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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services 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, and 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, and leadership development and showcases the great work being done throughout the province supporting a positive 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.

Your Wellness



ASSOCIATION
MEDICAL
CANADIENNE

CANADIAN
MEDICAL
ASSOCIATION

THIS YEAR IS UNLIKE ANY WE HAVE SEEN BEFORE.
IT'S OKAY TO ASK FOR SUPPORT.
30% of physicians report high levels of burnout.*

Alberta Medical Association - Physician and Family Support Program (PFSP)

1-877-SOS-4MDS (767-4637)

[Physician & Family Support Program \(PFSP\)](#) continues to offer services on an individual basis that you can access by calling the assistance line at 1-877-767-4637.

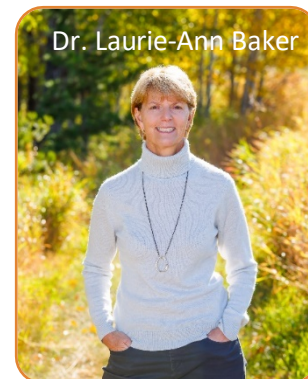
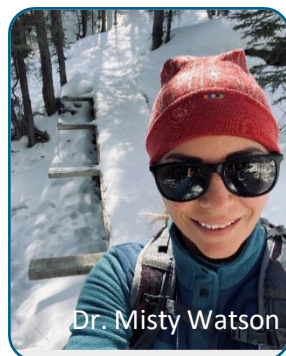
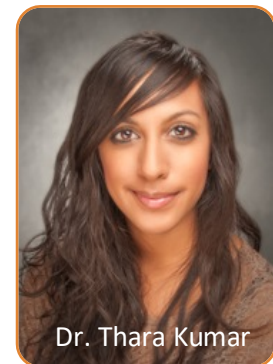
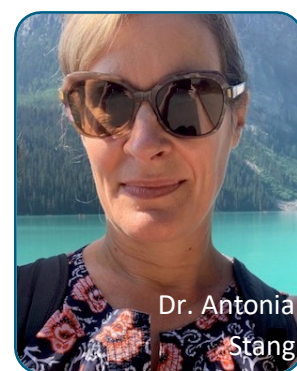
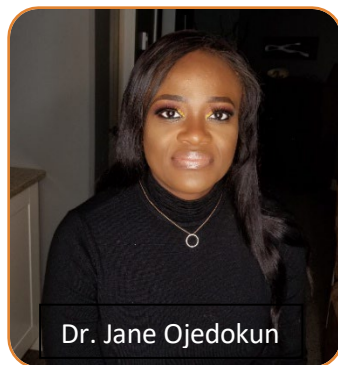
The **PFSP** is also offering **small group support sessions** with a qualified therapist. A group would consist of six to 12 physicians (e.g., from the same team or department). Sessions could be virtual or in-person. Physician leaders interested in this option for their teams should call the PFSP assistance line at 1-877-767-4637 for further discussion.

March

AHS recognizes International Women's Day and Canadian Women Physicians Day

March 11, 2021, marked the first-ever Canadian Women Physicians Day, a day designated to honor women's achievements in medicine. This date was chosen as it marks a significant milestone. On March 11, 1875, Dr. Jennie Trout became the first woman licensed to practice medicine in Canada.

