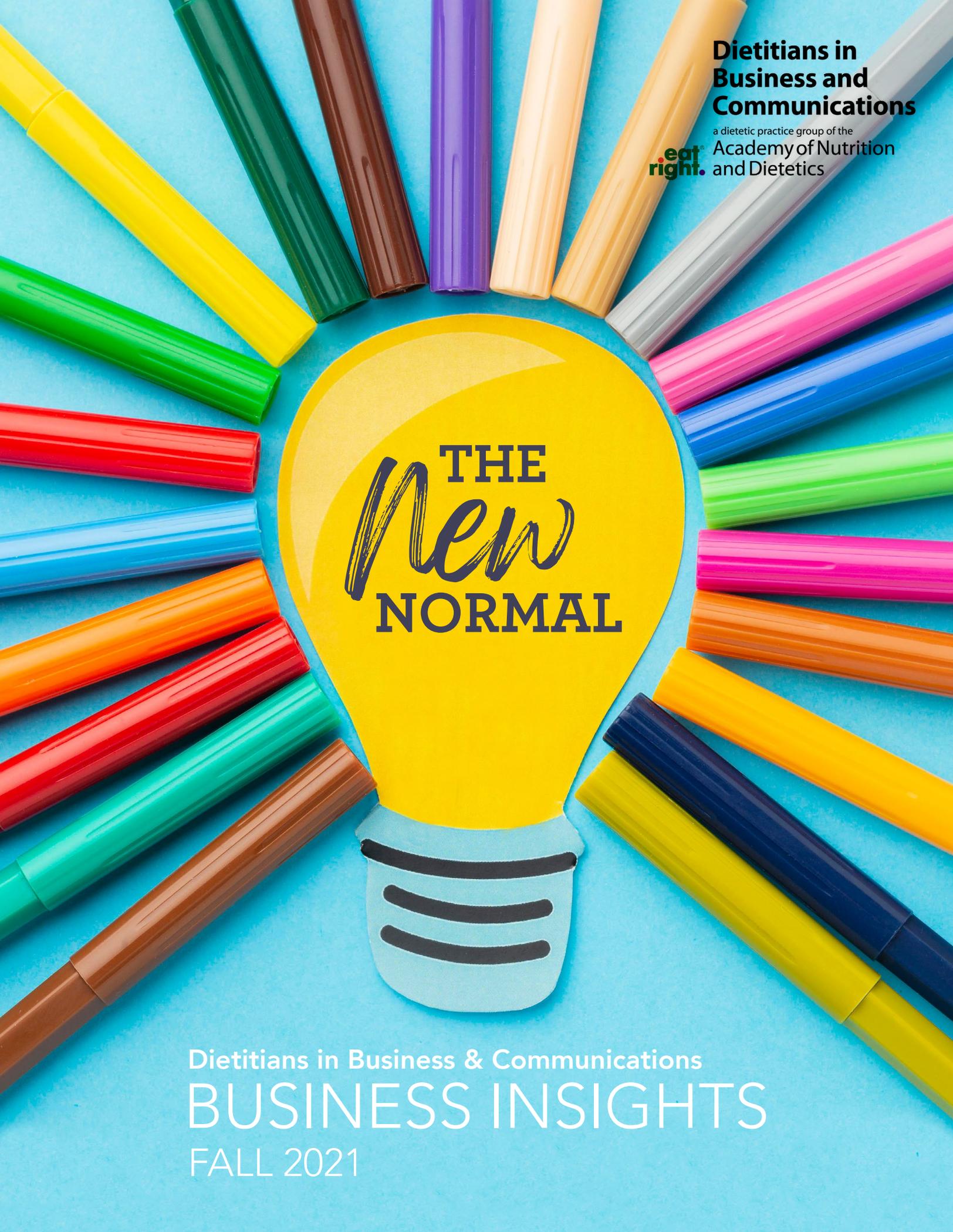


**Dietitians in
Business and
Communications**

a dietetic practice group of the
eat right. Academy of Nutrition
and Dietetics



THE
New
NORMAL

Dietitians in Business & Communications
BUSINESS INSIGHTS
FALL 2021

Dietitians in Business & Communications

BUSINESS INSIGHTS

A dietetic practice group of the Academy of Nutrition and Dietetics

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LETTER FROM THE EDITOR

Rebecca Valdez, MS, RDN (she/her)
2021-2022 Newsletter Editor

Attending a recent working group for dietitians, I was asked to introduce myself and my privileges. I quickly realized that despite identifying as a dietitian from a marginalized group, my list of privileges is long. Some of my privileges that serve me both as dietitian and in life include food security, educational, financial, and family privileges. Others include being in a straight-sized body, cis-, hetero, and able-bodied. Most aspects of my identity have allowed me to walk through life with relative ease. Mostly, I'm not fearing for my bodily safety, wondering where my next meal will come from, or being questioned about my authority or integrity.

Many cannot say the same. People of multiple marginalized identities suffer discrimination, stigma, and even violence for simply being who they are, their values, and beliefs. For people of marginalized identities in the dietetics profession, the stark contrast of their experiences compared with the dominant culture and perspective can be especially jarring.

