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Engaging With Respect

by Elana Leigh

ITAA President Elana Leigh opened the 2020 ITAA Annual General Membership (AGM) meeting, held online on 18 July, with the thoughts excerpted here.

Good evening from my part of the world, but perhaps it is best to use a well-known Australian greeting, which is “G’day.” That covers all parts of the day wherever you may be and is appropriate because this AGM is formally taking place in Sydney, Australia.

I’d like to begin in our traditional Australian way, which is to acknowledge the custodians of this land that we find ourselves on: the Bidjigal people of the Eora nation. We recognize and respect their cultural heritage, beliefs, and relationship with the land, and we pay our respect to their Elders past, present, and future.

I want to reference here the Uluru Statement from the Heart [<https://ulurustatement.org/the-statement>], which speaks about the spiritual notion of the sovereignty of the indigenous people of Australia, who inhabited and “possessed” this land for over 60,000 years before the arrival of Europeans. This statement was created during a 2017 constitutional convention that brought together “over 250 Aboriginal and Torres Strait Islander leaders who met at the foot of Uluru in Central Australia just 2 years ago. It calls for the establishment of a first nation voice in the Australian constitution. It is about acknowledging that something has been done wrong, and it seeks to make things right.”

The Uluru statement touches me each time I read it because it talks to the heart of being human and what it means to be courageous, to acknowledge where we have wronged, and to find ways to repair. This is being asked of us all in these confronting times in which we have injured Mother Earth, our indigenous people, each other, and the list could go on.



We are gathering tonight in new times in which we find ourselves constantly working out new ways to be, all without a template. This way of living provokes fear, uncertainty, anger, and sometimes even excitement depending on who we are. For many of us, though not all, we would now be in Birmingham in what would have been a very different experience. I acknowledge that the effects of COVID-19 have been hard and complex, and I am grateful and respectful to all of us who continue to work with these challenges.

As I call this meeting to order, I invite us to engage with each other in a respectful manner whereby we keep our hearts and minds open. I invite a minute of silence for honoring all those who have suffered through acts of injustice and inequality, as well as our elders past, present, and future, and to recommit walking the talk of being integrous to all living things and people.

Moving on, we are happy to report on the following highlights from the past year [summarized here]:

- An evolving positive relationship between EATA and ITAA
- Completion of the ITAA membership directory
- ITAA becoming more technologically savvy
- Completion of the conference manual
- Completion of the IBOC manual
- The establishment of the social engagement committee under chair Diane Salters
- An increase in our membership
- Several well-attended web seminars
- Outstanding *TAJ* developments in many areas, including in conjunction with Routledge

The ITAA Board of Trustees minutes will, in time, be placed on the website membership page.

These successes occurred in the midst of the pandemic and the complexities of the cancellation of the World TA Conference. In honoring these realities, I acknowledge that the cancellation of the conference in Birmingham presented many challenges. ITAA, EATA, FTAA, UKATA, and IRTAA have come together as a strong working group to actively address this complex problem. It has become a uniquely unifying experience that we hope will continue into the future.

There is much that I could say about this matter, but I do not think that an AGM is the place for presenting our perspective on what occurred or for unpicking an already inflamed situation. This cancellation was clearly due to the pandemic, but

“We are gathering tonight in new times in which we find ourselves constantly working out new ways to be, all without a template. This way of living provokes fear, uncertainty, anger, and sometimes even excitement depending on who we are.”

ITAA, EATA, FTAA, UKATA, and IRTAA continue to reflect on the process that unfolded. We are addressing and exploring the structures that were put in place, which unbeknownst to us were clearly not adequate to hold this complex process. COVID-19, like any crisis, uncovered the gaps and vulnerabilities in the system, and we are looking carefully at all of this in order to learn from it for the future. Our current priority is to work closely with the liquidators to ensure our registrants receive as much compensation as possible. All TA associations have waived their claims to the seed money so that there is more money to distribute to registrants. With a crisis, it is often not the event alone that is traumatic but the way it is managed. Our responsibility is to you, our members, and we are willing to keep addressing ways that we could have done things differently.

I now open the floor for questions and discussion. [We appreciated the comments and questions that were shared, and we on the board will actively work with the ideas expressed and provide further information to the membership in due time.]

