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**DIVERSITY AND INCLUSION LEADERS  
PROGRAM  
2021-2023**

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The Diversity and Inclusion Leaders Program supports Active members from underrepresented groups within the nutrition and dietetics profession. Four leaders are selected to participate in a two-year leadership program and are provided mentorship, leadership training and networking.

**ACADEMY DIVERSITY AND INCLUSION STATEMENT**

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.

**DIVERSITY AND INCLUSION LEADER PROGRAM GOALS:**

- Provide education, access and service opportunities to individuals from underrepresented groups in the nutrition and dietetics community as defined by the Academy.
- Encourage more diverse dietetics professionals to assume leadership roles.
- Provide leaders with a mentor and group coaching to enhance their career development, expand their professional network, and to provide support in their work and community.
- Develop a more diverse leadership pool.
- Contribute to programs and resources in support of the Diversity and Inclusion Strategic Plan after and beyond the program.

**QUALIFICATIONS**

- Active category member of the Academy of Nutrition and Dietetics.
- A member from an underrepresented community as outlined by the Academy's Diversity and Inclusion Statement.
- Demonstrates professional or volunteer civic/community leadership in application.
- Committed to fully engage in all Diversity and Inclusion Leaders Program activities.

**OVERVIEW OF PROGRAM**

- Two-year program.
- Attendance at an Academy meeting such as the Food & Nutrition Conference & Expo™ (FNCE®). Travel, lodging, subsistence and registration covered by the Academy. (First and second year of program.)
- Collaboration with a mentor and the other members of the Diversity and Inclusion Leaders Program, past program graduates and the Diversity and Inclusion Committee. (First and second year of program.)
- Participation in a leadership related Academy online certification course. (Second year of program.)
- Volunteer with an Academy group at the national, affiliate or DPG/MIG level. (Second year of program.)
- Capstone project in support of diversity and inclusion within the profession and the organization. (Throughout program.)

## **SCORING CRITERIA**

Please use the following criteria when scoring each nominee. (100 points max)

(For each candidate, please select a single number, with 1 as a low score, on each criterion scale.)

### **\* Has contributed to the profession. (20 points total)**

1. Held a leadership position within the profession, place of work or Academy

1      2      3      4      5

2. Candidate shows interest in moving the profession forward, on the cutting edge

1      2      3      4      5

3. Candidate is from an underrepresented community as outlined by the Academy's Diversity and Inclusion Statement

1      2      3      4      5      6      7      8      9      10

### **\* Personal Statement (40 points total)**

1. Identifies how he/she guided others toward building/achieving a common goal

1      2      3      4      5      6      7      8      9      10

2. Describes how he/she used leadership skills in the professional, volunteer, and/or civic/community arena

1      2      3      4      5      6      7      8      9      10

3. Demonstrates commitment to fostering positive change in the nutrition and dietetics profession

1      2      3      4      5      6      7      8      9      10

4. Articulates his/her leadership goals within the Academy and how Diversity and Inclusion Leaders Program will assist in those goals

1      2      3      4      5      6      7      8      9      10

### **\* Letters of Recommendation (40 points total)**

1. Letters of recommendation support applicant's personal statement overall

1      2      3      4      5      6      7      8      9      10

2. Letters of recommendation demonstrate applicant's leadership skills in the professional, volunteer, and/or civic/community arena

1      2      3      4      5      6      7      8      9      10

3. Letters of recommendation demonstrates applicant's commitment to fostering positive change in the nutrition and dietetics profession

1      2      3      4      5      6      7      8      9      10

4. Letters of recommendation demonstrates applicant's leadership goals within the Academy and articulates how the Diversity and Inclusion Leaders Program will assist in those goals

1      2      3      4      5      6      7      8      9      10