



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

Issue 19

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

March 2023 celebrating health, Upcoming events, & For your information

We would like to recognize that our work takes place on historical and contemporary Indigenous lands, including the territories of Treaty 6, Treaty 7 & Treaty 8 and the homeland of the Métis Nation of Alberta and eight Metis Settlements. We also acknowledge the many Indigenous communities that have been forged in urban centres across Alberta.

Topics

March 2023 Celebrating Health

- International Women's Day – March 8
- Canadian Women Physician's Day – March 11
- International Day for the Elimination of Racial Discrimination – March 21
- Transgender Day of Visibility – March 31

Upcoming Events

- CMA Wellness Connection
- Before Operational Stress Free Program – Deadline March 31
- HPSP Conference – March 13 to 17
- Critical Leadership Conversation Registration – Starting April
- Actioning Anti-Racism in Clinical Care – March 22nd
- Canadian Conference on Physician Leadership – Registration open!
- CCHL National Conference – Registration open!

For Your Information:

- PFSP Utilization Data 2022
-

March 2023

International Women's Day – March 8

March 8th was International Women's Day. It's a global day to recognize and celebrate women's and girls' social, economic, cultural, and political achievements. It's also a time to raise awareness of the progress made towards achieving gender equality and the work remaining to be done. The United Nations recognized 1975 as International Women's Year and began celebrating March 8 as International Women's Day.

Canadian Women Physician's Day – March 11

On March 11, AHS is celebrating women physicians who are making a difference today and to show appreciation for their commitment to the health of Albertans. Created in 2021, Canada Women Physician's Day (CWPD) recognizes women's contributions and achievements in medicine. We celebrate CWPD on March 11 because it marks a significant milestone: It was on March 11, 1875, that Dr. Jennie Trout became the first woman licensed to practice medicine in Canada. We are supporting the Canadian Women in Medicine's social campaign to recognize and celebrate CWPD. We'll be posting over social media using the **#WomenDocsCAN** hashtag, to support awareness of this day.



Canadian Women Physician's Day

#WomenDocsCAN



NO CULTURE SHIFT
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We asked our featured AHS women physicians “why do you like what you do?” and the importance of being a woman physician. See their responses on the next page.

Why do you like what you do?



The Importance of being a Woman Physician



“... I have loved mentoring my patients and my medical trainees. It is particularly moving to see my female patients who live with a chronic autoimmune condition see themselves as confident and capable of achieving any goals they set for themselves. As a pediatrician treating patients with lifelong diseases, it is critical that we project hope and a bright future for our patients for them to see their full potential aside from their illness identity...”

“I have many female role models in my personal and professional life. I am cognizant of how much that gave me confidence to take on new challenges and ignore many attempts by society to define my role as a Black woman in society. I have used any negative energy, trying to undermine my talents and vision, as fuel for personal growth and accomplishments...and pay it forward by being a role model to others.”

Dr. Nicole Johnson



“I am a people's person and enjoy human interactions with my patients, colleagues & senior leadership. Making the best plans of action with patients, colleagues, hospital and AHS that bring positive change in the lives of people around me gives me immense sense of satisfaction & accomplishment.”

“Like all other fields male domination in Medicine & leadership in the field of medicine has been going on for too long. I believe that it is about time that women physicians should step up as leaders in this field too & close this gap with their own fresh perspectives and redefine leadership...”

Dr. Fauzia Haq Nawaz



“I love what I do because I have the ability to help people in a very tangible way. It makes me happy that I can help people through some of the most intense times in their lives.”

“The essence of a therapeutic relationship is understanding what a person needs and finding ways to help them, or support them to help themselves, to achieve it. Being a female physician allows me a perspective and approach to patients that may be unique, but complementary to their own approach. Having input from multiple points of view also enriches the health care environment and health care organizations overall and I'm proud to bring my voice to the table.”

Dr. Wynne Leung



“I like what I am doing because it makes a difference in people lives. I chose medicine to help people and I find my role in AHS supporting my goal to help patients and families on a daily basis.”

