

Diversity

Equity

Inclusion & Access

TASK FORCE



eataneWS
European Association for Transactional Analysis

Presentation of findings from work completed: - July 23 to June 24

Welcome!



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European Association for Transactional Analysis

DEIA **TASK FORCE**

Our Purpose

The **purpose** of the task force is to examine if EATA is a Diverse, Equitable, Inclusive and Accessible Organisation.



Our Contract with EC

To achieve our purpose we agreed that the task force would initially **focus on how members are experiencing DEIA** in their relationship with EATA.

And **provide feedback to EATA EC and the Council** about what members tell us about the organizational structures, dynamics and culture.



THE FINDINGS



Findings – Survey & Focus Groups

Accessibility

EATA are not reaching all members or potential members, particularly those in rural areas, with disabilities, or diverse backgrounds.

Members urge EATA to **improve accessibility in all areas.**



Findings – Survey & Focus Groups

Leadership

Members call for a more **diverse and representative leadership** in EATA, with the **Executive Committee** taking the lead to **champion inclusion** within the organization.



Findings – Survey & Focus Groups

Belonging

EATA members seek a more **inclusive welcome before passing the CTA exam** which is seen as the only way to belong currently.

This invites exploration of ways to **foster a stronger sense of belonging.**



Findings – Survey & Focus Groups

Inter – Cultural Awareness

DEAI principles foster continuous learning, self-reflection, and awareness to combat bias and leverage diversity for success.

More needs to be done to **embrace EATA's cultural richness!**



Findings – Survey & Focus Groups

Demographic Information

EATA needs a GDPR compliant, **central digital platform** for communications, information and documentation management.

Currently EATA does not hold **demographic data for its membership base** and this needs to be done to gain better insights into DEIA over time.



Findings – Survey & Focus Groups

Virtual Working

Members **appreciate EATA's use of online formats** and request continued development of online/hybrid options for exams, training, and conferences to boost accessibility and participation.

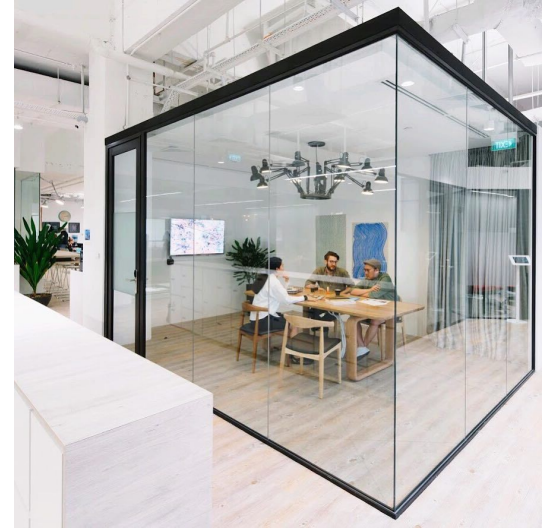


Findings – Survey & Focus Groups

Transparency

Members request **transparency and clearer communication on EATA's (decision-making) processes** across all areas of the organisation.

One example mentioned is the training and examination handbook: the current version and the process of changing it are perceived as complex, not user friendly and rigid.



Findings – Survey & Focus Groups

Feedback

Direct contact between EATA and its members is challenging.

EATA is asked to **develop a culture of asking members for regular feedback** in order to better understand how EATA's decisions affect its membership.

Multi-perspective feedback enhances EATA's inclusiveness!



Findings – Survey & Focus Groups

Communications

While members value EATA's **communication** efforts, they **desire a formal strategy** for consistent updates and prompt responses to inquiries.

Considering the **accessibility of communications** it is also of concern that the organisation operates in English and many members do not speak English. To ensure all members feel welcome, EATA should **expand translation**, going beyond their current efforts.



Findings – Survey & Focus Groups

Reasonable Accommodations

EATA needs **clearer, more inclusive & flexible guidelines with strong support for accommodations** to ensure equal access for all.

