

## Commitments to Antiracism and Racial Equity – June 2020

Following the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Rayshard Brooks and countless other Black Americans, MIP recognizes this moment of reckoning. We must confront the systemic racism that persists not only in our nation but also in our field, our institute, and ourselves. At this moment we stand in solidarity with the Black community.

MIP acknowledges that we are not as racially inclusive as we want to be. While we have taken strides to improve, we have not done enough. This requires that our institute change and challenge institutional racism and unconscious racial biases as an inherent aspect of our ongoing self-analysis. MIP was founded to challenge conventional assumptions of what defines psychoanalysis, how it could be practiced and taught, and who can be trained. We must do more among our leadership, faculty, candidates, students, and members in order to have a vigorous psychoanalytic institute engaged and in dialogue with communities of color.

The commitments below will help us align our practice with our principles. MIP is initiating a new proactive phase of our work to build a community of psychoanalysts and psychotherapists that is anti-racist and is intentionally inclusive and reflective of our diverse society.

**The Board of Directors of MIP hereby makes the following commitments:**

- 1. We will offer free tuition for applicants who identify as people of color and who are accepted into our psychoanalytic training program and will expand scholarships for underrepresented communities in our fellowships.** We are aware that the field of psychoanalysis is predominately white and as an education and training institute we have a unique responsibility and opportunity to amplify the voices of underrepresented populations in the psychoanalytic community. We believe that a vigorous welcoming of analytic candidates of color can challenge, change, and improve our Institute and, ultimately, the field of psychoanalysis.
- 2. We will integrate a race perspective into our curricula, across the full spectrum of our programs,** beginning with the inclusion of readings by authors of color and others who explicitly address race or racism in relevant ways. Understanding the cultural and intellectual context of the theorists will enhance our understanding of their theories. We will offer supports and trainings to our faculty in aid of this change, to encourage a growth mindset as we walk this path together.
- 3. We will assemble a task force to examine the internal barriers to full representation by communities of color in MIP's membership and programs.** We recognize that there are likely aspects of our organization that are, at least implicitly, uninviting to people of color. We will work to understand and embody what it means to be an antiracist organization, will learn and listen, and in that way move toward creating a community that perpetuates antiracism. We will learn and grow together with compassion and determination.
- 4. We will amplify the voices of psychoanalysts, and psychoanalytically oriented clinicians and thinkers, of color.** We will continue to invite prominent psychoanalytic thinkers and theorists from underrepresented communities, specifically those of color, to present and dialogue at MIP, while increasing our outreach to psychoanalysts and psychotherapists of color who may wish to join us at MIP. We will actively promote and support forums for discussion between members, candidates, and fellows within the MIP community, and with other organizations, around obstacles to progress concerning issues of race and racism.

These commitments are an important step in MIP's attempt to wrestle with what we know and what we have yet to know, with genuine openness and humility. We invite our members, our faculty, and our peers in the psychoanalytic community to join us in this work.

The Board of Directors of Massachusetts Institute of Psychoanalysis  
Deborah Dowd, President  
June 22, 2020