



Healthy Albertans.  
Healthy Communities.  
Together.

# MD Culture Shift

November 2023



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

## *November 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 Métis Settlements. We also acknowledge the many Indigenous communities that have been forged in urban centres across Alberta.*



## Topics

### November 2023 AHS Celebrating Health

- Bullying Awareness Week – Nov. 14 to 18
- Transgender Day of Remembrance – Nov. 20
- International Day for the Elimination of Violence Against Women- Nov. 25

### Upcoming Courses/Sessions

- TILT, TACT & TIPS available on MLL – Dates Available up to Jan. 2024
- MD Culture Shift CoP – Nov. 15
- Addiction & Mental Health Knowledge Bites Lunch & Learn Series – Nov. 22
- Critical Leadership Conversations – Nov. 23 to Feb. 8, 2024
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## November 2023 Celebrating Health

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### Bullying Awareness Week – Nov. 14 to 18

Bullying awareness week is a national campaign in Canada during the third week in November. It's a time to promote awareness, understanding and prevention of bullying.

AHS defines bullying as the activity of repeated, aggressive or disrespectful behavior intended to hurt another person physically or mentally. Bullying is characterized by an individual or individuals behaving in a certain way to gain power over another person. Bullying is a form of harassment and is covered under the AHS definition of harassment in our [Respectful Workplaces and the Prevention of Harassment and Violence policy suite](#).

AHS has developed and implemented policies, procedures and resources to address harassment and violence in the workplace with the goal of creating a psychologically safe work environment for our workforce. This includes the [Worker-to-Worker Behaviour Continuum](#), which outlines different types of behaviour, ranging from respectful behaviour to disrespect, harassment, bullying and violence. You can learn more by checking out the [Behaviour Continuum Booklet](#) and [Behaviour Continuum Poster](#).

Everyone has a role to play in promoting healthy relationships and creating a positive, safe and inclusive workplace. It's all about how we live our values and relate with one another - one conversation, one interaction at a time. AHS offers a variety of supports to help you manage conflict respectfully and professionally. [Watch the video](#) to learn more.

Harassment (including bullying) and violence need to be reported. When an incident occurs, AHS workers should report it to their manager (or next level leader) and in [MySafetyNet](#). Learn more about how to [seek help and report issues](#).

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### Transgender Day of Remembrance – Nov. 20

Transgender Day of Remembrance (TDOR) is an annual observance on November 20 that honours the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Participate in TDOR by attending and/or organizing a vigil on November 20 to honour all those transgender people whose lives were lost to anti-transgender violence that year and learning about the violence affecting the transgender community. Vigils are typically hosted by local transgender advocates or LGBTQ organizations, and held at community centers, parks, places of worship, and other venues.

To learn more about Transgender Day of Remembrance click [here](#) and find out how you can show support for the community on this day.

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## International Day for the Elimination of Violence Against Women- Nov. 25

Five years ago, the #MeToo movement, founded by activist Tarana Burke in 2006, exploded and sparked global mobilization creating a moment of urgency in preventing and responding to violence against women and girls.



Since then, unprecedented awareness and momentum have been created thanks to the relentless work of grassroots activists, women’s human rights defenders and survivor advocates worldwide to prevent and eliminate violence against women and girls.

During the pandemic, an infographic was created to provide outline access to support systems for physicians who experience intimate partner violence. The infographic can be found on the external AHS website [here](#).

To learn more about International Day for Elimination of Violence against women and join activism campaigns, please visit the United Nations [website](#).

## Upcoming Courses and Sessions

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### Courses to Support a Trauma-Informed Workplace – Available on MyLearningLink (MLL) now

Trauma Informed Leadership Training (TILT), Trauma Aware Culture Training (TACT) and Trauma Informed Protective Strategies (TIPS) are now available to register on [MyLearningLink](#)\*. **Each course is held monthly from 12 p.m. – 1 p.m. or 4:30 p.m. – 5:30 p.m.** Dates available up to January 2024 (see below).

Facilitated by AHS certified Community and Workplace Traumatologists, these sessions focus on trauma informed leadership practices, trauma aware principles and trauma protective strategies to create and foster a healthy workplace culture. This course offering is available to anyone who is interested.

These courses are an Accredited Group Learning Activity (Section 1) as defined by the Maintenance Certification Program of the Royal College of Physicians and Surgeons of Canada.

#### TILT:

- December 5
- January 11, 2024

#### TACT:

- November 9
- December 7
- January 18, 2024

#### TIPS:

- November 16
- December 14
- January 25, 2024

Note, there are not prerequisites required for each course, however, it is recommended to take TILT, TACT then TIPS respectively. Ad hoc sessions for department teams are available upon request by contacting [mdcultureshift@ahs.ca](mailto:mdcultureshift@ahs.ca).

\*Once in the MyLearningLink portal, enter course name under the “course search” field to register.

