

NDEP Roundtable Discussion at FNCE 2021 Monday, October 18th from 9:00 - 10:00am CT

Continuing the Conversation: Building Bridges for Overcoming Bias in Dietetics Education.

Breakout Session #3

You will be in a new group, as before... one person in each group needs to volunteer to take notes and type a brief summary on the documents provided.

Begin your conversation by sharing your name, place of employment, and position.

The discussion question for this breakout session is:

**How can academic programs promote greater diversity, equity, and inclusion?
What is your “I like, I wish, I wonder”?**

Add the summary of your discussion below - please scroll down to place your responses to correspond with the prompts:

PROMOTING DIVERSITY, EQUITY, & INCLUSION

- Actively recruit students of color
- Support students financially
(e.g. National Health Service Corps <https://nhsc.hrsa.gov/>)
- Invest in graduate education (2024 requirement))
- Invest in providing more paid internships
- Invest in mentorship
- Invest in a diverse workforce
- Invest in **paid** diversity, equity, and inclusion experts and consultants





I like...

(Describe what you believe is positive, good ideas, going well, etc.)

1. I like how ACEND is including DEI in our standards.
2. I like how campuses have minority mentoring programs.
3. I like that we are talking about it, we aren't making assumptions that everyone eats the same way. The conversation is more open.
4. I like that we are including cultural foods classes as part of standard curriculum
5. I like the ACEND DEI student webinar and showed that with students in class
6. I like that we have shifted to the more broad and life-long learning based term of "cultural humility" as something we continue to work on and grow, rather than achieving "cultural competency" and checking the box.

Holistic application review rather than standardized test scores or single points of assessment.

Efforts at the organizational levels to support DEI efforts

Using input from DIs to make to make websites more inclusive

I like how we are targeting students earlier (middle school/high school)

I wish we did not have to focus on race, gender, and ethnicity to get diversity within our programs



I wish...

(Describe what you think could be done differently, improved, etc.)

1. When I recruit for faculty that faculty of color would apply.
2. All program's DEI efforts are more than just performative
3. People didn't assume one person is a representative for their entire culture - there is more diversity within than across cultures.
4. There was some way to be more systematic about how we are doing DEI, students coming in with less preparation - on the back end seeing problems with passing RD exam. Needs more preparation and support for diversity starting in elementary/high school
5. I wish that we as educators and preceptors had more resources and training to implement and apply in the education and training of our students.
6. We had resources to help students be successful.
7. I wish my students with ESL could pass the RD exam on the first time.
8. I wish that we could have more intentional training on how to broadly diversity our curriculum and syllabi to address DEI initiatives at different levels of our course and program design.
9. We are in a location that is not very diverse. Our students are primarily caucasian females at a smaller private university. It is challenging to recruit a diverse group of students.
10. I wish there were more scholarships available to students to help promote diversity in the education programs
11. I wish we could link universities that are predominantly black to other universities to form partnerships potentially to promote avenues for graduate school.

I wish I had other resources to help me promote diversity and inclusion more in their internship programs and for student practice and better assess their skills and abilities in this area

We recognized the strength of candidates from diverse backgrounds to bring them into the profession and make the candidates know they have the supports they need

Debriefing students/interns who suffered from biased or unfair treatment



I wonder...

(Describe what questions are still unanswered, what needs to be investigated, etc.)

1. I wonder if ACEND could require more components on the website geared towards inclusivity.
2. How we can do better about recruiting diverse students. We focus on social justice and body size, etc.--what else can we do? How can we create a situation where we are paid more so we can recruit with more leverage?
3. How we can do better about recruiting diverse faculty.
4. What are the best practices for teaching cultural knowledge with out stereotyping
5. I wonder what we can do to recruit students into the field. I wonder if reaching out to high schools is impactful
6. I wonder how we can acknowledge that intersectionality makes everyone unique and how we educate based on that nuance
7. How can we add more cultural encounter opportunities within the curriculum
8. I wonder what we can do to help with reimbursement. (To help compete with other professional's salaries)
9. I wonder how the Academy Foundation, the Commission on Dietetic Registration and private corporations that the Academy partners with such as Abbott, Mead Johnson, Morrison Healthcare, Aramark can support or fund more scholarships and grants for minority graduate students entering into a FG program under ACEND.
10. What the impact of the masters mandate is going to be