



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

March 2024

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.

March 2024 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

March 2024 AHS Celebrating Health

- International Women's Day - March 8
- Canadian Women Physicians' Day - March 11
- International Day for the Elimination of Racial Discrimination - March 21

Upcoming Courses/Sessions

- MD Culture Shift CoP – March 20
- Critical Leadership Conversations March 21

Upcoming Events

- Implicit Bias in Medicine – March 4
- EDI Moments – Train the Trainer – March 6
- 33rd Annual History of Medicine Days Conference – March 15-16
- Addiction & Mental Health – Knowledge Bites – March 27
- PLUS 4W: Fundamentals for Women in Leadership – April 12
- Thriving at the Heart of Healthcare – April 13
- 2024 Canadian Conference on Physician Leadership – May 24-25

For Your Information

- What's Your Balance?
- Wellness4MDs Program
- Well Doc Alberta Bulletin
- Workforce Discounts

Resource Information

- Well Doc Alberta & PFSP contact information
- MD Culture Shift contact information

March 2024 Celebrating Health

International Women's Day – March 8

Marked annually on March 8, International Women's Day is a global initiative to recognize and celebrate the social, economic, cultural and political achievements of women. It's a day to raise awareness of progress made and a call to action for work that still needs to be done toward achieving gender equality.

With its origins dating back to the early twentieth century, International Women's Day was initially celebrated by different communities on different dates. After declaring 1975 as International Women's Year, the United Nations began recognizing March 8 as [International Women's Day](#).

[Click here](#) for additional supports and resources to create a safer and more inclusive workplace at AHS.

Canadian Women Physicians' Day – March 11

On March 11, 2021, the Canadian Medical Association (CMA) announced the first ever Canadian Women Physicians' Day (CWPD).

March 11, 1875, was the date of licensure of Dr. Jennie Trout, the first woman licensed to practice medicine in Canada. Born in Scotland on April 21, 1841, Dr. Trout later moved to Canada and taught public school until a bout of illness inspired her to pursue a career in medicine. Canadian medical schools did not accept female students at the time, and so Dr. Trout attended the Women's Medical College of Pennsylvania and graduated in 1875. She returned to Toronto, where she obtained her medical license and opened her own practice, including a free dispensary for patients in financial need. Dr. Trout dedicated her time to advocate tirelessly for medical education for women.

On Canadian Women Physicians' Day, we celebrate women physicians who are making a difference today.

Showing appreciation for women in medicine can be as simple as an [e-card](#) or a short thank you note or shout out on social media [#WomenDocsCAN](#). Other ideas are available through [Employee Appreciation](#)

International Day for 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 behaviors affect those around us.

[Click here](#) for additional resources.

Upcoming Courses and Sessions

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 – 1:30 p.m. or 4 – 5:30 p.m.** Content will be covered in the first hour followed by an optional half hour for open discussion.

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:	TACT:	TIPS:
March 14	March 7	March 19
April 16	April 3	April 23
May 7	May 14	May 23

Note, there are no 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-led 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 **March 20 from 12 – 12:50 p.m.** via MS Teams.

Future CoPs are scheduled the third Wednesday of every month. If you would like to attend and be part of ongoing CoP meetings, please email mdcultureshift@ahs.ca. We look forward to seeing you!

Critical Leadership Conversations: Module 3

The focus of our third course in the Critical Conversations series is to assist medical leaders in developing the skills they need to have effective development or periodic review conversations with their front-line physicians or other leaders that report to them.

There will be four one-hour virtual lecture sessions between March 21 to May 2.

This course is eligible for Section 3 CME credits.

Upcoming dates and registration:

Thursday, March 21	4:30-5:30 p.m.	Register here
Thursday, April 4	4:30-5:30 p.m.	Register here
Thursday, April 18	4:30-5:30 p.m.	Register here
Thursday, May 2	4:30-5:30 p.m.	Register here

For more information please contact: Lori-ann.paul@ahs.ca

Upcoming Events

Implicit Bias in Medicine – March 4

As members of the Cumming School of Medicine (CSM) community, we should all be aware of implicit biases, especially as they pertain to our context(s) or role(s) here at the school and how it affects our work and learning: how to recognize implicit bias, reflect on your own biases, and identify strategies to mitigate bias.

