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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services publication created *by physicians for physicians* through the Physician Diversity, Wellness, and 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

Open using your AHS profile to be able to access full content via embedded links.

Message from the CMO

Fourth Wave

We recognize the incredible work, dedication, professionalism and compassion that you have shown and continue to show as we work to treat patients and support the health of Albertans. Unfortunately, this week has seen pressures and emotions continue to mount. The protests that we saw outside some of our facilities can be very disheartening and discouraging. These events have been difficult for all of us, especially our staff who have been directly impacted. We won't tolerate any harassment, bullying, or violence directed towards patients, families, staff and physicians. We'd like to say thanks to our Protective Services teams around the province, who have stepped into heated situations outside some of our hospitals and worked to protect the safety of physicians, staff, patients, families — and even the protesters themselves.

Edmonton physician Dr. Raiyan Chowdhury wrote a [First Person article](#) for CBC, in which he says: "Let the protesters outside jeer and the haters online hate, and we'll meet them with a *Ted Lasso*-like kindness and unbreakable dedication to our patients — vaccinated or not." We recommend you find time to read Dr. Chowdhury's story, which is heartbreaking and yet somehow inspirational as well.

It is worth taking time to reflect on how we are feeling and how we are managing under stress. We need to attend to our own health and well-being to ensure that we can continue to function as individuals, in our families, in our communities, and as a team at work. Supporting each other through listening and checking in is important.



We know you continue to come to work every day to do your best for the people that we serve. The work that you do is critical to the health and well-being of Albertans.

As we implement strategies to increase ICU capacity, unfortunately, this has resulted in a significant reduction in surgical and other important clinical activity. Making these difficult decisions is deeply concerning and is causing moral distress.

Throughout the pandemic, physicians have been facing difficult decisions, every day. The Canadian Medical Association has [an article](#) helping physicians identify when they may be experiencing moral distress and offers resources for support. We encourage you to read this and share it with your colleagues.



During this difficult time, connect with friends, colleagues and loved ones. If you are struggling and feel you need more support, there are resources available through the [Physician & Family Support Program \(PFSP\)](#).

I (Francois), thank you for your continued hard work, dedication, resilience and ongoing commitment to provide the highest quality of care to each and every one of your patients. You are making a difference to Albertans every day, and you continue to do it, to show up for Albertans and for your colleagues. I value and appreciate you.

Please know that I am here for you. I welcome any feedback by email to cmo@ahs.ca and am also willing to chat with you.

Dr. Francois Belanger
Chief Medical Officer and Vice President, Quality

October

Healthy Workplace Month

October is [Canada's Healthy Workplace Month](#) and AHS is promoting healthy workplace practices all month long. The goal is simple. We are encouraging everyone to **do at least ONE thing** to help themselves and their teams feel healthier and safer.

Here are some simple ways you can support your health and wellness during your workday or shift.

Support Yourself

- Access the [AMA's Physician and Family Support Program | Alberta Medical Association \(albertadoctors.org\)](#)
- [Resilience, Wellness and Mental Health Resource Guide \(albertahealthservices.ca\)](#) [Resilience, Wellness and Mental Health Resource Guide \(albertahealthservices.ca\)](#)
- Check out our physician wellness infographics:
 - [Infographic #1: We are Here to Support You, but What Does Support Look Like?](#)
 - [Infographic #2: Supporting Team Members with COVID-19 Related Losses](#)
 - [Infographic #3: Focusing on What You Can Control](#)
 - [Infographic #4: Wellness in Transition From Work to Home](#)
 - [Infographic #5: Tips to Reduce Stressors Associated with Virtual Encounters](#)
 - [Infographic #6: Physicians Experiencing Intimate Partner Violence](#)

Support Your Team

- Become a [Wellness Champion](#) and promote health and wellness to your colleagues.
- Try to support others who may be struggling. [Microsoft Word - Strengthening Informal Peer Support Skills Mar 31.docx \(filesusr.com\)](#)
- Talk about mental health and reducing stigma.
- Start the conversation on mental health with a [Not Myself Today](#) activity.
- Live our [AHS values](#) and treat each other with civility and respect.

