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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, 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

CMA National Physician Health Survey 2021

The preliminary survey data from the CMA National Physician Health Survey conducted in late fall of 2021 has been released.

Insights from the National Physician Health Survey reveal that:

- Nearly half (46 per cent) of Canadian physicians who responded are considering reducing their clinical work in the next 24 months.
- 59 per cent of physicians indicated that their mental health has worsened since the onset of the pandemic. This worsened mental health has been attributed to: increased workload and lack of work-life integration (57 per cent), rapidly changing policies/processes (55 per cent), and other challenges.
- Nearly half of physicians (47 per cent) reported low levels of social wellbeing, which has increased from 2017 data (29 per cent). Emotional and psychological wellbeing have also suffered compared to pre-pandemic levels.



The CMA National Physician Health Survey was conducted in the fall of 2021. The survey was open for five weeks and received more than 4,000 responses from Canadian physicians and medical learners. A fulsome report will be published later this year.

“We should be deeply alarmed that half of the physician workforce is considering reducing their clinical workload. The downstream impact to patient care will be significant as we are already experiencing access to care issues,” says Dr. Katharine Smart, CMA president. “There is no question that the pandemic has greatly affected our health workforce. As we look to rebuild our health care system, we need to prioritize the people who work within it and call on all governments to take action now.”

Supports available to physicians

We know many of us are feeling the impact of cumulative stresses over the past two years, as well as compassion fatigue. We want to do all we can to ensure the well-being and psychological safety of everyone at AHS. We encourage you to reach out to your leadership, your colleagues, or access the following resources available for support:

- [Crisis Management Services](#)
- [Employee and Family Assistance Program \(EFAP\)](#)
- [Alberta Medical Association Physician and Family Support Program](#)
- [Creating a Psychologically Safe and Healthy Workplace, Together](#)
- [How to Support Someone Who May be Struggling](#)
- [Not Myself Today](#)
- [Resources to Support Mental Health](#)
- [Supporting someone who expresses suicidal ideation](#)
- [Resilience, Wellness and Mental Health Resource Guide](#)
- [Diversity and Inclusion resources](#)
- [Employee recognition](#)

To learn more about the CMA survey and SAG rapid review, please visit the following:

- [CMA survey](#)
- [Verna vlog](#)
- [SAG rapid review](#)

Additionally, please see more information below about the Physician & Family Support Program.



The [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.

Some additional resources:

- [Moral Distress](#) (Insite login required), *AHS Change the Conversation* resource
- [The Long Shadow of Covid](#), Well Doc Alberta
- [The Repair of Moral Injury](#), Cleveringa Dallaire [Critical Conversation Series](#)
- [Covid-19 and Moral Distress](#), Canadian Medical Association
- [Pandemic Wellness Toolkit](#), Canadian Medical Association

April

AHS recognizes Neurodiversity Month

“Neurodiversity represents a new way of understanding and embracing diversity based on cognitive differences.”

Neurodiversity originally focused on autism spectrum disorder advocacy but has expanded to include other cognitive differences including attention deficit hyperactivity disorder (ADHD), dyslexia and other learning disabilities.



Learn more:

- [Neurodiversity at Work \(Change the Conversation Poster\)](#)
- Association of Neurodiverse Doctors (AND): A peer support & advocacy group run by Neurodivergent Docs for Neurodivergent Docs. On Twitter: @Divergent_Docs
- [Neurodiversity is not just for those we work with](#)
- [Embracing neurodiversity in medicine - RACGP](#)

Upcoming Events @AHS

Trauma Informed Leadership

NEW Physician Leader Healing Group A facilitated peer-support group for physician leaders, the Trauma-informed Leadership Healing Group, will be offered virtually to AHS physician leaders who self-identify as having experienced trauma and/or diversity struggles within their workplace settings, to support their healing and enhance their effectiveness as leaders.



Trauma is an emotional injury that affects performance and well-being.

~ definition from Substance Abuse and Mental Health Services Administration (SAMHSA)



Objectives for participants:

1. To experience a facilitated space to share experiences of trauma and/or diversity struggles and receive support
2. To gain knowledge and skills that promote personal growth
3. To gain knowledge and skills that can be applied to members of teams

When: Thurs, Apr 14 7–8:30 p.m., recurring every two weeks for six sessions (each session will feature a different topic. Opt in as your schedule allows).