Thank you all for your ongoing honest feedback and support. 📍

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

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Changes in the ITAA Board

Following the annual general membership meeting, several people stepped into new roles on the ITAA Board of Trustees.



Sylvie Monin

Chitra Ravi officially began her term as ITAA President-Elect. In doing so, she left her position as vice president of operations, and Alessandra Pierini, who had been the European representative, will now become ITAA Vice President Operations. Sylvie Monin, a TSTA (Counseling) from Switzerland, has agreed to join the board as the European representative. Finally, due to personal reasons, Rema K Giridhar, who was supposed to become ITAA Secretary, is unable to take up that post. The current secretary, Sumithra Sharatkumar, has agreed to remain in that position for the time being.

We welcome all of these individuals to their new positions and thank them for being willing to serve. 🇸

Dear Researcher:

To support you in your communication and collaboration with scientific projects in TA, EATA has created a database of specialists who have an interest in TA theory development. There are two parts to the database:

1. Open-source (which was published on the EATA website and sent out by email)
2. Private email sharing (only for sharing with other people who have given information about themselves to this database)

The results of this work will be presented at each EATA conference and EATA Council meetings. We are also planning to refresh the database every year before each council meeting.

If you want to change or add information about yourself in the database, please use [this link for the special form](#).

Also, you can see a list of researchers on the EATA website at: <https://directory.eatanews.org/ta-researchers-directory/> or [download this in PDF](#).

On behalf of CC and TDRC, Ilya Fedotov, MD, PhD 🇸

Welcome to New Members

APRIL 2020

Premalatha B N, India
Alla Babich, Russia
Gabriella Bondoc, Romania
Melanie Burgess, UK
Dipankar Das, India
Sally Crozier, New Zealand
Leah de Wijze, New Zealand
Marleen Dehondt, Belgium
Nathalie Gispén, Netherlands
Jill Guest, Hong Kong
Kate Hardy, UK
Yongxin Luo, China
Samuel Miller Jr, USA
Jayanthi Prasad, India
Sorrell Raikes, UK
Aimee Russell, New Zealand
Emma Sanderson, New Zealand

Steve Skinner, UK
Anthony Stewart, New Zealand
Sia Susorova, Slovakia
Sally Trevaskis, UK
Federico Venceslai, Italy
Carol Volp, New Zealand

MAY 2020

Danijela Djuric, Serbia
Jasmina Duric, Serbia
Malarvizhi Kasi, India
Pavan Kuman GK, India
Yashodhara Lal, India
Kanaga Lakshmi P, India
Adrian Lamb, UK
Sarah Langstaff, UK
Denise Longhurst, UK
Monique Lueb, Netherlands

Ameet Mattoo, India
Margaret Moroney, New Zealand
Stephen Murphy, UK
Meera Ramesh, India
Vijaya Ramkumar, India
Andreas Schönfeld, Germany
Maja Sedmak Cvelbar, Slovenia
Andrea Sevenoaks, UK
Julie Shepherd, UK
Kathryn Spence, UK
Florin Stoiean, UK
Diana Toth, UK
Crena Watson, UK
Nataliya Yehonska-Spencer, Ukraine
Armin Ziesemer, Switzerland

Keep Your Addresses Updated to Receive the TAJ

There have been some instances in which members did not receive the combined yearly, bound hard copy of the *Transactional Analysis Journal*. On exploring what happened in those cases, we learned that often the members' mailing address had changed. It is important for members to keep their profiles updated to reflect any changes in their mailing address, even if their billing address remains the same. To facilitate this process, we have created the option of updating two addresses in editing your profile: your mailing address and your billing address. This provides a way to update these addresses separately or to keep one or both the same. Please check your account online and verify that both addresses shown are currently accurate. This will help us to make sure that you receive your hard copy of the 2020 bound TAJ without any disruption.

Deepak Dhananjaya, ITAA Vice President Development

USATAA's Inclusion, Equity, and Social Action Committee

Project TA 101: Personal Tools for Social Transformation — Available 7 August 2020!



Takeharu Matsunaga

After 1162 days and 3,525 volunteer hours, this updated online TA 101 course will launch 7 August 2020. Through the efforts of the IESA committee and several volunteers, it will be freely available as a wonderful gift for the whole world, a way to share current social applications of transactional analysis and foster community connections worldwide.