A mentor of mine once told me that her way of creating more equity is to always find ways to give power and voice to those who may not otherwise. That's why I'm honored to bring you the Fall 2021 issue of the DBC Business Insights Newsletter, which contains different voices, ideas, and

marginalized perspectives. You may not agree with all the perspectives presented. However, I believe that as your Editor, it's important to shed light on, validate, and value differing opinions. In the polarizing, dichotomous world we live in, it's more important than ever to create dialogue, understanding, and empathy, especially when we are in positions of holding power and privileges.

I'm immensely grateful to our contributors who have shared their expertise and experiences so that we can continue to dive in, learn, and grow together. I'm also grateful for the support and encouragement of my Associate Newsletter Editor, Georgia Rounder, RDN, who has helped make this issue possible.

I hope you'll dive into this issue with an open mind.

Let's start a conversation. If you'd like to share your thoughts on this newsletter and its contents, I would love to hear from you. You can write to me at rebeccavaldezRD@gmail.com.

Rebecca Valdez



Rebecca Valdez is a registered dietitian nutritionist passionate about food justice, equity, and sustainability. She empowers clients to advocate for their own health while practicing gentle nutrition and compassionate self-care. She approaches nutrition counseling through a cultural, individualized, and HAES-informed lens. She is also a freelance writer and communications consultant. She earned her BS in Communications from Boston University and MS in Nutrition Education from Teachers College, Columbia University.

ACTIONS SPEAK LOUDER THAN WORDS: HOW LEADERS CAN SHOW A TRUE COMMITMENT TO DEI

Kameron Rowe, MS, RDN, CDN, (she/her)
Associate Professor, Russell Sage College

The murder of George Floyd and numerous acts of injustice generated a level of consciousness regarding diversity, equity and inclusion (DEI) in all facets of life, including the workplace. This led to the creation of DEI positions, committees, and education. Yet, a recent Gallup panel shows only 42% of managers strongly agree that they are equipped to have conversations about race and equality and 1 in 4 Black and Hispanic workers report discrimination at work¹.

There is a tremendous amount of privilege that comes with being in a leadership position, specifically in regards to your visibility and influence. If you are in a position of leadership, you have a responsibility to lead and enforce DEI in the workplace. Here are a few practical ways for your actions to speak louder than your words:

Admit your shortfalls.

We all make mistakes. If you've blundered over race and equity issues in the past, take responsibility regardless of intention. If an employee or someone in your organization brings up a concern or wrongdoing, acknowledge their bravery and feelings. If harm was done, apologize publicly. These acts of vulnerability show that you are human, earns respect and builds a culture of trust. According to the 2019 Global Business Ethics Survey, employees believe that their direct supervisor is more effective when they frame failures and mistakes as growth opportunities.

Commit to learn and unlearn.

To commit means to carry into action deliberately. After admitting your shortfalls, make a deliberate effort to continually examine, unpack and unlearn your personal biases and beliefs. Commit to doing things differently in the future by creating and sharing a plan for learning and growth. At the same time, make a deliberate effort to learn about your employees' experiences and how to best support them.

Make sure your outside matches your inside.

Before you make a public statement, examine your office culture. Is what you're about to declare also true within the walls of your office? Examine the feedback you've received from employees on their sense of belonging, equity, mentorship, opportunities for advancement, etc. Meet with employees one on one if necessary and develop a plan incorporating their feedback. For example, if your employees are experiencing discrimination at work, create policies that encourage and investigate incidences of discrimination without retaliation, support and protect the individuals experiencing discrimination, enforce consequences and accountability, and clearly define how things will be different moving forward.

Put your money where your mouth is.

Allocate resources for DEI. You can do this by ensuring that you have an equitable pay structure based on skill. Also, dedicate a portion of your budget to amplify the voices, skills and work of individuals from diverse backgrounds within and outside of your organization. When seeking a speaker to give a presentation or training on DEI, don't ask people from diverse backgrounds to speak, write, or contribute about DEI for free. This is emotional work that is often traumatic. Treat DEI with the same value as you would any other training for your employees.

Recruit with intention and mentor.

Recruiting with intention will allow for a more equitable recruitment process. When examining candidates, ask yourself: "What assumptions am I making about the candidate?" and "How will this candidate help shape the workplace culture as opposed to just fitting into the existing culture?" Recruiting and retention go hand in hand. Consider creating and offering a formal mentor program. Research shows that mentoring can be an important experience to help minorities accelerate their careers and obtain professional growth. Mentoring can be a great addition to or create a pathway for diverse leadership within your organization.



ACTIONS SPEAK LOUDER THAN WORDS (CONTINUED)

Remember, leadership starts with you. Taking action in your organization using the practical examples outlined above is a great way to lead by example. However, these examples are just a starting point. As you make changes, meet with your employees, and obtain feedback, you may stumble upon other other ways to ensure that your actions speak louder than your words.

