

APA Task Force on Addressing Structural Racism Throughout Psychiatry
Summary of Survey #2 Results
Fielded July 23-August 6, 2020

Part 1: Themes of Answers (pp. 1-6)

Part 2: Demographics of Responders (pp. 7-8)

731 people responded to the survey altogether, offering 1,588 answers to the question: “What are the top three ways that institutional racism is reflected in APA as an organization?”

THEMES OF ANSWERS (Ordered by frequency, in percentages of total answers, with specific counts in charts below):

***Leadership** is not diverse enough - whether on Board, Councils, Executive Committee, Components, or generally: 20.7% of all answers. 29.4% listed it first, 16.4% second, 9% third, Example: “Not enough people of color in leadership”; “White leadership for the most part”

***None** - don’t see institutional racism at APA: 9.2% of all answers. 15.8% listed it first, 2.9% second, 4.5% third, Example: “None”; “There is no institutional racism”

***Other** - answers that didn’t fit into any categories cleanly: 7% of all answers. 4.2% listed first, 8.2% second, 10.7% third, Example: “Using terms such as blacklisting”; “cliques”; “APA is losing its status as a scientific organization”

***Administration/Workplace** - issues within the APA staff or workplace: 6.4% of all answers. 4.3% listed first, 9.1% second, 7 percent third, Example: “You have all white mostly as the head of departments”; “Lack of transparency in hiring criteria”

***Advocacy Priorities of the APA** - what federal/state lobbying efforts are focused on: 6.1% of all answers. 3.7% listed first, 6% second, 11% third, Example: “Lack of focus on how racially-based poverty and injustice affects mental health”

***Care/Access Issues** - issues impacting patients: 5.2% of all answers. 3.6% listed it first, 6.8% second, 6.1% third, Example: “Discriminatory care because of race”; “Persistent Health care disparities”

*Comments on **IPS/Meetings** - specifically about IPS or more generally about content of APA meetings: 4.7% of all answers. 2.5% listed it first, 8% second, 4.8% third, Example: “Lack of programming at conferences and other educational programs specific to the legacy of racism and the impact on mental health”; “Phasing out IPS”

***Underrepresentation Throughout APA/Psychiatry** - not specific to leadership positions: 4.5% of all answers. 4.3% listed it first, 4.8% second, 4.2% third, Example: “Minority members participating in APA”; “Too few psychiatrists of color”

*I **Don’t know**: 3.9% of all answers. 7% listed it first, 1.6% second, less than 1% third, Example: “honestly, I do not know; I’d like to learn from other’s perspectives”

***Recruitment of Physicians of Color** for APA/psychiatry field: 3.8% of all answers. 2.7% listed it first, 5.6% second, 3.5% third, Example: “Lack of opportunities specifically made available to individuals from

underrepresented backgrounds”; “not helping more people of color go to medical school and become psychiatrists”

***Racist Treatment of Black or Other M/UR Psychiatrists**, in workplace or other: 3.7% of all answers. 1% listed it first, 4.1% second, 8.2% third, Example: “Dismissive attitude of Caucasian Psychiatrists toward Minority (esp Black) Psychiatrists”; “Microaggressions”

***General Comments on Racism**, often are overarching statements: 3.6% of all answers. 2.6% listed it first, 4.3% second, 4.5% third, Example: “equality”; “Reverse racism”; “skin color”

***Research Issues**, either the way research is conducted or presented in APA’s publications: 3.4% of all answers. 1.6% listed it first, 4.5% second, 5.3% third, Example: “Devaluation of scholarly activities of BIPOC”; “Poor representation of Black and Brown clinical researchers in the AJP as both published authors and reviewers”

***Education** on racism offered by APA or med schools: 2.6% of all answers. 1.3% listed it first, 2.9% second, 4.5% third; Example: “racial and cultural diversity is not reflected in most CME”

***Discrimination based on Dress/Appearance**, including regarding the use of professional headshots for the APA election: 2.3% of all answers. 3% listed it first, 1.7% second, 1.6 percent third, Example: “Putting pictures of people for the election”; “Hospital dress code”

