

Diversity and Cultural Competency in the Psychologist Workforce

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Purpose

- Examine the psychologist workforce across the career span, focusing on:
 - Demographic diversity
 - Work settings
 - Preparedness to provide services to diverse populations and knowledge ratings about cultural competency

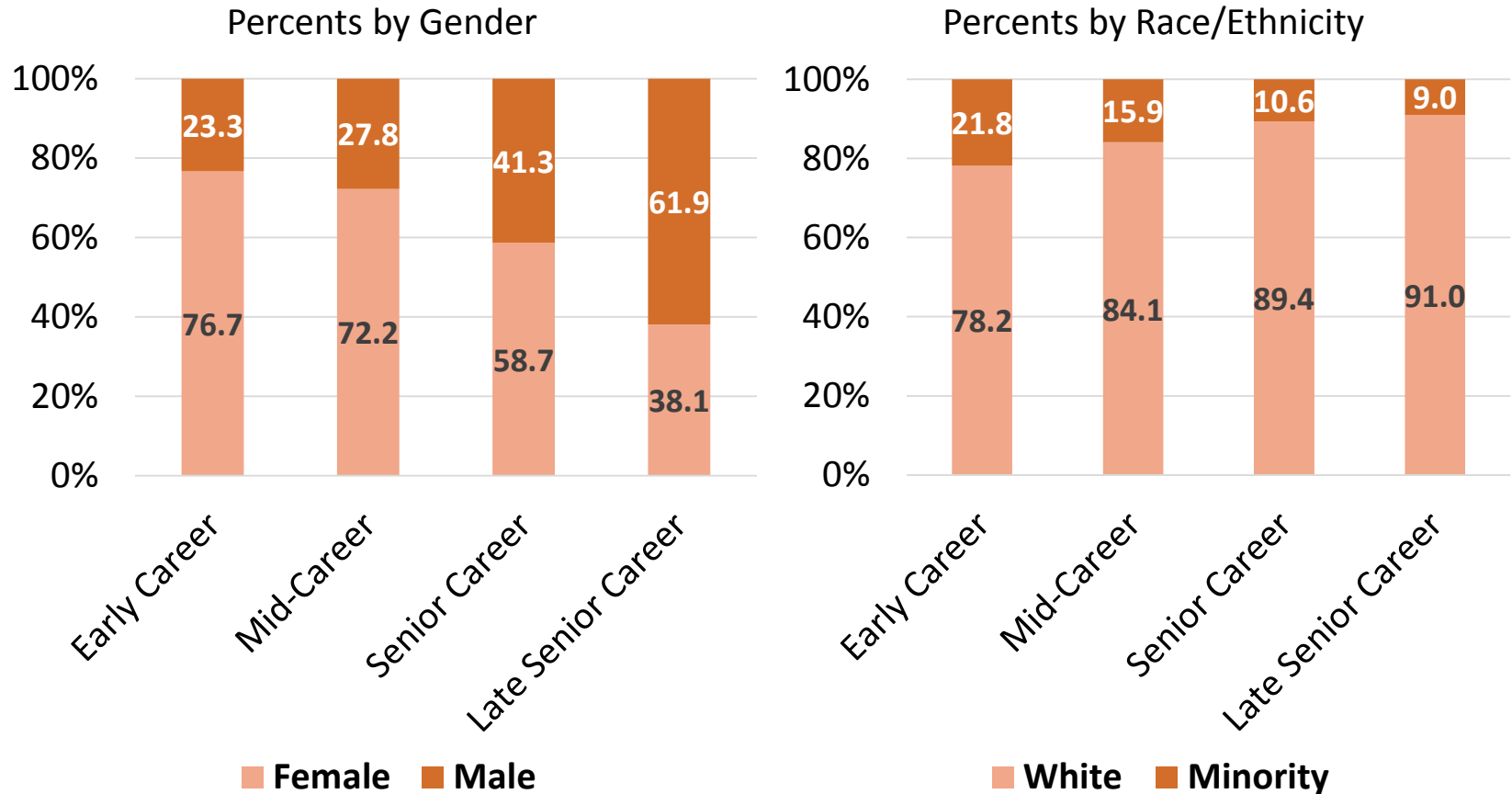
2015 APA Survey of Psychology Health Service Providers

