



May 23, 2019

Dear MIP Community,

I'm writing today to update you on our strategic planning process and to tell you about our diversity, equity, and inclusion efforts.

MIP was founded in 1987 with the vision of a new kind of psychoanalytic institute, one that created a culture in which a diverse range of psychoanalytic perspectives would be valued, taught, and continuously debated. Equally, our comparative psychoanalytic ideal included a broader, questioning stance towards traditional analytic assumptions and clinical traditions. We aimed to widen the range of patients whom we, as analysts, could potentially treat. We hoped to maintain a creative environment—one in which we might genuinely expand our theory and clinical method in order to reach and help a wider range of patients. Now we are challenged to broaden and adapt our analytic thinking to address diversity in all its complexity. As demographics change in an increasingly fraught political climate, our members have stressed the importance of our commitment to ongoing institutional self-examination in the areas of race, class, and culture. In addition we want to strengthen and expand faculty development, programming, and the exploration of what psychoanalysis is and is becoming for us.

Strategic Planning

The Strategic Planning Committee (SPC), composed of Deborah Dowd, Jade McGleughlin, Joyce Klein, Elizabeth Corpt, Ginger Chappell, Rebecca Eddy-Muccilli, Derrick Egbert, Pat Harney, has been meeting regularly over the last two years. With grant funding, in January we hired strategic planning consultant Michelle Kweder who interviewed nearly thirty board members and committee chairs, reviewed our financials, scanned the national landscape of psychoanalytic institutes, met with the SPC, and presented her findings to the Board. We worked closely with Michelle to develop options that will bring about manageable change while minimizing risk.

Following the SPC's recommendation, the Board voted to replace our current position of a part-time Institute Administrator with two new positions – a full-time Executive Director and an Administrative Assistant. Liz Martin will be leaving us but helping with the transition. Our expanded but still modest staff will help us in our overlapping roles as an educational institute and membership and alumni organization. They will also allow us to make better use of the many generous volunteer hours of our members -now buried in the day-to-day details of running MIP – freeing us to tackle the bigger issues mentioned above and to explore other creative endeavors we simply have not had the time to fully imagine, let alone realize. We are committed to building a robust MIP community and will be reaching out to current members and alumni to solicit feedback on how to make this happen.

The vote for change is a commitment to our mission. A stronger infrastructure will allow us to continue to be a vibrant and creative institute whose focus is on its members, faculty, students, and alumni. Over the summer we will embark on a hiring process for our first Executive Director. Stay tuned!

Diversity, Equity, and Inclusion

Following Board discussions about race, class, and culture at MIP with several members who have been involved in social change, including Lynne Layton, Linda Luz-Alterman, Natasha Holmes, and Jody Leader, we are launching three programs:

- MIP Reads, a book club coordinated by Linda Luz-Alterman. It will begin in Fall 2019. Each month members will read a portion of a relevant book and attend a facilitated discussion.
- Integrating Diversity, Equity, and Inclusion throughout MIP: Committees will be asked to address these issues in their yearly goals in an effort to create a more welcoming and inclusive organizational culture.
- Learning from best practices: We will invite analysts and clinicians who have expertise in the growth and development of inclusive and diverse psychoanalytic institutes to consult with us.

We will continue to support asylum seekers. Some MIP members are working with immigration attorneys to provide psychological assessments to their clients, and others have offered to provide low-fee or pro bono therapy to DACA-protected college students. It is not too late to get involved or receive support if you are already working with immigrants and/or refugees.

- For those wishing to provide psychological assessments, please contact Jaine Darwin (jldarwin@gmail.com) and Betty Canick (bcanick@aol.com)
- For those wishing to provide low-fee or pro bono therapy to DACA-protected college students, please contact Sherri Ettinger (sherriettinger@gmail.com)
- For those working with immigrants and/or refugees and wish to join a peer supervision group, please contact Andrea Bleichmar (andreableichmar@mac.com)

An Hour for MIP

Some of these exciting and necessary changes require a strong financial base. The response to our recent fundraising initiative, "An Hour for MIP", has been heartwarming as so many of you have committed personally to the future of MIP by donating. Fifty-nine members have donated over \$18,570, and we are well on our way to reaching our \$30,000 goal. If you haven't contributed, please consider doing so now. Your support is much more important than the amount. Together we will strengthen and help shape the future of MIP.

I look forward to seeing many of you at MIP's 28th graduation ceremony on June 7th as we celebrate MIP's newest graduates.

Warmly and with appreciation,

Deborah Dowd