

BEST PRACTICE PRESENTATION PRESIDENT ELECT TRAINING 2021



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DIVERSITY
AND
INCLUSION

Academy Diversity and Inclusion Statement:

The Academy encourages diversity and inclusion by striving to recognize, respect and include differences in ability, age, creed, culture, ethnicity, gender, gender identity, political affiliation, race, religion, sexual orientation, size, and socioeconomic characteristics in the nutrition and dietetics profession.



Academy of Nutrition
and Dietetics

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DIVERSITY AND INCLUSION ADDED TO NCAND STRATEGIC PLAN

NEW FOR
2020-2021

NCAND, along with the Academy, values and respects respects the diverse viewpoints and individual differences of all people.

This goal focuses on the promotion of a diverse membership that reflects cultural, ethnic, gender, racial, religious, sexual orientation, socioeconomic, geographical, political, educational, experiential and philosophical characteristics of the public it services.

The long-term goal is to encourage diversity and inclusion by striving to recognize, respect and include differences in ability, age, creed, culture, ethnicity, gender, gender identity, political affiliation, race, religion, sexual orientation, size, and socioeconomic characteristics in the nutrition and dietetics profession.

****President-Elect now chairs the Strategic Planning Committee****

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Supporting diversity, equity and inclusion (DEI) in dietetics by increasing cultural awareness and education of our members and community.

Short Term (0-6 months)	Mid-Term (7-12 months)	Long Term (1-3 years)
Appoint NCAND Diversity & Inclusion Liaison	Create a Diversity & Inclusion Liaison and committee member position description	Create a committee to support the Diversity & Inclusion Liaison
<i>NCAND Lead: President</i>	<i>NCAND Lead: NCAND Board</i>	<i>NCAND Lead: NCAND Board</i>
Provide webinar series on DEI and cultural competence for members	Shifting to regional model to provide NC RDs with more opportunities, greater representation that involve a smaller time commitment	Create a plan for increasing diversity within the affiliates (NCAND)
<i>NCAND Lead: PC, President, President Elect</i>	<i>NCAND Lead: NCAND Board, transition task force</i>	<i>NCAND Lead: NCAND Diversity & Inclusion Liaison, Diversity & Inclusion Committee</i>
Increase cultural awareness of NCAND members	Provide webinar series on DEI and cultural competence for members	
<i>NCAND Lead: President, President-Elect</i>	<i>NCAND Lead: Planning Committee, President, President Elect</i>	<i>NCAND Lead:</i>
Provide education and resources for members on how BIPOC individuals can access quality nutrition care	At least one presentation at each Regional Meeting focus on DEI/Cultural Competency	Create scholarships in partnership with NCAND Foundation to support participation of BIPOC RDs/RD2bes

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APPOINTED A D&I LIAISON

2020-2021:

- Solicited a call for interested RDNs to fill this role
- 'Interviewed' by President and President-Elect
- Expand and define the role
- Mediate small group discussion
- Advice and feedback on strategic plan goals and ideas
- Monthly BIPOC RDN feature in newsletter

2021- 2022:

- Form a committee at the state level for all D&I efforts
- Appoint one or two chairs of this committee depending on what the committee is tasked with

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MONTHLY DIVERSITY WEBINAR SERIES



Began in August 2020

Completed in the Fall 2020:

- *"Let's Talk Diversity: Jump Starting the Conversation on How to Improve Diversity Within the Field of Dietetics"* - Basheerah Enahora, MBA, MS, RDN, LDN & Amber Porter, MS, RD
- *"Improving Diversity, Equity and Inclusion in Institutional Menu Planning and Recipe Development"* - Lesley Schatz, MPH, RD, LDN
- *"Using Critical Thinking to Increase Diversity: Understanding Barriers and Uncovering Biases"* - Kate Burt, PhD, RDN

Upcoming in the Spring 2021:

- *"Putting Food on the Table: Moving Beyond Food Security Towards Building an Equitable and Inclusive Food System"* - Latasha Williams, RDN, MS

In addition, at each Regional Meeting, at least one presentation is focused on D&I/Cultural Awareness.

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SMALL GROUP DISCUSSIONS



Virtual:

- Dietitians Discussing Diversity – November 2020
- Dietetic Interns Discussing Diversity – February 2021

Description:

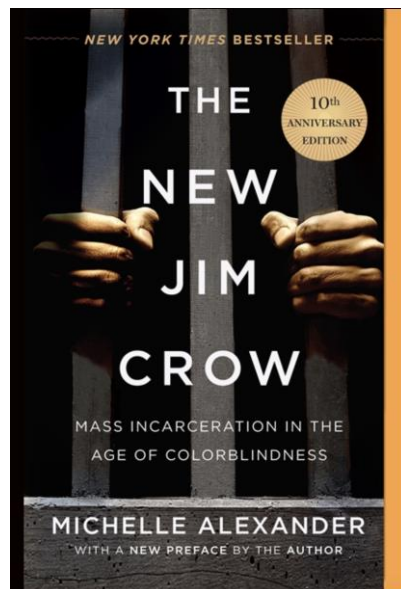
- Small groups limited to 10
- D&I Liaison as facilitator, President and President-Elect also present
- Not recorded
- Did not have to be an RDN/DTR or member of NCAND

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BOOK CLUB

Began November 2020

- Optional for NCAND Board members, filled out google form indicating interest
- *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- Monthly discussion over WebEx



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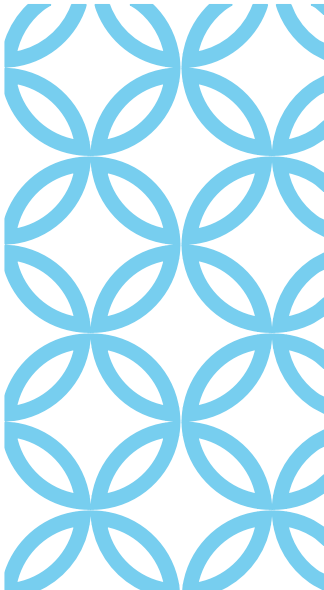
LAST BUT NOT LEAST...

Unanimous vote to dissolve districts and move towards a regional model for 2021-2022.

Before:



After:



- BIPOC RDNs speaking on there area of expertise, not just D&I/Cultural Awareness
- Committee plans of work need to be made with Strategic Plan in mind – what can be done at your State level?
- Start small and don't over promise
- Communicate and ask for advice
- Look at physical accessibility of your state – is everyone represented?

REFLECTIONS & RECOMMENDATIONS