



**WILLIAM JAMES  
COLLEGE**

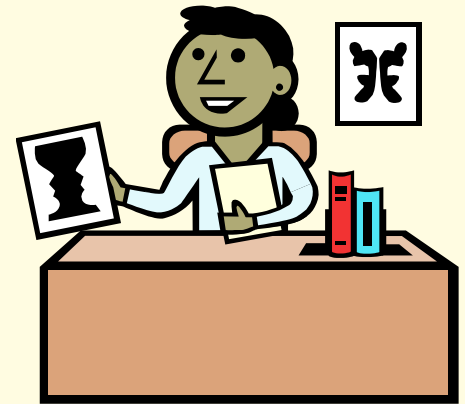
GRADUATE EDUCATION IN PSYCHOLOGY

**ADDRESSING THE URGENT NEED  
FOR RACIAL & ETHNIC DIVERSITY  
IN GRADUATE PSYCHOLOGY  
PROGRAMS**

**NATALIE A. CORT, PH.D.**

# LIMITED MENTAL HEALTH WORKFORCE DIVERSITY

- RACIAL/ETHNIC MINORITIES REPRESENT 30% OF POP
  - ~90% OF MENTAL HEALTH PROFESSIONALS ARE **NON-HISPANIC WHITE**
- MH PROFESSIONALS FROM MINORITY BACKGROUNDS ARE:
  - 6% OF PSYCHOLOGISTS
  - 8% OF SOCIAL WORKERS
  - 15% OF COUNSELORS
  - 5% FOR MARRIAGE AND FAMILY THERAPISTS
  - 5% OF SCHOOL PSYCHOLOGISTS
- **5.3%** OF PSYCHOLOGISTS WERE **BLACK** (2013)
  - **<5%** OF **BLACK** INDIVIDUALS ENROLLED IN **GRADUATE-LEVEL PSYCHOLOGY PROGRAMS**



# PRESIDENT BUSH'S NEW FREEDOM COMMISSION ON MENTAL HEALTH

2002

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*“MISUNDERSTANDING AND MISINTERPRETING  
BEHAVIORS [OF RACIAL/ETHNIC MINORITIES]  
HAVE LED TO TRAGIC CONSEQUENCES,  
INCLUDING INAPPROPRIATELY PLACING  
MINORITIES IN THE CRIMINAL AND JUVENILE  
JUSTICE SYSTEMS.”*



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# RACIAL/ETHNIC DISPARITIES AND PSYCHIATRIC DIAGNOSIS

- BLACK CHILDREN WITH **AUTISM** OFTEN INITIALLY MISDIAGNOSED
  - DIAGNOSIS *DELAY OF 18 MONTHS*
    - 6.3YRS OLD VS 7.9YRS OLD
- MINORITY CHILDREN **LESS LIKELY** TO BE DIAGNOSED WITH **ADHD**
  - AFTER CONTROLLING FOR CONFOUNDING VARIABLES, E.G., ACCESS TO CARE
    - BLACKS - **69%** LESS LIKELY
    - LATINOS - **50%** LESS LIKELY
    - ASIANS - **50%** LESS LIKELY
  - WHEN DIAGNOSED, **LESS LIKELY** TO RECEIVE MEDICATION THAN WHITE CHILDREN WITH ADHD



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# RACIAL/ETHNIC DISPARITIES AND PSYCHIATRIC DIAGNOSIS

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- CONSEQUENCES OF UNDIAGNOSED AND UNTREATED ADHD:
  - *HIGHER RATES OF ACADEMIC PROBLEMS, INCARCERATION, SUBSTANCE ABUSE, RELATIONSHIP PROBLEMS & DIVORCE, DRIVING ACCIDENTS, UNEMPLOYMENT, DEPRESSION AND ANXIETY*
- LATINO AND BLACK YOUTH OVER-REPRESENTED IN CRIMINAL AND JUVENILE JUSTICE SYSTEM
  - MANY HAVE MISDIAGNOSED OR UNDIAGNOSED PSYCHIATRIC DISORDERS