Kameron Rowe

Resources

1. Levey, Ilana Ron. *Most US managers not fully prepared to talk about race.* Gallup. February 4, 2021. <https://news.gallup.com/poll/329282/managers-not-fully-prepared-talk-race.aspx>
2. Roepe, Lisa Rabasca. *When leaders make mistakes.* HR Magazine. February 27, 2020. <https://www.shrm.org/hr-today/news/hr-magazine/spring2020/pages/when-leaders-make-mistakes.aspx>
3. Emrich, Cynthia & Livingston, Mark & Pruner, David. (2017). *Creating a Culture of Mentorship.* 10.13140/RG.2.2.10649.11365. https://www.researchgate.net/publication/323106316_Creating_a_Culture_of_Mentorship



Kameron Rowe, MS, RDN, CDN, (she/her) is a registered dietitian and Assistant Professor of Practice in the Nutrition Department at Russell Sage College in Albany, NY. Kameron completed her dietetic internship at Cornell University and obtained a MS in Nutrition from Meredith College and BA in Exercise and Sport Science from UNC Chapel Hill. She is passionate about diversifying the dietetics profession and mentorship and serves as a co-coordinator for the Diversity Dietetics Mentor Program and as the Diversity and Inclusion Liaison for the New York State Academy of Nutrition and Dietetics (NYSAND). In her free time, she enjoys baking, reading autobiographies, and traveling. You can connect with Kameron on [LinkedIn](#).



HOW TO: COMMUNICATE INCLUSIVELY

Rebecca Valdez, MS, RDN (she/her)

***Note from the author:** I want to acknowledge my limitations in writing this article - I am not an expert in DEI. I have written this from my own experiences/learning through a lens of many privileges (named in my letter from the editor). This article is meant to be a starting place. Example resources are not inclusive or comprehensive of all the available resources for dietitians interested in learning how to communicate inclusively. If I've missed something, please reach out and let me know!*

As health professionals, how we communicate through words and images impacts the people we want to support. That's why being aware and choosing our words carefully and intentionally is critical. When we are not mindful of our language, we can further stigmatize or alienate our audience, however unintentional.

Inclusive communication helps to create a culture in which everyone feels a sense of belonging, not just those who share the background of the dominant culture. Here are five ways for making your communications more inclusive:

1 USE CORRECT PRONOUNS:

When meeting a client or patient for the first time, it's best practice to ask that person, either verbally or through an intake form, how they would like to be addressed. When addressing a group, consider using gender neutral language (e.g., "Good morning everyone," rather than, "Hey guys/gals,"). You can also include your own pronouns in your communications, such as an email signature or bio. This helps signal to clients and patients that they are in a safe and affirming space, where their pronouns won't be assumed or invalidated. You can also apply these practices to other identifiers, such as race and culture.

2 CHOOSE LANGUAGE THAT REDUCES STIGMA:

When speaking with or about patients and clients, health professionals may involuntarily perpetuate stigma¹. Instead, focus on acknowledging rather than invalidating a patient's experience, providing support rather than judgement, and understanding and naming the systemic racism, oppression, fatphobia, and other types of stigma they may experience.

Healthline's [Conscious Language Guide](#) offers some alternatives for language that is inclusive

Article Continued Next Page



3 CONSIDER THE ACCESSIBILITY OF YOUR ADVICE:

Get into the practice of asking yourself whether your health advice, recipes, meal plans, or any other guidance is accessible and sensitive to your audience. For example, is somebody who has inconsistent access to enough food, has a limited food budget, or is living in a certain geographical area able to buy the groceries you are suggesting? What if they have limited access to cooking equipment, a refrigerator or pantry space?

Kids Eat in Color developed *Affordable Flavors*, a delicious, nutritious, and cheap meal plan that works for families of diverse socioeconomic backgrounds. The book was written with consultation from diverse RDs, is currently offered in both English and Spanish, and is sold at a sliding scale.

4 CHOOSE IMAGES AND PHOTOGRAPHY THAT ARE REPRESENTATIVE:

Does the photography and images on your website, social media, presentations, and other collateral represent a diverse mix of race, cultures, body sizes and shapes, and abilities? Does your representation of “healthy foods” include foods from various cultures? As a health professional, how do your images portray “healthy” and does it feel attainable for most people?

Lindley Ashline’s *Body Liberation Photos* provides images that celebrate all bodies.

5 EXPAND YOUR SOCIAL FEED:

Does your social feed feel more homogenous than diverse? Consider following more diverse creators who present different perspectives and have different lived experiences than you. As these creators already have limited time and capacity, avoid reaching out to them to ask them to personally explain their traumas and experiences. If you re-share their content with your own audience, be sure to credit and tag the creators, or pay them if you can.

Alissa Rumsey, MS, RD’s Blog Post “[Our Favorite Body Positive Instagram Accounts](#)” includes a comprehensive list of body positive dietitians/therapists, fitness professionals, activists and educators, and influencers.

A Working Group’s presentation on [Social Media Citations](#) created by Clara Nosek, MS, RDN provides best practices for re-sharing social content.

