

EATA Newsletter

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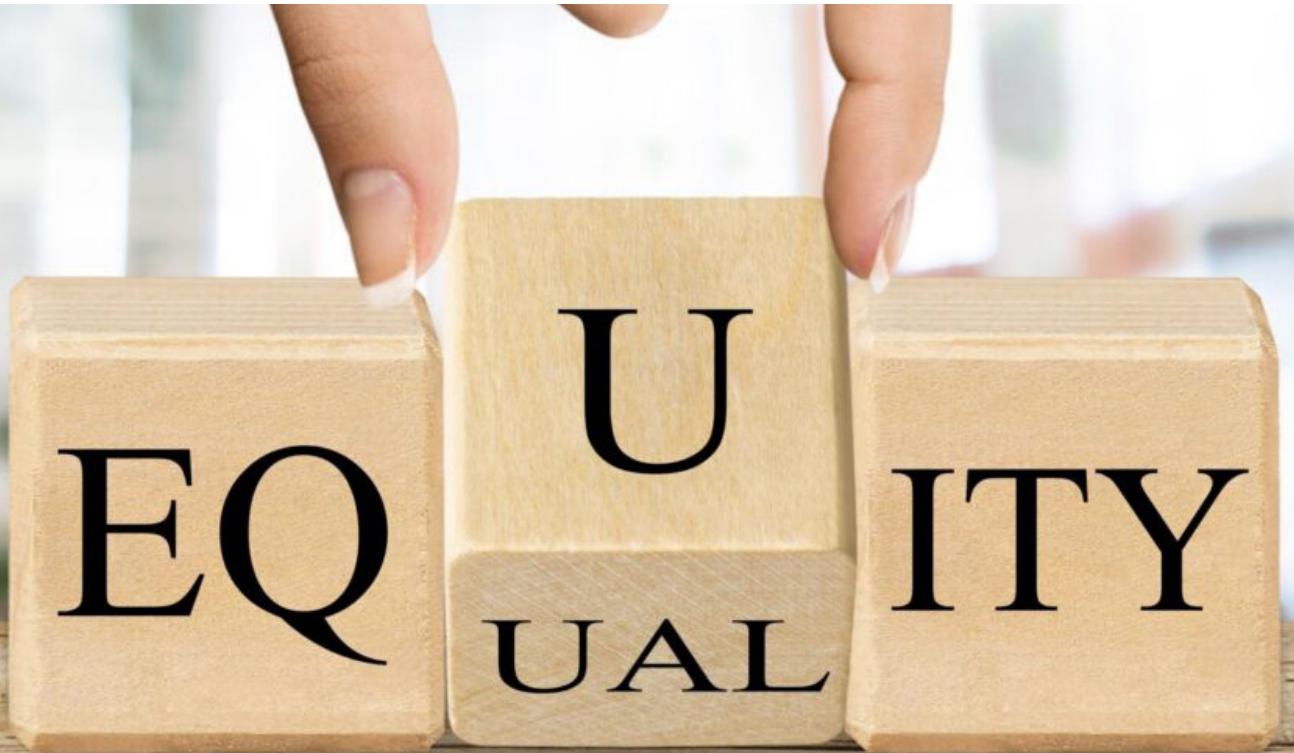
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EATA NEWSLETTER

EUROPEAN ASSOCIATION FOR TRANSACTIONAL
ANALYSIS N° 139 February 2024



- To promote knowledge and research on Transactional Analysis, to develop its theory, and to ensure agreed standards of practice.
- To promote cooperation in Europe in the field of Transactional Analysis.
- Membership: the members of the Association are affiliated members of EATA through their national, regional, international or specialist TA Associations, which are affiliated with EATA.
- The rights and conditions of Affiliation are decided by the EATA Council and laid down in the Council Regulations.
- Only exceptionally individual members can be accepted where special circumstances warrant this.

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Dear members of EATA,

dear readers from various parts of the world, in this edition of our newsletter we are presenting the newly established Diversity, Equity, Inclusion & Accessibility Task Force, whose first task is to examine how members are experiencing inclusion, exclusion and accessibility in their relationship with EATA. We invite you to explore the insights and different perspectives shared in this newsletter and encourage you to join the conversation as we collectively chart a course towards intercultural sensitivity and intercultural competence withing EATA and the affiliated communities worldwide.

