About Us
Welcome to the second issue of MD Culture Shift, an Alberta Health Services publication created by physicians for physicians. The monthly publication will share insightful and valuable information in the areas of wellness, diversity, leadership development and showcase the great work being done throughout the province supporting a shift in the culture of medicine.

This newsletter will serve as a conduit between medical leaders and frontline physicians to share resources and support a positive culture shift where physicians experience a psychological safe and healthy workplace.

April
In recognition of World Autism Awareness Day (April 2), we bring attention to neurodiversity as another aspect of diversity within our profession.

Below is a link to the recently published editorial, “Embracing Neurodiversity in Medicine”, in the Australian Journal of General Practice.

The author defines neurodiversity as, “Variations between human minds occurring naturally within a population, and includes conditions such as autism, attention deficit hyperactivity disorder (ADHD), dyspraxia and dyslexia.” The author brings awareness to neurodivergence among doctors, highlighting the particular strengths of autistic doctors which may include focus, attention to detail and pattern recognition, all of which are valuable in medicine.

To learn more:


Artist’s Corner

Sketch of third-year AHS resident featured on the cover of Neurology

This month’s featured artist is Kaylynn Purdy, a third-year neurology resident whose sketch was published on the cover of Neurology, Sept 2020; 95 (11).

“This sketch is a tribute to neurology residents across the globe for their resilience and courage in the throes of a pandemic. Residents have isolated themselves from family, delayed training, and worked longer hours while remaining true to the pursuit of excellence and compassion in neurologic care. This piece recognizes and memorializes how neurology residents have adapted to working in a pandemic and propped up our health systems.”
Physician Wellness

A high level of distress among Alberta’s physicians

<table>
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<tr>
<th>PFSP Utilization Data – 2020</th>
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<td>2,563 CALLS TO THE ASSISTANCE LINE</td>
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<td>8,842 COUNSELLING HOURS USED</td>
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<tr>
<th>PFSP Utilization Data – 2020 over 2019</th>
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<tr>
<td>15% INCREASE IN ASSISTANCE LINE UTILIZATION</td>
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<tr>
<td>40% INCREASE IN OCCUPATIONAL ISSUES</td>
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<tr>
<td>25% MORE CALLS RELATED TO ANXIETY, STRESS, DEPRESSION</td>
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Shining a light on the AMA Physician and Family Support Program (PFSP)

With a 15 per cent increase in assistance-line usage over the last year and a reported 40 per cent increase in occupational issues like burnout, we are grateful for this program and encourage you to access supports for you and your family.

#savePFSP

The recent #savePFSP tag on Twitter brought forward many personal stories of the difference the PFSP has made to individual physicians.

“Earlier in my career I didn't have the tools to support my mental health. I became burned out and depressed, but fortunately PFSP was there to help.” ~ Dr. Sue Reid, AMA #GOAT interview

Learn more about the AMA PFSP: AMA's Physician and Family Support Program

Upcoming Events

Physician Wellness Zoom Rooms

Infographics from past Physician Wellness Zoom rooms can be found at www.ahs.ca/mdwellness.

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<th>Topic of focus: Self-Compassion</th>
<th>Topic of focus: Anti-Racism</th>
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<td>Date: Tues., April 6, 5-6 p.m.</td>
<td>Date: Tues., April 20, 5-6 p.m.</td>
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Zoom Link:
https://albertahealthservices.zoom.us/j/5253944907?pwd=Z0k1aW9wcWQyNW5HNlAzRVh2VlRLZz09

Canadian Conference on Physician Leadership

Dates: April 26 – 29, 2021
Topic of focus: An Uncharted Future

Canadian Society of Physician Leaders Welcome to the Canadian Society of Physician Leaders

International Conference on Physician Health (ICPH)

Dates: April 26 – 30, 2021
Topic of focus: A Vision for Humanity in Medicine

International conference on physician health 2020: a vision for humanity in medicine
May is Asian Heritage Month and Jewish Heritage Month
The Canadian Foundation for Asian Culture has planned a virtual festival for 2020: [May is Asian Heritage Month](#).

Look for additional upcoming AHS events/resources at the [Diversity & Inclusion page on InSite](#).

**February and March in review**
We recognize as physicians, events often conflict with your clinical schedule. In this section, we include any links to recordings of events promoted in our last newsletter.

**Black History Month Events**

**Podcasts:**
Osayimwense Oke-Ifidon, Senior Advisor in Diversity & Inclusion talks about acknowledging Black History Month; in particular, the fears Black people have about speaking up, and encountering negative stereotypes:
[Our People Podcast - Black History Month](#)
[Our People Podcast - Black History Month](#)

**Lunch and Learn:**
Significant Contributions of Black People to the Canadian Healthcare System: [A focus on Alberta](#).

**Anti-bullying (Pink Shirt) Day Event**
Please see the appendix to view a graphic recording by Aaron Russell, AHS media producer, of a Physician Wellness Zoom Room [Anti-bullying in Medicine](#) discussion led by Dr. Jennifer Williams.

**Physician specific celebrations in May**
- May 1 is National Physician’s Day
- May 19 is Family Doctor’s Day
- May 24-28 is Alberta Rural Health Week

In the month ahead, consider how you might salute your team of colleagues, like sending an [e-card](#). E-cards can be sent to non-AHS emails.

**Well Doc AB**
Well Doc Alberta is offering Physician Peer Support Training for physician groups who want to develop a formalized peer support team.
[Home | Well Doc Alberta](#)

**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

www.ahs.ca/mdwellness