Organ, Tissue and Marrow Donation

This is the Annual Report of Bing Yu Chen, IFMSA Program Coordinator of Organ, Tissue and Marrow Donation Program for 2015-2016 Term.

DATE of issuing (June 30, 2016) and amendment (August 3, 2016). Meeting: 65th General Assembly August Meeting in Puebla, Mexico

Summary of Report:
The Organ, Tissue and Marrow Donation was established in order to 1) reduce the disparity between availability and need for donations, 2) promote safe donation practices, and 3) enforce ethical and equitable donation systems. A baseline assessment was conducted to evaluate the current opportunities and challenges and offer recommendations. Overall, areas covered in this program are relevant to the activities of NMOs worldwide, with an emphasis on blood donation and raising awareness on consent, mainly through conferences and activities targeting medical students. Europe and Americas share the bulk of activities. Currently, areas of weakness include marrow donation, advocacy and research.

We recommend that:
1. Capacity building on the need for medical education, research, advocacy and marrow donation should be a priority;
2. A platform for sharing best practices should be established, especially surrounding blood donation activities;
3. IFMSA should build external partnerships with organ and tissue donation organizations based on an updated policy statement, and NMOs should invest into collaboration with national donation bodies.

Most important achievements:
• Completion of the baseline assessment

Struggles encountered:
• Only two months were given to me to complete the baseline assessment, but efficiency, collaboration with peers and helpful mentorship from my IFMSA colleagues were enough to overcome this time restriction.

Recommendations for the next term(s):
We recommend that:
• Capacity building on the need for medical education, research, advocacy and marrow donation should be a priority
  o Capacity building should focus on 1) the need for improving medical education and allied healthcare professional education, in order to understand the current context, and the procedure of donation, and to be knowledgeable when it comes to answering patients’ concerns, 2) the importance and best practices surrounding research and advocacy specifically relevant to donation, in order to conduct high-impact and sustainable initiatives, and 3) the relevance of promoting marrow donation, currently being a gap among the majority of NMOs.
• A platform for sharing best practices should be established, especially surrounding blood donation activities
  o Given that several NMOs work on similar topics, such as blood donation, there is an urgent need to connect those NMOs in order facilitate best practices sharing and mutual motivation. Such platforms of networking would be maintained by the program coordinator.

• IFMSA should build external partnerships with organ and tissue donation organizations based on an updated policy statement, and NMOs should invest into collaboration with national donation bodies.
  o IFMSA has an official memorandum of understanding with Marrow-International. Given the prevalence of activities surrounding organ and/or tissue donation, establishing new partnerships with organ or tissue donation organizations, especially blood donation organizations, could be beneficial.
  o Capacity building among NMOs regarding the need for developing sustainable partnerships, especially the national organ, tissue and/or marrow donation and transplantation organizations, is a priority.
  o The need for an updated policy statement and partnerships in organ and tissue donation, with an emphasis on blood donation, cannot be overstated. Moreover, NMOs need to invest into collaboration with local and national donation organizations.

• Capacity building can be done in the form of toolkits and webinars, as well as trainings and workshops during pre-GAs and GAs.

• Last but not least, activities coordinators should be trained about assessing impact from activities in order to make it possible for the program coordinator to assess the overall effectiveness of the program. This includes the assessment of impact from policy statements.

Baseline Assessment
Organ, Tissue and Marrow Donation Program

Program adopted during the 65th March Meeting General Assembly, St-Pauls Bay, Malta
Issued by: Bing Yu Chen, Program Coordinator on Organ, Tissue and Marrow Donation
Collaboration with: Buğra Han Egeli
Date: July 1st, 2016

Executive summary and recommendations
The Organ, Tissue and Marrow Donation was established in order to 1) reduce the disparity between availability and need for donations, 2) promote safe donation practices, and 3) enforce ethical and equitable donation systems. A baseline assessment was conducted to evaluate the current opportunities and challenges and offer recommendations. Overall, areas covered in this program are relevant to the activities of NMOs worldwide, with an emphasis on blood donation and raising awareness on consent, mainly through conferences and activities targeting medical students. Europe and Americas share the bulk of activities. Currently, areas of weakness include marrow donation, advocacy and research.

