

MD Culture Shift December 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.

December 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

December 2023 AHS Celebrating Health

- Human Rights Day – Dec. 10

Upcoming Courses/Sessions

- Courses to Support Trauma Informed Workplaces – Dates Available up to Jan. 2024
- MD Culture Shift CoP – Dec. 20
- Educated Clinical Professional Workforce Resource Group – Dec. 11
- Talking with Men About Men and #MeToo – Lunch Hour Learning Sessions
- What you Didn't Know About...Wednesdays
- AMA Physician Wellness Workshop: Your Life in Retirement – Dec. 8
- CMA Wellness Connection Sessions

Upcoming Events

- Mindful Practice in Medicine – Sign up Now!
- Thriving at the Heart of Healthcare – Apr. 13, 2024

For Your Information

- Well Doc Alberta Bulletin

Resource Information

- Well Doc Alberta & PFSP contact information
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December 2023 Celebrating Health

Human Rights Day – Dec. 10

Theme 2023: Freedom, Equality, and Justice for all!

December 2023 marks the 75th anniversary of one of the world's most groundbreaking global pledges: the Universal Declaration of Human Rights (UDHR). This landmark document enshrines the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

The Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 and sets out, for the first time, fundamental human rights to be universally protected.

A year-long initiative focusing on universality, progress and engagement, will culminate in a high-level event in December 2023, which will announce global pledges and ideas for a vision for the future of human rights.

For more information click [here](#).

Upcoming Courses and Sessions

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

There are a few more dates available for the latter part of 2023!

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.

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| <u>TILT:</u> | <u>TACT:</u> | <u>TIPS:</u> |
| • January 11, 2024 | • December 7 (12 p.m. only) | • December 14 |
| | • January 18, 2024 | • 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.

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 **December 20, 2023** from **1 p.m. – 2 p.m.** via MS Teams.

The topic will be “Burnout Prevention”



Future CoPs are scheduled the third Wednesday of every month for one hour.

If you would like to attend and be part of ongoing CoP meetings, please contact mdcultureshift@ahs.ca. We look forward to seeing you!

Educated Clinical Professional Workforce Resource Group – Dec. 11

You’re invited to join the Internationally Educated Clinical Professional Workforce Resource Group (IECP WRG)!

Next meeting is on Dec. 11 from 12 p.m. – 1 p.m.

During this time, you will gain valuable insights into the upcoming projects and initiatives that our WRG will be undertaking. This is a great chance to understand the direction we’re heading and how you can contribute to our collective success! Your engagement and feedback are vital as we continue to grow and evolve as a dynamic WRG.

To join, please contact mdcultureshift@ahs.ca by December 10.

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:

- [Sleep \(part 1\) - Navigating Disruptions, Exploring Solutions](#) – Dec. 5, 5 p.m.
- [Are you and Medicine on the Rocks?](#) – Dec. 14, 5 p.m.
- [Mindful Digital Detox](#) – Dec. 21, 5 p.m.

Talking with Men About Men and #MeToo – Lunch Hour Learning Sessions

Is it safe to make jokes? Am I allowed to hug a colleague? Can I offer comfort to someone who is upset? What kinds of touch and interaction are and aren't permissible? How can I check in with others? Can we really trust allegations of harassment? How can I know?

During the week of **December 4 - 8** three male experts in gender-based violence will help answer these looming questions. We will engage each expert individually, and then as part of a panel, to help offer context and clarity on safe workplace engagement practices, tease out harassment facts from fiction, and generate accessible and practical strategies to minimize uncertainty.

Attend as many sessions as you'd like! You can view and register for the series of webinars [here](#).



UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE

What you Didn't Know About the Silence Around Sexual Violence – Dec. 12

This online workshop invites active participation and asks participants to (re)consider what they know about sexual violence. Participants should expect to raise at least one eyebrow, sputter at least one "Huh!", and/or to feel at least a little differently about what they know about sexual violence by the end of the learning hours.

By the end of the workshop, participants should expect to:

1. Describe at least one reason why we tend to misunderstand sexual violence;
2. Identify at least one reason why so little is done to stop people's perpetration of sexual violence;
3. List at least two things you can do to help change the culture

Click [Here](#) to register.

What you Didn't Know About...Wednesdays

Join Meg Martin and Paula Russel, UCalgary's Sexual Violence Prevention and Support Team, in conversation with Kiara Mikita, the Sexual Violence Educator for the Cumming School of Medicine (CSM) and AHS as they draw upon their years of work, research, and frontline experience to make sense of timely and critical issues impacting local communities.

Learn from these playful, awareness-raising discussions about relevant considerations like trauma and violence informed care, power, diversity, language, consent and refusals, allyship, and more - and how growing awareness in these areas positively impacts everyday interactions and human engagement. Listen into discussions that offer immediately applicable, evidence-based sexual violence prevention, intervention, and response strategies, and offer your own!

Join in and share your questions with Kiara, Meg, and Paula (and sometimes their guests!) and learn about how learning about sexual violence can allow us all to do better, individually and collectively, in creating safer and healthier communities to live, learn, and work in.

Click [Here](#) to register.

AMA Physician Wellness Workshop: Your Life in Retirement – Dec. 8

Are you an Alberta Medical Association (AMA) member physician contemplating retirement or already fully retired? Please join the AMA for the Physician wellness workshop: Your Life in Retirement with Dr. Phillippe Erhard on Friday, December 8, 2023 at 8:30 a.m. – 12:30 p.m. (virtual attendance). Registration is free for AMA members.

This half-day, interactive workshop will cover how to develop a meaningful and rewarding life after medicine, as an essential part of retirement. For more information and to register, [click here](#).

(Please note registration is capped at 15 participants to allow for an interactive format.)

Upcoming Events



Mindful Practice
IN MEDICINE



UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE
Centre for Mindfulness



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



**Banff Centre for Arts
and Creativity**
February 21st - 24th 2024

Thriving at the Heart of Healthcare – Apr. 13, 2024

Thriving At the Heart of Healthcare: A Retreat for and about Physicians!
The language and science of thriving Put on your own O2 mask first Personal choices-personal change Changing the world around you.

One day, Four Linked Workshops, A New Perspective on Professional Life.

Date: April 13, 2024

Where: Manteo Resort, Kelowna

Faculty: Drs Anne McNamara, Tom Wright and Malcolm Ogborn



Registration is limited. To register and for more information click [here](#)

For Your Information

Well Doc Alberta Education Bulletin

Well Doc Alberta Education Bulletins aim to enhance literacy and awareness on various physician wellness topics. 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



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

Please feel free to reach out to MDCultureShift@albertahealthservices.ca if you have feedback or suggestions for topics in future newsletters.

Happy Holidays!