

**Diversity Strategic Plan: Objectives and Strategies 2015-2020**

**Vision:** The Academy of Nutrition and Dietetics membership will be comprised of richly diverse, culturally proficient nutrition and dietetics practitioners, functioning in an environment where respect, appreciation, equity and inclusion are core values.

**Mission:** Enhance the diversity of nutrition and dietetics providers so that they more closely resemble the communities they serve; providing all practitioners with vital tools to practice culturally proficient care.

**Definition:** 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 cultural, ethnic, gender, racial, religious, sexual orientation, socioeconomic, geographical, political, educational, experiential and philosophical characteristics of the public it services. The Academy actively identifies and offers opportunities to individuals with varied skills, talents, abilities, ideas, disabilities, backgrounds and practice expertise.

Objectives	Strategies
<p><b>Objective 1:</b> <i>Recruit and retain a richly diverse body of nutrition and dietetics practitioners.</i></p>	<p>Serve as a model for the profession in the development and implementation of effective diversity initiatives.</p>
	<p>Actively engage organizational units, leaders and members to serve as ambassadors for grassroots recruitment of minority students to the profession and to membership.</p>
	<p>Collect and promote case studies of persons of specific race, ethnicity, national origin, gender, age, physical ability, sexual orientation, religion and family status regarding why they chose and how they have been successful in the nutrition and dietetics profession.</p>
	<p>Ensure that images used in all print, electronic, and social media feature nutrition and dietetics practitioners of wide-ranging diversity.</p>
	<p>Ensure Academy spokespeople include members from a variety of underrepresented groups.</p>
<p><b>Objective 2:</b> <i>Build an effective program of community outreach to identify and attract students from groups traditionally underrepresented in the nutrition and dietetics profession (including race, ethnicity, and gender).</i></p>	<p>Partner with organizational units, other non-profits, members, NDEP and ACEND programs to benchmark and develop successful pipeline programs to attract qualified minority candidates to ACEND programs offering the key components of:</p> <ol style="list-style-type: none"> <li>1. Academic enrichment, particularly in math and science programs</li> <li>2. Admissions process preparation</li> <li>3. Mentoring and offer of professional opportunities</li> <li>4. Provision of financial and psychosocial support</li> </ol>
	<p>Enhance scope of current Diversity Leaders Program to connect minority nutrition and dietetics practitioners and students to schools and community programs as a way to introduce children and teens to role models with the goal of increasing minority nutrition and dietetics practitioners.</p>
	<p>Create relationships between the Academy and external existing programs aimed at preparing and educating pre-college students in science fields, such as the Science Olympiad or STEM universities.</p>
	<p>Create relationships between the Academy and external existing programs aimed at preparing and advancing minority students in science related fields such as the National Society for Minorities in Agriculture, National Resources, and Related Sciences (MANRRS).</p>
	<p>Create relationships between the Academy and minority serving institutions to strengthen dietetic internship placement and the passage rates on dietetics related exams.</p>
	<p>Ensure the Academy’s public policy efforts consider diverse and at risk populations.</p>

<p><b>Objective 3:</b> <i>Develop effective publications, resources, and continuing professional education (CPE) offerings so that all nutrition and dietetics practitioners can function successfully in current and future multicultural, multiracial, multiethnic, sexual orientation, and age/gender diverse environments.</i></p>	Develop new publications and professional materials (with CPE) targeted to diverse audiences and focused on developing Academy members' cultural competency.
	Update and provide access to cultural competency resources, references and general information to members.
	Offer cultural competency educational opportunities through <i>Journal CPE</i> .
	Offer cultural competency educational opportunities and resources through distancing learning, professional development resources and FNCE programming.
	<p>Offer cultural competency education opportunities and resources specifically for educators aimed at enhancing their ability to recognize and work with the cultural differences and challenges minority students face, including:</p> <ol style="list-style-type: none"> <li>1. 1<sup>st</sup> generation college students</li> <li>2. Those working while in school</li> <li>3. Those with family responsibilities outside of school</li> </ol>
<p><b>Objective 4:</b> <i>Establish strong diversity efforts at all levels of Academy leadership.</i></p>	Encourage Academy nominating and appointing bodies to consider selecting an array of individuals that reflect a diverse Academy membership.
	Implement a national honor or award to elevate the importance of diversity initiatives.
	Partner with organizational units (particularly MIGs) to provide support, access, and service opportunities and to identify potential minority leaders to move up the leadership ranks in the Academy.
	Provide new leaders from underrepresented groups with a mentor and volunteer experiences to enhance their career development and expand professional networks.
	Establish, communicate and support commitment to diversity through the organization's governing documents and through leadership behavior.
	Commit resources (staff, budget, network) for ongoing initiatives to strengthen organizational diversity at all levels
	Engage in and strive to lead professional dialog regarding diversity at both the Academy, organizational unit, and membership level.