Enhancing Diversity in the Dietetics Profession:

Stories from RD/RDNs with Disabilities (Part 1)
April 9, 2020
Funded by a Diversity Mini-Grant Awarded to the Research DPG by the Academy of Nutrition and Dietetics

Moderator: Neva Cochran, MS, RDN, LD, FAND
Project Director: Suzi Baxter, PhD, RD, LD, FADA, FAND
Purpose of Webinar

To learn from Academy RD/RDN members with disabilities as they share their stories and answer questions
Learning Objectives

1. State an ethical takeaway point concerning non-maleficence and RD/RDNs with disabilities.

2. Describe two benefits that RD/RDNs with disabilities can uniquely provide to the profession.

3. Explain two ways RD/RDNs without disabilities can interact and work more effectively with RD/RDNs with disabilities.
1. Academy Diversity & Inclusion Statement
2. Diversity Statistics – USA & Academy
3. Ethics: Non-maleficence
4. Points Speakers Asked to Cover in Stories
5. Meet the Speakers
6. Stories from RD/RDN Members with Disabilities
7. “I Can” PSA
8. Questions from Attendees
Academy Diversity & Inclusion Statement

The Academy encourages diversity and inclusion 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

<table>
<thead>
<tr>
<th></th>
<th>US 2018</th>
<th>CDR 2/2020</th>
<th>ACEND 1998</th>
<th>ACEND 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>51%</td>
<td>86%</td>
<td>90%</td>
<td>88%</td>
</tr>
<tr>
<td>Male</td>
<td>49%</td>
<td>4%</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Not Rep</td>
<td>--</td>
<td>11%</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td><strong>Race/eth</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>75%</td>
<td>73%</td>
<td>77%</td>
<td>67%</td>
</tr>
<tr>
<td>Black/AA</td>
<td>14%</td>
<td>2%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Asian</td>
<td>7%</td>
<td>4%</td>
<td>6%</td>
<td>8%</td>
</tr>
<tr>
<td>Hisp/Lat</td>
<td>18%</td>
<td>3%</td>
<td>6%</td>
<td>14%</td>
</tr>
<tr>
<td>NH/PI</td>
<td>&lt;1%</td>
<td>1%</td>
<td>Inc w/ Asian</td>
<td>Inc w/ Asian</td>
</tr>
<tr>
<td>AI/AN</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
<td>1%</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Not Rep</td>
<td>--</td>
<td>14%</td>
<td>3%</td>
<td>6%</td>
</tr>
</tbody>
</table>
Legal Definition of Disability

“a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having such an impairment.” *

Disability Rates – USA (2017)

Civilian non-institutionalized population

13.2%
almost 43 million people

Sex

Males 12.6%
Females 12.8%

Race & Ethnicity

African Americans 14.1%
Caucasians 14.0%
non-Hispanic Others 12.5%
Hispanics 8.9%
Asians 7.0%

## Disability – USA (2017) [cont]

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambulatory</td>
<td>Serious difficulty walking or climbing stairs</td>
<td>4.9%</td>
</tr>
<tr>
<td>Cognitive</td>
<td>Difficulty remembering, concentrating, or making decisions due to physical, mental, or emotional problems</td>
<td>4.5%</td>
</tr>
<tr>
<td>Independent Living</td>
<td>Difficulty doing errands alone due to physical, mental, or emotional problems</td>
<td>3.7%</td>
</tr>
<tr>
<td>Hearing</td>
<td>Deaf or serious difficulty hearing</td>
<td>2%</td>
</tr>
<tr>
<td>Vision</td>
<td>Blind or difficulty seeing even when wearing glasses</td>
<td>2%</td>
</tr>
<tr>
<td>Self-care</td>
<td>Difficulty dressing or bathing</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

