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Welcome to *MD Culture Shift*, an Alberta Health Services publication created *by* physicians *for* physicians through the Physician Diversity, Wellness & Leadership Development portfolio.

The portfolio is focused on providing physician leaders with the knowledge, skills and tools to foster a local team culture that models our organizational values and just culture principles, enhances the delivery of safe, quality care, and values wellness and diversity.

This publication shares insightful and valuable information in the areas of wellness, diversity, leadership development and showcases the great work being done throughout the province supporting a shift in the culture of medicine.

To see previous editions, please visit ahs.ca/mdwellness

About Us

June events

Celebrate Diversity. Show your PRIDE!



June is internationally recognized as [Pride Month](#) – a time to celebrate the LGBTQ2S+ community and the diversity our people bring to the organization. To mark Pride Month – you're invited to join our webinar on June 3, 12–1 p.m. as we explore the history of Pride. [Register](#) today.

Did you know AHS has a Workforce Resource Group (WRG) for LGBTQ2S+, Proud Together? Members have an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences, or interests. WRGs include and welcome ally members. Email AHSPride.WRG@ahs.ca to learn more.

Check out all the ways you can show your pride:

- Wear your [AHS branded Pride gear](#)
- Join the [Proud Together](#) Workforce Resource Group
- Share this [poster](#) and [Pride e-cards](#)
- [Diversity & Inclusion – Best Practice Guide: People's Pronouns](#)

Help us celebrate the [diversity our people](#) bring to AHS. For more information see [Insite](#).

Men's Mental Health



June 12 is Men's Mental Health Awareness Day. As we recognize this day, we share with you The Centre for Suicide Prevention men's suicide prevention campaign: Buddy Up.

This campaign was created for men by men, encouraging them to have real conversations with their buddies and to support them if they're struggling with thoughts of suicide.

Learn more about how you can help a man in your life at buddyup.ca.

Check out:

- Their [new infographic](#) and [updated toolkit](#) on men's suicide prevention.
- [Buddy Up for Men's Suicide Prevention](#)
- AHS [Resilience, Wellness and Mental Health Resource Guide](#)

National Indigenous People's Day – June 21

On June 21 celebrate National Indigenous Peoples Day, recognizing the cultures and stories of First Nations, Inuit and Métis peoples across this land.

It is important to honour, recognize and celebrate the beauty and strengths of the First Peoples of this land. By focusing on these and building greater understanding and awareness, we can combat racism and build a better and more inclusive health system.

Over the past year of living with COVID-19, we have all been through so much. This year, we will be **Celebrating Resilience through Reconciliation**. Using our online engagement platform, [Together4Health](#), we'll be hosting [online events](#) throughout the month of June.

On this page, we also want to encourage each other by [sharing where you've seen resilience and strength](#), and creating a safe space where you can [ask questions](#) about Indigenous health and history. You can also view the videos and multimedia content that was created by members of our Indigenous Wellness Core which showcase Indigenous arts, and culture, digital patient stories of resilience, and Indigenous perspectives on COVID-19 from members of the Wisdom Council.

Learn more about Indigenous culture and history in Alberta through our [Indigenous awareness training](#). The Indigenous Peoples in Alberta: Introduction course and the Indigenous Awareness and Sensitivity eLearning certification program are available on [MyLearningLink](#).



In this [seven-minute video](#), learn more about the history of “Indian” Hospitals, the impact, and steps AHS is taking to repair this relationship and move towards reconciliation.

As a provider of healthcare for all Albertans, AHS is committed to follow the Truth and Reconciliation Commission of Canada Calls to Action and to address health specific concerns in a culturally appropriate way.

Look for celebration of physicians advancing Indigenous Health in Doc of the Week in June.

AHS feature

Psychological Health & Safety at AHS

AHS has committed to aligning to the [CSA Standard on Psychological Health and Safety](#), a voluntary standard that specifies organizational requirements to create and support psychological health and safety in the workplace. It starts with protecting one another from psychological harm and creating an environment where we can bring our full selves to work.