***Comments on Other Underrepresented Groups**, including women, Latinos, LGBT, etc: 2.1% of all answers. 2.2% listed it first, 2% second, 2.1% third, Example: “A member of the Hispanic Caucus was not included in Task Force on Structural racism”; “Misogyny”

***Transparency** and **APA Governance** practices: 1.9% of all answers. 2.7% listed it first, 1.4% second, less than 1% third, Example: “Decisions made by assembly can be killed by the BOT or [Administration]”; “No transparency for Leadership positions nominations”

***Combination of M/UR Groups** in APA: 1.8% of all answers. 1.6% listed it first, 1.6% second, 2.1% third, Example: “Emphasis on diversity in the broad sense has paradoxically reduced participation and potential for leadership by Black psychiatrists”

***Lack of Discussion of Psychiatry’s History** of Racism: 1.7% of all answers. 1.5% listed it first, 1.2% second, 2.6% third, Example: “Blindspot toward racist principles in our specialty's history”

***Lack of DDHE Leadership**: 1.6% of all answers. 1% listed it first, 2.7% second, 1.3% third, Example: “Director of DDHE position unfilled since June, 2019”

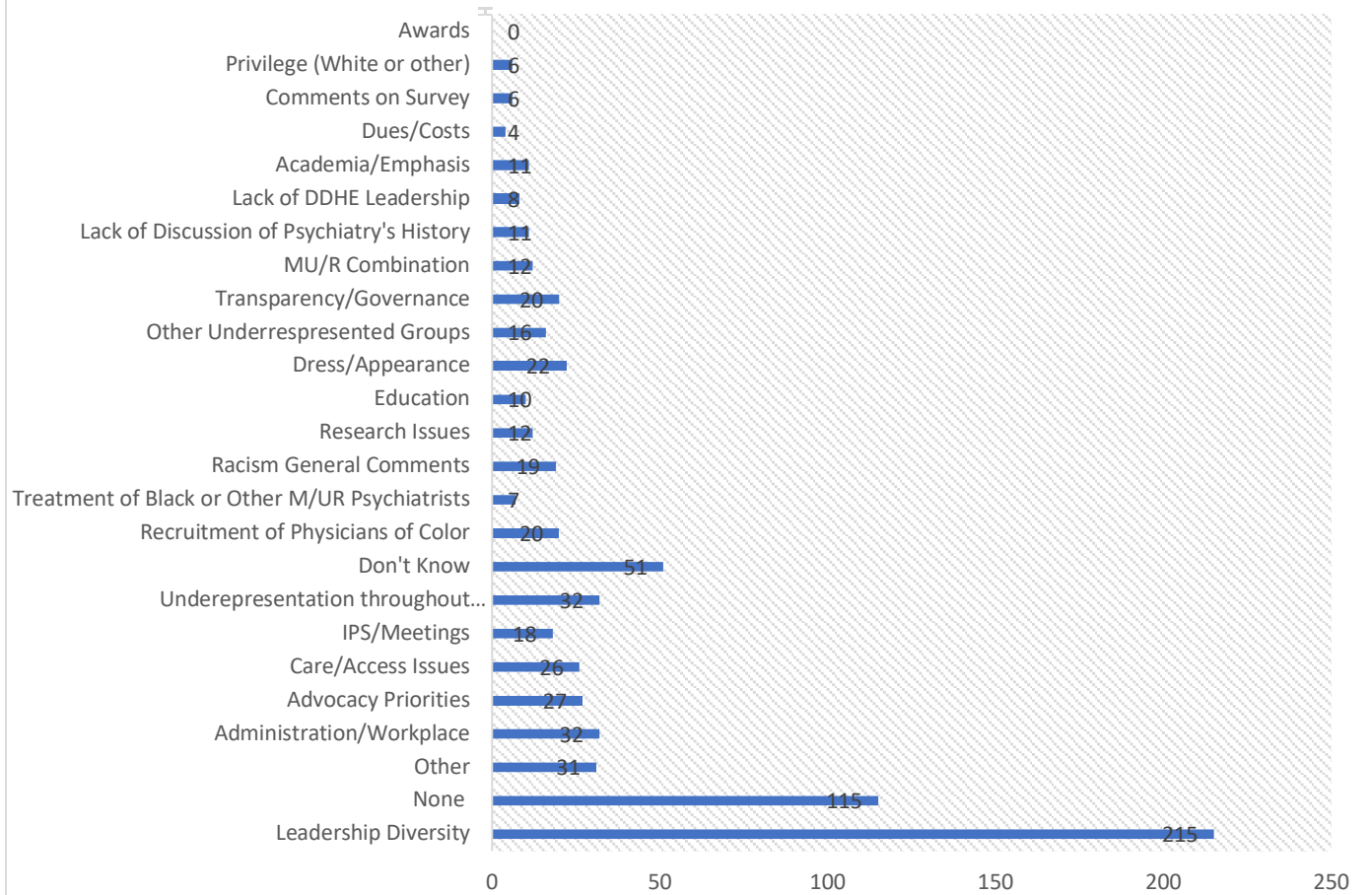
***Academia/Emphasis** by APA on importance of academic vs. community or other psychiatrists: 1.3% of all answers. 1.5 percent listed it first, 1% second, 1% third, Example: “Academic affiliations carry status and weight”

