

MD Culture Shift

October 2023

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.

October 2023 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

October 2023 Celebrating Health

- World Mental Health Day – Oct. 10
- Healthy Workplace Month

Upcoming Courses/Sessions

- TILT, TACT & TIPS available on MLL now
- MD Culture Shift CoP – You're Invited
- Medical Leadership Development Series – Oct. 25 & 26
- Join the Lunch Hour Physicians' Healing Group
- CMA Wellness Connection
- Sexual Violence Awareness Education – Lunch Hour Learning Sessions
- Changing Your Self-Criticism to Self-Compassion – Oct. 18

Upcoming Events

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Happy
Thanksgiving



October 2023 Celebrating Health

World Mental Health Day – October 10

AHS is [committed](#) to building a [psychologically safe and healthy](#) workplace where we feel valued, heard and respected. One way we do this is by taking care of our mental health.

The World Health Organization defines mental health as a form of well-being that allows individuals to handle normal stresses, realize their abilities, learn and work well, be productive and contribute to their communities.

Every year, October 10 marks [World Mental Health Day](#). The goal is to raise awareness about mental health and the tools and supports available to support positive mental health. Talking about mental health and showing compassion for one another can help to decrease the stigma associated with mental illness.

At AHS, we strive to [Change the Conversation](#) to inspire dialogue and explore challenging topics like this to help develop safe, healthy, inclusive and respectful workplaces.

What Can You Do?

Take part in conversations about mental health.: Join the monthly Psychological Health and Safety Community of Practice to network, grow your skills, and share ideas by emailing us at psychologicalhealthsafety@ahs.ca

Healthy Workplace Month

October is [Canada's Healthy Workplace Month](#) and AHS is promoting healthy workplace practices all month long. The goal is simple. We are encouraging everyone to **do at least ONE thing** to help themselves and their teams feel healthier and safer.

Here are some simple ways you can support your health and wellness during your workday or shift.

Support Yourself

- Access the [Employee and Family Assistance Program \(EFAP\)](#) counselling services. Life Smart Coaching and the EFAP Resilience App are available to you and your family.
- Attend a [Wellness Seminar](#).
- Check out the [health and wellness resources](#) that are available on Insite. Topics include healthy eating, physical activity, psychological safety, resilience, and mental well-being.
- Practice healthy habits by learning how to [build more resilience](#).
- [Check in with yourself](#).

Support Your Team

- Become a [Wellness Champion](#) and promote health and wellness to your colleagues.
- Try to [support others who may be struggling](#).
- Learn how to [show compassion](#) at work. Talk about mental health and reducing stigma.
- Start the conversation on mental health with a [Not Myself Today](#) activity.
- Live our [AHS values](#) and treat each other with civility and respect.

Recognize Others

Our people's hard work and dedication allows us to make a difference to millions of Albertans. Recognize someone for a job well done or just show your appreciation by making someone feel happier and healthier at work.

- [Send an eCard](#)
- [Appreciation Menu](#)

Questions? Contact: wellness@ahs.ca.

Upcoming Offerings

Trauma Informed Leadership Training, Trauma Aware Culture Training & Trauma Informed Protective Strategies – Available on MyLearningLink (MLL) now

Trauma Informed Leadership Training (TILT), Trauma Aware Culture Training (TACT) and Trauma Informed Protective Strategies (TIPS) are now available to register on [MyLearningLink](#)*. **Each course is held monthly from 12 p.m. – 1:00 or 4:30 p.m. – 5:30 p.m.** Dates from October 2023 to January 2024 are available (see below).

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 who is interested.

TILT (CME Accredited):

- October 3
- November 1
- December 5
- January 11, 2024

TACT:

- October 5
- November 9
- December 7
- January 18, 2024

TIPS:

- October 11
- November 16
- December 14
- January 25, 2024

Note, there are not prerequisites required for each course, however, it is recommended to take TILT, TACT then TIPS respectively. Ad hoc sessions for department teams are available upon request by contacting mdcultureshift@ahs.ca.

**Once in the MyLearningLink portal, enter course name under the “course search” field to register.*

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.



We would like to take this opportunity to introduce ourselves, Dr. Florence Obianyor and Dr. Charlie Chen, the new AHS Physician Advisors, Diversity, Wellness, and Development in the Physician Experience portfolio. We are excited about co-leading the MD Culture Shift Community of Practice (CoP) moving forward.



You are invited to attend the next CoP meeting on **October 25, 2023 from 10 a.m. – 11 a.m.** via MS Teams. This meeting will be a book club type discussion. The book chosen is [Atlas of the Heart](#) by Brené Brown.

Pre-meeting reading would be lovely, but not mandatory for joining the October session. If you would like to attend and be part of ongoing CoP meetings, please contact mdcultureshift@ahs.ca. We look forward to seeing you!

Medical Leadership Development Series – Oct. 25 & Oct. 26

We look forward to continuing the conversation as a community interested in further developing leadership skills. This session is open to colleagues who may have an interest in leadership (they do not need to be in a formal medical leadership role to participate). Please keep an eye out for the email invites to register for the upcoming sessions. Presenter topics will be included in the invite.

For more information and questions, please contact maria.gallego@ahs.ca

Join the Lunch Hour Physicians' Healing Group

AHS is offering a facilitated peer-support group for AHS physicians who self-identify as having experienced trauma or diversity struggles within their workplace settings. This discussion group will be a facilitated space to share experiences and receive support.