Cordially yours,

EATA Newsletter Editor
Kristina Brajovic Car

President's Note

Written by **Sylvia Schachner**

EATA, as an organization, has different purposes that are interconnected and influence each other.

I see the task of the President and EC to monitor these different tasks and tendencies together with the chairs of the committees and the additional officers. All these people volunteer their competencies and time and it is impressive to see how much energy and commitment this requires.

To promote knowledge and research and the development of theory has to be reflected and included in the standards of practice and the trainings we offer. The international accreditation we have for our exams make it necessary to be aware of the professional standards of our community and in the different affiliated countries. For professional recognition it is important to meet them and to maintain the high quality of training and exams we offer.

To discuss these important topics we, the President, the Chair of PTSC and the Chair of COC arranged a meeting in London. Hosted by the Metanoia institute we took time to discuss relevant topics for training and standards as well to create ideas and projects for future developments.

During the Chairs meeting which will take place in Padua at the beginning of March the Chairs of all committees will meet to coordinate and exchange their processes and to build deeper relationships. In Padua we will be hosted by Enrico Benelli the chair of TDRC.

With the common mission statement, we take account of the responsibility we have for our planet and the world.

This includes questions on how we, as an Association, deal with war, trauma and terror. Where and how can Transactional Analysis help to alleviate the resulting suffering and provide support on a personal, social and professional level.

These are ongoing questions that need to be discussed and asked again and again. Two task forces, DEIA and Social engagement, voted and installed by the Council meeting of July 2023 are working intensively this year to explore how these topics can be implemented in the professional structure of EATA.

This will have an impact on our individual and professional behavior and has to be integrated into training and education.

We are very happy to announce that the preparations for the world conference is underway - I would like to thank IFAT for hosting the conference and all the people around who are supporting the project with a lot of voluntary work.

It seems for me especially important that we can give a signal for worldwide cooperation and connection in these challenging and difficult times. With organising the World Conference, we declare that we stand for unity and cooperation instead of polarization and separation.

We are aware about the social and psychological obstacles so many of our members and people in general have to deal with.

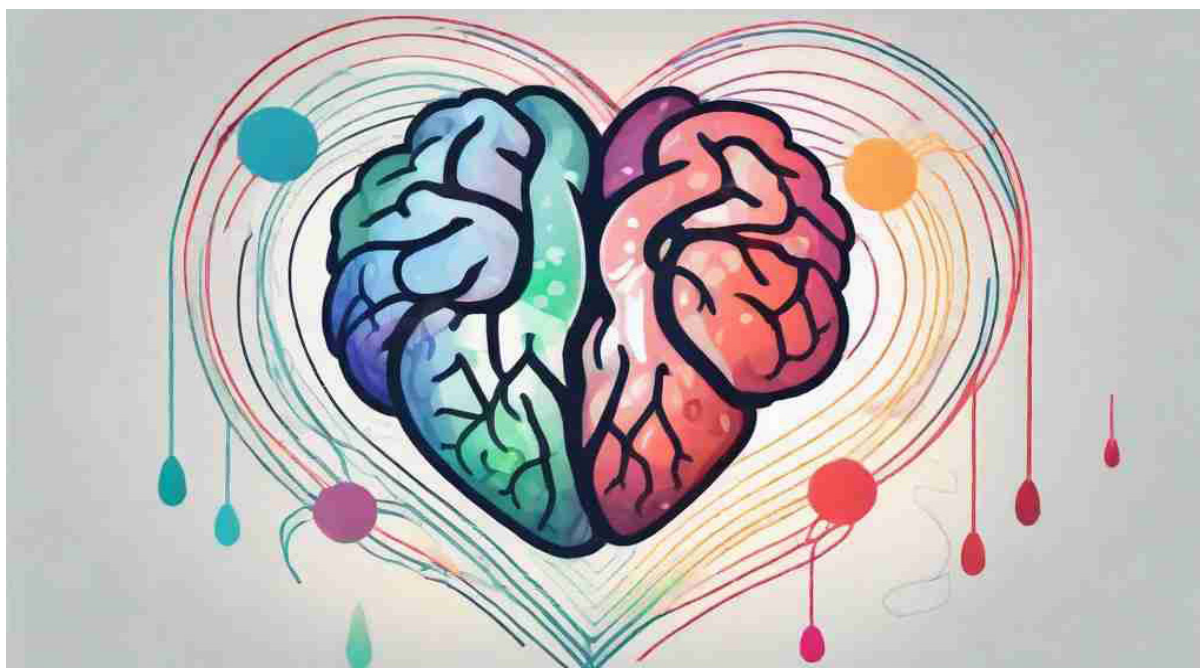
Additional, though not comparable to the traumatic experiences of so many of our members, are the economic and financial problems many of us have to currently deal with. All of us know that prices for everything have significantly increased in the last months. For those reasons, it is important for the associations involved in the world conference to cover the costs for the conference and to avoid a loss while on the other hand it is our intention to give the possibility to as many of our members as possible around the world to participate on the conference. After intensive discussion and respecting the budget framework we have decided to offer the following options for reduction of the fees for those who need it:

