

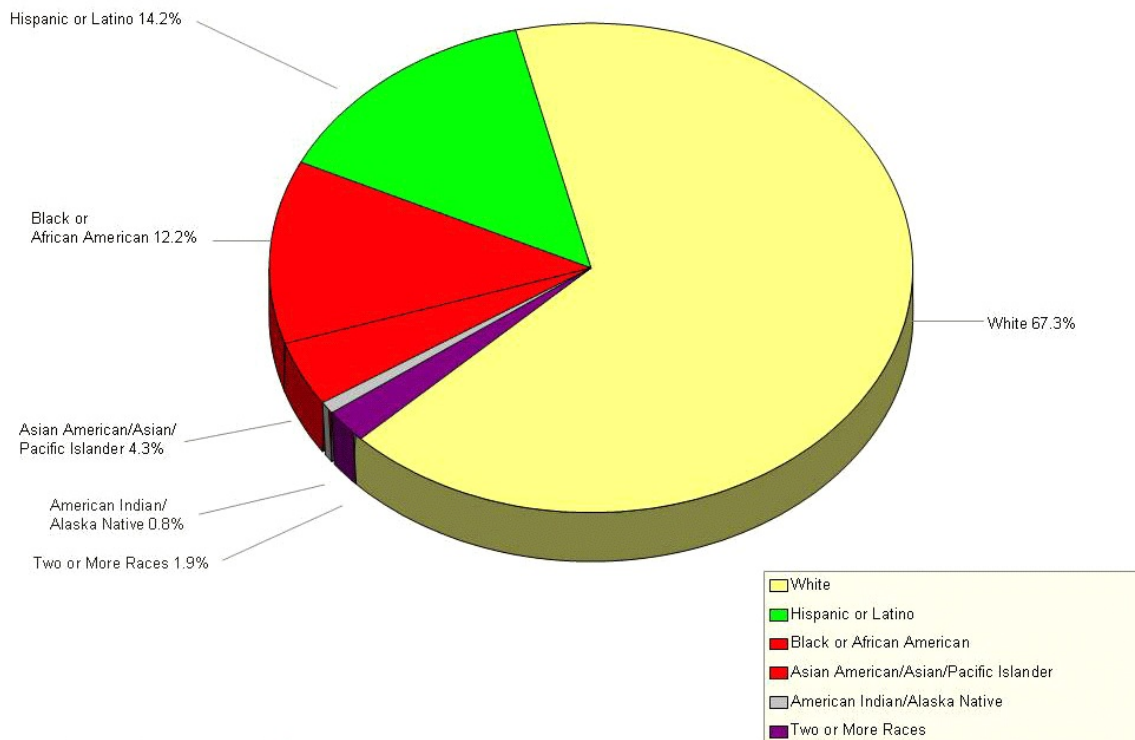
The Current Status of Ethnic Minorities in Psychology

According to the year 2000 data of the U.S. Census Bureau, ethnic minorities constitute 30% or almost one third of the United States' population (Figure 1). Furthermore, it is projected that by 2060, ethnic minorities will have become the majority, constituting 50.4% of the resident population of the (Figure 2). More than half of this majority or 27% of the total population will be of Hispanic or Latino/a ethnicity.

In its Final Report, the APA Commission on Ethnic Minority Recruitment, Retention, and Training in psychology (CEMRRAT, 1997) acknowledged the implications of these demographic shifts for psychology:

