

Cultures of Gender and Age

a member interest group of the

 eat[®]
right. Academy of Nutrition
and Dietetics

Annual Report

June 1, 2019 – May 31, 2020

COGA Vision

Foster the development and improvement of food, nutrition and health care focusing on member needs in regard to gender and age.

COGA Mission

COGA MIG exists to foster inclusive connections between nutrition and dietetic professionals and students at different stages of their careers and promote the exchange of perspectives and learnings across gender, age and lived experience.

COGA Goals

- Offer members a connected community of togetherness and networking.
- Increase competence of members through leadership, education and professional development.
- Advocate for COGA communities throughout the Academy.
- Advocate and showcase knowledge and diversity of COGA throughout the Academy
- Identify potential sponsors that align with COGA.

MEMBERSHIP

COGA was formed to provide a collective voice from three prior groups: Fifty Plus in Nutrition and Dietetics (FPIND), Men In Nutrition and Dietetics (NOMIN), and Thirty and Under in Nutrition and Dietetics (TUND). The 2019-2020 membership year was our second year as COGA and ended with a total number of 993 members. This number is down from our 2018-2019 membership year totals, by about 500 members; and falls short of the estimated number of members envisioned for our second program year as a group. Special efforts have been initiated to recapture the significant numbers of non-renewed members.

COGA Social Media

Website: coga.eatrightpro.org

Facebook: [@EatRightCOGA](https://www.facebook.com/EatRightCOGA)

Twitter: [@EatRightCOGA](https://twitter.com/EatRightCOGA)

Instagram: [@eatrightcoga](https://www.instagram.com/eatrightcoga)

LinkedIn: <https://www.linkedin.com/company/cultures-of-gender-and-age-coga-member-interest-group-mig/>

COGA Contact: COGALeadership@gmail.com

EXECUTIVE COMMITTEE

The Executive Committee (EC) was comprised of qualified, interested leaders from each of the original groups (FPIND, NOMIN, and TUND). Positions on the EC were appointed as the work of the group became more defined and as priorities were established. Many EC members gave extra time and effort, performing not only their appointed role but willingly supporting the initiatives in whatever was needed. The 2019-2020 COGA Executive Committee included:

Past Chair: Joyce Scott Smith, MS, RDN, LDN

Chair: Kathryn Lawson, MS, RDN

Chair-elect: Dylan Bailey, MS, RDN

Secretary: Haley Hickman, MS, RD

Treasurer: Jane Dunn, MS, RD, CD

Membership Chair: Susan Glessner, MS, RD

Communications Chair: Matthew Landry, PhD

Profession Development Chair: Sandra Carpenter, MS, MEd, RDN, LDN, CDE

Diversity Liaison: Ashlee_Linares-Gaffer, MS, RDN

Nominating/Awards Committee Chair: Vacant

Nominating/Awards Committee Chair-Elect: Vacant

Sponsorship Chair: Vacant

Academy Relations Manager: Rita Brummett

The Executive Committee met 11 times during regularly scheduled monthly conference calls and once via face-to-face at FNCE[®], Philadelphia, Pennsylvania. A Calendar of Work (COW) was developed and utilized to plan for upcoming priorities and for tracking accomplishments. The COW also served as a guide for new EC members to gain a better understanding of their roles and timelines. Noteworthy items include:

- Revising COGA's Mission statement and Guiding Principles document, which will be used to aid future conversations and work the EC takes on
- Restructuring of EC board to include additional committee positions to help with work related to diversity and inclusion, and member engagement efforts
- Updated COGA website and created communication plan for COGA's new discussion board

- Started discussions around diversity, inclusion and equality and the role COGA can play to help lift up members of minority communities. The EC continues its discussions on diversity and inclusion in the 2020-2021 program year

FINANCIALS

2019-2020 Program of Work/Budget was prepared and approved. The overall financial performance was on-budget.

Revenue \$4,700

Expenses \$13,104

Budget Deficit **\$8,404**

Total Reserves (as per May 31, 2020) \$51,310

Reserves Percentage 321%

Sponsorship was recognized as an additional revenue stream and efforts were made to identify potential sponsors. The Sponsorship Chair drafted and published the COGA MIG sponsor/sponsorship FAQ and guidelines. Although no sponsorship revenues were finalized during the 2019-2020 membership year, valuable contacts were established.

Funds to support Second Century, Academy Foundation, ANDPAC, and four FNCE® student stipends were allocated. Two Certificate of Training Program Scholarships were not allocated due to lack of applicants.

MEMBER BENEFITS

Professional Development

COGA offered four complimentary webinars throughout the membership year. Each webinar provided one Continuing Education Unit to attendees. Each webinar was recorded and is available on our website.

Webinars offered included:

- *“Mind the Gap: Navigating the Inter-Generational Workplace”*
- *“Conflict Management and Resolution”*
- *“Negotiating the Importance of Negotiation in the Dietetic Profession”*

- *“An Invitation Into The Diversity Tent: Be A Transformative Agent”*

For FNCE® 2019, COGA had an educational session that was accepted:

- Spotlight Session Proposal for 2019 FNCE® entitled *“Growing Together: Diversifying Dietetics Through Mentoring”*
- COGA also planned for an educational session for FNCE® 2020, which was accepted, entitled *“Power In Your Presence: Taming Feelings of Insecurity and Imposter Syndrome”*

Networking and Connecting

FNCE® 2019, Philadelphia, Pennsylvania

- COGA participated in the MIG Showcase. The MIG Showcase happens every year and offers an opportunity to connect with existing and prospective members. We had over 50 people stop by and ask about COGA or find ways to get more involved.
- COGA also held a Member Reception. COGA had a keynote speaker, Michael Gaskins, to speak about diversity in the profession, and how COGA members can be agents of transformational change. Those who stopped by at the MIG Showcase were encouraged to attend.

The Communications Committee worked diligently during the 2019-2020 program year to help support the EC priorities. COGA recognizes that one key pillar of member satisfaction is communication and knowledge of what is happening with COGA.

- COGA disseminated numerous eblast communications throughout the year keeping members updated with EC activities and Academy events.
- COGA has updated its existing Facebook and Twitter accounts. A new Instagram account was also created. All three social media accounts were used during the year to broadcast information and engage with members.

Annual Report Prepared by: Kathryn Lawson, MS, RDN, Immediate Past Chair