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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services publication created *by* physicians *for* physicians through the Physician Diversity, Wellness & Leadership Development portfolio.

The portfolio is focused 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, and values wellness and diversity.

This publication shares insightful and valuable information in the areas of wellness, diversity, leadership development and showcases the great work being done throughout the province supporting a shift in the culture of medicine.

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

Summer break

We applaud so many committees for taking a break over the summer in support of wellness. As such, we have less to share with you through the summer months. *MD Culture Shift* will be back in September. We wish you a safe, restful, and restorative summer.

AHS feature

AHS Anti-Racism Advisory Group

The Anti-Racism Advisory Group, a subcommittee of the Diversity and Inclusion Council, has been hard at work developing a comprehensive approach to anti-racism activities across our organization.

This work was informed by a rich consultation process that heard the diverse voices of over 900 people. Of those people:

- 40% self-identified as racialized
- 26% self-identified as non-Canadian born
- 37% self-identified as visible minority
- 9.3% self-identified as LGBTQ2S+



Please take some time to review AHS' organizational [Anti-Racism Position Statement](#).

This position statement will help us bring a consistent and comprehensive approach to anti-racism activities across the organization. We all have a role to play in addressing racism at all levels. The goal is to create a culture that sees diversity as a strength and embraces inclusion to deliver safe and quality healthcare.

See and share our new Stand Up and Speak Out poster, along with further information on the [anti-racism web page](#).

AHS partners

Physician-to-Physician Peer Support Spreading in AB

Physician distress is a well-documented phenomenon with costly consequences for individuals, patients and society, and peer support is an evidence-based intervention for physician distress. PFSP and Well Doc Alberta are working closely together to offer physician-to-physician peer support training.

Peer Support 101 is a pre-cursor for those who may be considering the Peer Support Program training that Well Doc Alberta offers for teams. This 50-minute virtual live session will raise physicians' awareness and understanding of peer support as an effective strategy to support physician wellness. It examines the scope of peer support, from informal to formal, so participants understand the concepts and rationale of various approaches to peer support and can make informed decisions related to pursuing a peer support initiative. This session is offered on a request basis, subject to physician facilitator availability.

Physician Peer Support Team Development: Well Doc Alberta is working with interested groups of physicians (e.g., Divisions, Departments, community physicians, rural physicians) to develop and train formal physician-to-physician peer support teams. The 3-step development process involves:

1. An initial meeting to understand your group and to discuss readiness, feasibility, and timelines,
2. A 1-hour training session with details on how to develop a peer support team, and
3. A 4.5-hour training session to formally train members of the peer support team about how to safely provide peer support to their colleagues.

If your group is interested in developing a peer support team or would like additional information, please reach out to WellDocAlberta@ucalgary.ca.

As a **just-in-time resource**, check out, "[Helping Each Other Through The Pandemic: Providing Informal Physician-to-Physician Peer Support](#)".

Artist's Corner



Capturing humanity: The COVID-19 Photography Project

Dr. Heather Patterson, an emergency physician, has been capturing moments of humanity through her lens during the COVID response. While her passion for photography began 20 years ago, it was her desire to have a visual representation of the purpose and privilege of caring for others which inspired her first medical project. As the pandemic began to impact communities in Alberta, permission was granted by Alberta Health Services to document the frontline clinical experiences, as well as the essential role of non-clinical teams such as housekeeping, food services, linens, lab, and pharmacy.



Heather has been photographing over the past 8 months. In the clinical setting, her intimate knowledge of medicine and the hospital environment allows her to anticipate where to be and what to photograph in order to capture the authentic story unfolding in front of her. Patients have been very interested to share their experiences, allowing us to see the people behind the statistics. She has seen shifts over the waves; patients more forthcoming to share their experiences, and an increased exhaustion amongst healthcare workers. Heather hopes to display her project post-pandemic through gallery display and a photobook. For now, check out her photos and videos on [Instagram](#).

“

I have been witness to profound tragedy while photographing during the pandemic. But I have learned that, despite the challenges we face every day, if you look for good, seek it out, it can offer hope and inspiration to keep going.

”



Upcoming Events

Doctor of the Week Call for Nominations

Do you know a physician who has gone above and beyond during the pandemic to shape and drive improvements for patients? Perhaps a physician colleague has gone above and beyond to help support others during a difficult day.

Each week, we would like to take a moment to celebrate and thank the amazing physicians working across the province to provide high-quality care to patients, staff and colleagues. If you know someone who deserves to be celebrated, please email CMO@ahs.ca with your suggestion, and a brief explanation.



June Highlights

PRIDE Month

The Proud Together, Workforce Resource Group for members and allies of the LGBTQ2S+ community hosted a [webinar](#) that explored the history of Pride and the experiences of panelists coming out in the workplace to help us understand how we can provide support to colleagues going through this process.

National Indigenous People's Month

AHS believes strongly that there is great value for all physicians in Alberta investing time to learn about Indigenous history and reflect on their Indigenous awareness. Online Indigenous awareness learning can be accessed by logging into [MyLearningLink.ahs.ca](https://mylearninglink.ahs.ca) and searching for Indigenous Awareness.

In addition, check out a recent webinar presented by Randal Bell on "[Indigenous Trauma and Reconciliation](#)".

Equity in Medicine conference

Equity in Medicine, a group of Canadian healthcare leaders who are growing a community of support to advance equity, diversity & inclusion in medicine, hosted their first conference, "[Overcoming Barriers in Medicine](#)", on June 12, 2021.

Resources

Respectful Workplaces

With busy schedules, we can't always attend training or seek out existing resources that may help us in our work and personal lives. [Respectful Workplaces: Discover and Discuss Guides](#) have been developed to help facilitate short discussions on topics and existing resources pertaining to Respectful Workplaces and Psychological Health and Safety.



Well Doc AB

Well Doc Alberta offers resources and education to support Physician Wellness, including Physician Peer Support Training for physician groups, and a Community Bulletin Board to promote physician wellness events and research. www.welldocalberta.ca



Physician & Family Support Program

1-877-SOS-4MDS (767-4637)
International: 403-930-0529 (you may call collect)
CONFIDENTIAL 24 hours a day/365 days a Year
[AMA's Physician and Family Support Program | Alberta Medical Association \(albertadoctors.org\)](#)