



**Qsource**  
ESRD Network 12

920 Main Street, Ste. 801 | Kansas City, MO 64105  
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March 1, 2021

### **ESRD Network 12 Joint Board Recommendation for Staff Training to Decrease Racial Disparities in Involuntary Discharges**

Qsource ESRD Network 12 actively works to understand and reduce the incidence of involuntary patient discharges. As part of our quality improvement efforts, the Network provides analytical reports and identifies trends which are shared with the Network Medical Review Board (MRB). In 2020, the Network noticed an increase in the number of involuntary discharges and identified a disparity in the patients who were involved. The MRB requested additional data to review at the Network level compared to other Networks in the nation. At an annual meeting at the end of 2020, the Network Board of Directors and Medical Review Board discussed ESRD patient involuntary discharges. The below is a summary of the findings:

- In the Network 12 region and across the Nation, there are twice as many White ESRD patients as there are African American/Black ESRD patients.
- In Network 12 in the year 2020, African American/Black individuals make up 8% of the general population and represent 28% of the Network ESRD patient population; however, they represent 48% of involuntarily discharged ESRD patients — a rate that is three times higher than White ESRD patients that are involuntarily discharged.
- Conclusion: In the Network 12 region and across the Nation, African American ESRD patients are more likely to be involuntarily discharged.

The Board of Directors and Medical Review Board believes that all patients, regardless of race, should have access to outpatient dialysis care and that all facilities should be working to prevent involuntary discharges. We hereby strongly recommend that all facilities in Network 12 complete staff education to support the delivery of culturally competent services. The Department of Health and Human Services Office of Minority Health provides several e-learning programs grounded in the National Standards for Culturally and Linguistically Appropriate Services in Health and Healthcare. This free continuing education programs can be utilized to provide staff training and can be found at <https://thinkculturalhealth.hhs.gov/education>. The training offered includes:

- [Culturally Competent Nursing Care: A Cornerstone of Caring](#)
- [A Physician's Practical Guide to Culturally Competent Care](#)
- [Improving Cultural Competency for Behavioral health Professionals](#)

We ask all facilities complete the Think Cultural Health training (or similar education) by **September 1, 2021** and submit a verification report with in-service documentation (and materials if other resources were used) to the Network online at: <https://app.smartsheet.com/b/form/b1d572e99099444a9617475948079d97>.

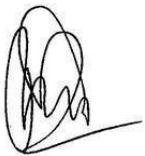
A copy of this memo has been provided to each State Survey Agency in the region in order to notify them of this Network goal.

Additionally, the Medical Director should ensure that all members of the interdisciplinary team follow the regulations regarding patient discharge as set forth in the ESRD Conditions for Coverage, documenting efforts to address underlying behavioral issues, to mediate and de-escalate situations prior to discharge. Please review the [Network 12 IVD Memo](#) and additional resources posted on the Network website at <https://esrdnetwork12.org/providers/patient-services/access-to-care-involuntary-discharge/>.

We encourage you to reach out to the Network Patient Service Department at 816-880-9990 for technical assistance. When the Network is contacted, they can offer guidance and recommendations to assist with conflict resolution and to prevent any escalation that could lead to patient discharge.

Thank you for your time and attention to this important matter.

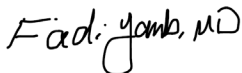
Sincerely,



Preethi Yerram, MD, MS  
Chair, Medical Review Board Chair  
ESRD Network 12



Scott Solcher, MD, FACP  
Chair, Board of Directors  
ESRD Network 12



Fadi Yacoub, MD  
Vice Chair, Medical Review Board  
ESRD Network 12



Mark R Wakefield, MD, FACS  
Incoming Chair, Board of Directors  
ESRD Network 12

