



APT Program Survey Summary

Background: In August of 2020, APT distributed a survey to determine members' views about how well APT addressed issues of diversity, equity, and inclusion (DE&I). Socio-demographic questions asked about personal characteristics (Generation, Race/Ethnicity, Gender Identification, Sexual Orientation, Country of Residence), professional characteristics (Discipline, Certification, Number of Years practicing) and membership in APT (# of Years as an APT member).

Members were asked to rate

- Personal knowledge and understanding of DE&I
- APT's effectiveness in dealing with DE&I at the time of the survey
- APT's climate with respect to the respondent's own racial/ethnic group
- How well APT recruits and supports DE&I in its members.

An open-ended question asked for barriers that affect APT's ability to respond effectively to DE&I. Responses to this question were analyzed by an APT Research Task Force, that noted initial themes in responses.

Respondent Sample: Out of 7222 APT members contacted to participate in the survey, 1208 members completed the survey resulting in a 16.7% response rate. Figures at the end of the report graphically display demographic percentages.

- The survey sample was mainly White, female, heterosexual respondents whose primary country of residence is the United States.
- Respondents most frequently reported being private practitioners, followed by agency practitioners.
- Most respondents reported being in practice for over 10 years, followed by respondents who stated they had been practicing at least 3 to 10 years.
- Most respondents were credentialed by APT (71.84%) and had been a member of APT between 3 to 10 years, followed by respondents who had been members for over 10 years.
- Most respondents were Gen X (born 1965-1980), then Gen Mil (born 1981-1996), followed by Baby Boomers (born 1946-1964).

Summary of Questions about APT

Below is a summary of findings categorized by the open-ended survey questions, followed by figure displays of data. There were important differences in the responses from the different racial and ethnic groups, with each group showing their own distinct patterns. Data analysis revealed that members' attitudes towards DE&I, and APT's effectiveness in supporting DE&I varies according to the individual's race/ethnic background, and participation in APT and/or Branch programs.

Question 1: "How would you rate your understanding and knowledge of Diversity, Equity & Inclusion issues?"

There were differences in responses from the different racial/ethnic groups. All groups rated their personal knowledge positively, and most respondents felt they had at least a good understanding and

personal knowledge of DE&I. Very few respondents rated themselves as having little or no understanding; and most of these respondents were White. A greater percentage of Black/African-American members rated their understanding as substantial, when compared with all other racial/ethnic groups, however.

Question 2: “To date, how well do you believe APT is doing with respect to Diversity, Equity & Inclusion issues?”

There were differences in responses from the different racial/ethnic groups. A greater percentage of Black/African-American respondents reported more negative ratings than positive. In all other racial groups, a greater percentage of members were positive than negative in their ratings.

Question 3: “To what extent do you agree with the statement, ‘The APT climate feels welcoming for people of my racial or ethnic background’?”

There were differences in responses from the different racial/ethnic groups. All groups showed more members agreed with the statement than disagreed. However, Black/African-American members were almost as likely to disagree with the statement as they were to agree with the statement.

Question 4: “How well do you think APT recruits and supports members from diverse populations?”

There were differences in responses from the different racial/ethnic groups. All groups were more positive in their ratings than negative. The only exception was Black/African-American respondents who reported more negative ratings than positive.

Summary of Open-Ended Question: The question specifically asked members to identify any “barriers” to DE&I. Codes for thematic content were developed by an APT Research Task Force.

The codes and themes reflected different levels of barriers to DE&I:

- International/national: themes here reflected global or macro-level social issues, for example, the desire for APT to align itself on important national, social issues
- Systemic/institutional: themes here highlighted the differential treatment of people of color by social institutions and social systems
- Organizational/local: themes here reflected issues more closely linked to APT. For example, the need for greater visibility of DE&I was discussed in terms of APT leadership, membership, training topics, publications, and mentorship. The utility of APT and play therapy to diverse practitioners/clinicians and clients was also an issue concerning respondents.
- Personal/individual: themes here included issues of micro-aggressions and focused on the largely unconscious and tacit nature of biases held by individuals in the more dominant racial/ethnic group (i.e., White members).
- Practical/logistic: themes here include problems of obtaining necessary tools for play therapy (e.g., toys) and the cost of education/training. Members also noted that more supervisors (Registered Play Therapist-Supervisors) of color were needed; and that the cost of supervision for play therapists sometimes hinders their ability to access the supervision required for the RPT credential.

APT’s response to the survey: APT established a management committee, the Inclusion, Diversity, Equity & Awareness (IDEA) Team in the Summer of 2020. Comprised of APT members and staff, the Team is tasked with reviewing our programs and processes through a lens of Diversity, Equity, and Inclusion (DE&I). It also provides an open, safe space for APT members to feel supported and heard. The Team began its work with the creation of this Program Survey, followed by a new DE&I resource page on the APT website. It then re-evaluated the processes and proposal submission form for the Annual

Conference, added diversity requirements to the RPT Credentialing Standards, included diversity criteria to the Awards Program, and is developing a special three-part series for the E-Learning Center. Themes produced by the members will be used to identify general and specific topic areas.