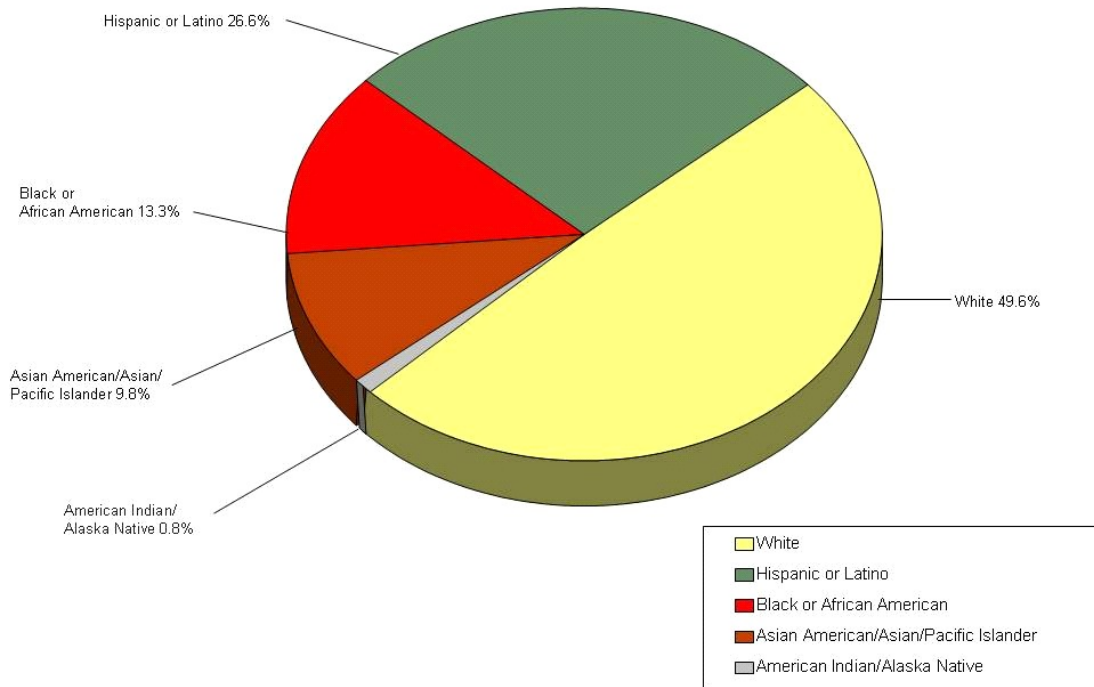
This rapid growth in the nation's populations of color will not be evenly distributed. In fact, most of this growth will occur in the nation's southern and western regions and the 40 largest metropolitan areas. This pattern of growth will result in increased human diversity and increased political polarization... To respond adequately to such issues, psychology finds it necessary to include in its ranks a dramatically enlarged cadre of persons of color and to ensure that all psychologists demonstrate some level of multicultural competence (*Visions and Transformations*, p. 22).

Figure 1
U.S. Population By Race/Ethnicity 2004



Source: U.S. Census Bureau, 2002 American Community Survey

Figure 2
U.S. Population By Race/Ethnicity 2060



Source: U. S. Census Bureau, Population Projections Program, Population Division, 2060

The current status of ethnic minorities in the United States and the projected demographic changes suggest the need for adequate representation of ethnic minorities in the profession and a minimal level of multicultural competence among all psychologists to effectively meet the behavioral and mental health needs of our increasingly multicultural nation.

Visions and Transformations: Final Report of the APA Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology (CEMRRAT, 1997) analyzed the status of ethnic minorities in psychology from 1977 through 1993. This section will update those analyses for the period of 1997 through 2004 (and in some instances beyond) and discuss current status and representational trends of ethnic minorities in psychology.

Ethnic Minority Participation in APA

Increasing ethnic minority membership and leadership within APA is one approach to enhancing the participation of ethnic minorities in psychology. Since the creation of CEMRRAT, APA has actively sought to increase the participation of ethnic minorities in APA membership and governance.

Ethnic Minority Student Affiliates

In 1998, APA reported a total of 58,145 student affiliates of whom 7,567 (13%) were ethnic minorities. In 2003, APA reported a total of 48,896 student affiliates of whom 9,737 (19.9%) were ethnic minorities. Indeed, during 1998-2003, the total number of student affiliates declined 15.9%, while the number of ethnic minority student affiliates increased 28.67%. Thus, ethnic minority students are increasingly priming the APA membership pipeline. (**Table 1**).

Table 1
Race and Ethnicity of APA Student Affiliates: 1998 and 2003

Race and Ethnicity	Yr 1998		Yr 2003		Change: 1998-2003	
	#	%	#	%	#	%
American Indians	846	1.5%	296	<1.0%	-550	-65%
Asian American/Pacific Islanders	2,236	3.8%	2,402	4.9%	166	7.4%
Black/African Americans	2,205	3.8%	2,744	5.6%	539	24.4%
Hispanic/Latino/as	2,280	3.9%	2,651	5.4%	371	16.3%
Multiple Races/Ethnicities	N/A	N/A	1,644	3%	N/A	N/A
Total Minorities	7,567	13%	9,737	19.9%	2,170	28.67%
Whites	35,523	61.1%	33,720	69%	1,803	-5.07%
Other/Unknown	15,055	25.9%	5,439	11.1%	9,616	-63.9%
Total Number(s)	58,145	100%	48,896	100%	-9249	-15.9%

Source: APA Annual Membership Survey (Years 1998 & 2003)

"Student Affiliates "include high school, undergraduate, graduate/APAGS students

One notable exception to this increase in minority student affiliate participation is the high decrease (65% i.e., from 846 to 296) in the number of American Indian student affiliates during the years 1998-2003. This decline is associated with a similar decline in the number of American Indians, who were APA members, during this same period. Also, after 1997, the APA membership survey initiated use of the "multiple race/ethnicity" category, which may now be used by some who previously identified themselves as "American Indian." Moreover, these data suggest that since 1998, respondents have significantly increased their response to requests for racial/ethnic self-identification as is evidenced by the decline in the "other/unknown" category.

