



MEMORANDUM

Date: December 4, 2024

File: 0120-06

To: Council

From: Councillors S. Thompson and S. Snider

Re: Notice of Motion regarding the Living Donor Circle of Excellence Program

Notice of the following motion regarding the "Living Donor Circle of Excellence Program" will be given at the December 16, 2024 regular Council meeting. At the January 27, 2025 regular Council meeting after the proposed motion is moved and seconded, discussion on the proposed motion may be held.

Take notice that at the January 27, 2025 regular Council meeting, Councillor Thompson, with Councillor Snider as seconder, will move:

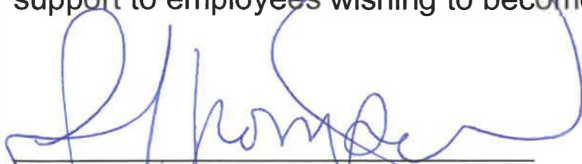
WHEREAS an increasing number of Canadians have incurable kidney disease treated in part via dialysis, or by deceased donor or living donor kidney transplant;

AND WHEREAS patients with kidneys from living donors generally have a better life expectancy, quality of life and transplant outcomes than patients with kidneys transplanted from deceased donors, and far better outcomes than continued dependency on expensive dialysis treatments;

AND WHEREAS among the nearly 50,000 Canadians dependant on dialysis for survival, there were only 511 living donor kidney transplants in Canada in 2023, due in part to potential living donors facing financial barriers, like lost wages while recovering from surgery;

AND WHEREAS The Living Donor Circle of Excellence is a program that recognizes organizations that have policies to provide lost wage support to living donor, highlighting the lifesaving and family stabilizing benefits of living organ donations;

THEREFORE IT BE RESOLVED THAT: the District of West Vancouver become a member of the Living Donor Circle of Excellence by implementing a policy to provide wage support to employees wishing to become a living donor.



MOVER: Councillor Thompson



SECONDER: Councillor Snider

Information Supporting the Notice of Motion

Financial Implications



JOIN LEADING ORGANIZATIONS IN SUPPORTING **THE GIFT OF LIFE**

The Kidney Foundation of Canada invites you to learn more about the **Living Donor Circle of Excellence**. This recognition program celebrates employers who remove financial barriers to living donation by ensuring living donors are covered for wage loss during the recovery period.

THE FACTS



1 IN 4 LIVING DONORS ARE NOT RELATED TO THEIR RECIPIENT



ALMOST 80% OF CANADIANS ON THE TRANSPLANT WAITLIST REQUIRE A KIDNEY



RECOVERY TIME FOR A KIDNEY TRANSPLANT IS 4-6 WEEKS

BENEFITS OF LIVING DONATION

Lower long-term health costs for kidney patients



Improve quality of life for recipients and their families



Psychological and emotional benefits for the donor



Across British Columbia, organizations are stepping up to encourage the tremendous sacrifice and societal contribution of living donors. Join this prestigious group committed to improving the lives of Canadians.

BENEFITS TO ORGANIZATIONS

Because living donation is not a common occurrence, your support may not be needed for several years. But the impact can last a lifetime.

LOW COST COMMITMENT

Assuming a median salary of \$60,000 per year, 80% support for four weeks of coverage is only \$4,000.



RECOGNITION

Members are recognized on the Circle of Excellence website, social media platforms, and through press coverage. They are also inducted at a special annual event with other leading organizations.

CORPORATE CITIZENSHIP

Supporting living donors saves lives, raising corporate citizenship profile. In 2023, British Columbia had 77 living kidney donations.



EMPLOYEE SATISFACTION

Add to workplace satisfaction and employee pride by demonstrating the prioritization of their wellbeing, fostering a sense of care and reliability.

For more information, contact Ramya Hosak at
ramya.hosak@kidney.ca.

kidney.ca/Living-Donor-Circle-of-Excellence

Partners in Living Donation

Living Donor Circle of Excellence

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Founder:
Dr. John Gill, Past President at the American Society of Transplantation

[Dr. John Gill, transplant surgeon, introduces the Living Donor Circle of Excellence. - YouTube](#)

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Partners in Living Donation

KFOC is a strategic partner on the Living Donor COE along with AST and CST.