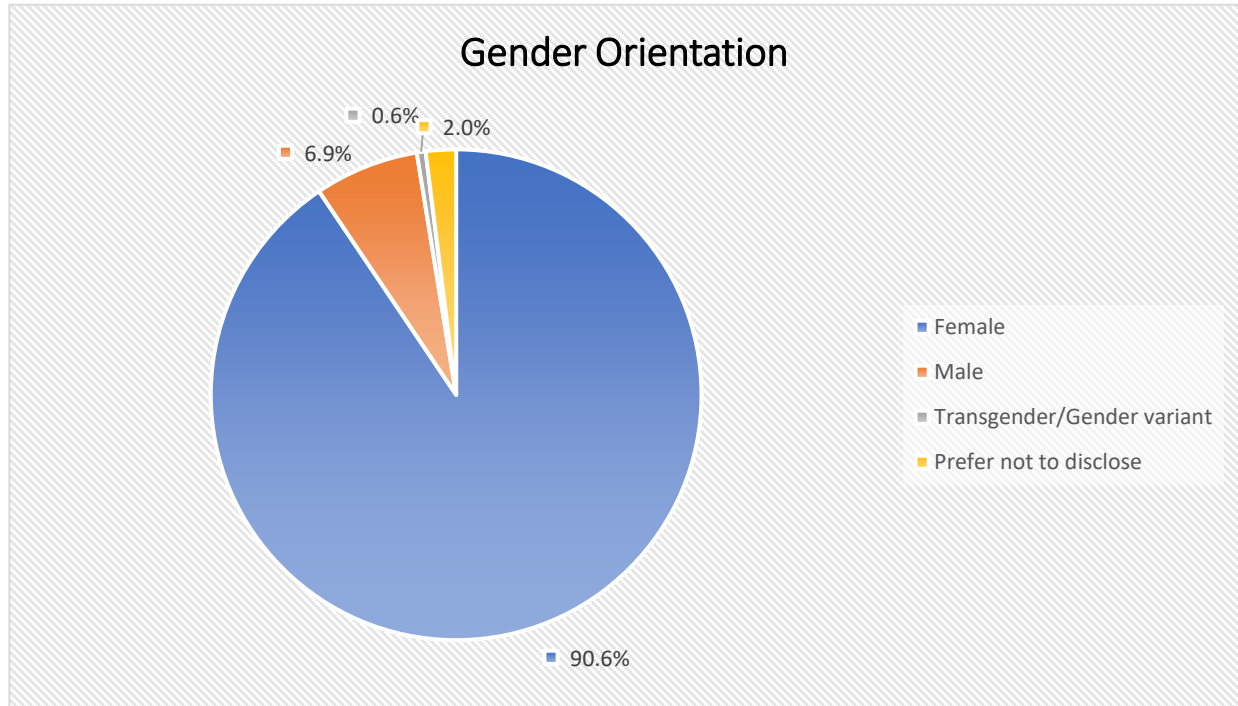
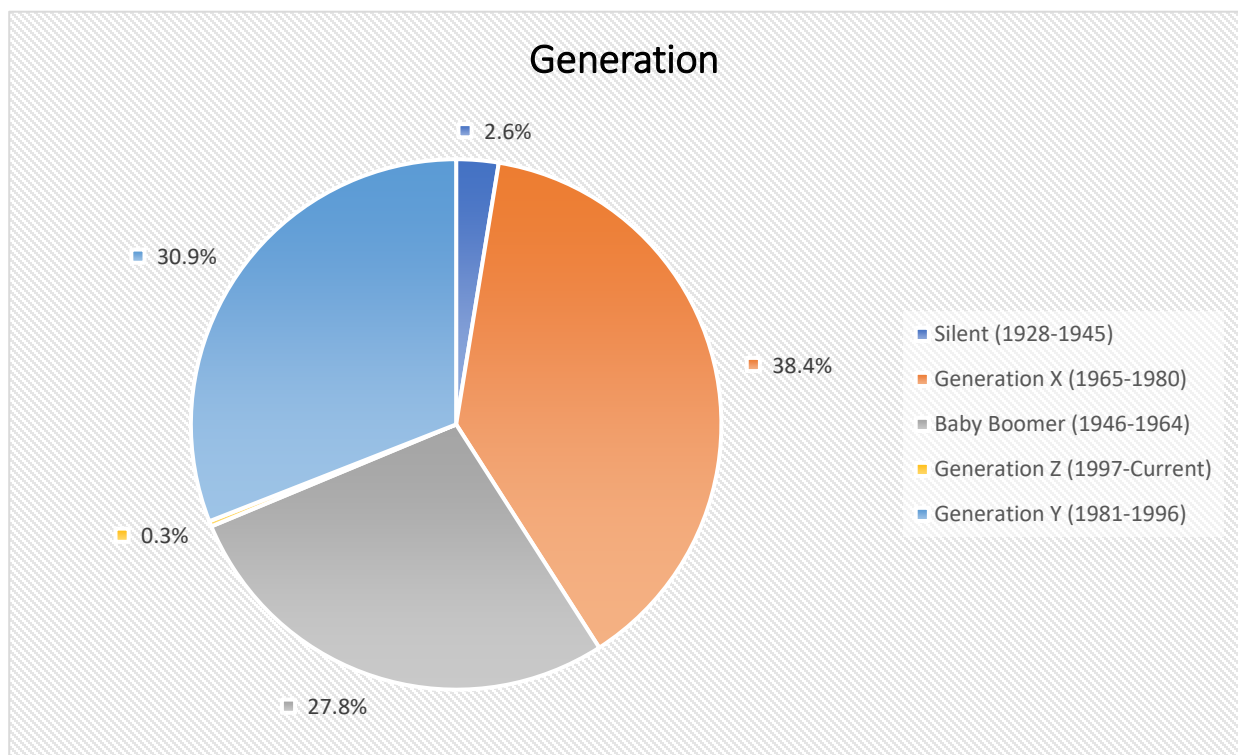
In the coming months, the IDEA Team will review the Approved Provider and Approved Center Programs as well as the SB-RPT and RPT-S Credentialing Standards.

