

*Increasing Diversity and
Addressing Systemic Racism: The
Role of Academic Departments*

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Presented at December 7, 2020 at Annual FABBS Council Meeting

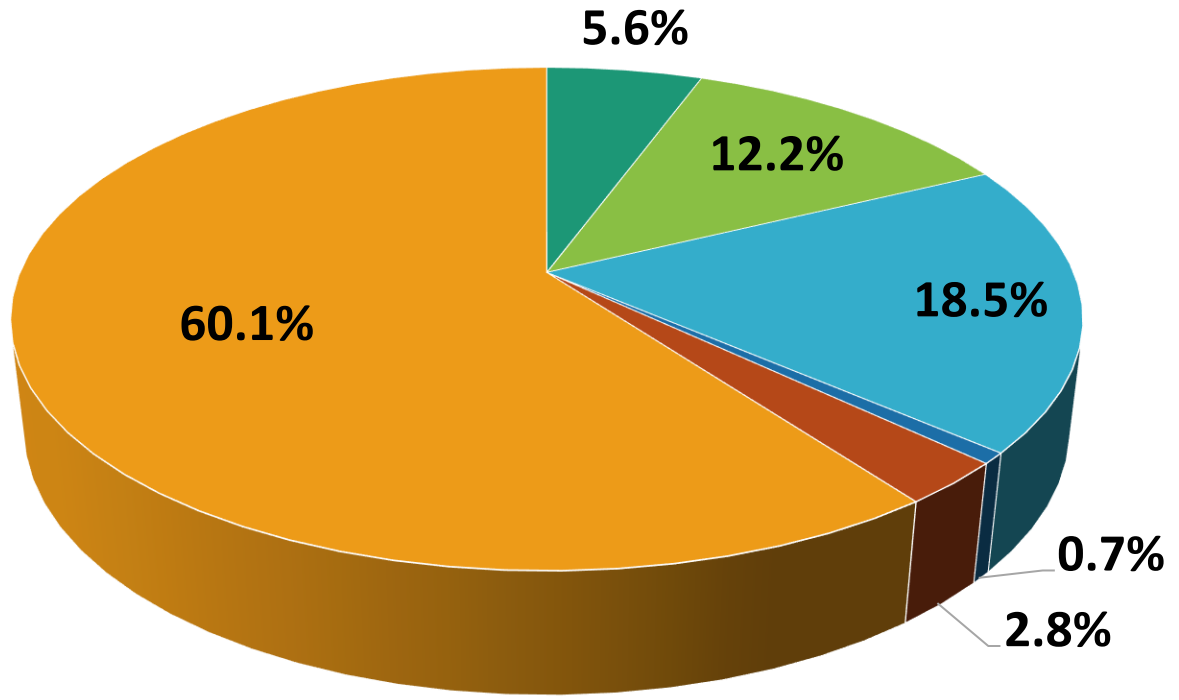
Outline of Talk

Brief overview of
relevant
demographic
data.

Three imperatives
that Psychological
Science must do
regarding
diversity.

Specific
Recommendations
for Departments.