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## MD Culture Shift Community of Practice – You’re Invited

*The MD Culture Shift Community of Practice brings together Alberta physicians interested in advancing wellness and diversity. Physician members are supported with a community to share ideas and experiences, celebrate successes, and foster learnings through collective knowledge and wisdom.*



Co-lead by Dr. Florence Obianyor and Dr. Charlie Chen, AHS Physician Advisors, Diversity, Wellness, and Development



You are invited to attend the next CoP meeting on **November 15, 2023** from **12:00 p.m. – 1:00 p.m.** via MS Teams.

The topic will focus on “How to make the CoP Work for us.” The goals of this meeting are to review survey results, discuss goals and outcomes and co-create a plan for upcoming CoP meetings (up to June 2024).

If you plan to attend the November CoP, we ask you to participate in a [feedback survey](#) on various initiatives the Physician Diversity, Wellness and Development team are leading. Your input is important as we strive to be responsive to the needs of those we service and to achieve a workplace where all medical staff can feel safe, valued and able to thrive.

Future CoPs are scheduled the third Wednesday of every month at noon for one hour. If you would like to attend and be part of ongoing CoP meetings, please contact [mdcultureshift@ahs.ca](mailto:mdcultureshift@ahs.ca). We look forward to seeing you!

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## Critical Leadership Conversations – Nov. 23 to Feb 8, 2024

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

The format of this course will be a series of five 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.

As we build on the skills over the 11 weeks, you will have opportunity to address important issues in your current leadership with the support of the facilitators and your triad colleagues. In addition, you will meet with one of the facilitators at the end of the series to debrief and receive 1:1 coaching for how to optimize your further learning in this area.

Please use the links below to register (registration for each date allows the facilitators to understand the availability of participants and expected attendance at each session).

*Each participant must register for a minimum of 3 sessions.*

<b>Dates</b>	<b>Time</b>	<b>Registration links</b>
Thursday November 23	4:30-5:30	<a href="#">Register here</a>
Thursday December 14	4:30-5:30	<a href="#">Register here</a>
Thursday January 11	4:30-5:30	<a href="#">Register here</a>
Thursday January 25 2024	4:30-5:30	<a href="#">Register here</a>
Thursday February 8 2024	4:30-5:30	<a href="#">Register here</a>

For questions and to register, please contact Lori Paul at [lori-ann.paul@albertahealthservices.ca](mailto:lori-ann.paul@albertahealthservices.ca) no later than November 17, 2023

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## **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. Led by [trained facilitators](#), sessions 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:

- [Brain Fit: Nourish Your Mind](#)– Nov. 14, 5 p.m.
- [Are you and Medicine on the Rocks?](#)– Nov. 23, 5 p.m.
- [Cozy Winter Happiness: Embracing the hygge lifestyle](#) – Nov. 30, 5 p.m.

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## Addiction & Mental Health Knowledge Bites Lunch & Learn Series

This series is hosted by the Alberta Health Services Provincial Addiction & Mental Health team. Each quarter, a guest speaker presents their latest findings from a completed evaluation, research, or quality improvement project relevant to the field of addiction and mental health, and specifically highlights the implications for practice.

**The next event is on Wednesday, November 22, 12:05-12:50pm.** Melissa Tremblay and Donna Kristiansen will present “The In Reach Project: Innovating Services for Justice-Involved Individuals with Fetal Alcohol Spectrum Disorder” This event is free to attend remotely over Zoom or phone. To join, **RSVP** at <https://redcap.link/KB>.

There is more information on the [Knowledge Bites webpage](#). To be notified of future events in this series, subscribe to the [Knowledge Bites mailing list](#).

## Upcoming Events

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### Resident Wellness Conference – Nov. 9

**Calling all residents! The Resident Wellness Conference (RWC) 2023 will be held on November 9, 2023 at the Lister Center, University of Alberta. Registration is now open\*. Fees are waived by PFSP.**

The RWC is an AMA’s Physician and Family Support Program sponsored event in collaboration with the Universities of Alberta and Calgary wellness offices, and PARA. This conference aims to provide residents with insights and strategies to enhance their wellness, through exploring and developing practical self-care strategies and techniques. **For more information and to register, click [here](#).**

*\* Note: registration is limited and on a first-come, first-served basis. Registration fills up quickly so we will have a waitlist available. If you are unable to attend your registered session, kindly email [pfsp@albertadoctors.org](mailto:pfsp@albertadoctors.org) so that another resident may attend, thank you!*

## For Your Information

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### \*New\* Well Doc Alberta Education Bulletin

Well Doc Alberta Education Bulletins aim to enhance literacy and awareness on various physician wellness topics. Their latest release, “[Understanding Physician Wellness](#)”, is now available online. In this bulletin, they explore what physician wellness entails, some high-level differences between occupational distress syndromes and mental illness, drivers of burnout, and how to address burnout while promoting wellbeing for physicians.

## Resource Information

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### 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](http://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

Please feel free to reach out to [MDCultureShift@albertahealthservices.ca](mailto:MDCultureShift@albertahealthservices.ca) if you have feedback or suggestions for topics in future newsletters.