As a result, APT has seen an increase in diversity of members participating on program committees, including leadership academy. In line with multicultural practices and intentionality, APT is inviting members from diverse backgrounds to contribute manuscripts to *Play Therapy*TM magazine, submit proposals for the Annual Conference, and serve on management committees. A scheduled Keynote on Diversity and a community night for the LGBTQ+ community this October in Arkansas are further demonstrations of APT's commitment to continued growth in the areas of Diversity, Equity and Inclusion.

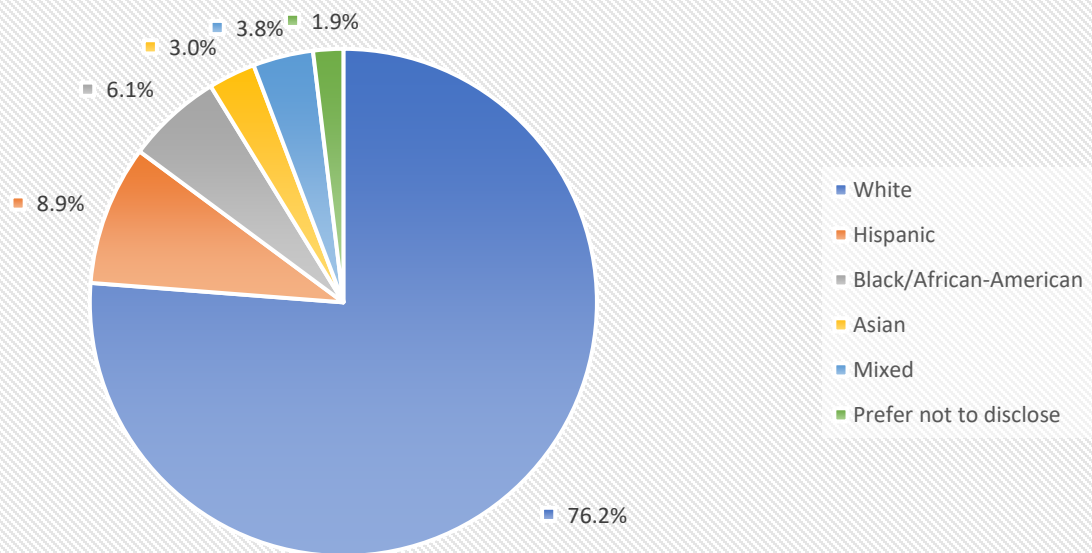
APT is grateful to all who participated in the survey. We value your input and wish to continue being the Association you are proud to call 'home'!

CHARTS AND FIGURES TO ACCOMPANY APT PROGRAM SURVEY

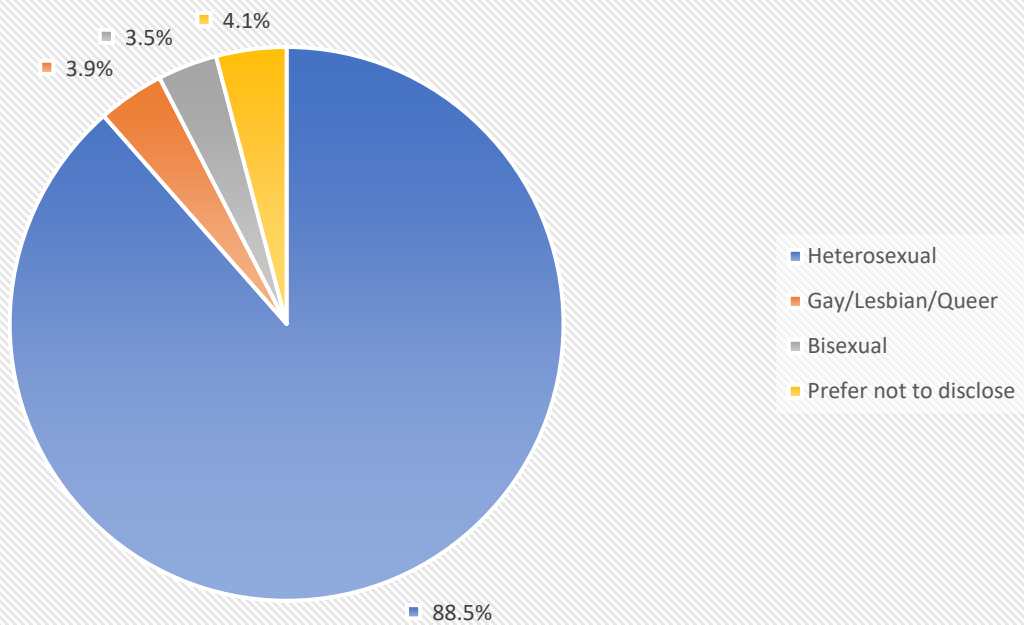
I. Figures to accompany the findings on socio-demographic characteristics of survey respondents



