

Rooted in
Color:
Empowering
Dietitians of
Tomorrow

Building a Diverse, Inclusive, and
Impactful Nutrition Workforce

Presented by

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And

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JUNE THOMPSON MS RD LD

AND

RONIECE WEAVER MS RD LD

- **INTENTIONAL**
- **PURPOSEFUL**
- **COMMITTED TO MENTORING AND GROWING THE PROFESSION**

Nothing to Disclose

OBJECTIVES

• Objectives:

- Address challenges in dietetics

- Strategies for inclusion and growth

- Tools for mentorship and advocacy

Co-founder Hebni
Nutrition (Orlando FL)

Instagram
Black Dietitians
Matter

2022 Medallion Award
Winner
Cookbook Author
and
Entrepreneur

**BLACK
DIETITIAN
MATTERTM**



Entrepreneurial Dietetics

- Demonstrating
- What they can be
- How to engage
- Make work fun and engaging
- Become the influencer

A different approach for
wellness




If you see it you
can be it





LET'S
TAKE A
POLL

•Which best describes your approach to delivering nutrition counseling to minority populations?

- A) I tailor my counseling style to incorporate cultural food preferences and traditions.
 - B) I use standardized nutrition guidelines without major modifications for cultural considerations.
 - C) I actively seek community input and collaboration to make nutrition recommendations more relevant.
 - D) I focus primarily on clinical nutrition advice with minimal cultural adaptations.
 - E) I do not regularly work with minority populations in my practice.
- 



Primary Focus for Videos

- RECRUITMENT TOOL
- SEE YOURSELF IN THOSE POSITIONS
- RECRUITMENT :
 - AT PWI'S
 - HBCU
 - JR COLLEGES
 - HIGH SCHOOL
 - GUIDANCE COUNSELORS
 - HOME ECONOMIC COURSES

COMMUNITY DIETETICS

Knowing Your Community Needs

A FATHER'S JOURNEY TO DO BETTER

Featuring Dr. Latasha Williams

The Current Landscape of Dietetics

- WE ARE ONLY 3%
OF THE DIETETIC
PROFESSION

- CHALLENGES IN
RECRUITMENT
AND
RETENTION

- WORKFORCE
TRENDS
DEI EFFORTS
CREATING BARRIERS

The Power of Representation

- Why does representation matter?

- Stories from diverse dietitians

- Impact of culturally relevant nutrition education

When I Grow Up, I Can Be a Dietitian!



Written by Suzanne Domel Baxter, PhD, RD, LD, FADA, FAND

Illustrated by Amanda Mahaleris, MS, RDN, LDN

Next Young Generation

- **Suzanne Domel Baxter, PhD, RD, LD, FADA, FAND**
- Co-Founder, Inaugural Chair, and current Past Chair
- Disabilities in Nutrition and Dietetics Member Interest Group (short name "Disabilities MIG") Home - Disabilities MIG
- 803-609-5282 cell
- With support of Blue Cross Blue Shield of SC



