**SPSI Town Hall**

**July 15, 2020**

The notes below are neither Minutes nor an Action Plan, but rather an attempt to represent some of the voices and ideas from this Town Hall meeting. Where there was repetition, I allowed it to stand, to capture the spirit of the meeting.–Anne Buchinski

* The tension between reflection and action
* The wish to honor our past and yet make significant changes
* SPSI visions and goals
  + Vision concerning racism. Deconstruct SPSI’s racism, look at it, commit to addressing it.
    - Increase inclusivity on every possible level.
    - Beware of hierarchy
    - *All injustice* matters: racism, sexism, antisemitism, homophobia
    - Increase the numbers of people of color at SPSI
  + Individual and group reflection
  + Gather information, identify resources, take action to combat racism at SPSI and in the larger community
* Individual and group reflection: an *ongoing process.* Take a public stand against racism and LGBTQ bias. Foster open, free respectful exchange of ideas. iCAPP students also.
* Realities of racism: own our implicit bias. The experiences of POC and LGBTQ people *are* different from white cis-gendered people. *Listen* to POC, encourage expression of their strong feelings.
* Consider listserv or something similar.
* Form small groups: agree to listen or read material to spark conversation.
* Use meetings not *just* to think, but think *psychoanalytically* about racism.
* Face unresolved conflicts within SPSI.
* Balance reflection and action. Complacency is complicity
* Can we determine a way to assess the efficacy of our efforts?
* Racism as a public health problem. Whiteness as identity distinct from white supremacy. *Not* rely on POC to educate us. Think about what anti-racism *means.* Understand more about roots of racism. Wealth: awareness of the undue influence of race on wealth.
* Action. Pro bono or low fee psychoanalytic treatment should be encouraged. Encourage more clinicians to take insurance to increase access, including to POC.
  + Consider “community psychoanalysis” as a track.
  + Scholarship fund: free or reduced fee for POC
* Contact Community Mental Health Centers: survey needs in the community.
  + Follow through on the pledges from the retreat.
* Reparative justice work in community, re BLM movement.
* Consider the role of iCAPP graduates, who may be more involved in CMHCs than CAs or faculty in general.
* Recent institutional trauma at SPSI cannot be readily resolved. The importance of recognizing the impact of this trauma without using it as an excuse to defer the work ahead of us.
* Graduates of the 4 year program vary widely in their ongoing engagement in SPSI. What does this mean?
* The recognition that individuals speaking their own deep frustrations may have powerful impacts on the listeners. Not wanting to silence the speakers. Considering how to make room for the impacts.
* Trying to grow awareness not just of our biases, but of our ongoing judgments of one another in real time.
* The recognition that as analysts we are biased toward reflection over action.
* Resolve to try to minimize hierarchical interactions within SPSI.
* How do we balance the institutional and individual traumas many of us have experienced in the past at SPSI, while not overly burdening our new members.
* Resolve: to be compassionate and non-judgmental. To honor everyone who speaks.
  + Valuing love, community, connection.
* Should we actively pursue formal anti-racism training?
  + While not losing sight of sexism and LGBTQ bias.