Among the 9,737 ethnic minority student affiliates in 2003, 1.4% (n=133) were high school students, 26.8% (n=2,496) were undergraduate students, and 73.0% (n=7,108) were graduate students. In 2003, ethnic minorities were 31.0% of all high school affiliates; 19% of all undergraduate affiliates, and 20% of all graduate affiliates (**Table 2**).

Table 2
Race and Ethnicity of APA Student Affiliates by Enrollment Level in 2003

Race and Ethnicity	High School		Undergraduate		Graduate		Total	
	#	%	#	%	#	%	#	%
American Indians	2	<1%	86	<1%	208	<1%	296	<1%
Asian American/Pacific Islanders	22	5.9%	430	3%	1,950	5%	2,402	5%
Black/African Americans	51	12%	728	6%	1,965	6%	2,744	6%
Hispanic/Latino/as	29	7%	788	6%	1,834	5%	2,651	5%
Multiple Races/Ethnicities	29	7%	464	4%	1,151	3	1,644	3%
Total Minorities	133	31%	2,496	20%	7,108	20%	9,737	20%
Whites	284	65%	9,052	71%	24,384	68%	33,720	69%
Other/Unknown	19	4%	1,270	10%	4,150	12%	5,439	11%
Total Number(s)	436	<1.0%	12, 818	26.2%	35,642	72.9%	48,896	100%

¹: "Membership" includes the categories of Associate, Member, and Fellow

²: This category was not used in 1997

Source: APA Annual Membership Surveys, 1997 and 2004

Ethnic Minority APA Members

In 2004, APA reported 5,102 (5.8%) ethnic minorities in its Associate, Member, and Fellows membership categories (**Table 3**). In that year, 5.2% of Associates, 5.9% of Members, and 5.2% of Fellows were ethnic minorities (**Table 4**). The 2004 ethnic minority membership total represents a 17.8% (n= 772) increase in the number of APA ethnic minority members since 1997, which is nearly four times greater than the percentage increase in total membership (i.e. 4.5%) during this same period (**Table 4**). Indeed, during the 1997-2004 period 20.3% of APA's membership increase is attributable to ethnic minority persons.

During the 1997-2004 period, the largest percentage increase in ethnic minority membership (i.e. 35.3%) occurred in the Asian American group (**Table 4**), while the number of members who were identified as "American Indian" dramatically decreased by 42.9%. The decrease in American Indian membership is even more significant as this group of members continued to *increase* after 1997 and reached its largest number in 1999 when APA reported that 419 American Indians held some category of APA membership; since 1999 American Indian membership has declined 50%.

Table 3
Increase (Decrease) in APA Membership¹ by Race/Ethnicity: 1997 – 2004

Race and Ethnicity	1997		2004		Increase/Decrease 1997 – 2004	
	#	%	#	%	#	%
American Indians	364	0.4%	208	0.2%	-156	-42.9%
Asian Americans	1,109	1.3%	1,500	1.7%	391	35.3%
Black/African Americans	1,295	1.5%	1,471	1.7%	176	13.6%
Hispanic/Latino/as	1,562	1.9%	1,785	2%	223	14.3%
Multiple Races/Ethnicity ²	N/A	N/A	138	0.2%	N/A	N/A
Total Minorities	4,330	5.1%	5,102	5.8%	772	17.8%
Whites	59,546	70.5%	62,548	70.9%	3,002	5.0%
Other/Unknown	20,550	24.4%	20,585	23.3%	35	<0.1%
Total Number(s)	84,426	100%	88,235	100%	3,809	4.5%

