

### **Ideas -Other topics**

1. Contact various Boards of EFPA and ask them to include cultural diversity - invitation to discussion of stage two of the taskforce.
2. What is understood by intercultural competences - what can be offered on community level– trainings programs based on research in psychology and cross cultural psychology.
3. Teaching programs – how do we provide short and brief evidence training programs for teachers in migration and cultural diversion- what recommendation should we have for them – what do we think is the demand for the future on these issues .
4. Qualification program for practitioners in psychology to develop intercultural competencies is needed. We must test what works – is it attitude, skills, knowledge that works –
5. EFPA and specialization on Europsy.
6. Shaping an interdisciplinary network for PhD studies on migration and diversity.
7. To work for the taskforce to be established as a permanent board within EFPA .

It is important to find our order of priority as to what can be done now and what can be postponed to the third stage of the taskforce. It's important to work at several levels at the same time, and it must be decided how many issues we can handle at a time.

There is a wish for a methodology in answering the questions/topics, a clarification of what theoretical framework is used, and a discussion of the importance to outline the premises of what we are doing .

Ine Vink informs about John Berry and a special issue about Multiculturalism as a product of the disaster in Utoya.

### **Point 6b: Lobbying**

Ine Vink will approach Robert Roe by mail to question him whether cultural and ethnic diversity was included in the EFPA Expert Conference: Major health gains to be expected from psychology. The political context may help for funds - Funding for the topics – The interest is limited to invest in diversity and inclusiveness – Policy making – we are good candidates but it takes time to make applications.

Migration - inclusive society- is going to be one of the main topics - inclusiveness - in the Horizon 2020 European Funds for the social sciences and humanities.

### **Point 7: Work Plan**

Draft the working plan within the templates of work plan sheet will be submitted to EFPA and include:

Taskforce meeting in February 2013 in Copenhagen: In relation to this meeting the Society of Intercultural Psychology (SIP) will arrange a workshop about relevant topics related to TF's targets.

Symposium at the 13<sup>th</sup> European Conference of Psychology in Stockholm, July 2013:

Arrange and conduct a symposium about topics chosen by the task force and invitation of guest lectures. An appointed work-group will be in charge of the event. Abstracts will have to be submitted by the 15.th of November 2012.

Carla Moleiro makes the commitment that somebody from her team will present some of their results at the conference.

Emine Kale will prepare a presentation maybe presented by a colleague.

Ludek Kolman will submit a presentation.

Alexander Thomas will make a symposium presentation on what have been done in Regensburg.

Ine Vink will ask her boss to take the responsibility for presenting a paper on training people in CED.

Ine Vink will also commit herself to involvement of the final report.

Emine Kale will be the coordinator and will receive the abstracts by the end of October. Also she is in charge of submitting the abstracts for registration.

Convenor will clarify whether the taskforce is invited to participate in the conference, also regarding compensations of some of the expenses e.g. free entrance and travel expenses to Stockholm

Convenor and Enlisa Khanna will involve the Danish Psychological Association in order to cover expenses incl. a penholder etc. in connection with the official and final rapport.

**Point 8+9:** Next meeting is scheduled to 1 February or 22 February (priority). Convenor will go through possibility for arrangement of video conference. Agenda will be submitted in due time. The date should also be clarified with the members of SIP – Society for Intercultural Psychology.

**Point 10 Closing: Evaluation.**

Members expressed their contentment with this first meeting and with the productive brainstorm.

A new chapter of the task force has started.