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Pause ... Pause ... Reflect and Pause Again

by *Elana Leigh*

Our world leaders, global warming, wars, racism, prejudice, opportunism, corruption, and all the problems we encounter reflect what we individually and collectively, consciously or unconsciously, have contributed toward. The capacity to err resides in us all.

My personal challenge (like that of many people) is how to walk the talk of living more mindfully (oh, not that word again!) where I do as I say. At the conference in Raleigh, some of us were asked, "Who is driven by the need to make a difference?" The answer was resoundingly unanimous. We do, in fact, have an opportunity to make a difference each day, and the opportunity usually presents itself in small rather than large ways and areas of life. Don't worry, I am not intending or wanting to do a Billy Graham on mindful living. But I do want to find a way to make contact with you, our members, through



Elana Leigh

topics that are in the forefront of most of our minds and hearts.

My journey as ITAA President is just beginning, and I am surprisingly and most unexpectedly facing challenges in areas I had not thought of or factored in when I said yes to this role. These challenges are not related to the big-picture items but more in the daily small areas that I perhaps did not think of when I was operating as a member in the organization rather than as president. This role engages my superego, slows me down, and asks me to think and reflect on the notion of impact.

I reflect and question the following: Is big/large better? Is having more money, power, or control better? Is it safer and desirable? Is quick more efficient? Is certainty an admirable quality? When and how is confrontation best used? Is democracy possible, and if so, how? How do I navigate and honor both autonomy and homonymy? How do I stay out of binary positions and remain potent? What is potency and is it a desired quality? Do I want to be liked or respected?

I share these questions with you because I imagine that they affect us all in many of our roles and transactions. And since we know that the third rule of communication is that the outcome of communication is determined at the psychological level, it's *how* we are that carries the message and makes a difference. We can walk the talk using the basic guidelines and philosophies of transactional analysis. In doing so, we can be more conscious of our intention when communicating and

“My personal challenge (like that of many people) is how to walk the talk of living more mindfully . . . where I do as I say. At the conference in Raleigh, some of us were asked, “Who is driven by the need to make a difference?” The answer was resoundingly unanimous. We do, in fact, have an opportunity to make a difference each day, and the opportunity usually presents itself in small rather than large ways and areas of life.”

perhaps step out of our own way and heal some of the splits in our community, splits that don't take us forward in ways that speak to a healthy homonymous community. Thinking collectively does not strip us of our individuality and autonomy, but it does require us to consider the greater good, which is a confrontation in and of itself (well, at least for me). Integrity matters.

So, let's slow down when we write or respond to emails—pause, read again, and imagine receiving the message oneself. When we generously photocopy articles from our *Transactional Analysis Journal* or books, let's pause and reflect on copyrights and what doing such sharing reflects to the person receiving the article. Let's pause with every piece of paper we print and use. Let's pause and look at the emails in our back channels and ask whether the content honors our code of practice and ethics. Let's reflect on how often we seek to resolve conflict directly from an I+U+ position or whether we foster it for our own good. Lastly (for now), how are we using our privileged knowledge to make a difference in the societies we live in?

These are only a few of the many questions, reflections, and action

thoughts that I share with you in this time when ITAA is reclaiming social justice and action as one of our central aims and principles. This begins not only with projects but how we are with ourselves and others in our community. 📍

ITAA President Elana Leigh can be reached at elanaleigh23@gmail.com.

TAJ Theme Issues

Concepts of Cure™

Editor: Helen Rowland and

Guest Editor Ales Zivkovic

Deadline: 1 May 2020

“What Went Wrong and Why? Cathexis Theory and Reparenting Reexamined”

Coeditors: William F. Cornell and Diana Deaconu

Deadline: 1 November 2020

Please follow the submission requirements posted [here](#).

Email manuscripts to TAJ Managing Editor Robin Fryer, MSW, at robinfryer@aol.com.