RECEIVING LESS THAN 1 PERCENT OF ALL ANSWERS, BUT DRAWING MULTIPLE COMMENTS:

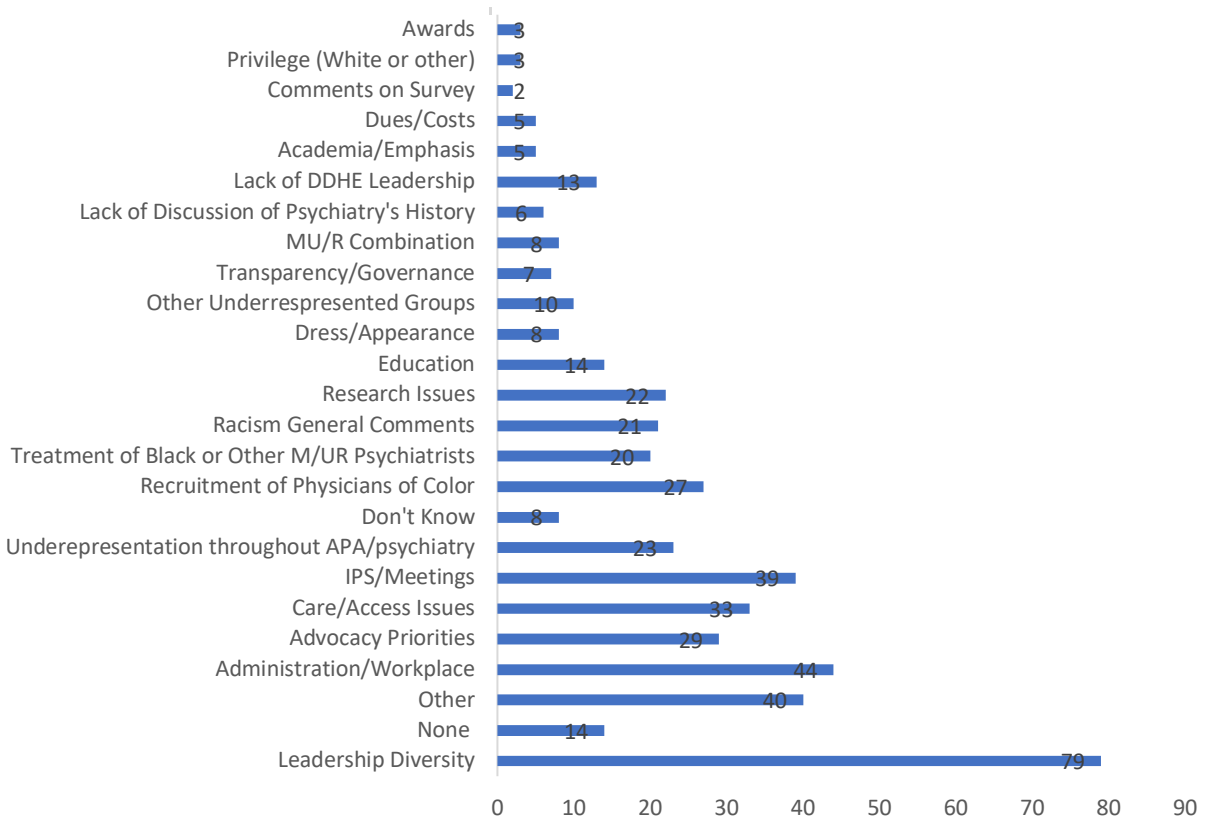
Dues & Costs for APA membership, meetings or services; **Comments on the Survey**; **Privilege** (White or Economics); and **Awards** (who gets them and how they’re selected)