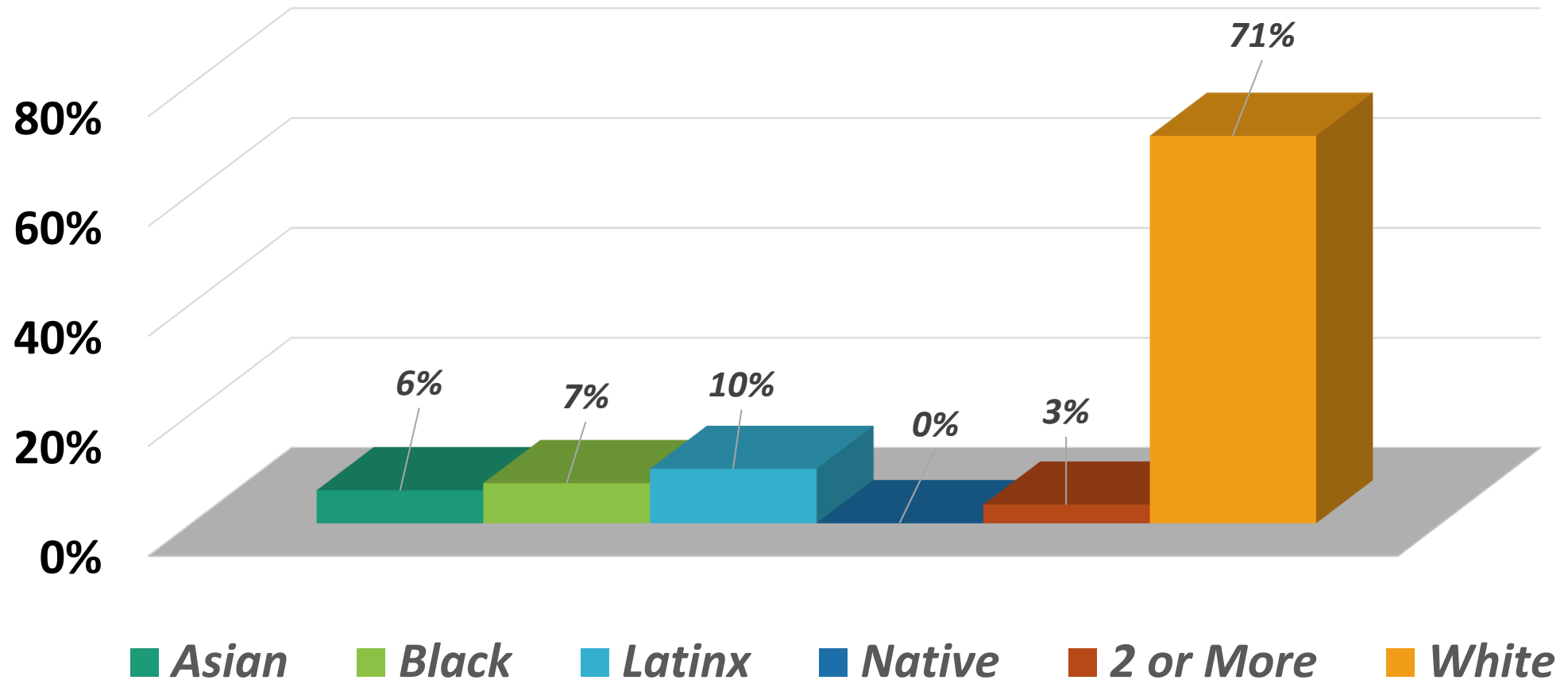
2019 Racial Composition of the United States