Here are some AHS resources to support psychological health and safety on our workplace:

- [Let's Talk Mental Health 90-minute webinar](#)
- [Change the Conversation | Insite \(albertahealthservices.ca\)](#)
- [Workforce toolkit: Creating a Psychologically Healthy and Safe Workplace, Together](#)

Artist's Corner

Improving Cultural Safety through Art

In recognition of National Indigenous People's Day, our featured artist is Ryan Jason Allen Willert, an accomplished Siksika Nation artist, storyteller, and role model in the community. Ryan learned the art of black ink from his father, also a well-known Siksika Nation artist.



“I'm very pleased they chose this piece for the hospital. The Otter is a reminder to be present and appreciative. When you learn to appreciate the positive and the negative, life becomes a little bit easier.”
~ Ryan Jason Allen Willert

A mural, created by Ryan Jason Allen Willert, has graced the main corridor that links the emergency department with the main part of the Red Deer Regional Hospital Centre (RDRHC) since 2019. This mural gives patients, visitors, and staff the opportunity to enhance their awareness of Indigenous culture. Contracted by the RDRHC Cultural Safety Working Group in consultation with local Elders, the work is intended to foster further cultural awareness throughout the facility.

“The goal of the project was to improve patient and provider experience and to continue the process of

improving culturally safe delivery of care at RDRHC,” says Allan Sinclair, Senior Operating Officer, Central and South, Central Zone.

The artwork, titled *The Otter*, was selected from among three works Ryan presented to Elders. “*The Otter* is also a war spirit. He's our partner in battle. No matter what that battle is — illness, mental health and addictions — the Otter is here to help us through.”

Upcoming Events

Equity, Diversity & Inclusion (EDI)

- On June 12, Equity in Medicine is hosting their first conference, "Overcoming Barriers in Medicine". In appreciation of your efforts to advance equity, diversity, and inclusion (EDI), your registration fee is waived. Register [here](#).
- On June 15 at 7 p.m., Dr. Kim Kelly hosts a YEG Women in Health Networking event with speaker Dr. Shannon Ruzycski presenting "*Equity & Diversity in Research and Research in Equity & Diversity*" to increase our knowledge of EDI research findings to help us move the needle. Register [here](#). Interested women and allies are invited to [join the network](#).



Doc of the Week Call for Nominations

Do you know a physician who has gone above and beyond during the pandemic to shape and drive improvements for patients? Perhaps a physician colleague has gone above and beyond to help support others during a difficult day?

Each week, we would like to take a moment to celebrate and thank the amazing physicians working across the province to provide high-quality care to patients, staff and colleagues. If you know someone who deserves to be celebrated, please email CMO@ahs.ca with your suggestion, and a brief description of why.

Resources for Physicians

Leadership Development @ AHS

There are many leadership development courses available to physicians on MyLearningLink. Courses specific to leadership development are listed below. View the full course catalogue [here](#).

- Insights Leadership Effectiveness - Part 1
- Insights Leadership Effectiveness - Part 2
- Introduction to LEADS in a Caring Environment
- Leadership Essentials
- Leading and Motivating
- Leading Teams
- Persuasion and Influence
- Powerful Coaching Conversations
- SLII Experience (Situational Leadership)
- Strategic Thinking
- The Emotionally Effective Leader
- Trust Imperative
- A Leaders Guide to LEADS Self-Assessment
- Accountable Leadership
- Coaching for Performance
- Constructive Conversations for Leaders



Well Doc Alberta

Offers resources and education to support Physician Wellness, including physician peer support training for physician groups, and a community bulletin board to promote physician wellness events and research.

www.welldocalberta.ca



Physician & Family Support Program

1-877-SOS-4MDS (767-4637)

International: 403-930-0529 (you may call collect)

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