



Cultural Humility and Diversity: Why They're Important

Webinar Speaker: Winona Bynum, RDN, PMP

Thursday, February 24, 2022 @ 1pm EST



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(Inclusion, Diversity,
Equity and Access)
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**to the South
Carolina Academy
of Nutrition and
Dietetics (SCAND)**

**from the Academy
of Nutrition and
Dietetics**

***Webinar Moderator:
Suzi Domel Baxter,
PhD, RD, LD, FADA,
FAND***

Purpose of Webinar

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



IDEA

Inclusion

Diversity

Equity

Access

Every practitioner's business.

Outline



1. Academy IDEA Statement
2. Diversity Statistics – ACEND
3. Code of Ethics: **non-maleficence**
4. Points Speaker Asked to Cover
5. Meet the Speaker
6. Speaker Disclosure
7. Speaker's Story
8. Questions from Attendees

Academy IDEA Statement



The Academy encourages inclusion, diversity, equity and access 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.

Students/Interns Enrolled in All Program Types *

Percent	2016	2017	2018	2019	2020	
White	69.4	67.8	66.7	65.0	61.7	↓ 7.7
Black/AA	5.5	6.0	5.7	5.9	6.1	↑ 0.6
Asian	7.8	7.7	7.7	8.4	8.7	↑ 0.9
Hispanic/Latino	12.1	12.7	13.8	14.3	14.7	↑ 2.6
NHOPI					0.3	
AI/AN	0.6	0.7	0.7	0.5	1.5	↑ 0.9
>2 races					4.1	
Unable to report	4.6	5.1	5.5	5.9	6.0	↑ 1.4
TOTAL (number)	21,613	21,144	19,976	18,918	18,564	

* Data from ACEND (Accreditation Council for Education in Nutrition and Dietetics)

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

*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 of Nutrition and Dietetics.

<https://www.eatrightpro.org/practice/code-of-ethics/what-is-the-code-of-ethics>



Ethics Learning Objective

State an ethical takeaway point concerning non-maleficence and practitioners of color.

Code's 1st Principle:

Competence and professional development in practice (**Non-maleficence**)

Definition: the intent to not inflict harm.



Ethics Learning Objective

1. Competence & professional development in practice (Non-maleficence)

Nutrition and dietetics practitioners shall:

- a. Practice using an evidence-based approach within areas of competence, continuously develop and enhance expertise, and recognize limitations.
- b. Demonstrate in depth scientific knowledge of food, human nutrition and behavior.
- c. Assess the validity and applicability of scientific evidence without personal bias.
- d. Interpret, apply, participate in and/or generate research to enhance practice, innovation, and discovery.
- e. Make evidence-based practice decisions, taking into account the unique values and circumstances of the patient/client and community, in combination with the practitioner's expertise and judgment.
- f. Recognize and exercise professional judgment within the limits of individual qualifications and collaborate with others, seek counsel, and make referrals as appropriate.
- g. Act in a caring and respectful manner, mindful of individual differences, cultural, and ethnic diversity.
- h. Practice within the limits of their scope and collaborate with the inter-professional team.

An abstract graphic on the left side of the slide, featuring a red background with a green, leaf-like shape that curves upwards and to the right, partially overlapping the red area.

Ethics Learning Objective

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Speaker asked to include 8 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, RD/RDN of color
4. Why dietetics profession chosen & years as RD/RDN
5. What RD/RDNs of color can uniquely provide to the dietetics profession
6. One example of success as RD/RDN of color
7. How RD/RDNs of color & not of color can interact & work more effectively together
8. How being an Academy member benefited career



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BS in Dietetics:
Wayne State
University
Coordinated
Program in Dietetics



Disclosures & Potential Conflicts of Interest

Speaker - Winona Bynum, RDN, PMP

Employer

Detroit Food Policy Council

Board Member/Advisory Panel

Center for Urban Responses to Environmental Stressors (CURES) –
Wayne State University

Good Food Charter Coordinating Committee– Michigan State University

Michigan Equity Action Team – Michigan Department of Health and
Human Services

Funding Advisory Board – Good Food For All

Center for Health Equity and Community Knowledge for Urban
Populations Steering Committee – Wayne State University

2021-2022 Chair National Organization of Blacks in Dietetics and Nutrition

Consultant

FPC Forum Design Team – Johns Hopkins Center for a Livable Future

Co-Instructor – Food Literacy for All – University of Michigan



Learning Objectives

1. State an ethical takeaway point concerning **non-maleficence** and RD/RDNs of color.
2. Describe two benefits that RD/RDNs of color can uniquely provide to the profession.
3. Explain two ways RD/RDNs not of color can interact and work more effectively with RD/RDNs of color.



CULTURAL COMPETENCE

Cultural competence is characterized as a skill that can be taught, trained, and achieved and is often described as a necessary and sufficient condition for working effectively with diverse patients.



CULTURAL HUMILITY

Cultural humility involves entering a relationship with another person with the intention of honoring their beliefs, customs, and values. It entails an ongoing process of self-exploration and self-critique combined with a willingness to learn from others.



DIVERSITY

Diversity is the one true thing we all have in
common. Celebrate it every day.
— Author Unknown

WHY DIETETICS



CHALLENGES





WHY RDNS OF COLOR?

Relatability

Credibility

Diverse thinking

Lived Experience

SUCCESS



WORKING TOGETHER





ROLE OF THE ACADEMY

Networking

Skill Building

Continuing Education

Leadership Opportunities

The word "thanks" is rendered in a 3D, blocky font. Each letter is a different color, following a rainbow gradient: 't' is green, 'h' is blue, 'a' is purple, 'n' is yellow, 'k' is red, and 's' is green. The letters are set against a black background. At the top of the image, there is a curved, multi-colored band with a rainbow gradient. The letters cast a soft, colorful reflection on the surface below them.

thanks

Thank you so much!

For information about becoming a member of the
Academy of Nutrition and Dietetics

or the

*National Organization of Blacks in Dietetics and
Nutrition (NOBIDAN) MIG*

email

membership@eatright.org



Academy of Nutrition
and Dietetics

Link to Recording

Certificates

www.eatrightsc.org

*under Professional
Development,
IDEA*



Questions

