

Crossing Diverse Bridges



Webinar Speaker:
Roniece Weaver, MS, RD, LD

Tuesday, February 8, 2022 @ 2pm EST

Funded by an IDEA (Inclusion, Diversity, Equity & Access) Mini-Grant

Awarded to the South Carolina Academy of Nutrition and Dietetics (SCAND)

by the Academy of Nutrition and Dietetics

Webinar Moderator:

Suzi Domel Baxter, PhD, RD, LD, FADA, FAND



Purpose of Webinar

**To encourage IDEA
(inclusion, diversity,
equity, and access) by
striving to recognize,
respect, and include
differences in the
profession of
nutrition and
dietetics**

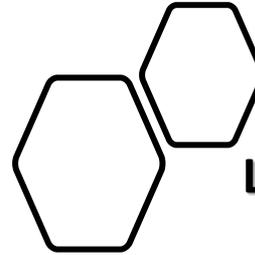
I ***Inclusion***

D ***Diversity***

E ***Equity***

A ***Access***

Every practitioner's business.



Learning Objectives

1. State an ethical takeaway point concerning **beneficence** and dietetics practitioners of color.
2. Describe two benefits that dietetics practitioners of color can uniquely provide to the profession.
3. Explain two ways dietetics practitioners not of color can interact and work more effectively with dietetics practitioners of color.



Academy of Nutrition and Dietetics

Academy IDEA Statement

The Academy encourages inclusion, diversity, equity and access (IDEA) 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 Statistics USA & Academy

	US 2020	CDR 1/2021*	ACEND 1998	ACEND 2020
Gender				
Female	51%	84%	90%	87%
Male	49%	4%	10%	13%
Not Rep	--	12%	--	--
Race/eth				
White	60%	71%	77%	62%
Black/AA	13%	2%	8%	6%
Asian	6%	4%	6%	9%
Hisp/Lat	19%	4%	6%	15%
NH/PI	<1%	1%	Incl w/ Asian	<1%
AI/AN	1%	<1%	1%	1%
Other	3%	2%	--	4%
Not Rep	--	16%	3%	3%

*Baxter SD et al, J Critical Dietetics 6(2):28-44, 2022.

<https://journals.library.ryerson.ca/index.php/criticaldietetics/index>

The Academy and CDR are not responsible for this webinar's interpretation of the Academy/CDR Code of Ethics for the Profession or its enforcement as it relates to the scenarios and content presented in this webinar.

ACADEMY/CDR CODE OF ETHICS*

- Effective June 1, 2018
- 4 Principles (non-maleficence, autonomy, **beneficence**, justice)
- Numerous Standards for each Principle
- By accepting membership in the Academy &/or accepting & maintaining CDR credentials, all nutrition & dietetics practitioners agree to abide by the Code

 Academy of Nutrition and Dietetics

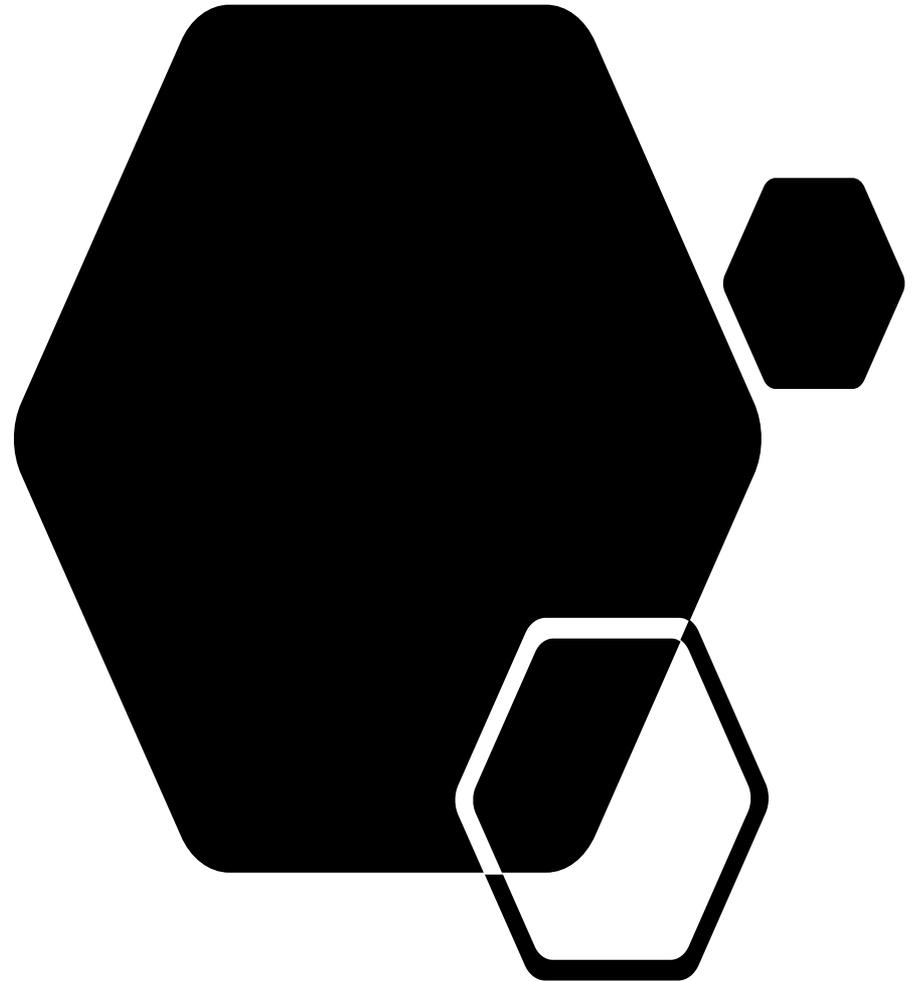
* Academy of Nutrition and Dietetics. <https://www.eatrightpro.org/practice/code-of-ethics/what-is-the-code-of-ethics>

