



Healthy Albertans.
Healthy Communities.
Together.

MD Culture Shift

June 2024

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.

June 2024 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

June 2024 AHS Celebrating Health

- National Indigenous Peoples Month
- Pride Month
- Men's Health Month

Upcoming Courses/Sessions

- Trauma-Informed Workplace – June 11 & Aug. 20
- Equity, Diversity and Inclusion Virtual Learning Exchange – June 19
- MD Culture Shift Community of Practice – June 19
- Virtual Medical Leadership Development Series – June 19 & 20
- Internationally Educated Clinical Professionals Workforce Resource Group – June 24

Upcoming Events

- Well Doc Alberta - Narrative Medicine Workshop – Prose – June 6
- Alberta Sexual Assault Course and Conference – June 8
- CMA Webinars: The Journey to Reconciliation and Allyship – June 17&19

For Your Information

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June 2024 Celebrating Health

National Indigenous Peoples Month

June is National Indigenous Peoples Month, a time to recognize the cultures and stories of First Nations, Inuit and Métis peoples across this land. It is important to honor, 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.

For more information and to register for upcoming webinars, click [here](#).

Pride Month

June is internationally recognized as Pride Month. But we celebrate our diversity throughout the year! We encourage you to share your pride in the workplace and celebrate the diversity our people bring to the organization. When we create an environment that is safer and more inclusive for all, we improve patient experience, outcomes, and quality of care for Albertans. [Connect through Pride & Allyship](#).



To register for upcoming events, webinars and for more information click [here](#).

Men's Health Month

June is celebrated as Men's Health Month, a time dedicated to raising awareness about the health challenges faced by men and encouraging them to take proactive steps towards better health. This month emphasizes the importance of regular check-ups, healthy lifestyle choices, and early detection of diseases such as heart disease, cancer, and mental health issues. It's an opportunity for men to prioritize their wellbeing, engage in physical activity, and seek support for both their physical and mental health needs.



For more information, click [here](#).

Upcoming Courses and Sessions

Courses to Support a Trauma-Informed Workplaces

Trauma-Informed Leadership Training (TILT), Trauma-Aware Culture Training (TACT), and Trauma-Informed Protective Strategies (TIPS) are available to register on [MyLearningLink](#)*. **Each course is held from 12–1:30 p.m. or 4–5:30 p.m.** Content will be covered in the first hour followed by an optional half hour for open discussion.

Facilitated by AHS Certified Community and Workplace Traumatologists, these sessions focus on trauma-informed leadership practices, trauma-aware principles, and trauma-protective strategies to create and foster a healthy workplace culture. This course offering is available to anyone interested.

TILT:
June 11

TIPS:
Aug. 20

*These courses are an Accredited Group Learning Activity (Section 1) as defined by the maintenance Certification Program of the Royal College of Physicians and Surgeons of Canada. *Note, that there are no prerequisites required for each course. Ad hoc sessions for department teams are available upon request by contacting mdcultureshift@ahs.ca.*

Equity, Diversity and Inclusion Virtual Learning Exchange

This virtual learning opportunity aims to build the capacity to be equitable and inclusive in our work as we engage with diverse people with lived experience. The Equity, Diversity and Inclusion Virtual Learning Exchange is a 'learning by doing' opportunity where we can collectively grow and deepen our understanding of ways to dismantle systemic inequities that impact the safety and quality of care.



For more information on upcoming sessions, click [here](#).

MD Culture Shift Community of Practice – You're Invited

The MD Culture Shift Community of Practice brings together Alberta physicians interested in advancing wellness and diversity. Physician members are supported with a community to share ideas and experiences, celebrate successes, and foster learnings through collective knowledge and wisdom.



Co-led by Dr. Florence Obianyor and Dr. Charlie Chen, AHS Physician Advisors, Diversity, Wellness and Development

Next Meeting:
June 19 - 12–12:50 p.m. via MS Teams.



Future CoPs are scheduled on the third Wednesday of every month. If you would like to attend and be part of ongoing CoP meetings, please email mdcultureshift@ahs.ca. We look forward to seeing you!

Virtual Medical Leadership Development Series – June 19 & 20

Register for the upcoming Virtual Medical Leadership Development sessions on “Cultivating Connections: Exploring Allyship and Sponsorship through the 4Cs of Influence”. This interactive session promises to provide valuable insights into effective medical leadership and the role of allyship and sponsorship in enhancing leadership effectiveness. Join in for an engaging discussion that will enhance your understanding of these critical aspects of medical leadership.

Session Date: June 19 - 4:00-5:30 p.m. or June 20 - 7:00-8:30 a.m.

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

Internationally Educated Clinical Professionals Workforce Resource Group – June 24

The Internationally Educated Clinical Professionals Workforce Resource Group (IECP WRG) is a fantastic opportunity for clinically educated professionals who are enthusiastic about fostering a diverse and inclusive workplace, we invite you to be a part of this exciting initiative. The primary aim is to establish a peer-support network for both new and current staff who are internationally educated clinical professionals.