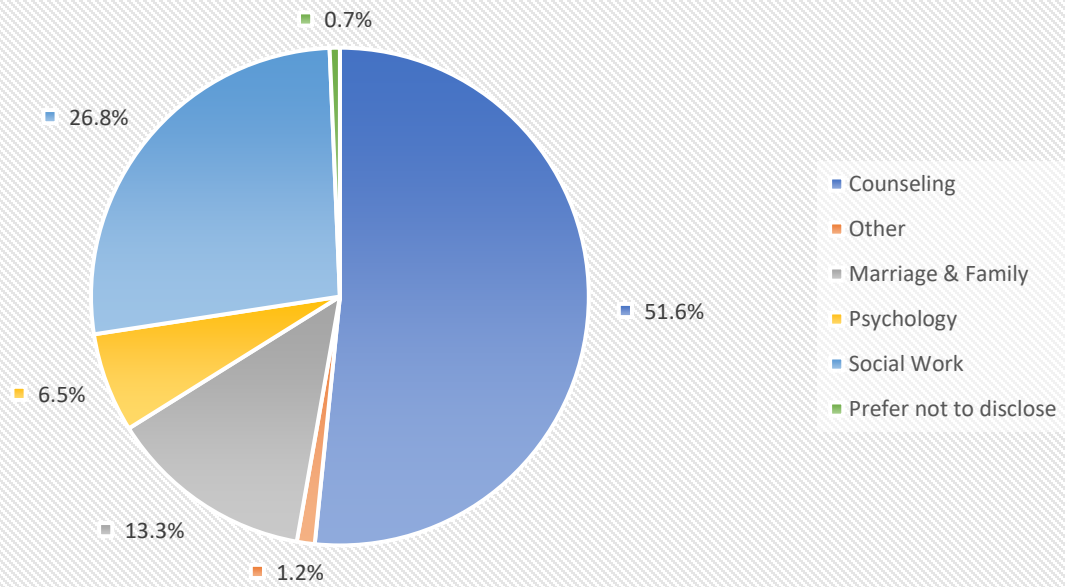
Race/Ethnicity



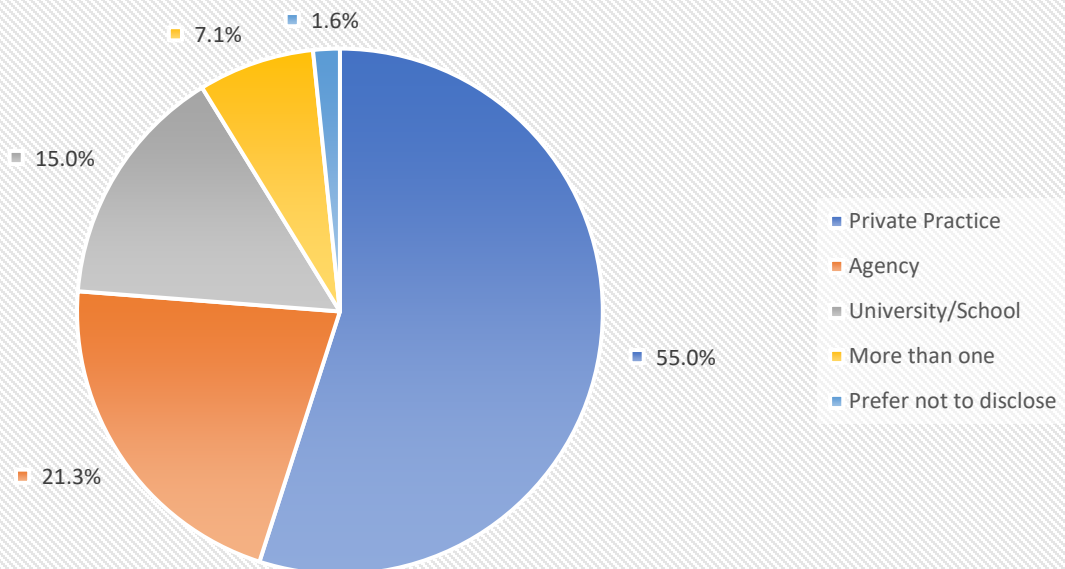
Sexual Orientation



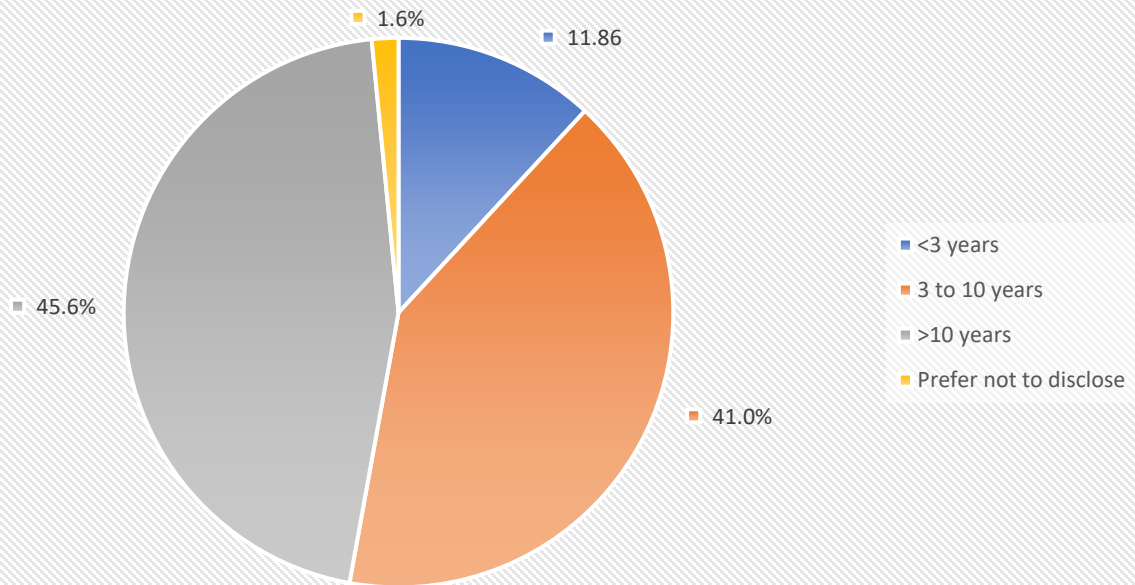
