# Race, Racism, and Diversity in Dietetics

## **Guiding Principles**

This project is rooted in the following guiding principles. The guiding principles scope out a vision for the aims, approach, relationships, and conduct of the project.

### **Partnership**

The project will be stewarded by the Co-PIs and project partners, individuals of various right-holding groups, whose diverse experiences and expertise are vital to the responsible conduct and quality of the project. The success of the project will depend upon the interdependent relationships among participants and a culture of trust, which will be strengthened as a result of this work.

### **Accountability, Response Ability, and Equity**

The approach, aims, and conduct of the project involve multiple layers of accountability among the Co-PIs and the various project partners who each hold different roles in, responsibilities for, and response abilities to, planning, carrying out, and sharing the research. Accountability to project partners is held by the Co-PIs who are leading this project, and with whom responsibility rests to ensure that the working relationships created for and developed throughout the project are adequately planned and supported so as to foster equity. Accountability is also held collectively by the Co-PIs and project partners who share responsibility to advance equity and justice within the dietetic profession, and to the equity seeking groups with and for which this project seeks to advance justice by redressing racism, colonialism, white supremacy, and a lack in the presence of and supports for racialized and Indigenous people within the dietetic profession in Canada.

Accountability begins with reflexivity wherein the varying, and inherently unequal, social locations, positionalities, and response abilities that are held by the Co-PIs and the various project partners are acknowledged and negotiated throughout the project. The working relationship among the Co-PIs and the project partners are inherently unequal by virtue of their varying social identities and the resulting unequal burden of racism, colonialism, oppression, and privilege. The working relationship among Co-PIs and partners is also unequal by virtue of their varying, and unequal access to and/or control over material (i.e. time, money, institutional facilities and infrastructure) and social resources (i.e. social capital, status, privilege).

Negotiation of the inherently unequal relationships among the Co-PIs and project partners will be an on-going, iterative priority throughout the project, but will necessarily include ensuring appropriate supports, training, and skill building as needed for all involved in the project to participate safely, thoughtfully, and in furtherance of the guiding principles and aims of the project.

### **Capacity Building**

The commitment to equity shared by the Co-PIs and project partners means that we seek to enact our respective response abilities, realize respective benefits, and share accomplishments to create change and build capacity for the benefit of equity seeking groups in ways that advance justice within our individual and shared spheres of personal and profession influence.

### **Advocacy and Change Making**

This research, including the relationships, roles, and responsibilities held by all involved is understood to be both an enactment of and in service to advance the principles and intentions that guide this project. This means that we seek to practice and model ways of working together that dismantle racism and colonialism to advance ways of knowing and being that can foster change beyond the working relationships that will direct this project. Collectively, we believe that research can be an essential component to justice-enhancing change. Ultimately, this research is guided by the urgent need to redress racism, colonialism, and white supremacy in dietetics.

## **Project Governance**

The governance of this project includes oversight by multiple, differently positioned members of various rights-holding groups.

### **Lead Team**

The lead team will comprise the project Co-PIs, Drs. Jennifer Brady (Mount Saint Vincent University) and Natalie Riediger (University of Manitoba), and the project Co-ordinator. The Co-PIs will be responsible for the day to day management and oversight of the project, as well as the supervision of graduate students and research assistants. The project Co-ordinator will oversee the administrative management, coordination, and communication among the individuals and groups involved in the project.

### **Graduate Students and Research Assistants**

The project will be supported by a number of master students. Master students will be responsible for conducting focused research projects that advance the objectives of the overarching project. Master students’ projects will be supervised by the Co-PIs. Research assistants will be trained and supervised by the Co-PIs, and will be responsible for carrying out specific tasks to support the research such as literature reviews, interviewing, data analysis, and dissemination. Research assistants will be recruited to hold senior and junior positions based on their years of post-secondary study, prior education and training, and research experience.

### **Advisory Circle**

The advisory circle will comprise 7 to 10 advisors. The advisors will include dietetic practitioners, students, and educators, as well as those with expertise in race, racism, and diversity *vis a vis* health and/or health professions. All advisors will also be members of racialized/BIPOC (black, Indigenous, or people of colour) groups. Advisors will be remunerated on an hourly basis for their time and contributions, and will be involved at each phase of the research project. Specific responsibilities for advisors will include review of and input on planning documents (i.e. study protocol, ethics applications, data collection tools) and participation in analysis and knowledge dissemination. Advisors will also be consulted via regular meetings throughout the course of the project (average every 8-10 weeks).

Decision making will be guided by the principles outlined above, and will be carried out through a participatory process among the members of the Advisory Circle and the Co-PIs.

### **Supporting Organizations**

Supporting organizations include formal organizations within the dietetic profession that have agenda-setting, decision-making, and/or regulatory responsibilities, and that have reach among and/or oversight of various subpopulations within the profession (i.e. students, practitioners, educators). Supporting organizations include Dietitians of Canada (DC), provincial regulatory bodies, and didactic and practicum education and training programs.