



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

EQUITY, DIVERSITY, AND INCLUSION

Diversity Matrix



APA'S DIVERSITY MATRIX

The American Psychological Association (APA) is committed to leveraging psychological science to advance equity, diversity, and inclusion (EDI) within the association, the field of psychology, and society at large. APA diligently strives to foster an inclusive, accessible, and fair environment, recognizing that individuals carry multiple, intersecting identities with varying relevance and impacts across contexts. As such, APA seeks to amplify and support all voices.

The Diversity Matrix is now available to organizations beyond APA as a resource and an adaptable framework that may be tailored to various organizational and sectoral needs. APA's Diversity Matrix is a tool which organizations may use to effectively target outreach efforts and efficiently identify gaps in recruitment. The Diversity Matrix includes a range of characteristics (e.g., race, gender, age), practice settings, and professional backgrounds (e.g., career stage, areas of expertise).

Participation is voluntary, and all responses should be anonymized and analyzed at the group level to ensure confidentiality. The Diversity Matrix is informed by recent Supreme Court law, and includes input from experts across APA's Boards, Committees, State, Provincial and Territorial Associations (SPTAs), the Ethnic Psychological Associations (EPAs), and APA Divisions, as well as guidance from the APA's Inclusive Language Guide, 2nd Edition and Accessibility Inclusion Maturity Model (AIMM).

Disclaimer: The Diversity Matrix Tool is intended to be used to voluntarily collect internal aggregated demographic data within an organization. This tool is meant to facilitate discussion about recruitment and outreach within an organization and not replace consideration of any individual on their own merit. This tool is not intended, designed, or authorized for use in any employment-related practices, decisions, or procedures including, but not limited to, hiring, promotion, and professional development. APA expressly disclaims any representation or warranty that this document is suitable or appropriate for use in any employment practice.

DEMOGRAPHIC DIVERSITY

DISCLOSURE OF ANY INFORMATION IS VOLUNTARY AND COLLECTED DATA WILL BE ANALYZED ON AN AGGREGATED BASIS ONLY.

Race

1. How do you primarily identify? (Mark all that apply.)

- ☐ Native American, American Indian, Alaska Native, and/or Indigenous
- ☐ Asian
- ☐ Black/African Descent
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text below)

2. Are you an enrolled member of a Tribal Nation/First Nation/Metis? (Select one.)

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

3. Feel free to provide additional notes and/or more specific responses concerning **racial identity** in the open text box below:

Ethnicity

4. How do you primarily identify? (Mark all that apply.)

- ☐ Arab, Middle Eastern, North African or Southwest Asian
- ☐ Sub-Saharan African
- ☐ Caribbean
- ☐ East Asian (e.g., China, Japan)
- ☐ European
- ☐ Hispanic or Latine
- ☐ Jewish
- ☐ South Asian (e.g., India, Pakistan)
- ☐ Southeast Asian (e.g., Indonesia, Philippines)
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text below):

5. Feel free to provide additional notes and/or more specific responses concerning **ethnic/cultural identity** in the open text box below:

Nationality

6. In which country is your primary residence?

7. In which country were you born? List the country in the open text box below:

8. In which country/countries were your parents born? List the country/countries in the open text box below:

9. When did you immigrate to the USA, if applicable?

10. If you have ever immigrated to another country, please provide name of country/ies and amount of time spent there:

11. Feel free to provide additional notes and/or more specific responses concerning **nationality** in the open text box below:

Gender Identity

12. How would you describe your current gender identity? (Select one.)

- ☐ Man
- ☐ Woman
- ☐ Intersex/Difference in Sex Development (DSD)
- ☐ Nonbinary
- ☐ Transgender
- ☐ Two-Spirit
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text box below)

13. Feel free to provide additional notes and/or more specific responses concerning **gender identity** in the open text box below:

Sexual Identity

14. How would you describe your current sexual identity? (Select one.)

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Straight/Heterosexual
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text box below)

15. Feel free to provide additional notes and/or more specific responses concerning sexual identity in the open text box below:

Age

16. What is your age? (Select one.)

- ☐ 18 - 24
- ☐ 25 - 34
- ☐ 35 - 44
- ☐ 45 - 54
- ☐ 55 - 64
- ☐ 65 - 74
- ☐ 75 - 84
- ☐ 85 - 94
- ☐ 95+
- ☐ Prefer not to answer

17. Feel free to provide additional notes and/or more specific responses concerning **age** in the open text box below:

Religion/Spirituality

18. Which of the following affiliations do you most identify with? (Select one.)

- ☐ Agnostic
- ☐ Atheist
- ☐ Buddhism
- ☐ Christianity
- ☐ Hinduism
- ☐ Islam
- ☐ Judaism
- ☐ Spiritual but not religious
- ☐ I do not identify with a religious/spiritual tradition
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text box below)

Language

19. What is/are your native (primary?) language(s)? List the language(s) in the open text box below:

20. What is your preferred language? List the language in the open text box below:

21. Please list all the languages you know in order of how comfortable you are communicating in that language:

Disability

22. How would you describe your disability status? (Mark all that apply.)

- ☐ Blind/Low vision/Other visual impairment
- ☐ Chronic health condition(s)
- ☐ Cognitive/Intellectual
- ☐ d/Deaf/Hard of Hearing
- ☐ Developmental delay(s)
- ☐ Learning
- ☐ Mental health
- ☐ Mobility-related/Orthopedic
- ☐ Sensory processing differences
- ☐ Speech-language/Communication
- ☐ Temporary disability due to illness or injury
- ☐ I do not identify with having a disability
- ☐ Prefer not to answer
- ☐ Prefer to self-describe (use open text below)

23. Do you identify as neurodivergent? (Select one.)

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

24. Feel free to provide additional notes and/or more specific responses concerning **disability status** in the open text box below:

DIVERSITY OF EXPERTISE

This information is being collected for the purpose of creating a balanced task force, work group, and/or committee.