- We offer an early booking rates;
- We will introduce a coupon system: we will distribute a certain number of coupons that will entitle participants to have a 50% discount on the congress fee. This will give affiliated associations the possibility to send a minimum of one or two representatives to the conference;
- We are also considering a donation system for those participants at the

conference who are willing to support others. The donated money will exclusively be used to offer additional price reduction coupons;

- There will be an option for students to get a 50% reduction;
- There is the opportunity for EATA members to receive partial reimbursement of travel expenses through our reimbursement system
 - (see the form on the website) The specific procedures will be announced soon;
- For those who cannot participate on the conference in person we will provide free videos of the lectures after the conference on the website of EATA and ITAA.

To summarize, I am impressed by the variety of tasks and topics that I, as President, we in the EC, the Committees and the many members of EATA are occupied with. With a lot of energy, responsibility and joy everyone involved gives their best to manage the complex system EATA in an effective way.



The EATA DEAI task force

Diversity, Equity, Inclusion & Accessibility Task Force:

We recently wrote to all members via email and we are sharing this communication with you again for those who may have missed our email. In this article, we introduce the EATA DEIA Task Force and seek to begin a dialogue with EATA members on your experiences in regards to the diversity, equity, inclusivity and accessibility of EATA.

Diversity, equity, inclusion, and accessibility (DEIA) refers to a set of practices intended to ensure people from a broad set of socio-demographic backgrounds are represented and able to thrive.

DIVERSITY

Diversity is all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organisational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

EQUITY

Equity is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specific goals.

INCLUSION

Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organisational work, including decision-making processes.

ACCESSIBILITY

Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organisations make space for the characteristics that each person brings.

For many reasons, people may feel excluded or that organisations, systems, procedures or processes are difficult to access or are inaccessible to them. The following is a non-exhaustive list of factors that may influence this:

- Disability
- Socio-Economic
- Cultural & Geographic
- Other Differences

The DEIA focus aims to support the organisation's continuous learning and improvement of how its actions, policies, procedures, structures and services consider the different perspectives and needs of its members.



Task Force Introduction

The EATA DEAI task force was put in place by and under the direction of EATA's council following a vote of the council to adopt a DEIA Motion which had been submitted to them by the UK associations delegates at the EATA council meeting in July 2023. You can view a copy of the motion [here](#). This motion will be the structure for the task force work. The task force currently consists of five members: Mayke Wagner-Froböse - Chair & German Delegate, Lana Koval - Ukrainian Delegate, Alan Jones - UK Delegate, Luca Fornari - Italian / Irish Co-opted Member and John Fleming - Author of the DEIA motion, Irish Co-opted Member.

Our Purpose & Task

The purpose of the task force is to examine how members are experiencing inclusion, exclusion and accessibility in their relationship with EATA and to provide feedback to EATA EC and Council on areas of strengths and development in the organizational structure (publications, policies, procedures, events, leadership) that impact the dynamic and culture of DEIA.