Women recognized as Doctor of the Week @AHS in 2021



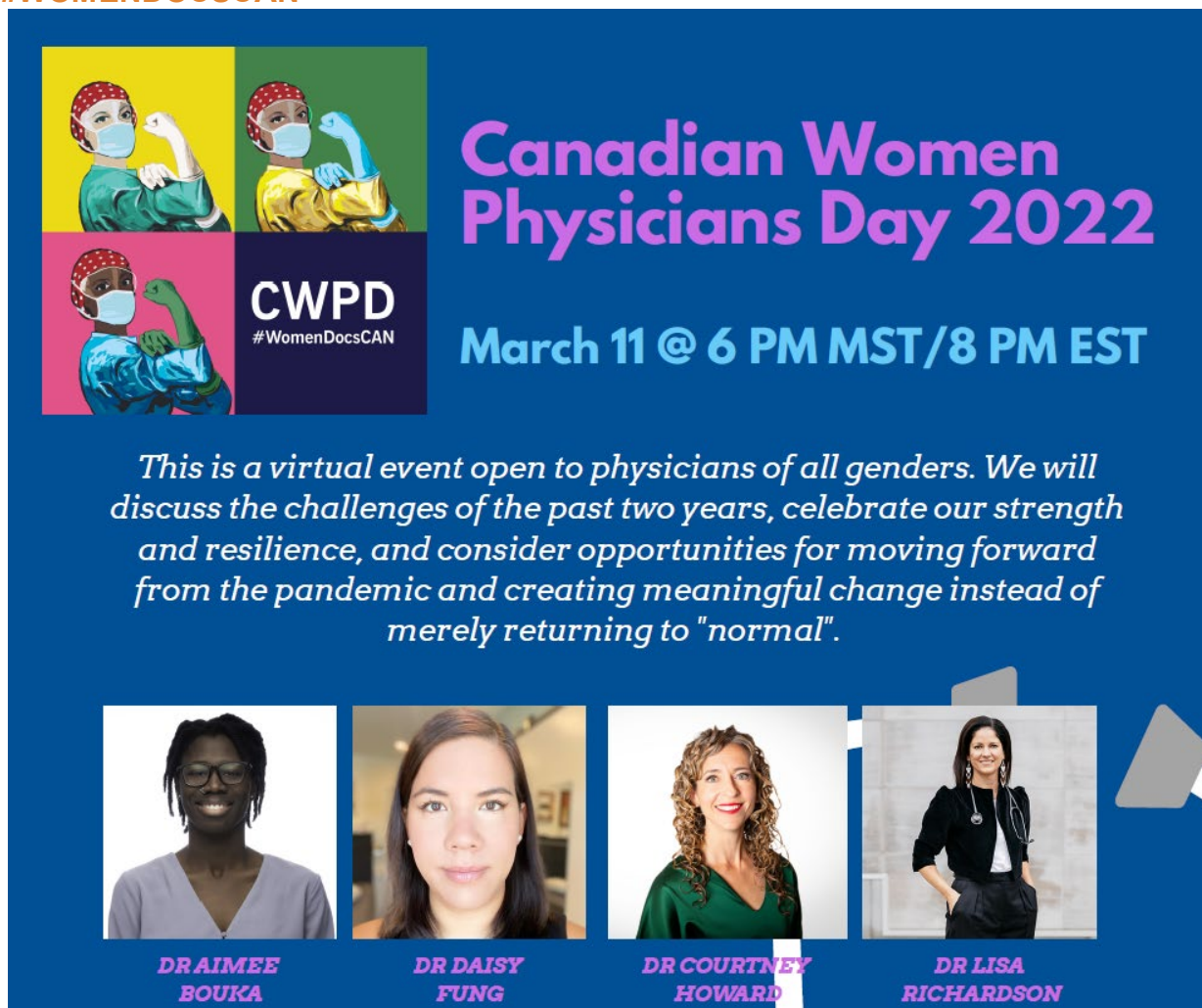
Learn more about these fabulous women physicians!

Click on the name of the women physician awarded Doctor of the Week in 2021 to access the CMO SMOH Update that features their story (note, not all Doctor of the Week nominees featured photos).

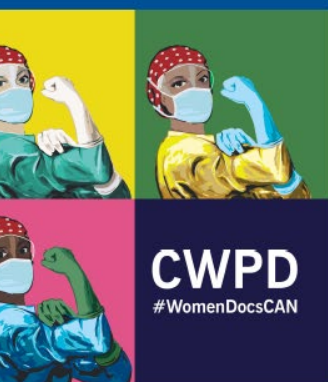
[Dr. Jane Ojedokun](#), [Dr. Elizabeth Mackay](#), [Dr. Neeja Bakshi](#), [Dr. Antonia Stang](#), [Dr. Jenn D'Mello](#), [Dr. Kristy Penner](#), [Dr. Thara Kumar](#), [Dr. Misty Watson](#), [Dr. Sophia Pin](#), [Dr. Laurie-Ann Baker](#), [Dr. Cassandra Felske-Dursken](#), [Dr. Linda Mrkonjic](#), [Dr. Devika Dixit](#), [Dr. Christine East](#), [Dr. Hong Yuan Zhou](#), [Dr. Jan Ooi](#), [Dr. Jen Furlong](#), [Dr. Sarah Grant](#), [Dr. Karla Gustafson](#).