The program includes:

- ▶ Eight course modules divided into short topic sections of the professional videos recorded at the official TA 101 presented at the 2019 “Inclusion, Equality, and OKness: Healing Divisions in our World” TA conference in Raleigh, North Carolina, USA, taught by celebrated TSTA instructors Vann Joines, Valerie Batts, Felipe Garcia, and Graham Barnes
- ▶ An accessible, moderated Facebook discussion group
- ▶ Ways to connect with our global community

Where will you find the course program on 7 August?

- ▶ On the USATAA Project TA 101 webpage: <https://www.usataa.org/circles-of-interest/social-justice-circle/project-ta-101/>
- ▶ On the IESA Committee Project TA 101 YouTube channel: https://www.youtube.com/channel/UCgBIHvXkvn7X8V9Dmh-gxUvw?view_as=subscriber
- ▶ The ITAA webpage will be able to embed links to the USATAA Project TA 101 landing page, course videos, learning guide, and the interactive Project TA 101 discussion group

This course is for anyone who is curious about fresh, accessible approaches in order to build skills or who wants valuable interactive education, cares about humanity and social responsibility, and wonders how foundational TA concepts can be applied to cultural change. Teachers and therapists may refer students and clients to individual modules as an adjunct to training or therapy. Trainers and trainees will be especially interested in sections such as Felipe Garcia’s demonstration of the positive use of blocking and angular transactions and Valerie Batts’s and Vann Joines’s use of gender neutral language with the script matrix. People training and studying across the four fields of specialization will gain a great deal from these instructors’ combined years of experience nurturing the integration of transactional analysis and social action.

Eric Berne gave us this superb gift of transactional analysis, and it is our commitment to share it. Now you can turn TA philosophical principles into action by disseminating transactional analysis around the world. Please consider who you know who could benefit from this quality education. Tell someone about it today, and share this link to learn more about how the course materials can be accessed: <https://www.usataa.org/circles-of-interest/social-justice-circle/project-ta-101/>

In our current moment, we are keenly aware of TA’s relevance and value for social and cultural change. It is your turn to help spread the word by telling people about the course now!

Many volunteer opportunities are available. Contact us to add your name to our special resource list for learners or to become a TA 101 written exam evaluator. To find out about more volunteer opportunities, contact Inger Acking at imamsw@yahoo.com or for project questions email: iesacprojectta101@gmail.com

Janice Dowson, Reiko True, Inger Acking, and Bob Hempel, IESA Committee

TSTA at the Expense of the Environment? A Call to Action

by Anne de Graaf and Henk Tigchelaar

Birmingham Change

When booking for the 2020 TA World Conference, well before the COVID-19 crisis, we discussed extensively, and not for the first time, whether it was still responsible to book a flight. The environmental impact of aviation is huge. Aircraft engines emit heat, noise, particulates, gases, carbon dioxide (CO₂), water vapor, hydrocarbons, carbon monoxide, nitrogen oxides, sulfur oxides, lead, and black carbon. Not OK. We explored other options for traveling to Birmingham—by train, boat, car—but none worked for us. So, once again, we went to the KLM website and booked a flight to the United Kingdom. Of course, we bought off our guilt by paying an amount for CO₂ compensation. We promised each other that this would be the last time we traveled by plane to attend our annual TA conference.

Our concern is not only TA conferences, however. We did loads of traveling during the years we were preparing for the TSTA exam. It took Anne 5 years to travel from his CTA to his TSTA status. Henk traveled for 10 years. Time for a change!

Many new online activities have arisen due to the pandemic: exam training, trial with online CTA exams, meetings of EATA and ITAA members, supervision, training, web seminars, and many other initiatives. To reduce the enormous ecological footprint resulting from our TA qualification system, we think this is the moment to reconsider. And no, there is no need for long debates, and yes, we need to be accurate and careful. Talking about change, Dutch comedian Pieter Derks, shortly after airlines stopped flying because of COVID-19 risks, joked, “A few months ago, airline companies responded to the question from environmental organizations whether flying could not be done less with ‘that just doesn’t work; it is not that simple.’ Well, [Derks said,] that argument is now gone forever. It turned out to be simple, a decision to stop flying or at least to diminish

flying, can be made within 24 hours . . . if we really want it!” No more discounting, please.

