DIVERSITY, EQUITY, & BELONGING (DEB) CURRICULUM

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CURRICULUM GOALS

ONGOING CURRICULUM
Instead of a one-time class, create a multi-week curriculum that allows for ongoing engagement with DEB principles

ALLOW OPPORTUNITES TO REFLECT ON AND APPLY INFORMATION
Find ways for interns to apply what they’ve learned in internship rotations and assignments.

EVALUATE EFFECTIVENESS
• Obtained pre-curriculum implicit bias scores and survey data.
• Obtained midpoint feedback.
• Will obtain post-curriculum implicit bias scores and survey data.
DEVELOPMENT PROCESS

IDENTIFY TOPICS
The DEB workgroup brainstormed the topics that should be covered by the curriculum.

FIND ENGAGING MATERIAL
The DI Director searched for videos, articles, podcasts and websites addressing the topics.

REVIEW MATERIAL
The workgroup reviewed the material and assisted in writing journal topics.

2021-2023 DEB CURRICULUM TOPICS

Phase 1
- Juneteenth; Remembering Stonewall;
- Cultural Humility; Privilege; Fat-Acceptance; Anti-Racism; Living While Black; Intersectionality;
- Understanding Your Biases; Fighting Islamophobia; LGBTQ 101 and Pronouns; Shana Tova; Tzom Kal

Phase 2
- Chronic Stress, Trauma, and Health; Race-Based Medicine; Microaggressions; Health at Every Size; Lantinx People in the U.S.; Indigenous People in the U.S.; Indigenous People Who Serve; The Model Minority Myth and Other AAHNPI Stereotypes; AAHNPI Xenophobia; Ableism; Mental Health Stigma; DEB at Work; DEB in Dietetics
OPPORTUNITIES FOR APPLICATION

- Journal Entries
- Supervised practice rotations
- Advocacy Assignment
- National Nutrition Month
- Admin/Food Services Rotation

WHAT’S WENT WELL?

- THE INTERNS ARE LEARNING
  Surveys indicated the interns felt that they learned and grown from the curriculum.

- THE INTERNS ARE ENGAGED
  Interns feel comfortable discussing uncomfortable topics and expressed their concerns.

- IT’S A START!
  While not perfect, we have a robust curriculum on which we can build for future classes.
WHAT AREAS FOR IMPROVEMENT WERE IDENTIFIED?

A BETTER WAY TO REFLECT
The interns would like more opportunity to discuss their thoughts and feelings with other interns and preceptors.

TIME BURDEN
The interns wish the topics were less frequent, possibly every other week.

MORE OPPORTUNITIES TO TEACH ONE ANOTHER
The interns would like to share their own diverse experiences and backgrounds with other interns and preceptors.

2022-2023 DEB CHANGES

CUT IT BACK (A BIT)
Reduce to 20 weeks
Provide breaks when other assignments are due

UPDATE OUR MISSION
Ensured the stated mission of the internship clearly prioritizes DEB principles.

OUTREACH
Interns are interested in outreach in local schools

MOVE AWAY FROM PRIVATE JOURNAL ENTRIES
Discussions are taking place on Slack.

MORE OPPORTUNITIES FOR APPLICATION
Include interns more in the holistic selection process; handout revision assignment
2022-2023
DEB CURRICULUM TOPICS

Phase 1
• Understanding Your Biases
• Cultural Humility and Privilege
• Being Muslim in the United States Intersectionality
• Anti-Racism
• Fat Acceptance
• LGBTQ+ Patient-Centered Care Microaggressions
• Race and Health Disparities
• Anti-Semitism

Phase 2

In the workshop Ideas include:
• Lantinx People in the U.S.
• Indigenous People in the U.S.
• The Model Minority Myth and Other AAHNPI Stereotypes; AAHNPI Xenophobia
• Ableism
• Mental Health Stigma
• Homelessness/Poverty
• DEB at Work
• DEB in Dietetics

THANK YOU!

WHAT RECOMMENDATIONS DO YOU HAVE?

Please address any questions to jillian.redgate@va.gov

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