Enhancing Diversity in the Dietetics Profession:

Stories from RD/RDNs with Disabilities
(Part 2)
April 17, 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 beneficence 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.
Outline

1. Academy Diversity & Inclusion Statement
2. Diversity Statistics – USA & Academy
3. Ethics: Beneficence
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
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>
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</thead>
<tbody>
<tr>
<td>Gender</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>
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</tr>
<tr>
<td>Race/eth</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>
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</tr>
<tr>
<td>Not Rep</td>
<td>--</td>
<td>14%</td>
<td>3%</td>
<td>6%</td>
</tr>
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</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

1. State an ethical takeaway point concerning **beneficence** and RD/RDNs with disabilities.

**Code’s 3rd Principle: Professionalism (Beneficence)**

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

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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.
Speakers asked to include these points in story:

1. The nature of their disability
2. Why they chose the profession of nutrition and dietetics
3. Their current professional position and any accommodations they use for it
4. A success as a RD/RDN of which they are especially proud
5. What RD/RDNs with disabilities can uniquely provide to the dietetics profession
6. How RD/RDNs with and without disabilities can effectively work together
7. How being an Academy member benefited their career
Ryan Branson, MS, RD
Registered Dietitian & Director of Nutrition Services
Shoreline Center for Eating Disorder Treatment
Long Beach, CA

BS, Nutritional Sciences – Nutrition & Fitness
University of Missouri

MS, Eating Disorders & Clinical Nutrition
University College London
United Kingdom

MS, Nutrition
University of Illinois
Chicago
Jackie Henderson, RD, LD
Spinal Cord Injury Dietitian
Department of Veterans Affairs Medical Center
St. Louis, Missouri

BS, Dietetics
Fontbonne University
Dietetic Internship,
VA Medical Center
St. Louis, Missouri
Anna Sweeney, MS, RD, LDN, CEDRD-S
Owner, Whole Life Nutrition
www.wholeliferd.com

BS, Food Science & Nutrition
Simmons College

MS & Dietetic Internship
Simmons College
“Working Works”

Public Service Announcement Campaign for Disability Employment

https://www.whatcanyoudocampaign.org/wp-content/uploads/2018/10/psa-working-works-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 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 Lamberti, MS, CRC
JAN Senior Consultant
Sensory and Cognitive/Motor 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

Funded by an Academy Diversity Mini-Grant to the Research DPG
Academy of Nutrition and Dietetics