



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

May 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.

May 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

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May 2024 Celebrating Health

National Physicians' Day – May 1

The Canadian Medical Association (CMA) officially declared May 1 as National Physicians' Day to recognize the Canadian medical profession and its contributions to the country's history and national identity. May 1 was chosen to honor the birthday of the first woman to practice medicine in Canada and a founder of Canada's women's movement, Dr. Emily Stowe.

Every day, physicians provide their time, expertise and care to serve the healthcare needs of others, when and where they need it. They provide high-quality care to Albertans in every corner of the province and are critical to our healthcare system. On National Physicians' Day, and every day, we recognize and honour physicians for the work they do in communities across Alberta and thank them for all that they give to others.

Showing appreciation for physicians can be as simple as sending one of our National Physicians' Day [e-cards](#) or a short thank you note. Other ideas are available through [Employee Appreciation](#).

Red Dress Day – May 5

The first Red Dress Day event was held May 5th, 2010, honouring the memories of missing and murdered Indigenous women and girls across Canada.



Métis artist Jaime Black started this grassroots movement, by creating the REDress Project to draw attention to the high number of violent crimes that were committed against Indigenous women and girls. The red dress, viewed as the only color spirits can see, was used to mark the absence of those Indigenous women and girls who were murdered or who are still missing. Since the first event, red dresses are hung from windows and trees nation-wide to represent the pain and loss felt by loved ones and survivors. Some people choose to dress in red or wear a red dress pin on this day.

- [Order your AHS button](#) in honour of Missing and Murdered Indigenous Women and Girls
- Wear red on May 5 to acknowledge the MMIWG movement
- Hang a red dress in your office or in your front window at home
- Take part in [local events in your community](#)

For more information, visit [National Inquiry to Missing and Murdered Indigenous Women and Girls](#)

Health & Safety Week – May 6-11

Health & Safety Week is a time to celebrate safe and healthy workplaces at AHS. It's also an opportunity to tune into your health, safety and wellness by learning more about the resources and services available to support you.

Health & Safety Week is celebrated in alignment with the [North American Occupational Safety and Health](#) (NAOSH) Week. By getting involved, we're better able to:

- Continue to create a safety-minded culture
- Prevent work-related injuries and illnesses
- Support efforts to create workplaces where employees feel supported and included

Join your coworkers and create a safe workplace together. This year, celebrate AHS' Health & Safety Week by using the tools and resources below. They offer an easy and enjoyable way to help you and your teams integrate physical and mental health, safety and wellness into your daily routine.

2024 Lunch and Learn Sessions

Join us for 30-minute [lunch and learn sessions](#) from May 6-10. These daily sessions, hosted from 12 - 12:30 p.m., will dive into various topics related to health and safety.

Sign up for a session:

- May 6 – Let's Talk About Psychological Safety – [Register](#)
- May 7 – Harassment and Violence: Building Your Toolkit – [Register](#)
- May 8 – 10 Fingers, 10 Toes, 2 Eyes, 1 Nose – Safety Counts – [Register](#)
- May 9 – Understanding Stress + TEAM Lesson: Dialed In - Control Your Controllables – [Register](#)
- May 10 – Safeguarding Your Workspaces: Occupational Hygiene 101 – [Register](#)

For more details on each session, see the [2024 Lunch & Learn schedule](#).

Also, in recognition of Health & Safety Week, The Protective Services Training and Development Unit provides violence prevention workshops to staff who may encounter verbal or physical escalation in their work environment:

Non-Violent Crisis Intervention - This 8-hour course can help staff prevent, intervene or debrief a crisis situation safely and effectively for all involved. NCI focuses on early intervention in crisis situations. The course teaches staff how to recognize levels of disruptive behavior and respond accordingly. The course stresses verbal intervention and offers staff tools to verbally de-escalate acting-out episodes. Personal Safety Techniques and Disengagement skills are also covered, but the course does not include the use of team control/restraint techniques.

Non-Violent Crisis Intervention – 2 day course - The two-day course teaches all of the materials taught in the one-day course, and also teaches team intervention skills, team holding techniques, and children's holding skills to help improve staff and client safety.

To set up a Non-violent Crisis Intervention Course, contact Protective Services at ncitraining@ahs.ca.