All Over the World

As friends and TA colleagues, we have worked together a lot toward achieving our TSTA certification, including a good deal of travel around the globe. We went to TA conferences, served as examiners, attended supervision groups, met with peers, took part in exam preparation days, and more. And we loved it! TA conferences offered us the opportunity to meet the internation-



Anne de Graaf



Henk Tigchelaar

al TA world, to attend workshops, to speak to friends, to invest in our networks, and so much more. The fact that TA conferences are organized all over Europe and beyond also offered us the opportunity to discover new and exciting cities and countries: Timisoara, Johannesburg, Montreal, San Francisco, Geneva, Berlin, and elsewhere.

CO₂ Emissions

Yet, in recent years, we always heard a little voice inside saying, “What are you doing in a world that is burdened by too many CO₂ emissions?” We began thinking and talking about the ecological footprint of working toward TSTA certification. We flew thousands of miles over our globe. And think for a moment of TA conferences alone: Hundreds of TA-minded people flying from all over the world to attend and who contribute to the burden that mass tourism places on the Earth.

We decided to calculate how many CO₂ emissions our training and supervision certification cost. We were shocked. Henk ended up with 27,44 tons of emissions, nearly twice what a Dutch person causes

Anne de Graaf, MA, TSTA-O, CTA-P, is the coauthor of *Einstein and the Art of Sailing* and coeditor of *Into TA*. For 10 years, he was the general director of the Dutch TA Academie. He is now a lecturer (Foundation Year and MSc program) at the Berne Institute in the UK. Anne can be reached at anne@rondheel.nl.

Henk Tigchelaar, TSTA-E, is cofounder of and teacher at the Dutch TA Academie, a certified musician, and the author of a recent TAJ article about TA and the music of J. S. Bach. He also contributed to the book *Educational Transactional Analysis: An International Guide to Theory and Practice*. Henk can be reached at henk@focusconsult.nl.

“We began thinking and talking about the ecological footprint of working toward TSTA certification. We flew thousands of miles over our globe. And think for moment of TA conferences alone: Hundreds of TA-minded people flying from all over the world to attend and who contribute to the burden that mass tourism places on the Earth.”

a year. Anne ended up with 25,64 tons. (We will send you our calculations on request and encourage you to come up with your own; see <https://www.myclimate.org/carbon-offset/>)

We believe that we can do things differently and that many more activities can be done online. We’ve participated in dozens of Zoom, Skype, and Google Meet events over the last months. And yes, it is different, there is loss, and we pay a price. We think, however, that we owe it to future generations to explore possibilities to meet in ways that take a less severe toll on the environment. We know that more TA professionals are concerned (e.g., see Barrow & Marshall, 2020). We believe that we, the TA community, should endorse that our personal and community TA activities should not be at the expense of our planet. “I’m OK, you’re OK, they’re OK” means also that our planet stays OK. The TA community has the responsibility to take into account the impact on our environment in everything we do; this is in our code of ethics. When we say *primum non nocere*—first of all, do no harm—this also applies to the world in which we and future generations live.

Call to Action

The late Petruska Clarkson, in her book *The Bystander* (1996) wrote,

“All social ills are the direct consequence of bystanding and all social ills which have been resolved or at least ameliorated are the result of bystanders becoming involved” (p. 10). We do not want to be bystanders.

We end with a quote from Hillel the Great, a 12th-century rabbi (<https://bit.ly/2AZJI6x>) who asked what we think is the most powerful call to action ever put into words: If not you? Who? If not now? When? If not here? Where?

What if we as a TA community do not take our responsibility for the environment? Who will? What if we don’t start right now (2020)? When are we going to make a start? What if we don’t make the necessary changes within our own TA world (to begin with)? Where in the world, if not within our own community, are we going to reduce our ecological footprint? 🌱

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- Clarkson, P. (1996). *The bystander (An end to innocence in human relationships?)*. London: Whurr Publishers.

TAJ Editorial Board Members Sought

The *Transactional Analysis Journal* coeditors are looking for new members to join the editorial board. If you are interested, please email your name, country, and a brief statement about your areas of interest/expertise and your experience in writing and/or editing to TAJ Managing Editor at robinfryer@aol.com by 1 October.

