

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

### **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.

### **ACADEMY DIVERSITY AND INCLUSION PHILOSOPHY**

The Academy values and respects the diverse viewpoints and individual differences of all people. The Academy's mission and vision are most effectively realized through the promotion of a diverse membership that reflects the cultural, educational, ethnic, experiential, gender, geographical, philosophical, physical, political, racial, religious, sexual orientation, and socioeconomic characteristics of the public it services. The Academy actively identifies and offers inclusive opportunities to individuals with varied abilities, backgrounds, ideas, practice expertise, skills, and talents.

### **QUALIFICATIONS**

- a. Applicant is a Diversity and Inclusion Liaison 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 a Diversity Liaison: Active, Retired, Returning Student and International.)

### **OVERVIEW OF PROGRAM**

- a. Diversity and Inclusion Liaisons on file with the Academy are eligible to submit one application annually, on behalf of their Academy Groups, for a Diversity Mini-Grant.
- b. Grant funds can be used for completed programs within the program year or upcoming programs.
- c. The link to submit nominations will be sent to Diversity and Inclusion Liaisons in November 2020.
- d. Deadline to apply for a Diversity and Inclusion Mini-Grant is March 1, 2021.
- e. By submitting an application, the Diversity and Inclusion Liaison agrees to complete a follow-up survey.
- f. Applicants will be notified of application status in spring 2021.

**SCORING CRITERIA**

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

(For each section, please select a Yes or No, or single number, with 1 as a low score, on each criterion scale.)

**Diversity and Inclusion Mini-Grant Application I (Yes/No)**

- 1. Diversity and inclusion outreach program aims to connect with diverse non-members or enhance the cultural competency/humility of current members  
Yes / No
- 2. Application includes an outlined budget  
Yes / No
- 3. Application includes information on recruiting diverse non-members to the Academy or enhancing the skills of practitioners to more competently work with clients/patients from a diverse background  
Yes / No

**Diversity and Inclusion Mini-Grant Application II (70 points total)**

- 1. Goals of diversity and inclusion outreach program align with Academy’s Diversity & Inclusion Philosophy  
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15
- 2. Goals of diversity and inclusion outreach program align with the intent of the Diversity Mini-Grants program (promote the profession or enhance competence of practitioners).  
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15
- 3. Target audience aligns with the Academy’s Diversity and Inclusion Statement  
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15
- 4. Estimated audience size is reasonable for diversity and inclusion outreach program described in application  
1 2 3 4 5 6 7 8 9 10
- 5. Requested mini-grant amount justified  
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

**Diversity and Inclusion Outreach Program (30 points total)**

- 1. Diversity and inclusion 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 11 12 13 14 15
- 2. Diversity and inclusion outreach program outlined in application provides a welcoming environment for all participants  
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15