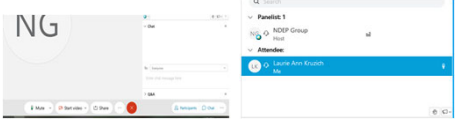


Welcome to the ACEND DEI Webinar

- We will begin shortly
- Lines have been muted



- If you have questions or comments, **Use the chat feature** and post a chat to EVERYONE

Accreditation Council for Education in Nutrition and Dietetics
 Approved by the Academy of Nutrition and Dietetics


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Rayane Abu Sabha, PhD, RD
 ACEND
 Executive Director

Accreditation Council for Education in Nutrition and Dietetics
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- 1.5 CPEUs for this Webinar
- Attendees access the survey link to complete a short evaluation
- Handout of slides and CPEU certificate provided via email

3

Grant Opportunities for Nutrition and Dietetics Programs

- Federal grant opportunities for dietetics programs
- Support recruitment, retention of URM students
- www.eatright.org/ACENDforDEI

Programs encouraged to apply



Topics: Diversity, Equity and Inclusion ACEND Resources

ACEND will not tolerate any instances of inequality or discrimination in our nutrition and dietetics education programs.

The link below provides information and resources to assist nutrition and dietetics faculty and programs on the topic of Diversity, Equity and Inclusion (DEI). ACEND is in the process of developing a library of resources educational materials on DEI. This page will be updated on a regular basis with new resources, if you need further assistance, please contact ACEND@eatright.org.

- July 2022 Minutes from the ACEND Board
- June 2022 Minutes from the ACEND Board
- A Study on the Status of Accredited Institutions as a Racial Leader
- Diversity and Inclusion Toolkit
- Grant Opportunities for Dietetics Programs

DEI Newsworthy Practices

ACEND has long recognized the diversity, inclusion and DEI Education Practices on the topic of diversity, equity and inclusion among ACEND approved programs. We would like to highlight programs for their DEI noteworthy practices on the ACEND website. Noteworthy Practice Guidelines are due January 14, 2022, April 9, 2022, July 9, 2022 and October 14, 2022.

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Sharon Groh-Wargo, PhD, RD (she/her)
 Professor, Nutrition and Pediatrics
 Case Western Reserve University School of Medicine
 MetroHealth Medical Center, Cleveland, Ohio
 Vice-President, PFLAG Cleveland

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Supporting our LGBTQ Students and Dietetic Interns

ACEND, February 8, 2022

Sharon Groh-Wargo, PhD, RDN (she/her)
 Professor, Nutrition and Pediatrics
 Case Western Reserve University School of Medicine
 MetroHealth Medical Center, Cleveland, Ohio, and
 Vice-President, PFLAG Cleveland



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Learning Objectives

- Define LGBTQ terms and identities
- Describe a welcoming setting for LGBTQ people
 - List 10 ways to be a straight ally
- List resources for support

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Time Magazine, September 2020

“I didn’t assign a gender to my kid. It’s up to them to decide what identity fits them best”

An essay by Kyl Myers




Kyl, Zoomer and Brent, Liberty Park in Salt Lake City on August 10, 2020

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Definition of ‘Diversity’

(AAP, PEDIATRICS, 132(4), 2013)

“...the full spectrum of values, behaviors, customs, language, race, ethnicity, gender, sexual orientation, religious beliefs, disabilities, and other distinct attributes of population groups.”



www.liberalartscolleges.com

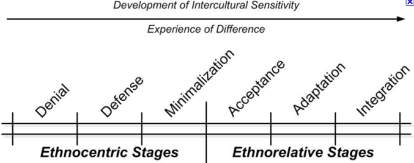
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Call to action for individuals:

Acknowledge shortcomings, mistakes, lack of awareness

Development of Intercultural Sensitivity →

Experience of Difference



Ethnocentric Stages **Ethnorelative Stages**

First experience is not to experience the difference. Polarization of us/them. False sense of cultural sensitivity, assumes we are all the same. Growing awareness of one's own culture and recognition of the other. Recognition that one needs to be effective in interactions with others. Internalizing two or more cultures -- typically takes 3+ years.