First Web Seminar of the ITAA Social Engagement Committee

by Diane Salters

The newly formed ITAA social engagement committee (SEC) held its first web seminar for members and the wider TA community on 28 June 2020. The SEC had originally planned a “get to know each other” Zoom meeting during which ITAA members could meet the committee and other members who shared an interest in engaging in the key social concerns of our time. This was also envisaged as space for the committee to hear members’ suggestions about the role and direction of the committee.

However, we were overtaken by events. The death of George Floyd at the hands of a white police officer in Minneapolis and the resulting resurgence of Black Lives Matter and the call to address both individual injustices and systemic racial discrimination made our choice clear. This was not a time to be silent or to become bystanders.

So, the theme for our online gathering was: We as transactional analysts take a stand against racism and white supremacy.

We began with a panel consisting of five of our SEC members: Victoria Baskerville, Sashi Chandran, Karen Minikin, and Günther Mohr, with Diane Salters chairing. Sadly, Wataru Suematsu was not able to join us

because of work commitments. We were ably assisted by two of our colleagues who, as well as being committed to the topic, are more experienced in the technicalities of online meetings: Deepak Dhananjaya and Karen Pratt.

“Talking about race can be—and indeed needs to be—challenging. It is complicated by the diverse ways in which we have experienced the legacy of slavery, colonialism, discrimination, and indenture.”

We had 46 people attend from at least eight countries, possibly more. The ones we are sure of are India, Romania, Netherlands, UK, Canada, New Zealand, Australia, and South Africa. Each panel member spoke briefly about their interest in being on the committee and their immediate response to the topic. The large group was then divided into smaller breakout rooms with 25 minutes for discussion before returning to the larger group with questions for the panelists. The three questions they were invited to address were:

- What does it mean to be antiracist?
- How do we respond to the call “Black Lives Matter”?

- What does our TA community need to examine about ourselves with regard to bias and inequity?

Talking about race can be—and indeed needs to be—challenging. It is complicated by the diverse ways in which we have experienced the legacy of slavery, colonialism, discrimination, and indenture.

In the subsequent discussion and points put to the panel, it became clear that diversity was what it was all about—not only in our broader society but also within our TA community.

Even such basic issues as what defines blackness or brownness were understood differently, contexts were widely varied, and discrimination had been experienced in different forms. For example, despite sharing a common colonial history, India, South Africa, and the United States had unique experiences and frames of reference in relation to this topic.

Approaches to solutions also varied widely and were frequently both/and not either/or: address unconscious bias and personal integration of split-off parts of the self, work for cultural change, heal transgenerational trauma, and act for social change of systemic injustice. Many people spoke of the need to address issues of injustice

and discrimination in whatever form they emerged, not only in racial terms. The intersectional nature of so many inequities was clear.

Our own roles and organizations also came in for scrutiny. Questions included: How can we involve more Black people or people of color in TA? How relevant is individual psychotherapy in the lives of many communities? What sort of TA would be more relevant? How could our training be more inclusive and diverse? All of these questions speak to the larger challenge to build relationships across different communities, including racial divides, within TA.

Any discussion of race or other forms of discrimination will inevitably surface a discussion about the power dynamics involved. Who holds power and how is it used? These were clearly relevant questions both in society as a whole and within our own TA community.

Of course, the discussion time was inadequate to the topic, and the Zoom format, while allowing great access to so many from so far afield, had its own limitations in terms of dealing with process. What was clear was that we had made a beginning. We are grateful to the ITAA for the opportunity to have created this space for our members and trust that this is not the end. 📍

Context and the Four Fields: The Relevance of Black Lives Matter for Me

by Karen Minikin

In the psychotherapy field, TA has been used broadly and deeply to understand intrapsychic and interpersonal dynamics. Generally, a focus has been on the mother, the family dynamics, and, on occasion, the wider cultural system. The Black Lives Matter (BLM) movement is highlighting the prevailing relevance of institutional, social, political, and cultural structures and dynamics on the minds and actions of people who live within. What is special about the movement at this time is the need to focus on systemic and structural racism. This seems critical and urges us to review our teaching curricula as well as our capacities to lead, challenge, and facilitate around oppression in groups and organizations.

