




**CULTURAL PARADIGMS TO PRACTICAL MNT  
BE HUMBLE**

Manju Karkare, MS RDN LDN CLT FAND

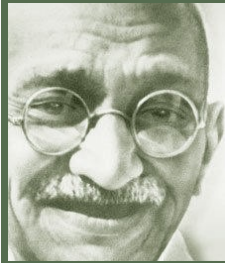
1



**DISCLOSURES**

- Past Diversity Committee Member, Academy of Nutrition and Dietetics
- Diversity Leader Award Winner (2012)
- Honorarium (NEAND)
- Healthcare Ambassador for (Have A Plant, Siete Foods, Orgain, Kate Farms)
- Bias


2



**Be the change  
you want  
to see  
in the world**

-Mahatma Gandhi

3



**LEARNING OBJECTIVES**

1. Identify and enhance cultural competency/humility awareness.
2. Recognize the existence of similarities and differences among diverse populations and describe the steps to develop cultural humility.
3. Utilize strategies and resources for cultural competency in dietetic practice.

4

**OVERVIEW**

- Definitions
- Why does it matter?
- Demographics
- Similarities/Differences
- Practical Implications
- Resources
- Discussion, Q&A

5

**CULTURE**

- Integrated patterns of human behavior
- Includes
  - Communication (language, thought, actions)
  - Belief System (core values, customs)
  - Institutions (racial, ethnic, religious and social)

The U.S. Department of Health and Human Services Office of Minority Health has adopted the definition given by Cross, 1989

6

**COMPETENCE**

Capacity to function effectively:

- within the context of the cultural beliefs,
- behaviors
- needs presented by consumers and their communities

The U.S. Department of Health and Human Services Office of Minority Health has adopted the definition given by Cross, 1989

7

**CULTURAL HUMILITY**

ability to maintain an interpersonal stance that is **other-oriented** (or open to the other) in relation to aspects of **cultural identity** that are most important **to the person.**

Hicks, J. N., Smith, D. L., Dixon, J., Westenberg, P., & L. A. Jones. (2012). Cultural humility: A critical disposition in working with diverse clients. *Journal of Counseling & Development, 90*(1), 107-112.

8

dignity+respect  
= **Inclusion**

Diversity is our advantage

**AN ESSENTIAL COMPETENCY**

9

**JOURNEY TO CULTURAL HUMILITY**

Listen, Learn, Amplify

10

**DIVERSITY AMONG US: US POPULATION**

- White, alone 76.3%
- Black or African American, alone 13.4%
- American Indian & Alaska Native, alone 1.3%
- Asian, alone 5.9%
- Native Hawaiian or Other Pacific Islander, alone 0.2%
- Two or more Races 2.8%
- Hispanic or Latino 18.5%
- White only, Not Hispanic or Latino 60.1%

<https://www.census.gov/quickfacts/fact/table/US/PST045221>

11

**DIVERSITY AMONG DIVERSITY AMONG US: DIETETIC PROFESSIONALS**

- 6% indicated Hispanic or Latino Heritage
- 10% indicated a race other than White
- 6% Asian
- 3% Black/African American
- 1% American Indian/Alaska Native
- 92% of practitioners are female. Median age is 41 years;
- 22% are 55 or older, and 34% are under 35.
- 1% Substantial Disability

Compensation and Benefits Survey of the Dietetics Profession 2021

12

**COMPETENCY AND HUMILITY**

- Accept and respect differences
- Continuous self-awareness
- Learn the dynamics and uniqueness of cultures
- Access multiple resources
- Share and educate others

13

**SIMILARITIES AMONG US**

- Value System
- Lifestyle
- Events
- Staple foods

Culture begins with beliefs and finds expression in behaviors.



14

**DIFFERENCES AMONG US**

- Expression of Spirituality
- Family Structure
- Customs and Traditions
- Economic Mobility
- Social Mobility

Differences are not intended to separate, to alienate. We are different precisely in order to realize our need of one another.