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Call to action for individuals:

Embrace & act with cultural humility

Cultural humility is the ability to maintain an interpersonal stance that's other-oriented (or open to another person's perspective) in relation to aspects of cultural identity that are most important to that person. Cultural humility focuses on self-humility rather than achieving a state of knowledge or awareness.

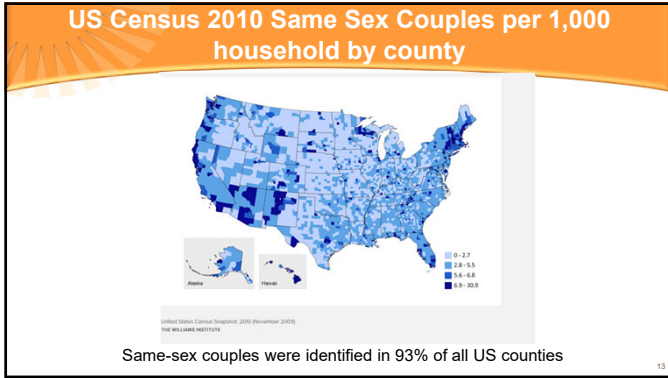
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According to the Human Rights Campaign (HRC)

- Approximately 10 million LGBTQ adults in the U.S., or ~4% of the population.
- Sixteen percent of same-sex couples are raising children (U.S. Census Bureau's 2011 Current Population Survey)
- Legal protection from employment discrimination for LGBTQ individuals:
 - no federal law
 - no state laws in 28 states based on sexual orientation, and
 - no state laws in 30 states based on gender identity
- The FBI reported in 2020 that 17% of all hate crimes related to LGBT status; incidence has increased in the last few years.

<https://www.fbi.gov/services/cjis/ucr/hate-crime> (accessed 5-29-21)

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Overcoming Your Implicit Biases

(<https://implicit.harvard.edu/implicit/takeatest.html>)

- Focus on strategies that deny implicit biases the chance to operate:
 - ensuring that implicit biases don't leak out in the first place.
 - compensate for your implicit preferences.
- Although it has not been well-studied outside of the lab, based on what we know about how implicit biases form we also recommend that people consider what gets into their minds in the first place.
- Get to know someone; we fear who/what we don't know

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Terminology: LGBTQ+

- Definitions vary across communities and change over time
- Not all people in the community agree
- Generational differences
- **LGBTQ: lesbian, gay, bi-sexual, transgender, queer**
- LGBTQA: ally
- A Guide to Understanding Gender Identity and Pronouns <https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq> (accessed 1-12-22)

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The Genderbread Person v3.3

by its pronounced METROsexual center

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This is what it is like to be transgender

- Sometimes the wrong label just ends up on the wrong product. There's nothing wrong with the label itself, and there is nothing wrong with what's inside the can...they just don't match.
- Yet at the end of the day, the part that matters is what is INSIDE the can. No amount of denial or stubbornness will make those carrots turn into peas.

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Biological sex, gender, gender identity and gender expression

- **Sex** refers to a person's biological status; typically assigned at birth, describes attributes commonly associated with specific chromosomes, the effect of endogenous hormones and reproductive anatomy; commonly dichotomized into female or male, but this dichotomy is not inclusive of individuals who are intersex.
- **Gender** is often defined as a social construct of norms, behaviors and roles that varies between societies and over time. Gender is often categorized as male, female or nonbinary.
- **Gender identity** is one's own internal sense of self and their gender, whether that is man, woman, neither or both. Unlike gender expression, gender identity is not outwardly visible to others. For most, gender identity aligns with the sex assigned at birth. For transgender people, gender identity differs in varying degrees from the sex assigned at birth.
- **Gender expression** is how a person presents gender outwardly, through behavior, clothing, voice or other perceived characteristics. Society identifies these cues as masculine or feminine, although what is considered masculine or feminine changes over time and varies by culture.