We recommend that:

4. Capacity building on the need for medical education, research, advocacy and marrow donation should be a priority;
5. A platform for sharing best practices should be established, especially surrounding blood donation activities;
6. IFMSA should build external partnerships with organ and tissue donation organizations based on an updated policy statement, and NMOs should invest into collaboration with national donation bodies.

Introduction

Relevance

Organ, tissue and marrow donation have been made possible thanks to recent scientific advancement, and donations continue to save countless lives across the globe and/or improve the quality of life of those patients. Nevertheless, there are three key barriers to an ideal donation and transplantation system, which are 1) a disparity between availability of donors and need for donation, 2) unsafe donation practices, and 3) unethical donation practices. As future health advocates, medical students can address each of these three barriers, through an inter-sectorial approach, in order to promote a healthier and more sustainable donation system. These three barriers form the basis of the end-goals of this program.

The IFMSA Organ, Tissue and Marrow Donation Program aims at increasing the availability of organs, marrow and tissues through living and deceased donation in a safe and ethical manner by empowering, connecting, and assessing the efforts of NMOs and medical students worldwide. The program has the following specific aims: 1) increasing population consent towards donation, 2) increasing donation system efficiency in the healthcare system, 3) improving quality of care from physicians and transplant surgeons, 4) improving infrastructures and ensure safety guidelines enforcement in hospitals, 5) using research as an evidence-based approach to increase safety of donors, 6) establishing a central leadership to monitor
transplantation safety and establish standardized guidelines, 7) ensuring scientific and ethical validity of potential donor criteria, 8) respecting the voluntary character of donation, 9) ensuring equitable allocation of available organs and tissues, 10) protecting the privacy of donor's and recipient's data, and 11) implementing a national transparent and accountable system to monitor ethical donation practices in hospitals.

The main categories of intervention include: 1) education among specific societal groups (e.g. Organize conferences, symposiums, kiosk stands and other awareness activities for university students, with a special emphasis on medical students), 2) advocacy (e.g. Advocate for the creation of an online registry, telephone registry, registry via signing of card and other registry platforms), 3) campaigning (e.g. Consider the use of social media, mass media and endorsement from popular figures to raise awareness or as an addition to existing awareness activities), 4) research (e.g. Promote research interests and opportunities in donation among medical students through journal clubs, student interests groups and networking with donation experts, procurement and transplantation organizations), 5) fundraising for third parties (e.g. Fundraise for improved facilities in hospitals enabling more efficient donation workflow), and 6) operative work (e.g. Prepare brochures, short videos, wearable items and other promotional materials destined for hospital use or awareness activities).  


**Structure**

The program is coordinated by the Program Coordinator who is responsible for the progress within the program and oversees relevant activities conducted by Activity Coordinators, i.e. medical students worldwide. The Program Coordinator advises NMOs on donation-related activities, maintains a platform for communication between Activity Coordinators, provides capacity building and networking resources to NMOs and gives strategic inputs to IFMSA in all matters pertinent to the program, both internally and externally. The Standing Committees mostly relevant to this program is SCOPH. SCOME and SCORP are relevant in areas of medical education and ethics aspects of the program. Last but not least, the Program Coordinator maintains an open dialogue with the Executive Board, especially the Vice-President for Activities (and by extension the IFMSA Programs-Support Assistant), as well as with Standing Committee Directors, Liaison Officers and Regional Directors.

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1 Maria Golebiowska et al., IFMSA Programs Toolkit, IFMSA, 2016.
An exhaustive description of the program end goals, specific aims, activity modalities and roles of the players involved in the program can be found in the Organ, Tissue and Marrow Donation Program proposal, located on http://ifmsa.org/programs/organ-tissue-and-marrow-donation/.

Program areas

The Organ, Tissue and Marrow Donation Program includes any activities promoting organ, tissue and/or marrow donation. The three main sub-areas and aims pertain to 1) reducing the disparity between availability and need for donations, 2) promoting safe donation practices, and 3) enforcing ethical and equitable donation systems.

Please note that tissue donation includes blood donation. Furthermore, living donation and transplantation-related activities are also considered as relevant to this program. However, whole or partial body donation in the context of research and/or health education is not included.