Canadian Women Physicians Day 2022 Virtual Event

#WOMENDOCSCAN



The banner features a 2x2 grid of illustrations of female physicians in scrubs and masks, each in a different color (yellow, green, pink, blue). To the right, the text reads: "Canadian Women Physicians Day 2022" in large purple font, "March 11 @ 6 PM MST/8 PM EST" in light blue font, and "CWPDP #WomenDocsCAN" in white font on a dark blue background. Below the grid, a quote in white italicized text reads: "This is a virtual event open to physicians of all genders. We will discuss the challenges of the past two years, celebrate our strength and resilience, and consider opportunities for moving forward from the pandemic and creating meaningful change instead of merely returning to 'normal'." At the bottom, four portrait photos of panelists are shown with their names in pink text below them: Dr. Aimee Bouka, Dr. Daisy Fung, Dr. Courtney Howard, and Dr. Lisa Richardson.



Canadian Women Physicians Day 2022

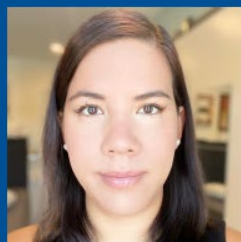
March 11 @ 6 PM MST/8 PM EST

CWPDP
#WomenDocsCAN

This is a virtual event open to physicians of all genders. We will discuss the challenges of the past two years, celebrate our strength and resilience, and consider opportunities for moving forward from the pandemic and creating meaningful change instead of merely returning to "normal".



DR AIMEE
BOUKA



DR DAISY
FUNG



DR COURTNEY
HOWARD



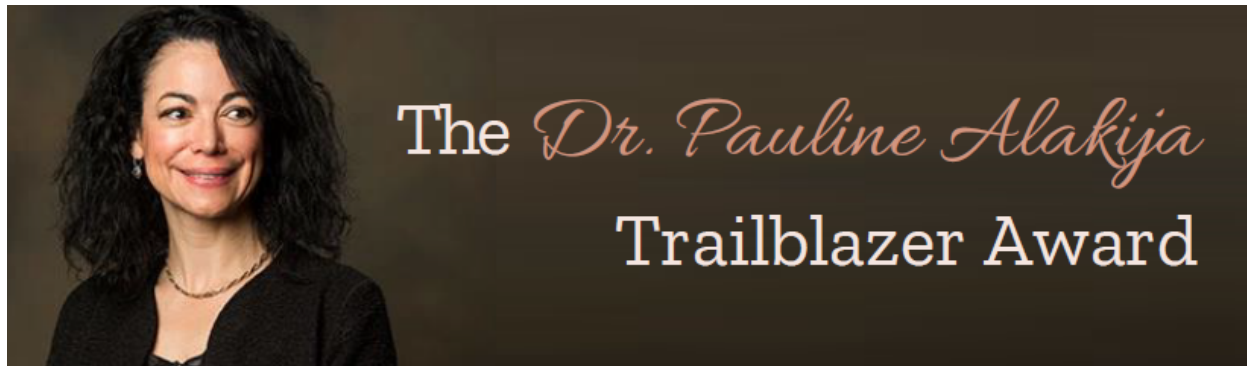
DR LISA
RICHARDSON

We would like to recognize an Alberta connection to this esteemed panel, with Dr. Daisy Fung who is a Family Physician, Assistant Clinical Professor Department of Family Medicine University of Alberta. This event also features a performance from the Calgary Physicians Choir.

Click here to register: [Canadian Women Physicians Day 2022 Registration, Fri, 11 Mar 2022 at 8:00 p.m. | Eventbrite](#)

In the Spotlight

As we recognize Canadian Women Physicians Day, what better time to shine a spotlight on an Alberta physician receiving national recognition as a trailblazer! Equity in Medicine has created the Dr. Pauline Alakija Trailblazer Award that will be celebrated at their in-person conference in Victoria June 2-4.



Dr. Pauline Alakija

is a trailblazer in Canadian medicine. She is known for her courage to stand up for fairness for physicians and patients. She is often the first to raise issues of equity in her medical workplaces, universities, associations, and organizations.

Dr. Alakija has had many firsts in her career; several considered successful, and some not. One of the measures of a great leader is how they react to and continue on in the face of apparent failure. Notably, even an unsuccessful "first" can pave the way for other leaders.

Some of Dr. Alakija's distinctions include being one of a small number of physicians in Alberta to serve on both the Alberta Medical Association (AMA) Board and the College of Physicians and Surgeons of Alberta (CPSA) Council, receiving the NATO Medal for Peace and Freedom for forensic work performed in Kosovo, serving as the President of the Alberta Medical Association's Section of Laboratory Physicians, being one of a few women named to the AMA Negotiating Committee, and founding several advocacy organizations.

