

Racial and Ethnic Diversity Among Clinical Psychology Doctoral Students Applying for Internship

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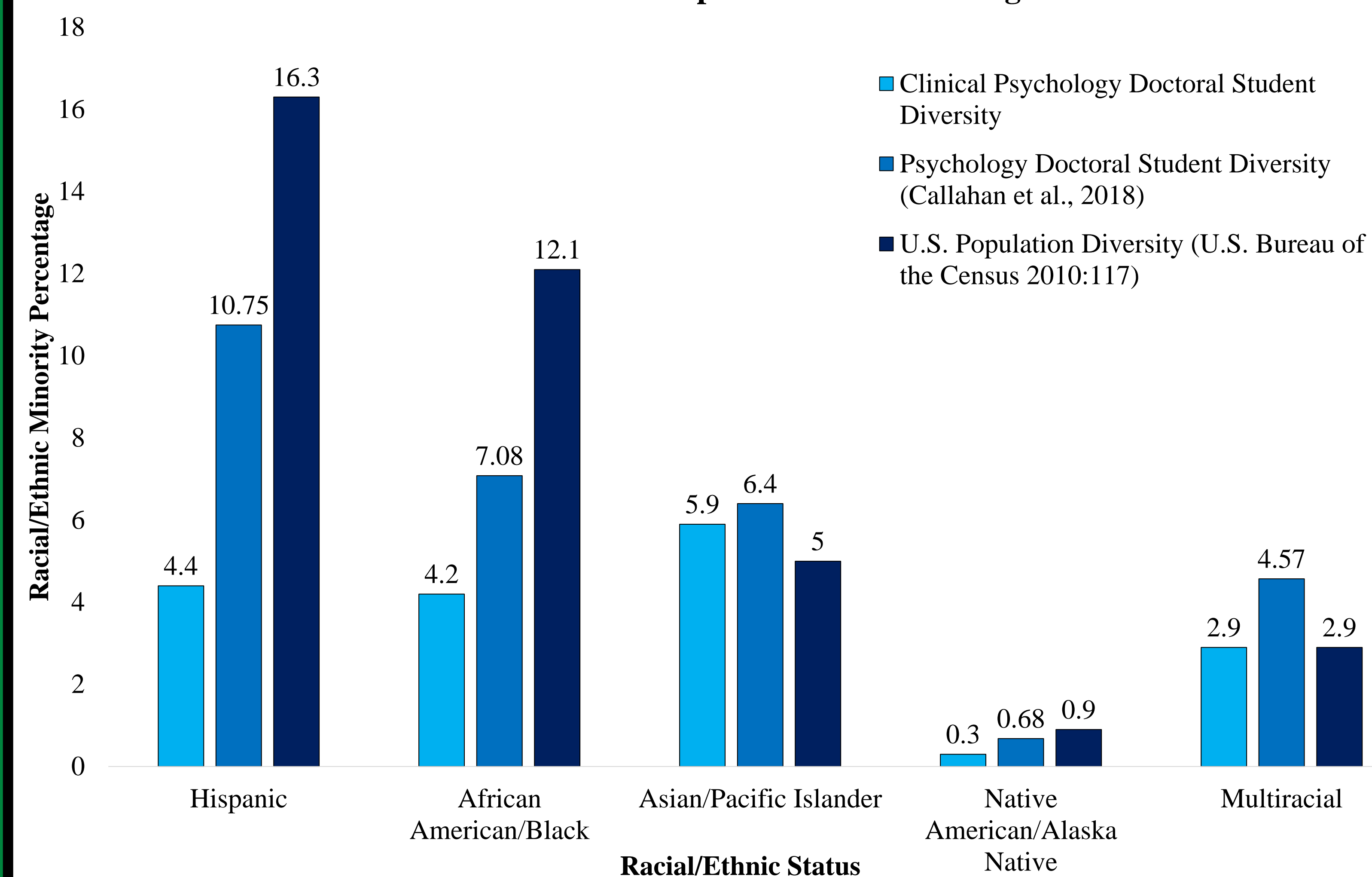
Introduction