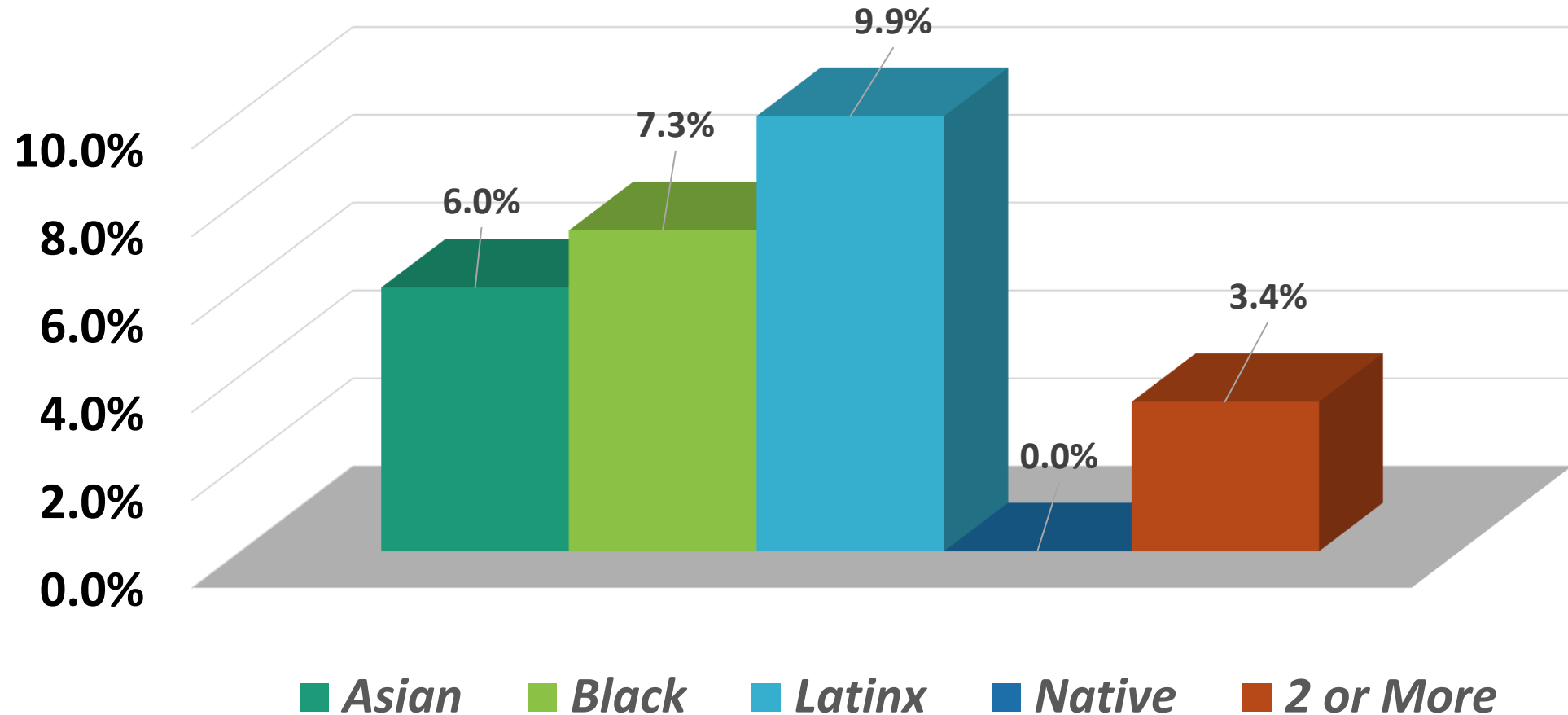
Asian **Black** **Latinx** **Native** **2 or More** **White**