Target groups and beneficiaries

Individuals are selected to take part in this program through a number of methods:

- Medical students
  - Direct IFMSA contact - joint sessions, pre-GA training, regional meetings
  - Participation in related activities hosted by NMOs
- Healthcare faculties, healthcare professionals, national and international transplant organizations, governments and policymakers, potential donors, social leaders
  - Selected through participation in activities
- Beneficiaries include: Recipients, the general community, the healthcare system, medical students and future research, national and international transplant organizations.

End-goals and objectives

The end-goal of the program is to increase the availability of organs, marrow and tissues through living and deceased donation in a safe and ethical manner.

Objective 1: Increase the availability of organs, tissues and marrow through living and deceased donation
• Outcome 1: Increase in population consent towards donation
  o Indicator: Number of registrations in donation registries, population approval according to surveys, percentage of refusal in hospitals, annual donation rates
  o Target groups: secondary school students, university students, medical students, physicians, patients visiting hospitals, social leaders, general public
  o Threshold: Promotional materials, presentations, kiosk stands, contests, public events, advocacy actions to optimize registries, mass media programs, social media campaigns, celebrities endorsement.

• Outcome 2: Capacity building and training of healthcare professionals on donation
  o Indicator: Donation competency assessment before and after the training or the course, potential donor identification rate, percentage of refusal in hospitals, annual donation rates, annual number of transplantations.
  o Target group: Medical students, nursing students, physicians, surgeons, nurses.
  o Threshold: Implementation of training in medical and nursing schools curricula, implementation of advanced trainings for healthcare professionals involved in donation.

• Outcome 3: Increase in the healthcare system’s efficiency in donation
  o Indicator: Number of organs and tissues procurement per hospital, number of healthcare professionals specialized on donation per hospital, potential donor identification rate, percentage of refusal.
  o Target group: Healthcare system’s policy makers
  o Threshold: Advocacy for increasing time and material resources provided to donation, fundraising for improving the hospital's equipments used for donation.

Objective 2: Increase the safety of organ, tissue and marrow donors

Objective 3: Promote ethical donation practice

N.B. There are no specifically set milestones and indicators for objectives 2 and 3.

Expected impact

We expect an active participation from all five IFMSA regions. Listed below are the expected impact in participating countries after 11 IFMSA terms of program implementation (from July 1st 2015 to July 1st 2026), which correlate with previously set milestones.

• Expected impact 1: increase in population consent towards donation
• Expected impact 2: increase in capacity building and training of healthcare professionals on donation
• Expected impact 3: increase in the healthcare system’s efficiency in donation

Methods
Data collection

Information included in this baseline assessment was gathered through the following sources:

- Baseline assessment survey (i.e. call for input) sent to NMOs via official IFMSA Facebook groups (general group, regions and standing committees), and via Yahoo Groups (i.e. Yahoo servers)
- NMO reports from AM15 and MM16
- MSI issues published during AM15 and MM16 (i.e. issues 32 and 33)
- Activities Fair applications from AM15 and MM16
- Rex Crossley applications from AM15 and MM16
- IFMSA policy statements
- IFMSA Website (ifmsa.org)
- Activities conducted during IFMSA General Assemblies

A data collection sheet composed of specific activity descriptors (e.g. goals of activity, impacts) was created in order to summarize each activity from NMOs, found from the sources above.
## Guiding questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Indicators</th>
</tr>
</thead>
</table>
| How are the IFMSA and its NMOs involved in the areas covered by this program? | • Number of IFMSA policy statements  
• Number of activities during General Assemblies  
• Number of NMOs involved in total  
• Number of activities in total  
• Number of activities per topic (organ donation, tissue donation, marrow donation)  
• Number of activities per key goal covered in this program (e.g. raise awareness about donation)  
• Number of activities per key intervention covered in this program (e.g. conferences and presentations) |
| How is each of the IFMSA regions involved in the areas covered by this program? | • Number of activities per region  
• Number of NMOs involved per region |
| What impact does the IFMSA and its NMOs have in the areas covered by this program? | • Qualitative summary of the impact |
| How can IFMSA work on external partners and if such, on what basis (international, regional, national)? | • Number of existing partners  
• Qualitative summary of opportunities |
| What should be the roles and strategies specific to this program that will enable achievement of set objectives? | • Qualitative description of recommendations |
## Results