BLACK MALE DIETITIANS AT WORK

Featuring
Chef Issac Floyd

MALE DIETITIANS

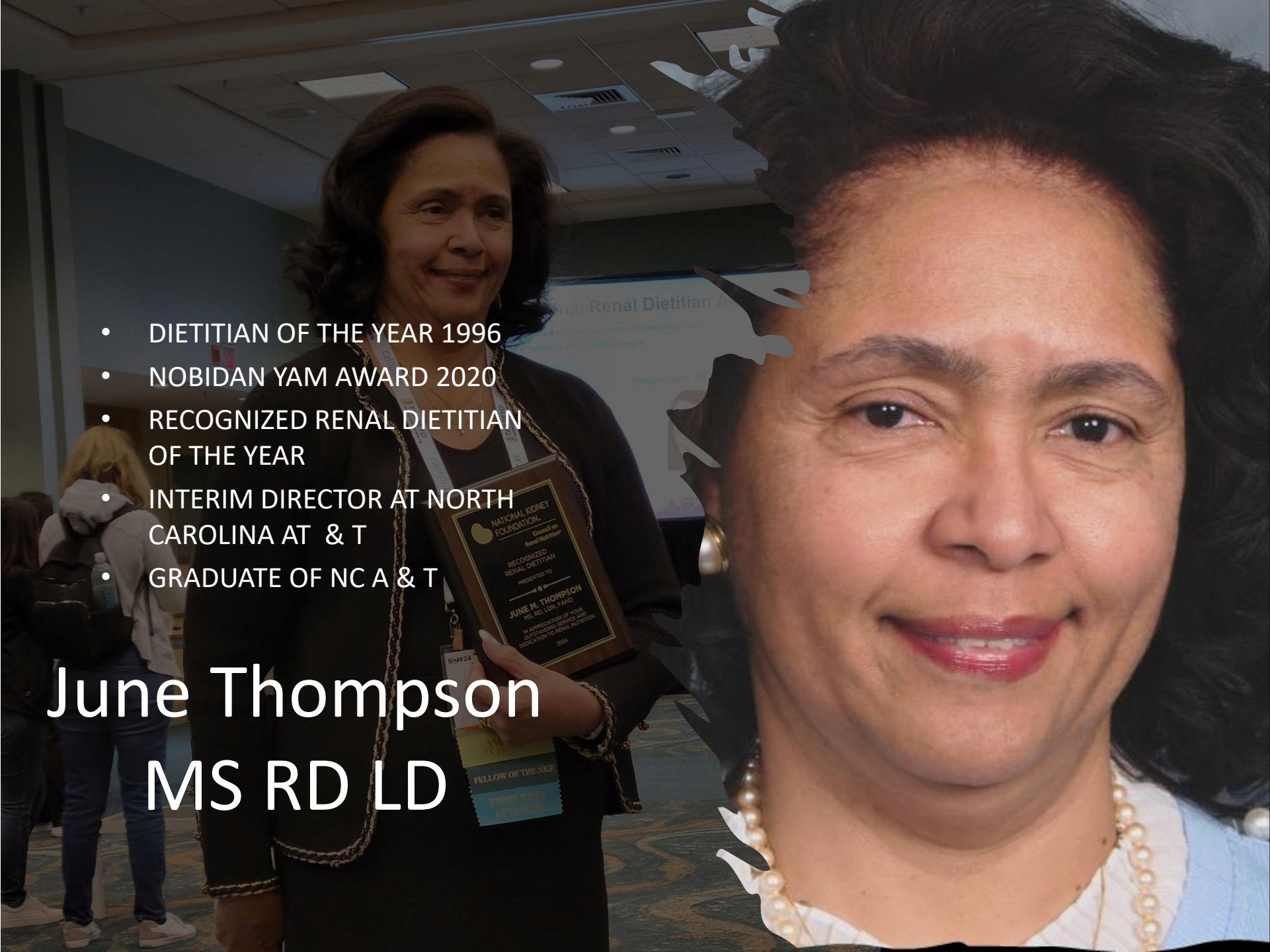
MAKING A DIFFERENCE

**BLACK DIETITIANS
CAN MAKE A DIFFERENCE**

Featuring
Carlie Beaucejour, MS RD

- DIETITIAN OF THE YEAR 1996
- NOBIDAN YAM AWARD 2020
- RECOGNIZED RENAL DIETITIAN OF THE YEAR
- INTERIM DIRECTOR AT NORTH CAROLINA AT & T
- GRADUATE OF NC A & T

June Thompson
MS RD LD





HBCU AND NUTRITION PROGRAMS

- WHERE ARE THE SCHOOLS
- YESTERDAY AND TODAY:
HISTORICALLY HOW MANY(35)
AND
HOW MANY TODAY (17)
- HBCU'S HAVE BEEN THE
PIPELINE FOR DEVELOPING ALL
HEALTHCARE PROFESSIONALS
- WE ARE IN A CRISIS, OUR
NUMBERS ARE CRITICALLY LOW

BLACK DIETITIANS AND OUR ROOTS



Strategies for Empowering Future Dietitians

- **Mentorship & Sponsorship**
- **Are we getting the scholarships and if not why.**
 - Broader notification process
 - Donors' special request
- **Advocacy & Policy Change**
- **Financial Support**