Make Sure You Receive the 2019 TAJ Bound Volume

Log into your ITAA membership account to check your mailing address and update if necessary so you will receive the 2019 TAJ bound volume. If you need assistance, contact Ken Fogleman at ken@itaa-net.org.

the SCRIPT

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Board of Trustees Meeting in Raleigh

by Elana Leigh

We had an efficient and stimulating ITAA Board of Trustees meeting on 28-29 July 2019 just prior to the Raleigh Conference. Business was dealt with effectively in one day so as to allow the second day for reflection and visioning of the future of ITAA creatively facilitated by Krispijn Plettenberg.

The main issues to report on are:

- The office storage is being downsized to reduce costs.
- Membership has increased thanks to wonderful work from our new VP Development Deepak Dhananjaya and office staff Janet Chin and Ken Fogleman.
- The membership directory will be available soon. We regret the delay but are carefully ensuring that all legal requirements are being met. We will keep members updated and informed.
- At the request of members, auto renewals are being reinstated.
- VP Operations Chitra Ravi reported that conferences are doing well.
- Our ethics committee is doing innovative work to keep us as a community awake to ways of thinking and living ethically.



- VP Research & Innovation Steff Oates updated us on matters related to Routledge, including TAJ articles being downloaded and photocopied. We as a community need to be more sensitive to copyright issues.
- North America representative Michael Harsh, Europe representative Alessandra Pierini, and India/Asia representative Prathitha Gangadharan reported on the work in their regions.
- Latin America representative Michelle Thomé reported on the good work that has taken place to bring the Brazilian TA Association's certification more in line with IBOC requirements. This is a work in progress, and Michelle is joined by a Brazilian group of

TSTAs and PTSTAs.

- Krispijn Plettenberg, representing EATA, offered ongoing support and guidance and assisted in clarifying many issues for the board.

The reflecting and visioning day was thoughtful, confronting, and stimulating, and many task teams were formed to continue to ask pertinent questions about the future of the ITAA and to work toward possible solutions. Membership will be updated as the visions evolve.

This was Diane Salters's last board meeting as president, and her clear, efficient, steady, contactful leadership was appreciated. She handed over to Elana Leigh a ship that is sailing smoothly, efficiently, and game free—what an outstanding achievement! 🎉

Dear Editor:

I want to thank all of those who helped put on the Southeast Institute/USATAA/ITAA Conference in Raleigh last August for the tremendous, meaningful organizational initiative you created. The conference, with its theme of "Promoting Equality and OKness: Healing the Divisions in Our World," was broad based, national/international in scope, and spoke succinctly to the tumult so readily apparent around our globe.

The 50th anniversary of the Southeast Institute was a remarkable milestone: a half century of dedication to the health and well-being of people from all walks of life. As I shared with Vann during the conference, it was in March 1975 at the Southeast Institute Spring Conference that I experienced firsthand transactional analysis with amazing presentations from far and wide. What an eye-opener! The following month I began my ITAA Regular Membership, which I have maintained all these years.

The opportunity to participate in the 2019 conference was special to us participants for several reasons:

- Reconnecting with old TA friends. Surely these times are waning. Although ambulation may be a bit challenged, cognitive capacity is (mostly) still intact!
- Seeing a truly collaborative commitment and focused effort by the three host groups. I hope you all felt appreciated and duly recognized.

"It is the Sonny Kellys of the world who can assuredly attract persons (young and old) to TA conferences and organizations and inspire us to make an impact on the world."

- Meeting new, young, dynamic presenters as they shared their ideas, work, and passions. There are some very talented individuals out there with interesting professional applications of a broad base of concepts.
- The seasoned TA practitioners/presenters continued to impart their wisdom in convincing fashion, all the while putting into context the basis for their work, TA and beyond.
- The Raleigh Marriott City Center was great, with excellent meeting spaces and accommodating staff. Plus great places to eat within walking distance.

Insights and suggestions:

- Sonny Kelly! Sonny Kelly! Sonny Kelly! His dynamic presentation was beyond perfect for the purpose and mission of the conference theme. Participants were so plugged in, energized, and enlightened by his powerful message. It is the Sonny Kellys of the world who can assuredly attract persons (young and old) to TA conferences and organizations and inspire us to make an impact on the world.
- A few other suggestions: keep sessions to 1.5-2 hours to allow

for more learning opportunities; begin each morning with a general session geared to getting all participants into an active mode; introduce presenters briefly and succinctly so we can experience them sooner; attendees always remember more of how they felt rather than what is said, heard, handed out, read, or put up on a screen.