Disability Rates – Academy (2019)*

- 8,765 responses; new to 2019 survey were disability/health-related questions
- 3% cited disability/health problems for non-employment in field
- 1% are blind, deaf, or have a severe vision or hearing impairment
- 1% have a condition that substantially limits one or more basic physical activities (eg, walking, climbing stairs, reaching, lifting, carrying)
- 2% have had difficulty learning, remembering, or concentrating due to a physical, mental, or emotional condition lasting 6 months or more
- 1% have had difficulty working at a job or business

* Compensation & Benefits Survey of the Dietetics Profession 2019
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

Ethics Learning Objective

1. State an ethical takeaway point concerning non-maleficence and RD/RDNs with disabilities.

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.
Ethics Learning Objective

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

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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.
Speakers asked to include these points in story:

1. Describe your disability, if you were born with it or acquired it later, and how it affects you.
2. Why did you choose the profession of nutrition and dietetics and how long have you been an RD?
3. Tell us about your current professional position and any accommodations you use for it.
4. Describe one example of your success as a RD/RDN of which you are especially proud.
5. What can RD/RDNs with disabilities uniquely provide to the dietetics profession?
6. How can RD/RDNs without disabilities interact and work more effectively with RD/RDNs with disabilities?
7. How has being an Academy member benefited your career?
Liz Dunn, MS, RD, LDN
Research Associate, University of Pittsburgh
Member, Texas Stampede Wheelchair Rugby Team
www.adaptingnutrition.com

BS, Nutrition & Dietetics
University of Pittsburgh

Coordinated Masters & Dietetic Internship
University of Pittsburgh
Jordan Griffing, MS, RD, LD, CNSC
NICU Dietitian
Driscoll Children’s Hospital

BS and MS,
Nutrition Sciences
Baylor University
Waco, Texas

Dietetic Internship,
Iowa State University
Suzanne (Suzi) Domel Baxter, PhD, RD, LD, FADA, FAND
Affiliate Research Professor (no salary)
University of South Carolina, College of Social Work

BS, Home Economics (Dietetics) & Coordinated Undergraduate Program, Texas Christian University

MS & PhD, Nutrition, Texas Woman’s University, Denton

Post-Doctoral Fellowship, Pediatric Nutrition Research, Georgia Prevention Institute, Medical College of Georgia
erythromelalgia
Why an RD?

1978 Spring class assignment: volunteer 40 hours in career area of interest

RD since 1981
FROM THE ACADEMY Foundation

Suzanne Domel Baxter, PhD, RD, LD, FADA, FAND, wins 2017 Monsen Award

The 14th Annual Elaine R. Monsen Award for Outstanding Research Literature has been awarded to Suzanne Domel Baxter, PhD, RD, LD, FADA, FAND. Baxter is an adjunct research professor in the College of Social Work at the University of South Carolina (USC). She is also an affiliated scholar in the Center for Research in Nutrition and Health Disparities at USC. Baxter received her bachelor's degree in Home Economics (Dietetics) from Texas Christian University, Fort Worth, TX. She received her master's and PhD in Nutrition from Texas Women's University, Denton, TX. She completed a post-doctoral fellowship in Nutrition at the Medical College of Georgia, Department of Pediatrics, Augusta, GA.

Baxter's research and publication efforts have primarily centered in the field of methodological research concerning the accuracy of children's dietary recalls. She also conducts research to refine a relationship between childhood obesity and participation in school meals. She has served as Principal Investigator on eight competitive grants funded by the National Institutes of Health and one by the US Department of Agriculture. Her primary research includes validation studies to compare direct observations of children eating school breakfasts and lunch in their classrooms, and then assessing children's accuracy for recalling meal-size at school, usually during 24-hour recalls. By manipulating various aspects of the study design, Baxter and colleagues have identified methods to improve recall accuracy such as: retention interval (time between the to-be-reported meal and the recall), interview modality (eg, in person by telephone), and interview prompts (forward [moning to evening]; reverse [evening to morning]).