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of IFMSA policy statement</td>
<td>1 (Organ Donation &amp; Transplantation)</td>
</tr>
<tr>
<td>Number of activities during General Assemblies</td>
<td>1 (Small working group on organ and tissue donation during AM2015)</td>
</tr>
<tr>
<td>Number of activities in total</td>
<td>64</td>
</tr>
<tr>
<td>Number of NMOs involved in total</td>
<td>59</td>
</tr>
<tr>
<td>Number of existing partners</td>
<td>1 (Marrow-International)</td>
</tr>
</tbody>
</table>

Table 1. Overview of IFMSA and NMO involvement in organ, tissue and marrow donation

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2 The IFMSA has a single policy statement on Organ Donation & Transplantation. Link: [http://ifmsa.org/wp-content/uploads/2015/05/2013AMPS_09-Organ-Donation-Transplantation-1.pdf](http://ifmsa.org/wp-content/uploads/2015/05/2013AMPS_09-Organ-Donation-Transplantation-1.pdf) "We as the representatives of medical students worldwide must strongly and actively support [organ donation] practices to being done in a safe and ethical setting."

Figure 1. Number of activities per topic (organ donation, tissue donation, marrow donation)

Figure 2. Number of activities per key goal
Figure 3. Number of activities per key intervention

<table>
<thead>
<tr>
<th>Region</th>
<th>Number of activities</th>
<th>NMOs involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Americas</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>EMR</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Europe</td>
<td>29</td>
<td></td>
</tr>
</tbody>
</table>

Table 2. Number of activities per region

4 NMO name in **Bold Character** indicates that NMO has at least 3 activities during IFMSA term 2015-16.
<table>
<thead>
<tr>
<th>Region</th>
<th>Number</th>
<th>Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>3</td>
<td>Benin - AEMB, Guinea - AEM, Namibia - MESANA</td>
</tr>
<tr>
<td>Americas</td>
<td>13</td>
<td>Argentina - IFMSA-Argentina, Bolivia - IFMSA-Bolivia, Brazil - IFMSA-Brazil, Brazil - DENEM, Canada (Quebec) - IFMSA-Quebec, Chile - IFMSA-Chile, Costa Rica - ACEM, Ecuador - AEMPPI-Ecuador, El Salvador - IFMSA-El Salvador, Mexico - IFMSA-Mexico, Panama - IFMSA-Panama, Peru - IFMSA-Peru, Venezuela - FEVESOCEM</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>6</td>
<td>Australia - AMSA, India - MSAI, Korea - KMSA, Pakistan - IFMSA-Pakistan, Singapore - AMSA-Singapore, Taiwan - FMS-Taiwan</td>
</tr>
<tr>
<td>EMR</td>
<td>10</td>
<td>Algeria - Le Souk, Iran - IMSA-Iran, Iraq - IFMSA-Iraq, Iraq (Kurdistan) - IFMSA-Kurdistan</td>
</tr>
<tr>
<td>Region</td>
<td>Countries</td>
<td></td>
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<tr>
<td>-------------</td>
<td>------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Europe</td>
<td>Jordan - IFMSA-Jo, Kuwait - KuMSA, Lebanon - LeMSIC, Oman - SQU-MSG, Palestine - IFMSA-Palestine, Tunisia - Associa-Med</td>
<td></td>
</tr>
<tr>
<td>Europe</td>
<td>Bosnia and Herzegovina - BoHeMSA, Bulgaria - AMSB, Croatia - CroMSIC, Denmark - IMCC, Estonia - EstMSA, France - ANEMF, Germany - bvmd, Hungary - HuMSIRC, Iceland - IMSIC, Ireland - AMSI, Italy - SISM, Luxembourg - ALEM, Malta - MMSA, Montenegro - MoMSIC, Norway - NMSA, Poland - IFMSA-Poland, Romania - FASMR, Russian Federation (Tatarstan) - TaMSA-Tatarstan, Slovakia - SloMSA, Slovenia - SloMSIC, Spain - IFMSA-Spain</td>
<td></td>
</tr>
</tbody>
</table>
Sweden - IFMSA-Sweden
Switzerland - swimsa
The former Yugoslav Republic of Macedonia - MMSA
The Netherlands - IFMSA-NL
Turkey - TurkMSIC
Ukraine - UMSA

Table 3. Number of NMOs involved per region

Discussion

How are the IFMSA and its NMOs involved in the areas covered by this program?