(Caughey AB 2021 JAMA)

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Sexual orientation

- **Sexual orientation** refers to the enduring physical, romantic and/or emotional attraction to members of the same and/or other genders, including lesbian, gay, bisexual and straight orientations
- *Sexual orientation is separate from gender identity.* Transgender people may be straight, lesbian, gay, bisexual or queer. For example, a person who transitions from male to female and is attracted solely to men would typically identify as a straight woman. A person who transitions from female to male and is attracted solely to men would typically identify as a gay man.

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Terminology: More...

- Cisgender: or simply **cis**, is an adjective that describes a person whose gender identity aligns with the sex they were assigned at birth
- Transgender: or simply **trans**, is an adjective used to describe someone whose gender identity differs from the sex assigned at birth. A transgender man, for example, is someone who was listed as female at birth but whose gender identity is male.
- Gender fluid: gender identity not fixed
- Gender non-conforming: gender expression differs from society norms for males & females. (non-binary)

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Avoid these outdated terms...

- Hermaphrodite: see intersex or disorders of sexual development
- Homosexual: see gay or lesbian
- Sexual preference: see sexual orientation
- Transgendered/A transgender/Tranny/Transexual: see transgender
- Sex change: see gender affirmation surgery

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A word about pronouns...

- Preferred pronouns
 - She, her, hers
 - He, him, his
 - They, them, theirs
- Singular 'they'
 - Merriam-Webster word of the year 2019
 - Refers to a person whose gender is nonbinary
- Bottom line....ask which pronouns a person prefers!

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Other language...be careful what you assume

- Questions about boyfriends and girlfriends vs. are you dating someone?
- References to wife or husband vs. partner
- Boundaries around transition discussion. For example, have you had your breasts removed?



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Poll question: How would you describe yourself?

- I am an ally and
 - A cis-gender, straight woman, assigned female at birth and my pronouns are she/her/hers
 - My gender expression is not super feminine – I don't wear high heels, or much jewelry or makeup ☺
- You? How do you describe your sexual orientation, gender identity, and gender expression?
- Please complete the poll...let's find out who is in our audience today!

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American College of Obstetricians and Gynecologists

- Opinions of the Committee on Health Care of Underserved Women and the Committee on Adolescent Health :
 - Health Care for Transgender Individuals (2011)
 - Health Care for Lesbians and Bisexual Women (2016)
 - Marriage and Family Building Equality for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and Gender Nonconforming Individuals (2018) **"recognize the diversity in parenting desires....ensure that clinical spaces are affirming and open to all..."**
 - Care for Transgender Adolescents (2020)

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The American Academy of Pediatrics: Committee on Psychosocial Aspects of Child and Family Health

- Co-parent & second parent adoption by same-sex parents (Pediatrics 2002)
- Promoting the well-being of children whose parents are gay or lesbian: technical report (Pediatrics 2013) **"...evidence affirms that children....receive similar parenting whether they are raised by parents of the same or different genders..."**
- Promoting the well-being of children whose parents are gay or lesbian: policy statement (Pediatrics 2013)
- Office-based care for lesbian, gay, bisexual, transgender, and questioning youth (Pediatrics 2013)
- Ensuring comprehensive care and support for transgender and gender-diverse children and adolescents (Pediatrics 2018)

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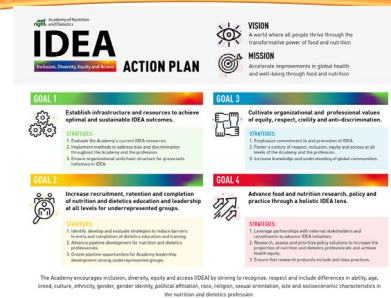
Healthy People 2030 (New): LGBT - Healthy People 2030 | health.gov

