

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 #2

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:

As you consider ways to overcome biases in dietetics education, 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:

OVERCOMING BIASES

- Identify your blind spots – become aware of your biases
- Individualization – see people as individuals
- Cultural humility
- Recognize biases in word choices and language
- Acknowledge feelings
- Practice Mindfulness
- Change Your Perspective – exit your comfort zone
- Slow Down and Be Aware
- Advocate for change





I like...

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

1. I like it when I see students of all races, religions, etc. sharing their cultures without judgment.
2. I like the fact that there are courses on food and culture.
3. I like that the academy is starting to address this; NDEP and others becoming more aware and talking about own experiences and biases
4. I like that our students are engaged and pushing for these discussions.
5. I like the emphasis on diversity that the Academy is taking now.
6. I like that we are having conversations about biases and improving dietetics education
7. I like that we are having increased awareness. It is forcing me to be more inclusive of the needs of other people in case studies.
8. I like the Academy taking steps into anti-racism spaces.

Talking about bias in dietetics education



I wish...

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

1. It was easier to bridge current program to the FEM model
 2. I wish it was easier to assess competence and interaction of interns, e.g. never, often, rarely, sometimes of characteristics and traits, but does this really capture if they have cultural competence, empathy, and meets criteria. Unless something bad happens, do they pass? How many situations? How many cultures? How do you measure cultural humility? How do you measure growth mindset? Is the client assessing the student?
 3. I wish that there were more resources for active learning; acknowledgement that master's requirement may be a barrier to diversifying the field
 4. I wish that I would have known when I was doing something unintended that was offensive to others
 5. I wish that food and culture coursework moved to a social science-based food choice approach based on cultural humility.
 6. I wish that people would value introspection in an academic setting.
 7. I wish more people in the majority population would see the problem for what it is.
 8. I wish we would measure how students perform on competencies related to cultural competence or cultural awareness.
 9. I wish we/the academy were more proactive in looking at minorities or any students, and realizing that our education is so expensive and the students don't recap that money
 10. That everyone was equally invested making improvements both personally and institutionally; that everyone approached DEI from a place of wanting to grow and learn
 11. That there was more tangible change, or opportunities to make changes to take the conversations to the next steps
 12. I wish the Academy would take stronger stances on anti-racism in food, nutrition, and dietetics.
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I wonder...

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

1. That we had more resources to make tangible change in DEI in the field
2. I wonder if our programs can collectively push for more in-depth information in the diversity category. Can students self-reflect their race and ethnicity? And other categories beyond gender and race?

7. I wonder if people will realize the full scope of the issue for underrepresented groups.
8. I wonder if ACEND can more intentionally include implicit bias and mindfulness/awareness training to manage and prevent the corrosive impact of explicit and implicit on our students and patients; we need to dive deeper.
9. I wonder when a superficial approach to reduce situation that show bias will turn into established practices....and not just check the boxes!

3. I wonder when we will move beyond race and ethnicity to a comprehensive, inclusive approach to social identities, personal identities, and structural influences.
4. I wonder what metrics we can use to incorporate introspection into metrics-oriented educational programs.\
5. I wonder if we could see more examples of programs that are finding success with these efforts; can we access resources from the counseling and psychology fields to help nutrition pull some of those ideas; more interdisciplinary work
6. If dietetics educators know how to make the needed changes
7. What are the evidenced based strategies to make a difference
8. Why do other health professions not have the same challenges (e.g. nursing)
9. I wonder if we could emphasize interdisciplinary work more, especially since most masters will now be in dietetics/nutrition rather than counseling, education, etc.