Different aspects of children's dietary recall accuracy have been investigated including body mass index, social desirability, cognitive ability, and consistency of accuracy over multiple recalls. Baxter's research on children's dietary recall accuracy is recognized. For example, the Journal of the Academy of Nutrition and Dietetics published a systematic review article in 2016 (113:76-114) by a group of Australian authors who reviewed studies published from 1971-2014 to evaluate factors related to the accuracy of dietary intake interviews by children aged 6 to 12 years. Of 45 studies reviewed, 32 were conducted by Baxter and colleagues.

Baxter seeks to make lasting change through the Amy Joyce Memorial Research Award, established through the Academy of Nutrition and Dietetics Foundation. An award is given annually for a research grant in a specific field of obesity prevention, dietary assessment, and/or vegetable gardening. Baxter is currently at work to create this award in memory of her former nutrition research project director at USC, Amy Joyce, who suffered a medical tragedy at the young age of 48 years.

Baxter has authored or co-authored over 88 peer-reviewed research articles, five chapters, and 178 poster or podium presentations. Baxter's most recent collaborative publication in the Journal was "Fourth-grade children's reporting accuracy for amounts eaten at school provides mealtime insight from a reporting-error sensitive analytic..."
Dr. Baxter’s research team in Summer, 2004; Amy far right & Dr. Baxter 2nd to far right.
Amy with her parents & Marty Yadrick at SC Affiliate Annual Meeting in March, 2009 when her Dad donated half of the amount needed for the endowed fund. Amy passed away in June, 2009 at age 41.
“I Can”

Public Service Announcement

Campaign for Disability Employment

https://www.whatcanyoudocampaign.org/wp-content/uploads/2017/08/psa-i-can-open-captioned-60s.mp4

www.whatcanyoudocampaign.org/psa-campaigns
For information about becoming a member of the Academy of Nutrition and Dietetics email membership@eatright.org
Recording

Transcript

Certificates

- certificate without code 175 is for the *live* webinar

- certificate with code 175 is for the *recorded* webinar
Questions
FREE series of 3 captioned webinars
for Academy members and non-members about the unique role of dietitians with disabilities

Purpose: To learn from Academy RD/RDN members with disabilities as they share their stories and answer questions

ENHANCING DIVERSITY IN THE DIETETICS PROFESSION:

Stories from RD/RDNs with Disabilities - Part 2

Thursday
April 17, 2020
11:00 AM CT

1 CPEU per webinar qualifies for 1 hour of ethics CPEU

Moderated by
Neva Cochran, MS, RDN, LD, FAND
Coordinated by
Suzi Baxter, PhD, RD, LD, FADA, FAND

Funded by an Academy Diversity Mini-Grant to the Research DPG

Academy of Nutrition and Dietetics
FREE series of 3 captioned webinars
for Academy members and non-members about the unique role of dietitians with disabilities

Purpose: To encourage hiring individuals with disabilities into the profession of nutrition and dietetics

Webinar 3 - Tips from the Job Accommodation Network (JAN) for Hiring RD/RDNs with Disabilities

Objectives:
- State an ethical takeaway point concerning autonomy and RD/RDNs with disabilities
- List two purposes of JAN
- Describe two benefits that individuals with disabilities can uniquely provide to a business

Matthew McCord, MS, CRC
JAN Senior Consultant
Motor Team

Matthew fields questions from employees and employers regarding their rights and responsibilities under the Americans with Disabilities Act and assists in identifying accommodation solutions for employees with mobility impairments.

Brittany Lambert, MS, CRC
JAN Senior Consultant
Sensory and Cognitive / Neurological Teams

Brittany fields questions related to low vision, hearing impairments, learning disabilities, mental health impairments, and more.

Thursday
April 23, 2020
1:00 PM CT

1 CPEU per webinar qualifies for 1 hour of ethics CPEU

Moderated by
Neva Cochran, MS, RDN, LD, FAND
Coordinated by
Suzi Baxter, PhD, RD, LD, FADA, FAND

Register at

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