

# MD Culture Shift

Issue 24



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.

## *September 2023 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

#### September 2023 Celebrating Health

- World Suicide Prevention Day – Sept. 10
- World Patient Safety Day – Sept. 17
- Gender Equality Week – Sept. 24 to 30
- National Day for Truth & Reconciliation and Orange Shirt Day – Sept. 30



#### Upcoming Courses/Sessions

- Trauma Aware Culture Training and Trauma Informed Protective Strategies
- Lunch-Hour Physician's Healing Group – Starting Sept. 20
- Leadership Conversations Course: "Accountability Conversations and Managing Physician Concerns" – Starting September
- CMA Wellness Connection
- Addiction & Mental Health Knowledge Bites Lunch & Learn Series
- Changing your Self-Criticism to Self-Compassion

#### Upcoming Events

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- Well Doc Alberta & PFSP contact information
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## September 2023

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### World Suicide Prevention Day – Sept. 10

AHS is Working Together to Prevent Suicide. We all have a role to play in suicide prevention. At the broader level, there needs to be a collective responsibility involving all sectors, organizations, and communities. At the individual level, awareness, early intervention, and encouragement to seek help are all important steps we can take.

Certain groups in Alberta are disproportionately affected by suicide, including people with mental illness or addiction, people who are socio-economically disadvantaged, Indigenous communities, men and boys, and members of the LGBTQ+ community. These groups are at an increased risk of suicide due to various individual, interpersonal, and societal factors.

Talking to or asking someone about suicide does not make them suicidal. Talking about suicide is the first step to prevention.

Suicide is preventable. Someone who is thinking about suicide may give signs to those around them that show they are struggling. Suicide prevention starts with recognizing the warning signs. Some suicide warning signs include:

- Talking about suicide
- Giving away possessions
- Researching suicide methods
- Talking about being a burden
- Saying goodbye

If you or someone you know is having thoughts of suicide, reach out for help. Call Health Link at 811 or the Mental Health Help Line at 1-877-303-2642, available 24 hours a day, 7 days a week.

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### World Patient Safety Day – Sept. 17

World Patient Safety Day is celebrated on September 17, and Alberta Health Services (AHS) is pleased to participate.

World Patient Safety Day was established by the World Health Assembly to increase public awareness and engagement, enhance understanding of patient safety risks and create a call to action to promote patient safety. Whether you are delivering care on the frontlines, or working in a supporting role across AHS, we are all responsible for keeping our patients and families safe.

Each year, in celebration of World Patient Safety Day, a new theme is selected to raise awareness on a priority patient safety area where action is needed to reduce avoidable harm in health care. This year's theme is Engaging Patients for Patient Safety. Resources are available on [Insite](#) (AHS login required).

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## Gender Equality Week – Sept. 24 to 30

Gender Equality Week, the fourth week in September, is an opportunity to raise awareness of the important contributions women and gender diverse communities have made to the growth, development, character and identity of Canada; to celebrate the significant achievements and accomplishments that we have made in advancing gender equality; and to reconfirm our commitment to address persistent gender equality gaps in our country.

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## National Day for Truth & Reconciliation and Orange Shirt Day – Sept. 30

AHS has been commemorating Orange Shirt Day on September 30 for many years, to recognize the history and truthful impacts of residential schools in Alberta. The Orange Shirt Day movement started in 2013 after a Residential School Survivor spoke about having the orange shirt her grandmother bought for her taken away on her first day of school when she was 6 years old. [Read her story here.](#)

Wearing an orange shirt symbolizes the harm done to residential school students and their families, and shows a commitment to the principle that every child matters. By acknowledging and understanding the truth of the past, we can take steps to move forward towards reconciliation.

In 2021 Orange Shirt Day became the [National Day for Truth and Reconciliation](#). We are more unified in our grief as we follow the ongoing recovery efforts taking place near the sites of former residential schools around the country and we are inviting all AHS staff, physicians, students and volunteers to take this opportunity to consider their own reconciliation journey.

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](#).

## Upcoming Courses

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### Trauma Aware Culture Training & Trauma Informed Protective Strategies – Available on MyLearningLink

Trauma Aware Culture Training (TACT) and Trauma Informed Protective Strategies (TIPS) is now available to register on [MyLearningLink](#)\* for October. More sessions for TILT, TACT & TIPS will be added on a monthly basis.

Facilitated by AHS certified Community and Workplace Traumatologists, TACT and TIPS focuses trauma aware principles and trauma protective strategies to create and foster a healthy workplace culture. This course offering is available to all whom are interested.

This course is *pending* CME accreditation by the Royal College of Physicians and Surgeons of Canada and the Office of Cumming Medical Education and Professional Development.

*\*Once in the MyLearningLink portal, enter course name under the “course search” field to register.*

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## **Lunch-Hour Physicians’ Healing Group – Starting Sept. 20**

Starting September 20, 2023 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. Previous attendees commented that:

- "It was helpful to hear that others are facing the same challenges."
- "I felt very safe asking questions without fear of being judged."
- "These discussions are great investments into my mental, emotional, spiritual and physical well-being."

The group will be hosted weekly on Wednesdays from **noon to 1 p.m. from Sep 20 to Oct 25**. Discussions will be led by trauma-informed physician co-facilitators, Dr. Ileen Taylor, Family Physician and Dr. Monique Jericho, Psychiatrist. Participants and facilitators are jointly responsible for creating a safe space.

Please email [rosalie.krause@ahs.ca](mailto:rosalie.krause@ahs.ca) to register, as a limited number of spots are available.

