

Attending to and working with EDI in supervision

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Intro & Housekeeping



CONFIDENTIALITY



ENVIRONMENT TO LEARN
AND GROW FROM



FORMAT



Think of a time
when

- You were treated equally
- Where your difference was valued
- When you felt included

How did these experiences impact you ? Now think of opposite examples – how did these experiences impact you?

EDI- What does it mean ?

Equality- Providing equal opportunities to everyone and protection from discrimination

Diversity- recognising, respecting and valuing differences in people


Inclusion-refers to an individuals experience within society and to the extent to which they feel valued and included in society.



Why does it matter?

Ethical - An awareness of diversity issues in counselling is a core aspect of BACP's Ethical Framework.

Legal -legislation under the Equality Act (Equality Act, 2010). As practitioners, we need to have knowledge of these legal requirements to ensure that we are working within the law.



Moral-challenges to EDI affect lives and experiences in very real ways and need to be accounted for in the support we provide.

EDI + Therapy Values



BELONGING



ACCEPTANCE



UNDERSTOOD



VALUED



Carl Rogers

Unconditional Positive Regard



WHEEL OF POWER/PRIVILEGE

Intersectionality



Adapted from example

@sulviaduckworth




Personal context

We are practicing through our own lens shaped by our
identity and experiences



Counselling context

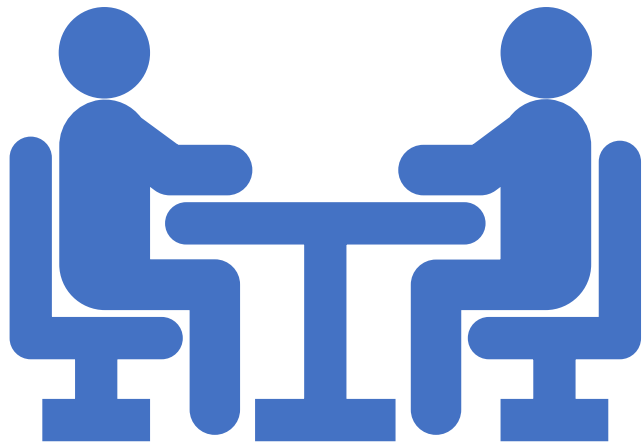


We are practicing through a white,
male, middle-class, middle-age
heterosexual ,able bodied,
Eurocentric/American lens



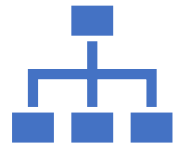
Wider context

We are practicing through a lens of
systemic power, oppression.



Two crucial questions for supervisors:

- How does EDI affect the supervisory relationship?
- How does your supervisee attend to EDI within their clinical practice?



Supervisory relationship

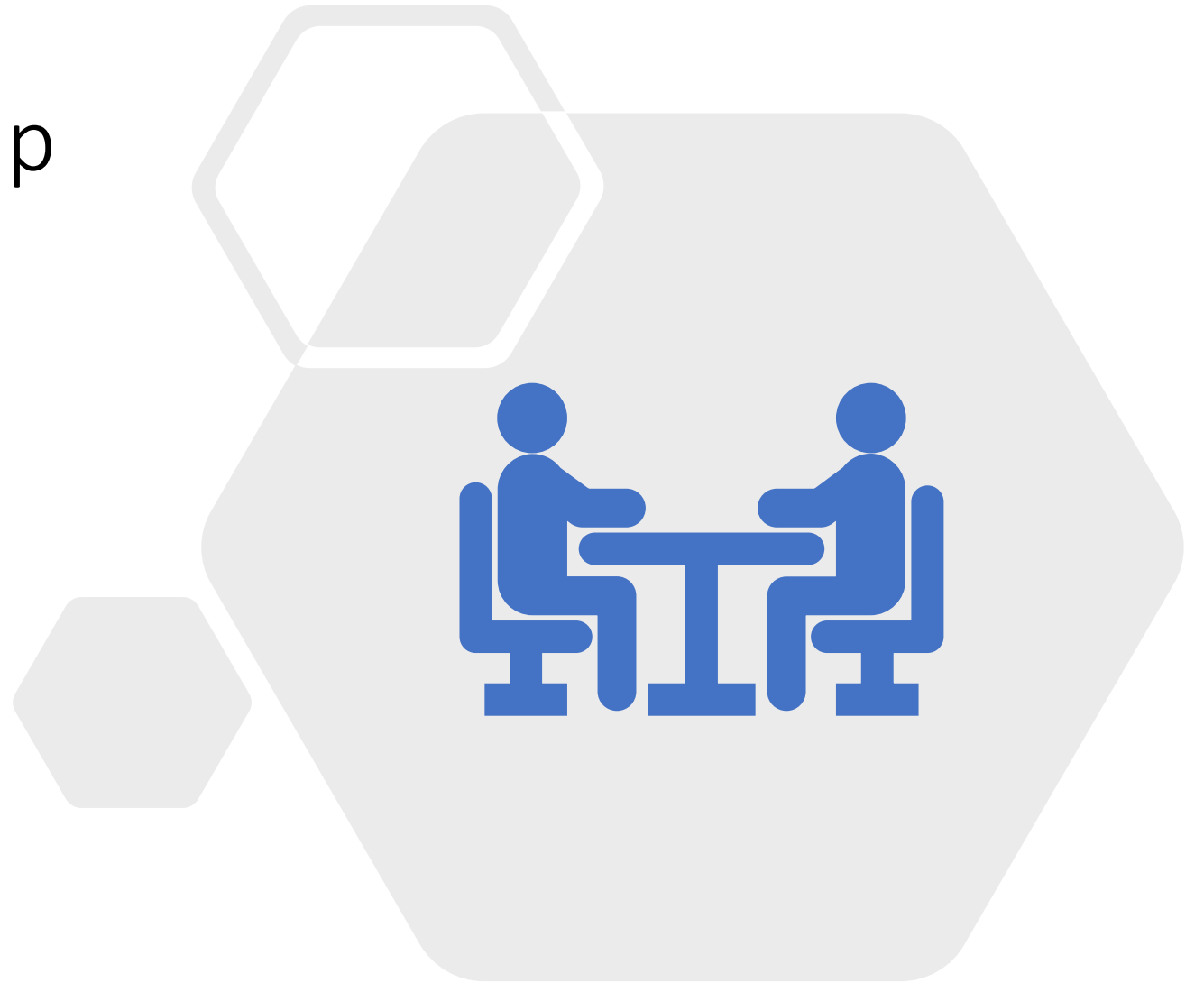
- What parts of our identities do we bring to supervision ? (supervisor and supervisees)
- What parts do we keep away ?
- What might we need from the relationship to bring more of ourselves?
- Can you think of your own supervision experience- how did your supervisors attend to EDI?