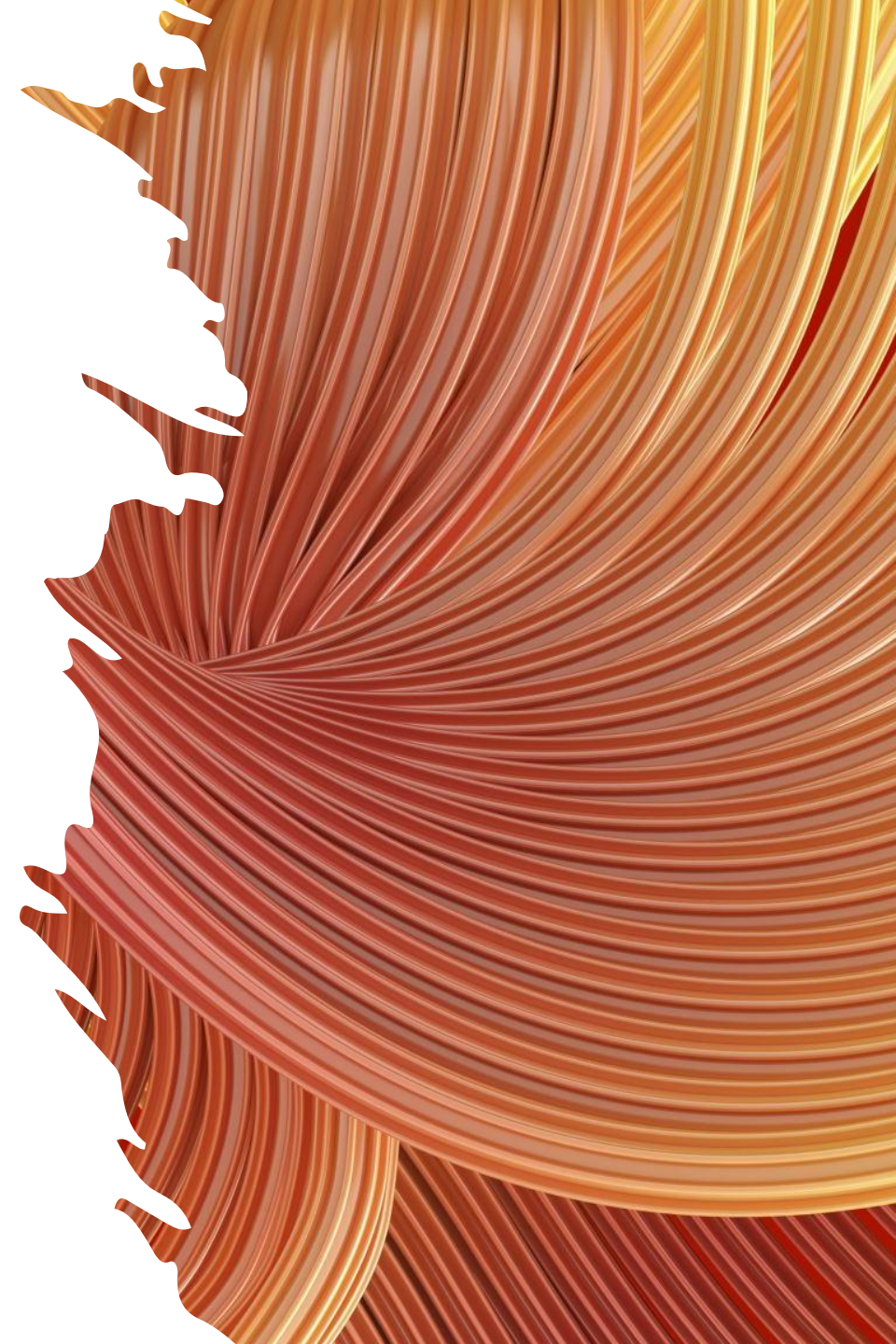


DISCOVERING THE RD

Featuring
DR. VERONICA OATS

Barriers to Entry & Advancement

<ul style="list-style-type: none">• Education & financial barriers	<ul style="list-style-type: none">• Systemic challenges in leadership roles
<ul style="list-style-type: none">• Workplace challenges & pay gaps	<ul style="list-style-type: none">• Competition:
<ul style="list-style-type: none">- Address challenges in dietetics	<ul style="list-style-type: none">- Strategies for inclusion and growth
<ul style="list-style-type: none">- Tools for mentorship and advocacy	



