



INTRODUCTION

Diversity, equity, and inclusion (DEI) has recently gained traction in the industry and in research, notably marked by an increase in DEI research in Industrial-Organizational (I-O) psychology. While this has always been an important value, schools are starting to notice that they should embed this in their program offerings. There is a great need for schools to prepare their students to become practitioners that foster safe and productive work environments for people of all identities; however, are I-O graduate programs providing enough to meet this need?

The goal of this project was to evaluate IO psychology programs' diversity offerings compared to two other relevant fields, clinical psychology and business administration. We focused on two main criteria: coursework and faculty research, asking:

Research Questions

- Across fields, how many graduate programs have a dedicated course on DEI?
- Across fields, how many DEI courses are required in the program curricula?
- Across fields, how many faculty members have at least one full-time DEI faculty researcher?
- Across fields, how many faculty members (core and adjunct) at each program are conducting DEI research?

We hypothesized that **clinical psychology** would have the greatest diversity offerings (e.g., more DEI faculty researchers and DEI coursework) among the 3 fields

METHOD

- We collected a random sample of **90 programs**, using a random number generator to select 30 IO programs from SIOP's list, 30 clinical psychology programs from the APA's list of schools, and 30 business school programs from MBA.com; our sample consisted of half MA and half PhD programs per field
- Two coders then reviewed **university websites** (e.g., program handbooks and curricula) to identify whether programs offered DEI related courses and they were required. They also examined **faculty pages** and CVs to determine if there was a full-time faculty member conducting DEI research and coded how many overall faculty were researching DEI

RESULTS

Question 1

Field	Number of programs with DEI courses
Business Administration	2
Clinical Psychology	18
I-O Psychology	9

After conducting a Chi-Square test, clinical psychology programs offered significantly more DEI coursework than the other two fields, $\chi^2(2, n = 90) = 19.64, p < .01$.

Question 2

Field	Is the DEI course required?			Total
	Yes	No	Unknown	
Business Administration	2	0	0	2
Clinical Psychology	12	4	2	18
I-O Psychology	0	0	3	9

Question 3

After conducting a Chi-Square test, we found that there was **no** significant difference between the programs and whether they had full-time faculty member researching DEI, $\chi^2(4, n = 90) = 9.06, p = .06$.

Question 4

Field	# of faculty (core/adjunct)
Business Administration	Most of the programs (15) had 0 DEI faculty researchers
Clinical Psychology	Most of the programs (11) had 0 DEI faculty researchers
I-O Psychology	Most of the programs (8) had 1 DEI faculty researcher

DISCUSSION

Clinical Psychology

Clinical psychology programs offered significantly more **DEI courses** than the two other fields as well as had the most **required DEI coursework**

I-O Psychology

I-O psychology programs had the most DEI focused **faculty overall** (core/adjunct)

CONCLUSION

While IO may espouse diversity values, our findings point to a missing gap in practice, especially as it relates to **program curricula**— here we can look to clinical psychology as an example. These are significant findings as increased DEI coursework and supporting full-time faculty with dedicated research on this topic would better train IO students to address these issues in their future workplaces.