



MARYLAND ADVOCACY DAY

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DISCLOSURES

WEAVING IN A FAMILY HISTORY

A Bowl of Rice

Purdue

Employer

Nutrition Edge Communications

Bayer; Ajinomoto; NCBA

Academy of Nutrition & Dietetics

Chair – Diversity & Inclusion Committee

FCP-Agriculture Subgroup

DBC – AAPI - NOBIDAN

Advisory – University Northern Colorado

Chair – IDEA – Denver Botanic Gardens

Organic co-op - CSA



OBJECTIVES

Describe

Describe the current state of diversity within the nutrition and dietetics profession.

List

List individual, community and population benefits of increased diversity and inclusion in health professions.

Identify

Identify barriers impacting growth in diversity among the nutrition and dietetics profession.

Reflect on

Reflect on individual actions that contribute to an inclusive environment that welcomes diversity.

ADDING DIVERSITY, EQUITY AND INCLUSION INTO THE DIALOGUE



“MODEL MINORITY” MYTH - FACTS NOT FEAR



RD & RDN BY DEMOGRAPHICS

REGISTERED DIETITIAN (RD) AND REGISTERED DIETITIAN NUTRITIONIST (RDN) BY DEMOGRAPHICS

AS OF JANUARY 18, 2021

Registered Dietitians **93,320***

By Gender

Female	87,640 (93.9%)
Male	3,486 (3.7%)
Not Reported	2,194 (2.4%)

By Ethnicity

[object Object]	6 (0.0%)
American Indian or Alaskan Native	306 (0.3%)
Asian	3,652 (3.9%)
Black or African American	2,450 (2.6%)
Hispanic or Latino	2,891 (3.1%)
Native Hawaiian Pacific Islander	1,255 (1.3%)
Not Reported	3,317 (3.6%)
Other	1,103 (1.2%)
Prefer not to disclose	2,151 (2.3%)
Two or more races	478 (0.5%)
White	75,711 (81.1%)

RELATED LINKS

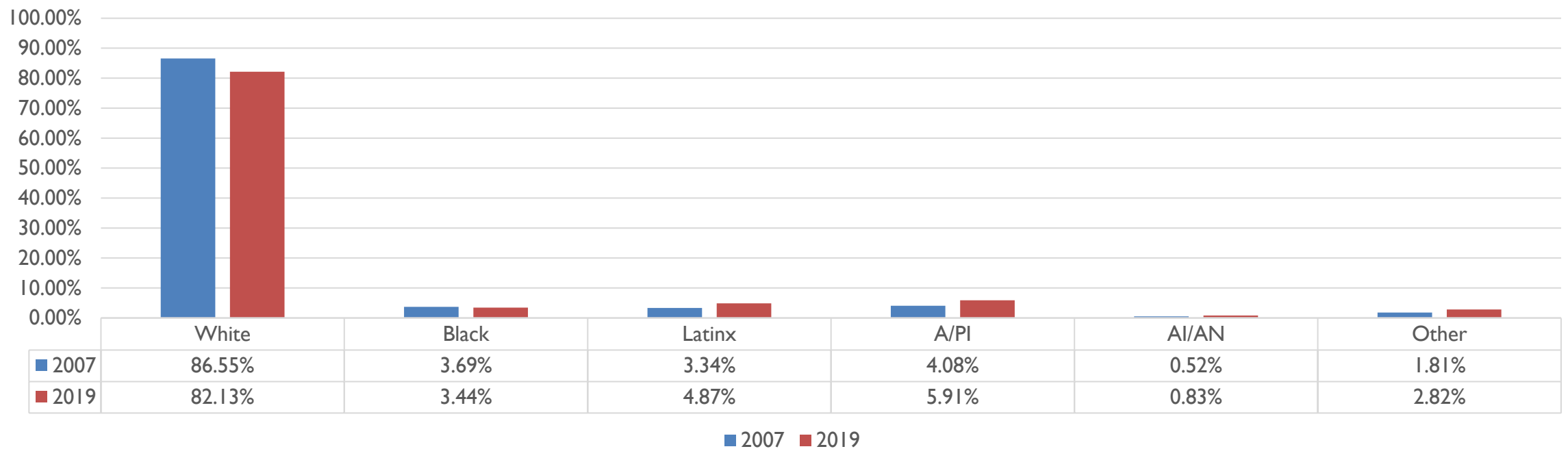
[BY STATE](#)