Ethics Learning Objective

1. State an ethical takeaway point concerning **beneficence** and dietetics practitioners of color.

Code's 3rd Principle:
Professionalism
(Beneficence)

Definition: Beneficence encompasses taking positive steps to benefit others, which includes balancing benefit and risk.

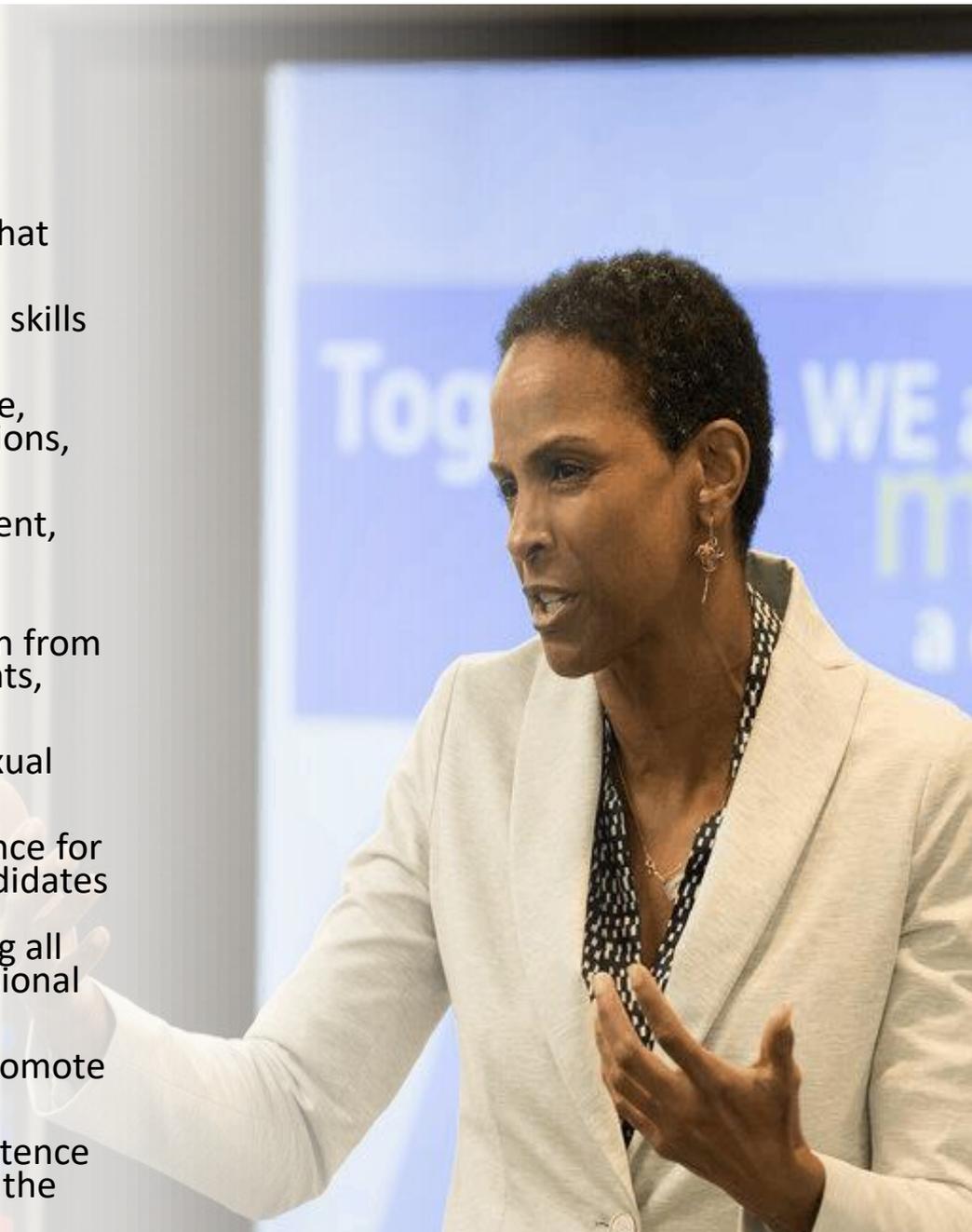


Ethics Learning Objective

3. Professionalism (Beneficence)

Nutrition and dietetics practitioners shall:

- a. Participate in and contribute to decisions that affect the well-being of patients/clients.
- b. Respect the values, rights, knowledge, and skills of colleagues and other professionals.
- c. Demonstrate respect, constructive dialogue, civility and professionalism in all communications, including social media.
- d. Refrain from communicating false, fraudulent, deceptive, misleading, disparaging or unfair statements or claims.
- e. Uphold professional boundaries and refrain from romantic relationships with any patients/clients, surrogates, supervisees, or students.
- f. Refrain from verbal/physical/emotional/sexual harassment.
- g. Provide objective evaluations of performance for employees, coworkers, and students and candidates for employment, professional association memberships, awards, or scholarships, making all reasonable efforts to avoid bias in the professional evaluation of others.
- h. Communicate at an appropriate level to promote health literacy.
- i. Contribute to the advancement and competence of others, including colleagues, students, and the public.



Ethics Learning Objective

3. Professionalism (Beneficence)

Nutrition and dietetics practitioners shall:

a. Participate in and contribute to decisions that affect the well-being of patients/clients.