Mental Health Week – May 6-12

Mental Health Week is an opportunity for us all to learn more about mental health and mental illness, how it affects our lives and reduces the stigma.

The [Let's Talk Mental Health Guide](#) helps support conversations about mental health. Engaging in these conversations can help us shift perceptions, combat stigma, and create a culture of understanding and acceptance when it comes to our mental health.

See next page for ways to get involved:

- Read our [Position Statement on Psychological Health and Safety in the Workplace](#).
- Order and wear a [Let's Talk Mental Health](#) t-shirt and pin.
- Join the Psychological Safety Community of Practice (PHS CoP) by emailing psychologicalhealthsafety@ahs.ca. Meetings are held the first Monday of every month.
- Talk to your peers about mental health using the Not Myself Today [activities](#) and [resources](#) (search Not Myself Today in the search and sort table).
- Send an [e-card](#) to show that you care.

National Nurses Week – May 6-12

National Nursing Week's history begins with Florence Nightingale, who is recognized as the founder of modern nursing. In 1971, the International Council of Nurses designated Nightingale's birthday on May 12 as International Nurses' Day to honour her many contributions to the nursing profession. In 1993, the Canadian federal minister of health proclaimed every week containing May 12 as National Nursing Week to recognize the profession's accomplishments and commitment to caring for people.

At AHS, nurses are a critical part of the AHS team, foundational to healthcare service delivery and the patient experience. Nurses provide care in all parts of the health system across Alberta, 24 hours a day, seven days a week, 365 days a year.

During National Nursing Week, please take a moment to thank nurses or nursing teams for their continued commitment to providing safe, quality care.

World Family Doctor Day – May 19

World Family Doctor Day was first declared by WONCA (The World Organization of Family Doctors) in 2010, and it has become a day to highlight the role and contribution of family doctors in healthcare systems around the world.

Family doctors, nurse practitioners and teams play an important role in caring for Albertans. Primary healthcare is often a person's first point of contact with the health system.

World Family Doctor Day is a great opportunity to spread the word about the importance of continuity of care. Continuity of care is about improving the health of Albertans through stronger ongoing relationships with their primary healthcare providers, increased information sharing and enhanced care coordination.

Alberta Rural Health Week – May 29-31

Alberta Rural Health Week celebrates the contributions of rural Alberta healthcare professionals and volunteers who are making a difference in their communities.

Their skills, knowledge and dedication enhance the quality of life in rural Alberta and help keep healthcare close to home.

During Alberta Rural Health Week, please take a moment to thank all the rural healthcare professionals and volunteers who go above and beyond every day in their communities.

Celebration & Thanks

- [Send an eCard](#)
- Use the [Appreciation Tool Kit](#)
- Thank a rural healthcare professional on AHS' web page, [Thanks for Caring](#).
- Visit [Rural Health Professions Action Plan's \(RhPAP\) website](#) to access their online celebration toolkit and a list of celebration ideas.
- [Read Sara's take on rural social work in the Work Safe Blog](#)
- Visit our [AHS social media](#) for rural healthcare features

Opportunities & Resources

- [Discover a career](#) in rural Alberta.
- [See all the diverse Albertan communities](#) and options available to grow your career
- Learn more about the [Rural Capacity Investment Funds \(RCIF\)](#).

Upcoming Courses and Sessions

Courses to Support a Trauma-Informed Workplaces

Trauma-Informed Leadership Training (TILT), Trauma Aware Culture Training (TACT), and Trauma-Informed Protective Strategies (TIPS) are available to register on [MyLearningLink](#)*. **Each course is held 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 interested.

TILT:
May 7
Jun. 11

TACT:
May 14
Jul. 16

TIPS:
May 23
Aug. 20

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.

**Note, that there are no prerequisites required for each course.*

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 **May 15, 2024 from 12 – 12:50 p.m.** via MS Teams.

Topic: “Member Showcases”

Future CoPs are scheduled on 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!

Virtual Medical Leadership Development Series – May 15 & 16

Next Session: “How Do I Lead Strategically to Have an Impact?”

Presented by Dr. Nadia Salvaterra, Associate Zone Medical Director, Primary Care, Continuing Care, Community Care & Suburban Hospitals

May 15, 2024

4 – 5:30 p.m.

