

A Longitudinal Assessment of Diversity in Indiana's Health Workforce



Psychologists

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EXECUTIVE SUMMARY

As mental health professionals, psychologists delve into the study of cognitive, emotional, and social processes and behaviors. They observe, interpret, and document how individuals relate to each other and their environments.¹ Through the application of psychological assessments and therapeutic conversations, psychologists assist people in bolstering their ability to navigate life, cope with challenges in relationships, and address mental health conditions.² Consequently, it is essential to understand the demographics, distribution, and characteristics of psychologists to identify gaps and ensure the effectiveness of mental health care delivery. This report provides an overview of historical data pertaining to the diversity of psychologists in the state of Indiana.

How is Underrepresented Minority Defined

According to the Bureau of Health Workforce – HRSA, an underrepresented minority is defined as “**someone from a racial or ethnic group considered inadequately represented in a specific profession relative to the representation of that racial or ethnic group in the general population.**”

This report is part of the Indiana Health Workforce Diversity Brief Series, which presents longitudinal trends in demographics among Indiana-licensed professionals. This report examines the demographic measures (gender, race, ethnicity, and age) of psychologists. The data were collected from the Indiana Psychologist License and Supplemental Data Survey.³ For more information on the methodology used, please see the first report of this series.

The total number of psychologists who reported actively practicing in Indiana has fluctuated over the years, with an overall increase observed from 851 in 2010 to 1,269 in 2022. Indiana’s psychologists have undergone significant demographic changes. Female psychologists represented a higher proportion of the workforce compared to a decade ago. In addition, the data demonstrated slightly younger professionals and slightly increased representation of racial minority groups but showed little changes in the representation of ethnic minority groups.

It is of particular interest to examine the policies and programs directly related to racial and ethnic diversity in the workforce that could potentially increase diversity in the health workforce altogether. A review of these policies and programs will enable identification of opportunities to better enhance diversity among Indiana’s psychologists to align with Indiana’s population characteristics.

DIVERSITY IN INDIANA'S PSYCHOLOGIST WORKFORCE

LONGITUDINAL TRENDS

The total number of psychologists who reported actively practicing in Indiana has fluctuated over the years, with an overall increase observed from 851 in 2010 to 1,269 in 2022. Over time, the strategy used to identify Indiana's practicing psychologists has been modified to align with changes in psychological services delivery and adjustments to the bi-annual license renewal supplemental survey. More information on these changes can be found in the Diversity Report: Methodology and Introduction.

Indiana's psychologist workforce has experienced a notable shift towards a higher proportion of female practitioners since 2010, rising from 49.9% to 64.1% in 2022. Additionally, the age distribution has shown slightly younger trends since 2010, with the percentage under 54 years old increasing from 57.3% to 61.1%.

The percentage of psychologists self-identifying as Hispanic, Latino/a, or Spanish has slightly increased from 1.9% in 2010 to 2.9% in 2022, with their total number rising from 16 to 37. Similarly, there has been growth in racial diversity among Indiana psychologists, with the proportion of non-White practitioners increasing from 7.2% in 2010 to 9.0% in 2022. The count of psychologists identifying as Asian has more than tripled since 2010, from 12 to 41, while psychologists who identified as Black or African American or Multiracial have increased at a significantly lower rate. Despite these increases, these racial and ethnic trends among Indiana psychologists remain below national trends, indicating a persistent lack of significant progress in workforce diversity among Indiana psychologists over the years.

POLICY CONTEXT

While increased diversity in the psychologist workforce may be attributable to increased diversity in the U.S. population overall, there have also been intentional investments and targeted programming in recent decades aimed at increasing workforce diversity. National institutes and associations focus on commitments to cultivating diversity and harboring equitable work environments for psychologists of all backgrounds. Perhaps the most relevant of these policies with a diversity focus are those by the American Psychological Association (APA) and the Association of Psychology Postdoctoral and Internship Centers (APICC).

The APA, the leading scientific and professional organization representing psychology in the United States, demonstrates its commitment to equity, diversity, and inclusion (EDI). EDI has become a guiding principle in the APA's strategic plan. The EDI initiative is a tool used to create transformative change throughout the psychology profession. The EDI website contains a wealth of programs and resources related to EDI in the psychology profession. These resources include EDI-related town halls, the racial equity action plan, foundational EDI framework documents, and EDI mission statement, and a diversity leadership program.⁴

The APICC mission is to facilitate access, foster development, and support implementation of quality education and training in Health Service Psychology.⁵ APICC values diversity, inclusion, equity, and self-examination in all training environments, according to its diversity statement.⁶ APICC provides diversity training resources for students and directors on its website. The organization provides guidance for psychology internships and postdocs and is a useful resource when navigating requirements for both, as well as licensure.