No cost corporate recognition program celebrating organizations that have removed a financial barrier to living donation (liver and kidney) for their employees by supporting wage loss incurred during recovery.

Minimum 4 week coverage at 80% to join; policies are not AST directed outside of this.

Financial Implications
Donors give the gift of life, but incur costs. A major part of donor expenses include lost wages during recovery after surgery.

Living Donor Circle of Excellence
The Living Donor Circle of Excellence program recognizes companies that support the best wages of a living donor.

Donors save lives | **Change policies** | **Low cost commitment**

There were 2,228 kidney and liver transplants performed in Canada in 2019. 60% were from living donors.

Companies may not have a plan to support for years. There are only 15 living donor and 1 million population in Canada.

Assuming a median salary of \$60,000 per year, fully support for five weeks of recovery would be \$15,000.

LivingDonorCircle.com/Partner/KFoC

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What this means

- Increase Equitable Access to Treatment:
 - Reduce financial barrier to transplant.
- Expand public and government awareness of kidney disease.

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BC Government steps up

In March 2023 Minister of Finance Katrine Conroy and Minister of Health Adrian Dix announced **\$100,000 of funding over two years** to help promote and increase awareness of Living Donor COE at the Kidney Gala.

In November 2023, Minister Katrine Conroy announced that the BC Government would be joining the Circle of Excellence, representing 40,000 employees now eligible for wage loss incurred during recovery should they wish to be a living donor.



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To date we have over 150,000 employees in BC and 2.5 million employees across North America covered through this groundbreaking initiative – have your business join the Circle of Excellence today!

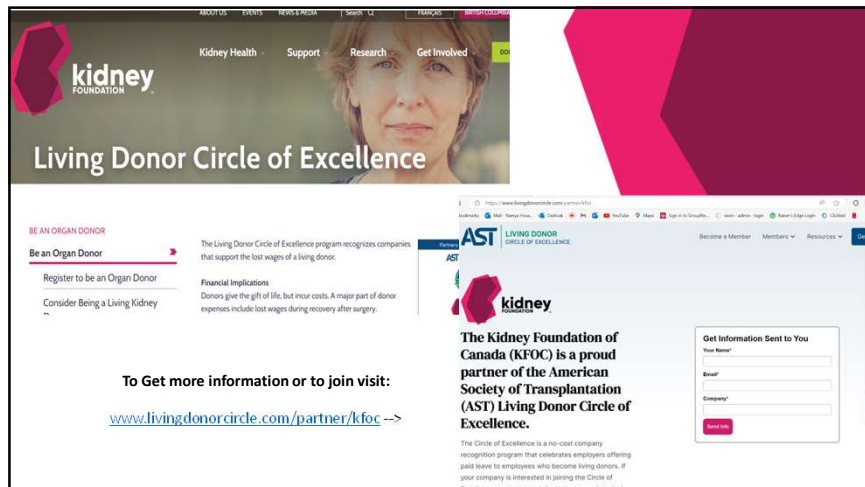


Other members include:

- UBC
- Home Depot
- Alberta Health Services
- University of Calgary
- Queens University
- Alberta Health Services ...and more!

KIDNEY.CA  @KIDNEYBCY

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Living Donor Circle of Excellence

BE AN ORGAN DONOR

Be an Organ Donor

Register to be an Organ Donor

Consider Being a Living Kidney

The Living Donor Circle of Excellence program recognizes companies that support the lost wages of a living donor.

Financial Implications
Donors give the gift of life, but incur costs. A major part of donor expenses include lost wages during recovery after surgery.

The Kidney Foundation of Canada (KFOC) is a proud partner of the American Society of Transplantation (AST) Living Donor Circle of Excellence.

The Circle of Excellence is a no-cost company recognition program that celebrates employers offering paid leave to employees who become living donors. If your company is interested in joining the Circle of Excellence, please contact us for more information at ramya.hosak@kidney.ca.


To Get more information or to join visit:
www.livingdonorcircle.com/partner/kfoc -->

Get Information Sent to You

Your Name*

Email*


Company*

KIDNEY.CA  @KIDNEYBCY

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Or Contact Ramya Hosak

Director of Development & Strategic Partnerships
Kidney Foundation, BC & Yukon Branch
778.863.0965 / ramya.hosak@kidney.ca

KIDNEY.CA  @KIDNEYBCY

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