IFMSA has adopted one policy statement named “Organ Donation & Transplantation” in Santiago, Chile, on August 5, 2013, and it will expire on August 5, 2016. It mainly focuses on the gaps in the bioethical and safety aspects of organ donation. As of now, it is currently being reviewed and updated, in order to reflect the multiple factors (consent, awareness, physician education, logistics, research, safety, bioethics, …) that can influence the state of modern organ and tissue donation. The main purposes of this policy statement for the IFMSA and its NMOs are to establish partnerships and to advocate by taking position at the local, national and international levels on sustainable measures. Whether we have reached these goals cannot be assessed due to lack of data.

Given that not all the institutional memory from previous GAs has been accessed, we may only state that there is at least one activity in the form of a small working group on establishing issues and solutions for organ and tissue donation during the SCOPH session of AM2015. In the future, pre-GA workshops and more consistent presence during SCOPH, SCOME and SCORP sessions may increase overall IFMSA involvement during GAs and capacity building.

At a minimum, there are 64 distinct activities organized by 59 NMOs from all five regions during the IFMSA term 2015-16.
Tissue donation is by far the most popular theme, present in over two thirds of all activities. This is followed by organ donation and then marrow donation. Blood donation, classified under tissue donation, is the most prevalent topic. In contrast, there are significant opportunities to increase marrow donation involvement among NMOs. Living donation has not been measured directly, therefore the data collected for this baseline assessment cannot unfortunately measure the current prevalence of living donation related activities.

The large majority of activities aim at, in order of decreasing prevalence, raising awareness about donation, and facilitating the expression of consent. Ensuring adequate donation training came up third with only 12 activities out of 64, therefore there is an enormous opportunity of increasing the number of activities achieving the latter goal, as health professional education is an important determinant of sustainable donation system.\(^5\) Research is also under-represented among involved NMOs. Not only does research encourage NMOs to adopt rigorous evaluation methodologies and value sustainability, but it also contributes to the advancement of a relatively new field of medicine. Surprisingly, ethical and safety issues are rarely tackled by NMOs, despite these two areas were the core of the IFMSA Policy Statement on Organ Donation & Transplantation. Ethics and safety, along with improving donation logistics, donation allocation system and donation after cardiovascular death, are areas NMOs could work on depending on local needs and context, in contrast with raising awareness and facilitating consent, which could be considered as universal goals.

The nature of activities is very diverse and well-balanced, and the most common types of activities include conferences, presentations, distribution of promotional or training materials and social media campaigns. Opportunities exist, however, for advocacy as a mean of change. Advocacy includes any activities that involve “pushing for changes”. It should not be as mysterious and complex as one may believe, and can be an addition to any activities with long-term goals.

**How is each of the IFMSA regions involved in the areas covered by this program?**

In terms of regional representation, Europe and Americas combined share almost 90% of all NMO donation-related activities. The EMR region arrives third with 10 activities, but relative to its population, EMR has a fair amount of activities. However, there is a need to increase capacity building for Africa and Asia-Pacific. This recommendation is still true when the number of involved NMOs per region is being considered instead.

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What impact does the IFMSA and its NMOs have in the areas covered by this program?

A full description of current involvement from the IFMSA and its NMOs is found above, under the questions “How are the IFMSA and its NMOs involved in the areas covered by this program?”.

As only 44 out of 64 activities provided any data about their impact, and that no guideline for impact description has been provided, it is of little use to over-interpret and to over-generalize any objective findings.

While keeping the above disclaimer in mind, it is noteworthy that, among activities with reported impact:

- 30% (n=13) did not report their impact properly or only reported qualitative and subjective impact.
- 20% (n=9) reported that their activities reached 0-99 people.
- 25% (n=11) reported that their activities reached 100-499 people.
- 25% (n=11) reported that their activities reached at least 500 people.

