



Volume 3,  
Issue 2

Quarterly  
Newsletter

# ASMHTP Connections

*A quarterly newsletter for those interested in the multicultural perspective in health care and transplantation.*

*American Society of Multicultural Health and Transplant Professionals*

## ASMHTP Board

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## The President's Corner



Hola Amigos!

As always, it is a pleasure to greet you and to keep you informed of our advances within ASMHTP and the transplant world. Let me

start by telling you that our Committee Chairs have been hard at work and have made great strides in achieving their goals. But as always, a committee is only as good as its members! So, I would like to encourage everyone to join an ASMHTP committee. For a list of committees, descriptions, and the name of each Chairperson please visit our website at [www.asmhtp.org](http://www.asmhtp.org).

Our participation in the Collaborative has been very active within the past few months. ASMHTP played an active role in the recent national meeting by providing suggestions and ideas regarding the multicultural perspectives of the Collaborative. We are gaining recognition on a national level as I had promised in my inauguration speech. We proudly presented our ASMHTP display board at the Breakthrough Collaborative in Pittsburgh. Conference attendants had an opportunity to speak with our Board members as well as take a look at our materials;

including our two brochures.

A reminder from the Membership Chair: If you haven't sent in your membership renewal, please do so soon. We have also sent membership information to transplant professionals around the world in the hopes that we will be able to learn from their experiences. Word of mouth is always the best way, so please help us to spread the word about the benefits of becoming an ASMHTP member.

Lastly, the ASMHTP Board of Directors spent a weekend together on planning for ASMHTP's future. Take a look at page 2 for some exciting information on what ASMHTP will be bringing to the healthcare and transplantation field in the future.

As always, thank you, heroes, for your continued commitment to making a difference and saving lives!

Xie Xie! ("Thank you" in Chinese.)

Salvador Guerrero M.D./NBF  
ASMHTP President

## A Special Thanks ...

The American Society of Multicultural Health and Transplant Professionals would like to thank Sam Holtzman, Janice Whaley and the LifeGift family for their hospitality during our Strategic Planning Meeting held in Houston, Texas in May. Due to their generosity, the session was a spectacular success!

For more about what the Board accomplished in Houston, please read page 2 of this newsletter.



## AMSHTP Board Meeting Yields New Mission and Vision

Last month, the board of directors of the American Society of Multicultural Health and Transplant Professionals (ASMHTP) held a leadership summit in Houston, Texas to redefine its mission and discuss the future role of ASHMTP, with the aim of proactively guiding the organization's future and prepare the transplant industry for growth in diversity.

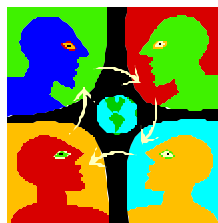
These volunteer leaders have assumed responsibility for enhancing ASHMTP's growth, executing a strategic plan designed to elevate the role of the organization in national initiatives, increase membership, provide a return on investment for members, and advance cultural competency among organ procurement organizations, transplant centers, and organizational members. These undertakings are one of the most significant of the transplant industry because of the potential to influence and elevate the careers of multicultural professionals around the nation.

"Over the past eight months, it became clear that ASMHTP had an opportunity to deepen its professional development offerings and expand its influence to help increase awareness of the value of diversity," said Salvador Guerrero, M.D. 2004-2005 president for ASMHTP. Guerrero added, "By means of this summit, our board has redefined its mission to better reflect the needs of a diverse professional community. We have now positioned ourselves as a *multicultural organization who serves health and transplant professionals by providing leadership in a national capacity on matters of diversity facing the transplant industry*. Our expectation is that organizations across the nation will embrace our renewed efforts and the direction we have chosen, and develop an understanding of the importance of provide leadership opportunities for underrepresented groups in the transplant industry."

- The role of the ASMHTP Board of Directors is to study, debate and make decisions on issues that are in alignment with the direction of the strategic plan and the future of diversity in the donation/transplantation industry.

ASMHTP's 13<sup>th</sup> annual conference to be held on September 22-24 in San Francisco will introduce new members to health and transplant professions, and address barriers that may prevent professional advancement within the industry. "We are thrilled to offer enhanced learning, leadership and career advancement opportunities for a rapidly growing, diverse group of professionals within our industry," commented Guerrero. The meeting will focus on identifying industry segments and companies offering the best opportunities for multicultural groups; ascertaining the professional ingredients that propel such groups into high-level positions; and analyzing current versus desired organizational cultural competency.

