**SPSI 7/1/20 Town Hall Questionnaire Themes:**

26 SPSI members responded to the single question questionnaire that went out before the 7/1/2020 Town Hall.

The question posed was: Going forward, how do you see SPSI’s vision and goals regarding racism?

The responses can be categorized into four themes:

1. What should SPSI’s vision be concerning racism,
2. Individual and group reflection and discussion about racism
3. Gathering information, identifying resources about racism
4. Taking action to combat racism within SPSI and in the wider community

Some ideas and suggestions mentioned by the responding SPSI members fit into several of these categories.

1. **SPSI’s vision concerning racism**
* SPSI should commit to a process of actively deconstructing the racism it has been a part of
* SPSI should unapologetically look at how it has been explicitly and implicitly racist
* SPSI should commit to making institutional changes that will address explicit and implicit racism
* SPSI should commit to becoming inclusive, pluralistic, integrative, uniting, and non-hierarchical.
* SPSI should address ALL types of social injustice, in addition to racism: sexism, anti-semitism, homophobia, islamophobia…
* SPSI should make an effort to bridge the gap between psychoanalysis and social justice issues
* There should be efforts by SPSI to increase POC representation among not only the CA’s, but also the faculty and the administration
1. **Individual and group reflection and discussion about racism**
* We need to accept the discomfort inherent in the process we are embarking on to face racism.
* We need to develop the awareness at SPSI that combating racism is an ongoing process rather than a goal that can be attained and set aside
* SPSI should take a public stand against and take concrete action in the public domain that addresses racism and other social justice issues, such as LGBTQ issues, policing policy, health care and public policy, etc.
* We should strive to foster of an environment at SPSI where open, free, respectful expression of differing ideas can take place
* The opinions and experience of the iCAPP students should be heard along with those of the CA’s.
* Some realities about racism need to be faced by us all, such as: we have implicit biases, these are often disavowed, difficult conversations need to take place to face dissociated aspects of our implicit racism, to face white privilege, to recognize that the experience of POC at SPSI is different than that of white, cis-gendered, heterosexual members
* We need to listen to the voices of POC, not silence them by a non-response or a delayed response, encourage POC to fully express their strong feelings
* We should consider having a list-serve or another electronic channel where the community can share their thoughts,
* We should consider meeting in small groups where our own racism can be discussed. These smaller groups within SPSI could listen to a podcast , read, watch informative educational material to spark a conversation.
* We should use meetings/Town Halls at SPSI not only as a place to think but to think *psychoanalytically* about issues such as SPSI’s response to racism, the murder of Blacks Americans by the police, and other issues to do with racism
* SPSI ‘s success in addressing racism will depend on its ability to face unresolved conflicts and issues within the institute. These need to be addressed.
* The balance between reflection and action. Maintaining a reasonable balance between thinking/understanding on the one hand and taking action to combat racism on the other. As we reflect, we need to realize that complacency is complicity.
* There should be a mechanism to assess the success of our efforts in combating racism.
1. **Gathering information, identifying resources about racism**
* Racism is a public health problem that is intra-psychic and transmitted across generations.
* There are correlations between racial and economic disparities
* In setting our goals about combating racism, we should learn from other institutes and other fields of study
* We need to understand whiteness as an identity vs white supremacy.
* SPSI should find the path forward without relying on POC clinicians to educate them.
* We need to define our terms and concepts such as “other”, “privilege”, “white privilege”, “Racism”, difference between being “against racism” and being “anti-racist”, what it means to “walk the talk” individually and collectively
* We need to think more broadly in understanding the sources of racism and in understanding the motivations of racists: inequality, injustice, poverty, undue political influence of the rich and their ability to influence opinion.
1. **Taking action to combat racism within SPSI and in the wider community**
* Doing pro bono analysis and/or low fee analysis should be encouraged for the whole SPSI community, including CA’s and the faculty.
* We need to establish a low fee clinic
* We should encourage more clinicians within SPSI and within the mental health community to take insurance so more people of modest means (that include a lot of POC) have access to analysis
* SPSI should consider offering a community psychoanalysis track in its training
* Establishing a scholarship fund at SPSI for C/A’s who are BIPOC and offering them free/reduced tuition for training should be considered.
* Town Hall meetings should become a regular occurrence at SPSI
* Curriculum should include readings from diverse authors in all the classes
* To be truly diverse, recruitment of students should not be limited to the residents at UW but should branch to settings where clinicians work with communities of color such as community mental health clinics.
* Needs survey should be done for community agencies to learn what they need and hope for from SPSI
* We need to follow through on the pledges we made at the retreat
* SPSI members individually and as a group should engage in reparative justice work in the community. We need to figure out as a group what form that can take.
* With respect to the BLM movement, SPSI should be in the forefront rather than bringing up the rear.