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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services (AHS) publication created *by* physicians *for* physicians through the Physician Diversity, Wellness, and Leadership Development portfolio.

The portfolio is focused on providing physician leaders with the knowledge, skills, and tools to foster a local team culture that models our organizational values and just culture principles, enhances the delivery of safe, quality care, and values wellness and diversity.

This publication shares insightful and valuable information in the areas of wellness, diversity, leadership development and showcases the great work being done throughout the province supporting a shift in the culture of medicine.

To see previous editions, please visit ahs.ca/mdwellness.

Open using your AHS profile to be able to access full content via embedded links.

February

AHS recognizes Black History Month



In recognition of Black History Month, the AHS Diversity & Inclusion and the Diversity and Racial Equity (DaRE) Workforce Resource Group, and the AHS Physician Wellness, Diversity and Development portfolio invite you to take part in the following activities planned to celebrate Black History Month at AHS this year.

Let's Talk Anti-black Racism

Hosted by Karen Brooks and Aderemi Adelugba, this discussion forum provides a safe space for Black employees and their allies to discuss issues related to anti-Black racism. The intention of this interactive session is to normalize conversations around anti-Black racism. Participants will have the opportunity to discuss uncomfortable issues they are usually afraid to address. We will work together to build a common understanding of the issues and to determine how

we can create a more racially inclusive work environment. Feb. 10 | 12 – 1 p.m. | [Register here.](#)

Black History Month Webinars

Colonialism and Black Communities in Canada

Hosted by Dr. Cecil Foster. At this webinar you will learn about the history of colonialism on key groups within the African Diaspora and how it influences Black populations in Canada today. Feb. 17 | 12 - 1 p.m. [Register here.](#)

Health and Black Communities in Canada

Hosted by Dr. Bukola Salami. At this webinar you will learn about the health of key groups within the African Diaspora living in Canada today. Feb. 24 | 12 – 1 p.m. [Register here.](#)

Sessions will be hosted on Microsoft Teams. You do not need the Teams application or an account to attend. The webinars will be recorded and published on Insite for those who are unable to attend.

Learn more with these resources:

- [Standing Together Against Anti-Black Racism and Intolerance](#)
- [Best Practice Guide – Being an Ally](#)
- [Anti-Racism Position Statement](#)
- [Recommendations of the Anti-Racism Advisory Group Report](#)

If you would like to join the Diversity and Racial Equity (DaRE) Workforce Resource Group, email DaRE.WRG@ahs.ca to be added as a member.

Pink Shirt Day – Feb. 23

To recognize Pink Shirt Day, AHS Respectful Workplaces has chosen the theme of kindness and communication. Our world has changed in so many ways, and this means the way we communicate has also changed. During these challenging times, we must rely more on the intention of the words that are being used to interact with each other.

Kindness and Communication Webinar

This webinar explores **how to bring kindness into communication**. We will explore the differences in and value of both empathy and sympathy, discuss how to create empathic statements and will demonstrate how empathic responses can diffuse conflict and improve relationships.

Tuesday, Feb. 22 10 – 11 a.m. [Register here.](#)

Wednesday, Feb. 23 2:30 – 3:30 p.m. [Register here.](#)

Sessions will be hosted on Microsoft Teams. You do not need the Teams application or an account to attend. Contact conflict.support@ahs.ca

Bell Let's Talk



Trauma Informed Leadership

Jan. 26 was **Bell Let's Talk Day**, a national awareness day that aims to raise awareness and combat stigma when it comes to mental health in Canada. The AHS Physician Wellness, Diversity and Development portfolio invites you to contribute to the conversation by reducing the stigma associated with physicians seeking help to support their mental health.

Our People Strategy
Because We Are Stronger Together

**Our People Podcast-
Trauma Informed Leadership**

This year the Portfolio of Physician Wellness, Diversity and Development released a podcast acknowledging the collective trauma we have experienced during the pandemic and other work associated trauma in healthcare with a focus on how we can support one another.

Trauma Informed Leadership: [Listen](#) to Dr. Jennifer Williams and Jodi Ploquin discuss Trauma Informed Leadership: What it is and why compassion and empathy matters in how we interact with one another.

Upcoming Events

Trauma Informed Leadership

Interested in learning more about Trauma Informed Leadership? The AHS Physician Wellness, Diversity and Development team is offering a 15-minute introduction to the topic, and three hour workshops delivered by trainers certified through the Crisis and Trauma Resource Institute (CTRI).