- Online survey sent to ~36,700 licensed psychologists
- N = 5,325 licensed doctoral-level psychologists
 - 14.5% response rate
 - ~75% APA members
- Survey content
 - ➡ • Demographic characteristics
 - ➡ • Employment and practice patterns
 - Populations served
 - Geropsychology
 - Team-based/integrated care
 - ➡ • Cultural competency

Overall Demographic Characteristics

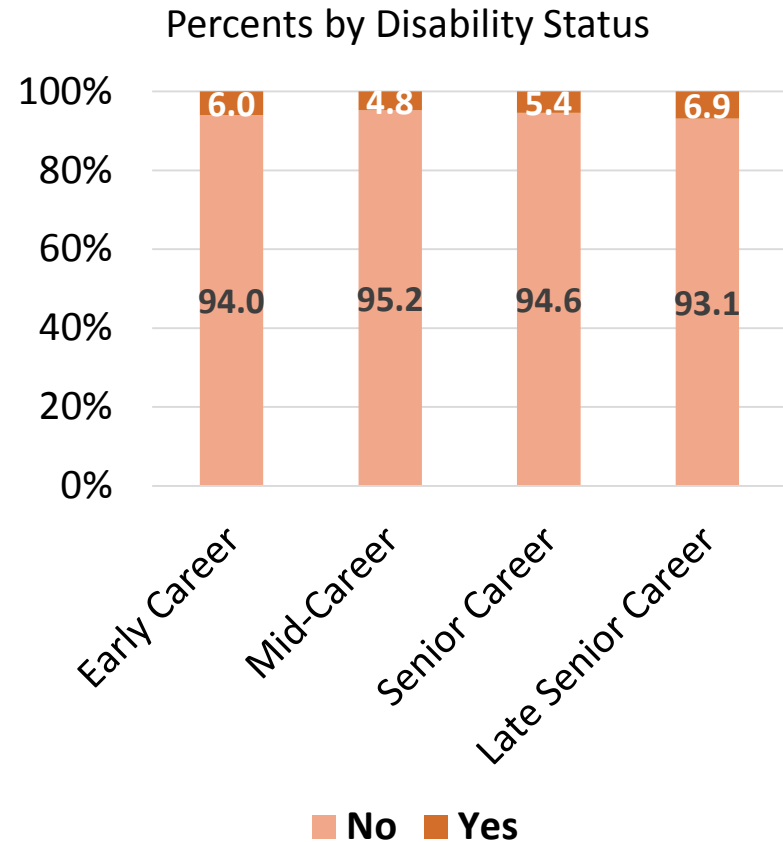
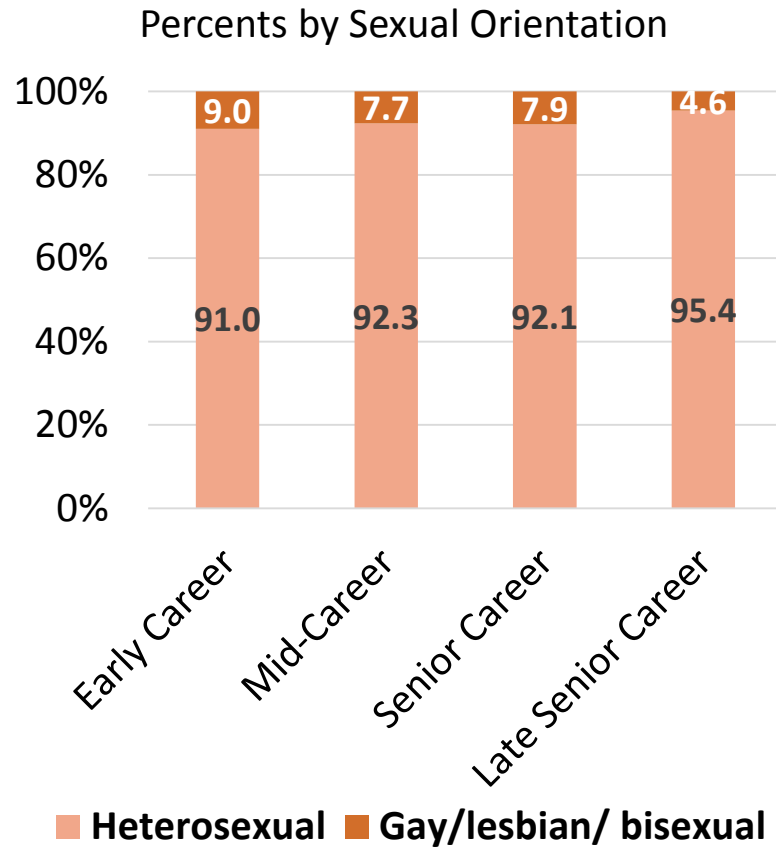
- Gender: 59% women
- Racial/ethnic minorities: 14%
- Sexual orientation: 7% gay, lesbian, or bisexual
- Disability status: 6% with at least one disability
- Mean age: 55.7 years (SD = 12.7)
- Career stage, defined by years since doctorate
 - Early career (1-10 years)
 - Mid-career (11-20 years)
 - Senior career (21-30 years)
 - Late senior career (31+ years)