“Although it is common to be provided health care by a woman physician in Canada, I still feel that underestimation of what we can do (women physicians) is still encountered by some patients and coworkers. Having skillful and enthusiastic women physicians achieving high level roles, empowers and inspires young generations of what we are capable of.”

Dr. Lara Bani Issma'eel



“Practicing the art and science of medicine is both interesting and challenging. It is fulfilling to use my training and expertise as an ObGyn to help patients, whether it is overcoming problems with their uterus or seeing them through a high risk pregnancy.”

“I feel that representation and diversity in medicine is critical for best provision of care to all Canadians. I entered medical school at a time when women were still underrepresented. Despite this changing, we are slow to see those changes in leadership positions.”

Dr. Fiona Mattatall



#WomenDocsCAN

International Day for the Elimination of Racial Discrimination – March 21

The International Day for the Elimination of Racial Discrimination was first established in 1966, six years after an event known as the Sharpeville massacre, which captured worldwide attention. This event involved police opening fire and killing 69 people at a peaceful demonstration against apartheid laws in Sharpeville, South Africa, March 21, 1960.

To raise awareness of racial discrimination, the United Nations (UN) proclaimed March 21 a UN Day of observance and called on the international community to increase its efforts to combat racism and racial discrimination.

The elimination of racial discrimination is a responsibility we all share. Often we might think that racism exists outside of each of us, but one of the first things we can do to make a difference is to take a look at ourselves and how our beliefs, attitudes and behaviours affect those around us.

Learn more about the [International Day for the Elimination of Racial Discrimination](#)

Additional Resources

- [AHS Anti-Racism Position Statement](#)
- [Recommendations of the Anti-Racism Advisory Group Report](#)
- [Best Practice Guide: Being an Ally](#)

Transgender Day of Visibility – March 31

The International Trans Day of Visibility is an annual event occurring on March 31 dedicated to celebrating trans people and raising awareness of discrimination faced by transgender people worldwide. To download resources, please visit: [International Trans Day of Visibility | CCGSD \(ccgsd-ccdgs.org\)](#)

Upcoming Events

CMA Wellness Connection

The Canadian Medical Association virtual peer support sessions, **Wellness Connection**, provide a virtual, safe space where physicians and medical learners can gather to discuss shared experiences, get support, seek advice, and help each other.

These virtual peer support sessions are available each week to all physicians and learners in Canada. Sessions are led by [trained facilitators](#) and cover a range of topics and themes to address critical needs and emerging strategies to support physicians and learners.

Click on the webinar title for more information on the moderator and learning objectives, and to register (next page.)

- [Compassion Rounds: Managing stress in the moment](#) – March 23, 5p.m. MT
- [Are you and medicine on the rocks?](#) – March 28, 5 p.m. MT

Before Operational Stress (BOS)

You are invited to participate in the Before Operational Stress Program (BOS) with Wayfound Mental Health Group. BOS is a resiliency-based program that empowers front-line workers to take charge of their mental health. As we work to continue to understand operational stress, our research tells us we can provide tools to proactively cushion the impact of your work. BOS can help you do your job while recognizing and managing the effects of stress on your mental health.

The BOS program is now available for front-line workers at no cost (until March 31, 2023.) As a part of this project, the individual participants are invited to participate in BOS program research surveys.*

Registration Code:
GEN2022

*The research study is being conducted by researchers at the Canadian Institute of Public Research and Treatment (CIPSRT). Participation in this research study is voluntary and is not a requirement for participation in the BOS program.



HPSP Conference: Together in '23

March 13 - 17, 2023 | Virtual Event

Together in '23 will explore what connects us and how we can nurture, grow or even recover those connections with one another. Now, more than ever, we need people by our side, whether near or far, cheering us on.

Over five days, hear from speakers that will ignite new perspectives and inspire you to connect more deeply with yourself and those around you.