Therefore, the future goals should be 1) to ensure that activities coordinators report the impact of their activities in an objective, structured and relevant manner and 2) to empower activities coordinators to run sustainable and large-scale projects. One consideration should be that the target population should be directed towards the general community and not only the medical population.

Conclusion

Organ, tissue and marrow donations continue to save countless lives across the globe and/or improve the quality of life of those patients. Nevertheless, there are three key barriers to an ideal donation and transplantation system, which are 1) a disparity between availability of donors and need for donation, 2) unsafe donation practices, and 3) unethical donation practices. The IFMSA Organ, Tissue and Marrow Donation Program aims at increasing the availability of organs, marrow and tissues through living and deceased donation in a safe and ethical manner. Target groups include: medical students, healthcare faculties, healthcare professionals, national and international transplant organizations, governments and policymakers, potential donors, and social leaders. The three main expected impacts are: an increase in population consent towards donation, an increase in capacity building and training of healthcare professionals on donation, and an increase in the healthcare system’s efficiency in donation.
Data about current IFMSA and NMOs involvement was collected via a baseline assessment survey, NMO reports from AM15 and MM16, MSI issues published during AM15 and MM16, Activities Fair applications from AM15 and MM16, Rex Crossley applications from AM15 and MM16, IFMSA policy statements, IFMSA Website (ifmsa.org), and activities conducted during IFMSA General Assemblies.

IFMSA has adopted one policy statement named “Organ Donation & Transplantation”, and there was one activity in the form of a small working group on establishing issues and solutions for organ and tissue donation during the SCOPH session of AM2015. There are 64 distinct activities organized by 59 NMOs from all five regions during the IFMSA term 2015-16, and tissue donation is by far the most popular theme. The large majority of activities aim at, in order of decreasing prevalence, raising awareness about donation, and facilitating the expression of consent. The most common types of activities include conferences, presentations, distribution of promotional or training materials and social media campaigns. Europe and Americas combined share almost 90% of all NMO donation-related activities. Finally, about 50% of activities reach at least 100 people.

**Recommendations**

We recommend that:

1. **Capacity building on the need for medical education, research, advocacy and marrow donation should be a priority**
   A. Capacity building should focus on 1) the need for improving medical education and allied healthcare professional education, in order to understand the current context, and the procedure of donation, and to be knowledgeable when it comes to answering patients’ concerns, 2) the importance and best practices surrounding research and advocacy specifically relevant to donation, in order to conduct high-impact and sustainable initiatives, and 3) the relevance of promoting marrow donation, currently being a gap among the majority of NMOs.

2. **A platform for sharing best practices should be established, especially surrounding blood donation activities**
   A. Given that several NMOs work on similar topics, such as blood donation, there is an urgent need to connect those NMOs in order facilitate best practices sharing and mutual motivation. Such platforms of networking would be maintained by the program coordinator.

3. **IFMSA should build external partnerships with organ and tissue donation organizations based on an updated policy statement, and NMOs should invest into collaboration with national donation bodies.**
   A. IFMSA has an official memorandum of understanding with Marrow-International. Given the prevalence of activities surrounding organ and/or tissue donation,
establishing new partnerships with organ or tissue donation organizations, especially blood donation organizations, could be beneficial.

B. Capacity building among NMOs regarding the need for developing sustainable partnerships, especially the national organ, tissue and/or marrow donation and transplantation organizations, is a priority.

C. The need for an updated policy statement and partnerships in organ and tissue donation, with an emphasis on blood donation, cannot be overstated. Moreover, NMOs need to invest into collaboration with local and national donation organizations.

Capacity building can be done in the form of toolkits and webinars, as well as trainings and workshops during pre-GAs and GAs.

Last but not least, activities coordinators should be trained about assessing impact from activities in order to make it possible for the program coordinator to assess the overall effectiveness of the program. This includes the assessment of impact from policy statements.

Appendix

Link to the IFMSA and NMO database of activities related to organ, tissue and/or marrow donation:
https://docs.google.com/spreadsheets/d/1MXbMBz5ollMFAQdjiF6HcZ8G7FRS021a1f8tZpR-w/edit?usp=sharing

Program Impact Report

The program impact report is not available for this term, as it is the first term of existence for this program.