The task force will:

- conduct research (literature review, policy review, interviews, focus groups, surveys)

- collaborate with other TA bodies where needed (ITAA, EATA social engagement committee, ITAA DEIA task force).
- utilise EATA’s communication committee to support our engagement with members (website, social media, email) to inform members of our activities

The outcome of the task force will be:

- a document for the EC & Council with findings and insights
- facilitating workshops in June & July with the EC and Council to present and discuss our findings & insights and identify potential next steps together

Our Invitation to you

We are interested in your experiences as members of all TA communities in EATA, as trainees, exam candidates, teaching and

supervising members, as EATA delegates, officers, etc. Over the coming months we will offer avenues for you to be in contact with us:

- via written, audio or video submissions
- via 1:1 & Focus Group Conversations
- via the delegate for your country

We will write to you again soon with more information on these avenues to engage. In our next communication, we will invite you to share with us your experiences, good, bad or indifferent, about the topics of diversity, equity, inclusion and access concerning EATA as an organisation. We invite you to share these experiences anonymously or not, we will be led by whatever you feel would work best for you. We are ready to listen, to learn and to gain insight from your experiences. We will engage in open, transparent and I+U+ dialogue with you and seek to honour each other in the process.



We invite you to forward our message to friends/colleagues who have something to say about DEIA. If you wish to contact us you can do so by emailing us at: deitaskforceeata@gmail.com



Mayke Wagner-Froböse
Chair & German Delegate



Lana Koval - Ukrainian Delegate



Alan Jones - UK Delegate



Luca Fornari - Italian / Irish Co-opted
Member



John Fleming - Author of the DEIA
motion, Irish Co-opted Member

Workshop report

TA and Culture - how to account culture in TA work

Written by Peter Rudolph, Chitra Ravi, Elena Soboleva, Wolfgang Kausler, Monika Hunziker-Hansen

28th of October 2023

In the following, we would like to report on a workshop we conducted with participants from Russia, India and Germany. We do not report in order to instruct, but to share in the beautiful and rich, and to invite you to try out this ultimately simple organization. We consider this workshop to be an integral part of the training and would be happy if this kind of encounter could become a natural part of TA culture. We suspect that many colleagues are already practicing something similar, but we think it is important to report on it from time to time.

Preliminary remarks

Intercultural sensitivity, intercultural competence was the topic of the joint international training day, which Chitra Ravi, Elena Soboleva, Monika Hunziker Hansen, Wolfgang Kausler and Peter Rudolph conducted online on October 28, 2023. Due to 'world time constraints', the workshop lasted 'only' 4 hours, which was very sufficient.

Transactional analytical work in the 4 fields according to the standards of the EATA and the ITAA enable professionals to meet themselves and the other in an appreciative and contract-oriented manner. We understand this process as an encounter of people and cultures. In order to be able to lead this process effectively, it is useful and necessary, especially in times of migration

and other forms of globalization, to develop intercultural competence. We do not understand culture as a collection of standards about certain values, norms, traditions, etc., but as a construction by means of which people connect and demarcate themselves. These cultural constructions influence personal identity constructions and are thus consciously and unconsciously part of individual scripts and frames of reference.

Thus, "intercultural communication in the psychosocial field is about the negotiation of identity - attributions at the level of the personal, social and cultural identity - whereby the question of damage to personal and social identity in particular also comes into play."¹

¹Professionals in the psychosocial field should have an awareness of the role they play in intercultural encounters. Manfred Zaumseil distinguishes between the

- conquerors who transfer cultural standards to their clients,

- the relativists, who assume a fundamental incompatibility of the inner worlds involved,

1 Beiträge der Psychologie zum Verständnis des Zusammenhangs von Kultur und psychischer Gesundheit, bzw. Krankheit, in Transkulturelle Psychiatrie – Interkulturelle Psychotherapie, Manfred Zaumseil u.a., Heidelberg 2006, Springer, S 25
2 Lokales denken, globales Handeln – Interkulturelle Zusammenarbeit und globales Management, München 2011

- the universalists, who are looking for commonalities between the cultures involved and
- the synergists, who see the professional encounter as a co-constructive process in which both people develop. The task of transactional analytical training is to support the participants in developing a perception of their own cultural imprint and the perception and understanding of cultural imprints of others and to shape a discourse on this subject that is supported by appreciation. For this reason, it was important to us to bring together trainees from different countries and cultures with different languages and to invite them to meet each other. We chose the following topics:

How do we use and value culture in our work?

We were 4 teachers from the fields of psychotherapy, education and counseling and gave short lectures on culture after an introductory phase. It was important to us, especially when it comes to culture, not to practice an attitude in which we mark a definition as set and only valid. The contributions were intended to show that culture can also be conceptualized differently – and that this conceptualization has an impact on the results we achieve with it.