One-hour sessions will be held daily through Microsoft Teams. This year, providers can register by session (for as many as they would like). See the attached link for details: [HPSP Conference Registration](#)

Registering gets you access to the live sessions and links to recordings that are available for a limited time.

Conference free to join for all AHS healthcare providers.

Critical Leadership Conversations Course Registration

You are invited to participate in our first Critical Leadership Conversations course that will be delivered in a unique format to optimize learning, practice, and reflection!

In our leadership roles, we all have difficult, critical conversations that need to take place where the stakes are high, emotions often play a role, there are strong differing opinions, and we anticipate that resolving an issue through dialogue may be challenging.

Facilitated by Dr. Curtis Johnston and Heather McMorrow, the format of this course will be a series of six one-hour virtual lectures and large group discussion sessions delivered over about 11 weeks where we will learn the skills necessary for planning, delivering, and concluding a critical conversation. In-between sessions, you will meet with two colleagues in a triad (either a self-selected group or an assigned triad) to share experiences of conversations, what you have learned, debrief, and offer advice and support to one another.

*You are encouraged to find two other colleagues who will join you in this course to form a triad. If you are not able to find colleagues or prefer to be assigned to group with another participant, just let us know your preference when you register.

To find out more about participation expectations and benefits, please contact lori-ann.paul@ahs.ca for more information.

Register Here:

Dates	Time	Registration Link
April 13	4:30 p.m. – 5:30 p.m.	Register Here
April 27	4:30 p.m. – 5:30 p.m.	Register Here
May 4	4:30 p.m. – 5:30 p.m.	Register Here
June 1	4:30 p.m. – 5:30 p.m.	Register Here
June 15	4:30 p.m. – 5:30 p.m.	Register Here
June 29	4:30 p.m. – 5:30 p.m.	Register Here

Virtual Medical Leadership Development Series

Join us for the March Virtual Medical Leadership Development series where together we will explore:

“Actioning Anti-Racism in Clinical Care” with guest speakers Dr. Terri Aldred & Dr. James Liu

March 22nd, 2023 4:00-5:30 PM

****sessions are now CME accredited****

Please use the hyperlinks below to register for the session you wish to attend.

Once registration is complete, a calendar invite will be sent with Zoom details.

[Register Here](#)

Canadian Conference on Physician Leadership - Registration Open

On behalf of the Canadian Society of Physician Leaders, it is my pleasure to welcome you to the 2023 Canadian Conference on Physician Leadership, taking place May 26-27 in Vancouver.

The Conference Planning Committee has worked hard to develop a program that will provide new insights and tools to enable and encourage you, as leaders, to step up

and make the positive changes needed to heal of our ailing health system. The conference also provides an excellent opportunity to come together, network, share experiences and learn from others who have the same passion for leadership.

For more information and to register click here: [Register Here](#)

CCHL National Conference – Registration now open!

The Canadian College of Health Leaders (CCHL) is pleased to present the inaugural CCHL National Conference to be held on June 4-6, 2023 in Toronto, Ontario. Our theme for 2023 will be **REUNITED!**

This conference will be a gathering of peers, mentors, team members, and other health leaders from across Canada and all walks of life. The conference will provide you with an engaging and compelling experience of world-class leadership development, mentorship, thoughtful discussions, and more, in an atmosphere of celebration, support, and community.

Register early to benefit from the early bird fee. Early bird deadline is April 21, 2023. CCHL members receive a \$120 discount on the conference registration fee. [Register here](#). For more details and information, please visit <https://www.cchl-ccls.ca/site/events/cnc>.

For Your Information

PFSP Utilization Continues to Increase

PFSP Utilization Data - 2022

3,396 CALLS TO THE ASSISTANCE LINE

9,916 COUNSELLING HOURS USED

PFSP Utilization Data – 2022 over 2021

- 15% INCREASE IN ASSISTANCE LINE UTILIZATION**
- 13% INCREASE IN OCCUPATIONAL ISSUES**
- 29% INCREASE IN BURNOUT**



It's never too early or too late to call! Learn more about PFSP- [Physician and Family Support Program](#)



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