Next Meeting: June 24, 12–1 p.m. via MS Teams

If you would like to attend and be part of ongoing IECP WRG meetings, please email iecp.wrg@ahs.ca. We look forward to seeing you!

Upcoming Events

Well Doc Alberta - Narrative Medicine Workshop – Prose – June 6

A growing body of literature supports narrative-based medicine as a tool to share experiences and express emotion. Join us for the two-hour session where we will introduce key concepts in narrative-based medicine, and experience writing prose as a tool to aid in recovery from the pandemic.

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

Alberta Sexual Assault Course and Conference

The University of Calgary is hosting a virtual Course and Conference on Alberta Sexual Assault. This conference is designed to share core training and provide management updates for urban and rural healthcare professionals caring for patients that have experienced sexual violence. The course endeavours to provide broad training with sessions that are tailored to both medical and non-medical professionals.

Upcoming Session: June 8, 8:30 a.m. – 4:35 p.m.

Location: Online

Note: This course is comprised of the June 8 virtual conference, four post-conference webinars and an online discussion forum. The registration will include access to conference session recordings. If you cannot make the conference partially or in its entirety, registering will allow you access to the recordings.

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



UNIVERSITY OF CALGARY
CUMMING SCHOOL OF MEDICINE
Continuing Medical Education
and Professional Development

CMA Webinars: The Journey to Reconciliation and Allyship

The Canadian Medical Association (CMA) is pleased to invite you to an upcoming virtual session for physicians and medical learners.

Upcoming Sessions:

- Monday, June 17, 12–2 p.m. ET (English session)
- Wednesday, June 19, 6:30–8:30 p.m. ET (English session with simultaneous French interpretation)

Spaces are limited. Registration closes on June 14

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

For Your Information

What's Your Balance?

Wellness is a priority at AHS. As a healthcare organization, we want to lead by example and inspire others to live healthy and well. The 'What's Your Balance?' campaign started in 2018 and has continued to evolve. This wellness initiative creates opportunities for staff to find a healthy balance and share their stories.

To learn more about this initiative, click [here](#)

Wellness4MDs Program: Mental Health Support for Physicians, Residents, and Medical Students

Are you a physician, post-graduate medical trainee or medical student in Canada? Are you seeking support to deal with stress, burnout, anxiety or depression, build resilience and maintain or improve psychological wellness?

If so, subscribe to the Wellness4MDs program to receive free daily cognitive behaviour therapy-based supportive text messages and mental health literacy information.

Text “WELLMD” to 1-855-947-4673 to subscribe. You can stop receiving the messages by replying “STOP” at any time.

This program is sponsored in part by the Mental Health Foundation, University of Alberta and the Royal College Foundation. If you have questions about the program, contact vn602367@dal.ca

Wellness4MDs is sponsored by:



Well Doc Alberta Education Bulletin

Well Doc Alberta Education Bulletins aim to enhance literacy and awareness on various physician wellness topics. In this bulletin, they explore what physician wellness entails, some high-level differences between occupational distress syndromes and mental illness, drivers of burnout, and how to address burnout while promoting well-being for physicians.

Click [here](#) to access the bulletins.

Physician Wellness Minute – The Importance of Time Off

Brought to you by Well Doc Alberta, having opportunities and organizational support for time off, with full coverage for work responsibilities, can be an important strategy for supporting physician wellness.

“A recent study by Sinsky et al. (2024) of physicians in the US showed that taking at least 3 weeks of vacation per year was associated with a reduced risk of burn out. Working for more than 30 minutes per day while on vacation was associated with a higher risk of burnout.”

Well Doc Alberta’s New Theory of Change Model

During 2023, Well Doc Alberta undertook a variety of activities to help better evaluate and assess their outputs, outcomes, and impacts to date, and spent considerable time reflecting and planning for the coming years ahead, to more clearly document their goals and how they plan to achieve them. As part of that work, Well Doc Alberta is proud to unveil their new Theory of Change model.

This model is designed as a tool to help articulate and depict the intended impact they hope to contribute to—as one of many working to support physician wellness—and the roadmap or causal pathway of how specific activities they undertake can contribute to short-, mid-, and long-term outcomes that ultimately lead to the intended impact.

The process of developing this Theory of Change model was collaborative, and they would like to sincerely thank those stakeholders that reviewed drafts of the document and shared their feedback.

For more information click [here](#).

It's Time to Prepare for Wildfire Season!

As the wildfire season intensifies, the AMA will use their social media platforms and website to share important information. Members can also contact AMA at amamail@albertadoctors.org. We encourage everyone to watch for updates and to visit the [AHS Wildfire Resources](#) page for more information.

Resource Information

Well Doc Alberta

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

Well Doc Alberta

Shaping the future of physician wellness, together

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



Please reach out to MDCultureShift@albertahealthservices.ca if you have feedback or suggestions for topics in future newsletters.