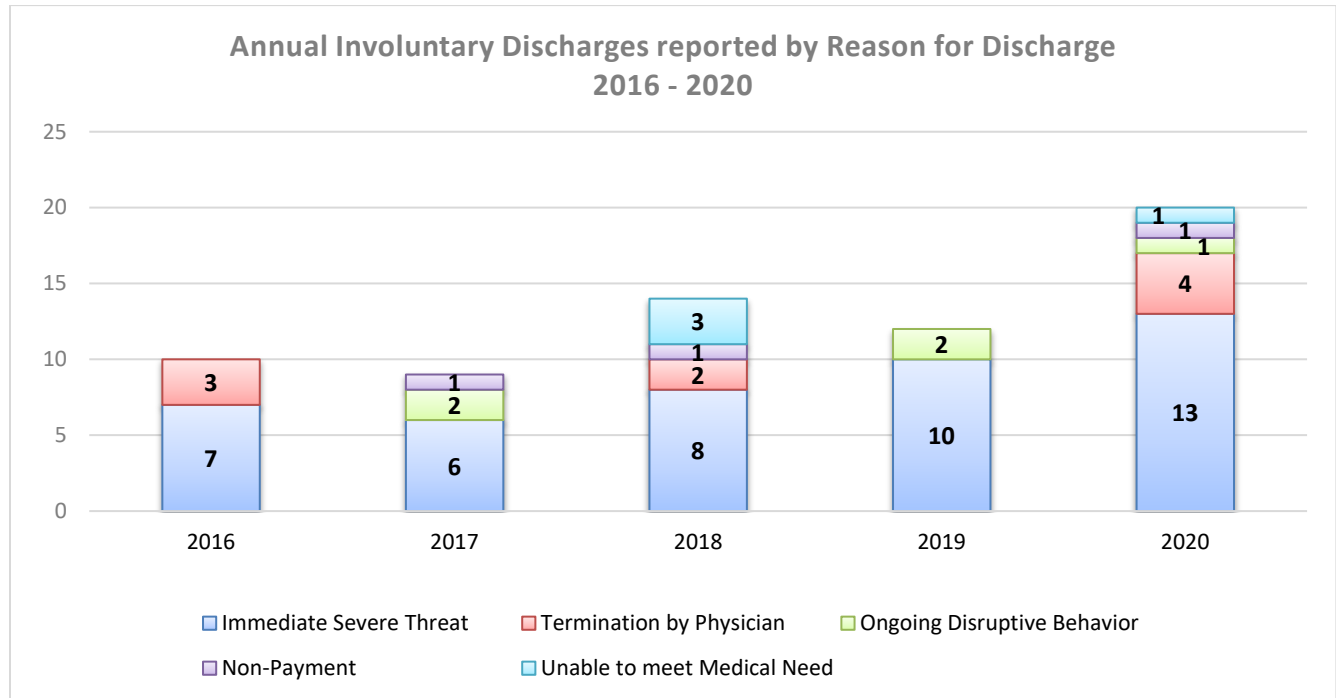


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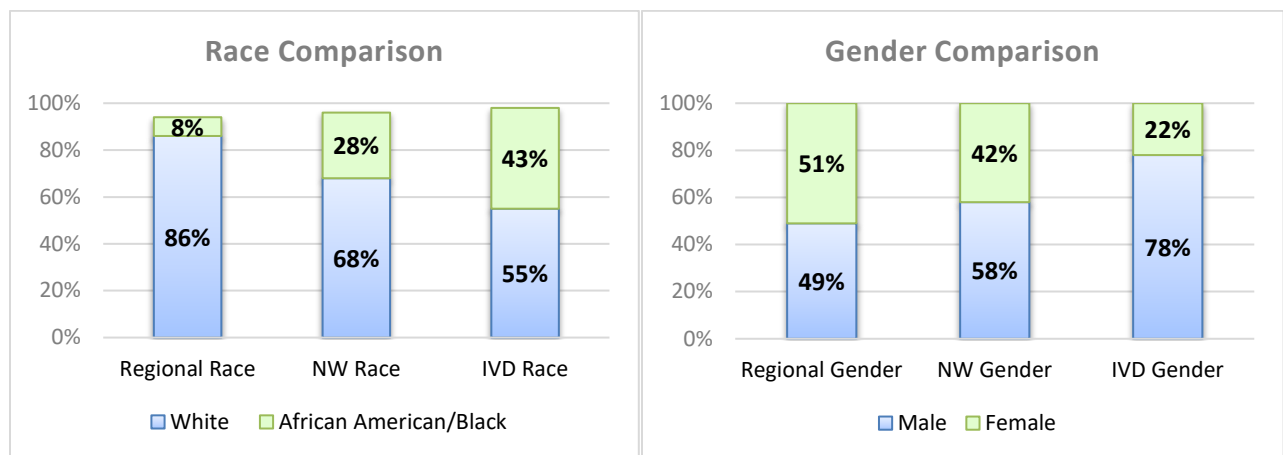
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## ESRD Network 12 Involuntary Discharge and Racial Disparity Analysis (2016-2020)

Annual Involuntary Discharges reported to the Network by Reason for Discharge – 2016 through 2020



Network 12 Involuntary Discharge Demographics – 2016 through 2020



Network 12 and National Involuntary Discharge Data – 2017 through 2019

<b>Network 12 IVD Rate by Race per 10,000 Persons</b>					
	2016	2017	2018	2019	2020
AA/Black	8.148	6.156	12.351	8.102	16.373
White	5.327	5.181	6.772	4.989	3.391

<b>National IVD Rate by Race per 10,000 Persons*</b>				
	2016	2017	2018	2019
AA/Black		12.420	14.133	13.026
White		4.746	4.467	4.073

\*National data unavailable for 2016 and 2020 at the time of the report