Our educational, organizational, and counseling fields have worked with institutional dynamics, and by building better bridges across the four fields, we can deepen and broaden our insight, approaches, and capacities to do effective and meaningful work. For me, this past year has also highlighted that the January 2021 *Transactional Analysis Journal* theme issue on “Normativity, Marginality, and Deviance” is going to be a most relevant support, as is the historical writing we already have in TA around power, social identity, and culture. I hope that we move forward philosophically, ethically, and professionally as an institution, as well as collectively in our international experiences. 📍

Karen Minikin, ITAA Social Engagement Committee member, can be reached at karen@insights-sw.co.uk

Some Recommended Resources

- *SWAY: Unravelling Unconscious Bias* by Pragya Argawal (Bloomsbury, 2020)
- *Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the World* by Layla F. Saad (Sourcebooks, 2020)
- *BRI(ish): On Race, Identity and Belonging* by Afua Hirsch (Vintage: 2018)
- A free, informative and inspiring article: Interview with Ericka Huggins at <https://zora.medium.com/a-former-black-panther-party-leader-reflects-on-her-revolutionary-work-ceec05144a97>
- TED talk from Nigerian author Chimamanda Ngozi Adichie: https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story?utm_campaign=ted-spread&utm_medium=referral&utm_source=tedcomshare
- *The New Jim Crow: Mass Incarceration in the Age of Colourblindness* by Michelle Alexander (Penguin, 2010). From the preface: “This book is not for everyone. I have a specific audience in mind—people who care deeply about racial justice but who, for any number of reasons, do not yet appreciate the magnitude of the crisis faced by communities of color as a result of mass incarceration. In other words, I am writing this book for people like me—the person I was ten years ago.” Read it for free: <https://a.co/8PZ5K01>

2021 Korean Conference Cancelled

by Chitra Ravi

The Daegu conference committee members were enthusiastic, excited, and passionate about bringing transactional analysis to South Korea. Their steering committee of 40-50 members was active, and they regularly sent detailed reports about their plans. Then the pandemic arrived, casting its dark cloud of uncertainty and shaking up what was until then a steady conference ship. We exchanged many mails about how they could proceed with the extensive planning required for the conference, but with the rapid spread of the disease, there was no possibility of proceeding with scheduled plans.

With the looming uncertainty about whether people would travel or register for the conference and the threat of potential losses, the Koreans called for a Zoom meeting with us. I experienced their deep sadness as well as their strong resilience in arriving at the difficult yet realistic decision to cancel the conference. We are in full support of their decision and mutually agreed that they would explore with us in the future a viable date for hosting a conference in South Korea.

Chitra Ravi is ITAA President-Elect and can be reached at chitra.seed@gmail.com.

In the meantime, the conference committee, along with the ITAA Vice President Operations, will be explor-

ing possibilities for online conferences and events, and we will share more about that in the future. 📧

Statement from the Korea TA Community

We are deeply sorry to conclude, in consultation with the ITAA, that we must cancel the 2021 ITAA International Conference in Daegu, Korea, because of the COVID-19 pandemic. We feel great loss on making this decision, especially after missing the 2018 Kochi, India, conference due to the flooding and now the 2020 Birmingham conference due to COVID-19.

TA in Korea began to spread in 1990, and there are now three TA communities that have been operating for about 30 years. There are about 1,500 active members, and more than 10,000 people have learned TA and applied it to their work. We expected the 2021 Daegu conference to energize the TA community in Korea and expand the horizon of TA here. To that end, our three TA communities formed a conference organizing group and have been preparing for the conference with help from the host city government, the Daegu Office of Education, the Korea Tourism Organization, and more. We also worked to strengthen our relationship with Japan and visited there to learn how they organized the 2013 ITAA international conference.

In spite of our deep disappointment in having to cancel the 2021 Daegu conference, we are confident that our efforts and those of the ITAA have not been in vain. We will maintain our conference organizing committee until we can successfully hold a conference here in the future, and we will continue to be active members and contributors of the ITAA community.

We thank the ITAA community and executives, including former President Diana Salters, President Elana Leigh, President-Elect Chitra Ravi, and ITAA Conference Committee Chair Vladimir Gussakovski, as well as *Script* Managing Editor Robin Fryer for their support and encouragement, and especially former Vice President Izumi Kadomoto for visiting Korea and sharing the experiences of the Osaka Conference.

