

Inclusion, Diversity, Equity and Access (IDEA) Leaders, charged with promoting the nutrition and dietetics profession and Academy membership to underrepresented groups, are encouraged to submit applications for IDEA mini-grants to help fund diversity outreach initiatives and cultural humility programs in their affiliate, dietetic practice group (DPG) or member interest group (MIG), such as presenting at high school career fairs or hosting a cultural humility course. The Academy's IDEA Committee reviews each application and awards the recipients.

### **ACADEMY IDEA PHILOSOPHY**

The Academy recognizes, respects and includes differences in ability, age, creed, culture, education, ethnicity, gender, gender identity, geographic region, language, lived experiences, mental health, military experience, national origin, political affiliation, race, religion, sexual orientation, size, socioeconomic characteristics, values, work experiences and all types of diversity in the nutrition and dietetics profession.

### **QUALIFICATIONS**

- a. Applicant is an IDEA Leader for an Academy affiliate, DPG or MIG.
- b. Applicant is a member of the Academy holding any membership category except Student, International Student, Honorary and Associate. Those with the following membership categories can apply to become an IDEA Leader: Active, Retired, Returning Student and International.

### **OVERVIEW OF PROGRAM**

- a. IDEA Leaders on file with the Academy are eligible to submit one application annually, on behalf of their Academy Groups, for an IDEA Mini-Grant.
- b. Grant funds can be used to complete existing projects or rolled into the next fiscal year if proposed activities have not been completed at the time of funding.
- c. The link to submit nominations will be sent to IDEA Leaders in November 2023.
- d. Deadline to apply for an IDEA Mini-Grant is March 1, 2024.
- e. By submitting an application, the IDEA Leader agrees to complete a follow-up survey.
- f. Applicants will be notified of application status in spring 2024.

**SCORING CRITERIA**

*Grant reviewers will use the following criteria when scoring applications. Check your application prior to submission to ensure all areas are addressed.*

Use the following criteria when scoring each application. For each section, select Yes or No, or a single number, with 1 as a low score, on each criterion scale. 1-3 represent poor criteria alignment, 4-7 represent average criteria alignment, and 8-10 represent strong criteria alignment. (100 points total)

**IDEA Mini-Grant Application I (Yes/No)**

If the mini-grant application does not meet all five of the following requirements, it will not be considered for funding.

- 1. IDEA outreach program aims to connect with diverse non-members or enhance the cultural humility of current members  
Yes / No
- 2. Application includes information on recruiting and retaining diverse non-members to the Academy, supporting diverse students and members or enhancing the IDEA knowledge and skills of all practitioners  
Yes / No
- 3. Application describes how the outreach program provides a welcoming environment for all participants  
Yes / No
- 4. Application includes an itemized budget  
Yes / No
- 5. Application includes the name and contact information for the person submitting the final report  
Yes / No

**IDEA Mini-Grant Application II (50 points total)**

- 1. Goal(s) of outreach program is clearly stated and aligns with the [IDEA Action Plan](#)  
1 2 3 4 5 6 7 8 9 10
- 2. Goal(s) of outreach program aligns with the intent of the IDEA Mini-Grants program to promote the profession or enhance the cultural humility of practitioners  
1 2 3 4 5 6 7 8 9 10
- 3. Target audience aligns with the Academy’s IDEA Philosophy  
1 2 3 4 5 6 7 8 9 10
- 4. Estimated audience size and timeline are reasonable for outreach program described in application  
1 2 3 4 5 6 7 8 9 10
- 5. Requested mini-grant amount justified to support stated outreach program goal  
1 2 3 4 5 6 7 8 9 10

**IDEA Outreach Program (50 points total)**

- 1. Outreach program outlined in application promotes the Academy of Nutrition and Dietetics and its commitment to diversifying the profession  
1 2 3 4 5 6 7 8 9 10
- 2. Outreach program outlined in application provides a welcoming environment for all participants  
1 2 3 4 5 6 7 8 9 10
- 3. Outreach program is original or novel in conception

1 2 3 4 5 6 7 8 9 10

4. Outreach program has a process to measure outcomes and includes a measurable outcome

1 2 3 4 5 6 7 8 9 10

5. Outreach program has identified accountable individual to ensure implementation, completion and submission of final report

1 2 3 4 5 6 7 8 9 10