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# RACIAL/ETHNIC DISPARITIES AND PSYCHIATRIC DIAGNOSIS

- ❑ **NO SIGNIFICANT DIFFERENCE IN PREVALENCE OF SCHIZOPHRENIA BTW BLACKS AND WHITES WHEN SOCIOECONOMIC STATUS CONTROLLED**
- ❑ **BLACKS 4-5X MORE LIKELY TO BE DIAGNOSED**
- ❑ **BLACKS MALES MORE LIKELY DIAGNOSED WITH SCHIZOPHRENIA THAN MDD WITH PSYCHOSIS**

TABLE 60.1. Reports Comparing Rates of Schizophrenia by Race

Reference	Results	Setting
Delbello et al. (2001)	African Americans are more likely to be diagnosed with schizophrenia than European Americans.	Inpatient adolescent facility
Blow et al. (2004)	African Americans are four times more likely to be diagnosed with schizophrenia than European Americans.	Veterans Administration database
Barnes (2004)	African Americans are four times more likely to be diagnosed with schizophrenia than European Americans.	State psychiatric hospitals
Neighbors et al. (2003)	African Americans are more likely to be diagnosed with schizophrenia than European Americans when semistructured interviews are used.	Private and public inpatient facilities
Strakowski et al. (2003)	African Americans are more likely to be diagnosed with schizophrenia than European Americans despite use of structured interviews.	Inpatient, outpatient county mental health system
Minsky et al. (2003)	African Americans are more likely than Latinos or European Americans to be diagnosed with schizophrenia.	Behavioral health service system in New Jersey

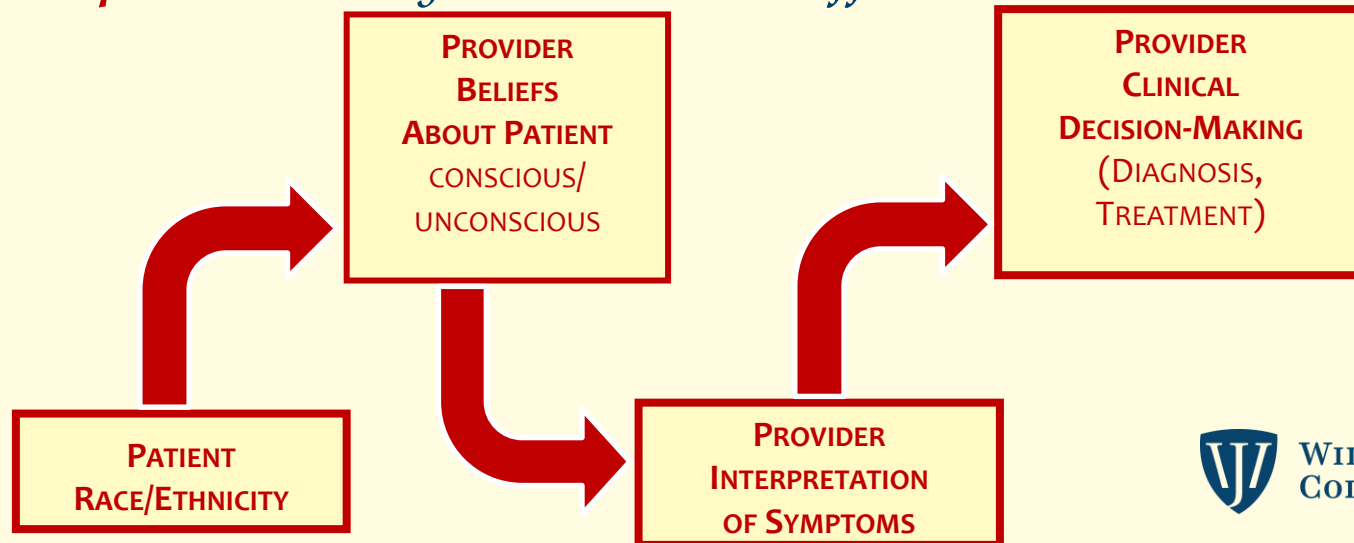


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# PROVIDER SOURCES OF RACIAL/ETHNIC DISPARITIES



*“...sources of disparities are complex, are rooted in contemporary and historic inequities, and involve many participants at several levels... (al)though myriad sources contribute to disparities, evidence suggests that bias, prejudice, and stereotyping on the part of healthcare providers may contribute to differences in care.”*



