



Welcome to the ACEND Webinar Series on Diversity, Equity and Inclusion

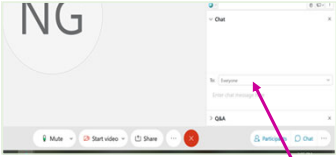
WE WILL BEGIN SHORTLY

This webinar will be recorded





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Lines have been muted





If you have questions or comments, Use the chat feature and post a chat to Everyone



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Rayane AbuSabha, PhD, RD
ACEND
Executive Director




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ACEND Student Board Members




Emily Kuettel







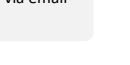
Michelle Evans




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-  1.5 CPEUs for this Webinar
-  Attendees access the survey link to complete a short evaluation
-  Handout of slides and CPEU certificate provided via email



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Tamara S. Melton, MS, RDN
Co-Founder &
Executive Director
Diversify Dietetics, Inc



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Supporting and Building Resilience in BIPOC Students and Dietetic Interns

Tamara S. Melton, MS, RDN
Co-Founder and Executive Director
Diversity Dietetics, Inc

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Disclosures

- Diversify Dietetics, Inc-Co-Founder and Executive Director

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Session Objectives

- Identify factors that may negatively impact Black, Indigenous, and People of Color (BIPOC) students' and interns' experience in education and training programs.
- Define ways that faculty members, program directors and preceptors can support BIPOC students and interns.
- Describe strategies and resources for BIPOC students and interns to improve their educational experience.

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What challenges have you faced as a BIPOC student?

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Cost of education

- Number one reason BIPOC students do not pursue a DI
- Often rely on federal financial aid



Photo Credit: [Logan Techie](#) on [Unsplash](#)

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Unfamiliar with the profession/education process

- Unfamiliar with the process to become an RDN
- Time Management
- Difficulty of coursework
- Language/cultural barriers



Photo Credit: [jean kony](#) on [Unsplash](#)

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Feelings of Isolation

- May be the only BIPOC student or intern in class
- Different schedules, backgrounds, interests, culture make it challenging to connect
- May also have challenges connecting with faculty or preceptors
- May have challenges connecting with classmates

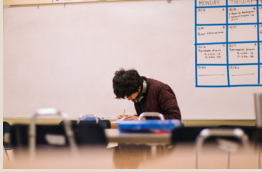


Photo Credit: [Jeswin Thomas](#) on [Unsplash](#)

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Lack of Relatable Role Models or Mentors

- Some diverse students perform better with diverse instructors
- Most dietetics faculty lack in diversity




Photo Credit: [Markita Lewis](#)

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Diverse Learning Styles

- Students may learn in a different way than the norm
- Teaching and assessment styles may affect student outcomes




Photo Credit: [Som Bohar](#) on [Unsplash](#)

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Juggling full-time/part-time work

- NOT working during the DI is not an option for some
- May not have as much time to socialize or volunteer





Photo Credit: [Zohar Khalil](#) on [Unsplash](#)

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What can program directors, faculty and preceptors do to support BIPOC students and interns?




Crystal Wynn, PhD, RD
Associate Professor/Chair
Dietetic Internship Director
Virginia State University
ACEND Board Member

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Explain academic pathway

- Provide a clear roadmap for necessary classes, including a roadmap for transfer students
- Have guidance for second career students
- May need to repeat several times, or dedicate a short course to the subject



Wynn, C. L., Rog, S., Jyu, F., Greer, Y. D., Balhaja, R. K., Rowana, Z., & Hand, R. K. (2017). Barriers to and facilitators of dietetics education among students of diverse backgrounds: Results of a survey. *Journal of the Academy of Nutrition and Dietetics*, 117(3), 449-468.