- Diversity in the racial and ethnic make-up of student populations leads to improved educational outcomes, leadership, and critical thinking skills, as well as increased openness and tolerance for racial, cultural, and value diversity (Antonio, 2001; Bowman, 2010; Henders-King & Kaleta, 2001; Terenzini et al., 2001)
- Despite these positive outcomes, racial and ethnic minority students are underrepresented in undergraduate psychology majors (Luebbe & Ogbaselase, 2018).
- Racial and ethnic minority student representation further decreases in psychology doctoral programs (Callahan et al., 2018).
- The final stage of diversity constriction occurs at the licensure level, as racial and ethnic minority psychologists are less likely to pass the EPPP on the first attempt than non-racial or ethnic minority psychologists. (Sharpless, 2019a; Sharpless, 2019b).
- The current study evaluated the representation of racial and ethnic minority students in clinical psychology doctoral programs as well as the rate at which they were matched for internship compared to non-Hispanic White students. Differences in personality traits across racial and ethnic statuses were examined among students admitted into the programs.

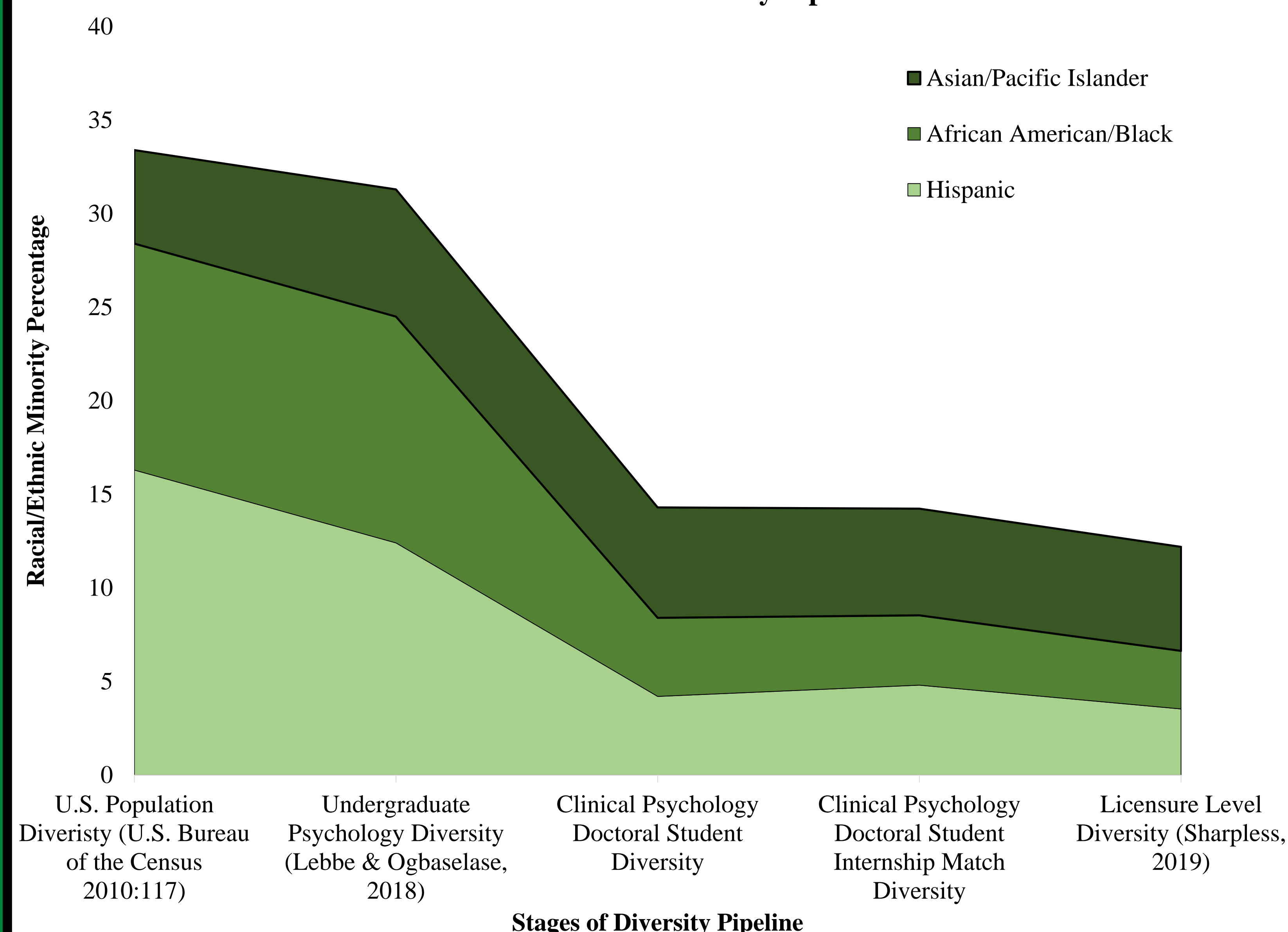
Method

- Participant data ($N = 601$) from two previous studies on internship match was used for data analyses (Callahan et al., 2010; Callahan et al., 2014).
- All participants in the study were current clinical psychology doctoral students applying for internship.
- Participants completed a survey containing questions pertaining to demographics, research experience, clinician experience, and personality traits.
- The majority of participants were female (78%) with a mean age of 29.1 ($SD = 3.75$)
- Participant racial/ethnic breakdown is as follows: non-Hispanic White (80.4%), Asian/Pacific Islander (5.9%), Hispanic/Latino (4.4%), African American/Black (4.2%), Native American/Alaska Native (0.3%), Multi-racial (2.9%), and other (2.0%).

Racial and Ethnic Representation Percentage



Racial and Ethnic Diversity Pipeline



Results