# PROVIDER SOURCES OF RACIAL/ETHNIC DISPARITIES

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- **1988: 290 PSYCHIATRISTS REVIEWED SAME CASE STUDIES**
  - PRESENTED AS WHITE MALE, WHITE FEMALE, BLACK MALE, BLACK FEMALE
  - **MORE SEVERE DIAGNOSES TO BLACK MALES AND LESS SEVERE TO WHITE MALES**
  - “CLINICIANS ASCRIBE *VIOLENCE, SUSPICIOUSNESS, AND DANGEROUSNESS* TO BLACK PATIENTS EVEN THOUGH CASES WERE SAME.” (LORING, 1988)
- **2000: 193 PROVIDERS PERCEIVE BLACK PATIENTS MORE NEGATIVELY**
  - **BLACKS PERCEIVED AS:**
    - *LESS INTELLIGENT; MORE AT RISK FOR NONCOMPLIANCE*
  - **PROVIDERS HAD *LESS AFFILIATIVE FEELINGS* TOWARD BLACKS** (VAN RYN & BURKE, 2000)





# CENTER FOR MULTICULTURAL & GLOBAL MENTAL HEALTH



- **VISION:** CMGMH AIMS TO BE A PREEMINENT ACADEMIC, CLINICAL TRAINING AND RESEARCH CENTER IN **PROMOTING SOCIAL JUSTICE AND ADDRESSING DISPARITIES** AMONG DISENFRANCHISED POPULATIONS.



- **MISSION:** TO RECRUIT, TRAIN, EDUCATE, MENTOR AND PREPARE A CADRE OF PROFESSIONALS TO **ADDRESS MENTAL HEALTH DISPARITIES, AND SERVE CULTURALLY DIVERSE INDIVIDUALS AND COMMUNITIES** LOCALLY AND ACROSS THE GLOBE.



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# BLACK MENTAL HEALTH GRADUATE ACADEMY

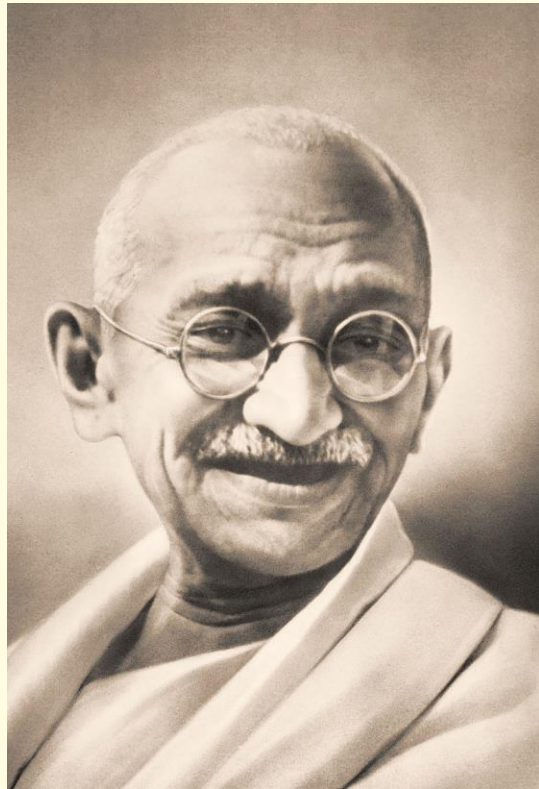


**ACADEMIC PIPELINE PROGRAM**  
TO INCREASE *RECRUITMENT,*  
*MATRICULATION, AND*  
*RETENTION OF TALENTED BLACK*  
*INDIVIDUALS* INTERESTED IN  
PURSUING GRADUATE DEGREES  
IN PSYCHOLOGY





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GRADUATE EDUCATION IN PSYCHOLOGY



*I do not want my house to be  
walled in on all sides and  
my windows to be stuffed. I  
want the **culture of all lands**  
**to be blown about my house**  
**as freely as possible.***

*Mahatma Gandhi*