CHARTS W/COUNTS

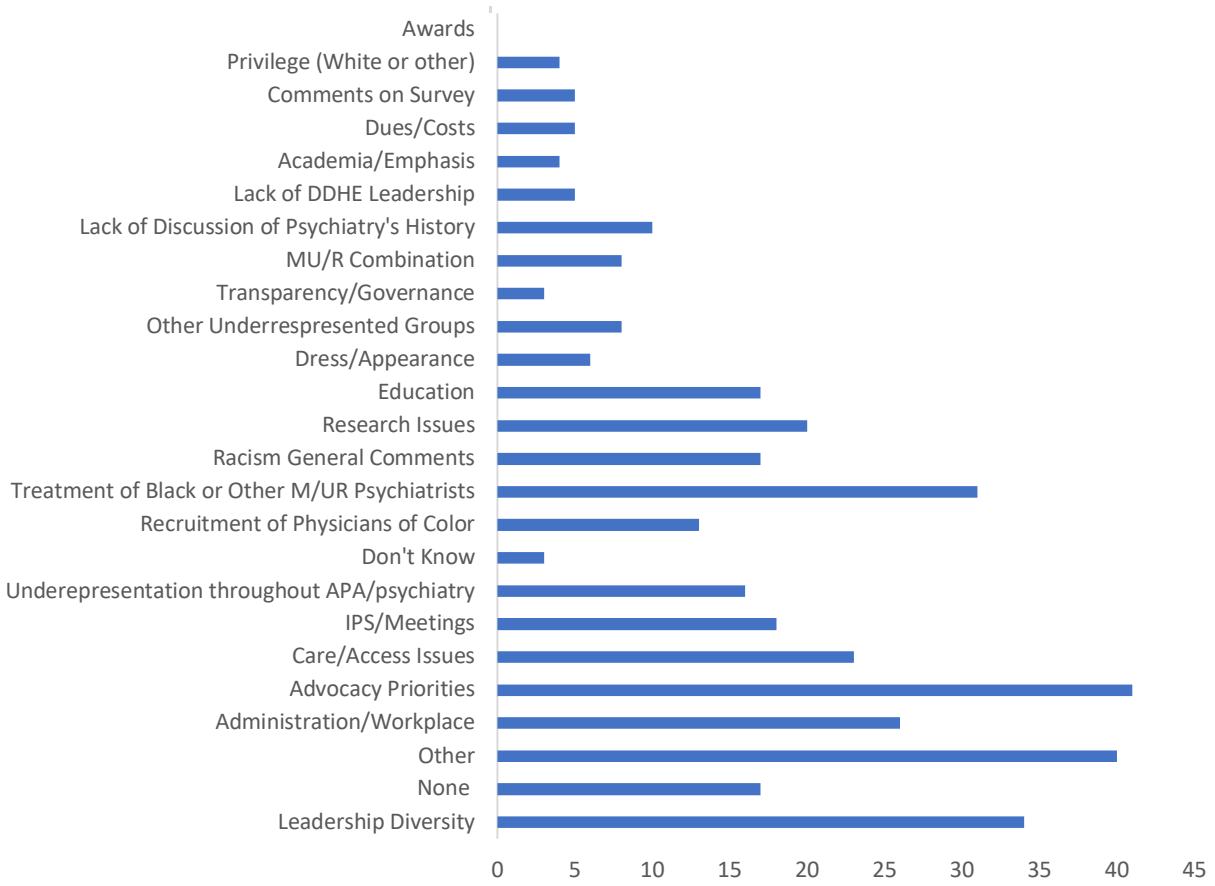
#1 Way, 731 total responses



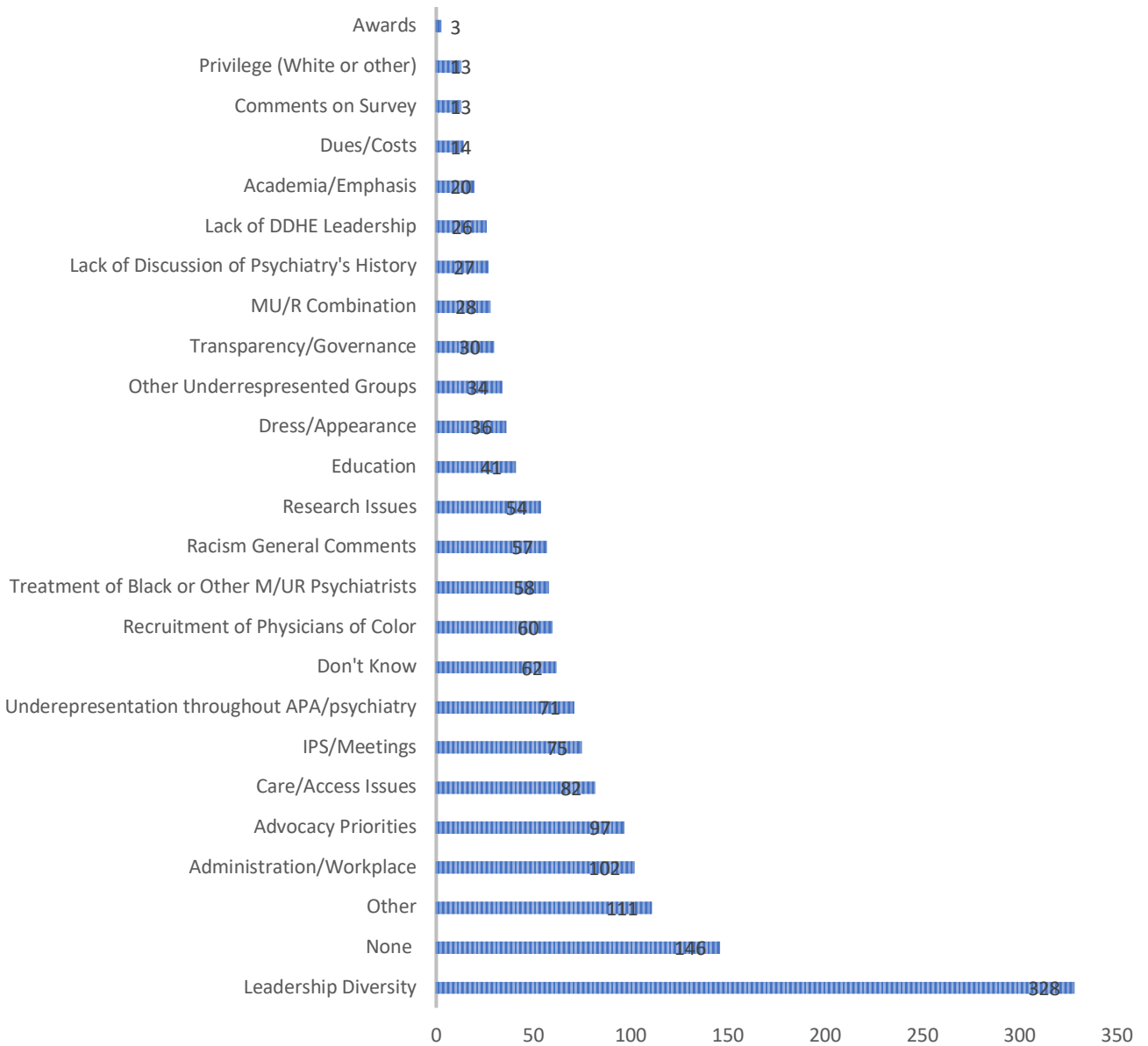
#2 Way, 483 total responses



#3 Way, 374 Total Responses

