

## ISPSO Diversity, Inclusion, and Equity Policy

### Purpose

The International Society for the Psychoanalytic Study of Organisations (ISPSO) is committed to fostering a diverse, inclusive, and equitable environment for all members, participants, and stakeholders. As a global membership organisation, ISPSO values the unique perspectives and experiences that individuals from diverse backgrounds bring to the psychoanalytic study of organisations. This policy outlines ISPSO's commitment to creating an inclusive community where all members feel respected, supported, and empowered to contribute to the organisation's mission.

### Principles

1. **Diversity:** ISPSO recognises and celebrates diversity in all its forms, including but not limited to race, ethnicity, nationality, gender identity, sexual orientation, age, religion, socio-economic status, disability, and professional background.
2. **Inclusion:** ISPSO is committed to fostering an inclusive culture where all voices are heard, respected, and valued. We strive to create an environment that encourages full participation and engagement from all members.
3. **Equity:** ISPSO is dedicated to ensuring fair access to resources, opportunities, and decision-making processes for all members. We recognise and address systemic barriers to equity and work to eliminate discrimination within the organisation.

### Scope

This policy applies to all ISPSO activities, including membership processes, governance, events, professional development opportunities, communications, and collaborations with external organisations.

### Policy Statements

1. **Membership:**
  - ISPSO actively welcomes members from diverse backgrounds and regions, ensuring accessibility to membership for underrepresented groups.
  - Membership processes will be free from discrimination and bias.
2. **Governance:**
  - ISPSO's leadership and committees will reflect the organisation's commitment to diversity, inclusion, and equity.
  - Decision-making processes will prioritise equitable representation and ensure that diverse perspectives are considered.
3. **Events and Programs:**
  - ISPSO will design and deliver events, workshops, and conferences that are inclusive and accessible to a global audience.
  - Efforts will be made to include speakers, facilitators, and contributors from diverse backgrounds and regions.
4. **Scholarships and Financial Assistance:**
  - ISPSO will offer scholarships and financial assistance to members from underrepresented regions or those facing financial barriers, as outlined in the Scholarship Fund Policy.

5. **Collaborations:**
  - ISPSO will seek partnerships with organisations that share its commitment to diversity, inclusion, and equity.
  - Collaborative activities will be designed to promote mutual respect and shared values.
6. **Education and Awareness:**
  - ISPSO will provide resources and training to members, leaders, and staff to enhance understanding and implementation of diversity, inclusion, and equity practices.
  - Efforts will be made to incorporate diverse perspectives and global insights into ISPSO's professional development programs.

## **Implementation and Accountability**

1. **Monitoring and Reporting:**
  - ISPSO will regularly review and assess its diversity, inclusion, and equity initiatives to measure progress and identify areas for improvement.
  - An annual report on diversity, inclusion, and equity will be shared with members, highlighting achievements and future goals.
2. **Feedback Mechanism:**
  - Members are encouraged to provide feedback on ISPSO's diversity, inclusion, and equity efforts through established channels.
  - Feedback will be reviewed and addressed by the appropriate committees or leadership bodies.
3. **Continuous Improvement:**
  - ISPSO will remain committed to evolving its policies and practices to reflect emerging best practices in diversity, inclusion, and equity.
  - Periodic reviews of this policy will ensure its relevance and alignment with ISPSO's mission and goals.

**Conclusion** ISPSO's commitment to diversity, inclusion, and equity is integral to its mission of advancing psychoanalytic understanding and its application in organisational settings. By embracing these principles, ISPSO seeks to create a vibrant and inclusive global community that values and leverages the richness of its members' experiences and perspectives.