- GOAL: Improve the health, safety, and well-being of LGBT individuals
 - Lesbian, gay, bisexual, and transgender (LGBT) people experience many specific health-related challenges and disparities. Healthy People 2030 focuses on **collecting data on LGBT health issues and improving the health of LGBT adolescents in particular.**
 - Collecting population-level data is key to meeting the needs of LGBT people, but **not all state and national surveys include questions about sexual orientation and gender identity.** Adding these types of questions to surveys can help inform effective health promotion strategies for LGBT people.
 - **LGBT adolescents are especially at risk for being bullied, thinking about and dying from suicide, and using illegal drugs.** School- and family-based interventions can help reduce these behaviors and improve health in LGBT adolescents.

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From the Academy...Advancing Equity JAND January 2022



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Nutrition considerations for the Transgender Community

- Academy's Food and Nutrition Magazine, Jan/Feb 2018
- Practice application/Professional Practice *JAND*, Rahman R and Linsenmeyer WR. 2019;119(5): 727-732.
- Summary:
 - Currently no specific nutrition guidelines
 - Account for effects of hormone therapy
 - Use NFPE to assess body composition & protein needs
 - Consider effects of surgery, as usual
 - Listen to the individual and work with the team
 - We have *much* more to learn about this topic!

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Marriage Equality: 2015

- *Obergefell v. Hodges*, 576 U.S. 644 (2015), is a landmark civil rights case in which the Supreme Court of the United States ruled that the fundamental right to *marry* is guaranteed to same-sex couples by both the Due Process Clause and the *Equal Protection Clause* in the Fourteenth Amendment of the US Constitution



HRC.org

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LGBT employees are fully protected in only 22 states and DC

HRC: 9/23/21

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Creating a welcoming environment

- Participate in community LGBTQ+ organizations
- Include relevant information for LGBTQ+ faculty, staff and students in print and electronic materials
- Post a rainbow flag, pink triangle, unisex bathroom signs or other LGBT-friendly symbols
- Use print and electronic materials that show racially and ethnically diverse same-sex couples

istockphoto.com

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Creating a welcoming environment (continued)

- Educate faculty, staff and students about LGBTQ+ specific health concerns
- Disseminate or visibly post a non-discrimination policy stating that equal treatment will be provided to all faculty, staff, and students regardless of age, race, ethnicity, physical ability or attributes, religion, sexual orientation, or gender identity/expression
- Ensure that HR, recruitment forms, and other university forms use LGBTQ+ friendly terms and questions

istockphoto.com

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Creating a welcoming environment (continued)

- Acknowledge relevant days of observance such as International Transgender Day of Visibility (March 31st), LGBTQ+ Pride Day/month (varies, June), National Coming Out Day (October 11th), National Transgender Day of Remembrance (November 20th), World AIDS Day (December 1st)
- Start/participate a university ERG or affinity group
- Participate in HRC's Healthcare Equality Index

istockphoto.com

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Safe Zone Training

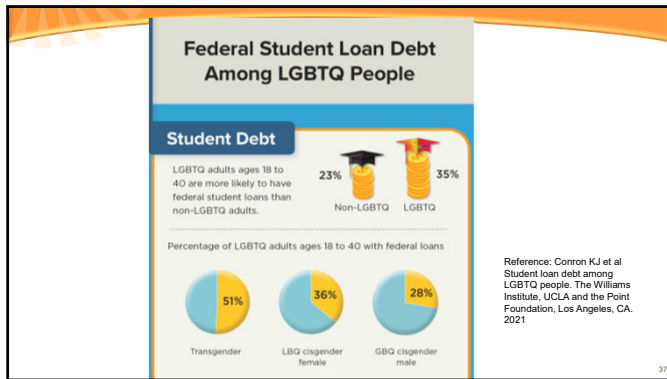
- Safe Zone Training is a workshop that builds awareness of topics related to sexual orientation, gender identity and gender expression. It includes an overview of LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Queer/Questioning) research and data, along with awareness-building activities, relevant resources and suggestions for discussing these topics.
- <https://thesafezoneproject.com>
- Free online training

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What issues affect success of LGBTQ+ students and interns?