- Last year, I suggested in *The Script* that "Every Member Bring One New Member Into the Organization." This is easy and doable. I brought our son, Coleman, in last year, a young psychiatrist in his second year of residency who attended a TA 101 with Vann and was at the conference. One day, he will do the same. This is a step each of us can take, and by doing so, we can collectively help both USATAA and ITAA survive and thrive.
- Maybe consider a nontheme conference with quality presentations on topics of interest by a mix of sage veterans and young up-and-coming professionals.

Thanks again to everyone who contributed to the Raleigh Conference. It was special, fun, and exciting. Topic and purpose missions accomplished! May the USATAA, the ITAA, and TA organizations worldwide continue as viable, fun organizations and forge ahead in solvent, meaningful ways.

*Stephen Cosgrove
Auburn, Alabama, USA*

Making a Difference in Guatemala

by Piotr Jusik

Berne famously said that we should aim to make every hour of our lives seem like a work of art. Last Thursday was filled, for me, with the artistry and richness that comes with the diversity of the counseling field—the sort of day that makes one feel alive, authentic, thrilled, hopeful, and proud. I started with a counseling session in English with an Indian client, followed by a session in Polish, and then a workshop in Spanish for a company that asked me for some group coaching. So many contexts and roles that share the common denominator of transactional analysis! I love the colors, cultures, and diversity!

That’s why I’m teaching a counseling skills course for teachers at the Universidad del Valle in Sololá in the western highlands of Guatemala. I’m also running an online practice with clients from around the world while contributing to the life of the local community of the pueblo of Panajachel, on the shores of Lake Atitlan. This is the right spot for writing my CTA and figuring out my identity as a transactional analyst.

For the last 10 years, teaching was my main professional activity, which



Guatemalans love recognition through diplomas (from left standing): Jose, Irma, Miriam, Cristina, Piotr, and Abigail; (in front); Carlos

stimulated me to focus on the application of TA counseling in education. Everything started with a teaching job in an international school in my home country of Poland. Having moved to London, I taught children excluded from mainstream schools due to emotional and behavioral difficulties. That was when TA came to me and sparked my interest in learning more about human nature.

Personally, I find it useful in the education environment to distinguish formal counseling sessions from

informal chats that still can give a boost to a learner in need. There is so much that can be done talking to kids in corridors, on schools trips, or just before a lesson. It is useful to equip teachers with some TA tools and strengthen their Adult. The course I teach is called “Informal Counseling Skills for Teachers,” and it is aimed at third-year psychopedagogy students. I sometimes hear them say that they are grateful for my teaching, and I cross this thankful Child/generous Parent transac-



Piotr (far right) and his students in Guatemala

tion by bluntly saying “I am simply doing a job!”

I ponder the context of colonization and how it shapes the dynamics of our intercultural encounter. Whether I like it or not, I represent the system of white colonizers that came here to impose their versions of reality a few centuries ago. I consciously decide to approach the whole experience from a cocreative stance. I seek to negotiate meaning in an Adult-Adult space, to be curious about the way I perceive others and they perceive me.

For instance, I have been pulling my hair out because my students come to class at least 30 minutes late. My Parent gets angry, and my Child freaks out as the students calmly enter the classroom shuffling their feet as if they were in a dream-like state. I tried a number of things: exploring, questioning, specifying perspectives, and so on. I asked, “What is your reality? Is it OK for you to miss class when you’re paying for it?” It’s like a client who is constantly 25 minutes late to a 50-minute session. The stu-

dents seemed unmoved by my inquiry. My supervisor suggested that there may be a cultural Don’t Think. I suppose that makes sense given the history of Guatemalan civil war that tore the indigenous communities apart here from 1960–1996. I remind myself that trauma deprives people

of their sense of agency. Perhaps part of my role is to sit in an empty room and feel unimportant, just like the Guatemalan people did through the persecutory rule of their government.