Demographics by Career Stage: Gender & Race/Ethnicity



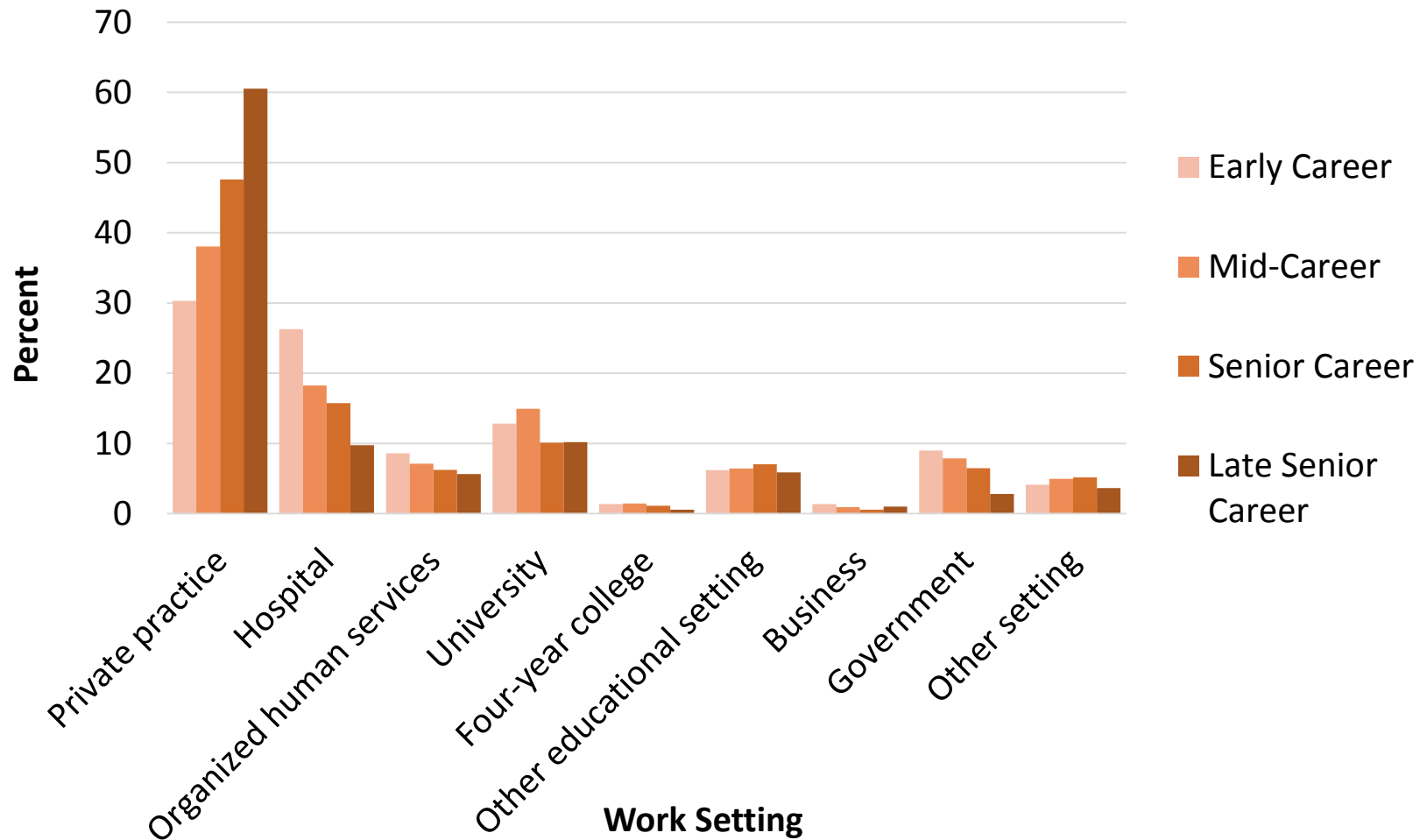
Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Demographics by Career Stage: Sexual Orientation & Disability Status



Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Work Settings by Career Stage

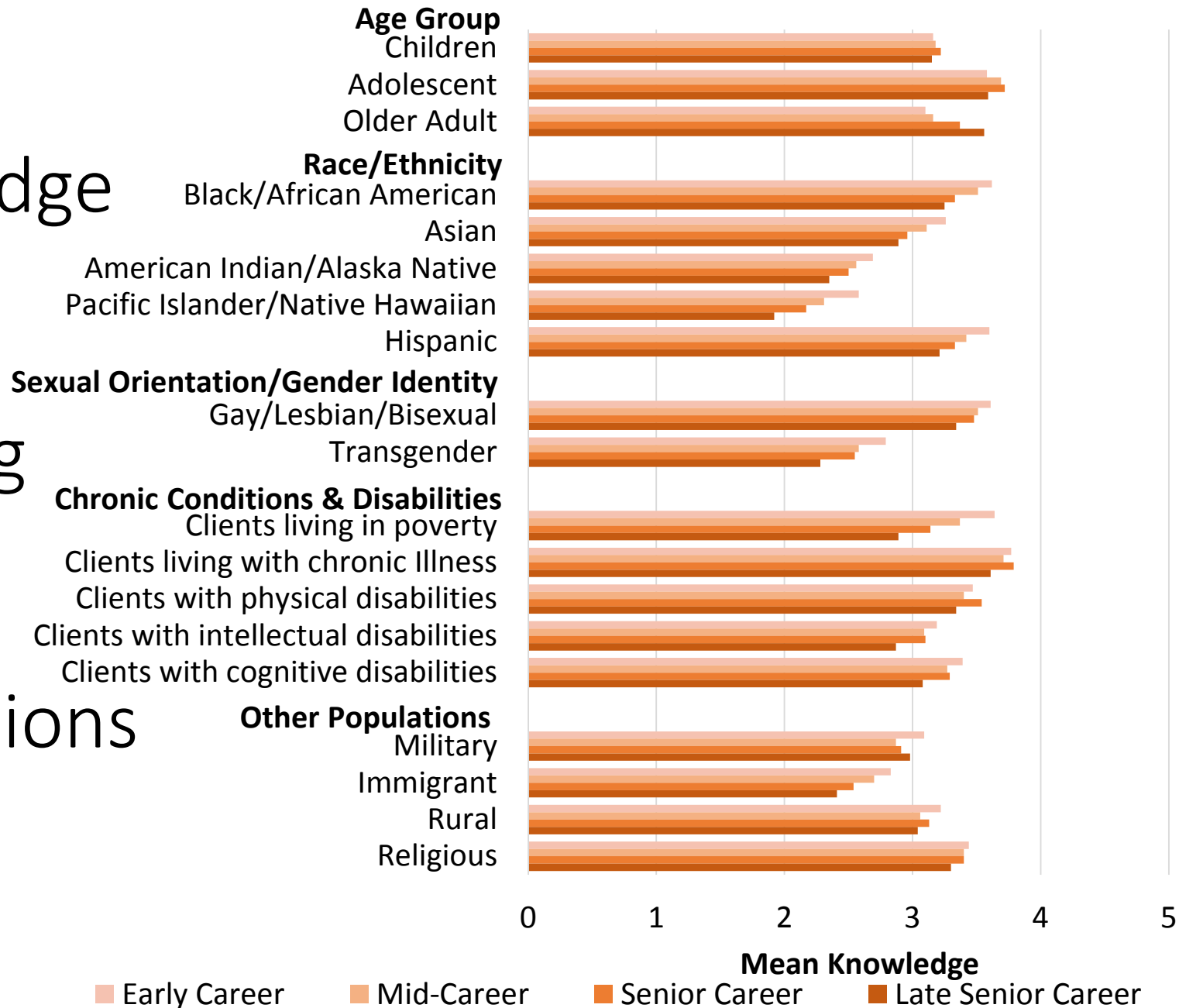


Source: 2015 APA Survey of Psychology Health Service Providers: Career Stage Report

Work Setting Highlights

- Private practice was the most common work setting across all career stages
- Earlier career psychologists were more likely to work in organized settings (hospitals, clinics, etc.)
- Later career psychologists were more likely to work in private practice
- Typical career paths vs. shifts in the workforce?