At the state level, the Indiana Psychological Association (IPA) states its diversity mission on its website. IPA's diversity mission highlights the primary goal of decreasing the gap in mental health disparities. IPA hopes to do this through "fostering a safe environment of inclusion, the expectation that they are demonstrated in a work environment, organizational intolerance to any form of discrimination for their members, nurturing a leadership pathway to strengthen diversity among its members, advancing multicultural competency, facilitating discussion on the importance of diversity, encouraging interdisciplinary advocacy, and improving diversity training efforts among mental health professionals."⁷

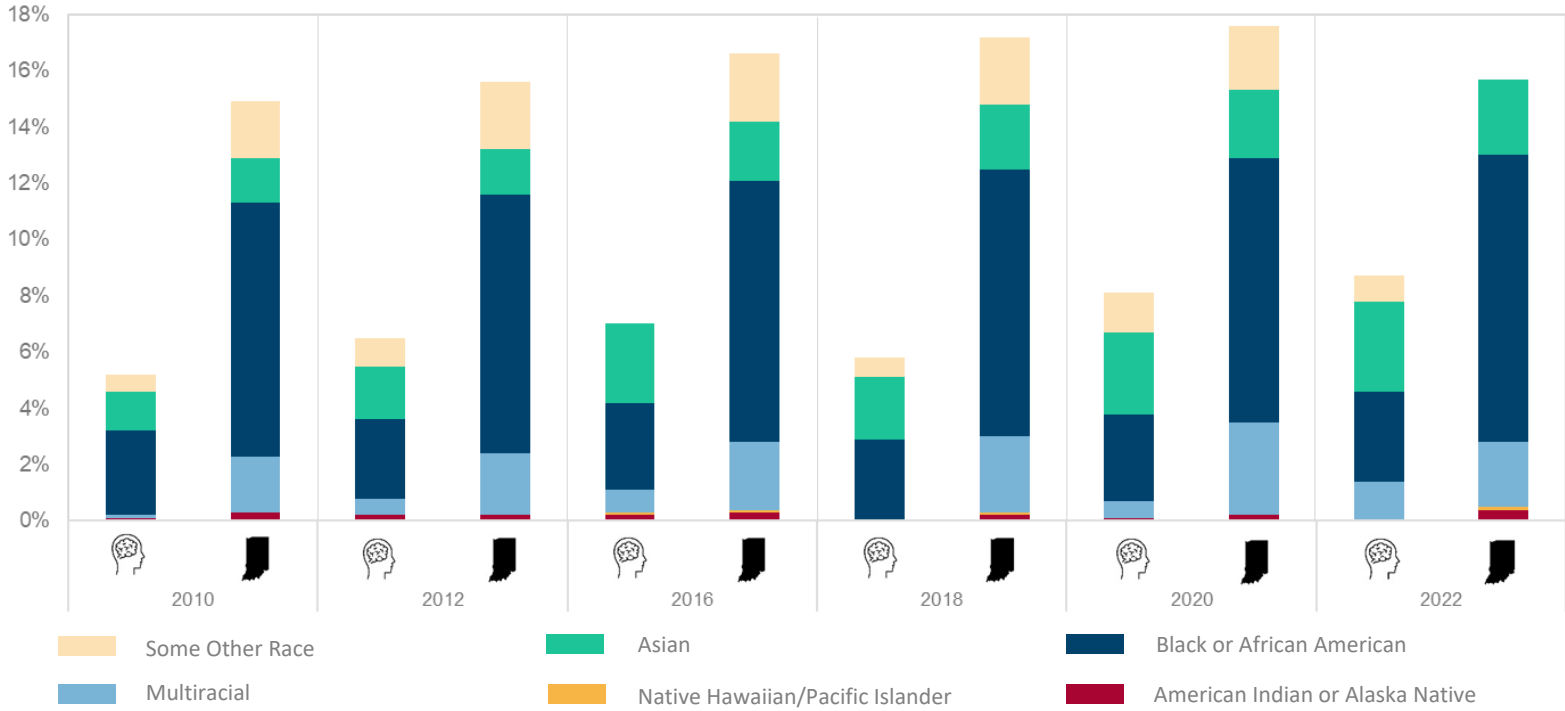
At the national level, the Health Resources and Services Administration's Bureau of Health Workforce offers loan repayment, scholarships, and educational programming to support the health service psychologist workforce broadly. Although these programs do not specifically target diversity goals, they do generally support health service psychologist professionals seeking to further their education and experience by working in underserved communities.⁸ A nationally directed, state-based program also exists in Indiana: the Indiana State Loan Repayment Program (IN-SLRP), which is administered by the Indiana Department of Health. This program provides student loan repayment to encourage the full-time delivery of health service (clinical or counseling) psychologist services at practices located in federally designated shortage areas in Indiana. In exchange for a two-year commitment, recipients can receive up to \$20,000 to repay their outstanding student loans, and they have the option of doing an additional two years of service for a total of \$40,000 for a four-year commitment.



