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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](https://ahs.ca/mdwellness)

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

## Message from the CMO

### National Physician's Day

Every day, physicians give so that our communities may be safe and healthy. As a physician, you consistently offer your time, expertise, care, and emotional energy in order to serve others.

On May 1 we celebrate National Physician's Day in order to recognize the Canadian medical profession and its contributions to the country's history and national identity.

May 1 was chosen to honour the birthday of the first woman to practice medicine in Canada and a founder of Canada's women's movement, Dr. Emily Stowe.

Physicians are critical to our healthcare system, providing high-quality care to Albertans across the province.

Please [watch](#) a message of gratitude from me (Francois).

## May

### World Family Doctor Day

May 19 is World Family Doctor Day. We are grateful for all of our primary care partners. This year's theme is Family Doctors, Always There to Care! To celebrate and say thank you, please visit the [ACFP website](#).



## Alberta Rural Health Week

This year, Alberta Rural Health Week is from May 30 to June 3, 2022. Alberta Rural Health Week is an excellent opportunity to celebrate the contributions of rural Alberta healthcare providers who are a powerful resource in their communities. AHS values the work our rural physicians and healthcare teams do every day to bring care to patients across the province. For more information about events taking place for Alberta Rural Health Week, we encourage you to visit the [Rural Health Professions Action Plan's website](#).

## Asian Heritage and Jewish Heritage

May is Asian Heritage Month, and also Jewish Heritage Month. If you missed last year's events, organized by the AHS Diversity and Inclusion team, you can access the recording here: [Asian and Jewish Heritage Month Webinar 2021](#)

### In the Spotlight

## Free CMA-Joule physician wellness webinars

### Foundations of physician wellness (online, self-led)

Learn core concepts and a framework to approach physician wellness

TYPE: Online, self-led

DURATION: 0.5 hours

#### ABOUT THIS COURSE

Physician health and wellness is a critical issue that affects all members of a care team, patients and the overall effectiveness of the health system. Organizational factors such as challenging workloads, demanding learning and practice standards, rigid medical culture and complex practice environments all put physicians at a higher risk of experiencing personal and professional dissatisfaction, depression, burnout and suicide. To address these challenges, we must first understand the scope of the problem, including the individual and system drivers of burnout.

This self-led online course is designed for students, medical residents and physicians at all career stages. In this interactive course, you'll review key concepts of physician wellness, explore organizational factors that drive burnout and review evidence-based findings on the interventions shown to protect against burnout and foster well-being.



## EXPECT TO LEARN HOW TO:

- explain the impact of physician burnout in Canada using an evidence-based supporting framework;
- discuss the impact of stigma and medical culture on physician wellness;
- describe the factors that affect professional fulfillment;
- discuss how equity, diversity and inclusion, leadership and professional satisfaction can affect burnout; and
- identify specific strategies to reduce the prevalence of burnout in your learning or work environment.

## Coping during COVID-19: expert webinar series

Coping during COVID-19, a learning series hosted by **Dr. Jillian Horton**, is intended to provide expert support and guidance to help physicians and medical learners manage the stresses of the pandemic. The below webinars are available in recorded and transcript format at [Health and wellness | CMA Joule](#)

- **Managing isolation and building resilience** (Length: 25:16): Many front-line physicians are self-isolating to avoid potential infection of their families and colleagues. Former Canadian Space Station astronaut **Dr. Bob Thirsk** will share approaches used by the Canadian Space Agency for dealing with isolation during high-stress situations.
- **Maintaining high performance in times of stress** (Length: 27:49) Join us for a conversation with **Jason Brooks**, a performance psychologist who works with physicians, to learn some ways physicians can sustain their energy – both mentally and physically – during times of crisis.
- **Running on empty: Staying healthy during difficult times** (Length: 20:51) As a member of the Stanford Medicine WellMD & WellPhD Center team, **Maryam Hamidi** leads initiatives that promote well-being and a culture of wellness. She will share practical tips on how to manage nutrition and sleep during times of high stress and heavy workload.
- **Moral distress: When core values are at stake** (Length: 29:26): Throughout the COVID-19 pandemic, physicians may be faced with overwhelmingly difficult decisions. Retired Lieutenant-General **Roméo Dallaire** will share his perspective on how to approach moral distress in times of crisis and strategies he used in his military career to protect his core values.
- **Grief and loss: lessons from a war zone** (Length: 30:32): As hospitals become flooded with critically ill patients, health care professionals are witnessing extreme levels of loss and grief. In part two of a conversation with Retired Lieutenant-General **Roméo Dallaire**, he will reflect on his war zone experience and what he learned about surviving suffering.
- **Building resilience in times of uncertainty** (Length: 28:43): Grounding his work in academic theory, mindfulness expert **Dr. Ron Epstein** will explore how mindfulness practice can be used by physicians to manage stress and build resilience in times of uncertainty.
- **Keeping children safe** (Length: 19:53): **Dr. Jared Bullard**, paediatrician and infectious disease expert, will share advice on discussing COVID-19 with children, reducing their anxiety, and tips on helping them safe and healthy.
- **Preparing for the unknown: mental readiness lessons from the military** (Length: 23:27): Building on her crisis care experience in the Canadian Forces, resident **Dr. Stephanie Smith** will explain the mental readiness model she learned in the military, and how it can be used to manage the stressors facing physicians today.

