



APAGS DIVERSITY SURVEY RESULTS

Note. Results from 147 psychology graduate students in the United States.

FACULTY MENTORSHIP

Mentorship refers to a positive and engaged personal relationship in which students learn professional skills from a faculty member.

- 56% of students agreed that there is sufficient *quantity* of faculty mentorship.
- 62% of students agreed that there is sufficient *quality* of faculty mentorship.

FACULTY ADVISING

Advising refers to faculty aid in reaching program milestones and assessing successful progress toward degree.

- 70% of students agreed that there is sufficient *quantity* of faculty advising.
- 75% of students agreed that there is sufficient *quality* of faculty advising.



1 in 4 psychology graduate students report feeling isolated in their program.



1 in 10 psychology graduate students report not feeling safe in their program.

DIVERSITY

- 60% agreed that students in their programs are diverse.
- 60% of students feel valued and supported for their intersecting identities.
- 41% agree that faculty diversity reflect the diversity seen in students.

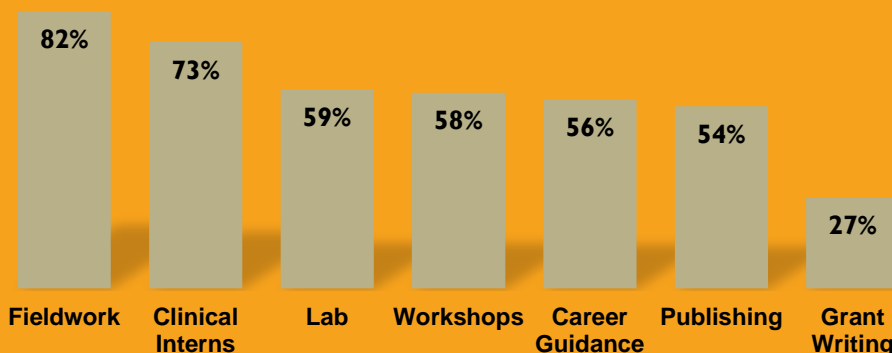


SAFETY & ISOLATION

Students' feeling of **safety** in their programs is linked to faculty advising and to whether the program valued students' intersecting identities.

Similarly, students' feeling of **isolation** in their programs is linked to faculty advising and to whether the program valued the students' intersecting identities.

Student Satisfaction with Training



How Programs Can Improve

Presented here are results from the qualitative data analysis of the open ended survey items. These student quotes represent some of the current areas of need in psychology graduate programs.

Improve recruitment and embracement of minority groups:

"Hire more diverse faculty; select a broader range of students from diverse backgrounds."

Provide more opportunities for students:

"Ensure that students at all skill levels have the opportunity to learn based on their career aspirations."

Encourage faculty to be more welcoming and supportive with ALL students:

"Some of the faculty members are harsh and unwelcoming."

Expand multicultural training and content:

"Reach out to faculty about how they can encourage students to participate in social justice initiatives. Expand multicultural training beyond one course."

Prioritize innovative teaching curriculums with faculty and clearly communicate program expectations to students:

"Help students prepare to meet expectations and reduce anxiety related to logistical issues."

SIMPLE STEPS TRAINING PROGRAMS CAN TAKE

- Conduct a comprehensive climate survey and examine feelings of isolation and safety in your program.
- Focus on grant writing and professional development training (or indicate where it might be available at your university)



APAGS Diversity Survey Resources for Training Programs



Accessing Mentorship

Mentorship opportunities for students from diverse backgrounds are not only important to graduate student success and training satisfaction, but also key to increasing diversity in the academic and professional psychology pipeline. Programs with limited opportunities for mentorship from diverse faculty members may want to share the following mentorship opportunities with their students.

- Society for the Psychological Study of Culture, Ethnicity, and Race (Div. 45)
 - [Virtual Mentorship Program](#)
 - [Links and Shoulder Program](#)
- Society for Indian Psychologists [Mentorship Program](#)
- The Association of Black Psychologists [Jegnaship Program](#)
- APAGS LGBT Graduate Student [Mentoring Program](#)
- Society of Counseling Psychology (Div. 17)
 - [Leadership Academy](#)
 - [International Mentoring](#) (for International Students)

Improving Recruitment and Embracement of Minority Groups

The need for improved recruitment and embracement of students and faculty from minority groups was one of the five major themes that emerged in our qualitative data. The following resources are intended to help programs think about how to address this area of need within their university.

- Psychology Training Programs [Resources for Recruiting Students of Color](#) (APA)
- APAGS Resource Guide for [Ethnic Minority Students](#)
- APA Resource Guide for [Graduate Students with Disabilities](#)
- APAGS Guide for [LGBT Students](#) Navigating Graduate Training (Proud and Prepared)
- University of Arizona [Guide to Diversity and Inclusiveness in the Classroom](#)
- [APA Minority Fellowship Program](#)

Expanding Multicultural Training

Qualitative data from this project indicated that a subset of students across programs feel a need for the expansion of multicultural training opportunities. Below are some resources to help programs get started.

- [APA Guidelines](#) on Multicultural Education, Training, Research, Practice, and Organizational Change
- APAGS Multicultural [Training Database](#)
- APA Resources on [LGBT Psychology](#)