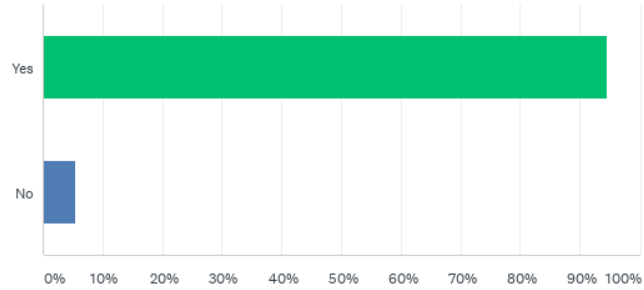


OVERALL, 1,588 TOTAL RESPONSES

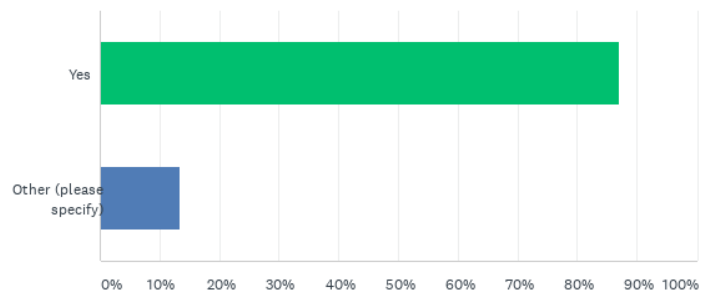


DEMOGRAPHICS OF RESPONDENTS

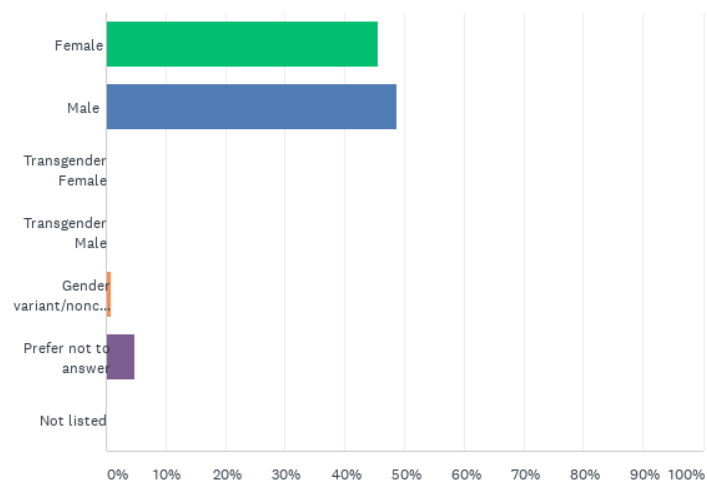
Q2 Are you a member of the APA?