Nonetheless, I persevere and keep asking about the students’ perspective. They say that university often changes plans with no consideration. OK, they’re feeling done to and jaded. They also say that they are tired; it’s their last year of university, and they work full time to make ends meet. They occupy a variety of roles, including as primary school teachers and special education consultants running training projects through the ministry of education to enhance adult literacy. They support a wide range of learners, from as young as 5 to as old as 83. So, they have a lot on their plates.

However, in the last class I decided to look at our process from a systemic perspective. I asked the students to name their feelings and write them on the board. No names, no personal confrontation so as to depersonalize the process.

We then took a bird’s-eye view and looked at the cocreated dynamics as an interaction between the Mayan and white cultures. As we exchanged thoughts, I named the fact that we can unconsciously enact the dynamic of colonization and oppression. My truths and versions of reality might seem more legitimate to them. The students perked up and started speaking their truths. They named their exhaustion and hopelessness. Some of them had lost parents in the civil war or experienced domestic violence. As women, they felt inadequate and treated as less able and less intelligent in a machista society. It was interesting that even though we represented different cultures, we all felt frustrated, hopeless, and lost. I suppose intercultural work comes with a price.

We went on to discuss the machista patterns that Gloria Noriega described in her work on codependence. A quick sketch of a symbiotic relationship and they understood the pervasive patterns that persist in Latin countries. Suddenly, some universal themes emerged, such as freedom, human nature, intimacy, and courage. It didn’t matter that they didn’t come on time anymore. What mattered was our contact, the cocreated and shared reality. I commented on how in the West our time is dictated by work and schedules.

“A quick sketch of a symbiotic relationship and they understood the pervasive patterns that persist in Latin countries. Suddenly, some universal themes emerged, such as freedom, human nature, intimacy, and courage. It didn’t matter that they didn’t come on time anymore. What mattered was our contact, the cocreated and shared reality.”

For Guatemalans, relationships are more important than tasks. In some way, they are free, they don't have to readily succumb to the demands of their duties. They'd rather have a chat first, make sure everyone is stroked, and then get on with the job.

Nevertheless, a prime example of symbiosis played out among us. When I kept asking about their lateness, they concluded that they were not taking their commitment seriously, and they could not change it. They reacted passively, unwilling to examine their own motivations further. Finally, it emerged that they would come late to class because there was no extra diploma for the course. They needed a Parental stamp of approval in order to see their learning as valid. My question "who are you learning for?" was met with silence and confusion. In spite of that, in the coming weeks, most of them were late on average less than 30 minutes. Thus, their Adult expanded, even though it seems to me that our notions of time will simply be different.

It could be argued that TA is a system that itself might also have a tendency to colonize. And yet, when I asked the students, "What is this like in your Mayan cosmovision?" They came alive and talked about their connection to Mother Earth and the need for balance and interdependence. I chuckle inside thinking that sounds a bit like the integrating Adult as described by Keith Tudor. And I chose to be quiet, knowing that our implicit understanding is more worthy than the theoretical digressions that could take away the depth of our encounter. 📍

Piotr Jusik can be reached at peter@iflowcoaching.com.



Students giving their final presentations

Award Nominations Sought

Eric Berne Memorial Award

Deadline: 1 December 2019

Send EBMA nominations to committee chair
Lis Heath at lis.heath@gmail.com.

Hedges Capers Humanitarian Award

Muriel James Living Principles Award

ITAA Service Award

Goulding Social Justice Award

Deadline: 1 January 2020

Send nominations for the Capers, James, Goulding, and Service Awards to
ITAA Secretary Sumithra Sharatkumar at sumithrask@gmail.com

ITAA Research Award

Deadline: 1 January 2020

Send nominations for the ITAA Research Award to committee chair
Susan George at susangeorge4@yahoo.com

See the ITAA Web site at www.itaaworld.org/itaa-awards or contact the ITAA
at info@itaaworld.org for details on making nominations for these awards.