SooRyong Ahn, WooKyeung Chun, and GabSook Kim
on behalf of the Korea TA Community

Conchita de Diego

by José Manuel Martínez Rodríguez

On behalf of the board of directors of our Spanish Association (APPHAT, Asociación de Profesionales de Psicología Humanista y Análisis Transaccional) and with deep sorrow I inform you of the death of our beloved Concha de Diego at her home in Madrid on 31 March. She was APPHAT founder and IIPA founding member.

Concha was a transactional analysis and integrative psychotherapy psychotherapist, trainer, and supervisor. A woman ahead of her time in many areas of her life, Concha knew how to glimpse the potential of TA in psychotherapy. Her continuous drive and energy led her to undertake a teaching project in Spain where she gathered a large group of students who learned from her a distinctive working style. The founding core of our association was organized around this group, and her influence has been the backbone as well as decisive both in terms of her leadership and the strength of her principles.

Throughout these years, Concha maintained a strong commitment and dedication to psychotherapy from ETHOS Center in Madrid and continuously collaborated with our association as president for a period of time and also by participating in the organization of seminars,

national conferences, and international conferences.

Concha's drive led her to introduce training activities in Spain given by the top representatives of the various schools within TA. She brought together a large number of professionals around training workshops, including Steve Karpman, Mary Goulding, Les Kadis and Ruth McClendon, George Kohlrieser, and Richard Erskine. An ongoing professional training network was thus developed in various parts of Spain. In addition, for some years Concha was a member of the ITAA Board and the USATAA Executive Committee.

We will never forget Concha's spirit, brilliant intelligence, generosity in all fields, and determined support for her students. The depth of her convictions and the strength of her principles have been for us an inexhaustible model of honesty and genuine feeling. Her vitality, energy, quick intellect, and intuitive capacity planted valuable seeds in our association, and we are responsible for helping them to flourish, expand, and develop. Her sense of humor and creativity provided many of us with delicious moments when her infectious laugh lit up the conversation.

Her shrewd mind and clinical insight provided us with numerous examples of TA applications to clinical



practice. Her energy and confidence in her students' potential have been an inexhaustible source of permission for many. Her compassion was a source of strokes, especially those needed at the right time and those that allowed stagnant script energy to become mobilized.

Her sense of freedom and spontaneity stimulated her patients' and students' Free Child. Their faith in humanity evolved into confidence in the future and possibilities for the development of groups and organizations, especially our association.

Concha gave us confidence in the possibilities of personal autonomy and the individual development of internal resources. Her continued reinforcement, invitation to be free, and inexhaustible energy have given us a model of relationship and we now have the responsibility to own it.

Concha, we are deeply grateful to have lived with you. We will never forget you. 🍷

José Manuel Martínez Rodríguez,
TSTA, APPHAT President

Kohlberg and Moral Development

by Anne de Graaf for the Ethics Committee

Integrity Platform

At the beginning of this century, when I was working for a big consultancy company in the Netherlands, I was involved in the so-called Integrity Platform of the Association of Dutch Municipalities (VNG). The aim was to offer senior municipal officials who were responsible for integrity within their municipal organization an opportunity to exchange experiences and views about the possibilities and impossibilities of developing ethical thinking and acting within their organizations. This large group of mayors, municipal secretaries, senior officials, and VNG employees met quarterly for half a day. My company was asked to facilitate/chair the meetings, and due to special expertise, I was added to the group by my company.

I remember several interesting debates between attendees, all of whom were looking for an effective way to start the conversation about being ethically active in their organization. I especially recall two moments when group members mainly ended up confused.

The first was when a senior official shared how his project had been “shipwrecked” the week before. The aim had been to help employees work in a more value-related way,

but, he complained, “Some employees refused to come to the training sessions. Only half who could be present showed up.” He received a lot of recognition and acclaim, but the debate shifted from exploring why they might not have shown up to how to deal with “unwilling employees.” I listened!

“I believe that the ITAA ethical code must be accessible and manageable for a wide audience, from highly trained TA trainers to clients with fewer intellectual options.”

