

Inclusion, Diversity, Equity and Access (IDEA) Liaisons serve at the affiliate, dietetic practice group (DPG) and member interest group (MIG) levels, and are charged with conducting outreach to students and professionals from underrepresented groups within the nutrition and dietetics profession, as well as supporting educational cultural sensitivity programs. An IDEA Liaison must be a member of the Academy holding one of the following membership categories: Active, Retired, Returning Student or International.

To officially record your DPG's IDEA Liaison with the Academy, please email diversity@eatright.org. Include the member's name and member ID number.

Overview of Position:

- a) Two-year term length suggested
- b) 2-3 hours per month to plan at least one diversity outreach program per year
- c) It is recommended that the IDEA Liaison position serve on the DPG executive committee (non-voting)
- d) Upon completion of the program, IDEA Liaisons will be asked to complete a short survey.

IDEA Mini-Grants:

- a) IDEA Liaisons on file with the Academy are eligible to submit one application annually, on behalf of their DPGs, for an IDEA Mini-Grant to assist with diversity outreach efforts, provided they have approval from the DPG's executive committee.
- b) Grants range in amounts from \$100 - \$1000. Please note that limited mini-grants are available. More info: www.eatrightPRO.org/diversity.
- c) Grant funds can be used to complete existing projects or rolled into the next fiscal year if proposed activities have not been completed at the time of funding.
- d) The link to submit nominations will be sent to IDEA Liaisons in November 2021.
- e) Deadline to apply for an IDEA Mini-Grant is March 1, 2022.
- f) By submitting an application, the IDEA Liaison agrees to complete a follow-up survey.
- g) Applicants will be notified of application status in spring 2022.

Possible Diversity Outreach Events:

- a) Collect prospective member contact information at diversity outreach events and submit contact information to Academy Headquarters by:
 - i. Reaching out to school-sponsored programs and introducing the profession to diverse high school or college students at a career fair or career panel
 - ii. Creating a video, webinar, or brochure to recruit and retain diverse individuals into the profession by illustrating the benefits of a diverse nutrition workforce and the impact it can have in their communities.
- b) Conduct educational cultural sensitivity programs at the Academy DPG level by:
 - i. Developing a webinar that highlights a specific culture's dietary practices and nutrition needs
 - ii. Hosting a podcast that showcases the diverse dietitians within the DPG and allows them to share their knowledge
 - iii. Holding a panel discussion with diverse practitioners on the challenges of serving underserved populations.

Benefits to IDEA Liaisons:

- a) Leadership development
- b) Career development – communication, public speaking
- c) Resume development
- d) Academy and DPG recognition
- e) Networking and meeting new and seasoned members
- f) Ability to apply for an Academy IDEA Mini-Grant.