Elena Art talked about Yuri Lotman, a Soviet and Russian literary scholar, culturologist and semiotician and his definition of culture. One focus was to point out the historical and social depth and roots of culture. “Culture is memory, connected with history, always implies the continuity of moral, intellectual, spiritual life of man, society and humanity. The huge path that has traveled, transcends the boundaries of historical

epochs, national cultures and immerses us in one culture – the culture of humanity”. Peter talked about the model of Hofstede and Hofstede and pointed out characteristics and dimensions of culture and mentioned the function of culture to connect and delineate.

Following Geert and Gert-Jan Hofstede² we understand culture “as the collective programming of the mind that distinguishes the members of one group or category of people from others”. Each culture has specific **symbols, heroes** and **rituals** and in the centre is based on **values**.

Chitra introduced Pearl Drego’s model of a cultural Parent self and the aspects of that go into it.

- The TA method of seeing personality through Parent, Adult and Child can be applied to the study of a culture as we look at the PAC of the culture, through the ‘elipses’ of Etiquette, Technique, and Character (Berne, 1963, p. 110).
- The more closed the Parenting process, the fewer options will the child look for while growing up and the more the child will re-live the Cultural Parent program of being oppressed or oppressing. The Cultural Parent is formed in the family and early socio-cultural environment. Small groups

We then sent the participants into smaller groups and invited them to speak to their cultural background and asking themselves which aspects of culture were difficult for them and which are valuable and worth preserving.

It was an intensive personal reflection and confrontation with one’s own cultural content and messages as well as with the



content and messages of others. It was a co-constructive cultural space.

Sharing

The participants reported that they had shared about issues central to their lives. It was about how they dealt with equality and inequality in the different cultures, it was about the unequal treatment of women in different cultures, it was about how to deal with guilt and responsibility in Germany after the Holocaust, about disparities of gender equality, caste in India, it was about the question of the individual or the community and the values that are associated with it - it was important and touching topics and conversations, that have taken place here.

Feedback from participants included:
 Thank you for making these conversations

possible. I am very touched by it. It's good that we are having these conversations at a time when war and alienation are so prevalent. Thus, these conversations also have the task of maintaining our connection during this time.

It was exciting to hear what we said in our own language again in other languages. That was enriching.

It is good to experience and feel that we are different and also the same – that we are connected in our differences. I loved interacting with everyone and it was so beautiful to see the sameness between cultures. The space was equal and respectful. Felt so connected with the larger community. Also, a lesson in holding back and not saying paragraphs but just the crux of it :-)

Thanks a ton for this experience. I hope we do more of these.
Talking slowly...was a process in itself.

I enjoyed it, Chitra. Was really interesting to see how cultures that look so different to us can actually feel so similar when we interact with them. Apart from that, having participants from different countries and having everyone wait till the translations were over was an enriching experience. Made me feel so proudly, different, yet belonging.

From our point of view, this was a good step on the way to the development of stable intercultural competence, because the basis of intercultural encounters was practiced here.

2 Lokales denken, globales Handeln – Interkulturelle Zusammenarbeit und globales Management, München 2011



Corner on Ethics

**Written by Robin Hobbes,
EATA Ethical Advisor**

My term as the Ethical Advisor is now reaching its end and with some sadness I will be saying goodbye to the many colleagues and friends that I have made over the last ten years. Here I want to say a bit about what has been the main focus of the time I have spent in this role.

The primary aim when EATA decided to create a role called Ethics Advisor was to help the organisation move from having a usual ethics structure of a Chair and committee to manage ethical and professional practices matters. This change reflected a general development EATA wanted to make within itself as an umbrella organisation promoting the development of Transactional Analysis. EATA wanted to strengthen the authority of its affiliated organisations. In the ethical sphere there were some distinct problems where EATA would take over the function of an affiliated organisation's management of ethical matters if the situation was particularly challenging and/or unusual.

This was found to be ineffective in two ways. Firstly the most effective body to manage this sort of thing is the affiliated association with its knowledge and capacity to manage the specific cultural world within which the ethical matter is arising and secondly EATA generally wanted to strengthen the development of authority within affiliated organisations.

