MARYLAND ADVOCACY DAY

MARY LEE CHIN, MS, RD

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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**

<table>
<thead>
<tr>
<th>Describe</th>
<th>Describe the current state of diversity within the nutrition and dietetics profession.</th>
</tr>
</thead>
<tbody>
<tr>
<td>List</td>
<td>List individual, community and population benefits of increased diversity and inclusion in health professions.</td>
</tr>
<tr>
<td>Identify</td>
<td>Identify barriers impacting growth in diversity among the nutrition and dietetics profession.</td>
</tr>
<tr>
<td>Reflect on</td>
<td>Reflect on individual actions that contribute to an inclusive environment that welcomes diversity.</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Registered Dietitians</th>
<th>93,320*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>By Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>87,640  (93.9%)</td>
</tr>
<tr>
<td>Male</td>
<td>3,486   (3.7%)</td>
</tr>
<tr>
<td>Not Reported</td>
<td>2,194   (2.4%)</td>
</tr>
<tr>
<td><strong>By Ethnicity</strong></td>
<td></td>
</tr>
<tr>
<td>[object Object]</td>
<td>6       (0.0%)</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>306  (0.3%)</td>
</tr>
<tr>
<td>Asian</td>
<td>3,652   (3.0%)</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2,450  (2.6%)</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>2,891   (3.1%)</td>
</tr>
<tr>
<td>Native Hawaiian Pacific Islander</td>
<td>1,255  (1.3%)</td>
</tr>
<tr>
<td>Not Reported</td>
<td>3,317   (3.6%)</td>
</tr>
<tr>
<td>Other</td>
<td>1,103   (1.2%)</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>2,151  (2.3%)</td>
</tr>
<tr>
<td>Two or more races</td>
<td>478     (0.5%)</td>
</tr>
<tr>
<td>White</td>
<td>75,711  (81.1%)</td>
</tr>
</tbody>
</table>

### RELATED LINKS

- BY STATE
- BY RECERTIFICATION PERIOD
- RETURN TO REGISTRY STATISTICS

https://www.cdrnet.org/registry-statistics-new?id=1779&actionxm=ByDemographics
DIVERSITY BY RACE AND ETHNICITY

<table>
<thead>
<tr>
<th>Race</th>
<th>2007</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>86.55%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>3.69%</td>
<td></td>
</tr>
<tr>
<td>Latinx</td>
<td>3.34%</td>
<td></td>
</tr>
<tr>
<td>A/PI</td>
<td>4.08%</td>
<td></td>
</tr>
<tr>
<td>AI/AN</td>
<td>0.52%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>1.81%</td>
<td></td>
</tr>
</tbody>
</table>

2007-2008 to 2018-2019 Academy Membership Data
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." 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
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.
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
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

Governance
National Nutrition Month
Organizational Units

Collaboration
HOD
FNCE
Center for Lifelong Learning
Education-Pipeline

Strategic Communications
Diversity Liaisons
Diversity Leaders
Nominations/Awards
Presentations
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’s; MIGs
  - Outreach; pipeline
- Join a MIG
- Understand the language of DEI
21-DAY Racial Equity Habit Building Challenge

LEARN. REFLECT. ACT.

REGISTER TODAY!
April 5 - 25, 2021

https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/
IMPLICIT BIAS

[Image of Project Implicit website]

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

PROJECT IMPLICIT HEALTH
Find out your implicit associations about exercise, anxiety, alcohol, eating, marijuana, and other topics!

PROJECT IMPLICIT FEATURED TASK
Measure your implicit association between different social groups and Human/Animal.
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](https://www.ihollaback.org/)
- [Stand Up Against Street Harassment Training](https://www.ihollaback.org/)

https://www.ihollaback.org/
HEALTH EQUITY ISSUE BRIEF

Racial and Ethnic Health Disparities and Chronic Disease Issue Brief

Social Determinants of Health

Health begins in the socially determined conditions in which people are born, grow, live, work, and age. These conditions are shaped by the distribution of money, power, and resources in society. These conditions include social, economic, and political factors such as inequality, discrimination, poverty, poor housing, education, employment, and access to health care.

The following are key areas of social determinants of health:

- Education
- Economic stability
- Social and community context
- Built environment
- Health and health care

These factors interact with one another and have a significant impact on health outcomes. Understanding and addressing these determinants is crucial for reducing health disparities and improving overall health.
SOCIAL DETERMINANTS OF HEALTH

- EDUCATION
- ECONOMIC STABILITY
- SOCIAL & COMMUNITY CONTEXT
- HEALTH AND HEALTH CARE
- THE BUILT ENVIRONMENT

https://www.eatrightpro.org/advocacy/legislation/health-equity
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)

https://bit.ly/3dyPE7F
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”
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
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.