- The representation of racial and ethnic minority students in clinical psychology doctoral programs significantly differed ($\chi^2(6) = 92.5, p < .001$) from the expected representation based on U.S. census data (U.S. Bureau of the Census 2010:117).
- The representation of racial and ethnic minority students in clinical psychology doctoral programs significantly differed ($\chi^2(5) = 47.97, p < .001$) from the racial and ethnic student representation of psychology doctoral programs in general (Callahan et al., 2018).
- No significant difference was found in the students' qualifications (i.e. supervision hours ($F(6,530) = .84, p = .54$), intervention and assessment hours ($F(6,535) = .43, p = .86$), number of publications on CV ($F(6,552) = 1.31, p = .25$)) based on racial or ethnic status.
- No significant difference was found in the ratio of internship applications to interviews based on racial or ethnic status ($F(6,585) = 1.68, p = .12$).
- No significant difference was found between internship match rate based on racial or ethnic status ($\chi^2(12) = 4.55, p = .97$).
- Personality trait differences of racial and ethnic minority students admitted into clinical psychology doctoral programs did not significantly differ
- Personality trait differences of racial and ethnic minority students were not predictive of internship match rate.

Discussion

- The results indicate that racial and ethnic minority students are underrepresented in clinical psychology doctoral programs.
- Clinical psychology doctoral programs appear to be less racially and ethnically diverse than psychology doctoral programs in general.
- **It appears that doctoral internship match is the only stage in the diversity pipeline at which diversity constriction does not occur.** This could be due to the absence of standardized testing occurring at this stage, leading to an increased weight being placed on holistic applicant review.
- Future research should identify possible causes for the constriction of the diversity pipeline, as well as strategies to remediate the lack of diversity
- Increased efforts should be made to broaden racial and ethnic minority inclusion in psychology at the undergraduate, doctoral, and licensure levels.