Registration link: [Physician Healing Group Registration](#). Register early, as there is a maximum of 20 participants allowed. After registering, you will receive a confirmation email containing information about joining the meeting.

Co-facilitators:

Dr. Irina Mihaescu, Psychiatrist & Trauma-Informed leadership trainer
Dr. Ghazala Radwi, Hematologist & Trauma-informed leadership trainer

AHS Representative:

Dr. Kim Kelly, Wellness, Diversity and Development Portfolio & Trauma-informed leadership trainer

Upcoming Trauma Informed Leadership Workshops

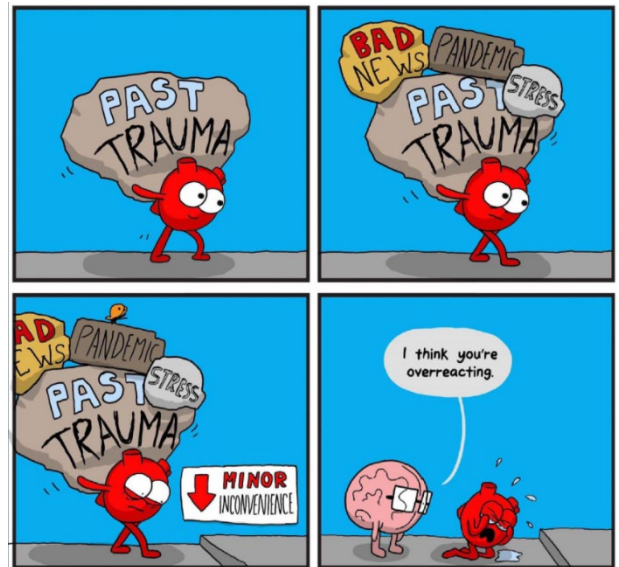
Trauma-Informed Leadership brings recognition to the collective trauma of the pandemic and other work associated trauma impacting physician well-being (exposure to death and dying, medical error, college complaint, bullying and harassment, racism and discrimination). Learn the principles of trauma-informed leadership to enhance your skills as a compassionate leader.

Upcoming workshops:

May 5, 2022, at 9 a.m. – 12 p.m.

May 11, 2022 at 5:30 – 8:30 p.m.

To register, email: jodi.ploquin@ahs.ca



Trauma-Informed Care (TIC) eLearning series

We recognize there is great value in bringing compassion and trauma awareness to patient care. The purpose of the Trauma Informed Care (TIC) eLearning series is to provide a foundational understanding of the principles of trauma informed care, and the role it plays in supporting the health and recovery of individuals who have experienced traumatic events.

- [Module 1: What is Trauma Informed care?](#)
- [Module 2: What is Trauma?](#)
- [Module 3: Disaster Response](#)
- [Module 4: Loss and Grief after Trauma](#)
- [Module 5: Trauma in Human Service Workers](#)
- [Module 6: Emotional Literacy](#)

To **request a certificate** for all modules completed, fill in the online [Trauma Informed Care Certificate Request](#).

MD Culture Shift Community of Practice

We are pleased to continue our monthly 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.

We look forward to meeting again next month, on **Wednesday, April 27, 8 – 9 a.m.** Please feel free to join us, even if you missed our first session.

We will be reviewing an article about physician wellness: [Mayo Clinical Proceedings 2021](#)

To register: [MD Culture Shift COP Apr 27](#)

Our time will focus on discussion, so feel free to join even if you haven't read the article! We recognize that some of you may not be able to make it, and wish to keep you informed. We are launching a site for connecting and sharing resources outside of the sessions, so stay tuned for this!

Upcoming External Events

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.)**.

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

[Link to register.](#)

Awards and Recognition

Dr. Pauline Alakija Trailblazer Award

The Dr. Pauline Alakija Trailblazer Award acknowledges and celebrates the challenging and often unrewarded work of a person who blazes a trail for equity-deserving groups. It serves to recognize a trailblazer's significant contributions towards joyous disruption to improve the medical culture. The award is open to all Canadian physicians and physicians-in-training. One winner will be selected per year.

Deadline for submission is April 10, 2022 at 11:59 p.m. PST.

To nominate a physician for the Dr. Pauline Alakija Trailblazer Award,



To nominate a physician for the Dr. Pauline Alakija Trailblazer Award, click here [Award | EquityInMedicine](#)

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 Alberta

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](#)