Source: Based on 2019 US Census Bureau's American Community Survey

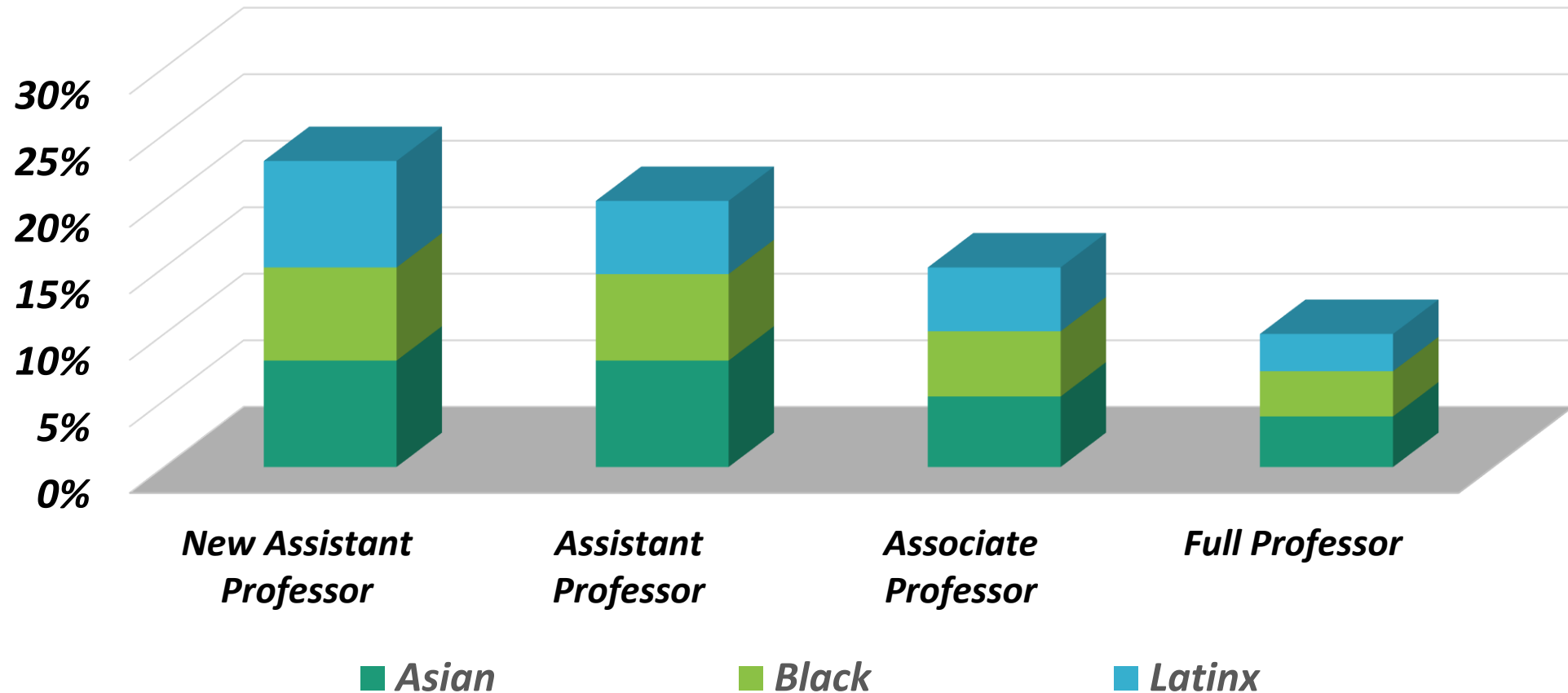
2018 Psychology Ph.D. Recipients by Race in the United States



2018 Psychology Ph.D. Recipients by Race in the United States (People of Color only)



2019 Percentage of People of Color in Tenure-Track Faculty Positions in Psychology by Rank



***So Why Is Diversity, Equity, and
Inclusion Important to
Psychological Science?***

To Make the Science Better!

The Objective of Psychological Science...

is the systematic investigation and understanding of the nature, contexts, antecedents, and consequences of HUMAN behavior.

1. Psychology must diversify:
Who is being studied

Who are we studying?

- **95% of our samples consists of individuals from Western, Educated, Industrialized, Rich, Democratic (WEIRD) countries (Henrich, Heine, & Norenzayan, 2010).**
- **68% of US studies and 80% of studies from other countries use college students (Arnett, 2008).**