Call for ITAA Board Nominations

The following positions are open for nominations now. Deadline for nominations: 17 January 2020 5 pm PST.

President-Elect
(2020-2021)

Vice President Development
(2020-2023)

Secretary
(2020-2023)

Australasia Regional Representative (nomination and election only by members of the region)
(2020-2023)

India/Asia Regional Representative (nomination and election only by members of the region)
(2020-2023)

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination (if not the nominee), and the name of two people seconding the nomination (one may be the person making the nomination). To be eligible for nomination, trustees may not have already served two consecutive terms of office in any position on the board. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available on the

ITAA website at itaaworld.org and from nominations chair Julia Tolley at j.tolley1@sky.com. Nominees are encouraged to read and understand these and the full nomination/election documents before accepting nomination.

Send nominations to ITAA Nominations Chair Julia Tolley at j.tolley1@sky.com.

Those who accept nomination to one of the above positions must sign the “Rules for Candidates Seeking Election” (see this page), which they will receive from Julia Tolley and are also posted on the ITAA website. They must also email a written statement (maximum of 250 words) and digital photo to Julia as soon as possible and no later than the 17 January 2020 deadline.

Election Procedures: As per the ITAA bylaws, if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in *The Script* newsletter. An unopposed candidate will take up his or her position following the annual general membership meeting (AGM). If there is more than one nominee for a position, a ballot will be sent to all voting members within 45 days after the close of nominations. The deadline for return of bal-

lots is 45 days from the date of mailing. The results of the election will be announced to the candidates within 45 days after the election results are determined.

If you have not already submitted a Consent to Use of Electronic Transmissions so that you are eligible to vote electronically in case of a ballot, we urge you to do so immediately by visiting [here](#).

Rules for Candidates Seeking Election

3.4 Election Campaign Guidelines

Preamble. These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the amount of campaigning and electioneering for trustee positions within established procedures. They also offer a procedure for identifying a campaign violation and spell out the consequences.

3.4a Endorsement of Candidates

i. Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser. If such personal endorsements are made by individuals holding an elected, appointed, or

honored position within the ITAA, they may not mention their position within the organization as part of the endorsement.

ii. ITAA resources may not be used for the purpose of supporting any one candidate over another.

iii. The electioneering use of online, social media, newspaper/newsletter, or journal advertisements, as well as setting up websites and social media pages, is prohibited.

iv. The association's newsletter may be used to report the candidacy of nominees and election results provided that the report is included as a news article and all candidates for a nominated position are represented.

v. The staff of the ITAA are to refrain from electioneering in any form, including making personal statements regarding the qualifications of any candidate.

3.4b Campaign Statements

i. Candidates may make written statements to appear in the ITAA newsletter at such time as the nominations are announced therein. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA as well as a brief personal biographical sketch. Statements from nominees for all positions may not exceed 250 words. Statements exceeding the word limit will be edited down at the discretion of the ITAA Managing Editor.

3.4c Campaign Spending and Membership Appeal

i. Mass mailings, including mass emails, on the part of a candidate seeking nomination or election or on behalf of that candidate by other individuals or organizations is prohibited. Although it is appropriate for nominees for elected positions

within the ITAA to communicate their platforms and qualifications to the membership (see item ii below), mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees.

ii. Individual personal letters, including emails or phone calls to friends and colleagues, are appropriate.

iii. Form letters or "Dear Colleague"-type letters or emails sent by an individual or a group of individuals to a group of persons on a mailing list are not acceptable practice.

iv. Setting up a website, distributing an electronic poll, and/or using social media in such a way that it may be deemed to be part of a future or ongoing election campaign is also not acceptable.

3.4d Dissemination of Information on Electioneering

i. These election guidelines will be published in *The Script* newsletter at the same time and along with the announcement of the list of nominees for the year if there is at least one contested position and therefore an election ballot.

ii. The ITAA Nominating Committee chair will mail a copy of the election rules to each candidate at the time his or her nomination is official. For nominations to be accepted, nominees must sign and date the rules form.