This is particularly relevant to:

- Training & Certification: Specifically Requirements & Examinations
- Affiliation Requirements & Processes



Findings – Review of other organisations

Best Practice

Other organizations (e.g. BACP – British Association for Counselling and Psychotherapy) have fully **developed DEIA culture on the back of their DEIA Policy** by including DEIA into their curriculum, written assignments, exam questions, etc.).

EATA has no organisational structures for DEIA yet which appears to be best practice.



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DEIA **TASK FORCE**

Findings – Literature & EATA Document Review

“DEIA mindfulness” as a guiding principle

EATA can **strengthen its ethical framework, mission statement and statutes by incorporating DEIA principles** (Diversity, Equity, Inclusion, Accessibility) for a more progressive organization.

Members felt the need to **integrate DEIA into the dynamics and structures** of EATA rather than superficially address DEIA and reduce the outcomes of the initiative to tokenism.

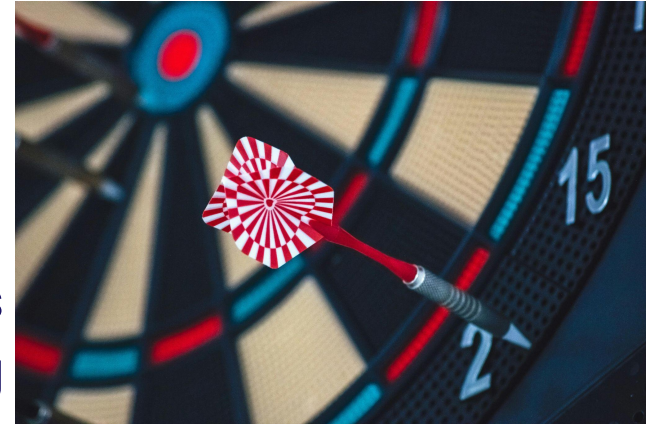


Findings – Literature & EATA Document Review

EATA DEIA Strategy

We found over **600 TAJ articles, individual surveys and initiatives** (e.g. 101 for autistic people) created by EATA members – this shows the great appetite for DEIA perspectives among the membership at a **grass root level**.

This is not yet integrated in EATAs strategy and documentation. EATA is asked to **develop and organisational DEIA strategy**.



Our Impact

Having a DEIA Task Force already had an impact on EATA

As a side effect of the Task Force process, DEIA has found its way into conversations in EATA already. The members who engaged in the process appreciated the initiative as it aimed to model a DEIA approach.



Our Conclusions

EATA has **huge potential to become a global role-model** with respect to DEIA! Taking DEIA on board offers a great opportunity for EATA to grow and to professionalize as an organization.

By acknowledging that DEIA is a **systemic issue**, integrating DEIA proves its potential for organizational change and growth. This can be promoted by systemic interventions which invite members of all backgrounds and positions to contribute and to engage in this learning journey

Each affiliated national association may be challenged by the task to **integrate DEIA perspectives into their culture** and EATA will need to **support** them.



Check your responses and phenomenology

Share in a Break Out Room



Plenary Sharing – What seems significant?

Resist moving to solutioning!



Next steps



Our proposal

Give the DEIA task force a mandate for a second year to:

- share the results from their first year of work with the membership via a presentation
- work closely with EC to deepen the DEIA conversation based on the Task Force findings of year one and to facilitate the EC to make decisions and take actions to progress the DEIA initiative.
- work closely with each committee to deepen the DEIA conversation with respect to its relevance for each committee based on the Task Force findings of year one and to facilitate each committee to make decisions and take actions to progress the DEIA initiative
- work closely with the Ethics Advisor to deepen the DEIA conversation based on the Task Force findings of year one and to facilitate a process of integrating DEIA into the work of the Ethics Advisor.

By voting in favour of this proposal, EC, the committees as well as the Ethics Advisor commit to present their decisions / action plans on how to integrate DEIA step by step in their area of responsibility. The presentations will be given in the March meeting as well as in Council 2025.