CTRI Trauma Informed Leadership Workshop (three hour): A compassionate and trauma-informed approach to leadership is essential for creating healthy workplace cultures. Trauma is prevalent in our world and has an impact on many of the people we interact with, including staff and colleagues. This workshop explores how to lead with a trauma-informed approach and provides five key principles that trauma-informed workplaces embody. By embracing these principles, organizations can contribute to the positive transformation of individuals and relationships affected by trauma, while at the same time creating the conditions that lead to high levels of employee engagement and organizational success.

- Tues. March 22, 8 – 11 a.m. (virtual)
- Wed. March 30, 5:30 – 8:30 p.m. (virtual)

To book a 15 minute presentation or register for an upcoming workshop, email jodi.ploquin@ahs.ca.

CMA Wellness Connection

- **Psychological First Aid: Addressing & Recognizing Distress in Physicians** [Feb. 8 12 p.m. ET](#)
Join this group session to learn simple, practical, evidence-informed techniques to reduce anxiety and psychological distress. Sessions follow a psychological first aid approach that's been adapted for clinical use, using psychotherapeutic techniques including mindfulness, and trauma-informed therapy. You will practice using stress-relieving tools during the sessions and learn how to use them with patient, family members and peers.
- **Compassion rounds, Impostor Syndrome** [Feb.10, 7 p.m. ET](#) Impostor syndrome, affecting up to 60 per cent of physicians, can begin as early as during medical training and can persist throughout one's entire career. It can increase the risk of burnout and suicidality, making it important to understand the genesis of the syndrome. In this peer support session, participants will walk through protective practices and resilient thinking that can help reverse or prevent the effects of impostor syndrome.
- **Mindful Parenting: Parenting Stress – Ask Anything Session** [Feb.17, 12 p.m. ET](#) Join this session to navigate parenting challenges with greater ease, by finding calm and self-awareness. Learn mindfulness practices and approaches that can shed light on parenting and family stress, and help you pause and proceed before acting. Build better communication and learn interpersonal strategies to improve family dynamics and relationships with children at all ages. Sessions can also help you improve your own sense of well-being and develop better work-life balance. Attend individual sessions or return each week for new themes and skills.
- **Stress Reduction Practices: Getting Organized at Work, Plus Walking Meditation** [Feb.24, 12 p.m. ET](#) In these sessions, you will learn a variety of stress reduction techniques designed to restore balance, regulate the nervous system and improve well-being. With each session, new strategies and mind-body practices will be introduced. You will have the opportunity to return to learned practices and experience new ones week by week. The sessions are guided by a physician who practices medical psychotherapy, is a certified yoga instructor, and who works with physicians suffering from burnout and stress. Practices can be done at home or at work and can be modified to suit your needs.

January in review

COVID CORNER - Bringing Clarity to Omicron Challenges

Bringing Clarity to Omicron Challenges, held on Jan.26, explored the following learning objectives:

- Summarize the rationale behind latest public health measures
- Summarize current guidelines for testing, isolation and return to work
- Discuss the emerging evidence for benefit and safety of vaccines and boosters in the pediatric, adult, immunocompromised and elderly sub-populations
- Describe the latest evidence for therapeutic options available for COVID-19 outpatient management
- Implement COVID-19 Guidance for Community Providers and navigate the protocols and availability of cited resources

The recording and handouts are now available: [COVID-19 CORNER – Recording and handouts](#)

Upcoming Events

Canadian Women in Medicine & Equity in Medicine

June 2-4: The Canadian Women in Medicine (CWIM) Conference takes place in-person in Victoria, BC and virtually. Conference details and registration [here](#).

Attendees of the CWIM Conference can also register for the Equity in Medicine Conference (June 2, 9:30 a.m. – 1:15 p.m.). This year's theme is Equity, Diversity and Inclusion: from Awareness to Action! Details [here](#)

Doctor of the Week Call for Nominations

Do you know a physician who has gone above and beyond during the pandemic to shape and drive improvements for patients? Perhaps a physician colleague has gone above and beyond to help support others during a difficult day?

Each week, we would like to take a moment to celebrate and thank the amazing physicians working across the province to provide high-quality care to patients, staff and colleagues. If you know someone who you would like to recognize, please email CMO@ahs.ca with your suggestion, and a brief description of why.



Well Doc AB

Well Doc Alberta offers resources and education to support Physician Wellness, including Physician Peer Support Training for physician groups, and a Community Bulletin Board to promote physician wellness events and research. welldocalberta.org



Physician & Family Support Program

1-877-SOS-4MDS (767-4637)
International: 403-930-0529 (you may call collect)
CONFIDENTIAL 24 Hours a Day/7 Days a Week/365 Days a Year
[AMA's Physician and Family Support Program](#)