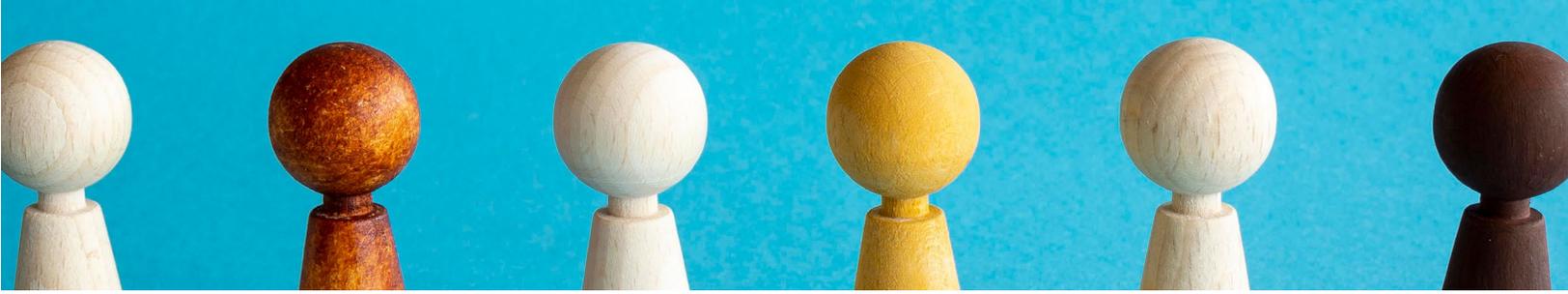
Rebecca Valdez

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¹Park J, Saha S, Chee B, Taylor J, Beach MC. Physician Use of Stigmatizing Language in Patient Medical Records. *JAMA Netw Open*. 2021;4(7):e2117052. doi:10.1001/jamanetworkopen.2021.17052



Rebecca Valdez is a registered dietitian nutritionist passionate about food justice, equity, and sustainability. She empowers clients to advocate for their own health while practicing gentle nutrition and compassionate self-care. She approaches nutrition counseling through a cultural, individualized, and HAES-informed lens. She is also a freelance writer and communications consultant. She earned her BS in Communications from Boston University and MS in Nutrition Education from Teachers College, Columbia University.



ASSESSING DIETETICS PROFESSIONAL PRIVILEGE

Kate Gardner Burt, PhD, RDN (she/her/hers)

Assistant Professor and Undergraduate Program Director of the Dietetics, Foods, and Nutrition Program, Lehman College, City University of New York

Interview by: Rebecca Valdez, MS, RDN

Kate Gardner Burt, PhD, RDN sat down with Rebecca Valdez to talk about her team of researchers working on a study to develop and validate a scale assessing privilege in the dietetics profession. Dr. Burt's growing awareness of how her own identity and privileges shaped her experience and how whiteness is privileged within dietetics helped inspire her work. She is committed to leveraging her power and privilege to understand and disseminate information about how oppression and dominant group norms impact dietetics, in the hopes of dismantling oppression.

Business Insights compiles the viewpoints of many authors, and DBC encourages open and honest discussion and discourse among its members. The views expressed by Business Insight contributors may not reflect the viewpoint of all DBC members. DBC Leadership encourages its members to stay current with the Inclusion, Diversity, Equity, and Accessibility initiatives of the DBC DPG and the Academy via the DBC website and the Academy of Nutrition and Dietetics [IDEA HUB](#).

Privilege is defined as the unearned advantages afforded to persons who identify with the majority or normative group(s).

Can you briefly describe the study and scale? Give us the elevator pitch!

One of the first steps to increase inclusion, diversity, equity, and access within the dietetics profession is to understand which groups have unearned advantage (a.k.a. privilege). This tool will be the first and only validated tool to measure one's own privilege in dietetics. We hope that by completing this tool, participants will gain a better understanding of how privilege manifests in dietetics. We also hope this tool will help participants have greater insight into their own privilege, which may ultimately help develop cultural humility and advance understanding of norms embedded within the profession.

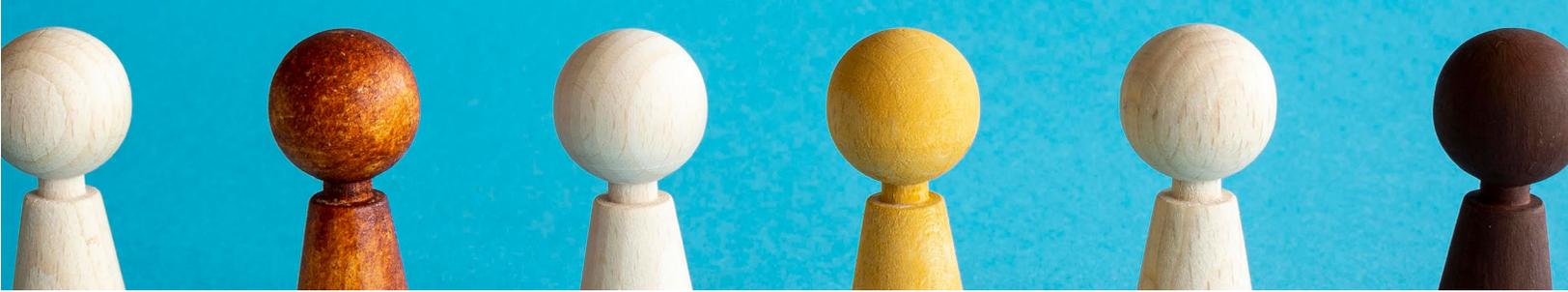
What role does privilege play in the dietetics profession? Can you provide examples?

Persons who have privilege in dietetics align with norms - that is, their perspective and the perspective of the profession are aligned. So people with privilege fit in a way that is invisible - and people without privilege feel like outsiders. A

broad example is white privilege - white norms are evident throughout the practice of dietetics. We idealize white diets, like the Mediterranean diet, despite a lack of evidence. We expect that epidemiological evidence (based on mostly white men) is generalizable to everyone, despite evidence to the contrary. In addition, research indicates that our largest professional organization (the Academy of Nutrition and Dietetics) was founded on racism¹ and current statistics demonstrate a failure to diversify the profession over the last 20 or 30 years. Who can afford to ignore those things?! White people who are unaffected by them, thereby perpetuating and upholding a predominantly white ideology and profession.