- **Compassionate leadership in times of crisis** (Length: 17:01) COVID-19 has upended health systems around the world. Organizational psychologist **Michael West** will explain the principles of compassionate leadership, and how medical leaders can use this model to overcome some of the hurdles they're facing.
- **Taking stock during times of high stress: identifying risk factors and red flags** (Length: 27:46): In times of high stress, it can be difficult to remember what "normal" feels like. A specialist in addiction medicine and physician wellness, **Dr. Michael Kaufmann** shares strategies for recognizing our own vulnerability, red flags and risk factors and when they can lead to problematic behaviours.

## Wellness updates

### Well Doc Alberta

#### Physicians First Podcast – Physician Wellness: The Time Is Now

The Canadian Medical Association, MD Financial Management, and Scotiabank have launched a new podcast series called Physicians First which explores unique and home-grown wellness initiatives that are impacting the lives and livelihoods of Canada's physicians.

The first episode features a discussion with Dr. Jane Lemaire MD and Alicia Polachek MA, directors of Well Doc Alberta. In the episode, they discuss the importance of targeting system-level interventions to improve physician wellness and describe how they are working in this space.

Well Doc Alberta is working with collaborators to develop and deliver education sessions and other real-time supports to help shift the culture of physician wellness and promote positive and productive system-level interventions. Listen to the 25-minute episode [here](#).

The logo for Well Doc Alberta features the words "Well Doc" in a black, rounded, sans-serif font, with a green apple icon replacing the letter 'o' in "Doc". Below "Well Doc" is the word "Alberta" in a larger, black, rounded, sans-serif font. The entire logo is set against a light grey background with a thin green border.

## AMA Physician and Family Support Program (PFSP)

“ The expectation that we can be immersed in suffering and loss and not be touched by it, is as unrealistic as expecting to walk through water and not get wet. ~ Dr. Rachel Remen ”

PFSP is offering physicians in all career stages an opportunity to tap into heart-based techniques to reduce their own personal suffering and enhance their well-being.

In the safety, confidentiality and community of fellow physicians, Dr. Ileen Taylor MD CCFP will guide you through a humanistic approach to help you acknowledge and witness the personal grief and loss that contributes to burnout, unhealthy behaviours, and lack of joy in our lives, and for which physicians often feel they are left alone to cope.

### [Honoring and Healing our Burden of Grief and Loss](#)

May 25, 7-8:30 p.m. Zoom

There is no fee for this session and pre-registration through the link above is required.

## Upcoming Events @AHS

### Trauma Informed Leadership



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

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



#### Trauma Informed Leadership Workshops

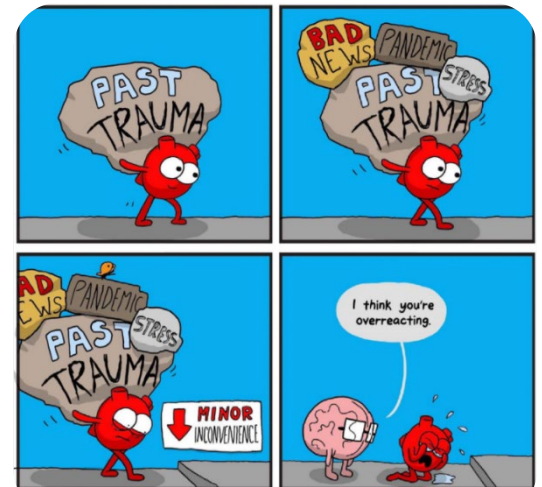
Trauma-Informed Leadership brings recognition to the collective trauma of the pandemic and other work associated trauma impacting physician well-being (e.g., exposure to death and dying, medical error, college complaint, bullying and harassment, racism and discrimination). Learn the principles of trauma-informed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

Upcoming workshops:

May 11 at 5:30 – 8:30 p.m.

May 26 at 9 a.m. – 12 p.m.

To register, email: [jodi.ploquin@ahs.ca](mailto:jodi.ploquin@ahs.ca)



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## 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, complete the [TIC Certificate Request](#).

## MD Culture Shift Community of Practice (COP)

### Upcoming COP meeting

Watch for details for the May/June COP meeting in the weekly CMO update. For questions about upcoming topics or to sign up to join a mailing list, email Dr. Serena Siow, [serena.siow@ahs.ca](mailto:serena.siow@ahs.ca)

We also invite you to connect and share resources with each other outside of the sessions by joining our new site. Please use your AHS email/password to login and choose "Join the Community" on the right side of the page. [Join the MD Culture Shift Community Site](#)

## 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

### 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](mailto: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.

[welldocalberta.org](http://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](#)