b. Respect the values, rights, knowledge, and skills of colleagues and other professionals.

c. Demonstrate respect, constructive dialogue, civility and professionalism in all communications, including social media.

d. Refrain from communicating false, fraudulent, deceptive, misleading, disparaging or unfair statements or claims.

e. Uphold professional boundaries and refrain from romantic relationships with any patients/clients, surrogates, supervisees, or students.

f. Refrain from verbal/physical/emotional/sexual harassment.

g. Provide objective evaluations of performance for employees, coworkers, and students and candidates for employment, professional association memberships, awards, or scholarships, making all reasonable efforts to avoid bias in the professional evaluation of others.

h. Communicate at an appropriate level to promote health literacy.

i. Contribute to the advancement and competence of others, including colleagues, students, and the public.

Speaker asked to include these points in story:

1. Job title, company, & common job responsibilities
2. Where dietetics degree earned & internship completed
3. Challenges encountered on journey to becoming, or while working as, dietetics practitioner of color
4. Why dietetics profession chosen & years as dietetics practitioner
5. What dietetics practitioners of color can uniquely provide to the dietetics profession
6. One example of success as dietetics practitioner of color
7. How dietetics practitioners of color & not of color can interact & work more effectively together
8. How being an Academy member benefited career



Roniece Weaver, MS, RD, LD

Co-Founder and Director of Agency
Operations Hebni Nutrition
Consultants, Inc (HEBNI)
Orlando, FL