Why is this tool important to the dietetics profession? And how will this tool impact the dietetics profession?

This tool is important because we lack resources to understand our identity and how the identity of professionals has impacted our profession. More resources are emerging - this is not the only one. For example, we find [Diversify Dietetics' self-study guide](#) to understanding identity is an extremely valuable tool to reflect on one's own identity. We



believe the Dietetics Professional Privilege Assessment Tool is one more way to understand how identity - specifically privilege - impacts one's experience in this profession.

What's one thing dietetics professionals can do today to start unpacking their own privilege?

The first step to understanding your own privilege is to first understand what privilege is and how it manifests in this profession. Read articles about inclusion (or exclusion) in magazines and journals. [Stephanie Carter's Food and Nutrition Magazine article](#) is a really approachable place to start. Start following conversations on social media, by joining groups like #InclusiveDietetics or Dietitians for Change on Facebook. These resources encourage health professionals to think critically about their own identity and the relative ease (or not) they have navigating the professional space. While FNCE® has passed, I encourage dietitians to re-watch the recordings where there are a number of opportunities to learn more. I encourage dietitians to tune into a session titled ["Black Dietitians Matter: Addressing Inequities and Exploring Strategies for Increasing Blacks in Nutrition and Dietetics"](#) - the panelists are true leaders and visionaries in this space. (Also, in the interest of full disclosure and transparency, I am on two other panels related to privilege and cultural humility).

How can we participate or get involved? Are there any resources you'd like to share so we can learn more about this issue?

Try the scale - A few items from the scale are included across this page. Our team is currently analyzing data from the survey to finalize items to be included in the scale. You can also watch [A Primer on Privilege](#), my video from FNCE® 2020.

References:

¹Park J, Saha S, Chee B, Taylor J, Beach MC. Physician Use of Scott, Kathleen Marie, "Recipe for citizenship: Professionalization and power in World War I dietetics" (2009). Dissertations, Theses, and Masters Projects. William & Mary. Paper 1539623551. <https://dx.doi.org/doi:10.21220/s2-xw8d-en82>



Kate Gardner Burt, PhD, RDN (she/her/hers) is an assistant professor and Undergraduate Program Director of the Dietetics, Foods, and Nutrition Program at Lehman College, City University of New York. She teaches courses in cultural humility and foodways and in professional practice. Dr. Burt's research explores how systemic racial bias and the normativity of whiteness impact the dietetics profession and dietary recommendations. Dr. Burt received her BS in film and television from Boston University and her MS in exercise physiology and nutrition, RD and PhD in food and nutrition policy from Teachers College, Columbia University.

Try the Scale! Below are a few items from the Dietetics Professional Privilege Assessment Scale.

The more scale items you respond 'yes' to, the more privilege you hold. This scale aims to help you understand and get a better sense of your relative advantage to others in the dietetics profession.

- In my household, it was encouraged or assumed that I would attend and graduate college.
- I see myself in the material (e.g., images depicting dietetic professionals, my meal patterns) presented in class.
- My meal patterns and food choices are taught as part of the mainstream or core curriculum.
- I did not question if a professor or preceptor treated me a certain way because of my identity.
- Nutrition databases often contain information about the cultural foods I typically consume.
- People I serve and/or work with use my preferred gender pronouns.
- I am perceived as a credible source of information by people I serve and/or work with.

MEMBER SPOTLIGHT:

Manju Karkare

MS, RDN, LDN, CLT, FAND (she/her)

Interview by Georgia Rounder

Manju Karkare, MS, RDN, LDN, CLT, FAND sat down with Georgia Rounder to talk about her 2021 FNCE® session on Asian cuisine, the importance of developing culturally sensitive recipes, how dietitians can practice culturally inclusive communication, and more.

At the 2021 Food & Nutrition Conference & Expo, you partnered with a group of dietitians to explore regional cooking techniques and recipes in Asian cuisine. Can you give us a brief synopsis?

In our FNCE® presentation, we covered the continent of Asia to highlight how the term “Asian” can be misleading since the largest continent in the world also has a vast variety of cuisines. When I moved to the United States, this was the first time I came across the spice mix, “curry powder”. There is a long history of the word “curry” from the British occupation of India. Across India and within each Indian household, “masala” is a unique blend of spices and “curry” just means a dish that is not dry. The actual components and variety of spices used in “masala” varies from table to table.

Why do you think it’s important for dietitians to learn about culturally sensitive recipe development and content creation?

While globalization has allowed us to enjoy cuisines from across the world, whitewashing any cultural foods or recipes belittles that culture. Nutrition is an art and a science. Food is at the center of all civilizations’ social constructs. Recognizing the impact of food beyond providing nourishment (calories, protein, vitamins, minerals etc.) is essential to build trust and empathy with the diverse populations we serve. Learning cultural culinary practices, traditions and norms are valuable tools needed to help dietetic professionals put the science into practice.



