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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.

June in review

National Indigenous Peoples Month

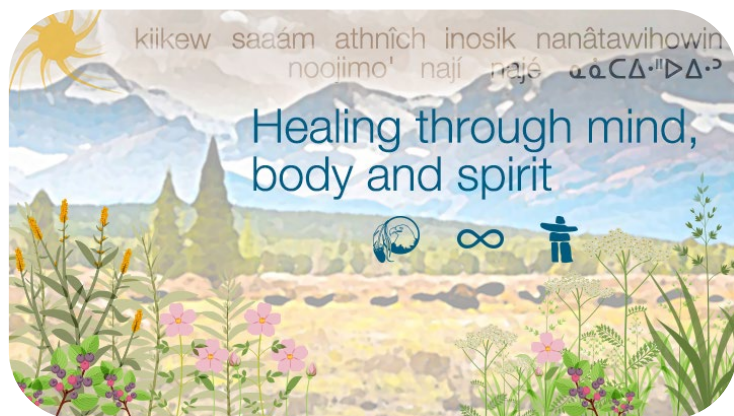
June was National Indigenous Peoples Month, a time to recognize the cultures and stories of First Nations, Inuit and Métis peoples across this land.

It is important to honor, recognize and celebrate the beauty and strengths of the First Peoples of this land. By focusing on these and building greater understanding and awareness, we can combat racism and build a better and more inclusive health system.

This year focused on **Healing through Mind, Body and Spirit.**

Learn more about Indigenous culture and history in Alberta through our [Indigenous awareness training](#). The Indigenous Peoples in Alberta: Introduction course and the Indigenous Awareness and Sensitivity eLearning certification program are available on [MyLearningLink](#).

You may have noticed several AHS participants using a special [Background for Zoom & MS Teams](#) this month. Designer, Jacqueline Barr, a proud Métis artist and member of the AHS Community Engagement and Communications team. Here are her words on her beautiful design:



“ This is a visual representation directly symbolizing this year’s theme of “Healing through mind, body and spirit.” The sun represents the spirit. The words featured on the top are words of healing and health. At the bottom, sacred Indigenous plants found in Alberta are included (sage, sweetgrass, wild rose, yarrow and Saskatoon). These are historically used for medicine and wellbeing.”

~ Jacqueline Barr, Métis artist ”

AHS virtual celebrations are now available as [recordings](#).

We encourage you to review these talks with a specific focus on the role of physicians in contributing to the quality and safety of Indigenous health systems highlighted below:

The reality of Indigenous health systems safety: Anti-Indigenous racism among physicians in Alberta

- Dr. Pamela Roach, PhD. Assistant Professor, Department of Family Medicine, Director, Indigenous Health Education, Indigenous Local and Global Health Office, Cumming School of Medicine, University of Calgary

Indigenous Physicians Panel

- Dr Nicole Cardinal, MD, family physician, Clinical Lecturer, Postgraduate Medical Education, Faculty of Medicine and Dentistry, University of Alberta
- Dr Sonya Regehr, MD, family physician, Clinical Assistant Professor University of Calgary Cumming School of Medicine
- Dr Ginetta Salvaggio, MD, Professor with the University of Alberta Department of Family Medicine, Associate Scientific Director of the Inner City Health and Wellness Program

Quality of Care in the Emergency Department for First Nation Members in Alberta

- Lea Bill, Executive Director, Alberta First Nations Information Governance Centre
- Patrick McLane, Senior Researcher, Emergency SCN, AHS



AHS recognizes PRIDE Month

June is also internationally recognized as Pride Month.

This year, in addition to the creative ways AHS teams celebrated PRIDE in their own way, the Proud Together Working Group hosted a webinar, [The LGBTQ2S+ Acronym: Not just a bunch of letters](#).

In the Spotlight

CPSA releases 2021 report: Humanity of health care

Each year, the College of Physicians and Surgeons of Alberta (CPSA) reports on their activities, including regulatory statistics and financials, to the Alberta government. This year, CPSA also took the opportunity to [share a reflection](#) on the year 2021, with Albertans, physicians and their partners.

In the Spotlight (cont'd)

AMA Physician Leader Toolkit – Encouraging and Promoting Diversity and Inclusion

In 2018, the Alberta Medical Association (AMA) Board of Directors challenged the organization to address issues of inclusion, wellness, respect and leadership in the workplace for members. The AMA engaged with physicians to identify ways to create a more diverse, inclusive AMA.