Mental Health Discipline



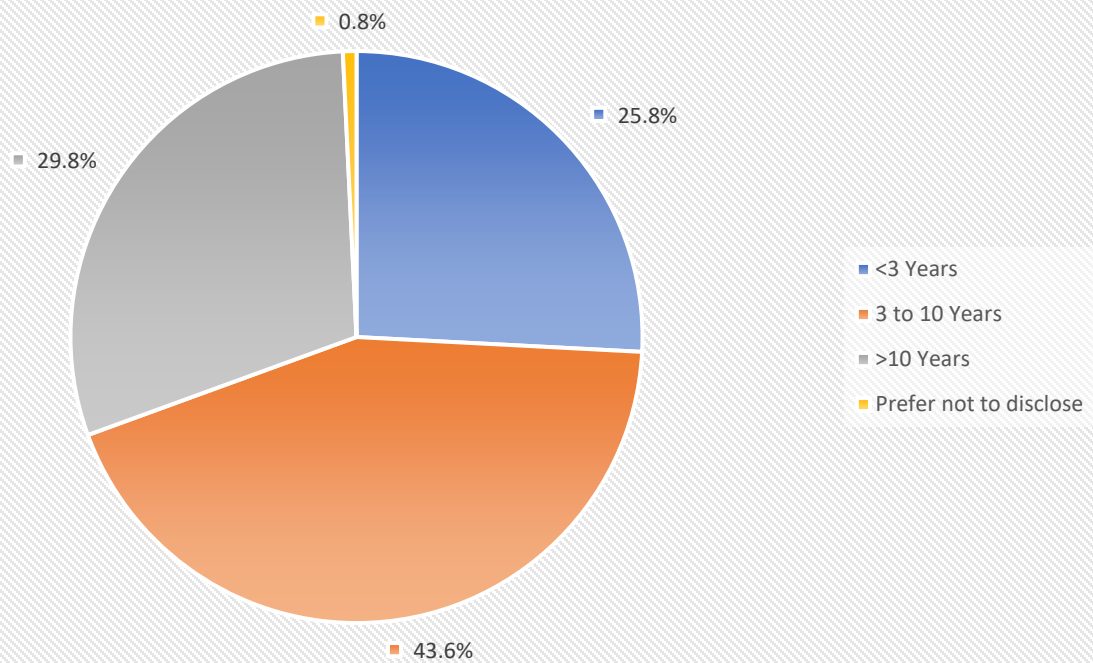
Primary Work Setting



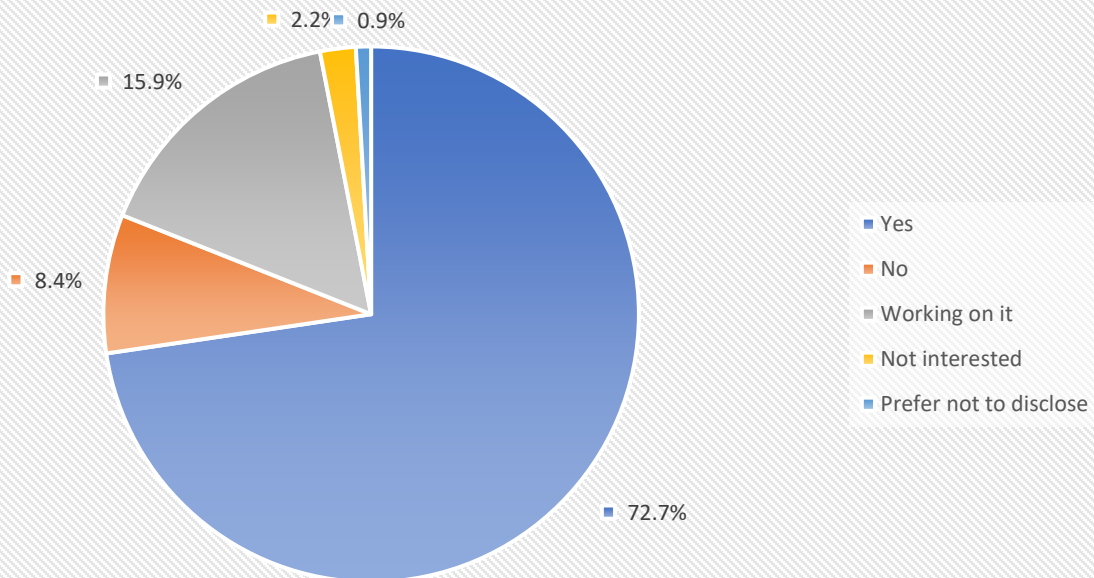
How Long Have You Been Practicing Play Therapy?



