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About Us

Welcome to *MD Culture Shift*, an Alberta Health Services (AHS) publication created *by* physicians *for* physicians through the Physician Diversity, Wellness, and 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.

September

Orange Shirt Day- Sept.30

AHS continues to be a part of Orange Shirt Day, a growing movement of reconciliation, and legacy of the 2013 St. Joseph Mission residential school commemoration event, held in Williams Lake, B.C. It grew out of a former student's account of having her brand-new orange shirt taken away on her first day of school.

Wearing an Orange Shirt is meant to recognize the harm done to residential school students and show a commitment to the principle that every child matters. Orange Shirt Day is an opportunity for Indigenous people, local governments, schools, and communities to come together in the spirit of reconciliation and hope for generations of children to come.



You can now get an orange shirt through the [AHS store \(Insite login required\)](#). No profits are made off of these shirts (cost recovery only). To show your support, donations can be made to the [Orange Shirt Society](#).

Suicide Awareness Month

Recognition of September as Suicide Awareness Month is particularly important for our physician community as physicians are at a greater risk for death by suicide than the general population.

In 2020, AHS and Well Doc Alberta teamed up for Bell Let's Talk Day to help reduce the stigma associated with seeking help in the profession. Dr. Debrah Wirtzfeld, Associate Chief Medical Officer of Physician Health, Diversity, and Wellness at AHS, and Dr. Jane Lemaire, Physician Lead for Well Doc Alberta, hosted a chat on physician suicide with Dr. Michael F. Myers of SUNY-Downstate Medical Centre in Brooklyn, NY. Dr. Myers is author of the book titled "Why Physicians Die by Suicide: Lessons Learned from Their Families and Others Who Cared".

This podcast ([Let's Talk Physician Suicide](#)) explores:

- Why physicians are at risk of death by suicide
- How the healthcare work environment can contribute to physician mental health and illness
- How individuals and systems can support physician colleagues
- How physicians can seek support

Other resources:

- [After a suicide: Supporting clinicians after the loss of a colleague \(toolkit\)](#) developed by the American Foundation for Suicide Prevention, for medical programs and residency/fellowship programs
- [Help a buddy - Buddy up](#) men's suicide prevention campaign

Artist's Corner

Chad Guenter

In recognition of Suicide Prevention Month, our featured artist is Chad Guenter, a firefighter with the Canmore Fire Hall who designed the coin for [PROJECT ALL IN](#). Chad and several firefighters came up with the idea when paddling down the Bow River sharing concern over the high rate of suicide amongst first responders. They identified the main barrier to mental health supports was not a lack of supports for first responders but rather 'the ask' for help. The "All In" coin was designed to help the first responder community start conversations about their mental wellness, help debrief calls and ultimately to aid in suicide prevention. Members who have the coin can

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Having the coin in your pocket is a reminder that you can seek help, that there is support around you and that you don't need to suffer alone. After all, we are all in this together.

~Chad Guenter, Firefighter
and All in Coin Founder

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simply slide it forward towards another member to initiate a conversation. The recipient of the coin slide can be an active listener or start the conversation.

One sign of the coin features the maple leaf and the acronym I.C.A.N. which stands for Identify, Conditions, Actions and Needs, in support of a positive first step. The other side features the Buffalo, an animal that is able to endure colder temperatures by facing into the wind rather than away from it, and the mountains representing the healing impact of being outdoors.

As we put this story together, Chad was on his annual SUP expedition, Keep Calm Paddle On, to raise money and foster

open discussion about mental health, #keepcalmandpaddleon.

Thank you, Chad, for all that you do to support mental health!

AHS feature

The Diversity and Racial Equity (DaRE) Workforce Resource Group (WRG), formerly the Ethnic Minorities WRG and AHS have made some monumental accomplishments in combating racism and spreading awareness.

We are pleased to share the following:

- Our CEO's vlog: [Combating racism and discrimination](#)
- [Alberta Health Services Anti-Racism Position Statement](#)
- [Stand Up & Speak Out Poster](#)
- [Stand Up & Speak Out Video](#)
- [Diversity and Inclusion Best Practice Guide Being an Ally](#)

Additional resources can be found at [Diversity & Inclusion](#) (Insite login required).



In the Spotlight

Dr. Sofia Ahmed



Congratulations to Dr. Sofia Ahmed, recipient of the **May Cohen Award for Women Mentors** in recognition of her outstanding mentoring and contributions to the development of women's mentorship advocacy!

While Dr. Sofia Ahmed is known as one of Canada's top researchers in kidney and cardiovascular disease, she has dedicated her career to instilling that knowledge in the future generation. Through her mentorship, five research trainees were recent recipients of 2020 American Society of Nephrology Kidney STARS Awards, and three graduate trainees were previously recognized with American Society of Nephrology student scholarships. All acknowledge Dr. Ahmed's mentorship as a key contributor to their success.

Upcoming Events

Leadership Development

Provincial Medical Affairs will be offering Physician Leadership Institute (PLI) Courses in 2021/2022.

- **Coaching for Excellence** – Nov. 8-10 – 8 a.m. to 12 p.m. MST
- **Leading Change** – Dec. 8-9 – 9 a.m. to 3:30 p.m. MST

Full course descriptions: [CMA Joule Physician Leadership Institute Courses](#)

Please email ProvMAProfDevelopment@ahs.ca to register.

CMA Wellness Connection

The Wellness Connection is a virtual, safe space for physicians and medical learners to gather to discuss shared experiences, get support, seek advice, and help each other. The Wellness Connection is available to all Canadian physicians and learners through the CMA Community Engagement Platform.

Virtual group support sessions, led by [trained facilitators](#), are available each week.

- Civility – [Sep.14, 7:30 p.m.](#)
- Mindful Parenting: Managing back to school concerns [Sep. 16, 12 p.m.](#)
- Burnout Setting Limits: Learning how to say "No" [Sep. 21, 12 p.m.](#)
- Compassion Rounds [Sep. 23, 7 p.m.](#)
- Stress Reduction Practice [Sep.28, 12 p.m.](#)

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?

If you know someone who you feel should be recognized, please email CMO@ahs.ca with your suggestion, and a brief description of why.

Resources

Wellness

AHS [Respectful Workplaces: Discover and Discuss Guides](#) (Insite login required) have been developed to help facilitate short discussions on topics and existing resources pertaining to Respectful Workplaces and Psychological Health and Safety.

Request a Well Doc Alberta Education Session

Well Doc Alberta has launched an [online catalogue](#) of physician wellness education session offerings that you can request for your physician groups. Current sessions include Affirmation of Professional Calling, Empathy and Compassion, Physician Peer Support Team Development and Training, and Physician Wellness, Coping and Resilience, with more topics coming soon.

Well Doc Alberta Education Bulletins - NEW

Well Doc Alberta has developed a [new webpage](#) featuring short Education Bulletins that aim to enhance literacy and awareness about various physician wellness topics. Current topics include mindfulness, and strengthening informal peer support skills, with more topics coming soon.



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)

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Days a Week/365 Days a Year

[Alberta Medical Association's Physician and Family Support Program](#)