Manju Karkare is the President/CEO of Nutritionally Yours LLC, a private practice focusing on personalized integrative nutrition counseling for chronic disease prevention and management, and food sensitivities. As a past Diversity Leader, a member of the Diversity Committee and the Academy’s Board of Directors her commitment to enhance our professional diversity and inclusion is at the core of her efforts to educate her peers as well as future dietetic professionals. She continues to serve in a variety of roles for several dietetic practice groups, including Policy and Advocacy Leader for Dietitians in Business and Communications.

MEMBER SPOTLIGHT:

How might this education benefit their everyday practice as dietitians?

Awareness of commonly used ingredients, flavor profiles and cooking techniques enables dietitians to offer applicable options. For example, just eating more or less of some foods is not helpful. If we can identify ways to incorporate the cultural practices, the likelihood for implementation increases. Recipe development or content that uses authentic ingredients, with possible alternatives, demonstrates cultural and social sensitivity.

Many cultures use food as medicine, and have done so for centuries, which we now label as integrative and functional nutrition. Functional foods are now the trend in the food industry and consumers are expressly asking for it and buying into it. Increasing diversity of the U.S. population demands cultural humility from all dietetic practitioners regardless of which area(s) of practice they work in.

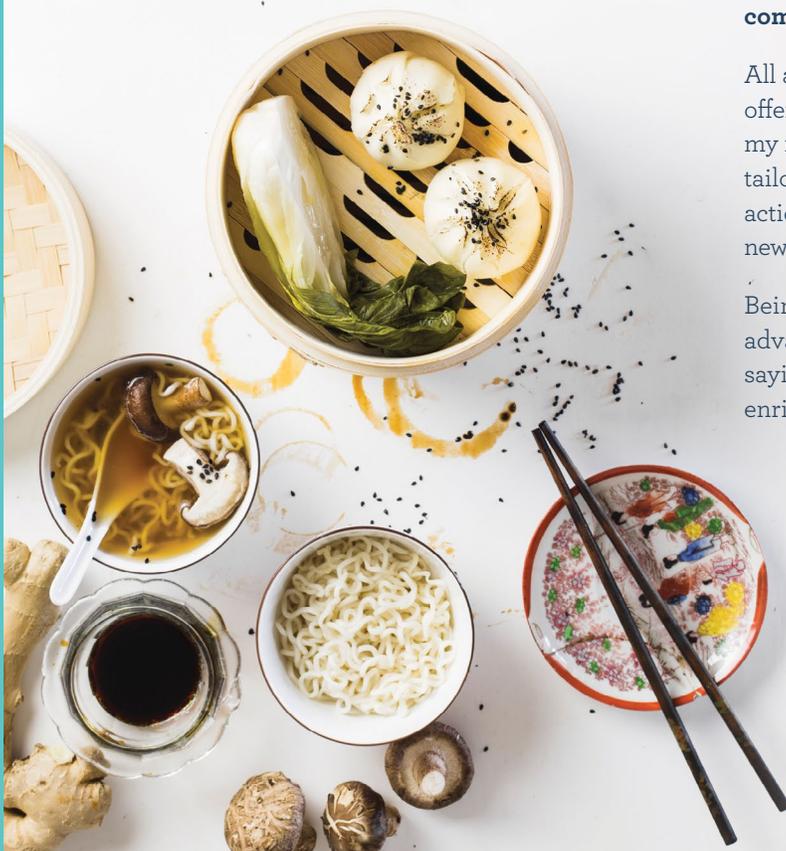
What are some practices dietitians can put in place to ensure their communications are inclusive and sensitive to diverse backgrounds and cultures?

Our profession and organization has established roots in systemic racism, both historically and contemporarily. While we cannot change the past, it is important to recognize it still exists in our current practice and there are many steps we need to take to create an equitable future. To create inclusive and safe spaces, every one of us must accept our own implicit biases, accept lived experiences without judgement and be comfortable with the discomfort. Actively working to change the power dynamic or dismantling racism takes intentional effort. Broad communications that may include diverse backgrounds and cultures require extra attention to ensure there is openness to a variety of solutions, letting go of perfectionism and most of all speaking up against injustice. Silence shows complicity. See something? Say something! We hold each other accountable.

What advice would you give DBC's student members interested in pursuing a career in the business and communication spheres of dietetics?

All areas of dietetic practice involve communication. DBC offers great tools for effective communication, which was my main reason for joining this DPG. No matter the topic, tailoring the messages to the audience is key. Specific actions, words and phrases can show humility. Accepting new or different viewpoints can help build trust.

Being a part of the DBC learning community, taking advantage of numerous experts already in the field and saying "yes" to the opportunities with an open mind will enrich your journey and set you up for success.





ESSENTIAL TOOLS:



TIKTOK TIPS FOR ENGAGING YOUR AUDIENCE

Featuring: Sara Cardenas Arriaga, Zariel Grullón, Marie Helena Bitar, Esosa Osagiede, and Cara Harbstreet



SARA CARDENAS ARRIAGA
(She/Her)
saratherd

LOOK AT THE TRENDS AND TRY TO SEE HOW THAT CAN FIT INTO WHAT YOU WANT TO SHARE.

It can become repetitive if you also just follow trends so trying to come up with your own creative ideas is something to try!

THINK OF LIVED EXPERIENCES.

Think of how they can be shared in a short video.