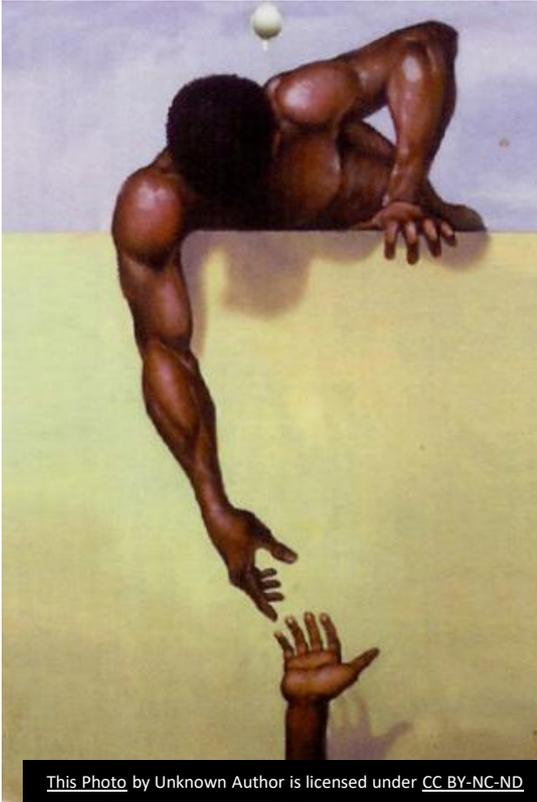
-
- BS in Food Science
Human Nutrition
 - University Of Florida
 - MS in Health Care
Administration
 - University of St.
Francis, Joliet IL
 - Dietetic Internship
 - Pre-Planned W. E.
Atlanta GA, Fulton
County Health Dept
WIC



Disclosures & Potential Conflicts of Interest

Speaker - Roniece Weaver, MS, RD, LD

- Disclosure statement : Nothing to disclose



This Photo by Unknown Author is licensed under [CC BY-NC-ND](#)



BLACK DIETITIANS

- EARLY BEGINNINGS
- COLLEGE
- INTERNSHIP
- TESTING
- CHALLENGES



**National
Organization
of Blacks in
Dietetics and
Nutrition**

a member interest group of the
eat right. Academy of Nutrition
and Dietetics

eat right. Academy of Nutrition
and Dietetics

This Photo by Unknown Author is licensed under [CC BY-SA](#)



WHY DIETETICS

- FAMILY EXPERIENCE
- FAMILY SUPPORT
- TIME IN THE PROFESSION
- GOALS AND OBJECTIVES TO ACHIEVE AS A BLACK DIETITIAN

UNIQUENESS OF MINORITY DIETITIANS...WHAT WE BRING TO THE TABLE

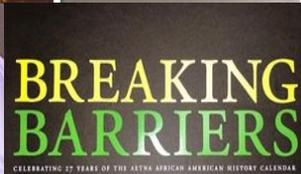
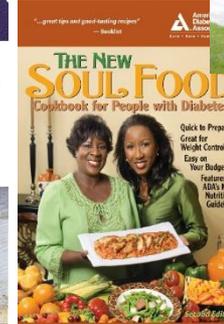
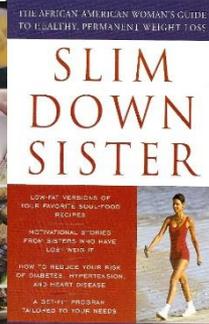
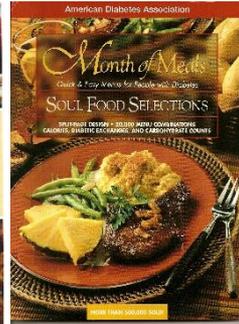
- Understand the health concerns of their own community
- Recognize the SDOH problems and can assist in the resolve
- Identify and live in the same communities that need help
 - Attend church
 - Social gatherings
 - Comfortable with the information is going to be relevant and understandable



WE ARE....



DREAMS SUCCESS FAILURES



Fabiola Dumps Gaines, RD, LD and Roniece Weaver, MS, RD, LD



Florida Hospital/Fresh Stop Video

PLAY



HEBNI

 COLLAGE CONSTRUCTION & INTEGRATED SERVICES	 Provisions Construction & Development, Inc. <i>delivering traditions of excellence</i>	 COMMUNITY SOLUTIONS GROUP	 rhodes + brito ARCHITECTS
--	---	--	---



