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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 stream within the Physician Experience Team.

The Physician Experience team provides support to physician leaders through the following two focused streams: Physician Issues and Complaints, and Physician Diversity, Wellness and Leadership Development.

These streams collectively focus 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, values wellness and diversity, and responds to issues and concerns.

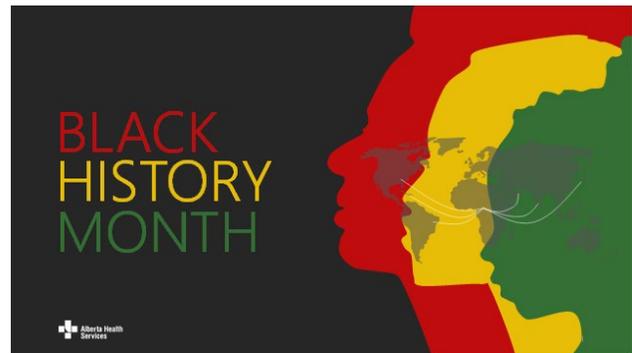
To see previous editions, please visit ahs.ca/mdwellness

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

February 2023

Black History Month

Black History Month is celebrated every February in recognition of the diverse culture, rich heritage, and historic achievements of the Black Community in Canada. It is also a critical time to raise awareness of the many inequalities they face every day and to advocate for the dismantling of anti-Black racism that persists throughout Canadian society.



At AHS, we have the privilege of working with and caring for people from a variety of cultural backgrounds. We know racism, discrimination and intolerance exist within AHS, and it is our goal to foster an inclusive and respectful environment for all. Questions? Contact: diversityandinclusion@ahs.ca.

Webinars

- [Black History Month](#)
- [Significant Contributions of Black People to the Canadian Healthcare System: A Focus on Alberta](#)

Blog Posts

- [Dare to Know Each Other](#)
- [See Beyond the Stereotypes](#)
- [Being an Ally Benefits Us All](#)

Other Resources

- [Black Peoples in Canada Part 1](#)
- [Black Peoples in Canada Part 2](#)

- [Change the Conversation: Standing Together Against Anti-Black Racism & Intolerance](#)
- [Alberta Health Services Anti-Racism Position Statement](#)
- [Report & Recommendations of the Anti-Racism Advisory Group](#)

February is Psychology Month

“Psychology is for everyone” is the key message of Psychology Month, the annual national celebration of psychologists’ contributions to the well-being and mental health of Canadians. Within health care, psychologists assist patients, families and care teams in many different ways, providing assessment, diagnosis, treatment and/or consultation.

More information:

- [The Value of Choosing a Psychologist](#)
- [Psychology Fact Sheets](#)
- [College of Alberta Psychologists](#)
- [Psychologists Association of Alberta](#)
- [Canadian Psychological Association](#)

Pink Shirt Day - February 23

[Pink Shirt Day](#) is an international anti-bullying campaign that was started by students in Nova Scotia. Pink Shirt Day began in Canada in 2007 when two students, David Shepherd and Travis Price, took a stand against bullying after a student experienced harassment and homophobia for wearing a pink shirt to school. The campaign supports people in taking respectful actions to stop bullying at school, at work and online. We encourage everyone to be kind and choose respect by wearing pink on February 23 to [live our values](#) by being a [bystander](#) and [ally](#). Also, take a few minutes to learn more about how to create [respect in the workplace](#).



For more resources, visit [Change the Conversation](#), [Respectful Workplaces](#) and [Diversity & Inclusion](#). You can also read our [blogs](#) to learn more about Pink Shirt Day. Here are a few other ideas to get involved:

- Order and wear a [Pink Shirt Day button](#) or [AHS branded pink t-shirt](#)
- Wear something pink to show support and post a picture of yourself on [Insite](#)
- Send an [e-card](#)
- Join an upcoming [Worker-to-Worker Behaviour Continuum Webinar](#)
- Join a Pink Shirt Day session on [Kindness in Communication](#)
- Take the new *Allyship & Allyship for Leaders* eLearning modules on [MyLearningLink](#) (search “Diversity”)
- Use a [pink background for Zoom](#)

January 2023

Bell Let's Talk Day

Bell Let's Talk Day, a national awareness day that aims to raise awareness and combat stigma when it comes to mental health in Canada, took place on January 25. At AHS we want to expand discussions about mental health beyond January 25. Let's make every day 'Let's Talk Mental Health Day'.



The Physician Experience Team presented '*Let's Talk Physician Burnout*' to a Senior Medical Leadership town hall on January 24, and a '*Trauma-informed Leadership*' talk for the Sturgeon Hospital Site Leadership forum. During these sessions, the team promoted a [key resource recognizing the importance of checking in on each other](#).