Photo Credit: [Mark Kozma](#) on [Unsplash](#)

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DI selection resources

- Show students what they need to be competitive
- Provide guidance on choosing an internship/graduate program including how to pay for tuition
- Encourage students to attend NDEP internship fair
- Learn about financial aid resources
- If you're a DI- offer a scholarship for diverse candidates



Photo Credit: Shevaugh Priest, RDN, LDN

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RDN Exam Preparation

- Provide several opportunities to take mock RDN exams and
- Give constructive feedback on ways to improve score
- Offer suggestions on how to take a standardized test

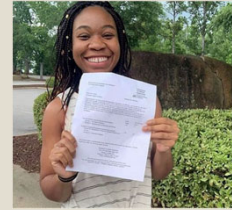


Photo Credit: Neechi Okpara MS, RD

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Student advisement

- Expose students to different career pathways
- Present the profession in a positive light
- Be open to answering questions



Photo Credit: [Evan Hoffman](#) on [iStock](#)

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Relationships with students

- Get to know your students
- Avoid forming preferences for students who you know better
- Respect that some students are juggling many responsibilities
- Commit to ongoing anti-bias training and actively work against biases
- White students can support their peers as well



Photo Credit: Diversity Dietetics

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Curriculum

- Incorporate diverse, culturally sensitive examples in your teaching
- Allow student to share their lived experiences to the learning environment



Photo Credit: Photo by [Covier Huemba](#) on [iStock](#)

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Provide representation


- If faculty is not diverse, see if diverse students are in need of mentors
- Invite diverse preceptors and alumni to guest lecture



Photo Credit: [@CreativeStock](#) by [iStock](#)

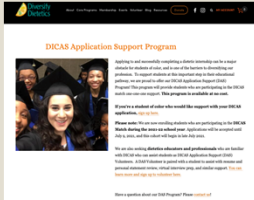
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Diversify Dietetics Programs to support BIPOC students



Diversify Dietetics Mentor Program

diversifydietetics.org/mentor-program



DICAS Application Support Program

diversifydietetics.org/dicas-application-support

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What can BIPOC students and interns do to thrive and succeed?

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resilient adjective

Save Word

res-ily-ent | \ri-zil-yant \

Essential Meaning of resilient

- able to become strong, healthy, or successful again after something bad happens
 - resilient* young people
 - resilient* competitors
 - The local economy is remarkably *resilient*.
- able to return to an original shape after being pulled, stretched, pressed, bent, etc.
 - a resilient* material

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Be reasonable about what you can do

- Take into consideration what you can handle- mentally, physically, emotionally, financially
- Are you juggling
 - School
 - Work
 - Family
 - Other responsibilities?
- Even if you go slower, you will still get there!




Photo Credit: [Crossmedia Images](#) on [Lensbox](#)

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Find a mentor (or two or three!)

- Someone who understands what you're going through
- Be clear with your mentor what you would like to get from them
- Use them as a sounding board for challenging situations
- More than one mentor may be needed



Photo Credit: Mearagh Barnes, RD

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Don't hesitate to communicate!

- Remember- you are the customer
- Communicate early and often
- Email is ok if you're shy!
- Take advantage of provided resources
- Financial aid resources
 - <https://www.eatrightfoundation.org/>
 - DPGs and MIGs
 - <https://www.diversifydietetics.org/scholarship-grants>

Background

Lafina will be completing her Dietetic Internship and Masters of Science in Nutrition at Ohio State University. She decided her application. Lafina states that she has been the recipient of a post-grad fellowship grant while waiting for her visa as a single mother. In 2021, with a medical preceptorship at Wright Pharmacy and as a dietitian at Jackson Children's COVID-19 clinic from a co-worker leaving her without work or pay for two weeks. She was awarded a grant from the National Endowment for the Humanities for her research on the history of the dietetics profession. She is currently a dietitian at Jackson Children's Hospital and is looking for a dietetic internship. She is currently a dietitian at Jackson Children's Hospital and is looking for a dietetic internship. She is currently a dietitian at Jackson Children's Hospital and is looking for a dietetic internship.

What the 2021 Advancing Diversity in Dietetics Scholarship means to you?

We want to attain a career as a registered dietitian and be part of the change that will bridge the gap in combating diabetes-related complications, including but not limited to heart disease, hypertension, kidney disease, and Alzheimer's disease. The reason is to become a premier resource through a dietetic internship, and create in the pursuit of having the most diverse workforce. As such, advocates for diabetes research and promote the public with the right tools and resources to prevent and within the existing groups. In addition, my lasting impact is determined to inspire and motivate minorities within the nutrition field.

https://www.eatrightfoundation.org/2021/08/meet-our-2021-advancing-diversity-in-dietetics-scholarship-recipients-gabriela-naveda-and-lafina-robinson/

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If needed, explore the grievance process

- Use the grievance process within the program/college/university
- Within ACEND
 - 2022 standards address biases that can lead to microaggressions and discrimination (Standards 5.2.D and 5.3.C)



