

# **Advancing Equity to Save More Lives:**

## **The Latinx Community & The Ethical Paradox of Donation and Transplantation**

### **Recommendations to Provide More Equitable Services for the Latino Community**

#### **In the Community:**

- To effectively reach the Latino community, organizations must divorce themselves from the idea that U.S. Latinos are a monolithic group and instead embrace the full scope of their multiculturalism. The Latino community is made of people who represent over 20 different countries. Keep this in mind when creating and developing public education and community programs for the Latino Community.
- OPO's need to dig deeper to avoid the all-too-common mistake of thinking if they simply translate messages into Spanish, they've done their job. Keep this in mind when developing materials and resources in Spanish.
- It's important to look at your own community and sub-categorize - different Latino groups have different religions, traditions, music, etc. Know the specifics of the demographics in your area so you can cater to them appropriately - even marketing to different generations of Hispanic people is different!
- Purposely hire outreach staff that come from the same communities as the ones they serve, so they are well-equipped to create culturally intelligent programs to help community members navigate language and cultural barriers.
- Intentionally hire bilingual and culturally competent Family Services and Aftercare staff, to equitably serve Latino donor families. The better served these families are, the more likely they are to share their positive experiences of donation with their networks and encourage them to support donation. This also increases the likelihood of having more Latino ambassadors/volunteers who can help us reach a wider audience in the community.
- Become more involved in policy and advocacy efforts for health care literacy, to extend health care & insurance access to the most vulnerable populations in the Latino community such as the undocumented.
- Gain the trust of the Latino community in your area by giving back, supporting their needs, sponsoring their community initiatives and becoming visible in spaces where they work, live and play (in person and virtually). The more they see you the more they trust you. This is essential to be able to change hearts and minds in favor of donation.

### **In the Hospital Setting:**

- Comprehensive assessment of case and family dynamics. (e.g., eligibility/registry status, family understanding of grim prognosis or Brain Death, decision makers, best place and timing to initiate discussion, need for interpreter, family support, ME involvement, how is the family coping, etc.)
- Effective collaboration with care team is crucial
- Based on Latinos being a collective culture, expect a big presence of friends and family of the patient at the hospital, including children. Provide private and adequately space for extended family members to gather.
- Focus on family dynamics and communication: Identify extended family besides Next of Kin and include them in donation discussion as needed.
- When working with Spanish Speaking Only families, always use Medical Interpreters, in person, via language line or video call
- Be genuine, respectful, and compassionate, check your biases and do not make stereotypical assumptions during donation discussion and interactions with families, respecting their ways of grieving
- Identify family needs and become an advocate and a liaison between family and hospital and other departments, building trust and rapport
- Include Family's Community and Religious leaders in donation discussion
- Utilize informational resources, donation forms and materials that are in Spanish and linguistically appropriate
- Have resources in place at the hospital for children in the family
- Advocate for more time for family based on their needs (e.g., Understanding of patient grave prognosis, Understanding of Brain Death, and Donation after Circulatory Death, and waiting for family to come from out of state or country etc.)
- Facilitate continuity of services if possible.
- Develop your own list of resources to support the unique needs of Latino families. (e.g., Consulates contact information, Immigration Services, Counseling/Grieving Services in Spanish, Spanish Speaking Clergy etc.)
- Diversify staff recruitment and retention programs. Provide ongoing cultural competence training.

**Additional Resources:**

- **Illinois Transplant Fund:** [www.illinoistransplantfund.org](http://www.illinoistransplantfund.org)
- **Infórmate: Information on Kidney Donation for Hispanics and Latinos:**  
<http://informate.org/english/>
- **Hispanic Populations in the US** – Pew Research Center  
<https://www.pewresearch.org/fact-tank/2022/02/03/u-s-hispanic-population-continued-its-geographic-spread-in-the-2010s/>
- **What's the Difference Between Latino and Hispanic?**  
<https://www.masterclass.com/articles/difference-between-latino-and-hispanic>
- **Chronic Kidney Disease and End Stage Renal Disease in US Hispanics:**  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6186206/pdf/nihms951931.pdf>
- **Cultural Competency:** <https://www.aha.org/system/files/hpoe/Reports-HPOE/becoming-culturally-competent-health-care-organization.PDF>
- **Undocumented Immigrants' Transplant Survival Rates on Par with U.S. Citizens**  
<https://www.ucsf.edu/news/2019/09/415451/undocumented-immigrants-transplant-survival-rates-par-us-citizens>
- **Organ Transplantation for Nonresidents of the United States: A Policy for Transparency:**  
<https://onlinelibrary.wiley.com/doi/full/10.1111/ajt.12770>
- **OPTN Ad Hoc International Relations Committee May 27, 2021 Conference Call: Citizenship Status Guidance Document**  
[https://optn.transplant.hrsa.gov/media/4692/20210527\\_ahirc\\_summary\\_final.pdf](https://optn.transplant.hrsa.gov/media/4692/20210527_ahirc_summary_final.pdf)
- **UNOS:** [UNOS Data and Transplant Statistics](#) | [Organ Donation Data](#)
- **New England Donor Services (Spanish):** [www.neds.org/es](http://www.neds.org/es)
- Instagram: @DoneVidaNew England
- Facebook: Done Vida New England
- **The Organ Donation and Transplantation Alliance Diversity, Equity & Inclusion Resources:**  
<https://www.organdonationalliance.org/resources/diversity-equity-inclusion-resources/>

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