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Senator Delores Kelley, Chair  
Senate Finance Committee  
Miller Office Building  
Annapolis, MD 21401

**RE: HB97: Workgroup on Black, Latino, Asian American Pacific Islander, and Other Underrepresented Mental Health Professionals (SUPPORT)**

Dear Chair Kelley and Members of the Committee,

The Maryland Psychological Association (MPA), which represents over 1,000 doctoral-level psychologists from throughout the state, **supports HB97** which would establish a workgroup to study and make recommendations regarding certain mental health professionals and certain students in the State who are Black, Latino, Asian American Pacific Islander, or otherwise underrepresented in the mental health profession.

As of 2015, 86% of psychologists in the U.S. workforce were white; 5% were Asian; 5% were Latino, 4% were Black or African-American, and 1% were multiracial or among other ethnic groups, which is less diverse than the U.S. population as a whole, which is 62% white and 38% racial/ethnic minority<sup>1</sup>.

Data suggests that racial/ethnic minorities are entering the workforce in greater numbers. In 2015, 66% of early career psychologists were white and 34% were racial/ethnic minorities<sup>1</sup>. Additionally, in 2016, 32% of earned psychology doctorates were awarded to racial/ethnic minorities, with 68% being awarded to white clinicians<sup>1</sup>.

Research has shown that racial match between therapist and client is a strong predictor of access and quality of care<sup>1</sup>.

<sup>1</sup> U.S. Census Bureau. (2015). American Community Survey 1-Year PUMS file. Retrieved from [www.census.gov/programs-surveys/acs/data/pums.html](http://www.census.gov/programs-surveys/acs/data/pums.html). "Other" racial/ethnic groups included American Indian/Alaska Native, Native Hawaiian/Pacific Islander, and people of two or more races. U.S. doctorate holders included individuals in the workforce with a doctoral/professional degree in any field. Total may not sum to 100 percent due to rounding.

<sup>1</sup> NSF, National Center for Science and Engineering Statistics. (2015). National Survey of College Graduates Public Use Microdata File and Codebook. Retrieved from <https://ncesdata.nsf.gov/datadownload>. Early career psychologists included employed individuals who have received a doctorate or professional degree in psychology within the last 10 years.

<sup>1</sup>U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System. (2015). Completions Surveys. [Data files and dictionaries]. Retrieved from <http://nces.ed.gov/ipeds/datacenter/DataFiles.aspx>.

Clearly there is more work to be done to increase representation of Black, Latino, and other racial and ethnic minorities in the profession of psychology in Maryland.

In addition to the robust representation from Maryland HBCU's suggested in the current iteration of **HB97**, we would hope that this work group will also include representatives from other racial minorities and ethnic groups. We at MPA would be happy to provide suggestions of additional groups that may be of benefit. Also, we would welcome the opportunity to take part in this critical work expanding critical racial and ethnic minority representation among Maryland psychologists by suggesting that a member of MPA be included in this work group.

Thank you for considering our comments. We ask the committee for a favorable vote on **HB97**. If we can be of any further assistance, or if you have any questions, please do not hesitate to contact the MPA Executive Director, Stefanie Reeves, MA, CAE at 410-992-4258 or [exec@marylandpsychology.org](mailto:exec@marylandpsychology.org).

Sincerely,

*Linda McGhee*

Linda McGhee, Psy.D., JD  
President

*R. Patrick Savage, Jr.*

R. Patrick Savage, Jr., Ph.D.  
Chair, MPA Legislative Committee

cc: Richard Bloch, Esq., Counsel for Maryland Psychological Association  
Barbara Brocato & Dan Shattuck, MPA Government Affairs