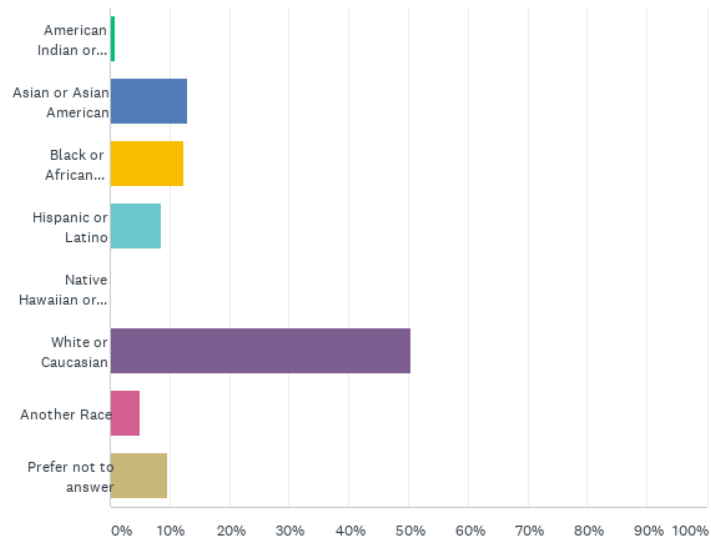
Q3 Are you a practicing psychiatrist?



Q4 To which gender identity do you most identify?



Q5 What is your race?



Q6 5. What is your age?

