

Evidence Analysis Library
Adult Weight Management 2022

Definitions for Inclusion, Diversity, Equity, and Access, and Examples Concerning Overweight/Obesity Management by RDNs for Adults from Underrepresented Groups¹

IDEA	Definition	Examples Concerning Overweight/Obesity Management by RDNs for Adults from Underrepresented Groups
Inclusion	The intentional, ongoing effort to ensure that diverse people with different identities can fully participate in all aspects of the work of an organization, including leadership positions and decision-making processes.	<ul style="list-style-type: none"> • Collaborate with BIPOC RDNs in adult overweight/obesity management services and research projects. • Include BIPOC students/interns in adult overweight/obesity management services and research projects.
Diversity	Diversity refers to the composition of a group of people from any number of demographic backgrounds, identities (innate and selected), and the collective strength of their experiences, beliefs, values, skills, and perspectives.	<ul style="list-style-type: none"> • Join Academy MIGs to network with BIPOC students, interns, and practitioners and learn about specific resources available to MIG members. • Request a BIPOC RDN to mentor you about overweight/obesity management services for individuals from underrepresented groups
Equity	Equity is the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or be other means of stratification.	<ul style="list-style-type: none"> • Provide services for adult overweight/obesity management in locations such as schools, community centers and churches that are close and easily accessible by individuals in underrepresented groups. • Provide scholarships and “pay it forward” rates for adult overweight/obesity management services.
Access	Providing equitable opportunities to everyone regardless of human ability and experience.	<ul style="list-style-type: none"> • Utilize resources (eg, emails, PDFs, documents, images, presentations, social media, multimedia, website, virtual sessions) that are usable by everyone regardless of whether they can manipulate a mouse, have limited vision, see fewer colors, have hearing difficulties, or process information differently. Visit Partnership on Employment & Accessible Technology (PEAT: www.peatworks.org) to learn more.