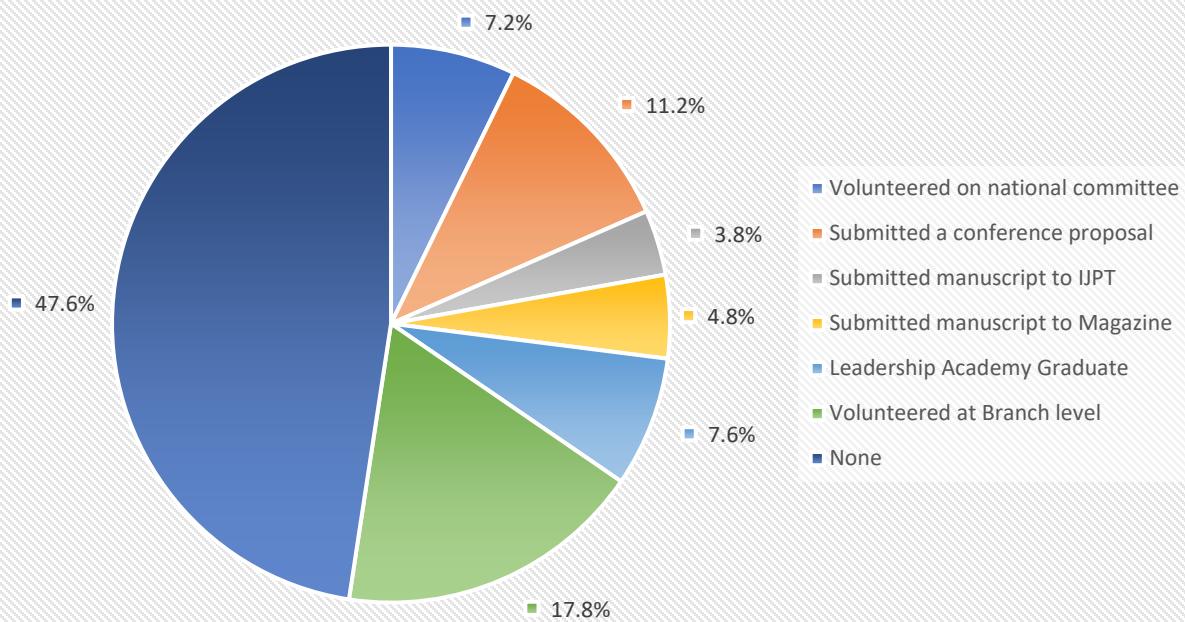
How Long Have You Been a Member of APT?



