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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services (AHS) 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

Fifth 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.

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 implemented strategies to increase ICU capacity. Unfortunately, this resulted in a reduction in surgical and other important clinical activity. Making these difficult decisions during that time, and as we continue to respond to the pandemic is deeply concerning and is causing moral distress.

Throughout the pandemic, physicians have been facing difficult decisions, every day. The Canadian Medical Association (CMA) 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

Pandemic wellness

PFSP and Well Doc Alberta – New Offerings

The [Physician & Family Support Program \(PFSP\)](#) continues to offer services on an individual basis by calling the assistance line at 1-877-767-4637.

NEW! The **PFSP** is offering **small group support sessions** with a qualified therapist. A group would consist of six to 12 physicians (e.g., from the same team or department) with a qualified therapist. Sessions could be virtual or in-person. Physician leaders interested in this option for their teams should call the PFSP assistance line at 1-877-767-4637 for further discussion.

NEW! **Well Doc Alberta** is offering an **educational session** of approximately 60 minutes in length. Questions about or requests for the session are submitted by the physician leader via the web found at <https://www.welldocalberta.org/education-sessions/moral-dilemmas%3A-reflecting-on-experiences-and-approaches-during-covid-19>

Before organizing an educational or small group session, we suggest that leaders communicate with their teams to provide direct support and to gauge interest in attending a session. We recognize that many physicians are experiencing fatigue and burnout and may not have the capacity for another time commitment.

CMA Pandemic Wellness Toolkit

The pandemic has taken a toll on the emotional and physical well-being of physicians, medical learners and health care workers. Many have had to cope with an increase or exacerbation of anxiety, burnout or other health challenges related to increasingly difficult workplace conditions.



PANDEMIC WELLNESS TOOLKIT

This [Pandemic Wellness Toolkit](#) includes proven wellness services and resources to support you at this stage of the pandemic.

January

AHS recognizes these health-related days



- [Data Privacy Day – January 28](#)
- [Bell Let's Talk Day - January 26](#)
- [Family Literacy Day - January 27](#)
- [World Leprosy Day - January 31](#)
- [Alzheimer's Awareness Month](#)

In the Spotlight

Dr. Mukarram Ali Zaidi

Congratulations to Dr. Mukarram Ali Zaidi, for receiving the 2021 Calgary and Area Medical Staff Society (CAMSS) Advocacy Award!

This annual award is given to someone who exemplifies the spirit behind our mission statement: "Advocating for physicians, caring for patients".

Dr. Zaidi received the award in recognition of his tireless advocacy for his patients, colleagues, and all Albertans through his various physician activities. He also works to speak out against Islamophobia across Canada through this non-profit organization, the Canadian Muslim Research Think Tank.

Please join us in congratulating Dr. Zaidi!

Visit <http://albertazmsa.com/advocacy-award> for more information about the Advocacy Award and Dr. Zaidi.



Artist's Corner



Calgary Physician Choir

Tis' the season of caroling! What better time to give a shout out to the Calgary Physician Choir? Early in the pandemic, Calgary anesthesiologist Dr. Wendy Hall, had the idea to start the Calgary Physician Choir to help relieve stress and isolation resulting from the COVID-19 pandemic. The participants conduct rehearsals virtually twice a week over Zoom with only the director off mute for most practices. Many have limited to no musical experience. Kudos to Dr. Hall for her leadership supporting Physician Wellness!



Aside from the connection part of it, which is great for stress release, the actual singing itself is very relaxing. ~ Dr. Wendy Hall



AHS feature

Respectful Workplaces

One of the ways we can contribute to a respectful workplace is by learning the art of healthy conflict. Please take a few minutes to complete a short survey to help us understand what conflict resolution resources you use and what you need to help support healthy and respectful working relationships. [Your Voice Matters | Insite \(albertahealthservices.ca\)](#)



Upcoming Events

CMA Wellness Connection

- Podcast series: Death threats and safety protocols - the troubling new reality for many physicians [12 Jan 2022 7:00 PM](#)
- Overcoming Burnout: Addressing Hostility in the Workplace [13 Jan 2022 12:00 PM](#)
- Psychological First Aid: Vicarious Trauma in Physicians [20 Jan 2022 12:00 PM](#)
- Stress Reduction Practices: Using ABC123 Method [27 Jan 2022 7:00 AM](#)
- Compassion Rounds: Personal relationships as a physician: strengths, challenges and tips (Part I) [27 Jan 2022 2:00 PM](#)

Equity in Medicine Conference

Equity in Medicine is excited to host their second conference on June 2, 2022, for those who identify as women, in partnership with Canadian Women in Medicine. If you are attending the [CWIM Conference](#) virtually or in-person, you can also register for the [Equity in Medicine Conference!](#)



Speakers include physicians: Dr. Renée Fernandez, Dr. Mojola Omole, Dr. Paula Cashin, Dr. Rebekah Jacques, Dr. Kim Kelly, Dr. Sophia Park, Dr. Shannon Ruzycski and International Medical Graduate, Dr. Hiba Al-Bayati.

Don't miss this excellent opportunity to increase your competencies in Equity, Diversity and Inclusion (EDI), learn how to navigate gender bias, and leave inspired by phenomenal women physician leaders. (Note: this conference will be accredited)

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 out of their way 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.



[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.



[Physician & Family Support Program](#)

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