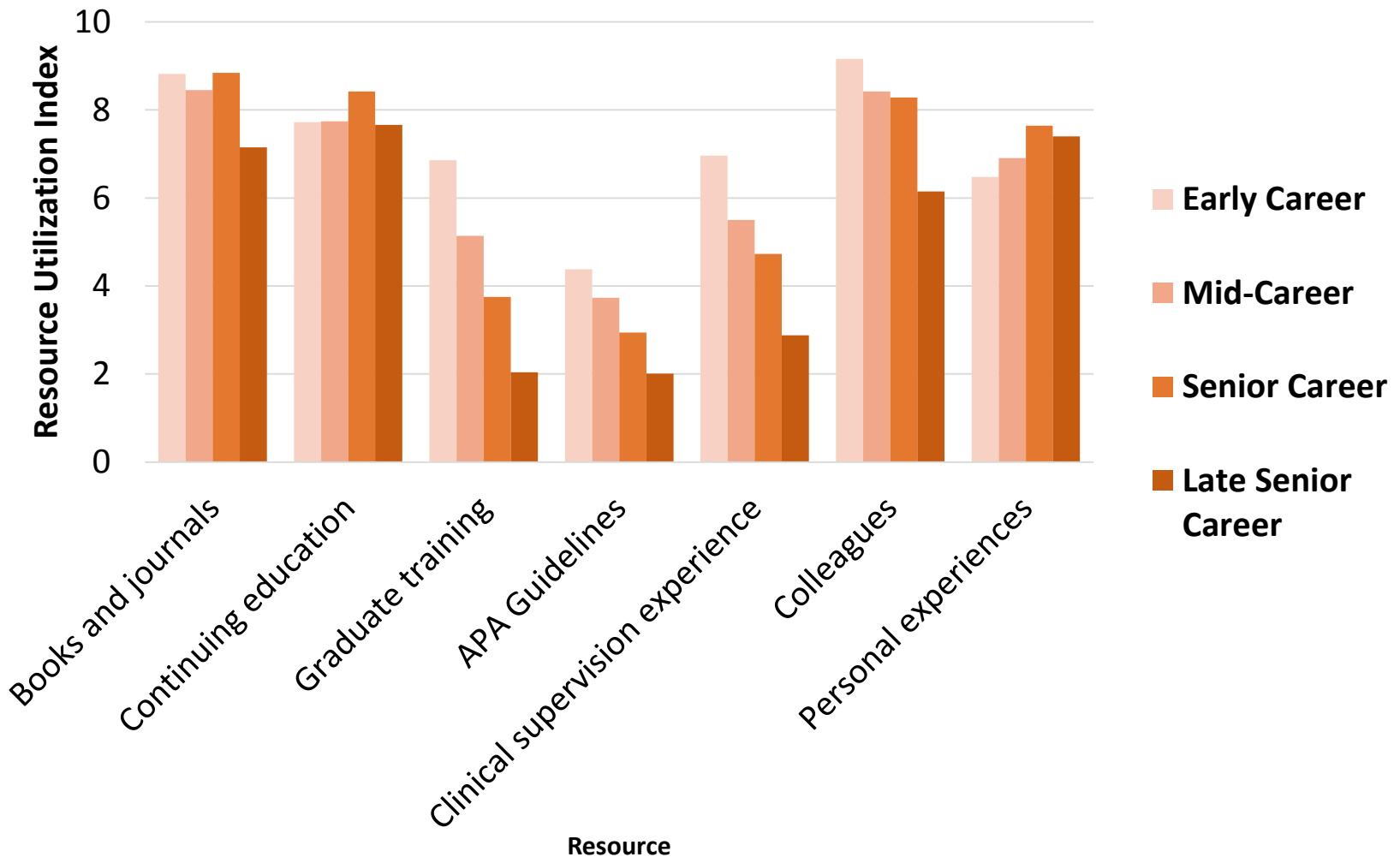
Knowledge Ratings about Working with Diverse Populations



Knowledge Rating Highlights

- Psychologists in earlier career stages reported higher knowledge ratings for most population groups
- Exception – older adults had an opposite pattern where psychologists in later career stages reported higher knowledge ratings
- Overall preparedness by graduate training to work with diverse populations
 - Mean = 3.44 (SD = 1) on 5-point scale
 - Similar pattern of higher ratings in earlier career stages

Cultural Competency: Resources Utilized



Implications:

Demographic Characteristics

- The proportion of women psychologists has been increasing
- Slow change is occurring toward greater racial/ethnic diversity
- Comparison to overall psychology workforce demographics
 - The workforce has higher percentages of women (69%), similar proportion of racial/ethnic minorities (14%), and lower age (mean = 48.9 years) (2015 American Community Survey)
 - In 2013, psychology research doctorates were ~48% women, ~16% racial/ethnic minorities, and had a mean age of 54 years (Hur et al., 2017)
- Comparison to U.S. population
 - 51% women, 35% racial/ethnic minorities (U.S. Census, 2015)

Implications: Cultural Competency

- A more culturally competent psychologist workforce is emerging
- Yet competency self-ratings may not improve patient outcomes (APA Handbook of Multicultural Psychology, 2014)
- Proximity to graduate training? Knowledge fading over time?
- APA Guidelines – low usage/awareness

CWS Publications

- APA Center for Workforce Studies [website](#)
 - [2005-2013 Demographics of the U.S. Psychology Workforce](#)
 - Used the American Community Survey to examine age, gender, race/ethnicity, and disability status
 - 2015 APA Survey of Psychology Health Service Providers
 - [Full report](#)
 - [Fact sheet series](#) on psychologists providing services to diverse population groups
- ➡ • Special analyses by [career stages](#)

Questions? Contact kstamm@apa.org or cws@apa.org

Thank you!