Twitter Thread by Occupational PsyUK



Occupational PsyUK
@occpsychuk



.@claudiahammond introduces the panel discussion on elitism in occupational psychology with @NancyDoylePsych @TomCalvard @PavtweetKhurana and Ben Williams, former Chair of @ABPsychologists

Ben starts by taking a poll on the topic, do we feel the profession is elitist? 22% say yes, 13% say not at all. #DOPconf

Ben says if success comes to the "best" in a profession, how accessible is it? Or do factors such as network bring you to the elite? Challenging to level the playing field. #DOPconf

Turning to @PavtweetKhurana, who takes issue with "best". Who defines it, standards mapped against what? Does school define access? We can have an elite without elitism, it is exclusion that is problematic. #DOPconf

And now @NancyDoylePsych who talks about lack of disability, racial and other areas of representation in Occupational Psychology. #DOPconf

Big picture is that voting does not work (citing Hitler's rise), need experts to make decisions. Power, leadership and obligation in the workplace requires depth of experience. Without representation, we do not honourably hold those responsibilities. #DOPconf

Havoc wreaked when intense qualifications requiring finance are available compared to lack of "editorial control" (citing YouTube influencers). What does it mean to have standards and governance? Social injustice does not have to equal elitism, need to return to balance. #DOPconf

Over to @TomCalvard, who points out you can be elite without having elitist attitude. Need representation in democracy, but people may not feel elites reflect them. What kind of elite do we want to be? #DOPconf

Is there a conflation between elitism and expertise? asks @PavtweetKhurana Access unattainable for many due to cost of qualifications, memberships, supervision, loss of earnings etc. #DOPconf

Through this, people may not identify with #weareoccpsychs community. Access and opportunity require value - expertise and earnings. Is it worth it for those who want to but can't? #DOPconf

Ben Williams cites "pay-what-you-can" approach to conferences as one way to address access issues. Still takes money and time however. #DOPconf

Over to @TomCalvard who mentions how people approach a pathway/identity weighing up the possibilities, such as some non-negotiables such as university degrees. May be competing territories/organisations people turn to for placing their trust. #DOPconf

Thus impact of elitism impacts how people way up these factors and whether they identify with the community. #DOPconf

Onto @NancyDoylePsych who works with diverse range of people. She looks at pay rates in OP compared to medicine, where high pay comes with consultancy, and sees similarities. Difference is lack of funds and paid training. #DOPconf

She says #weareoccpsychs are homeless, with no consultancies or other companies funding training for diverse graduates. #DOPconf

Ben Williams agrees, saying employers have a lot to choose from but will choose unpaid internships over paid. Companies need to examine their ethical codes. #DOPconf

These issues lead to a "brand management problem" according to @NancyDoylePsych #DOPconf

Can we compare ourselves to medics/management consultancy? asks @PavtweetKhurana Lack of knowledge of our impact an issue, we should encourage each other and disseminate knowledge and expertise. #DOPconf

We fall somewhere in between medics and management consultants, says @NancyDoylePsych Earning potential depends on where we align ourselves, with leaders/business or with eg the unemployed. #DOPconf

Immense damage being done by unqualified psychometrics. We need legitimacy and moral code and cooperation. #DOPconf

Ben Williams agrees, saying we need to bring people into our umbrella and work together with a PR/Marketing approach. #DOPconf

Difficult to reform a profession, especially when relying on volunteers, says @TomCalvard when people are trying to earn a living. How to draw boundaries around community while bringing people in? #DOPconf

Potential for partnership with other professional communities is there, to pool resources and find commonality. #DOPconf

Also must ask why people leave the profession? says @TomCalvard Talking to people outside the community may help clarify this. How to convert people, can we give a clear path if they want to join? #DOPconf

Ben talks about level of engagement with profession rather than academic qualifications as worth looking at. @NancyDoylePsych adds that due diligence crucial, and who is paying for that at a social level. #DOPconf

Interesting questions coming in from #DOPconf attendees now. Ben very kindly offers informal chats to those who want to talk about getting into the profession.