**The Takeaway:** Professional psychology’s training-to-workforce pipeline lacks the diversity of the U.S. population at large, at least with respect to race/ethnicity, disability, & gender identification.

Diversity in the Professional Psychology Training-to-Workforce Pipeline: Results From Doctoral Psychology Student Population Data

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**INTRO**

Fostering a diverse professional psychology workforce fundamentally necessitates admitting & retaining diverse individuals for doctoral training.

Aim 1: Obtain population-based student data to example 3 types of diversity (race/ethnicity, disability, and gender identification) across all accredited psychology programs in the U. S.

Aim 2: Identify attrition rates associated with each of these groups.

**DATA SOURCE**

Data reflects the full population of students training in accredited doctoral psychology programs for years 2005 thru 2015, via aggregation of annual reports provided by the Office of Program Consultation & Accreditation (OPCA).

**DISCUSSION**

- Programs are encouraged to:
  - Implement holistic reviews for admission
  - Broaden the foci of department curriculum (refer to Penn State Department of Philosophy for model)
  - Develop mentoring programs
- Examine potential tokenization with department
- Recruit members of historically underrepresent racial groups (APA actively generates, disseminates, and promotes policies & practices that improve multicultural competence

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