¹Membership includes the categories of Associate, Member, and Fellow

² This category was not used in 1997

Source: APA Annual Membership Surveys, 1997 and 2004

Table 4
Race/Ethnicity of APA Members by Membership Status in 2004

Race and Ethnicity	Associate		Member		Fellow		Total	
	#	%	#	%	#	%	#	%
American Indians	13	0.2%	174	0.2%	21	0.5%	208	0.2%
Asian Americans/Pacific Islanders	101	1.5%	1,331	1.7%	68	1.5%	1,500	1.7%
Black/African Americans	84	1.2%	1,310	1.7%	77	1.7%	1,471	1.7%
Hispanic/Latino/as	148	2.2%	1,563	2%	74	1.6%	1,785	2.0%
Multiple Races/Ethnicities	11	0.2%	124	0.2%	3	0.1%	138	0.2%
Total Minorities	357	5.2%	4,502	5.9%	243	5.2%	5,102	5.8%
Whites	4,106	59.9%	54,225	70.7%	4,217	90.4%	62,548	70.9%
Other/Unknown	2,396	34.9%	17,984	23.4%	205	5.2%	20,585	23.3%
Total Number(s)	6,859	100%	76,711	100%	4,665	100%	88,235	100%

Source: APA Annual Membership Survey, 2004

Ethnic Minority Participation in APA Governance

Since 1997, the number of ethnic minorities elected to APA's Committees, Boards, and Council of Representatives (i.e., APA governance) has steadily increased from 51 (i.e., 12.5% of all governance members) to 72 (i.e., 21.3% of all governance members) in 2004. This represents a 41.2% increase in ethnic minority participation during the 7-year period.

The greatest increase in minority participation occurred at the higher levels of governance. For example, between 1997 and 2004, ethnic minority representation on APA's Council of Representatives (C/R) increased 314%--that is, from 7 to 22 persons, and from 6.1% to 19.3% of all members of C/R. In contrast, among members of APA committees, the proportion of ethnic minorities has increased from 13.3% in 1997 to 23.3% in 2004. (APA Research Office, Governance Survey, 2004).

In both 1997 and 2004, African Americans and Latinos constituted the overwhelming majority of ethnic minorities in governance. However, during that period, the greatest rate of increase in ethnic minority governance representation was by those who self-identified as "multiple race/ethnicity" (**Table 5**).

Table 5
Ethnic Minorities in APA Governance: 1997 and 2004

Race and Ethnicity	1997		2004	
	#	%	#	%
American Indians	4	1.0%	8	2.4%
Asian Americans/Pacific Islanders	14	3.2%	16	4.7%
Black/African Americans	16	3.9%	27	8.0%
Hispanic/Latino/as	18	4.4%	16	4.7%
Multiple Races/Ethnicities	4	1.0%	12	3.5%
Total Minorities	59	15.0%	72	21.3%

Source: APA Research Office, 2004 Governance Survey: Summary Results

The Ethnic Minority Education Pipeline in Psychology

Overview

Encouraging changes have taken place since 1975/76 (academic year), when the ethnic minority pipeline funneled to a bare trickle. Since then, ethnic minority participation in psychology's educational pipeline has increased steadily. Ethnic minority representation among recipients of bachelor's degrees increased from 20.7% in 1995/96 to 37.6% in 2003/2004 (**Table 6**). Among recipients of master's degrees, ethnic minority representation increased from 16.1% in 1995/96 to 27.2% in 2003/04. In 2003/04, ethnic minorities comprised 20.1% of recipients of doctoral degrees (PhDs and EdDs) in psychology. These data suggest that despite increased numbers and percentages of ethnic minority degree recipients at all levels of the educational pipeline since 1996/97, ethnic minority participation continues to be constricted at higher levels of the psychology education pipeline.

Recipients of the Associate's Degree in Psychology

It is important to note that the number of associate (AA/AS) degrees in psychology is low because most associate's degree-granting institutions do not offer a degree in psychology, per se. Psychology coursework may be part of a broader degree concentration in such disciplines as social science, human services, mental health services or a similar field. Between 1996-2004, the number of ethnic minority recipients of associate's degrees in psychology increased by nearly 42% (i.e., from 425 to 602). The number of Hispanics/Latino(a)s psychology AA/AS recipients alone increased by 86%. During this same period, although the number of White recipients among psychology associate's degree recipients increased slightly by 4.3%, the proportion of Whites recipients decreased from 72% in 1996 to 65.5% in 2004. This decrease was matched by an increase in the proportion of minority recipients of associate's degrees in psychology from 28% to 34.5%. This increase in minority representation among psychology associate's degree recipients corresponded to an increase in minority representation among associate's degree recipients in all disciplines, from 22.4% in 1996 to 29.7% in 2004.