2. Psychology must diversify:
Who is doing the studying

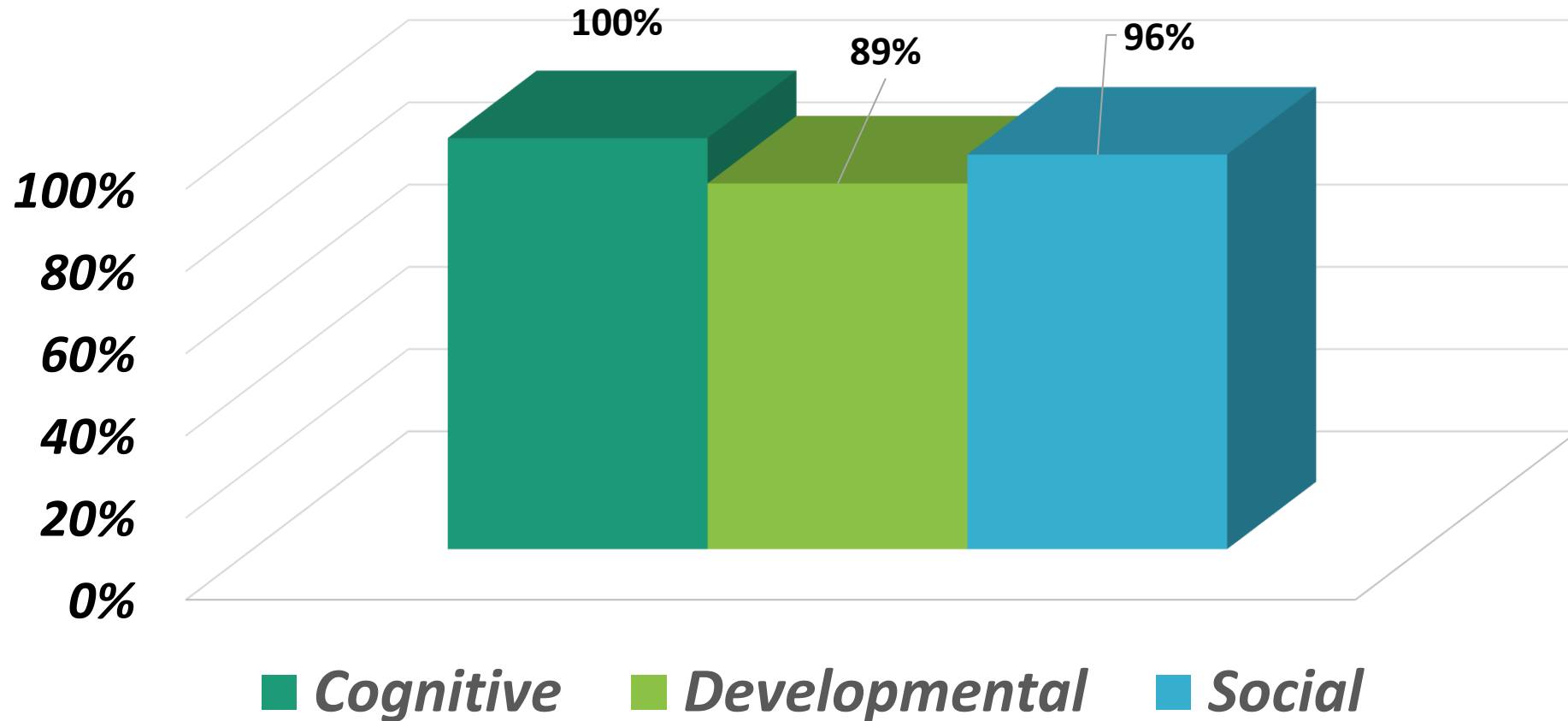
Who is doing the studying?

- **According to APA, approximately 83% of all faculty within our Psychology Departments self-report as being White.**
- **US News Top 20 Psychology doctoral programs report a median enrollment of less than 7% Black, Latinx, and Native American graduate students combined.**

The researcher's social identity impacts all aspects of the research process including the:

- ***interpretation of the existing research literature.***
- ***conceptualization of the study.***
- ***research question posed.***
- ***methods employed.***
- ***analysis strategy engaged.***
- ***interpretation of the findings.***
- ***development of new theory.***

White Editors in Chief in Top Journals in Cognitive, Developmental, and Social Psychology (1974-2018)