Dr. Alakija has held many leadership positions during her career. However, the leadership she is most known for is her informal leadership. Dr. Alakija believes that leadership is most needed when the job is not remunerated or formalized. When a gap or a need has been identified, she has stepped up multiple times to advocate, collaborate, strategize and lead. Dr. Alakija is unwavering in her support for other leaders, especially women and women of color, and is a strong advocate and mentor for all high potential leaders.

To nominate a physician for the Dr. Pauline Alakija Trailblazer Award, click here [The Dr. Pauline Alakija Trailblazer Award - How to Nominate](#)

Deadline for nominations is April 10, 2022, at 11:59 p.m. EST.

Upcoming Events @AHS

Trauma Informed Leadership

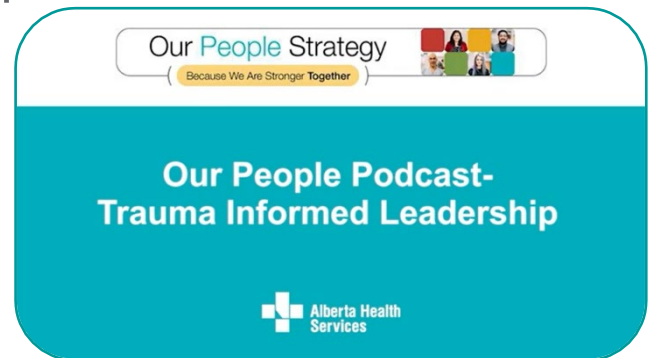
Interested in learning more about Trauma Informed Leadership? The Physician Wellness, Diversity and Development Portfolio is offering 3-hour workshops delivered by trainers certified through the Crisis and Trauma Resource Institute (CTRI).

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 Trauma Informed Leadership Workshops

- Tues. March 22, 8:00 – 11:00 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.



MD Culture Shift Community of Practice

We are pleased to resume the MD Culture Shift Community of Practice and bring together Alberta physicians interested in advancing wellness and diversity. Our monthly sessions invite physicians to join a community to share ideas and experiences, celebrate successes, and foster learnings through collective knowledge and wisdom.

Who: AHS physician leaders, wellness and diversity champions, any physician interested in wellness and diversity

When: Wednesdays March 30, April 27, May 25 from 0800-0900h

Where: Virtual/Zoom [Register for MD Culture Shift COP - Mar 30](#)

Join us on March 30 to review an article and engage in dialogue about physician wellness – where are we now and where are we going.

Shanafelt, TD. Physician Well-being 2.0: Where Are We and Where Are We Going? 2021. Mayo Clinic Proceedings. 96(10):2682-2693. <https://doi.org/10.1016/j.mayocp.2021.06.005>

Upcoming External Events

PARTAKE Research Study



Professional Accountability Redefined: Theorizing Anti-Racism from Key Stakeholder Engagement (PARTAKE)

What: Research study aimed at redefining the concept of professionalism within medicine

Who: Members of historically underserved and underrepresented groups within the healthcare system

How: Participation in one or two qualitative sequential focus groups using Zoom

Those interested can contact Dr. Pamela Roach at 403-210-7802 or pamela.roach@ucalgary.ca

Canadian Conference on Physician Leadership



Are you concerned about your wellbeing, your patients, your planet? COVID-19 has challenged us to improve our approach, to become more adaptive and more inclusive. Join us as we imagine the way forward at the 2022 Canadian Conference on Physician Leadership.

This conference will be held at the Westin Harbour Castle in downtown Toronto on May 6-7. The in-person event is being planned with attention to ensure attendees feel safe and welcomed. For those still uncomfortable with live meetings, keynote and panel sessions will be recorded so they can be viewed in the comfort of your own home.

To learn more visit: [Canadian Conference on Physician Leadership 2022](#)



Equity in Medicine Conference, in partnership
with CWIM Conference

Equity, Diversity and
Inclusion: from
Awareness to Action!



Canadian Women in Medicine & Equity in Medicine Conference

June 2-4: The Canadian Women in Medicine (CWIM) Conference takes place in-person in Victoria, BC and virtually.

Attendees of the CWIM Conference can also register for the **Equity in Medicine Conference (June 2, 9:30 a.m. – 1:15 p.m. MT)**.

This year's theme is Equity, Diversity and Inclusion: from Awareness to Action! Details [here](#)

[Link to register.](#)



Well Doc AB

Well Doc Alberta is a collaborative, co-operative initiative aimed at advancing physician wellness through evidence-based education and prevention.

www.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

[Alberta Medical Association Physician and Family Support Program](#)