The discussions are not equivalent to therapy, but you may find them to be therapeutic. Previous attendees commented that:

- "It was helpful to hear that others are facing the same challenges."
- "I felt very safe asking questions without fear of being judged."

- "These discussions are great investments into my mental, emotional, spiritual and physical well-being."

The group will be hosted weekly on Wednesdays from **12 p.m. – 1 p.m. until Oct. 25. Registration is ongoing.**

Discussions will be led by trauma-informed physician co-facilitators, Dr. Ileen Taylor, Family Physician and Dr. Monique Jericho, Psychiatrist. Participants and facilitators are jointly responsible for creating a safe space.

Please email rosalie.krause@ahs.ca to register.

CMA Wellness Connection

The Canadian Medical Association virtual peer support sessions, Wellness Connection, provide a virtual, safe space where physicians and medical learners can gather to discuss shared experiences, get support, seek advice and help each other.

These virtual peer support sessions are available each week to all physicians and learners in Canada. Led by [trained facilitators](#), sessions cover a range of topics and themes to address critical needs and emerging strategies to support physicians and learners.

Click on the webinar title for more information on the moderator and learning objectives, and to register.

- [Emotional Intelligence for Success & Wellness](#) – Oct. 5, 2023, 5 p.m.
- [Career Transitions](#)– Oct. 17, 2023, 5 p.m.
- [Are you and Medicine on the Rocks?](#) – Oct. 26, 2023, 5 p.m.

Sexual Violence Awareness Education – Lunch Hour Learning Sessions

In partnership with AHS, the Cumming School of Medicine's Sexual Violence Educator, **Dr. Kiara Mikita**, will be facilitating a series of educational lunch hour workshops throughout September. Guest speakers include members from **UCalgary's Sexual Violence Prevention and Support Team**, a local **Crown Prosecutor**, and representatives from the **Sexual Violence Survivors Legal Advice Program**. Each session is held from 12:10 p.m. – 12:50 p.m.

- [Parents & Sexual Violence Prevention](#) – Oct 10, 2023
- [Supporting Sexual Violence Prevention for PIDD](#) – Oct. 17, 2023
- [Gender Based Violence and Masculinity Norms](#) – Oct. 24, 2023
- [Sexual Violence Prevention in Gender & Sexually Diverse Communities](#) – Oct. 31, 2023

Sponsored by PFSP: Changing your Self-Criticism to Self-Compassion – Oct. 18

Are you caught up in “try harder, do better” cycle? Do you feel you can’t keep up/are not good enough/compare yourself to your colleagues and find yourself coming up short? Do others needs routinely come before yours? Do you stay up at night ruminating that you have missed something or made a mistake?

You’re not alone. Many physicians struggle with a harsh inner critic, perfectionism, and over-functioning. Cultivating self-compassion is a proven antidote to these strategies that are no longer helpful.

Facilitated by Dr. Ileen Taylor, this interactive experiential session will provide practice techniques for motivating yourself with encouragement rather than self-criticism. For more information about the session and the facilitator, click [here](#).

Date: October 18, 2023

Time: 7:00 p.m. – 8:30 p.m.

Cost: FREE

Registration is required. Click [here](#) to register



Upcoming Events

Canadian Conference on Physician Health – Registration Open

The Canadian Conference on Physician Health (CCPH) showcases both research and innovative initiatives addressing issues related to physicians’ health and wellness within the medical training and practice environment, while providing a forum for learners and physicians across the career lifecycle, researchers, educators, administrators, and others to network and promote collaboration within the community.

The conference will be held on November 3-4, 2023 at the Fairmont Queen Elizabeth in Montreal, QC and virtually. Registration is open until 7 p.m. on October 27, 2023. Registration fees vary dependent on registration type.

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

Resident Wellness Conference – Registration Open

Calling all residents! The Resident Wellness Conference (RWC) 2023 will be held on November 9, 2023 at the Lister Center, University of Alberta. Registration is now open*. Fees are waived by PFSP.

The RWC is an AMA’s Physician and Family Support Program sponsored event in collaboration with the Universities of Alberta and Calgary wellness offices, and PARA. This conference aims to provide residents with insights and strategies to enhance their wellness, through exploring and developing practical self-care strategies and techniques. **For more information and to register, click [here](#).**

* Note: registration is limited and on a first-come, first-served basis. Registration fills up quickly so we will have a waitlist available. If you are unable to attend your registered session, kindly email pfsp@albertadoctors.org so that another resident may attend, thank you!

For Your Information

Patient Safety Culture & Our People Survey – Share your Thoughts by Oct. 4

It's important we hear from you. Please participate! It takes about five minutes and is completely anonymous.

 Our People Survey
Sept. 12–Oct. 4, 2023



On Sept. 12, a survey link was sent to your preferred email from Gallup, the organization which conducts the survey for AHS. For AHS email users, our IT external-email warning will pop up, but this is an AHS-approved email and safe to open. For other email users, please be sure to check your junk folders. The survey asks about AHS' patient safety culture and about your experiences as an AHS practitioner at the site, department, or program team you work with most

often. Your input will help identify your local needs and create improvement opportunities.

We value your perspective and feedback and look forward to hearing what you think so we can better support you.

Learn more on [Insite](#). Questions? Contact engage@ahs.ca.

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.
www.welldocalberta.org



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

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