The Role of Cultural Humility



- Cultural humility vs. cultural competence



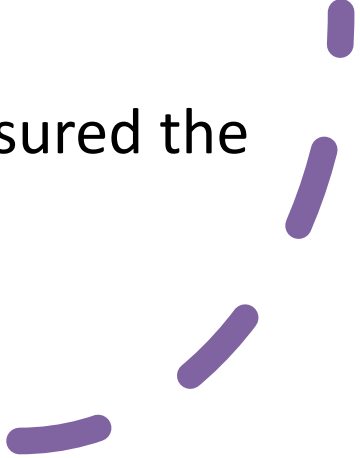
- Importance of ongoing learning



- Practical ways to integrate cultural humility

LET'S TAKE A POLL

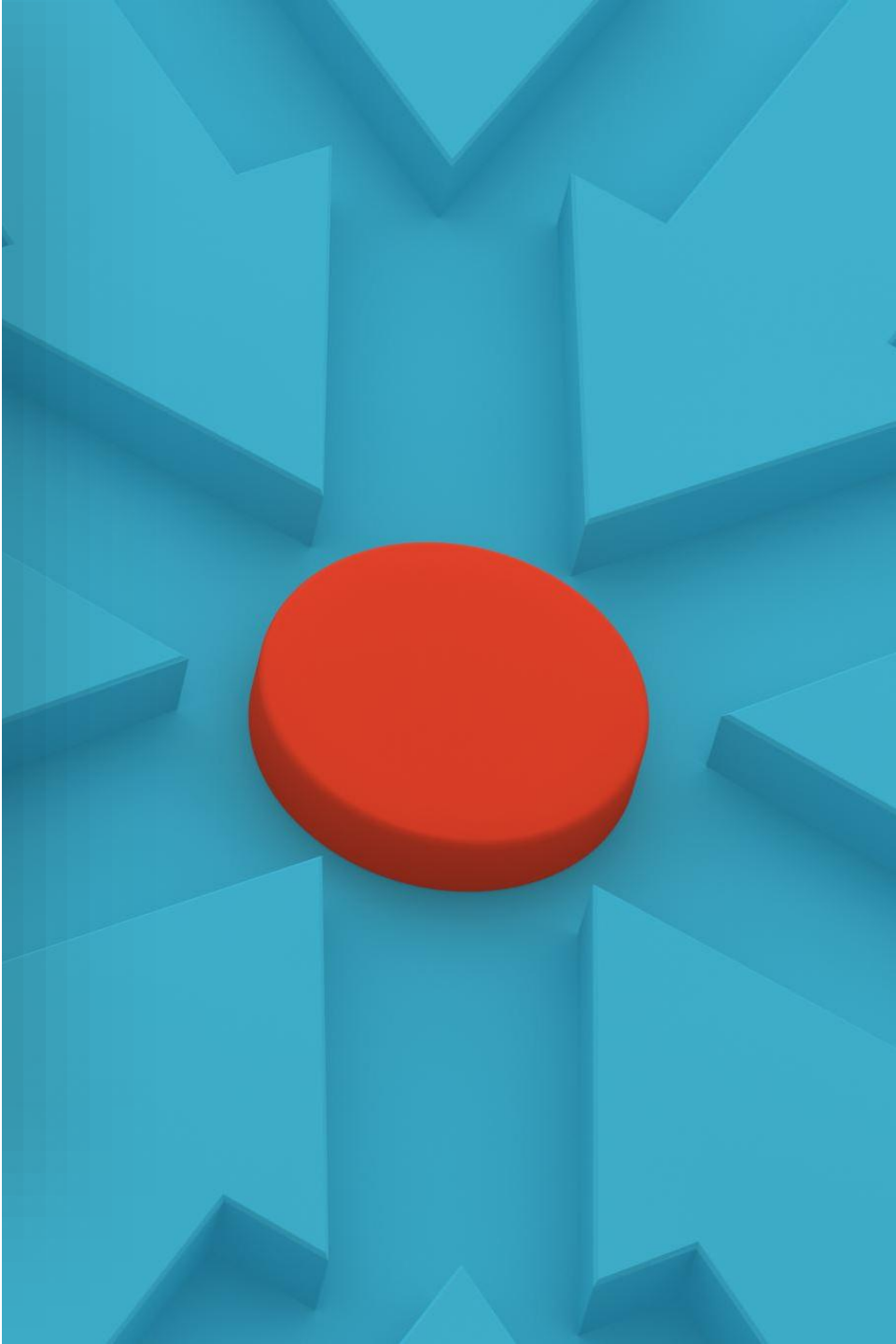
What outcomes have you observed when applying cultural humility in your practice?

- A) Increased client trust and engagement.
 - B) Improved client adherence to nutrition recommendations.
 - C) Enhanced personal growth and understanding of diverse cultures.
 - D) No noticeable impact on outcomes.
 - E) I have not actively measured the outcomes.
- 

Expanding Career Pathways

We need more options in the field

- Career opportunities beyond clinical settings
- Supporting diverse career paths
- Innovation in dietetics
- Entrepreneurial Nutrition/
Private practice
- MNT billing , advocacy



The Future of Dietetics – What Needs to Change?

- Key takeaways for institutions & leaders
- Actionable steps for inclusivity
- Encouraging leadership development



LETS
TAKE A
POLL

"Are you actively implementing at least three strategies to increase the representation of minority dietitians in work environment?"

- A) Yes, I am actively engaged in outreach, mentorship, and advocacy efforts.
- B) I am implementing one or two strategies but want to do more.
- C) I recognize the need but have not taken action yet.
- D) No, I am not currently involved in these efforts.

Call to Action



- BECOME A MENTOR



- ADVOCATE FOR DIVERSITY INITIATIVES



- SUPPORT STUDENTS & EARLY-CAREER PROFESSIONALS



- JOIN THE MOVEMENT!



QUESTIONS?

WHAT'S WORKING
IN YOUR
COMMUNITY?

THANK YOU!