The Healthy Working Environments Advisory Committee (HWEAC) was struck to provide informed advice and guidance to the AMA Board of Directors in developing inclusive policies and innovative practices. In support of this goal, the HWEAC developed the [Physician Leader Toolkit - Encouraging and Promoting Diversity & Inclusion](#) in collaboration with the Coulbourn Institute for Inclusive Leadership, providing essential guidance for building inclusive cultures. The group has also made available a self-assessment tool [D&I Leadership Capability Self-Assessment Tool](#).



I hope you find this toolkit useful to inform your personal and professional environment as we aim to move toward a world in which healthy working environments are the norm.

~ Paul E. Boucher, MD, FRCPC President Alberta Medical Association, 2020-2021



Upcoming Events

Well Doc Alberta Virtual Workshop

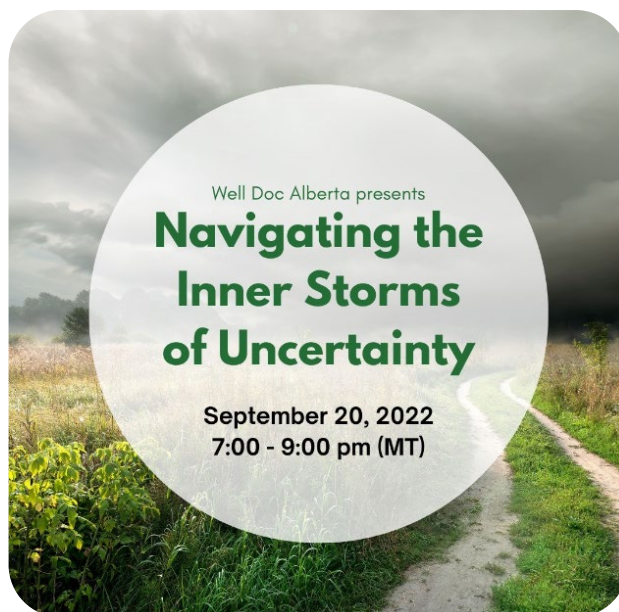
[Navigating the Inner Storms of Uncertainty](#)

Sept. 20, 7-9 p.m.

Uncertainty pervades our everyday lives, in both the personal and professional domains. When faced with this uncertainty however, we often long for safety and control. This mismatch can contribute not only to uncomfortable physical sensations and emotions, but also to protective patterns of behaviour as we try to create agency.

Through this interactive workshop led by Dr. Ghazala Radwi MD, attendees will learn about the science of uncertainty while having opportunities for self-reflection and discussion about their experiences. Opportunities will also be provided to explore and share strategies about how to navigate times of uncertainty.

This session is open to staff physicians within Alberta, and space is limited.



AHS Physician Leaders' Healing Group

The Wellness, Diversity and Development portfolio created and implemented the **Physician Leaders' Healing Group** in spring 2022.

Six 90-minute co-facilitated sessions were held for physician leaders where they could share their experiences of trauma and diversity challenges, and receive support. Survey responses related to meeting our stated objectives were overwhelmingly positive. All respondents indicated the sessions contributed to their own personal growth and healing, as well as learnings that could be shared with their teams.

This initiative was the first of its kind at AHS. Due to the success of the first offering, AHS will repeat this initiative for AHS physician leaders in the fall. Please see our upcoming September issue of MD Culture Shift to register for the fall offering.

Mindful Practice in Medicine



Presented by the Centre for Mindfulness



Register Now!

Banff Centre for Arts and Creativity
March 10-12th, 2023

UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE
Continuing Medical Education
and Professional Development

Mindful Practice in Medicine Core Workshop

March 10-12th, 2023

[For more information and Registration](#)

SESSION LEARNING OBJECTIVES

At the end of this course, learners will be equipped to:

- Apply self-awareness and self-monitoring during clinical work and teaching
- Demonstrate skills in attending to patient's needs, effective clinical practice and compassionate care
- Effectively manage challenges at work and practice ways to attend to your own well-being

Who Should Attend

Family Physicians, Specialist Physicians, Nurse Practitioners, Registered Nurses, Licensed Practical Nurses, Students, Residents, Other Health Care Professionals.

In-Person Sessions

Friday March 10, 4:00-9:00 PM MT
Saturday March 11, 6:30 AM-8:45 PM MT
Sunday March 12, 6:30 AM-1:45 PM MT

Follow-Up Webinars

Tuesdays 6:00-7:30 PM MT
March 21, March 28, April 4, April 11



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



Physician & Family Support Program

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