[Registration](#)

May 16, 2024

7 – 8:30 a.m.

[Registration](#)

AMA Working Through Conflict: Mastering the Process – May 21

This workshop will take conflict management to the next level, allowing participants to experience a clear process to work through conflict situations. Case studies will be used, and participants will have the opportunity to apply these practical tips.

Date: May 21, 2024

Time details: 7 – 8:00 p.m.

Location: Virtual

Registration: This workshop is open to all AMA physician members and an AMA member login will be required to [register](#).

A recording of this workshop will be available to AMA physician members following the session. This event is being presented through a collaboration of the Alberta Medical Association’s Professional Affairs Branch, Physician and Family Support Program, and Accelerating Change Transformation Team (ACTT).

Internationally Educated Clinical Professionals Workforce Resource Group – May 27

The Internationally Educated Clinical Professionals Workforce Resource Group (IECP WRG) is a fantastic opportunity for clinically educated professionals who are enthusiastic about fostering a diverse and inclusive workplace, we invite you to be a part of this exciting initiative.

Our Purpose: The primary aim is to establish a peer-support network for both new and current staff who are internationally educated clinical professionals. We are dedicated to ensuring IECPs feel integrated and better able to thrive in the workplace and the broader community.

Join us: Feel free to sign up to be part of our WRG and create a network of support for IECPs (physicians/nurses/other healthcare providers in clinical roles) through shared experience, accessing resources, and engaging conversations.

You are invited to attend the next meeting on **May 27, 2024, from 12 – 1 p.m. via MS Teams**. The topic is “Indigenous Learnings”

Upcoming Events

Resident Wellness Conference 2024 – Registration Still Open!

The Resident Wellness Conference (RWC) is a PFSP-sponsored biennial event, held in collaboration with the University of Alberta and the University of Calgary wellness offices and PARA.



This year's RWC will take place intermittently over three days: Tuesday, May 14; Wednesday, May 15 and Thursday, May 16.

The conference is designed for maximum flexibility and choice of interactive sessions with both virtual and in-person opportunities. Residents are invited to register for as many sessions as their time permits. Pre-registration is required; all registration fees are waived.

Registration is still open! Click [here](#) to register.

Addiction & Mental Health Knowledge Bites – May 24

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. Sandra Johansen and Kristin Pilon will be presenting on “Evaluation of the Alberta Health Services Community Helpers Program.”

Date: May 24, 2024

Time: 12:05 - 12:50 p.m.

Where: Virtual

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 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](#)

2024 Physician Learning Program (PLP) Summit – June 11

The PLP Summit celebrates the impact of 15 years of partnership and collaboration across the care continuum to implement improvement initiatives in complex adaptive health systems. The Summit will explore how to leverage a supportive team-based culture using clinical information to drive improvement and be a positive influence as part of the bigger health system evolution.

Who Should Attend

Join us at this summit if you share an interest in:

- Quality Improvement
- Audit & Feedback
- Human Centred Design
- Knowledge Translation
- Implementation Science
- Choosing Wisely™ initiatives



The keynote speakers are Victor M. Montori, MD, and Susan M. Rewoldt Professor of Medicine at the Mayo Clinic.

Date: June 11, 2024

Location: Chateau Lacombe Hotel, Edmonton AB

Cost: \$50

For more information and to register by May 10, 2024, [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 well-being for physicians.

Click [here](#) to access the bulletins.

It's Time to Prepare for Wildfire Season!

This year's wildfire season is off to an early and busy start. Much of Alberta is experiencing very high to extreme drought conditions and there have already been evacuation alerts in certain parts of the province. Wildfire officials are urging Albertans to be prepared for any eventuality.

With that in mind, the AMA has gathered some information for members about various insurance options and encourages you to consider your situation and your risk so you can ensure you have sufficient coverage. While we hope it won't be necessary this season, we wanted to provide the information now so you can apply for any new or additional insurance coverage you may need.

As the wildfire season intensifies, the AMA will use their social media platforms and website to share important information. Members can also contact AMA at amamail@albertadoctors.org.

We encourage everyone to watch for updates and to visit the [AHS Wildfire Resources](#) page for more information.

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.

Well Doc Alberta

Shaping the future of physician wellness, together

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.