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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

Neurodiversity in Medicine

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:

Full editorial: [RACGP - Embracing neurodiversity in medicine](#) Taylor G. "Embracing neurodiversity in Medicine" AJGP; Vol 50 Issue 3, Mar 2021.

Neurodiversity as a Competitive Advantage – Harvard Business Review [Neurodiversity-Is-a-Competitive-Advantage-article-in-Harvard-Biz-Review.pdf \(celebratingneurodiversity365.com\)](#)

“
The world needs
all kinds of minds.
– Dr. Temple Grandin
”

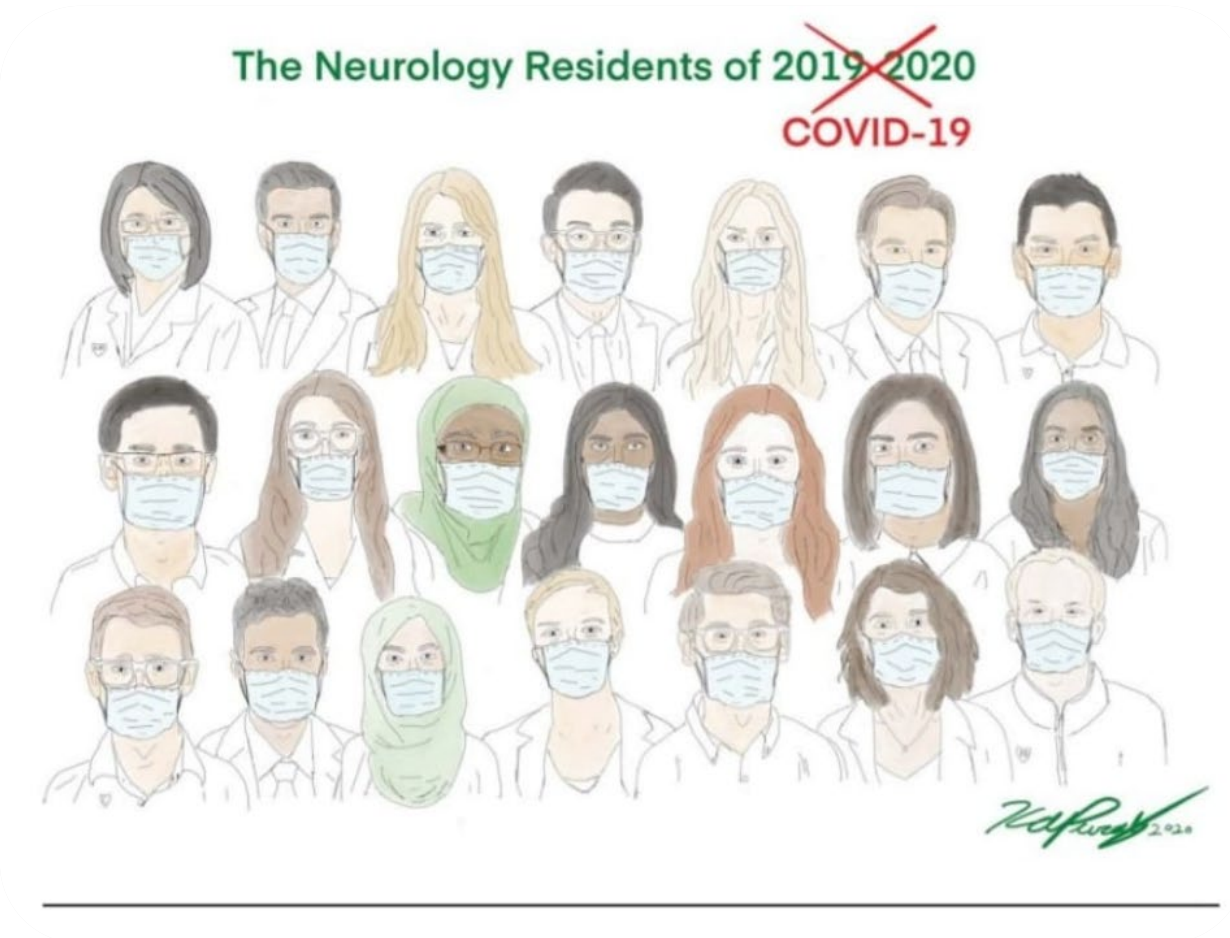
Artist's Corner

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

PFSP Utilization Data – 2020

2,563 CALLS TO THE ASSISTANCE LINE

8,842 COUNSELLING HOURS USED

PFSP Utilization Data – 2020 over 2019

15% INCREASE IN ASSISTANCE LINE UTILIZATION

40% INCREASE IN OCCUPATIONAL ISSUES

25% MORE CALLS RELATED TO ANXIETY, STRESS, DEPRESSION

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.

Topic of focus: Self-Compassion

Date: Tues., April 6, 5-6 p.m.

Topic of focus: Anti-Racism

Date: Tues., April 20, 5-6 p.m.

Zoom Link:

<https://albertahealthservices.zoom.us/j/5253944907?pwd=Z0k1aW9wcWQyNW5HNIAzRVh2VlRLZz09>

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](#).



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 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.

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 & 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

MD Culture Shift

Issue 02
APRIL 2021

Anti-Bullying Tuesday February 23, 2021 | 5:00pm - 6:00pm | Zoom

BAHD behaviours

BULLYING ABUSE HARASSMENT DISCRIMINATION

40% BULLYING IN THE WORKPLACE

COMMON? behaviours REPORTED?

BEHAVIOUR Continuum
(Increased and/or escalating behaviour and/or impact on the health of workers)

RESPECTFUL BEHAVIOUR | MISRESPECTFUL BEHAVIOUR | HARASSMENT | HARASSMENT (SEXUAL, DISCRIMINATION, SEXUAL) | VIOLENCE

(Decreasing through interventions - conflict resolution, training, team building, setting expectations, investigation etc.)

impacts of BULLYING

COMMON DEFINITIONS

POWER

REPORTING incidents

reprisal care

TOXIC WORKPLACES

LEADERSHIP SPECIALTY

LEADERSHIP SPECIALTY

GIVING & RECEIVING

CLEAN apology

hidden CURRICULUM UNDER PRESSURE

What can we **do** when we **witness** a colleague as the **target**?

What can we **do** when we realize we have behaved **BAHD**? When we have mistreated another individual?

What can **leaders** and organizations do to address **bullying/harassment** and promote **respectful** and **inclusive** environments?

train the trainer

culture SHIFT

Healthy Albertans. Healthy Communities. Together.

Alberta Health Services

Physical distancing works