California Academy Diversity Equity and Inclusion (DEI) Town Hall  
Wednesday, July 15 and Thursday, July 16, 2020  
Summary, Recommendations, & Next Steps

Thank you for attending and actively participating the CA Academy’s DEI Town Halls. The thoughtful feedback, questions and suggestions will be used to advocate with on behalf of our membership and facilitate California Academy’s action plan to support a more diverse, equitable, and inclusive dietetic community in our state. This document is a compilation of the two discussions, questions asked via the pre-questionnaire, responses, and some recommended action steps. Please note that recommendations are not commitments from the CA Academy EB. Each recommendation will be reviewed, discussed and next steps will be shared with the community.

California Academy Next Steps:

Form a DEI Committee to provide recommendations to the EB (see page 4)  
Review and facilitate collaboration with other dietetic organizations committed to DEI  
Post updates regarding DEI initiatives and action items to website, social media, via video and documentation

Statistics on the Dietetic Profession in California and Nationally

National demographics on the dietetic profession may be found at CDR.NET with this link.

Statistics noted by Town Hall Participants:

The most recent Academy study shows only 2.6% African American RDNs nationally, which has declined from 4%.

Hampton University in Virginia is one of 107 schools that are part of HBCU (Historically Black Colleges and Universities). There are 13 schools that have programs in Dietetics and Nutrition. [http://www.thehundred-seven.org/index.html](http://www.thehundred-seven.org/index.html)

Recommendations from the community to the Academy/CA Academy:

Include statistics that are more robust to include race, religion, country of origin, second language speaking, disabilities, SOGIE (Sexual Orientation, Gender Identity, and Gender Expression)

Collect data from high schools/middle schools on the interest of youth in the profession.

What are the Academy and California Academy doing to address the lack of diversity among RDNs and students? (Included but not limited to race, ethnicity, religion, body size, gender identity, SOGIE, disabilities.)

Academy:

The Academy of Nutrition and Dietetics (the Academy), Commission on Dietetic Registration (CDR), and Accreditation Council for Education in Nutrition and Dietetics (ACEND) information on Diversity, Equity and Inclusion activities may be accessed eatrightpro.org.
The Academy’s Diversity and Inclusion Updates are posted on the website here; contact the Academy Leadership via this link, and here are the board bios.

In 2019, House of Delegates recognized the need for diversity and expanded MIG groups to assure all members were represented, which included minorities, as well as age and gender groups.

HOD has suggested that Diversity Training be included as part of the required 75 RDN CEUs.

CA Academy:

The California Academy executive board and delegates are participating in the Academy conversions and planning on DEI, hosting the Town Halls to hear from the state dietetic community, and creating a plan of action.

Recommendations for dietetic professionals to have an impact:

- Become a member or renew membership to ensure your voice is at the table.
- Run for office at the national, state or local levels.
  - Academy Board visit the Elections page, CA Academy Executive Board nominations page, or visit district sites for information on volunteering locally.
  - Add diversity statement to candidate election information so members can better assess the organization’s potential leaders.
- Join the Academy Member interest groups (MIG) or Dietetic Practice Groups (DPG) - each have Diversity Liaison roles that need to be filled.
- Use person centered/person first language

CANDAC21 will focus on diversity and inclusion. We invite you to submit a session proposal via this link due September 1, 2020 at 5pm and the inaugural Leadership Institute speaker opportunities are available via this link due August 1, 2020 at noon.

Recommendations from the community to the Academy/CA Academy:

- Add minority RDNs as consultants to Academy and CA Academy committees.
- California Academy institute a DEI committee to make formal recommendations to the Executive Board
- Start the conversation and Listen: in California start a conversation with diverse colleagues and students to learn what is happening in their communities, what are their concerns or challenges encountered?
  - Don’t peel through the layers please, just cut through them.
- Collaborate with other diverse dietetic communities and organizations such as Diversity Dietetics - https://www.diversifydietetics.org/ (ED has reached out to them asking if they would like to submit to present at our upcoming events and to start a further partnership conversation.)
Consider integrating health equity into the CA Academy mission, which could do more to unite us as a profession in CA and help to attract more into the profession

California could use the position as the largest affiliate to influence other affiliates and the Academy and Partner with other state affiliates

Advocate for federal government and NIH to invest in dietetic profession (https://bhw.hrsa.gov/)

**What is the Academy/CA Academy doing to recruit diverse students?**

*Academy and California Academy:*
*Offer reduced membership, conference registration for students and DIs.*

**Recommendations to the Members and Community:**
Donate to the Foundation to support scholarships and grants for access to school, DIs, test taking, etc.

