

Aligning Incentives: What can be done to increase the Efficiency and Effectiveness of the Organ Transplant System?

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I am Dr. Clive Callender, Founder of National MOTTEP (The National Minority Organ Tissue Transplant Education Program) and Professor of Surgery at the Howard University College of Medicine. I have been a Transplant Surgeon since 1973.

Systemic (Institutionalized) Racism results in deep rooted conscious or subconscious classification of ethnic groups into superior and inferior classes and may be the most important obstacle to overcome as we try to eliminate its devastating negative impact on those deemed inferior.

The following recommendations may help increase the effectiveness of our organ transplant system (which impacts dialysis and transplant patients).

1. Put in place dialysis and transplant Advocates and Navigators. There are many obstacles to getting a transplant and getting on dialysis. Many of these can be helped by providing this support for dialysis and transplant patients.
2. Provide literature for dialysis and transplant patients that is more culturally competent and linguistically appropriate and at the literacy level of these patients.
3. Ensure that options for transplantation when they are presented to dialysis patients that they accurately reflect the nature of (the mortality and quality of life difference between both options (The annual mortality rate for dialysis is 10-20 times that of transplantation) Is there evidence that these options are clearly explained and understood?
4. Emphasize diversity and the use of more underrepresented minorities in medical and the scientific presentations to elementary school levels and above.
5. Include more of the Dialysis and Transplant patients, Community and social factors in the management plans and in all aspects of the Patients Care. Is one Social Worker adequate for Dialysis Units?
6. Educate all Dialysis and Transplant Health Care Professionals about their implicit and explicit biases.
7. Use culturally competent and linguistically appropriate mentors for all dialysis and transplant health care professionals regardless of their ethnicities.
8. Employ systems which make it comfortable and safe for dialysis and transplant patients to report racially inappropriate behavior without fear of reprisal.
9. There is the need for the development of a National Strategic Plan with goals and implementation dates which allow for community participation in an effort to eliminate Institutionalized (Structural) Racism in the organ transplant system.

10. There is the need for the majority and the minority communities to work together with dialysis and transplant health professionals to aggressively eliminate Systemic Racism.
11. There is the need for greater involvement of the minority communities in the education of the way to prevent the maladies identified by the adoption of healthier lifestyles.

Finally, these are some measures we can take to help eliminate the negative impact of Racist Policies and Practices, and to help provide more accountability when racist behaviors occur within the Organ Transplant System. These will help increase the efficiency and effectiveness of the Organ Transplant System, as it impacts all its participants.