Indiana Psychologist Demographics Trends

Figure 1.1 Trends in Racial Minority Groups for Indiana Psychologists and Indiana Population

Indiana Psychologists
 Indiana's Population



Note: Native Hawaiian/Pacific Islander and Asian racial groups were combined in 2010 and 2012
A breakdown of all racial demographic characteristics is located in the appendix.

Figure 1.2 Percent Hispanic, Latino/a, or Spanish Origin for Indiana Psychologist and Indiana Population

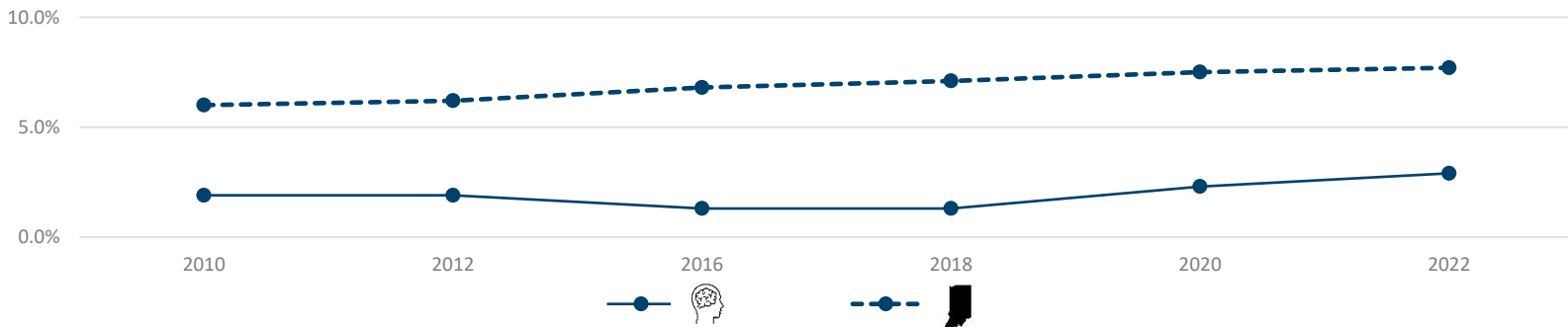


Figure 1.3 Trends in Psychologist Age

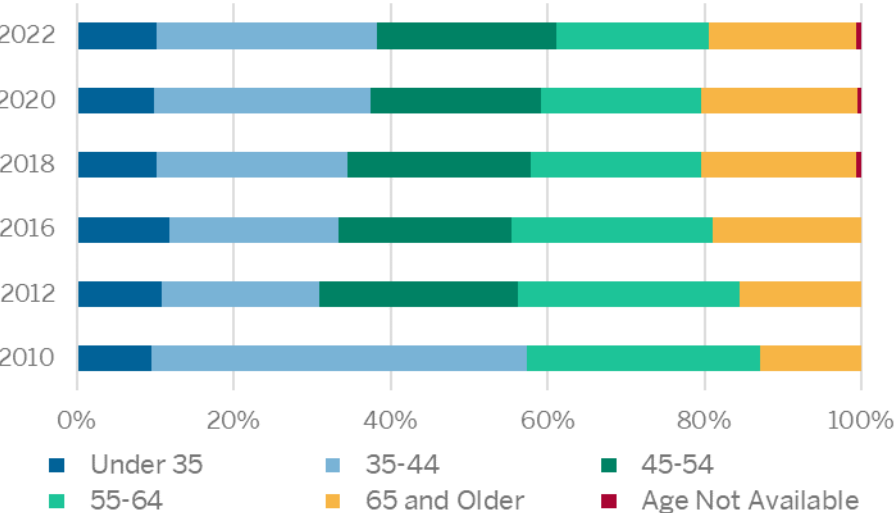
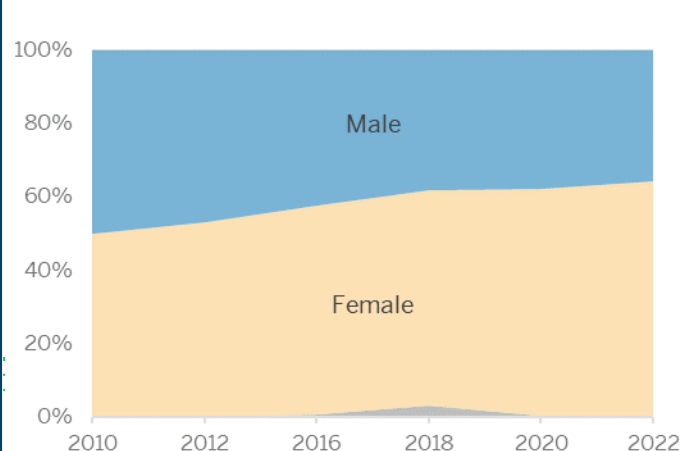