In addition, we are offering talks on the following topics, and working with whatever time is available on your agenda (e.g., 15 min, 30 min, 45 min). Topics: physician burnout, physician suicide, trauma-informed leadership.

Contact: jodi.ploquin@ahs.ca to book.

Additional AHS resources

- Review the [Let's Talk Mental Health Guide](#) to support your conversations.
- Read our [Position Statement on Psychological Health and Safety in the Workplace](#).
- Join the Psychological Safety Community of Practice: psychologicalhealthsafety@ahs.ca.
- Learn more about psychological health and safety by joining a monthly webinar – check out [My Mental Health](#) for more information and to register.
- Send an [e-card](#) to show you care.

Holocaust Remembrance Day

On January 27, International Holocaust Remembrance Day, honoured the lives lost in the unforgettable genocide of six million Jewish people during World War II. Learn more [here](#).

Upcoming events

AHS Physician Leaders' Healing Group – Winter 2023

Beginning January 13, we are offering a facilitated peer-support group for AHS physicians who self-identify as having experienced trauma or diversity struggles within their workplace settings. This discussion group will be a facilitated space to share experiences and receive support.

The discussions are not equivalent to therapy, but you may find them to be therapeutic.

The group will be hosted weekly on Fridays from noon to 1 p.m. from Jan. 13 to Feb. 17. Discussions will be led by trauma-informed physician co-facilitators, Dr. Leanne Owens, Psychiatrist, and Dr. Ileen Taylor, Family Physician. Participants and facilitators are jointly responsible for creating a safe space.

Please [register online](#), as a limited number of spots are available (can register up to February 17).

CMA Wellness Connection

The Canadian Medical Association virtual peer support sessions, **Wellness Connection**, provide a virtual, safe space where physicians and medical learners can gather to discuss shared experiences, get support, seek advice, and help each other.

Click on the webinar title for more information on the moderator and learning objectives, and to register.

- [Imposter Syndrome](#) -Feb 1, 5 p.m. MST
- [Are You and Medicine on the Rocks?](#) - Feb 16, 5 p.m. MST
- [Compassion Rounds: The Art and Science of Happiness \(Part 1\)](#) - Feb 23, 5 p.m. MST

Well Doc Alberta Workshop

Focusing on Recovery: Using Narrative as an Experiential Tool to Reflect on the Pandemic

A growing body of literature supports narrative-based medicine as a tool to share experiences and express emotion. Join for a three-session series (1.5 hours per session) where Well Doc Alberta will introduce key concepts in narrative-based medicine, and experience writing prose, poetry, and graphic medicine as a tool to aid in recovery from the pandemic. **Workshops are scheduled on Thursdays starting February 2 to 16 from 7 p.m. – 8:30 p.m.**

Click here to register: [Focusing on Recovery Workshop Registration](#)

Participate in the 3MDR Research Study



Multi-modal, Motion-assisted, Memory Desensitization and Reconsolidation (3MDR) virtual reality-based treatment is for individuals with post-traumatic stress disorder and associated conditions:

You are invited to participate in a HiMARC, University of Alberta research study assessing a virtual-reality supported psychotherapy for individuals who are affected by trauma, including: regular and reserve Canadian Armed Forces service members, Veterans, public safety personnel (e.g., paramedics, police, firefighters, and correctional officers), healthcare professionals, essential service providers, adult family members of the aforementioned groups, or members of the general public.

If you are interested in participating, please contact the [research team](#). Participation is completely voluntary and will not affect any of the care or services you are currently receiving

For more information about this study, please see the [study website](#)

Mindful Practice in Medicine



Mindful Practice
IN MEDICINE

UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE

Presented by the Centre for Mindfulness

Register Now!

Banff Centre for Arts and Creativity
March 10-12th, 2023

Mindful Practice in Medicine Core Workshop
March 10-12th, 2023

[For more information and registration](#)

SESSION LEARNING OBJECTIVES

At the end of this course, learners will be equipped to:

- Apply self-awareness and self-monitoring during clinical work and teaching
- Demonstrate skills in attending to patient's needs, effective clinical practice and compassionate care
- Effectively manage challenges at work and practice ways to attend to your own well-being

Who Should Attend

Family Physicians, Specialist Physicians, Nurse Practitioners, Registered Nurses, Licensed Practical Nurses, Students, Residents, Other Health Care Professionals.

In-Person Sessions

Friday March 10, 4:00-9:00 PM MT
Saturday March 11, 6:30 AM-8:45 PM MT
Sunday March 12, 6:30 AM-1:45 PM MT

Follow-Up Webinars

Tuesdays 6:00-7:30 PM MT
March 21, March 28, April 4, April 11



Well Doc Alberta

Well Doc Alberta is a collaborative, co-operative initiative aimed at advancing physician wellness through evidence-based education and prevention.

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

[Alberta Medical Association Physician and Family Support Program](#)