



Health Service Psychologist Workforce Cultural Responsiveness

The American Psychological Association's Survey of Health Service Psychologists (April 2021, $N = 842$) found that most psychologists are well prepared to provide services to diverse population groups. On a scale of 1 (not at all prepared) to 5 (extremely well prepared), the overall self-rating of psychologists' knowledge of providing services to diverse population groups was 3.0. However, psychologists' cultural responsiveness varied greatly across different population groups.

- For age groups, psychologists' cultural responsiveness rating was lowest for children under 11 (2.9).
- For racial/ethnic population groups, psychologists' cultural responsiveness ratings were lowest for Native Hawaiian/Pacific Islander populations (1.9) and American Indian/Alaska Native populations (2.0).
- Psychologists' cultural responsiveness ratings were also low for homeless populations (2.1), immigrant populations (2.6), transgender and gender non-conforming populations (2.7) and populations living with physical or sensory disabilities (2.8).

Psychologists' cultural responsiveness highly correlates with their frequency in providing services across all population groups ($r = .922, p < .001$). Those who reported higher cultural responsiveness rating to a population group were more likely to frequently provide services to that population group, and conversely, psychologists who reported lower cultural responsiveness rating for a population group were less likely to frequently provide services to that population group. This suggests that low cultural responsiveness of psychologists may present as

an access barrier for marginalized and underserved populations to mental health services.

IMPLICATIONS

Findings with regard to cultural responsiveness ratings suggest there may be gaps in psychologists' preparation to work with marginalized or underserved communities and that continued training and education opportunities are important to better prepare the workforce to provide services to a range of diverse population groups.

Additionally, the findings suggest that increasing psychologists' cultural responsiveness to marginalized or underserved populations may help remove barriers to care and facilitate service delivery to these populations, which ultimately will improve health equity.

PSYCHOLOGISTS' CULTURAL RESPONSIVENESS TO POPULATION GROUPS SERVED IN RELATION TO FREQUENCY OF PROVIDING SERVICES