3.4e Reporting a Violation of Campaign Procedures

i. Any member who suspects that he or she received or viewed communication from a nominee or on behalf of a nominee that violates these election guidelines may file a complaint by emailing the ITAA Secretary.

ii. Members are encouraged to first reach out directly to any such nominee to clarify his or her intent and to give the person feedback about the communication in question.

3.4f Violation of Election Guidelines

i. These guidelines are posted on the ITAA website.

ii. All nominees are expected to know the guidelines and will therefore be held responsible for following them even before the guidelines have been sent to them when their nomination is submitted. Any behavior counter to the guidelines, therefore, is considered a violation of campaign procedures.

iii. The ITAA Board of Trustees will contact any nominee thought to be in violation of these guidelines as part of an inquiry into his or her actions.

iv. If the Board of Trustees judges the nominee to be in violation of the guidelines, the person's nomination will be rescinded for that election cycle.

v. The nominee will not be prevented from participating in future election cycles. **S**

TA Conferences Worldwide

8-9 November 2019:

Manly, Sydney, Australia.
Australasian TA Conference.

Contact:

Rhae@directgroup.com.au

1-8 February 2020:

Frenchman's Cove, Jamaica.
USATAA Gathering.

Contact: jamaica@usatataa.org

World Transactional Analysis Conference 2020

Expanding the TA Map – Sharing Learning Across Our Fields

16-18 July 2020 - Metropole Hotel, Birmingham, UK

- ❖ **£355 for a full 3 days including lunches** – with TAlent discounts on a country basis – based on purchasing power relative to UK
- ❖ **Pay only 25% deposit now** – guaranteed refund if you do not like the program when it is announced!
- ❖ See the website for more details and to book, offer to present, join Scientific Committee, or sponsor

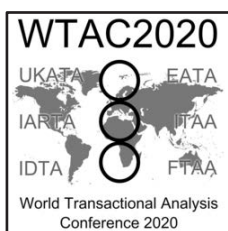
Progress Update

We are now 9 months away from the conference and making excellent progress. We even have WTAC2020 as a Google search item that will take you to the website (www.taworldconf2020.com). We have already filled 400 of the anticipated 1000 places, with more bookings coming in daily. Because we are expecting to fill all the places, we are reluctant to accept bookings for only 1 or 2 days, but we have set up a system to “match” such requests. We will charge a third of the full price plus a small administrative cost, so the fees will be £135 for 1 day and £252 for 2 days (both including VAT). Email contact@taworldconf2020.com if you want this option (TAlent discounts will still apply). Volunteers for the scientific committee have begun evaluating presenter proposals, so we expect to begin announcing workshop content soon. Please present your proposal through the website and/or volunteer to join the scientific committee. We have posted a list on the website of potential activities that can be sponsored and are already in contact with several individuals/organizations about these. Let us know if you want to be considered as a sponsor. No commitment until we have reached a mutually acceptable arrangement. We now know that the EATA Council and the ITAA Board of Trustees meetings will be held at the conference venue as well as the EATA TEW. We are awaiting confirmation about the EATA Exams. We have scheduled meetings (caucuses) for LGBTQ+, women’s, and men’s groups during the mornings (0730-0830) on the second and third days of the conference. These will be led, respectively, by Deepak Dhananjaya, Prathitha Gangadharan, and Giles Barrow and will be an opportunity to gather at the start of the day to share your experiences of the conference. In addition to the gala dinner on Friday 17 July, we are planning social events for the evening before the conference, the first day of the conference, and the last day of the conference. See the website program page for an overview of the conference schedule and related events.

WTAC2020 Organizing Committee

Julie Hay, Heidi Amey, Susan Arslan, Carol Faulkner, David Gibbons, Lynda Tongue, and Sandra Wilson

www.taworldconf2020.com | contact@taworldconf2020.com



- ❖ TA 101 on 14-15 July
- ❖ Exams on 14-15 July
- ❖ 4 Postconference Workshops on 19 July
- ❖ Caucuses/groups for Women, Men, LGBTQ+ on 17 & 18 July
- ❖ TEW on 20-22 July