- Family: is the student or intern out to their family? If so, how supportive are they? Is going home for breaks difficult?
- Friends: do they have a supportive group of friends?
- School: Is the environment open and affirming? Have you asked your students about their experiences in various classes and with professors? How is the student health service? What about resident life? Has the issue of transgender athletes come up?
- Intern placements: Have you had conversations with staff at your placements about the environment for LGBTQ+ individuals. Have you asked your interns about their experiences in various rotations and with preceptors.
- Job search: Discuss issues that could come up during the interview process. Encourage students to investigate policies at prospective employers. Especially for students in transition or contemplating transition, open discussion with prospective employers is vital.

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Poll question

- Have you had a student or intern in any stage of transition?
 - Yes
 - No

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Ten Things You Can Do To Be a Straight Ally

1. Be open: Talk about having LGBTQ friends, family members, colleagues, and acquaintances. When you talk about them, don't omit the fact that they are lesbian, gay, bisexual, transgender or queer.
2. Ask questions: Especially when you aren't sure about the acronyms, terminology, or words to use when talking about your LGBTQ friends, family, colleagues, or acquaintances.
3. Become informed: Learn about the realities, challenges and issues affecting the lives of LGBTQ people through websites, books, documentaries, and educational materials.
4. Speak up: When you hear derogatory slurs or jokes, like "that's so gay," say something – and don't use slurs or tell derogatory jokes yourself.
5. Help children: Teach them about all kinds of families. Be mindful of the day-to-day messages that they are receiving about gay and transgender people and issues in school, from friends, the web, and on television.

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Ten Things You Can Do To Be a Straight Ally

6. Reconsider your membership: There are many organizations that overtly discriminate against the LGBTQ community. Be sure to let them know why you are leaving or not joining in the first place.
7. Think about where you spend: Support LBGQTQ-owned and friendly businesses that have policies that protect the community from discrimination.
8. Challenge those around you: Encourage your social club, workplace, or faith community to consider inclusive policies that protect the LGBTQ community from discrimination.
9. Get loud: Write letters to the editor of your newspaper to comment as a straight ally on why you support respectful and equal treatment for LGBTQ people.
10. Become an advocate: Call, write, email or visit public policy makers and let them know that as a straight person who votes, you support laws that extend equal rights and protections to all people.

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Being an ally is very important

- "My office had a Pride event last June, and the focus was on straight allies. Seeing so many people stepping up and saying that they are allies made me feel more secure and inspired me to come out. The best part? My boss was one of those proud straight allies! I never really thought I'd be out at work, but that was the signal that it could happen." Roberto
- Qualities of an ally:
 - Allies want to learn
 - Allies address their barriers
 - Allies are people who know that support comes in many forms
 - Allies are diverse
 - Allies are on their own journeys

PFLAG "Straight for Equality" 2021

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How to be a straight ally when teaching and advising

- Be aware of local, regional, national and international news
- Make your classroom and office a safe and inclusive environment
- Watch your assumptions and biases
- Reach out but respect boundaries
- Talk openly – your openness will encourage honesty from others
- Watch your terminology
- Observe student interactions (assign groups for projects rather than allowing students to choose groups?)