<https://www.eatrightpro.org/ACEND>

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Diversify Dietetics Resources

- Scholarships and Grants
- Mentor Program
- DICAS Application Support Program
- Meet-ups
- Just have a question? Ask us!
 - info@diversifydietetics.org



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Contact Information

- Email: tamara@diversifydietetics.org
- Diversify Dietetics: info@diversifydietetics.org
- IG and FB: @diversifydietetics

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Free resources for students

- ✓ The Academy of Nutrition and Dietetics
 - Foundation Scholarships
 - FNCE Student Stipend, dietetics scholarships (various)
 - eMentoring
 - Dietetics Practice Groups (DPG)
 - Membership Interest Groups (MIG)
- ✓ Local AND Organizations
 - *Positions + scholarships*
- ✓ All Access Dietetics
 - Virtual Dietetics Program Fair 9/19
 - Dietetic Internship Toolkit
 - Dietetics Exam Toolkit
- ✓ Diversify Dietetics
 - Mentoring Program
 - DICAS Application Support Program
 - Scholarships
- ✓ School scholarships – *check with your program director*


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Upcoming ACEND DEI Webinars

Closing Equity Gaps in Higher Education: Lessons for Leveling the Playing Field for All Students
November 16, 2021; 11:00-12:30 PM (Central Time)

Supporting our LGBTQ Students and Dietetic Interns
February 8, 2022; 11:00 a.m. -12:30 p.m. (Central Time)

More information and to register:
<https://www.eatrightpro.org/acend/about-acend/diversity-equity-and-inclusion>




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Webinar Evaluation

<https://www.surveymonkey.com/r/DEISep14>

Link provided in follow up email or scan QR code below



CPE certificate and handouts will be emailed after the presentation.

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Will we have access to your slides after the presentation?

All attendees will receive an email with the slides along with the CPE certificate and an evaluation link. The recording will also be posted on the ACEND website.

thank you

Thank you

Welcome to the webinar. If you are having audio issues, try adjusting your speaker and microphone settings found under "audio & video" on the top left of your screen. If this does not work, try leaving the meeting and rejoining.

As a reminder, please post questions to "Everyone" instead of "all attendees" so that the presenters can see your questions.

Will that article be shared?—The reference for the article is found on slide 18

Great message Tamara - everyone finishes up with an RDN regardless of path!

grant writing

Is there current policies/ movement for changing the format of the internship? For example, decrease cost, require payment options, paid internships etc

Some local districts of the Academy also have set up Mentor programs.

What do you mean as use your mentors as a sounding board? Is this just bouncing ideas off each other?

I'm interested in FEM Master's Program that fulfill the supervised hours. Are there scholarships for these schools?

Are there any additional free resources or discounts for those who have failed the exam?

Thank you so much

Yay Michelle!

Thank you for such a great presentation!

Thank you, Michelle!

Thank you, Michelle

Thank you, Michelle!! You're a rockstar student :-)

Carmen, I would reach out to the individual programs. My MS/DI program had a hefty internship for BIPOC students. I would also look into the AND Foundation Scholarships. There are many!

Thank you, Tamara and Michelle!

Thank you for a wonderful presentation!

you're welcome!

thank youuuu!

Great presentation Tamara!

woohoo Emily and Chicago Academy of Nutrition and Dietetics!

Thank you @Emily

that was excellent

Thank you, Tamara, for a wonderful presentation!

Thank you, Tamara, Michelle, and Emily! Excellent information and resources, Tamara - always appreciated!

you're welcome!

@Carmen - great question! I can't speak for every FEM, but because all future graduate programs must offer a graduate degree, most (if not all?) will be eligible for federal financial aid and many will also offer scholarships. I run a FEM program and we definitely offer scholarships through our program. Feel free to contact me at kati.fosselius@jefferson.edu for more details - and I encourage you to reach out to the program directors of all the programs you're considering applying to with this (and other) questions. We're here to help!

Happy to have your voice on the ACEND Board, Michelle!

Cindy, I would try everything on the above screen, I also used and love the RD Exam Podcast which is free. Even if you have one prep (Inman, sage, etc), you can make it your own. Make good, interactive notes and focus on understanding versus memorizing. Feel free to email me, I'm happy to help further!

Wonderful message Michelle! Glad to have you!