ASMHTP is the largest and most diverse organization of any transplant-related association. Their is a unique blend of different cultural backgrounds on its Board of Directors, demographic data reflect that diversity of individuals employed in the transplant industry represent only a small percentage of professionals. "We not only see an opportunity for industry enlightenment, but also for tremendous membership growth as an association," said president-elect Jeff Thomas. "We feel it's appropriate that ASMHTP, the industry's largest multicultural organization, take the lead on addressing diversity for the entire transplant industry. ASMHTP also seeks to help save the lives of over 88,000 people awaiting an organ transplant of which minorities account for nearly half of those waiting for this life-saving gift."



## Multicultural Education Task Force Report

The ASMHTP Multicultural Task Force held it's first meeting on April 8, 2005. With suggestions for implementation, the committee decided to plan an annual workshop for members which will be offered at the September conference regarding multicultural diversity. This years workshop will be titled "Career Opportunities in the Organ Procurement and Transplantation Industry" and will be open to all healthcare workers ,as well as students, interested in joining the industry.

The Task Force has also been charged with developing programs to recruit and retain minority professionals in the organ and tissue donation and transplantation industries. Task Force members are encouraged to be involved and join the teleconference meetings. If you are interested in joining the Task Force, please contact Teresita Zaragoza at [tzaragoza@ctdn.org](mailto:tzaragoza@ctdn.org).

## California's New State Donor Registry

On April 4, California ushered in a new era by launching its own statewide organ and tissue Donor Registry at [www.donateLifecalifornia.org](http://www.donateLifecalifornia.org). Prior to the advent of the registry, the only way to indicate ones wish to be an organ donor was by placing a "pink dot" sticker on the drivers license and filling out a donor card.

While the legislature for the registry was actually approved in 2001, the states budget crisis made funding a near impossibility. Subsequently, the state's four OPOs (California Transplant Donor Network, Golden State Donor Services, LifeSharing, and One Legacy) were authorized to establish and maintain an online registry through legislation signed in 2003.

Currently, the California DMV joins in the promotional efforts by including an insert about the registry with it's mailings as well as providing brochures at its field offices. In the future, the Donate Life registry hopes that the DMV will be able to increase accessibility by assuming a more central role.

In a response to the large Spanish-speaking population in the state of California (over 11 million Hispanics currently call the

state home), the four OPO's also decided to develop a Spanish-language equivalent. ([www.doneVidacalifornia.org](http://www.doneVidacalifornia.org)) Accordingly, all promotional and educational materials surrounding the Donor Registry are printed in both English and Spanish.

Since it's inception, the Donate Life California Donor Registry has collected over 50,000 registrations.



### *In case you were wondering...*

#### **States with Donor Registries:**

*Alabama, Alaska, Arizona, Arkansas, California, Colorado, Delaware, Florida, Georgia, Hawaii, Illinois, Indiana, Iowa, Kansas, Louisiana, Maryland, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Jersey, New Mexico, New York, North Dakota, Ohio, Oklahoma, Pennsylvania, South Carolina, South Dakota, Utah, Virginia, Washington, Washington DC, West Virginia, Wyoming.*

## Join in the Information Sharing—It's a Win-Win for Everyone!

The Coalition on Donation's African American Campaign Committee (AACC) and the Hispanic Campaign Committee (HCC) are looking for your help in putting together a contact list of OPO professionals who are responsible for multicultural outreach efforts.

With the combined efforts of their Committees, they will use the contact list to distribute information that can assist with outreach efforts that specifically target the African American and Hispanic communities. Details about marketing tools that are offered by the Coalition on Donation as well as items created by the AACC and the HCC will be shared in these e-mails along with information about AACC and HCC sponsored activities. Some of the annual events that can be enhanced by ongoing communication with this list include Black History Month in February, Cinco de Mayo, Mariachi and Carnival festivals in May, National Minority Donor Awareness Day on August 1st, and National Donor Sabbath in November.

At your earliest convenience please email your Name, Title, Organization Name, Address, Phone Number, and E-Mail address to Marisa Perez at [mperez@ctdn.org](mailto:mperez@ctdn.org). The Coalition's Committees thank you in advance for your quick response and cooperation.



**American Society of Multicultural  
Health and Transplant Professionals**

12 River Bend Place  
Jackson, Mississippi 39232

Phone: 866-ASMHTP-1  
866-276-4871

Fax: 601-933-1006

Website: [www.asmhtp.org](http://www.asmhtp.org)

***Mark Your Calendars!***

ASMHTP Annual Meeting

September 22-24, 2005

Hotel Nikko

San Francisco, CA

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*The ASMHTP is a multicultural organization that serves health and transplant professionals; providing leadership in a national capacity on matters of diversity facing the transplant community.*

*ASMHTP Connections is a newsletter provided quarterly by ASMHTP to its members and friends. We welcome articles for consideration in future issues of ASMHTP Connections or suggestions for articles. Please submit these to the ASMHTP offices.*

*Thank you for your continued support of our mission in the transplant and healthcare community!*

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