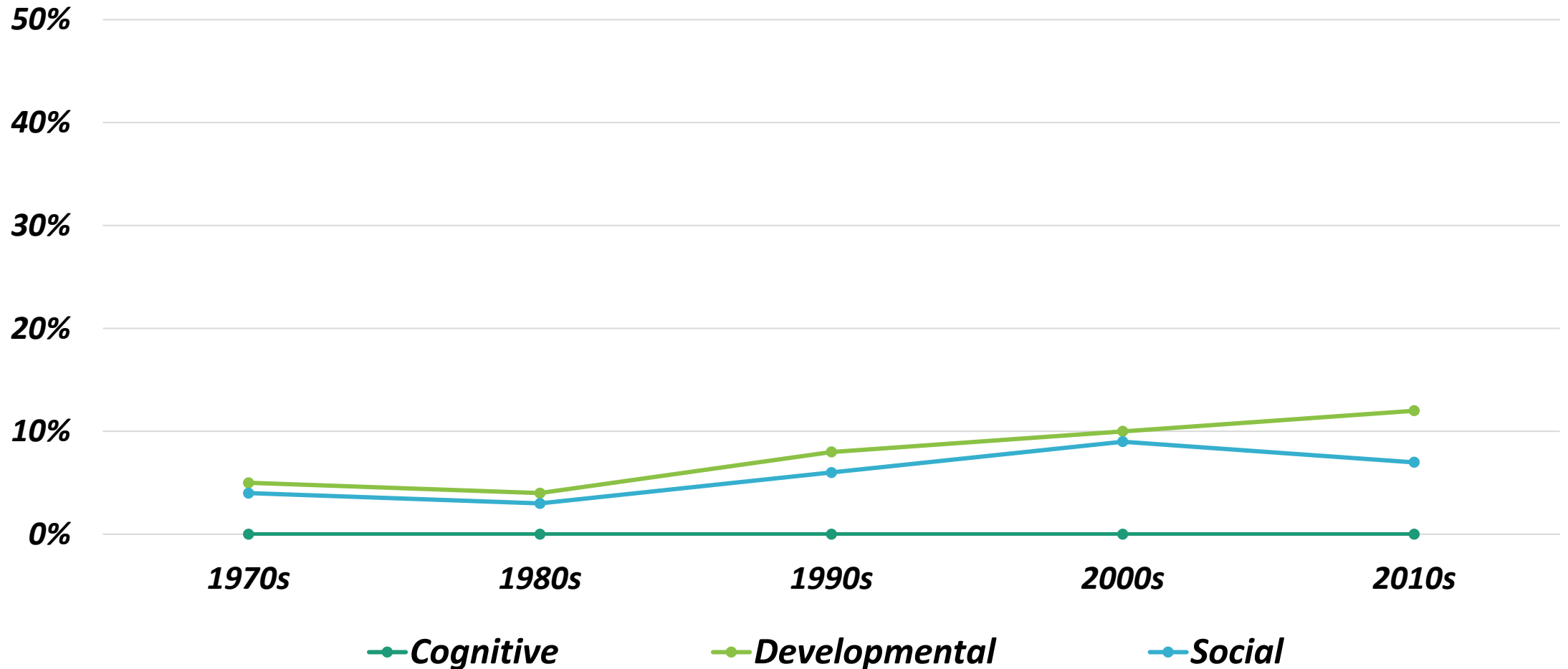


3. Psychology must diversify:
What are we studying

What are we studying?

- **Approximately 20% of the funding gap between African Americans and White PI's for NIH RO1's was explained by differences in racial differences in research topics (Hoppe et al., 2019).**
 - *African American PI's were more likely to focus research on the community and population level versus more mechanistic and fundamental level (external vs. internal validity).*

Frequency that Research that Highlights Race is Published in Top Journals in Cognitive, Developmental, and Social Psychology (1974-2018)



Recommendations at the Departmental level

- **Be intentional in your efforts to recruit.**
- **Examine the quality of your climate for all members of the department.**
- **Evaluate curriculum for inclusiveness.**
- **Be attentive to workload inequalities.**
- **Empower a Diversity, Equity, and Inclusion committee.**

If Psychology does not diversify, it risks becoming...

- **Irrelevant.**

- **boring.**

- **limited.**

- **wrong.**

Questions/Discussions