The second was told by a director of an organizational unit in which many craftsmen worked. He had also started an integrity program for all employees. “At the end of one of the first sessions a few of them asked, ‘Why don’t you just list what we are and are not allowed to do? Hang the list up and then it will be clear to everyone.’” They added with a laugh, “‘You would have saved yourself a whole morning.’” That director also received recognition and acclaim, but the debate shifted from exploring what was going with the craftsmen to how to handle resistance in teams. I listened!

While driving home, I remembered some lectures on ethics from my studies in theology back in the 1970s. One in particular came to mind. In it the lecturer described the development of ethical thinking and reasoning in human beings.

Class Notes

My notes from that class described one of the best-known theories of human moral development, that of psychologist Lawrence Kohlberg. He built on Jean Piaget’s work on the development of human cognitive ability. Kohlberg based his model on qualitative research he conducted among children and young adults in which he presented them with moral dilemmas in order to learn about the reasoning they used in arriving at their choices.

Here is one of those dilemmas: A woman is suffering from cancer, and there is a drug that her doctor thinks might save her. It is a certain form of radium, recently discovered by a pharmacist in the same city. The drug is expensive to make, and the pharmacist is charging 10 times the amount it costs to produce it. It costs him 200 Euros per dose to make it, and he is selling it for 2000 Euros per dose. The woman’s husband goes to everyone he knows to borrow money but only comes up

with half of what he needs to save his wife's life. He tells the pharmacist his wife is dying and asks him to sell it to him for a lower cost or to defer payment of the full amount. However, the pharmacist refuses, saying, "No, I discovered the drug and I intend to make a profit from it." The husband is desperate and breaks into the pharmacy to steal the drug. Kohlberg's question is: "What do you think about the husband's ethical behavior?"

Kohlberg classified moral reasoning into several stages:

- *Preconventional morality*: Moral judgments depend on physical and external stimuli aimed at avoiding hurt feelings ("How do I avoid getting punished?") and on self-interest ("How do I benefit from this?").
- *Conventional morality*: Moral judgments are tailored to the approval or rejection of authority figures and are aimed at avoiding social disapproval and avoiding judgment. This is law-and-order morality.
- *Postconventional morality*: Moral judgments are based on self-evaluated principles aimed at countering condemnation and functioning as part of society. This is characterized by conscientiousness.

The three stages follow different logic in response to the question Kohlberg asked. In stage 1, the argument might be that the husband should not do what he did because

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he might go to prison for stealing. In stage 2, the argument might be that everyone who cares about their spouse would do what he did and after all, he had tried to avoid breaking the law (though he must accept the consequences if he is arrested). In stage 3, the reasoning might be that it is acceptable to steal the drug because the right to life takes precedence over the right to property—or, on the other side, the husband should not steal it because the pharmacist is entitled to fair compensation for his research and stealing it may take it from someone else who needs it as much as his wife does.

Special Expertise

Before the next VNG meeting, I talked to several colleagues about my experience and what I had found in my notes. I then gave a brief lecture to the VNG group on moral development, and from it they understood that not all of their employees are interested in or capable of values-based ethical reasoning. The programs they had offered assumed that the ethical reasoning of all of their employees was rooted in post-conventional morality when, in fact, most reasoned along the lines of preconventional and conventional morality. Of course, that says nothing about whether employees will actually act ethically, only that they will make their choices by reasoning in their own way.

TA Conferences Worldwide

20-27 February 2021:
Frenchman's Cove, Jamaica.
USATAA Gathering.
Contact: jamaica@usataa.org

Ethical Codes

During my TSTA exam in 2007, I debated with my exam board about EATA changing its ethical code to make it more value based. I was not happy with the path EATA chose. My argument came from what I learned from my experience with the platform and what I understood from Kohlberg's work. Likewise, I believe that the ITAA ethical code must be accessible and manageable for a wide audience, from highly trained TA trainers to clients with fewer intellectual options. The ethical code is a social contract that invites the public to trust all ITAA members and as such, assessment of ethical behavior should be based on that behavior itself rather than on the reasoning behind it. That is, it is important to focus more on what and less on why. 📍

T&J Theme Issues

What Went Wrong and Why? Cathexis Theory and Reparenting Reexamined"

Coeditors: William F. Cornell and
Diana Deaconu
Deadline: 1 February 2021



"Systemic Oppression: What Part Do We Play?"

Coeditors: Helen Rowland and
Karen Minikin
Deadline: 1 August 2021

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