Engage communities of color early by participating in virtual or live school career fairs, presentations, and activities to increase knowledge of the dietetic profession

**Recommendations from the community to the Academy/CA Academy:**
Increase scholarships for students that focus on DEI

Engage communities of color early by participating in virtual or live school career fairs, presentations, and activities to increase knowledge of the dietetic profession

Increase efforts to entice RDNs from health disparity communities, i.e., diabetes and hypertension.

**Have there been discussions or considerations on restructuring the Internships, education requirements, and qualifications to become a dietetic professional?**

ACEND is piloting Future Education Model (FEM) that recognizes job/work experience and internship hours are not the focus, rather meeting competencies is the focus so that if a student has worked, for example, as an NDTR they will be further ahead in competency completion. For more information visit the website.

Due to COVID-19 ACEND reduced required supervised practice hours from 1200 to 1000 and increased the number of hours allowed in virtual practice setting.

ACEND changed first year pass rate for DIs to be more lenient.

Coordinated programs are university based and students can seek federal financial aid for their degree and internship.

**Recommendations from the community to the Academy/CA Academy:**
Advocate for a restructuring of the internship model, review the 2024 Master’s Degree requirements to assess viability, request data to back up decisions.
RDN exam more accessible:
- Offer RDN exam in multiple languages for applicants whose first language is not English.
- Test available via computer and/or written based on their needs.
- Hire translators to assist with the exam

Provide low interest rate student loans for DIIs

Include paid work experiences so that the DI can ensure ability to work while completing hours

Scholarship applications: evaluate professional references due to candidates that have only worked in non-nutrition jobs. CA scholarship remove requirement for US citizenship.

Recommendation for the CA Academy (may repeat previous notes):

- CA Foundation remove the scholarship requirement to be a US Citizen and a remove the references from a professional position.
- Engage communities of color early by participating in virtual or live school career fairs, presentations, and activities to increase knowledge of the dietetic profession
- California advocate for a restructuring of the internship model, review the 2024 Master’s Degree requirements to assess viability, request data to back up decisions.
- Add minority RDNs as consultants to Academy and CA Academy committees.
- California Academy institute a DEI committee to make formal recommendations to the Executive Board
- Start the conversation and Listen: in California start a conversation with diverse colleagues and students to learn what is happening in their communities, jobs, and its effect on them.
- Don’t peel through the layers please, just cut through it.
- Collaborate with other diverse dietetic communities and organizations such as Diversity Dietetics - https://www.diversifydietetics.org/ (ED has reached out to them asking if they would like to submit to present at our upcoming events and to start a further partnership conversation)
- Consider integrating health equity into the CA Academy mission could do more to unite us as a profession in CA and help to attract more into the profession
- California use the position as the largest affiliate to influence other affiliates and the Academy Partner with other state affiliates
Glossary of Terms & Resources

**BIPOC** is an acronym that stands for *Black, Indigenous, and People of Color.* Black can refer to dark-skinned peoples of Africa, Oceania, and Australia or their descendants without regard for the lightness or darkness of skin tone, and who were enslaved by white people. Indigenous, here, refers to ethnic groups native to the Americas, and who were killed en masse by white people. People of color is an umbrella term for non-white people, especially as they face racism and discrimination in a white dominant culture.

DEI Glossaries of Terms
https://diversity.ucdavis.edu/about/glossary
https://www.minnstate.edu/system/equity/glossary.html
https://haas.berkeley.edu/equity/industry/efl-knowledge-bank/glossary-of-key-terms/
http://together.fullerton.edu/about/terms.aspx

Dietetic Practice Groups https://www.eatrightpro.org/membership/academy-groups/dietetic-practice-groups

**Gender Pronouns** are the pronoun that a person chooses to use for themselves. Gender Pronouns are the pronouns that we use to refer to people in sentences and conversation. Gender pronouns can look like and are not limited to:
• he/him/his (masculine pronouns)
• she/her/hers (feminine pronouns)
• they/them/theirs (neutral pronouns)
• ze/zir/zirs (neutral pronouns)
• ze/hir/hirs (neutral pronouns)

**Person Centered Language:** Using **person-centered language** is about respecting the dignity, worth, unique qualities and strengths of every individual. A person’s identity and self-image are closely linked to the words used to describe them. Utilizing **person-centered language** emphasizes the person first rather than the illness.

PhD (RDN resource): https://www.facebook.com/groups/PhDRDtoBe

Member Interest Groups at the Academy: https://www.eatrightpro.org/membership/academy-groups/member-interest-groups

**SOGIE,** an abbreviation combing sexual orientation, gender identity, and gender expression, which has become the main reference term to describe the LGBT (or lesbian, gay, bisexual, and transgender) community. It is now being introduced in many legal doctrines, in the UN documents, and it is becoming more popular on social media.