



Dear SCAND Members:

As the South Carolina Academy of Nutrition and Dietetics (SCAND), the events that have occurred over the last week, and long before that, have left us heartbroken for the Black community. We stand in solidarity with you and we want to use our voice to speak out against injustice and racism. We do not intend to stay silent on this topic and we want to outline how we, as an organization, are working to address these issues.

We are committed to diversity, equity and inclusion. In May 2020, we were awarded a Diversity and Inclusion mini-grant which will cover Academy of Nutrition and Dietetics membership dues and SCAND 2021 annual meeting registration costs for diverse students. The mini-grant will also allow us to conduct a survey of dietitians throughout South Carolina to assess diversity.

As a next step in expanding on this work, we will be reviewing our internal policies and operations as an organization in an effort to make an impact within our profession. Taking these steps will allow us to not only better serve our members but will allow us to better serve our minority patients as healthcare providers.

To our members asking what you can do, we want to provide actionable steps (which are evolving and will be listed in a document on the website just as our statement will evolve as other actions are seen as necessary or available) that you can take to move our profession forward while amplifying the voices of our Black members. Although the article "[Doubling Down on Diversity: The Journey to a More Diverse Field](#)" by our RD colleague, Shamera Robinson, was written 2 years ago, it feels even more relevant today. It provides steps that we can take to make dietetics and nutrition a more diverse field, including recognizing our own [implicit bias](#), learning by attending trainings or joining groups with a focus on another culture, connecting with students and professionals from underrepresented groups, sharing solutions of how we can be more diverse, and asking how schools, workplaces, and organizations support diversity.

We encourage Registered Dietitian Nutritionists (RDNs) and Dietetic Technicians, Registered (NDTRs) to learn from and support groups from within our profession such as [Diversify Dietetics](#) and [AND's MIG: National Organization of Blacks in Dietetics and Nutrition](#).

We know that these changes will take time and effort and we are 100% committed to the work that this will take. We welcome feedback from members throughout this process and we look forward to providing an update on this matter in the coming days, weeks, and months. As an organization, we will continue to use our voice and positions to support our Black members, and all people of color, and we encourage all of our members to do the same.

Please contact us if you would like to be part of this work or if you have any feedback to offer.

Thank you,

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