Figure 1.4 Trends in Gender Among Indiana Psychologists



APPENDIX

Table 1.1 Psychologist Demographic Characteristics

Psychologists	2010		2012		2016		2018		2020		2022	
	N	%	N	%	N	%	N	%	N	%	N	%
Total	851		1,064		998		966		1,229		1,269	
Sex												
Female	423	49.9	563	53.1	570	57.1	565	58.5	762	62.0	805	63.4
Male	425	50.1	497	46.9	423	42.4	370	38.3	465	37.8	460	36.2
Gender Not Available	3	-	4	-	5	0.5	31	3.2	2	0.2	4	0.3
Age												
Under 35	81	9.6	114	10.8	118	11.8	99	10.2	121	9.8	130	10.2
35-44	403*	47.7*	212	20.1	216	21.6	235	24.3	340	27.7	357	28.1
45-54	-	-	268	25.4	220	22.0	224	23.3	265	21.6	289	22.8
55-64	252	29.8	297	28.2	254	25.5	211	21.8	252	20.5	245	19.3
65 and Older	109	12.9	164	15.5	190	19.0	190	19.7	245	19.9	239	18.8
Age Not Available	6	-	9	-	-	-	7	0.7	6	0.5	9	0.7
Ethnicity												
Hispanic, Latino/a, Spanish	16	1.9	20	1.9	13	1.3	13	1.3	28	2.3	37	2.9
Not Hispanic, Latino/a, Spanish	829	98.1	1,034	98.1	885	88.7	730	75.6	1,133	92.2	1,144	90.2
Non-Respondents	6	-	10	-	100	10.0	223	23.1	68	5.5	88	6.9
Race												
White	790	93.9	986	93.5	920	92.2	903	93.5	1,125	91.5	1,154	90.9
Asian	12*	1.4*	20*	1.9*	28	2.8	21	2.2	36	2.9	41	3.2
Black or African American	25	3.0	29	2.8	31	3.1	28	2.9	38	3.1	41	3.2
Native Hawaiian/Pacific Islander	-	-	-	-	1	0.1	-	-	-	-	-	-
American Indian or Alaska Native	1	0.1	2	0.2	2	0.2	-	-	1	0.1	-	-
Other	5	0.6	11	1.0	-	-	7	0.7	17	1.4	11	0.9
Multiracial	8	1.0	6	0.6	8	0.8	-	-	7	0.6	18	1.4
Non-Respondents	10	-	10	-	8	0.8	7	0.7	5	0.4	4	0.3

Note: * indicates Asian and Pacific Islander demographics combined / age group 35-54 combined in 2010

Source: Indiana Psychologist License and Supplemental Data Survey, 2020-2016 & 2012-2010

ACKNOWLEDGEMENTS

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ENDNOTES

- ¹ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Psychologists, at <https://www.bls.gov/ooh/life-physical-and-social-science/psychologists.htm> (visited February 19, 2024).
- ² Psychologist, Cleveland Clinic, <https://my.clevelandclinic.org/health/articles/22679-psychologist>
- ³ Bowen Center for Health Workforce Research and Policy (2022). Indiana 2022 Psychologist License Renewal Information Fields. Available at: <https://hdl.handle.net/1805/28207>
- ⁴ Equity, diversity, and inclusion. (2024). American Psychological Association <https://www.apa.org/about/apa/equity-diversity-inclusion>
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- ⁸ State Loan Repayment Program Service Requirements for Clinician Awardees. (2022). Health Resources and Services Administration. <https://nhsc.hrsa.gov/loan-repayment/state-loan-repayment-program/clinician-service-requirements>