DISCLOSURE OF ANY INFORMATION IS VOLUNTARY.

Professional Identity

25. Which best describes your primary work setting? (Select one.)

- ☐ Corporate/Business
- ☐ Healthcare/Medical (e.g., Hospitals, Clinics)
- ☐ Nonprofit/NGO
- ☐ Self-employed/Entrepreneur
- ☐ Education/Academia
- ☐ Research/Science (e.g., non-university)
- ☐ Government/Public Sector Agency
- ☐ Independent/Institutional Practice
- ☐ Public Service/Community Service
- ☐ Other

26. Feel free to provide additional notes and/or more specific responses concerning your **primary work setting** in the open text box below:

27. Which best describes your secondary work setting? (Select one.)

- ☐ Corporate/Business
- ☐ Healthcare/Medical (e.g., Hospitals, Clinics)
- ☐ Nonprofit/NGO
- ☐ Self-employed/Entrepreneur
- ☐ Education/Academia
- ☐ Research/Science (e.g., non-university)
- ☐ Government/Public Sector Agency
- ☐ Independent/Institutional Practice
- ☐ Public Service/Community Service
- ☐ Other
- ☐ Does not apply

28. Feel free to provide additional notes and/or more specific responses concerning your **secondary work setting** in the open text box below:

Career Stage

29. Please select one of the following options:

- ☐ Student
- ☐ Early Career (<10 years experience)
- ☐ Mid-Career (10-25 years experience)
- ☐ Late-Career (>25 years experience)
- ☐ Retired
- ☐ Prefer Not to Answer

Subject Matter Expertise

30. Please describe your primary **area of expertise** and/or field of study:

31. Please provide additional notes or specific responses regarding your **areas of expertise** and/or field of study:

32. Do you feel you have **areas of expertise** that are underutilized? If so, please explain:

33. Please describe your **professional affiliation** here:

EXAMPLE DIVERSITY OF EXPERTISE: FIELD OF PSYCHOLOGY

The following questions are specific to the field of psychology. They are provided here to serve as examples for other industries, professions or sectors seeking inspiration to craft their own set of professional identity questions.

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Professional Identity

34. Which is your highest level of educational attainment? (Select one)

- ☐ High School Diploma/GED
- ☐ Associate's Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Doctorate/Professional Degree
- ☐ Prefer not to answer

35. How would you primarily self-identify as a psychologist? (Select one)

- ☐ Basic Researcher
- ☐ Applied Researcher
- ☐ Child and Adolescent Clinical Psychologist
- ☐ Developmental Psychologist
- ☐ Pediatric Psychologist
- ☐ Health Service Psychologist (e.g., Clinical, Counseling)
- ☐ School Psychologist
- ☐ Applied Psychologist (e.g., Forensic, Consulting, I/O)
- ☐ Higher Education (e.g., College/University Educator)
- ☐ K-12 Educator (e.g., Primary/Secondary Education)
- ☐ Pre/Post-Doctoral/Fellow
- ☐ Student/Trainee
- ☐ Other

36. Feel free to provide additional notes and/or more specific responses concerning any additional **professional identities** in the open text box below:

FREQUENTLY ASKED QUESTIONS

What is the purpose of the Diversity Matrix?

The Diversity Matrix is a tool that broadens outreach efforts by helping to recognize gaps in inclusion within APA's boards, committees, task forces, and workgroups. It now serves as a customizable tool for organizations beyond APA.

How does using the Diversity Matrix lead to measurable change in diversity and inclusion efforts?

The Diversity Matrix provides a structured way to gain data-driven insights by helping organizations identify gaps in outreach. This helps inform how to expand upon our efforts to attract leaders who are able to address the needs of APA membership and society at large.

How is this version different from the previous Diversity Matrix?

The use of this tool is informed by recent Supreme Court law and includes input from a broader range of experts, and incorporates APA's Inclusive Language Guide, 2nd Edition and Accessibility Inclusion Maturity Model (AIMM).

Why does the Diversity Matrix include identity factors like race and gender?

The Diversity Matrix encompasses identities recognized in psychological science.

How are the racial categories in the Diversity Matrix determined?

The racial categories align with federal guidelines and also reflect input from psychology experts, acknowledging the complexity of all racial identities.

How is data from the Diversity Matrix used, and who has access to it?

The data is interpreted at the group level (aggregate), not individually, and is used to assess the effectiveness of, and gaps in, organizational outreach and recruitment efforts. Individual nominee demographic data is not available to those who select slates. Access to the password-protected data collected by APA is restricted to APA Equity, Diversity, and Inclusion Office and research staff.

Are responses to the Diversity Matrix voluntary?

Yes, participation is voluntary, and individuals may choose whether to self-identify within one or multiple categories.

How may organizations outside APA customize the Diversity Matrix?

The Diversity Matrix is designed for flexibility, allowing organizations to tailor categories based on their specific outreach goals in creating more opportunities for inclusive leadership.

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