The result of this was that the creation of an Ethical Advisor would have a developmental function helping affiliated

organisations to develop skill and capacity to manage ethical issues while also developing structures within EATA itself to ease and facilitate affiliated organisations managing ethical processes. In practical terms it has meant I have spent a lot of my time working with affiliated organisations as they have developed capacity to deal with ethical issues. In addition, EATA revised its own procedures and protocols to manage ethical complaints. This was designed to be easily modified by affiliated organisations so that they could take ownership of their own ethical codes and their application.

A lot of my initial work was to create a procedure and protocol to manage ethical and professional practices complaints. I did this with the help of Bernd Kreuzberge, Carla De Nitto and Sabine Blumenstein who formed a consultative group to oversee and develop these new frameworks. There were two new structures in this framework that have had a significant impact on how EATA involves itself in these matters.

Firstly, we created an Organisational Complaints procedure. Significant problems can arise within TA organisations where they do not have a way to deal with complaints that can be clearly delineated from individual ethical complaints. An Organisational Complaint is never about an individual but about the systems and practices EATA is applying. The system we now have in place is where any EATA member can request an organisational complaint arising from

actions undertaken by EATA committees and their representatives. If the complaint is accepted then the system to deal with it is clearly delineated in EATA's procedures. An Organisational Complaint can be mediated and/or arbitrated depending on the nature of the complaint and the best option for resolution.

Secondly, we introduced the concept of an Ethical Review Panel. This is where a member of EATA can request EATA to conduct an ethical review of the practices of affiliated organisations where it is claimed either that their own procedures are not fit for practice and/or they did not follow their own procedures in applying their complaints processes. This provides an "appeal" process for affiliated organisations that can be useful in clearly delineating an end their own complaints processes.

It has been a personally rewarding experience for me to be advising EATA in this way. The variety of situations that I have been involved in has contributed to my own learning and development that I will always be grateful to have had.

At times challenging, conflictual, cooperative, moving and involving ... and always at the heart of the work concerned people doing their best for the development of TA in Europe. I thank you all for what you have given me.



Exam Corner

Exam successes Ennevelin, France, November 2023

Congratulations to:

Frédéric Back, TSTA
Christophe Petitjean, TSTA
Christine Huillier, TTA

CTA

Martine Durand
Laurence Paris
Adam Bekier
Olivier Callebaut
Agnès Martineau Arbes
Jean-Pierre Fiasson
Anne-Françoise Lefevre
Xavier Eloy
Sylvie Launay De Jean
Martine Dekens
Maude Munos

Exam successes London, Ealing 16/17 November 2023

We had 12 successful candidates across the two days:



Silvia Pellanda, Malgorzata Jozefowicz-Millward, Laura Starkie, Cigdem Berrett, Jennifer Tollady, Helen Holgate



Paolo Di Venanzi, Christopher Rolls, Helein Treuhaft, John Goddard, Elzbieta Chodyncka, Nadia Manganello

The representative from COC was Thorsten Geck TSTA(O).

The officials were:

Nikki Millard	PTSTA(P)	Local Exam Supervisor
Wilf Hashimi	TSTA(P)	Process Facilitator
Rachel Cook	TSTA(P)	Candidate Supervisor

Examiners:

Michael Féat	CTA(P)
Kate Foster	CTA(P)
Jayakara Ellis	STA(P)
Delilah Zabaneh	PTSTA(P)
Sonja Kormann	CTA(P)
Vanessa Aggrey	CTA(P)
Sam Carbon	PTSTA(P)
Kerry O’Shaughnessy	CTA(P)
Gun Isaksson-Hurst	TSTA(P)
Cathy Reilly	PTSTA(P)
Rob Hill	CTA(P)
Paula Carr	CTA(P)
Elie Williams	CTA(P)
Gary Bishop	CTA(P)
Alistair Berlin	PTSTA(P)
Jazz Rehal	PTSTA(P)
Christine Warwicker	CTA(P)
Joan Moore	CTA(P)
Silvia Baba Neal	PTSTA(P)
Chantelle Adams	CTA(P)
Kelly Donaldson	CTA(P)
Trevor Tall	CTA(P)

Special exam - SIFP- Rome
2nd december 2023 at the “ Scuola di Analisi Transazionale- SIFP” in Rome



EATA CTA-P – SPECIAL EXAM
01-02 december 2023 (Roma)

Supervisor Local Exam: Eleonora Addonizio (TSTA-P)