Recognize Others

Our people's hard work and dedication allows us to make a difference to millions of Albertans. Recognize someone for a job well done or just show your appreciation by making someone feel happier and healthier at work.

- [Send an eCard](#)
- [Appreciation Menu](#)

Artist's Corner

Canmore Community

The lobby of the Canmore General Hospital now boasts a stunning mural, created by the community to recognize the work of healthcare workers during the COVID-19 pandemic.

This mural features roughly 300 individual tiles, based on a sketch by local artist, Libby Amber Pryor. Libby reflected on this project in an interview with a local newspaper:

“ This project was so important to do at this time, not only as a thank you to our healthcare workers, but also to bring people together and give them a space to look after their own well-being through a creative means. Creativity is fantastic for our mental health.

~ local artist Libby Amber Pryor ”



The 300 tiles were painted by children, families and professional artists in the Bow Valley. ArtsPlace partnered with Mosaic Murals, an Alberta-based company that creates large public artwork from tiles. To create this work, a sketch done by local artist Libby Amber Pryor was re-rendered digitally by Mosaic Murals to guide the colour palette of each tile.

The mural was installed in July and will be a permanent fixture at the hospital.

Upcoming Events

CMA Wellness Connection

The Wellness Connection is a virtual, safe space for physicians and medical learners to gather to discuss shared experiences, get support, seek advice, and help each other. The Wellness Connection is available to all Canadian physicians and learners through the CMA Community Engagement Platform.

Virtual group support sessions, led by [trained facilitators](#), are available each week.

- Peer Support - Vaccine Hesitancy [6 Oct 2021 7:00 PM](#)
- Mindful Parenting [12 Oct 2021 12:00 PM](#)
- TBC [18 Oct 2021 7:30 PM](#)
- Preventing and Overcoming Burnout - Recovering from Exhaustion [21 Oct 2021 12:00 PM](#)
- Stress Reduction Practices [28 Oct 2021 12:00 PM](#)

COVID Corner



Fall Season
Episode 27

COVID Corner

The Long Shadow of COVID: Reflecting on Moral Challenges

Learning Objectives

- List moral dilemmas faced by physicians
- Explain the construct of moral distress
- Describe approaches for dealing with moral dilemmas and their consequences

**Wednesday,
October 13th, 2021
7:00 PM - 9:00 PM**

Register Now

This session is focused on the physician experience but is open to other healthcare providers

cumming.ucalgary.ca/cme/COVID-Corner



This program has received an educational grant or in-kind support from Alberta Health Services, College of Physicians and Surgeons of Alberta and Rural Health Professions Action Plan (RhPAP).

[CME](#) | [Full Calendar](#) | [Cumming School of Medicine](#) | [University of Calgary \(ucalgary.ca\)](http://University of Calgary (ucalgary.ca))

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? If you know someone who you feel should be recognized, please email CMO@ahs.ca with your suggestion, and a brief description of why.

Stand Up. Speak Out.

Stand up for each other
and speak out against racism,
discrimination and intolerance.

Ask. Listen. Share. Connect.

Safe Care, Together

Preventing Workplace Harassment
and Violence

ahs.ca/diversityandinclusion



Resources

Anti-Racism

AHS has released its new Anti-Racism Position Statement as part of our continued efforts to combat racism in all forms. Racism, discrimination and intolerance exist within AHS. Indigenous, Black, People of Colour and Canadians of other ethnic identities endure the pain of racism, discrimination, and oppression within our healthcare system.

AHS will lead by example with a goal to become a healthcare organization that is inclusive, respectful and treats everyone with fairness, equity and equality regardless of race.

[Read the Full Anti-Racism Position Statement](#)
[Stand Up & Speak Out Poster](#)
[Stand Up & Speak Out Video](#)
[Recommendations of the Anti-Racism Advisory Group Report](#)



Well Doc AB

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.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 Days a Year
[AMA's Physician and Family Support Program | Alberta Medical Association \(albertadoctors.org\)](#)