[BY RECERTIFICATION PERIOD](#)

[RETURN TO REGISTRY STATISTICS](#)

DIVERSITY BY RACE AND ETHNICITY

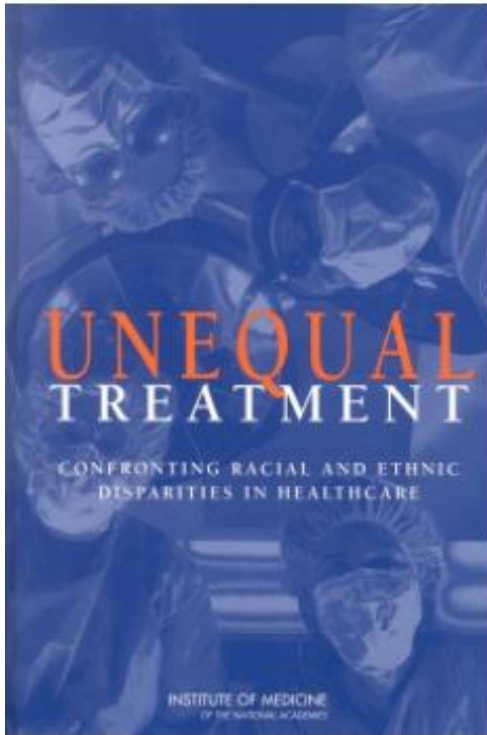
2007-2008 to 2018-2019 Academy Membership Data



DIETETICS EDUCATION & TRAINING

- **Significant under-enrollment of students of color in the dietetics health professional programs**
- Deficit of faculty diversity
- Challenges - access to role models and mentors
- BIPOC students may not see such dietetics careers as option
- Lack supportive educational experiences mentorship
- Leading to attrition

TWO LANDMARK PUBLICATIONS IN THE EARLY 2000'S



MISSING PERSONS: MINORITIES IN THE HEALTH PROFESSIONS

A REPORT OF THE SULLIVAN COMMISSION ON
DIVERSITY IN THE HEALTHCARE WORKFORCE



THE SULLIVAN COMMISSION

- “Unequal Treatment: Confronting Racial and Ethnic Disparities in Healthcare.” 2002
- "Missing persons: minorities in the health professions." Nov. 2004

Challenges accessing equitable healthcare

Receive lower quality of healthcare

- Even insurance and income controlled
- Stereotyping, biases, and uncertainty from HCP
- Contribute unequal treatment.

Result

- Long lasting /disproportionately (-) health effects

DIVERSIFYING ALLIED HEALTH PROFESSIONS

- **A promising strategy** for addressing racial & ethnic healthcare disparities
- Research - increased workforce diversity help **surmount cultural & language barriers**
- **Improve access to healthcare** for underserved patients
- Improve the patient **experience**
- Increase patient **satisfaction**
- Cross-cultural curricula should be integrated early into the training of future healthcare providers...
- ...and practical, case-based, rigorously evaluated training should persist through practitioner continuing education programs.