New CTA-P
BONGI Valentina
BORYSOWICZ Alessandro
COLANTONIO Monia
ERSPAN Mariangela
FERRAZZO Simone
LO PICCOLO Simona
MANCA Gabriele
VACCA Francesca
SPOSATI Tender
PEDONE Alessia
LAURO Federica
TRIDICO Armando Paolo

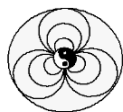


EATA CTA-P – SPECIAL EXAM

01-02 december 2023 (Roma)

Supervisor Local Exam: Eleonora Addonizio (TSTA-P)

Examiners		Observers
Arata Alessandra	CTA-P	Cascione (CTA-P)
Barreca Maria Serena	TSTA-P	Salati (CTA-P)
Bardini Elisabetta	PTSTA-P	Dello Iorio (PTSTA-P)
Bevilacqua Maria Teresa	PTSTA-P	Hashimi Wilf (TSTA-P) EATA observer
Carmignani Michela	TSTA-P	
Cascione Antonino	CTA-P	
Cavallero Giorgio Cristiano	TSTA-P	
De Matteis Antonio	CTA-P	
Dello Iorio Remo	PTSTA-P	
Filipponi Claudia (Process Facilitator)	PTSTA-P	
Fornaro Antonella	TSTA-P	
Graziani Rachele	CTA-P	
Incoronato Emanuele	CTA-P	
Musso Roberta	TSTA-P	
Palazzolo Pamela	CTA-P	
Procacci Mario Augusto	TSTA-P	
Romeo Carmela	CTA-P	
Salati Barbara	CTA-P	
Somma Guglielmo	CTA-P	



Istituto di Ricerca sui Processi Intraprosichici e Relazionali IRPIR

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E mail: segreteria.irpir@gmail.com Pec: irpir@pec.irpir.it

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Rome, 19.01.2024

Dear **Marianne Rauter**,

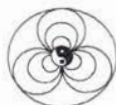
On January 19, IRPIR held the internal exams for its graduate students. **Michael Kossmann** was the EATA moderator.

I am sending you the list of the candidates who passed the exams, a list examiners and other materials related to the exams.

The exams process was a positive experience for all of us. Both candidates and examiners expressed their satisfaction for the way the process took place and the experience of process observers was particularly interesting.

Candidates

Congia Gisella, Via Belluno 6, 09047 Selargius CA
Capurso Sabrina, Via Capo Croce 6/B, 00069 Trevignano Romano RM
Davi Federica, Via G.B. Tiepolo 13, 00196 Roma
De Bernardo Angelica, Via A. Cantele 35, 35129 Padova
Dessi Claudia, Via M. De Martis 2, 09121 Cagliari
Di Giacomo Claudia, Viale dei Romanisti 20, 00169 Roma
Di Gioia Viviana, Via E. Ferravilla 40127 Bologna
Diotallevi Arianna, Località Devincina 8, 34010 Sgonico Trieste
Fasiello Federico, Via Giannino Angillotto 15, 00177 Roma
Grechi Giulia, Via M. Buonarroti 11, 04100 Latina
Manca Nicola, Via G. Carducci 18, 09170 Oristano
Marchi Anna Rita, Via Principe di Piemonte 27, 09134 Cagliari
Meloni Rossella, Via Satta 76, 07041 Alghero Sassari
Messina Valeria, Via G. Vitelli 10, 00167 Roma
Olivi Federica, Via Bellini 9, 35012 Camposampiero Padova
Passabì Erika, Via Verga 17, 73020 Cursi Lecce
Pescarollo Cecilia, Via G. Mazzini 31, 33070 Brugnera Pordenone
Rasi Ilaria, Via Amico Aspertini 6, 40139 Bologna
Rusciano Martina, Via Casorati 5, 04100 Latina
Sanfilippo Flavia, Via P. Foscari 116, 00139 Roma
Sannicola Maria, Via A. Chionna 1, 74015 Martina Franca Taranto
Spampinato Carlo, Via Irlanda 116, 09045 Quartu S. Elena Cagliari
Tedesco Barbara, Via Dei Volsini 24, 04100 Latina
Vecciarelli Lilia, Via N. Bixio 24, 04100 Latina
Veggis Sara, Via Mazzurana 66, 38122 Trento
Zimbardi Aniello, Via Kennedy 88, 04100



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TEW

Valencia (Spain), 1-3 December

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