PLAY

WHAT CAN ACADEMY MEMBERS DO BETTER TO CROSS BRIDGES

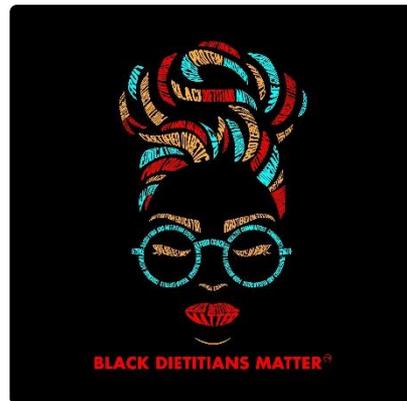
- YOU CAN'T CROSS THE BRIDGE UNTIL YOU BUILD IT
 - WORKING EFFECTIVELY WITH OTHERS
 - WORKING ACROSS THE TABLE, COME TO OUR SIDE
 - BRING SINCERITY, EMPATHY AND COMPASSION IN THE MIX
 - ALIGN CULTURES THAT WANT TO WORK TOGETHER
 - UNDERSTAND THE END USER
 - ADMIT WHAT YOU DON'T KNOW, NO ASSUMPTIONS, ASK, ASK, ASK
 - INVITE US TO THE TABLE, OPEN DIALOGUE, SINCERE INVITATION
 - VALUE WHAT WE ARE WORTH



QUESTIONS/THOUGHTS TO PONDER AND REFLECT

- WHAT CHALLENGED YOU TODAY
- WHAT SITUATIONS MAKE YOU FEEL THANKFUL
- SHARE ONE HABIT YOU'D LIKE TO CHANGE
- IF YOU CAN GO BACK IN TIME AND SAY ONE THING TO YOUR CO-WORKER , WHAT MOMENT WOULD YOU GO BACK , AND WHAT WOULD YOU SAY
- HAS YOUR OWN LIFE EXPERIENCES IMPACTED YOUR CAPACITY TO BE COMPASSIONATE OR SHOW EMPATHY TOWARDS OTHERS
- WHAT CAUSES YOU TO GET STUCK IN A RIGID MINDSET THAT DOESN'T ALLOW YOU TO REFLECT AND CREATE CHANGE
- WHATS HOLDING YOU BACK FROM CROSSING THE BRIDGE, AND WHO DO YOU THINK CAN HELP US WORK TOGETHER

**BLACK
DIETITIANS
MATTER**[®]



Black Dietitians Matter

Operated by

Roniece Weaver MS RD LD

To order products go to

www.blackdietitiansmatter.com

CELL – 407-832-1387

INFO@BLACKDIETITIANSMATTER.COM

Sales help benefit

scholarships to

NOBIDAN Students

For **information** about becoming a
member of the
Academy of Nutrition and Dietetics
or the
**National Organization of Blacks in
Nutrition and Dietetics (NOBIDAN) MIG**

email

membership@eatright.org

Certificate of Completion

Presented to

[Type Name]

for

[Type Reason for Receiving]

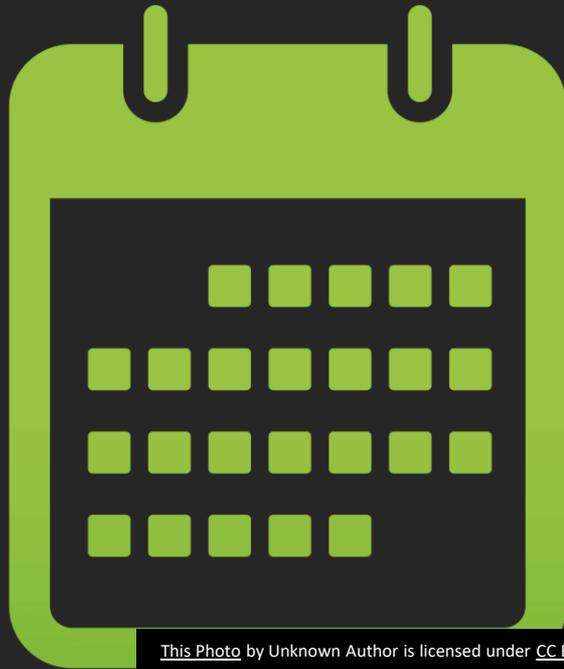
Type Date
Date



Type Name
Name

Link to
Recording
Certificate

Mark your calendar to attend the next webinars in this series:



This Photo by Unknown Author is licensed under [CC BY-NC](#)

-
- Wed, Feb 16, 2022 @ 2pm EST
 - *Diversity and Inclusion from the Perspective of an Immigrant Dietitian*
 - Speaker: Cordialis Msora-Kasago, MA, RDN

 - Thurs, Feb 24, 2022 @ 1pm EST
 - *Cultural Humility and Diversity: Why They're Important*
 - Speaker: Winona Bynum, RDN, PMP

**Register at www.eatrightsc.org
under Professional
Development, IDEA**



QUESTIONS/
COMMENTS
THANK YOU FOR
YOUR
ATTENDANCE
AND TIME!