D&I COMMITTEE REPORT

Respond to immediate crisis by listening

Restore trust by accountability, transparency, and a robust feedback mechanism

Rebuild by co-creating a holistic D&I action plan

D&I COMMITTEE REPORT

Responsive Listening

Statements, Demands, Emails,
Social Media Platforms
Member Engagement Zone
Peer-reviewed literature
Other HCP communities

Pro-active Listening

Listening Sessions
Third-party consultant

Cost of training
Pipeline issues
Ambiguity of the profession

Restore trust by establishing structure, accountability, transparency, and a robust feedback mechanism

Restore trust by establishing structure, accountability, transparency, and a robust feedback mechanism

D&I COMMITTEE REPORT

Restore Trust

Transparency- Communications platform, Advisory Group

Accountability – BOD & HOD

Feedback mechanism – Direct links, Surveys, Interviews, Bench-marking

Respond to immediate crisis by listening

Rebuild by co-creating a holistic D&I action plan

D&I COMMITTEE REPORT

Respond to immediate crisis by listening

Restore trust by establishing structure, accountability, transparency, and a robust feedback mechanism

Co-create a holistic D&I action plan

Thoughtful

Reflect the will of stakeholders

Collaboration of organizational units - Parallel initiatives

Living document

Sustainable

Weekly Meeting
Action Plan/Goals
Advisory Group
Strategies & Tactics
Awards and Grants

Collaboration
HOD
FNCE
Center for Lifelong Learning
Public Policy & Advocacy
Education-Pipeline

Consultation
Foundation
Governance
National Nutrition Month
Organizational Units

Strategic Communications
Diversity Liaisons
Diversity Leaders
Nominations/Awards
Presentations

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Implementation-Pipeline

Consultation
Foundation
National Nutrition Month
Governance
Organizational Units

Communications
Community Liaisons
Community Leaders
Recognitions/Awards
Presentations

Weekly Meeting
Action Plan/Goals
Advisory Group
Strategies & Tactics
Awards and Grants

The diagram features a blue header bar with three colored segments: blue, red, and purple. Below this, a light blue house-shaped icon is positioned between a teal box on the left and a green box on the right. The teal box contains a list of activities. The green box contains a list of entities. A large orange box is centered below these, containing a list of communication and diversity-related activities.

Collaboration
HOD
FNCE
Center for Lifelong Learning

Consultation
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National Nutrition Mon
Governance
Organizational Units

Strategic Communications
Diversity Liaisons
Diversity Leaders
Nominations/Awards
Presentations
Interviews

WHAT CAN YOU DO?

- Self-reflection
- Learn about Social Determinants of Health
 - Academy's Public Policy Priorities, January 2021
- Work with your organizational units to implement DEI, public policy leader
 - Intentionally broad
 - Diversity Liaisons; DEI Committees; DPG'; MIGs
 - Outreach; pipeline
- Join a MIG
- Understand the language of DEI

21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE



IMPLICIT BIAS



Project Implicit®

PROJECT IMPLICIT SOCIAL ATTITUDES

Log in or register to find out your implicit associations about race, gender, sexual orientation, and other topics!

 E-mail Address

LOGIN

REGISTER

Or, continue as a guest by selecting from our available language/nation demonstration sites:



United States (English)

GO!

PROJECT IMPLICIT HEALTH

Find out your implicit associations about exercise, anxiety, alcohol, eating, marijuana, and other topics! **GO!**

PROJECT IMPLICIT FEATURED TASK

Measure your implicit association between different social groups and Human/Animal. **GO!**

PROGRAMS AND TRAINING



Hollaback!

HARASSMENT AND VIOLENCE ARE ON THE RISE

- WE'RE HERE TO END IT
- WE'RE ON A MISSION TO END HARASSMENT—IN ALL ITS FORMS
- [Workplace Harassment Training](#)
- [Stand Up Against Street Harassment Training](#)
- <https://www.ihollaback.org/>

HEALTH EQUITY ISSUE BRIEF

Racial and Ethnic Health Disparities and Chronic Disease Issue Brief



eat right. Academy of Nutrition and Dietetics

Social Determinants of Health

Health begins in our homes, schools, workplaces, neighborhoods and communities. Factors that influence overall health include eating nutritious foods, staying active, not smoking, staying current with immunizations and screening tests, as well as going to the doctor when sick.