I'm Sara, a first gen Latina! I completed my coordinated program this past year and have been working full time as a clinical dietitian. I've been enjoying creating content as it's a way to express my creativity. My goal is for RD2B's and new dietitians to be able to find themselves reflected in what I create and to feel they're not alone.

Instagram & TikTok @saratherd



ZARIEL GRULLÓN, RDN, CDN
(She/ They)
nomorechichos

BE YOURSELF.

TikTok is all about being your authentic self. Ditch the makeup, crafted looks, and type A vibes (unless that's part of your brand) and be your natural self. It'll help you be more relatable to your audience and get you comfortable with being you. When you can be your natural self it helps others be comfortable being their natural self as well.

USE YOUR VOICE.

While the pointing videos are helpful in getting information across quickly, when you're working on creating your community it's important to get people to hear you too. Jump on the lives, make a series where you're talking about something. Get comfortable being in camera and hearing your voice. You can even use your voice to create a signature intro/outro for your videos.

BATCH CREATE.

This has to be my most important tip. I typically spend my TikTok time sending myself videos that I would like to create, whether it's the style, format, sound, etc. I fill my inbox with all these inspiring videos. Then on my content day I make all the videos and save them in the drafts, add the captions and sounds. After that I have a bunch of new videos to post and don't have to spend so much time in the app. Bonus: NEVER forget to tag or give credit to those who inspired you, using IB (inspired by) is a great place to start.

HAVE FUN!

TikTok is a fast-paced community. If you find a new trend you like, jump on it. If you have a new sound that can relate to your brand, do it! Don't overthink it, jump in there and have fun!

*Saludos my name is Zariel! I'm a first gen Latina dietitian. I embrace a food freedom approach to nutrition to help comadres ditch la dieta and love themselves. I can be found @nomorechichos on Instagram and TikTok
** comadres is what I call my followers; you can also switch it to say folks!*



MARIE HELENA BITAR
(She/Her)
beyondfoodrules

DON'T BE AFRAID TO BE AUTHENTIC AND SHOW WHO YOU REALLY ARE.

People relate the most to folks who are true to themselves online. Your people will find YOU! Deliver a clear message while adapting it to trends and your content will attract the right audience. Don't forget to have fun with it.

My name is Marie Elena Bitar, MPH, RD and I'm the founder of Beyond Food Rules, LLC. I am a non-diet, HAES-aligned dietitian based in Michigan. In my virtual private practice, I help folks heal their relationships with food and their bodies through principles of IE, HAES and mindfulness. Social media handles: @beyondfoodrules (TikTok, IG, FB, YouTube). Website: www.beyondfoodrules.com



CARA HARBSTREET
(She/Her)
streetsmart.rd

CREATE ORIGINAL CONTENT!

Yes, you can still have fun with the lip syncing, dances, or other trends. But what will set your account apart is delivering something that everyone else is not. As dietitians, we're uniquely equipped with the knowledge AND the skills to creatively and consistently share valuable information and insights about nutrition in engaging ways. This will make for more memorable content and create an audience of followers who look to you as an expert.

GET COMFORTABLE BEING ON CAMERA IN A CASUAL WAY.

TikTok is nice in that it's not overly formal or scripted, so don't be shy about letting your personality show. If you get too caught up in overthinking how you look or sound, you might never post so give yourself some grace and offer the reminder that it doesn't need to be perfect in order to serve a purpose.

My name is Cara Harbstreet and I am the Kansas City-based owner of Street Smart Nutrition (www.streetsmartnutrition.com). I am a nutrition communications expert, three-time published author, and weight-inclusive, anti-diet dietitian with an active presence on social media and web. I'm passionate about helping people rediscover joy in eating deeply nourishing meals without restriction or fear, and that's a common thread throughout my work in various areas of the dietetics field.



ESOSA OSAGIEDE
(She/Her)
melanin_poppinRDN

KEEP IT SHORT AND CONCISE.

TikTok is a platform where people consume information in a short amount of time. Therefore, have your attention grabber and 2-3 bullet points.

My name is Esosa Osagiede aka @melanin_PoppinrRDN and I help Black women redefine health, have unshakeable confidence in their food choices and create generational health. My nutrition philosophy is food should be enjoyed not feared. A balanced diet is flexible, not perfect and includes your cultural foods.

LESSONS FROM BECOMING A RDN IN A GLOBAL PANDEMIC

Sophia Condic, MS, RDN (she/her/hers)

Like many future RDNs, I was anxious and stressed about taking the RDN exam. I was scheduled to sit for the exam soon after completing my dietetics program. However, three days before the exam, I received that dreaded email. Testing centers were closing as a pandemic swept across the country. How was I supposed to become an RDN?

Here are some lessons I learned from my fellow dietitians on how to become an RDN during a global pandemic.

1. Turn your frustration into flexibility.

When all the testing centers closed, **Mia Owen, MS, RDN**, remembered, “I was frustrated. I had prepared for this exam for the last six years of my life, only for it to be brought to a halt.” I was gutted at first as well, but in the end, it was a blessing in disguise. After all, I’d just been given more time to study!

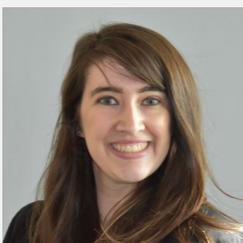
2. Find support from others.