Supervisory relationship

- Supervisors are responsible for ensuring their practice is welcoming and inclusive .
- Supervisors are responsible for inviting open conversations around identity from the outset of the relationship.
- Discussions should be continued throughout supervision , not just at the beginning of the relationship. Supervisor to continue to check in.
- Supervisor mindful of noticing any bias , prejudice , assumptions towards their supervisee and working through them rather than acting on them.

Supervisor relationship

How might supervisors be subjected to discrimination from their supervisees ? Can you think of any examples ?





Supervisees practice

- Balancing act – Monitoring V Learning/growth
- Actively encouraging Supervisees to embed EDI into their practice
- Encouragement of owning prejudices, bias, power imbalance and how they might ensure they challenge these as they arise.
- Commitment to CPD to continue to learn and mitigate harm
- Taking serious steps should there be a breach in ethics

Supervisees practice

Supervisees may be subject to EDI issues within their placements, work settings and from clients.

Thinking about your work with supervisees can you think of any examples ?




The four 'A's of inclusive practice (taken from BACP Good practice guide 062)

Awareness that we all have differences, but some of those differences can lead to barriers and oppression.

Make sure that you are educated about the historical, social and cultural aspects of different characteristics, including the discrimination and oppression that people are likely to have experienced.

Do not wait for your client to educate you about their characteristics or differences. Inform yourself through CPD and individual learning, at the same time as being aware that each client's experience and perspective are unique.



Creating an
inclusive practice

Creating an inclusive practice

The four 'A's of inclusive practice (taken from BACP Good practice guide 062)

Assumption It is only by recognising that we all carry assumptions and prejudices that we can start to challenge them and be genuinely inclusive. Whether or not we have protected characteristics ourselves, we are likely to have spent most of our lives in environments which foster prejudice towards anyone perceived as 'different'.

The four 'A's of inclusive practice (taken from BACP Good practice guide 062)

Allyship is a vital part of fostering inclusivity. Taking on the role of an ally does not always mean actively campaigning on behalf of a group of people. It can also mean creating and communicating a safe and accepting space where they know they can be themselves and be heard and understood.

While this is an important part of forming any therapeutic relationship, be mindful that this has a particular value and meaning for clients who belong to groups that have historically faced discrimination or exclusion at societal level.



Creating
an
inclusive
practice

The four 'A's of inclusive practice (taken from BACP Good practice guide 062)

Ask Each person is a unique individual whose needs might be different from someone else who identifies as belonging to the same group. Even if you share the same characteristics, your experience of them might be quite different. While some knowledge of their community is helpful, it is important to be attentive to their individual experience and needs.

Creating
an
inclusive
practice

Thank
you so
much 😊

Want to
connect?

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therapist_reflection