Social determinants of health – defined by the Centers for Disease Control and Prevention as conditions in the environments in which people live, learn, work, play, worship and age – have contributed to the disproportionate impact of chronic diseases on minority populations in a variety of ways.² These determinants are shaped by the distribution of money, power and resources at global, national and local levels. Social determinants are most responsible for health inequities, the unfair and avoidable differences in health status seen within and between communities.² Specific to the nutrition and dietetics field, poverty and racial segregation limit access to healthful foods and safe neighborhoods.

The following five key areas of social determinants of health are outlined in the Healthy People 2030 framework:



EDUCATION



ECONOMIC STABILITY



SOCIAL & COMMUNITY CONTEXT



HEALTH AND HEALTH CARE



THE BUILT ENVIRONMENT

These five areas are discussed below with an emphasis on how each factor relates to health disparities, access to and consumption of culturally acceptable, healthful food and the development of non-communicable chronic diseases with nutrition implications.

² CDC (2019) website: <https://www.cdc.gov/dnhd/terminology/social-determinants-of-health.html>
¹ World Health Organization, Commission on Social Determinants of Health, Closing the Gap in a Generation: Health equity through action on the social determinants of health. Available from: <http://www.who.int/social-determinants-of-health>
Racial and Ethnic Health Disparities and Chronic Disease | 3

SOCIAL DETERMINANTS OF HEALTH



EDUCATION



ECONOMIC
STABILITY



SOCIAL & COMMUNITY
CONTEXT



HEALTH AND
HEALTH CARE



THE BUILT
ENVIRONMENT

JOIN A MIG

- **Asian Americans and Pacific Islanders (AAPI)**
Leaders in cultural evidence-based practices in nutrition & dietetics for people of Asian or Pacific Islander origin or those interested in learning more about these cultures.
- **Cultures of Gender and Age (COGA)**
Providing programming, education, collaboration & networking within three primary sub communities: Fifty Plus, Men and Thirty and Under.
- **Global MIG (GMIG)**
(New) Supporting members working in developing nations - nutritional status intertwined with poverty, sanitation, unclean water, Ag, cultural norms; and limited financial & professional resources.
- **Indians in Nutrition and Dietetics (IND)**
Practitioners of Indian origin or those interested in learning more about this culture.
- **Latinos and Hispanics in Dietetics and Nutrition (LAHIDAN)**
Development & improvement of food, nutrition and health care for Latinos and their families in U.S. and related territories.
- **National Organization of Blacks in Dietetics and Nutrition (NOBIDAN)**
African-American dietetic & nutrition practitioners mission to provide a forum for professional development, support nutrition & well-being for public, particularly those of African descent.
- **Religion MIG (RMIG)**
Community for various practice areas with an interest in cross-cultural awareness and reducing health disparities, specifically related to Christian, Jewish and Muslim population.

DEFINITIONS OF TERMS



Definitions-Same page

- Access to Health Care and/or Services
- Culturally Appropriate Care;
- Diversity and Inclusion;
- Health Disparities
- Health Equity
- Implicit Bias
- Social Determinants of Health (SDOH)

HIGHER EDUCATION RESOURCES

Purdue University Pursuing Racial Justice Together Lecture series (free)

- <https://www.purdue.edu/diversity-inclusion/racial-justice-series/>
- Media: Charles Blow; Arts: Hamilton; Social Justice: Policing in America; Martin Luther King Jr. Lecture-Andrew Young

Cornell University

- Diversity and Inclusion Certificate (6 months)

Northwestern University

Leading Diversity, Equity, and Inclusion Online Short Course (6 week)

University of New Hampshire

- Social Justice Educator Training
- <https://www.unh.edu/inclusive/trainings-news-events/social-justice-educator-training>

A “COURTEOUS DISCOURSE”



WE CAN STILL BE LOUD -- WE CAN STILL CRITIQUE

Changing environment and changing conversations

Listen

Be curious

Engage fully

Be empathetic

Assume good intent

Find shared values and common ground

Dare to share

Dare to disagree

Disagree respectfully

Spark conversation



WHAT CAN WE DO?



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.