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Community Resource: PFLAG
www.pflag.org



- PFLAG: Parents, Family, and Friends of Lesbians and Gays + (Cleveland PFLAG founded 1985)
- Vision: *A world where diversity is celebrated and all people are respected, valued and affirmed inclusive of their sexual orientation, gender identity or gender expression*
- Mission: *Uniting people who are lesbian, gay, bisexual, transgender and queer (LGBTQ) with families, friends, and allies. PFLAG is committed to advancing equality through support, education, and advocacy.*

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PFLAG Mission
www.pflag.org



- **Support:** Monthly support groups; “Help in coming out to yourself and others”
- **Education:** Presentations and panels at corporations, schools and universities, libraries, hospitals, festivals and community events
- **Advocacy:** promotion of legislation that advances issues important to the LGBTQ community (*note: In many states, you can still be fired or denied housing for being LGBTQ*)
- **Parents Coming Out (video):** <https://www.pflagcleveland.org/about-us/parents-coming-out>

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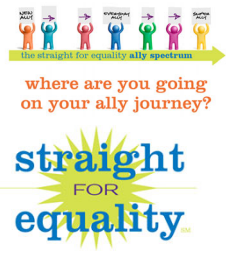
PFLAG Activities: Find a chapter near you
www.pflag.org



- Hold monthly support groups (currently virtual)
- Award scholarships to students attending post-secondary programs
- Present at colleges/universities, businesses, libraries, religious institutions, etc.
- Participate in Pride activities
- Plan social outings on ‘Pride’ days sponsored by sports teams etc.; attend plays and movies with LGBTQ themes, etc.
- Advocate on issues important to the LGBTQ+ community; as 501(c)(3) organizations, PFLAG chapters do not endorse candidates

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Straight for Equality
<https://straightforequality.org>



- Program of National PFLAG
 - About 8 in 10 people say they know someone who is LGB (up from 4 in 10 in 2007)
 - Roughly 50% of people who are LGBTQ are not out at work/school
- Materials on how to be an ally
 - Workplace learning sessions
 - Personal stories
 - Links to helpful sites
- “Live every Thursday”

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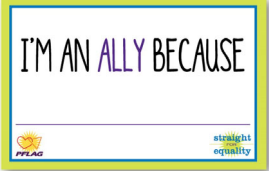
PFLAG's "Guide to being a straight ally"

FOR PFLAG

the incredibly detailed honest forthright fully comprehensive completely blunt shockingly simple wonderfully helpful and witty exposition on a topic that sometimes makes people blanch but really shouldn't because this compelling open and straight to the point no pun intended little publication will demystify the secret world of gay people and be your tried and trusted

guide to being a straight ally*

- Excellent resource with a card that can be used in ally training.
- "Start a conversation, change the world. It's that easy"



PFLAG.org

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PFLAG "Guide to being a trans ally"

the incredibly detailed honest forthright fully comprehensive completely blunt wonderfully helpful and witty exposition on a topic that makes some people cringe because they doubt they understand it or know enough about it but they'll soon be ready to talk because this compact and transformative (no pun intended) little publication will answer lots of questions and start to demystify the not-at-all secret world of people who are transgender and become your tried and trusted

guide to being a trans ally*

"...connections to people who are trans are constantly growing with current estimates at around 37% of the U.S. population saying they personally know someone who is trans-identified."

PFLAG.org

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Other valuable resources

- Human Rights Campaign
 - www.HRC.org
 - Largest national LGBT advocacy organization
 - Scholarship database
 - Equality indexes (corporate; healthcare; municipal)
- The Williams Institute:
 - <https://www.law.ucla.edu/academic/scenters/williams-institute>
 - An institute of the UCLA law school
 - National statistics
- Campus Pride Index:
 - <https://www.CampusPrideIndex.org>
 - Ratings of most colleges and universities in the US



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GLMA: Health Professionals Advancing LGBTQ Equality




<http://www.gлма.org/>

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Summary and conclusions

- Consider our own bias in a diverse world
- Sexual orientation, gender identity and expression are unique to each individual
- Community resources such as PFLAG improve the health of LGBTQ individuals and their families by promoting authentic living

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Thank you! Questions?



There is literally almost nothing I haven't been asked...any question asked with sincere intent, is a good and valid question.

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Webinar Evaluation

- <https://www.surveymonkey.com/r/DEIFeb2022>
- Link provided in follow up email or scan QR code below



- CPE certificate and handouts will be emailed after the presentation.

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