Thanks to all for a wonderful presentation!

Thank you Emily! I will email you!

glad to be here tina!

Thank you all so much for this presentation and for this platform. My personal life struggles were spoken about and the information shared has helped clarify several things.

@Cindy, been in your shoes, if you'd like to contact me, can definitely share my experience with you :) jimenezfnoemi@gmail.com

I will! Thank you @Noemi

you're welcome!

This presentation has been really reassuring for me. I'm a single mom, trying to keep a roof over my head and support my family while in undergrad. Thank you!

Excellent information. I could relate to many of those experiences as a student and looking forward to building out a more dynamic and culturally sensitive program as a program director.

Erika, you're amazing, and we are so lucky to have you. Definitely apply to the AND Foundation scholarships once you are ready to apply to the internship, if that is something you would like to pursue. Have one of your faculty, mentors, or preceptors read over your application and resume. Then, apply like a pro!

Thank you, Tamara. This presentation made me think of my experience in my dietetic internship and its challenges as a hispanic/latinx. As RDN who is not in academia, what are some ways I could help or advocate for BIPOC students and diversify dietetics?

Mentors can also connect you to others in their network because they have more years in the field.

@Erika Been in your shoes as well! You can do this! Motherhood pushes us to achieve our dreams. As a fellow Latina who worked extremely hard to become a dietitian, I understand the struggles. If you ever want to reach out, don't hesitate to reach out to me. jimenezfnoemi@gmail.com.

Thanks!!

Will the PPT be sent to us?

This was a wonderful presentation! I'm currently a dietetic intern and mom of 2. I was searching/praying for ways to pay my remaining balance, and ways to connect with more mentors that understand. Thank you to all the speakers!

To apply for a Foundation scholarship when applications are due in spring, 2022, you must be enrolled in one of the following for the 2022-2023 academic year:

- ACEND-accredited programs — Diet Tech, Didactic, Diet Internship
- Master's, Doctoral, Coordinated or Future Education Model
- Both graduate or doctoral program & ACEND Diet Internship
- Other (specify [eg, med school])

Thank you very much! This was beneficial.

Megan, I am with you on that. I have been on a think line. I have 3 kids, going through divorce and had to leave my kids with a friend to get through my internship. then all the financial sources i sought fell through the cracks. I have just been looking for one who would understand.

@Genesis, you are a wonderful preceptor for BIPOC students-thank you for your work!

Evaluation Link: <https://www.surveymonkey.com/r/DEISep14>

Can you put that RD exam prep resource name in this chat?

Thank you so much!!

The Academy offers membership grants for Affiliates, DPGs, and MIGs to apply to help keep DPD students who have not matched an internship in the profession. Currently, the COGA MIG and the South Carolina Affiliate have just started Leadership Mentoring Programs for this group.

Thank you all for this presentation

Excellent presentation. Very useful information for those of us who are starting the internship.

One thing I've experienced in the field and love is that all dietitians I've encountered are willing and interested in bringing up the next generation. Like Tamara said, it's important to ask for help! Just be sure to be respectful of people's time and express gratitude,

Amy- email us at info@diversifydietetics.org for more info. not yet a formal program

Is it AMD or AND

@Erika AND- Academy of Nutrition and Dietetics Foundation

Thank you for a wonderful presentation

Foundation of the Academy of Nutrition and Dietetics

Thank you all for this presentation

Thank you for your time!

Thank you!

Oh of course AND lol sorry



Thank you!

Thank you all!

Thank you 🙏

thank you!!!

Thank you, everyone!

We have had preceptors who tell us specifically that they will make spaces for interns of color

Thank you @Diane!

Also, happy to talk with any students and eager to support you through the process. We are an MSDI which also qualifies for financial aid the same as the FEMs. sminkoff@marywood.edu

Thank you!

Genesis - offer to help the Diversity and Inclusion Liaison in your Affiliate, local district, DPG, and/or MIG. You could give career presentations to high school students about what a dietitian does!

And the future Student Representative Elect!

Program reviewer information: <https://www.eatrightpro.org/acend/training-and-volunteer-opportunities/program-reviewers>

Thank Y'all so much!

Great presentation - thank you!!

Thank you!

Thank you!

Thank you, Great presentation

Thank you! Wonderful insight.

Great presentation!

Thank you, Rayane and ACEND staff.

Thank you for the valuable information!