When typical in-person study groups were no longer an option, I had to get creative with studying. I discovered virtual study groups and various RDN exam social media pages. Participants in these groups pooled their resources together and learned from each other. **Anthony Richards, MS, RDN**, recalls that his group “...brought important topics of the exam into focus that I was not actively thinking about.” Connecting with others through your dietetics program or with groups on Facebook is a great place to start. Without these groups, I probably wouldn’t have passed the exam on the first try.

3. Keep in mind: there is a light at the end of the tunnel.

Fortunately, for most of us, we may never have to take another exam in the middle of a pandemic. We have been through the worst of it and luckily, it is still possible to become a dietitian, even during a pandemic.

Many of the things we have learned during this time can be applicable for when we become a RDN. Simply put, things will not always go as planned. And that’s ok. We have learned that we can tackle whatever comes our way with flexibility, support, and the proper mindset.



Sophia Condic, MS, RDN (she/her/hers) is a Michigan-based dietitian who’s currently working in a community clinic. She earned a Bachelor of Integrative Studies at Oakland University and completed the Coordinated Program in Dietetics and a Master of Science in Clinical Dietetics at Grand Valley State University. One of her long-term goals is to have an interdisciplinary career that focuses on mixing the art and science of dietetics. She has also published with Today’s Dietitian RD Lounge.



MESSAGE FROM THE CHAIR

Rayona Baker, RD, LD (she/her)

We all hoped and prayed by this time we all would be back to some type of “New Normal.” As the pandemic continues we are still making shifts in our homes, careers and volunteer work.

DBC is blessed to have great professionals that continue to be creative, recruit, engage and support one another personally and professionally. We want to continue to strive to meet our Mission and Vision for DBC while keeping ourselves healthy and safe.

Kibrett Facey, Marketing Associate with Mobilize Blog summarizes:

“Sometimes we need to take a break, breathe, and take a moment for gratitude. As we deal with the uncertainty of our current “norm”, it is easy to get wrapped up in thoughts that detract from your purpose and your vital role in helping to make

the world a better place. As you aim to fill your cup, look for ways to fill the cups of your coworkers and dedicated supporters, too. We could all use a drop of positivity! Be there for your colleagues, supporters, and most importantly, yourself.”

Thank you for all you contribute to our profession and DBC.

Rayona Baker



Rayona Baker, RD, LD is the Non-Commercial Business Solutions Specialist for Gordon Food Service Central States Division. Offering operational knowledge, nutritional expertise and industry trends. Rayona’s background includes Director of Marketing Operations, Food and Nutrition Service Manager at an acute care rehab hospital. Rayona received her BS in Dietetics from the University of Kentucky. She is past president of Kentucky Dietetic Association and the Nominations Chair. Rayona has served on the Academy of Nutrition and Dietetics Dietitians in Business and Communications Practice Group and is an active member of Association of Healthcare Foodservice Hoosier Chapter. Rayona also served on the Advisory Board for the Lincoln Trail Home Health Agency, Nutrition and Food Science Advisory Board for the University of Kentucky and currently the Advisory Council for Murray State University. Rayona is also a Gold Club recipient for outstanding performance with Gordon Food Service.

DBC EXECUTIVE COMMITTEE

What is one way you can use your power and privilege to help to diversify our profession?



MANJU KARKARE (SHE/HER)
DBC DPG Policy and Advocacy Leader

"Show Up, Stand Up, Speak Up for unrepresented or under-represented voices."



AMANDA GOLDMAN, MS, RD, LD, FAND
(SHE/HER)

DBC Affiliate Partnership Director

"I believe it is extremely important for us as Registered Dietitians to consistently work towards diversifying our profession. Over the years, I have been a preceptor for numerous students and dietetic interns. This has provided an opportunity to increase awareness of various cultures and global cuisine. In addition, I am a member of the Religion Member Interest Group, as well as a member of a work-related Diversity, Equity & Inclusion committee."



RAYONA BAKER, RD, LD (SHE/HER)
DBC Chair

"Dietitians are professionals that have influence power directly and indirectly. With power comes discomfort therefore, we need to set an example for everyone to embrace change and challenge others to be inclusive in ways that promote ourselves as quality professionals."



NEVA COCHRAN, MS, RDN, LD, FAND
(SHE/HER)

DBC Foundation Fundraiser Committee Member

"For the last 5 years, I have been working on advocacy for RDNs, NDTRs and dietetic students/interns with disabilities. Along with my partner in this effort, Suzi Baxter, PhD, RD, we have been successful in publishing 2 DPG newsletter articles, an Academy Journal article, and an article in Today's Dietitian magazine; presenting 3 webinars, a FNCE® poster session, a FNCE® major session, and a DPG Diversity symposium session on this topic; and creating a closed Facebook group for these individuals. We are also working on creating an Academy Member Interest Group (MIG)."



TORI SCHMITT, MS, RDN, LD (SHE/HER)
DBC Chair-Elect

"I can remember that small actions add up to make a big impact. Treating all people with kindness and respect is non-negotiable, and creating a comfortable environment where all voices can be heard helps ensure diverse thoughts, ideas, and people are included within decision making and within our profession."

Dietitians in Business and Communications

a dietetic practice group of the



Academy of Nutrition
and Dietetics