- DESMOND TUTU

SAVE.TUMBLR.COM

15

**SPIRITUALITY AND FOOD CHOICES**



16

**CUSTOMS TRADITIONS FESTIVALS**

- Chinese New Year, Diwali, Ramadan
- Religious Rituals (Lunar calendar)
- Fasting and feasting



17

**FAMILY STRUCTURE**

- Nuclear
- Mixed Generations
- Gender Roles
- Visiting Family



18

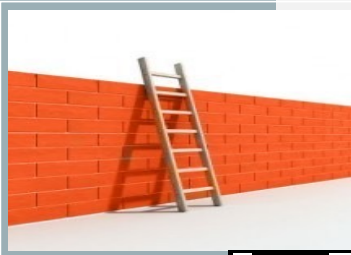
**ECONOMIC/  
SOCIAL  
MOBILITY**

While economic mobility among American Asian population is not lagging it can play a role.

Other minorities face significant social/economic mobility challenges

Domestic violence, mental illness and insecurities are taboo.

19



**BARRIERS**

- Language
- Priorities
- Expectation of serving traditional food
- Perception of healthy body weight
- Racial harassment when exercising

N. Patel et al. Barriers and Facilitators to Healthy Lifestyle Changes in Minority Asian Populations in the US-11. *International Journal of Food and Ethnic Health*. December 4 (2017), pp. 1107-1119.

20



**FACILITATORS**


- Compromise family
- Career responsibilities
- Desire to be healthy
- Chronic disease diagnosis
- Opportunities in "safe" environments

N. Patel et al. Barriers and Facilitators to Healthy Lifestyle Changes in Minority Asian Populations in the US-11. *International Journal of Food and Ethnic Health*. December 4 (2017), pp. 1107-1119.

21

**STEPS YOU CAN TAKE**

- Personal
- Converse
- Attend Cultural Festivals
- Experience Ethnic Cuisine
- Travel



22

**PUT IT INTO (MNT) PRACTICE**

- Social and Family Assessment
- Specific Questions about family responsibilities
- Spiritual Beliefs
- Access to equipment
- Sources of food



23

**SOCIAL AND FAMILY ASSESSMENT**

Salutation

---

Meal Routine

---

Social Support

24

**RESPONSIBILITIES AROUND FOOD**

- Planning
- Shopping
- Preparation
- Cleaning

25

**SPIRITUAL BELIEFS**

- Can be tricky
- Ask

26

**ACCESS TO AND EASE WITH EQUIPMENT**

- Daily techniques
- Pressure Cooker
- Deep Frying
- Preservation

27

**FOOD SOURCES**

- Ethnic Stores
- Supermarkets
- Online shopping
- Imported foods
- Variety of produce
- Tropical fruits

28

**LISTEN, LEARN, AMPLIFY**

- Belong
- Trust
- Empathy
- Activism

29

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”  
— *Maya Angelou*

30

- Academy Member Interest Groups
- IDEA Hub (<https://www.eatrightpro.org/idea/inclusion-diversity-equity-and-access/diversity-and-inclusion-resources>)
- Eat Well Live Well Be Well Toolkit (<https://www.eatrightpro.org/practice/dietetics-resources/general-health-and-wellness/eat-well-live-well-be-well-toolkit>)

31

- Culinary Nutrition Collaborative (<https://www.culinarynutritioncollaborative.com/>)
- Oldways (<https://oldwayspt.org/>)
- Plaintain (<https://www.getplantain.com/>)
- CultuRD (<https://iamculturd.com/>)

32

Self Awareness

Educate Yourself

Be Humble

Ask, ask, ask

Listen, affirm, empathize

33

“I HONOR AND RESPECT THE LIGHT, LOVE, BEAUTY AND KINDNESS IN YOU.”

NAMASTE

34

QUESTIONS?

Now or Later  
manjukarkare@gmail.com

35