

Anti-Intersectional Discrimination Task Force situated within and role within PCU

Statement of Intent including individual pledge

Practice of Intent including reference to PCU

PCU will ensure:

That the labour of integrating Intersectional perspectives and combatting discriminatory practices is not vested as the sole responsibility of people within PCU who are impacted by different forms of Intersectional, Structural and Systemic Discrimination*

Deep Recognition that although many forms of Intersectional Structural and Systemic discrimination* are connected that they are not the same

Clarification & Definition of Terminology/language

In Seeking to Understand and Address Discrimination* we recognise that definitions are important

Discrimination
Seek to breakdown and Understand from different perspectives what these actually are and encapsulate different modelled language
Eg Learned Behaviours
Eg Unconscious Bias

*Includes but is not limited to knee-knecking and other forms of Afrophobia, racism, colorism and shadism, as it affects people of color, anti-semitism, Islamophobia, misogyny, misogynoir, sexism, ageism, ableism, homophobia, anti-lesbianism, bi phobia, transphobia, ace-phobia, classism, caste-ism,...(this list is not exhaustive)

If we couldn't hear your words but we could only see your actions what would they look like?
- Mymuna Soleman 'The Privilege Café'

This document is intended as a statement of Action as well as Intent, that is publicised widely within PCU

We recognise that performative 'action' is not the desired effect of this document – we recognise that we are seeking integrity of action as part of the change we are seeking the PCU to adopt – this document needs to be an alive and breathing entity that PCU as a body interacts with

– We recognise that discrimination is a matter of life and death

	<p>– Social and Emotional Health are as much a part of the work that we do and the principles that we are concerned with promoting within the PCU</p> <p>This document therefore will not be stuck in a drawer (or sit in a folder) but will be exposed to air and light</p> <p>PCU will regularly review and update this Statement of Intent which will appear on the PCU Website</p>
<p>Ongoing Commitment to sustainable and relevant policies and practices within PCU</p>	<p>Regularly review the policies relating to member participation, and recruitment within the PCU to ensure they are aligned with the principles of inclusion outlined within this statement of intent</p>

- **Embed and encourage Deep Democracy and recognizing PCU as an ecosystem within other ecosystems***

**Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be.
- Martin Luther King Jnr**

Recognise the interconnectedness and impact of all systemic oppression against human and other than human.

“Deep Democracy” all voices are heard

Holding a mirror to self, PCU, and wider organisations to elevate accountability from a multiverse of perspectives (many and all).

Ensure Collaboration with service-user/ client / other grassroots organisations to formulate policy and practice.

Address structural inequality and enable representation and inclusion of intersectionally marginalized groups at all level of the Union

Ensure that PCU examines policies and practices from recruitment to member participation to ensure that these are equitable and anti oppressive in aim format and implementation

Adopt the principles of “Deep Democracy” in practice to ensure all voices are heard.

Ensure that there is an understanding of discriminatory power dynamics and processes in groups, including this Task Group and other groups that are convened in the name of PCU

Ensure that the principle of Deep Democracy is not wielded as a tool to silence or silo minority or marginalized experience but to foster inclusivity and ensure a deeper dialogue which recognises the need to ensure equity as a response rather than adopting defensive positions against unpopular opinion

We will ensure that engagement with complexity and marginalised opinion is at the core of our engagement with issues of discrimination

Deep democracy will be used as a tool of enablement of voice across the spectrum of human and other than human experience

We recognise that not all voices are the same, and we seek to enable an understanding that not all voices are given the same opportunity to be heard

We accept that Deep Democracy cannot happen without understanding and resourcing access needs - including listening to what needs are being expressed

• **Celebrate and prize difference and challenge “othering*” in all its forms.**

Be curious about what we do not yet understand or know about ourselves and others and be committed to learn from the lived experience of others.

Understand sidelining as a violent practice – as active exclusion.

Being intentional in our use of language to frame issues from a re-centered inclusive grounding e.g. WAIST...What Am I Speaking To?

To encourage active identification of, and bring attention and non-violent challenge to, complicit behaviour and bystanderism in matters of intersectional discrimination

To ensure plain and accessible language is used in all communications of the Task Group / PCU

Actively Challenge the silencing of marginalized minority voices and discourses.

Ensure this Statement of Intent is promoted and distributed in a range of accessible formats including audio recordings and large print

Ensure accessibility for deaf / hard of hearing communities in all meetings, and member groups that PCU organizes is budgeted for, and sign language interpretation is included as a form of access need

Ensure all visual materials, website, letters etc are designed with awareness of visually impaired and dyslexic members

	<p>Ensure that physical access for people with mobility disabilities is taken into account when planning all meetings of PCU (once we resume face to face)</p>
<p>A working definition of Othering Minimising other people blaming other people being unaware of or indifferent to privilege or value that others have / norms of who matters and who does not / or who has value and who has not / dehumanising / judgements / labelling as other / actively normalising discrimination / refusal to recognise that labelling enables bias to exist / and that labels determine how a person is treated in the world according to the labels that have been attributed to the person as 'other'</p>	<p>We will seek to be aware of and challenge othering in all its forms within PCU</p> <p>This document is to be adopted by all groups within PCU so that the work of this Task Group is not othered</p>

• **Promote respect for self and other both locally and globally**

Promote fair access to power, influence and material stability to establish health, equality, justice, peace and abundance for all.

Rethinking how we see the role of psychotherapy and psychotherapists within the world

Understanding the impact of trauma and traumatisation on us as therapists personally and politically

To encourage and nurture a supportive community built on transparency, to enable collaborative exploration of anti-oppressive practice within the profession at all levels

The union will work to raise its awareness of discriminatory practices towards people of Afrikan heritage and all marginalized peoples impacted by kneeknecking* / skin color racism / shadism / colorism)

The PCU will combat negligence within the psychotherapy community towards the social and emotional needs of people who experience social exclusion

The PCU will allocate resources to ensure membership participation includes people with disability access needs

Sustainability Statement

We recognise that the work of challenging Intersectional Discrimination requires the efforts of many human beings working together within PCU

We anticipate that PCU will need to

ensure that human resources are not squandered or exploited in the process of implementing this Statement of Intent

We recognize fundamentally that all people have care needs and that the needs for rest, play, health, and a work life balance are basic human rights.

We see it as fundamental that we understand and take action to prevent burning people out, objectification of people affected by Intersectional Discrimination and exploitation of unpaid labour also known as 'volunteering' within PCU

We will ensure that care is taken in the way that we as a Union and members of PCU demand labour from each other in acting on this statement

As a fundamental and overarching principle we will ensure that labour is not demanded unequally from peoples within PCU who have historically been colonized, enslaved or demanded of / seen in a role of servitude due to Intersectional discrimination and an unequal distribution of power, role stereotyping or other

	form of conditioning related to a person's skin color, gender, class, immigration or other economic status.
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