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## **Leadership Conversations Course: “Accountability Conversations and Managing Physician Concerns” – Starting September**

Join us for our second Leadership conversations course “Accountability conversations and Managing Physician Concerns”

You are invited to participate in the second part of our Critical Leadership Conversations series that will be delivered in a virtual format to optimize learning, practice, and self-reflection.

- five one-hour virtual lectures and large group discussion sessions delivered over 8 weeks from September 7 – November 2, 2023
- learn the skills necessary for holding accountability conversations in the context of being a medical leader in AHS.
- in-between sessions, you will meet with two colleagues in a triad (either a self-selected group or an assigned triad) to share experiences confidentially, discuss what you have learned, debrief, and offer advice and support to one another.
- as we build on the skills over the 8 weeks, you will have opportunity to address important issues in your current leadership with the support of the facilitators and your triad colleagues.

- in addition, you will have a chance to meet with one of the facilitators at the end of the series to debrief and receive 1:1 coaching for how to optimize your further learning in this area.
- participants are encouraged to participate from anywhere in the province.

For questions and to register, please contact Lori Paul at [lori-ann.paul@albertahealthservices.ca](mailto:lori-ann.paul@albertahealthservices.ca) **no later than September 5, 2023.**

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## 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.

These virtual peer support sessions are available each week to all physicians and learners in Canada. Led by [trained facilitators](#), sessions cover a range of topics and themes to address critical needs and emerging strategies to support physicians and learners.

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

- [Balance and Boundaries](#) – Sept. 12, 2023, 5 p.m.
- [Are you and Medicine on the Rocks?](#) – Sept. 14, 2023, 5 p.m.
- [Mindful Disaster Planning - Part of Self-Care](#) – Sept. 28, 2023, 5 p.m.

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## Addiction & Mental Health Knowledge Bites Lunch & Learn Series

This 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.

The next event is on **Wednesday, October 4, 12:05-12:50pm MST**. Dr. Kevin St. Arnaud will present “Educational Needs and Perceptions about Psychedelic-Assisted Therapy among Mental Health Professionals within AHS: An Introduction to Psychedelics in Practice.” This event is free to attend remotely over Microsoft Teams or phone.

**To join, RSVP at <https://is.gd/KnowledgeBites>.**

There is more information on the [Knowledge Bites webpage](#). To be notified of future events in this series, subscribe to the [Knowledge Bites mailing list](#).

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## Sponsored by PFSP: Changing your Self-Criticism to Self-Compassion – Oct. 18

Are you caught up in “try harder, do better” cycle? Do you feel you can’t keep up/are not good enough/compare yourself to your colleagues and find yourself coming up short? Do others needs routinely come before yours? Do you stay up at night ruminating that you have missed something or made a mistake?

You’re not alone. Many physicians struggle with a harsh inner critic, perfectionism, and over-functioning. Cultivating self-compassion is a proven antidote to these strategies that are no longer helpful.

Facilitated by Dr. Ileen Taylor, this interactive experiential session will provide practice techniques for motivating yourself with encouragement rather than self-criticism. For more information about the session and the facilitator, click [here](#).

**Date:** October 18, 2023

**Time:** 7:00 p.m. – 8:30 p.m.

**Cost:** FREE

**Registration is required. Click [here](#) to register**



## Upcoming Events

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### Canadian Conference on Physician Health – Registration Opens Soon!

The Canadian Conference on Physician Health (CCPH) showcases both research and innovative initiatives addressing issues related to physicians’ health and wellness within the medical training and practice environment, while providing a forum for learners and physicians across the career lifecycle, researchers, educators, administrators, and others to network and promote collaboration within the community.

**The conference will be held on November 3-4, 2023 at the Fairmont Queen Elizabeth in Montreal, QC and virtually. Registration opens in September (TBD).**

**To be notified when registration opens or for more information, click [here](#)**

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### Resident Wellness Conference – Registration now Open!

**Calling all residents! The Resident Wellness Conference (RWC) 2023 will be held on November 9, 2023 at the Lister Center, University of Alberta. Registration now open!\* Fees are waived by PFSP.**

The RWC is an AMA’s Physician and Family Support Program sponsored event in collaboration with the Universities of Alberta and Calgary wellness offices, and PARA. This conference aims to provide residents with insights and strategies to enhance their wellness, through exploring and developing practical self-care strategies and techniques.

For more information and to register, click [here](#)

*\* Note: registration is limited and on a first-come, first-served basis. Registration fills up quickly so we will have a waitlist available. If you are unable to attend your registered session, kindly email [pfsp@albertadoctors.org](mailto:pfsp@albertadoctors.org) so that another resident may attend, thank you!*

## For Your Information

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### Patient Safety Culture & Our People Survey runs Sept. 12 – Oct. 4

**It's important we hear from you. Please participate! It takes about five minutes and is completely anonymous.**

 Our People Survey  
Sept. 12–Oct. 4, 2023



On Sept. 12, watch your preferred email for a survey link from Gallup, the organization which conducts the survey for AHS. For AHS email users, our IT external-email warning will pop up, but this is an AHS-approved email and safe to open. For other email users, please be sure to check your junk folders. The survey asks about AHS' patient safety culture and about your experiences as an AHS practitioner at the site, department, or program team you work with most

often. Your input will help identify your local needs and create improvement opportunities.

We value your perspective and feedback and look forward to hearing what you think so we can better support you.

Learn more on [Insite](#). Questions? Contact [engage@ahs.ca](mailto:engage@ahs.ca).

## Resource Information

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### 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](http://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

Please feel free to reach out to [MDCultureShift@albertahealthservices.ca](mailto:MDCultureShift@albertahealthservices.ca) if you have feedback or suggestions for topics in future newsletters.