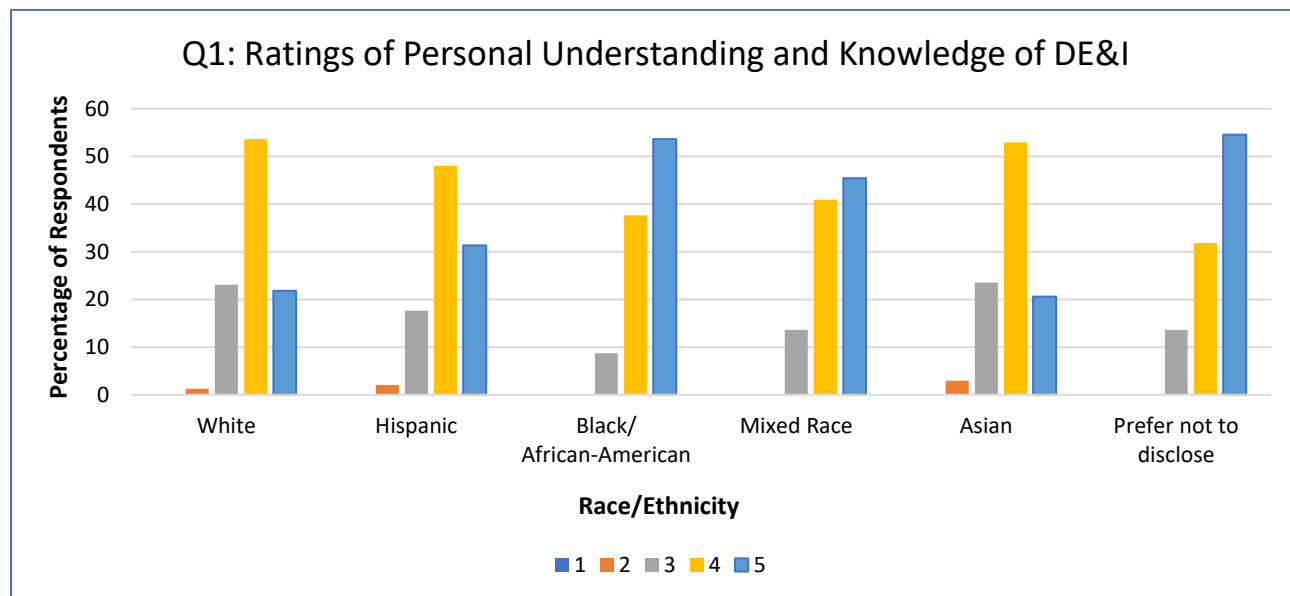
Credentialed Play Therapist



Member Engagement in APT Programs



II. Figures to accompany results on questions about DE&I



Ratings 4 and 5 = well to substantial; ratings 1 and 2 = not very well at all to not very well

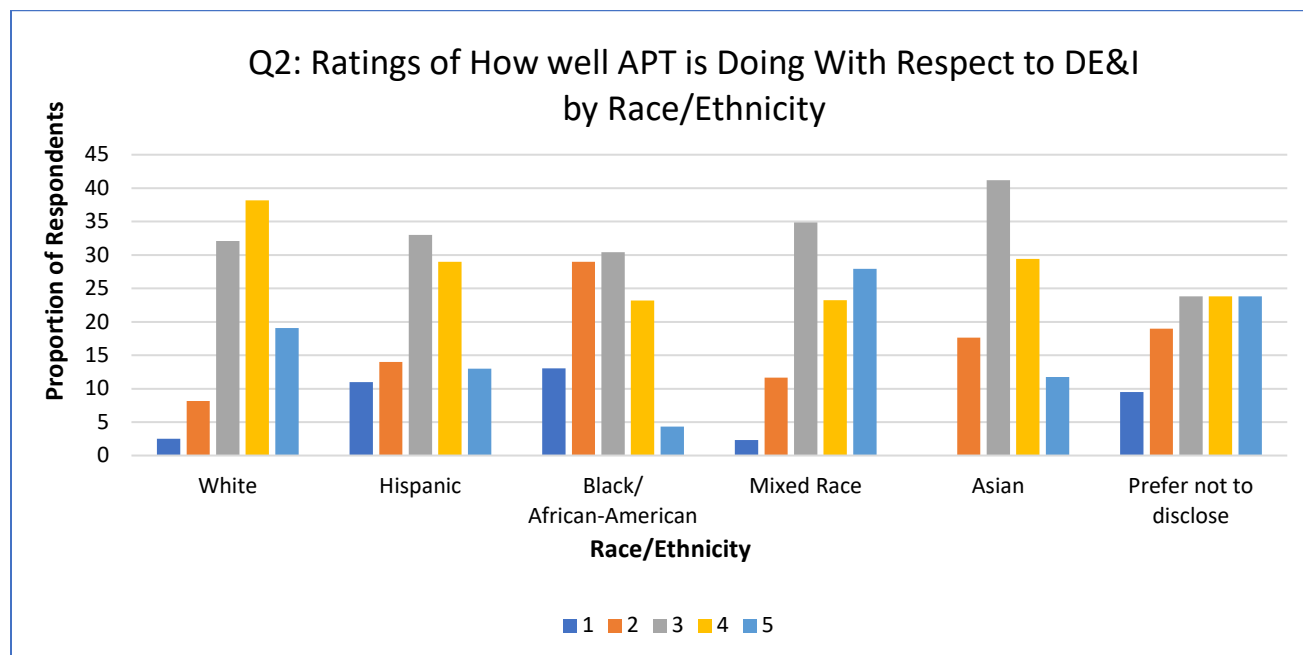
White = 84.4% positive, 1.26% negative (mainly 4s are given)

Hispanic = 79.41% positive, 2.09% negative (mainly 4s are given)

Black/African-American = 91.3% positive, 0% negative (mainly 5s are given)

Mixed Race = 86.36% positive, 0% negative (mainly 5s are given)

Asian = 73.43% positive, 2.94% negative (mainly 4s are given)