Date: March 4
Time: 1 – 4 p.m.
Where: Online



OFFICE OF FACULTY DEVELOPMENT AND PERFORMANCE

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

EDI Moments – Train the Trainer – March 6

The Office of Faculty Development and Performance at the Cumming School of Medicine is offering a session for EDI champions looking to introduce EDI learning to their departments, divisions, and units. This virtual course prepares physician leaders to run their own EDI Moments series for colleagues. Participants will be asked to develop and undertake a self-directed learning project to develop their foundational literacy in EDI topics. Other asynchronous training pieces will be required to prepare to run the EDI Moments program.

Date: March 6
Time: 9 – 12 p.m.
Where: Virtual
Cost: Free



To register and fore more information [click here](#).

33rd Annual History of Medicine Days Conference – March 15 & 16

The University of Calgary, Cumming School of Medicine invites you to attend the national, two-day virtual conference where medical, healthcare, history and literature students present talks and/or posters on medical history.

Date: March 15 – 16
Where: University of Calgary, Main Campus
Cost: Free



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

Addiction & Mental Health Knowledge Bites – March 27

Addiction & Mental Health Knowledge Bites Lunch & Learn 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.

Dr. Zahra Goodarzi will present “Helping Older Adults Living in Long Term Care Experiencing Depression”.

Date: March 27
Time: 12:05 - 12:50 p.m. MST
Where: Virtual
Cost: Free

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

PLUS 4W: Fundamentals for Women in Leadership – April 12

This four-part course is developed and facilitated entirely by women in a wide variety of Cumming School of Medicine and Alberta Health Services leadership roles. This program is open to current and emerging women leaders looking to build leadership competencies in a course created and led by women.

Date: April 12, April 17, May 10

Time: 9 a.m. – 1:30 p.m.

Where: Foothills Campus, Calgary, AB

Cost: Free



OFFICE OF FACULTY DEVELOPMENT AND PERFORMANCE

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

Thriving at the Heart of Healthcare – April 13

Let's have a conversation about a healthcare system where you feel passion and joy. This day will combine four related workshops into a one-day retreat where physicians and those who support physician programs can converse, network, learn, have some fun and make some commitments to change. Led by three experienced physician coaches



recruited from the membership of the Canadian Physician Coaches Network, the intimate workshop will have four sessions and a networking lunch. One day, four linked workshops, a new perspective on professional life.

Date: April 13

Where: Manteo Resort, Kelowna

Faculty: Drs. Anne McNamara, Tom Wright and Malcolm Ogborn

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

2024 Canadian Conference on Physician Leadership – May 24 & 25

We invite you to join fellow physician leaders at the 2024 Canadian Conference on Physician Leadership, taking place May 24-25 in Montreal.

In the upcoming 2024 conference, themed **Shifting the Paradigm**, our primary objective is to shift the conversation. We aim to move beyond merely addressing

the symptoms of a healthcare system in crisis to focusing on how to drive fundamental system reform that will have a lasting impact and work for everyone.

Date: May 24 - 25

Where: Le Centre Sheraton, Montreal, QC



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

For Your Information

What's Your Balance?

Wellness is a priority at AHS. As a healthcare organization, we want to lead by example and inspire others to live healthy and well. The 'What's Your Balance?' campaign started in 2018 and has continued to evolve. This wellness initiative creates opportunities for staff to find a healthy balance and share their stories.

To learn more about this initiative, click [here](#).

Wellness4MDs Program: Mental Health Support for Physicians, Residents, and Medical Students

Are you a physician, post-graduate medical trainee or medical student in Canada? Are you seeking support to deal with stress, burnout, anxiety or depression, build resilience and maintain or improve psychological wellness?

If so, subscribe to the Wellness4MDs program to receive free daily cognitive behaviour therapy-based supportive text messages and mental health literacy information

Text "WELLMD" to 1-855-947-4673 to subscribe. You can stop receiving the messages by replying "STOP" at any time.

This program is sponsored in part by the Mental Health Foundation, University of Alberta and the Royal College Foundation. If you have questions about the program, contact vn602367@dal.ca

Wellness4MDs is sponsored by:



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.

Workforce Discounts

Did you know that AHS physicians are eligible for a variety of discounts? Between March 4-13, you can receive up to 70% off ticket items at participating Sport Chek and Atmosphere stores, up to a spend limit of \$4,000. To get your unique discount code, [fill out the request form](#) before March 11.

For more information on available discounts [click here](#).

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.



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



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