Ratings 4 and 5 = positive; ratings 1 and 2 = negative

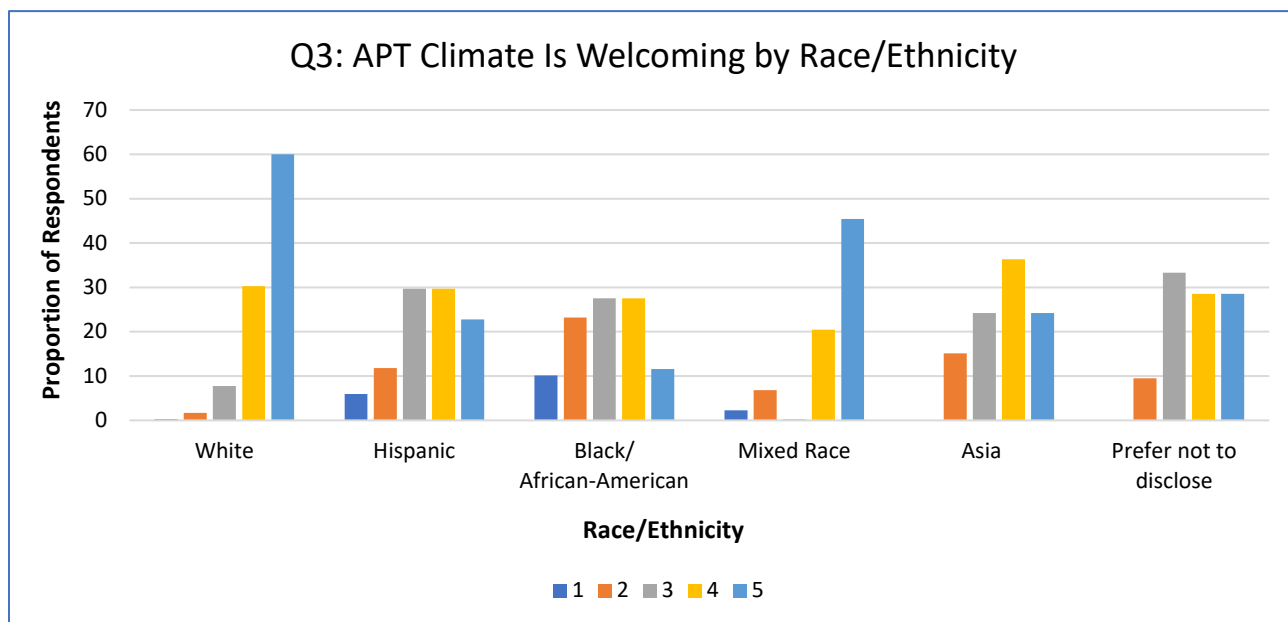
White = 47.24% positive, 10.69% negative

Hispanic = 42% positive, 25% negative

Black/African-American = 27.54% positive, 42.03% negative

Mixed Race = 51.17% positive, 13.95% negative

Asian = 41.17% positive, 17.65% negative



Ratings 4 and 5 = agree; ratings 1 and 2 = disagree

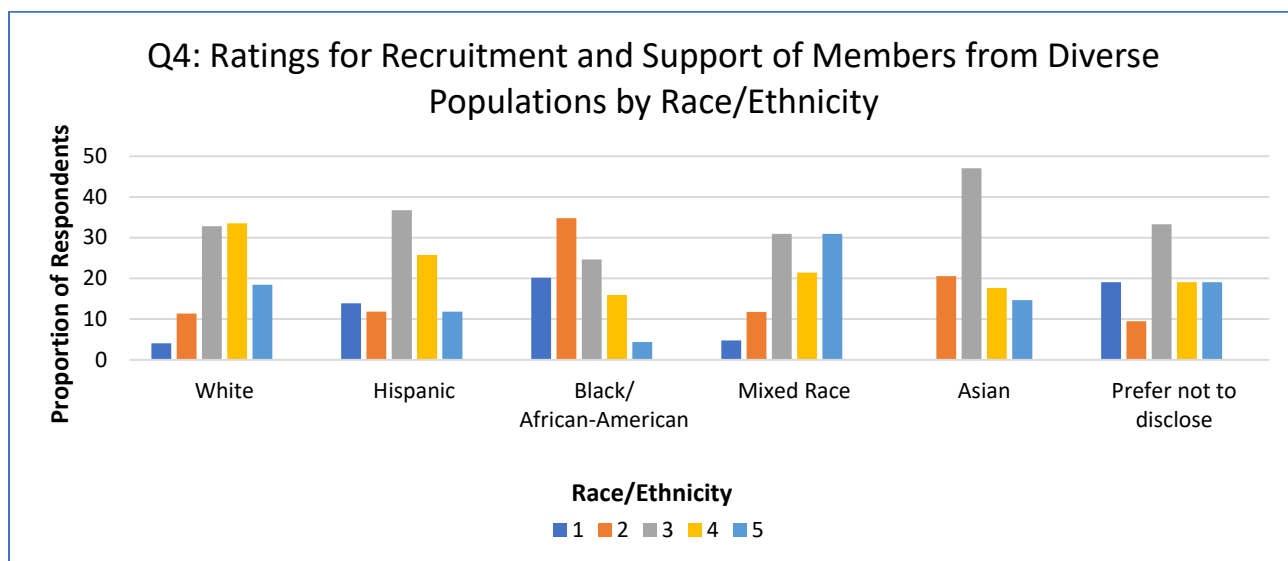
White = 90.29% agree, 8.71% disagree

Hispanic = 52.4% agree, 17.75% disagree

Black/African-American = 39.13% agree, 33.33% disagree

Mixed Race = 65.90% agree, 9.08% disagree

Asian = 60.60% agree, 15.15% disagree



Ratings 4 and 5 = positive; ratings 1 and 2 = negative

White = 51.97% positive, 15.43% negative

Hispanic = 37.62% positive, 25.74% negative

Black/African-American = 20.28% positive, 54.08% negative

Mixed Race = 52.38% positive, 16.56% negative

Asian = 32.36% positive, 20.59% negative